**“Identifying the Key Cornerstones**

**of our Mission and Vision…to be further refined outside of this session”**

September 6, 2016

Location

Marysville, CA

**Designed and Facilitated by:**

The Compression Planning® Institute

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**Participants**

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**Compression Planning Design/Agenda**

**Topic:**

* Identifying the Key Cornerstones of our Mission and Vision…to be further refined outside of this session

**Overall Purpose:**

1. To have a strategy to update and refine our Mission and Vision by August 31, 2016

**Purpose of this Session:**

1. To identify the key cornerstones of our Mission
2. To identify the key cornerstones of our Vision

**Non-Purpose of this Session:**

* To debate the need to do this – we are a new administrative team and we will clearly define our future together
* To get perfectly refined statements today – we are here to work on essence, not wordsmithing

**Key Session Deliverables**

**“Preliminary/Draft Mission & Vision Cornerstones”**

**Key Mission Cornerstones:**

* To provide a resource for cultural activities theatre, athletics (5 dots)
* To think clearly, creatively, critically and objectively (3 dots)
* Embraces diversity leadership & responsibility – educational & cultural well-being. Families & community values intellectual cultural diversity (1 dot)
* Life-long learning & individual potential (5 dots)
* Commitment to lifelong learning (5 dots)
* Embraces Diversity (6 dots)
* Our SLO’s: develop, assess, expand, and disaggregate. Data informed decisions (1 dot)
* Student Services (6 dots)
  + Admissions, Financial Aid, Counseling, Testing
  + Educational Plans
  + Career Placement
  + All the things!
    - Innovative culture…Adaptive to change (1 dot)
* Changing students’ lives for the better (6 dots)
* Strong relationships with local schools, businesses & community agencies (5 dots)
* We can’t be everything all the time. A culture that promotes prioritization & thoughtful choices (5 dots)
* A willingness to create a safe place to challenge thinking and practice (8 dots)
  + 3 Pillars – CTE, Degree/Transfer, Basic Skills (7 dots)
* Basic Skills, Degrees & Certificates, Career Transfer path ways (0 dots)
  + Provide basic skills, Certificates & degrees, career transfer opportunities (8 dots)
* Make it a safe place for people to explore options (4 dots)
* An affordable, quality higher education option (6 dots)
* To broaden the students cultural & intellectual horizon (5 dots)

**Key Session Deliverables**

**“Preliminary/Draft Mission & Vision Cornerstones”**

**Key Vision Cornerstones:**

* We are a cultural center for our community (5 dots)
* Inviting…feel like students are a part of the college community (10 dots)
* Culture of high expectations for each member of the college community (8 dots)
* A community of scholars and learners (1 dot)
* An active part of the community (6 dots)
* Be able to have clear pathways from start to finish (8 dots)
  + A clear path to engage students and explore options to those that don’t know what their path is (1 dot)
* Being the best at preparing our students to achieve their educational goals (3 dots)
  + The regional community college of choice (4 dots)
  + To be a quality institution of choice (6 dots)
* Hub for innovation and creativity for students & employers (5 dots)

**Action Plans**

|  |  |  |  |
| --- | --- | --- | --- |
| **Tasks** | **Who Will Do**  **It/ Deadline** | **Expected**  **Results** | **Update/**  **Status** |
| Assign individuals who will conduct Compression Planning sessions to gather input | GH/ | The appropriate CP sessions to gather input from missing perspectives |  |
| Create talking points for management to take to constituency groups | Sonja/ | Draft to share |  |
| Expand input to include senate, college council, alumni, foundation, CS of Yuba college, student senate, community | GH and Sonja/  Intro by August 23 | Refined framework that can be distributed for input and discussion – hold open campus input sessions |  |
| Refine framework of key mission and vision cornerstones | Sonja and cabinet/  August 22 | Refined framework that can be distributed for input and discussion – look at staffing and identify a small team to work on the plan |  |
| GH to include emission/vision in campus communication | Gh/  August 3 |  |  |
| Identify opportunities to hold open forums | Sonja, Kristina, Francesca, Hulin, Zulema/  August 22 | Input gathered from missing audiences |  |

**Communication Plan**

**Specific Messages:**

1. Working to update Vision and Mission statements
2. Variety of methods to gather input from various constituencies
3. The administrative team held first forum on revisiting Mission and Vision on August 2
4. Why the team is doing this – reflective of today’s needs
5. Updating relevancy for current trends
6. There is a new administrative team
7. Updating Mission and Vision meets accreditation requirements
8. The timeline to update – includes time to gather missing input
9. We are committed to working on this during the fall semester ‘16
10. This is part of a larger Ed Plan

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Who Needs to Know** | **What They Need to Know** | **Who Will Tell them** | **How Will We Tell Them** | **Deadline** |
| Yuba College council | 1,2,3,4,5,6,7,8,9,10 | Sonja | In person at first meeting of semester | August 23 |
| Chancellor | 1,2,3,4,5,7,8,9,10 | GH | Verbal | August 17 |
| Academic Senate | 1-10 | Elena | By email | August 11 |
| ASYC | 1,7,8,9,10 | Sonja | In person at the first meeting in September | September 20 |
| Classified staff | 1-10 | GH | Verbal to CSEA leadership | August 9 |
| Part time faculty | 1-10 | Elena | By email | August 11 |
| Community – CCPT consortia | 1,4,5,8,9 | Daren | In person at meetings | CCPT 8/24  NCCC Board 8/18 |
| Advisory committees | 1,2,3,4,5,6,7,8,9,10 | Daren/Cris | At meeting | 9/30 or 10/30 |
| Other community – foundation, alumni, chamber | 1,2,3,4,5,7,8,9,10 | GH | Written communication | By 9/30 |

**Debrief**

**What went well**

* We ended with deadlines and tasks
* All had input and could speak freely
* No spinning our wheels
* Had norms and expectations
* Able to move around and work with different people
* Good use of time
* Nobody fell asleep

**What would we change for our next session**

* Bring in more constituent groups
* Ice breaker to get us going

**Lessons learned**

* Have a lot of commonalities as a group
* Design on front end is critical
* This is a duplicatable process
* Seems like same people are leads – how do other help?
* Appreciate the method to allow others to talk
* Gives a collective message – we have overarching goals

**Remainder of Ideas Generated During Session**

**In order for us to meet the needs of our community and students, the culture we need must…**

* Core competency identification (1 dot)
* Student accessibility and achievement based on equity (0 dots)
* A college that acknowledges effort of others (1 dot)
* Hopeful – Optimistic. A culture that is hopeful & optimistic – a Can Do! Philosophy (2 dots)
* Administration, faculty, students working together (2 dots)
* Solution orientated with a growth mind set (2 dots)
* A culture where I (student) can see myself represented and my culture is valued and respected (0 dots)
* Flexible…open to change…open to difficult change (0 dots)
  + Accountability across all sectors (2 dots)
* Good enough isn’t…Create a cultural excellence at all times (2 dots)
  + More inclusive of all…students feel included…staff feel included..\*Belonging… (3 dots)
* Civil Culture, respectful, politeness (1 dot)
  + It is okay to take risks. A culture that supports risk taking and learning from mistakes. (1 dots)

**What about our current Mission and Vision are still applicable?**

* Develop basic skills including ESL and academic support services (0 dots)
* Student first (5 dots)
* Steward to its communities’ educational & cultural well-being (2 dots)
* Prepares students to meet intellectual occupational & technological challenges of a complex world (1 dot)
* Promotes/supports equity & diversity in people, prog., & ideas (5 dots)
* Yuba College embraces diversity and provides comprehensive quality educational programs and student services. We offer degrees and certificates, instruction in basic skills and preparation for transfer to baccalaureate-granting institutions, for entry into the job market, or for further career development. (3 dots)
* Vision…prepares its students to meet intellectual, occupational, and technological challenges.
* The educational program prepares students for transfer to baccalaureate granting institutions, for entry into job market, or for further career development (0 dots)
* A student first philosophy with emphasis in excellence and individual potential. Preparing students to transfer and entry into the job market. Encouraging a commitment to lifelong learning in all members of the community (2 dots)

**What have we dreamed about for the future of Yuba College?**

* Single sign-in for all web sources at Yuba College (3 dots)
* More innovated with technology science, engineering (4 dots)
* Better and more food services (2 dots)
* More active student life (5 dots)
* More FT faculty (2 dots)
* More diversity & welcoming place for students employees (1 dot)
* To be proud to go to Yuba College (2 dots)
* A great place to work! (1 dot)
* More automated processes i.e. electronic student files shared within each department (0 dots)
* A resource for gainful employment within the community and a resource for employees for community employees (0 dots)
* Higher retention rate overall (4 dots)
* More demand than supply for our classes (1 dot)
* Recognized as the Regional Educational Leader! (3 dots)
* Life changing institution for students – careers, character etc. (5 dots)
* Update facilities and make them aesthetically pleasing (4 dots)
* A vibrant integrated student media conglomerate (3 dots)

**In order for us to most effectively serve our community and students, we must work to strengthen the following?**

* Student & instructor relationships! (2 dots)
* Feedback from students to instructors (1 dot)
* Attitudes! Among everyone (0 dots)
* Strengthen the CATALOG (1 dot)
* Campus community relationships (1 dot)
* Partnership with employers (0 dots)
* Campus beautification! (5 dots)
* Break barriers between all levels of employees, i.e. faculty, admin, student services classifieds (5 dots)
* Provide more training to provide quality services & instruction to our students (2 dots)
* Updated Aps (0 dots)
* Update & improve our image in the community (no more “ghetto college”) (3 dots)
* Our discontinuance policy (3 dots)
* Our program and student services pathways (2 dots)
* Strengthen our DE (and DE support systems) (4 dots)
* Policies that promote, along with academic education, activities that promote service to the community.
* Synergy & Integration of all processes of curriculum to include cors, SLO’s, scheduling & programs (4 dots)
* Strengthen our EMP

**What are the strengths of Yuba College as an institution/organization?**

* We have a wealth of diversity represented on our student population (5 dots)
* Up-to-date library with many student services and resources (0 dots)
* Students who value their educational opportunities (0 dots)
* Faculty-strong (4 dots)
* Quality CTE Programs (2 dots)
* Hardworking dedicated people (6 dots)
* Public event offering + theater stuff! (5 dots)
* Raminder Bains (2 dots)
* Some of our CTE programs (0 dots)
* Career options…CTE…Nursing, Welding, RadT…(3 dots)
* Produce winning teams – athletics! (2 dots)
* No more interims- possibilities are there. (0 dots)
* Survey for student feedback (0 dots)
* Relationships among college administration and faculty + staff leadership (0 dots)
* Effective college council that is engaged (2 dots)
* Some strong student clubs and activities (2 dots)
* Highly sought after CTE programs (1 dot)
* Some faculty, staff and admin who go beyond their responsibilities and duties (7 dots)
* Some faculty who are known beyond college for their work (1 dot)

**What is our role in the community?**

* Provide a breadth and depth of knowledge to students beyond just ABCs + 123s (0 dots)
* Student opportunities for growth (0 dots)
* To meet workforce needs by providing skilled/trained labor (0 dots)
* Be a post-secondary educational institution (1 dot)
* Providing opportunities for academic success (1 dot)
* Educational & cultural leaders (4 dots)
* Active participant in community workforce (0 dots)
* Cultural center for community (5 dots)
* To be a conduit between community and wider world (0 dots)
* Provide opportunities for student employment (0 dots)
* Help nurture good citizenship (3 dots)
* Be a pillar in a community! (5 dots)
* Align: CTE/Workforce with Regional employers (4 dots)
* Provide access to higher education
* Be a community resource for higher education - events

**Why does Yuba College exist?**

* To develop critical thinking skills (0 dots)
* Instill confidence that students can do this (1 dot)
* A resource in the community where people can develop life skills & support (0 dots)
* Prepare students for second careers or retraining (3 dots)
* Preparing students to transfer to a 4 year or figure out their life ( 2 dots)
* To meet the workforce needs of our community (3 dots)
* Creating a sense of community here on campus to the outside community (0 dots)
* To provide skilled laborers & workforce (1 dot)
* We exist to help others take responsibility to become potential leaders (1 dot)
* To improve peoples’ lives (0 dots)
* To serve the underrepresented students in the community (2 dots)
* To provide accessible education to the community (2 dots)

**For what will we be known?**

* Being a diverse institution at ALL levels (2 dots)
* Known for a beautiful campus (2 dots)
  + A pathway to gainful employment (CTE) (1 dot)
* To exploring partnerships with the community (1 dot)
* High quality of service (1 dot)
  + Easily accessible student support services (1 dot)
* Known as a superlative academic- CTE program (3 dots)
  + A place with amazing CTE programs, caring & dedicated faculty & staff (2 dots)
* Yuba College should inspire students & instill in the desire to go further than they imagined (3 dots)