

ST. PHILIP'S COLLEGE STRATEGIC PLANNING FOLLOW-UP

July 30, 2014

Good to Great



ALAMO
COLLEGES

ST. PHILIP'S COLLEGE



The Nation's Only Historically Black College & Hispanic Serving Institution

Opening Remarks

leadership

exercise fulfillment organize self awareness effective

planning goals accountability paradigms freedom expectations Synergize renewal balance integrity

Sharpen the saw direction Carry your weather public victory purpose relationships mission decisions perspective

influence interdependence action Be proactive

Begin with the end in mind vision prioritize Put first things first focus habits

principles Seek first to understand then to be understood imagination creative energy

communication self-awareness service empathy respect

choices Think win win



**What do we live for, if it is not
to make life less difficult for
each other?**

– George Eliot

Think Win-Win



- **Annual Good to Great tie auction raised: \$5,284**

Thanks to Kevin Schantz we all win this year!



Seek First to Understand, then to be Understood



Good to Great 2014 – Feedback	
SEEK FIRST TO UNDERSTAND RECOMMENDATIONS	
One example of what we can do as an organization to practice this habit	One example of what we can do as individuals to practice this habit
Inclusion for all- to the lowest level possible (front line)!	Step back anytime you are having a crucial conversation. Most of the time people just want to be heard. Leave emotion out of it!
Have all stakeholders in the conversation before decision making.	Make effort to listen actively before responding.
Establish a safe environment where people will not be punished if they speak up or disagree.	Making time to listen for the purpose of understanding by displaying behaviors that indicate you are listening. Ex: Eye Contact <u>Multitasking and Empatic listening are not compatible.</u>
Utilize the telephone or face to face modality for important discussions vs. over relying on email communication.	Discussing with facility options with scheduler on the phone or face to face to better determine requirements before completing online submission documents.
Be inclusive. ALL employees should have a voice/seat at the table	Be a listener, not always a fixer
Administration should listen to their employees and hear them. Have confidence in the employees decisions.	Be empathetic with our students; clarify what the student is saying so we understand the student's concerns and the student understands their concerns better.
Develop an implementation plan for our college for new initiatives as they come forward	Being flexible to changes that are beyond our control. Adjust our own attitudes.
Provide active listening and role play training	Create scenarios. When listening to one another, allow the person to finish their thought before responding.
Listen/Read to the full message before responding	Lower volume of voice when other person gets loud Repeat/validate message given Follow up Take ownership of issues Seek to understand issue from other person's perspective
An ongoing forum bi-semester lay to discuss new items/concerns and a timely response period to obtain feedback/progress reports.	Build open dialogue opportunities with students/coworkers/administrative.
Seek more teachable moments and less judgmental punitive action. Stop the 'I gotcha' moments. Improve on non-verbal communication. Always start with the end in mind and connect it to the mission statement.	Be more open-minded, less defensive, stay professional. Be in the 'hear and now'. Forgive errors and move on. Be approachable and sincere. Always start with the end in mind and connect it to the mission statement.
Clarifying expectations for employees on how you handle student questions.	Improve on our listening skills.
Engage personnel in mediation training. Streaming blog Implement and practice 7 habits training at all levels.	Don't rush in and try to solve the problem. Let the individual speak their mind and then validate their feelings. Take notes and repeat back what is stated calmly and confidently.
Let input drive decision-making process - too often we don't seek input before decisions are made. A process should be formulated that involves regular input from stakeholders. For example, we shouldn't have just a student trustee, we should have a faculty and staff trustee, also.	Regular meetings in our areas of responsibility. Find ways to make the seven habits sustainable in our collaboration with others.
Within the organization there must be mutual respect and all components must demonstrate a willingness to listen to each other and work together.	There is a need to determine what the cost of the decision is; everything is not of equal importance. For individuals--consider this when seeking to understand and be understood on smaller and larger issues.

The Time Matrix



Good to Great 2014 – Feedback TIME MATRIX RECOMMENDATIONS
MEETINGS
<ul style="list-style-type: none"> a. Conduct working sessions vs. meeting b. Fewer meeting c. Meetings are too long and frequent d. Reduce # meetings and redundant activities required to attend - implement conference calls - use technology (e.g. My Meeting). e. More meaningful meetings-start on time. Have an agenda!! f. Less meetings
MICROMANAGEMENT / DELEGATION / EMPOWERMENT
<ul style="list-style-type: none"> a. Increase autonomy Stop micromanaging b. Less micro managing c. Empower employees to make decisions. Employees need to feel it is okay to make a mistake and be given the opportunity to fix it. d. Delegate projects, responsibilities e. Reduce micromanagement. f. Stop micromanaging
PRIORITIZE / PLANNING
<ul style="list-style-type: none"> a. Prioritize initiatives b. Implement district initiatives at a slower pace keeping in mind that we need to put our service to the students first c. Plan and prepare to reduce last minute activities d. Reduce number of initiatives or "initiative fatigue" e. Consistent priorities f. Engage advance planning and early starts. g. Do long term planning for events, not just on an annual basis h. Be proactive i. Less initiatives j. Forecast academic calendar better to include time management. k. For college administration to limit number of initiatives and events. l. Create a yearly calendar for better planning!!! m. Create an inclusive Annual Calendar of events to be shared with all of SPC (Academic calendar, promotions calendar, evaluations, recruiting events, SPC/SWC student events, President's events, all meetings) n. Coordinate institutional deadlines with Academic Calendar (avoid deadlines during Final Exams) o. Provide one operational calendar p. Identify critical projects early q. Minimize last minute requests
STAFFING
<ul style="list-style-type: none"> a. More worker bees b. Better staffing ratios c. Better faculty to student ratios d. Greater staff support e. Fill the faculty and staff positions allotted.
COMMUNICATION
<ul style="list-style-type: none"> a. Better communication b. Listen c. Provide one operational calendar d. Improve communication both directions e. Create a calendar of events at G2G retreat for everyone to see f. Use the NNR (not necessary to respond) function on outgoing emails that do not require a response. - cut down on email traffic. g. Required use of Outlook calendar across campus h. Listen i. Improve communication and time management
RESPECT BOUNDARIES / CULTURE
<ul style="list-style-type: none"> a. Incorporate work life balance b. Be curious of our time (don't send work at 4:45pm that is needed at 5:00pm) c. Take into consideration academic peak and block-out months (August & September) time so staff can reenergize & not burn out. d. Every time we see a shiny object, we bring it back to the tribe and our focus changes! Urgent for me, therefore it should be urgent to you!?!? How can it be more collaborative? 20% think it's important, the others are wondering why???? e. January and August are blackout months and we work every Saturday. You are exhausting your labor pools. Unrealistic! We do things that don't make sense-our decisions become crises f. Change the culture of a "sense of urgency" from the top down. g. Create a culture where employees check email twice a day only. h. district need to provide reasonable timelines i. The reality is there are too many initiatives on the table to do any one well. j. SPC should agree on 3-5 initiatives and focus! k. Be courteous of our time (don't send work at 4:45pm that is needed at 5:00pm)

Sharpen the Saw



Good to Great 2014 – Feedback	
SHARPENING THE SAW RECOMMENDATIONS	
What are you doing now to sharpen your saw?	What do want to do going forward?
EXERCISE / LOSE WEIGHT/ STAY HEALTHY	
losing weight exercising Exercise Stay healthy Exercise Yoga, golfing, walking Walk Across Texas Hiking group Exercise Gym memberships Exercising more Work out Using the Wellness Center Triathlons Change workout routine so that it's more vigorous Ride new bike often	Time for our health Exercise/healthier lifestyle Committing to the Wellness Team and daily/weekly workouts. Encourage my entire team to use the Wellness Center
FAMILY TIME/ PERSONAL DEVELOPMENT/ READING	
cultivating hobbies Make "me" time Play with our children Snuggle with my dogs. Read Heidegger family time, studying, reading Weekly campus ministry - prayer and meditation Recreational reading Go to the movies Brain teasers Take one day per week to do just what I want to do Stay current with field by reading Personal Development Reading and staying current with online news literature, blogs Relationship building Focus on being more positive Put limits on yourself Work/Home balance Read every night Weekends for family Careful about separating work from family Family first Visit the staff gym Take time to sit down once in a while Take time to think and prioritize Be sure to meet and know colleagues Take time to reflect Devote more quality time with family Attend lectures and concerts Meditate Taking walks during high stress Read Further personal education Planning vacation Take vacations and relax. Party like a rockstar! Leisure reading, Play Sudoku	self enrichment maintain relationships Make more time for self Take time off to relax. Enjoy your kids. Get more sleep. Have fun! Slow down Balance work and personal life LIVIN! Don't own other people problems, helping others, making time to sharpen the saw, stay present. Get a saw sharpening buddy to help hold you accountable. Get a TEAM buddy. Prioritize your saw sharpening Meditate more Me time Try to relax First things first Vacation Personal time Outdoors time Family time Don't worry about yesterday Travel Personal growth in order to better serve my campus Retire January 9! Pick up old interests/hobbies you keep pushing off Practicing playing my instruments. Travel for experience/culture Cooking vacation Revisit my creative side Write music for my grandchildren Don't work on the weekends Learn to cook better Develop better habits related to balancing work life with home life.
TAKE A LUNCH BREAK	
Take lunch break Try to take lunch away from desk, but it is so hard. Not work thru lunch everyday/leave campus for lunch	

Institutional Accomplishments

Accomplishments 2013/14-Summary From Good to Great Retreat

Institutional Advancement and Sustainability

Golf tournament raised \$186,958.40 for student scholarships.
Received Louis Stokes Alliance Grant (\$1.5 million for all Alamo Colleges)
Secured Texas Workforce Commission Apprenticeship Grant for \$77,217
Received \$12,500 for Student Engagement Grant for WINTO
Renovation of the SLC, Employee Wellness Center, and SWC Student Life Center.

Academic Success

Graduated the first early college cohort.
Implementing two new early colleges in the fall.
Addition of three new dual credit academies.
Implemented a new THECB/QEP core curriculum assessment plan.
SACS approval on the new Advanced Manufacturing Technology program.

Recognition

Recognized at the Achievement Level by TAPE.

Student Success

More degrees than certificates were awarded.
More than 700 graduates in the spring.
Massage Therapy students included in graduation.
Improvement in completion and success rates of Developmental Education.
SPC Math Chair provided refresher training for Alamo Colleges.
Second highest enrollment of international students at Alamo Colleges, our highest enrollment of international students ever.
Increased student enrollment from last year.

Community Engagement

Partnership with University of Houston
Implementation of the Micro Society
Partnership with UIW School of Optometry
VITA site served 3,613 e-filers which generated \$7,316,921 in refunds.
WINTO Conference had over 350 attendees.
President's Lecture Series had over 600 attendees.

Other

Staff Council was instrumental in implementing the Spring Break Holiday.
Handling the transition of key academic and administrative positions.
Use of technology to improve Good to Great
Implementation of 4DX
Implementation of a new remote support system in IT that is now being used by three of the other colleges.

CLICK 1-3 TO VOTE

1 - DISAGREE 2 - AGREE WITH EDITS 3 - AGREE

Projected FY 15 Institutional Accomplishments



Projected Accomplishments for 2014/15 From Good to Great Retreat

Academic Success

- Achieve SACS reaffirmation
- 100% pass rate for all tech programs
- Successful first year of early college
- Increase the career path for certified nurse's aide upward mobility from non-credit to credit (LVN and ADN)
- Hire sufficient faculty to meet student demand.
- Increase retention rates
- Engage in partnerships between non-credit and credit programs
- Develop English as a Second Language offering (collaboration between CE and Arts & Sciences).
- Tweak training programs to compete with proprietary schools.
- Develop a conduit for students to exercise contextualized learning, need cross-cultural activities in the disciplines.
- Reduce class size.
- Continue to increase completion rates
- Increase productive grade rate
- The addition of a Personal Training course to CE.
- Create new CE programs

Student Success

- Increase graduation rate
- Increase enrollment
- Enroll students RN program
- See the campus come to life! See students enjoying being on campus.
- Improve and simplify application/registration process
- Enroll students in the Optometry Program
- Exceed expectations for Division WIGs
- Increase enrollment of and graduation rate of the Early Colleges
- Increase GED students coming to SPC
- HR to help supervisor find resources to help college work study graduate.
- Increase degrees awarded by offering CLEP exams on campus (Testing/Assessment Department).
- Streamline financial aid verification process

Recognition

- National recognition as a training facility for car-o-liner frame repair system
- Reach Award Level of TAPE.

Community Engagement

- Better collection and consolidation of community engagement activities
- Single enrollment/registration form for all summer camps
- Increased relationships with industry partners which leads to higher employment placement rates.

Institutional Advancement and Sustainability

- Fund & Build the Veterans Outreach & Transition Center (VOTC Committee).
- We have leveraged our PromiseZone connection to get at least 2 new grants.
- Complete NTB renovation
- Workforce/CE generate the highest revenue in the Alamo Colleges.
- Increase that amount of grant and external funding by 20 percent by next year
- Continue to renovate and improve the campus.
- To increase the impact of the SEG activities for retention and graduation
- Acquire the Norris home
- Increase amount of \$ for Scholarships

Other

- Establish central repository for both credit and non-credit data that includes data collection and analysis
- Clean up area between Turbon Center and CE building, i.e. Build an outdoor fitness stations or landscaping.
- Fill all vacancies
- Replace all retired faculty.
- Double the number participants in informal education efforts
- Address chronic understaffing issues to align with college expectations or goals
- Implement shared governance
- Increase professional development opportunities for each respective department (whole college).
- Enchanted employee morale.
- Reduce "the whirlwind" and initiative fatigue
- Empower decision making at the lowest level.
- Dedicated health and wellness center at both the main campus and SWC
- Timeliness of suspense dates

Environmental Scan



Environmental Scan

MAY 2014

SOCIAL

1. Preparedness & Personal Responsibility of Incoming students
2. Emergency Preparedness & Campus Safety in light of national/local incidents
3. Financial literacy & Responsibility
4. Local Education Initiatives
5. Evolution of Social Media/Communication

ECONOMIC

1. Resource Constraints, i.e. less funding, faculty and staff ratios, work studies
2. Property taxes/values stabilization
3. Enrollment – less revenue to serve more students
4. Market demands to retool and reskill students
5. Lack of Disposable Income to spend on education
6. Impact of Eagle Ford Shale and general growth of economy
7. Student Default rate
8. Bond capacity and rating

TECHNOLOGICAL

1. System level security
2. Access, Ability, Availability, Communication, Reliability to Include Distance Learning and to stay abreast on trend standards
3. Training & Maintenance
4. Alamo Colleges Online
5. MyMap, Alamo Enroll & Canvas Training, Alamo GPS
6. Banner is not utilized to its full potential due to not having all modules, i.e. Graduation Audits, Portfolios

REGULATORY

1. Developmental education basic skills requirements
2. Federal Funds
3. Standardization of course content
4. Unfunded, un-resourced mandates, i.e. Alamo Advising Model
5. Funding by Success Points for student completion
6. Elimination of low enrollment programs
7. Larger average class size
8. Individual Success Plan and Career Guidance
9. Faculty & Staff Ratios
10. Reconcile & implementation of Accreditation, SACS, THECB, DOE, Legislature, Board Policies/initiatives, Political Elections
11. Consolidation (listed under Regulatory Board Policies)
12. AC directives – such as loss of employees, no external hiring, staffing ratios, retirement, Faculty contact hour requirements (listed under Regulatory Board Policies)
13. Systemization
14. Shared Governance

Updated environmental scan based upon best practice for a streamlined, clean and clear view of environmental context. The previous seven categories have now been combined into the four umbrellas above.

CLICK 1-3 TO VOTE

1 - DISAGREE 2 - AGREE WITH EDITS 3 - AGREE

SWOT Analysis



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ST. PHILIP'S COLLEGE

SWOT Analysis - MAY 2014

Strengths

Effective collaboration with educational partners

- Early College
- Phoenix Program
- Dual Credit
- University of Incarnate Word and University of Houston

HBCU and HSI designation provides

- Exclusivity
- Title III
- Rich history
- Fundraising opportunities

Support for Learners

- Diverse culture
- Math World
- Byrd Tutoring Center
- Technology resources
- State of the art labs
- Military friendly
- Rose Thomas Writing Center
- Centers of Excellence
- Financial Literacy

Diverse programs of study

- Workforce
- Transfer
- Health Professions

Weaknesses

Increased work expectations while decrease in staffing/faculty levels

- Employee satisfaction
- Low morale
- Decreased rigor in instruction
- Increased work expectation from district

Communication process improvement

- Limited standard operating practices
- Greater use of Alamo Share
- Internal/external

Complexity of Alamo Enroll process obstructs student registration

Opportunities

Eastside Promise

Market unique programs and our special designation

Allow employees to be effective managers

Allow for employee driven decision making

Threats

Autonomy

Financial/budget constraints

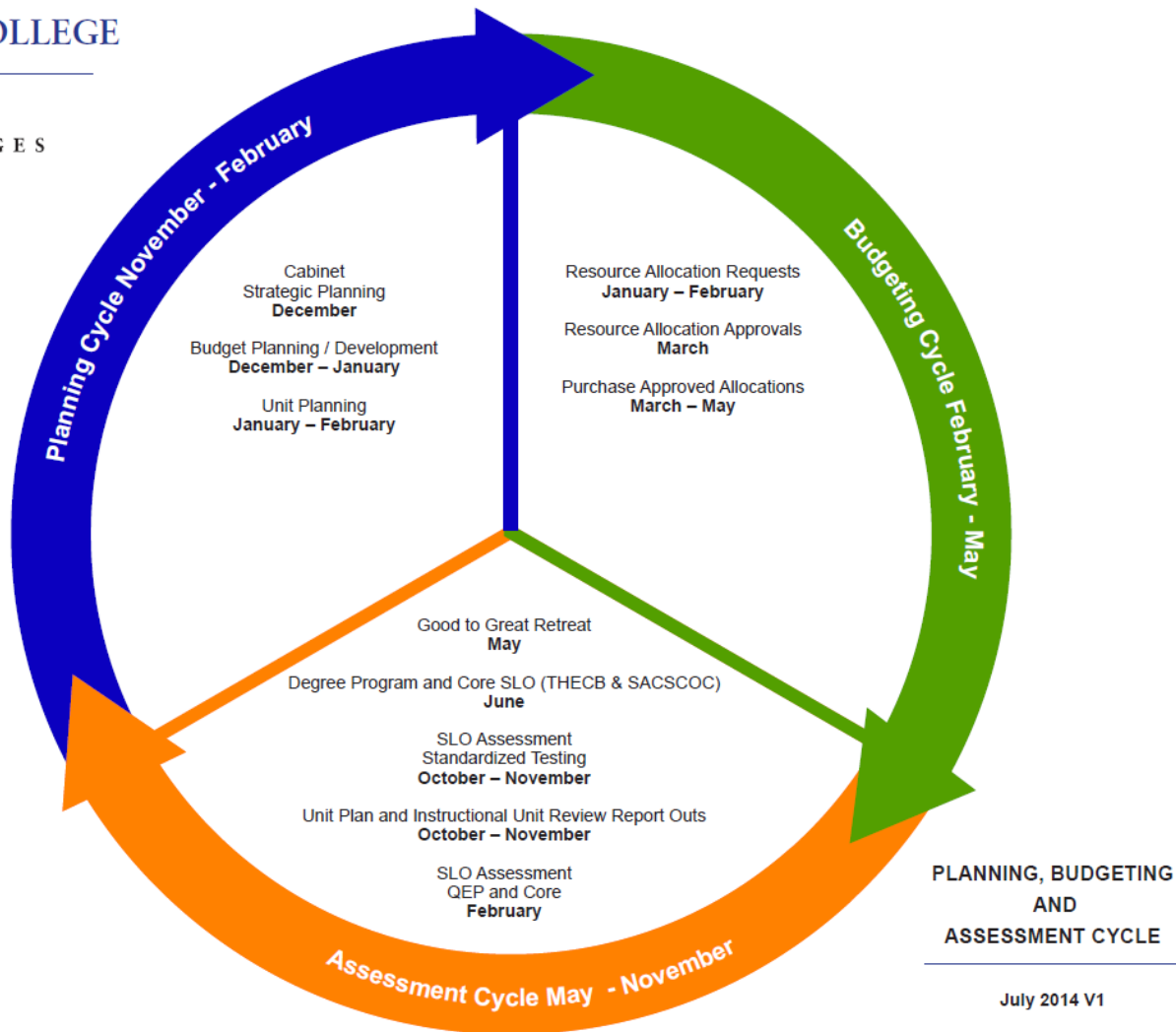
Competition

CLICK 1-3 TO VOTE

1 - DISAGREE 2 - AGREE WITH EDITS 3 - AGREE

PBA Cycle

ST. PHILIP'S COLLEGE



July 2014 V1

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1 - DISAGREE 2 - AGREE WITH EDITS 3 - AGREE

IT'S BREAK TIME!!!



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Strategic Plan



Mission: St. Philip's College provides opportunities for personal and educational growth, career readiness and community leadership.

Vision: St. Philip's College will be the best in the nation in Student Success and Performance Excellence.

Values: Students First, Respect for All, Collaboration, Community Engaged, Can Do Spirit, Data Informed.

Put First Things First



FY15 Institutional Priorities

- Process Improvement
- SACSCOC Reaffirmation
- Graduation, Persistence, Productive Grade Rate Improvement



NEW Strategic Objectives

Strategic Objective 1: **Student Success**

Provide academic and student support and align labor market-based pathways to achieve student completion.

CLICK 1-3 TO VOTE

1 - DISAGREE 2 - AGREE WITH EDITS 3 - AGREE

Student Success – Action Plans

- a. Leverage and strengthen engagement with P-12 and industry partners to improve the college-readiness and transition of students from high school to college and to workforce.
- b. Increase student performance to exceed the state and national benchmarks (retention, graduation, transfer, job placement, and other key performance indicators).
- c. Increase overall student success by closing performance gaps between ethnic/racial, gender and socioeconomic groups.
- d. Deploy and streamline the MyMAP student experience to integrate advising, support and academic progress.
- e. Deploy and align a comprehensive approach to accelerate completion of the required AlamoPREP and AlamoREADY, aimed toward improving students' progress toward their academic and career goals.
- f. Assess and improve student learning outcomes/competencies for all academic and workforce/CE programs.
- g. Establish and deploy the Alamo Institutes to align our instructional and institutional system to labor market demand and career pathways.
- h. Improve access (through financial aid, scholarships, high school-to-college, and other programs)

CLICK 1-3 TO VOTE

1 - DISAGREE 2 - AGREE WITH EDITS 3 - AGREE

Student Success – Measures & Targets



- Graduation Rates
- Transfer Rates
- Employment Rates
- Closing the Gaps – Analysis
- Program SLOs
- 4DX – Persistence

CLICK 1-3 TO VOTE

1 - DISAGREE

2 - AGREE WITH EDITS

3 - AGREE

NEW Strategic Objectives

Strategic Objective 2: **Leadership**

Provide opportunities for St. Philip's College students and employees to develop as leaders.

CLICK 1-3 TO VOTE

1 - DISAGREE 2 - AGREE WITH EDITS 3 - AGREE

Leadership – Action Plans

- a. Incorporate personal and social responsibility and critical thinking into the culture and curriculum of St. Philip's College.
- b. Incorporate personal and social responsibility into the SDEV and EDUC 1300 course.
- c. Promote data-informed innovation, risk-taking and entrepreneurship.
- d. Implement two-way internal communication with students and employees to improve collaboration and teamwork and build trust to promote leadership.

CLICK 1-3 TO VOTE

1 - DISAGREE 2 - AGREE WITH EDITS 3 - AGREE

Leadership – Measures & Targets

- Completion of 7 Habits
- QEP data
- Advising model
- PTK & SGA Initiatives
- Division/Dpt meetings
- CCSSE, Noel Levitz
- 4DX
- All College Meetings
- Call to Conversation

CLICK 1-3 TO VOTE

1 - DISAGREE 2 - AGREE WITH EDITS 3 - AGREE

NEW Strategic Objectives



Strategic Objective 3: **Performance Excellence**

Continuously improve our employee, financial, technological, physical and other capacities to enhance efficiency and effectiveness.

CLICK 1-3 TO VOTE

1 - DISAGREE 2 - AGREE WITH EDITS 3 - AGREE

Performance Excellence – Action Plans



- a. Deploy to scale performance excellence (Baldrige) approaches to ensure organizational sustainability through use of data, continuous improvement, and efficient and effective work systems.
- b. Build talent and engage employees with a focus on collaboration, application of knowledge and skills, and high performance teams.
- c. Ensure sound financial management with emphasis on cost containment Innovate and maximize technology to support student and employee success..
- d. Develop environmental sustainability initiatives and processes.
- e. Improve partnerships and alliances by two-way communication with external communities.

CLICK 1-3 TO VOTE

1 - DISAGREE 2 - AGREE WITH EDITS 3 - AGREE

Performance Excellence – Measures and Targets



- New Redesigned Planning, Budgeting, and Assessment Cycle (PBA)
- % of Departmental Unit Plans submitted and successfully achieve objectives
- % of Resource Allocation requests funded
- % of Computer replacement for faculty, staff and student labs/classrooms
- % of Employees who participate/received various training

CLICK 1-3 TO VOTE

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NEW Strategic Objectives

Strategic Objective 4: **Reaffirmation**

Successful submission of the decennial SACSCOC reaffirmation report.

CLICK 1-3 TO VOTE

1 - DISAGREE 2 - AGREE WITH EDITS 3 - AGREE

Reaffirmation – Action Plans

- a. Develop, refine and implement a project management process that engages the broad SPC community to address SACSCOC Reaffirmation Compliance and QEP requirements.
- b. Develop and implement strategies to ensure the issue of college autonomy is effectively addressed.

CLICK 1-3 TO VOTE

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Reaffirmation – Measures & Targets



- SACSCOC project management 2013-2016 milestones met. [90% of all preliminary report submissions completed on time, 100% of all open issues (autonomy) resolved prior to report submission March 1, 2015]
- Reaffirmation confirmed in 2016. [SPC is affirmed]

CLICK 1-3 TO VOTE

1 - DISAGREE 2 - AGREE WITH EDITS 3 - AGREE

The image shows five light-colored wooden blocks with rounded corners, arranged in a slightly curved line on a rough, textured stone surface. Each block has a single letter of the word "RELAX" printed on its top face in a bold, black, serif font. The letters are R, E, L, A, and X from left to right. The stone background has various shades of brown and tan, with visible cracks and grain.

- Take a Break -

Synergize

Quality Student Experience



Processes

Goal

Quality Student Experience



- What is the Quality Student Experience?

OUTCOMES

- Timely, cost-effective, meaningful and personally enriching.
- Adequately Prepares students for their career pathway
- Experiences that motivate students to give voluntary positive referrals about their experience at St. Philip's College.
- Engagement with clubs/organizations; health and wellness
- Academic education that leads to persistence/graduation but also includes a cultural awareness experience, community engagement, and leadership skills via student life participation.

ENVIRONMENT

- Nurturing environment
- The Quality Student Experience is when students utilize all resources to be successful and participate in social experiences.
- The student experiences an open learning environment where the student is permitted to experiment and to be exposed to a variety of disciplines that can be pulled together for student's personal growth.
- A welcoming helpful environment.
- One that is supportive and nurturing.
- Access to educational tools, i.e., library, learning labs, tutoring
- It should be a seamless, stress free experience which provides continuous support, so that students will not become overwhelmed, and will successfully enroll.
- Recreational sports and intramural & extramural activities

CUSTOMER/STUDENT SERVICE

- Informed and knowledgeable SPC employees
- Good customer service, speedy delivery, needs met and exceeded.
- An effective, efficient, well communicated clearly defined process that's understandable from the student perspective.
- We can reach every student with engaging video lessons and online new student orientations that they can watch again and again on any device
- Communicate more effectively and reduce barriers
- The seamless delivery of quality support services resulting in students success..
- Quality student experience is a range of support and guidance from entry to graduation and the world beyond school.
- Making faculty, staff, and students aware of all of the processes for achieving student success.

Quality Student Experience



- Recommendations in relation to MyMap Communication and Presentation:
 - Ask Student Focus groups the same questions.
 - Collect data to determine key themes
 - Compare to GTG participants
 - Review Admissions/Enrollment Process flows (MyMap) Best practices
 - Follow-up QES Focus Group with students to assess Best Practices and make recommendations for SPC
- Sample best practice admissions/ enrollment flows and the AC MyMap process (see packet)



A learning organization is one that is able to change its behaviors and mind-sets as a result of experience.

Be Proactive – Organizational Learning



Good to Great 2014 – Feedback ORGANIZATIONAL LEARNING – FY14
Identify 3 most significant institutional learning experiences over the last year.
1. AUTONOMY OF THE COLLEGE
<ul style="list-style-type: none"> a. For SACS reaffirmation, we learned the importance of maintaining college autonomy b. Learned more about SACS and reaffirmation and being an autonomous college. c. Our accreditation is more important than our systemization d. Academic autonomy is important to us and SACS. e. That it can be beneficial to take a stand when working/dialoging with District regarding issues that relate to our accreditation and SACSCOC guidelines. f. Protecting & upholding our autonomy
2. SACSCOC
<ul style="list-style-type: none"> a. SACS requirements b. SACSCOC c. SACSCOC reaffirmation. d. Alignment of processes to SACS and Tape e. The SACS experience f. SACSCOC - involvement provided an understanding of the process of reaccreditation g. SPC was able to coordinate the outcome assessment procedures for SACS, THECB
3. EDUC 1300
<ul style="list-style-type: none"> a. EDUC 1300 was a traumatic learning experience b. EDUC 1300 (student 7 habits) c. EDUC 1300 was not thought out with the end in mind d. There must be a Primary team comprised of faculty to identify courses that will comprise the core degree requirements at SPC.
4. FUNDING
<ul style="list-style-type: none"> a. How to deal with funding reductions b. Learned how to share resources with our partners. c. Not to rely on soft funds to support critical functions of the college d. TITLE III - learned how to work with less people and resources.
5. COLLABORATION & COMMUNICATION
<ul style="list-style-type: none"> a. Lack of two-way communication still exist b. If the faculty and staff stick together, we can make changes and reverse bad decisions. c. Cross departmental collaboration d. Cross college collaboration is difficult and current process uses same individuals repeatedly which results in "group think."
6. PROFESSIONALISM
<ul style="list-style-type: none"> a. Learning to deal with changes beyond our control Remain focused and flexible b. Meet challenges of proposed changes in a professional way c. Things are never going to be perfect, you are never finished improving and that's alright. d. As a staff/faculty member you just adapt, overcome and move on
7. TAPE RECOGNITION
<ul style="list-style-type: none"> a. Texas Award for Performance Excellence b. TAPE recognitions c. Necessity of separation of district initiatives from SPC initiatives for TAPE recognitions and OFI's
8. OTHER
<ul style="list-style-type: none"> a. Financial Literacy b. Learned how to graduate our early college students. c. We learned that less than 2% of nearby community attend SPC

Be Proactive – Retreat Learning



Good to Great 2014 – Feedback ORGANIZATIONAL LEARNING - RETREAT
Identify 3 most significant learning experiences you have engaged in during the course of this retreat.
1.7 HABITS IN GENERAL
<ul style="list-style-type: none"> a. 7 habits b. Seven habits c. We are striving to exist in Quadrant II d. We learned we can be creative in a pinch. e. There are always new challenges.
- Think Win-Win
<ul style="list-style-type: none"> a. Think Win-win b. Think Win-Win c. Win-win d. How to win-win e. Practicing/applying Win-win philosophy f. When we come together and focus on the good of the group, we all win.
- Listen First to Understand
<ul style="list-style-type: none"> a. Listen to understand. b. Listen first to understand before seeking to be understood.
- Be Proactive
<ul style="list-style-type: none"> a. Be Proactive (Stone Video) - find your passion b. Opportunity to learn to work toward the future
2. COLLABORATION & TEAMWORK
<ul style="list-style-type: none"> a. The opportunity to exchange ideas within a diverse group. b. Collaboration c. Collective feedback can determine and influence our priorities d. Team building e. Collaboration f. Unified teamwork g. Table 8's teamwork h. Opportunity to work with new people i. We got to know others from across the college. j. That we learn much more and to a greater degree when we work in groups that are a cross section of our college. k. This group of people can make the best of anything. l. We can get IT done whatever it is!
3. OTHER
<ul style="list-style-type: none"> a. Community matters b. Timeline of PBA Cycle was better defined. c. We are all passionate about providing scholarship opportunities and supporting our students. d. Using I Pad as tool improved communication amongst teams. e. Learned the status of the campus renovation plans f. fountain idea from the student organization g. That a strategic planning cyclical processes is critical to our success in so many ways and in relations to all of our initiatives. h. Mission Statement- should be linked to everything you do--always. i. New staff member learned new terminology, met new colleagues and college culture j. Learned about SAISD Early College High School by having Dr. Derrick Thomas as a team member. k. Lacy's baby(?) picture

Parking Lot Issues



#	Description	Responsibility	Response
1	Staff recognized for academic achievement	Deborah Gee Dr. Sherrie Lang	The Unified Staff Council discussed this with Dr. Leslie on May 22. Although Dr. Leslie's response was "no", the staff council plans to address this issue again in the future. The college does recognize all academic achievements.
2	Fence around the Southwest Campus	Lacy Hampton	The property is owned by the San Antonio Port of Authority not SPC. We have planned for a new fence in the Master Plan it is pending transportation access for VIA. (see schematic rendering)
3	Area between the SLC and the Science building	Lacy Hampton	This area will become a new student area with park benches enhancing the scenery of the location. The College is working with our architect consultant to design a proposed schematic drawing of the new pedestrian/bicycle walkway along Mittman Street to include the new covered walk/ student area between Sutton Learning Center and Norris Technical Building.
4	Increased gym hours for students	Randall Dawson	Six work-study positions have been identified in order to increase gym hours.

Parking Lot Issues



#	Description	Responsibility	Response
5	New employee recognition in the newsletter	Tracy Ross-Garcia	PR will begin to share new employee acknowledgements in the SPC Weekly. Departments will be asked to notify PR of new employees through the online request system. <i>(Sample acknowledgment: Joan Smith is the new student success coordinator. Joan brings 5 years of experience from the health science center, Please welcome Joan when you see her on campus.)</i>
6	Trimming of the shrubs and bushes around the parking lots	Lacy Hampton & Ms. Norwood	A landscaping contractor is scheduled to take care of this request during summer.
7	Student utilization of the campus green	Lacy Hampton & Ms. Norwood	Students will now be allowed to utilize the campus green.
8	Consolidation of My MAP	Maureen Cartledge	MyMap is still under modification, in the interim we will begin to use Destination: SPC

Reflections



PRIORITY #	DESCRIPTION	CALL TO CONVERSATION DATE
1	Mauritius Society	Fall 2014
2	Budget Decisions/Staffing Shortages	Fall 2014
3	SACSCOC/ Autonomy	Spring 2015
4	Shared Governance / District Directives	Spring 2015

crucial
conversations

Good to Great 2014



Closing Remarks

leadership

exercise
fulfillment
organize
self awareness
effective

planning
goals
accountability
paradigms
freedom
renewal
integrity
balance

Sharpen the saw
direction
Carry your weather
public victory
purpose
Put first things first
Synergize
vision
prioritize
principles
focus
habits

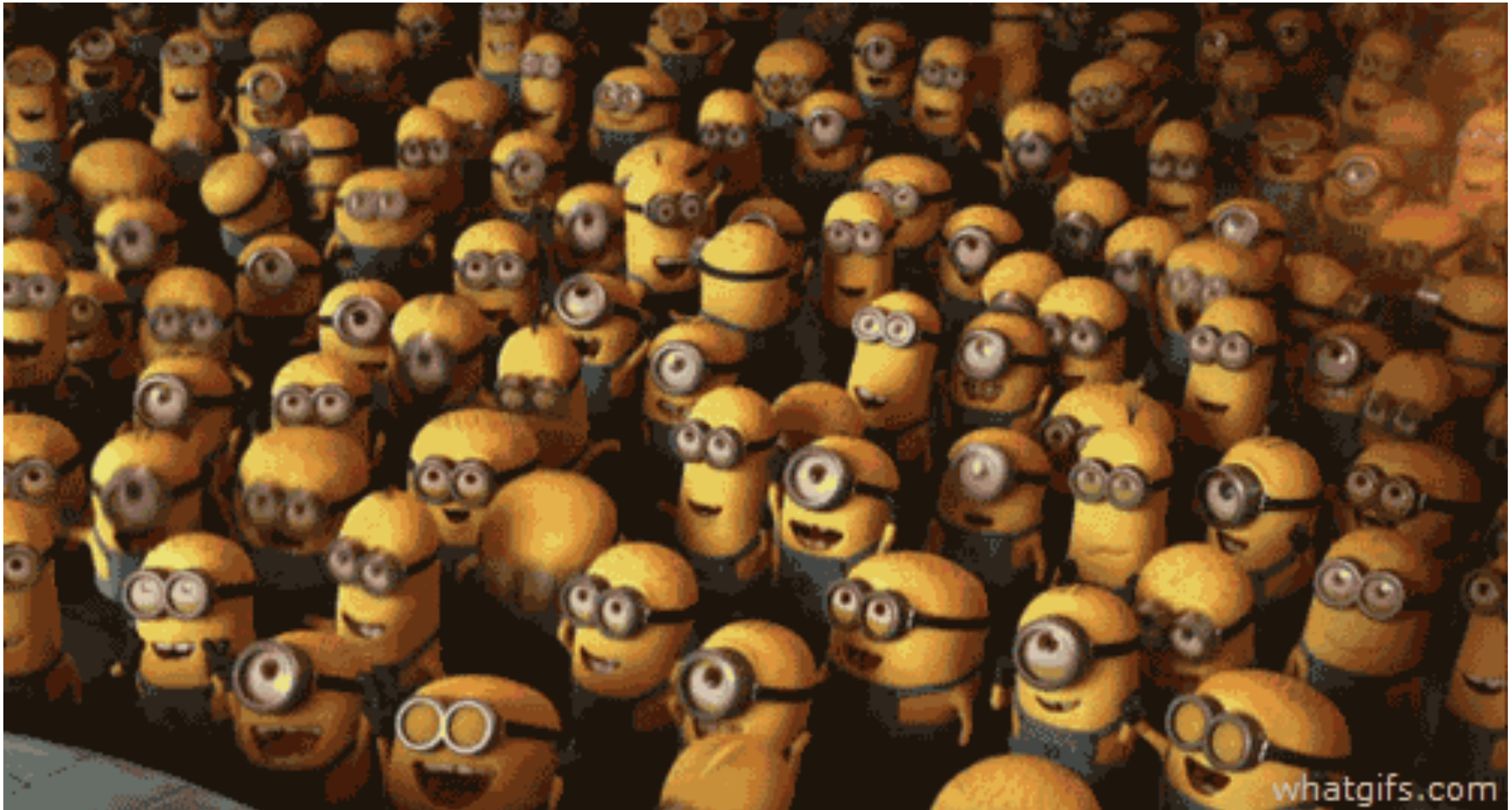
Begin with the end in mind
expectations
Put first things first
relationships
mission
decisions
perspective

action
interdependence
Be proactive
Be proactive
Seek first to understand then to be understood
imagination
creative energy
communication
self-awareness
service
empathy
respect
choices
Think win win

Closing



TIME TO GO HOME!!!



Good to Great 2014

Back-up Slides



Good to Great 2014



New pedestrian/ Bicycle walkway along
Mittman



New student area between the Science
Building and Sutton Learning Center