



STRATEGIC PLANNING

LOS RIOS COMMUNITY COLLEGE DISTRICT
Board of Trustees

November 4, 2015



The Weiss Group



BOARD OF TRUSTEES WORKSHOP AGENDA

- Welcome
- Strategic Planning Process Overview and Framework
- Mission, Vision and Goals
- Values*
- Adjourn

PLANNING OBJECTIVES

OBJECTIVES

- Provide a clear vision and direction for the District
- Confirm priorities, goals and strategies
- Incorporate feedback from key constituents
- Encourage engagement, transparency and accountability throughout the development and implementation process

STRATEGIC PLANNING FRAMEWORK

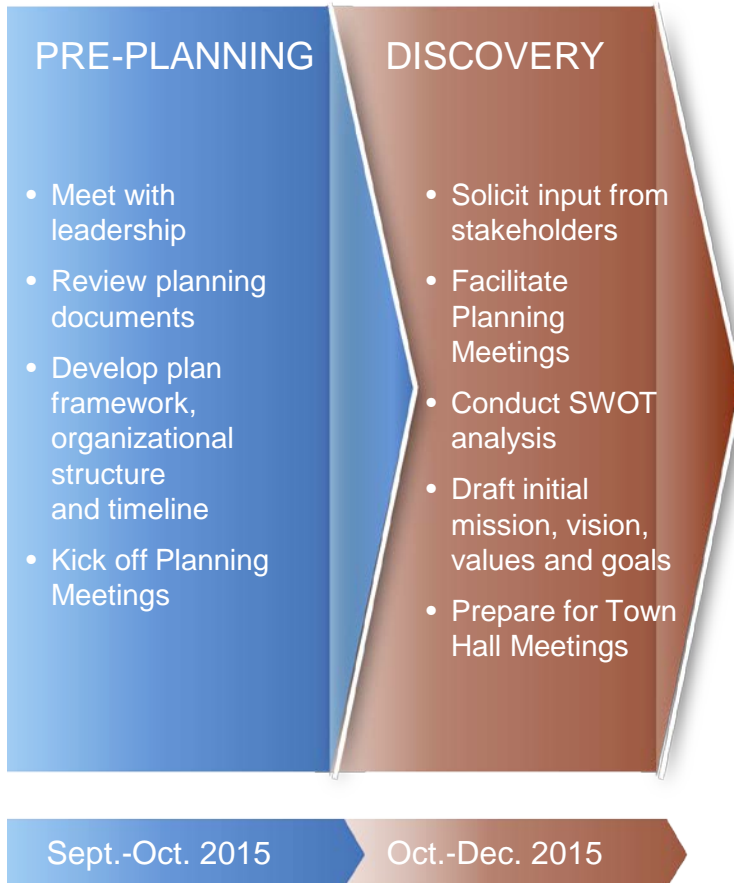
PRE-PLANNING

- Meet with leadership
- Review planning documents
- Develop plan framework, organizational structure and timeline
- Kick off Planning Meetings

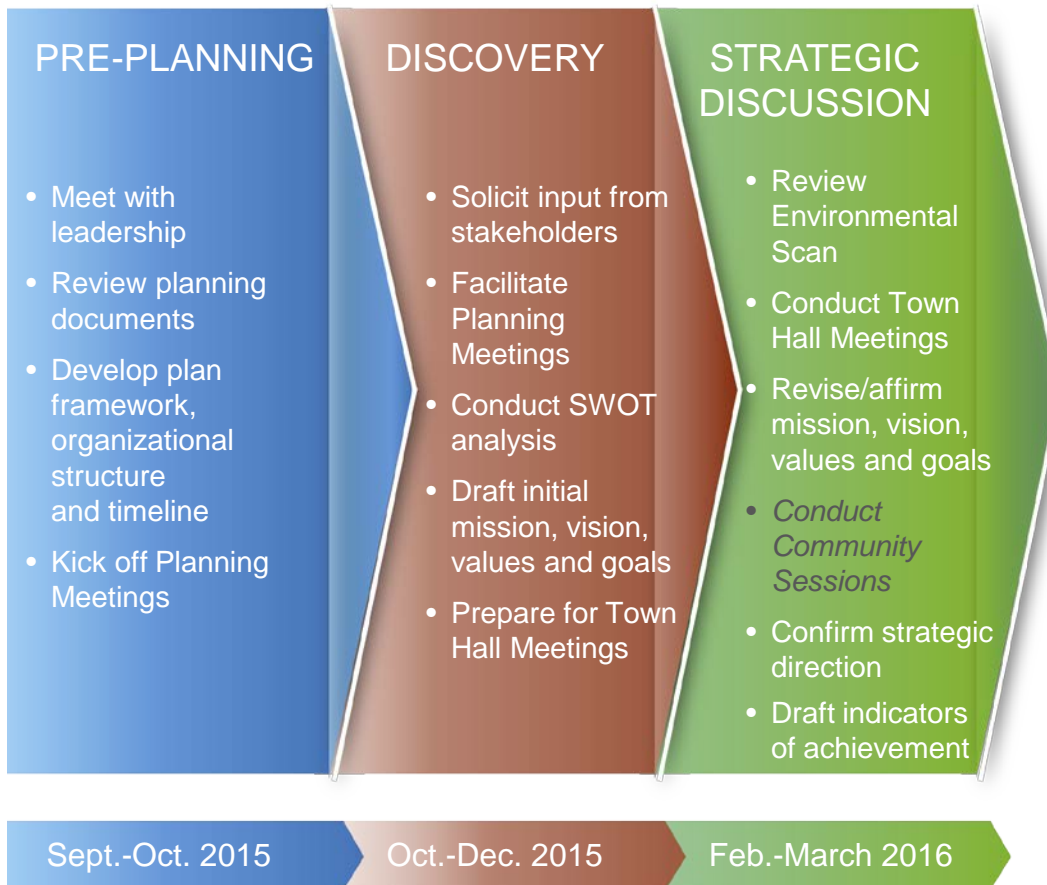
Sept.-Oct. 2015



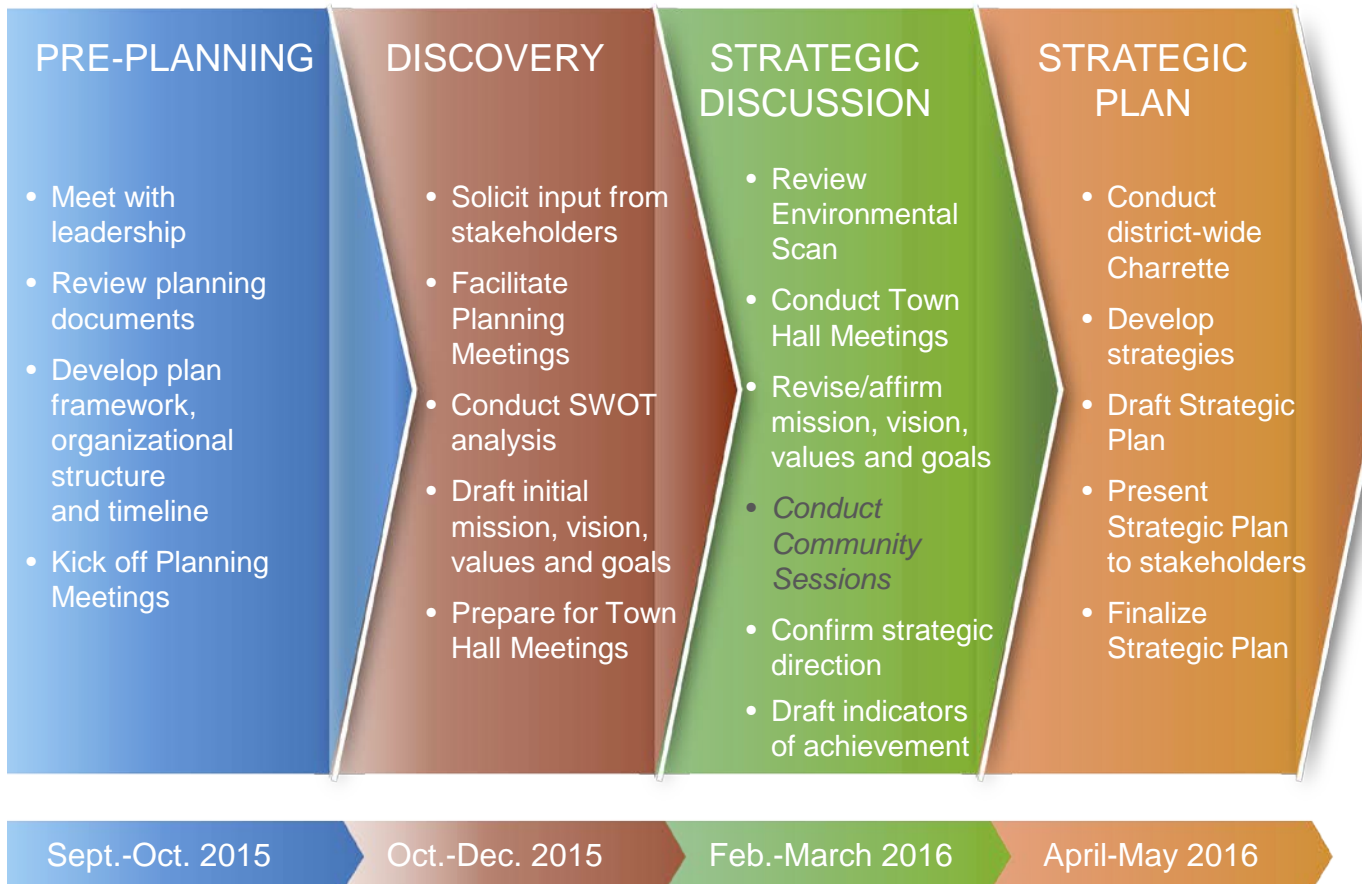
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ORGANIZATION STRUCTURE

BOARD OF TRUSTEES

Provide early input, periodic check-in, review draft plan, and approve final plan

PLANNING LEADERSHIP:

Chancellor, Deputy Chancellor, Associate Vice Chancellor for Communications & Media Relations

Project sponsor; Project oversight

STEERING COMMITTEE:

6-10 college and district leaders appointed by Chancellor
Chaired by Chancellor/Deputy Chancellor

Provide leadership for planning process and responsible for crafting plan

Include representatives from each of the Goal Groups

STRATEGIC PLANNING COMMITTEE:

Chancellor's Cabinet (25-35 college and district leaders)
Chaired by Chancellor

Provide broad representation and input into plan

GOAL GROUPS:

Each chaired by a member of the Steering Committee

Membership from Strategic Planning Committee and other identified campus participants with subject matter expertise

Responsible for drafting indicators of achievement and strategies for their respective plan goals

STRATEGIC PLANNING PROCESS

THE WEISS GROUP'S APPROACH

- We provide a framework but this is your work — you wrote it, you own it
- Put self-interest aside and focus on the shared interest of the District and its colleges
- The finished product is authentic to your organization



IMPORTANCE AND BENEFITS OF PLANNING

- Shapes and guides what an organization is, what it does, and why it does it
- Focuses on the big-picture goals and needs of an organization
- Should influence resource allocations and budgeting
- Creates transparency, accountability, and clarity



THE STRATEGIC PLAN IS YOUR ROAD MAP





THE BOARD'S ROLE IN PLANNING

- Actively participate in strategic planning discussions
- Develop shared vision and inspiring mission
- Drive organizational priorities and resource allocation
- Approve the plan
- Track and evaluate success in achieving goals and objectives

SUCCESSFUL STRATEGIC PLANS

- Keep it simple so the plan is easily understood and sustainable
- Developed through a participatory process that involves the entire organization
- Are dynamic, living documents — not rigid or “set in stone”
- Require organization-wide commitment



WHERE IS YOUR ORGANIZATION?



“business as usual”

“pushing the edge”



STRATEGIC PLAN ELEMENTS





PLANNING DEFINITIONS

- **MISSION:** Why you exist
- **VISION:** What we want to be
- **VALUES:** What we believe and what is important to us as an organization
- **GOAL:** What we want to achieve
- **INDICATORS OF ACHIEVEMENT:** A measurable outcome or objective
- **STRATEGY:** How we'll achieve the goal



Discussion: **Mission**





MISSION

An inspiring statement that describes what services you provide, identifies who receives your services and describes how these services are provided



MISSION

Why you exist



MISSION STATEMENT

LOS RIOS COMMUNITY COLLEGE DISTRICT

Relying on their professional and organizational excellence, the Los Rios community colleges:

- Provide outstanding undergraduate education, offering programs that lead to certificates, associate degrees, and transfer;
- Provide excellent career and technical educational programs that prepare students for job entry and job advancement through improved skills and knowledge, including the demands of new technologies;
- Provide a comprehensive range of student development programs and services that support student success and enrich student life;
- Provide educational services that address needs in basic skills, English as a second language, and lifelong learning; and
- Promote the social and economic development of the region by educating the workforce and offering responsive programs such as service learning, business partnerships, workforce literacy, training, and economic development centers.





MISSION STATEMENT

LOS ANGELES COMMUNITY COLLEGE DISTRICT

The mission of the Los Angeles Community College District is to provide our students with an excellent education that prepares them to transfer to four-year institutions, successfully complete workforce development programs designed to meet local and statewide needs, and pursue opportunities for lifelong learning and civic engagement.





MISSION STATEMENT

THE DALLAS COMMUNITY COLLEGE DISTRICT

To equip students for successful living and responsible citizenship in a rapidly changing local, national and world community.





MISSION STATEMENT

GROSSMONT COLLEGE

Grossmont College - Changing lives through education.





MISSION STATEMENT

AMERICAN RED CROSS

The American Red Cross prevents and alleviates human suffering in the face of emergencies by mobilizing the power of volunteers and the generosity of donors.



MISSION STATEMENT

NIKE

To bring inspiration and innovation to every athlete* in the world.

* If you have a body, you are an athlete.



Discussion: **Vision**





VISION

What we want to be



VISION STATEMENT

LOS RIOS COMMUNITY COLLEGE DISTRICT

We, the Los Rios community colleges, provide outstanding programs and services so that all students meet and exceed their educational, career, personal and social goals. We meet the social and economic needs of the community.





VISION STATEMENT

CONTRA COSTA COMMUNITY COLLEGE DISTRICT

To be a beacon of excellence in learning and equitable student success.





VISION STATEMENT

LOS ANGELES CITY COLLEGE

Los Angeles City College is an urban oasis of learning that educates minds, opens hearts, and celebrates community.





VISION STATEMENT

THE WALT DISNEY COMPANY

To make people happy.



VISION STATEMENT

HABITAT FOR HUMANITY

A world where everyone has a decent place to live.





VISION

“I believe that this nation should commit itself to achieving the goal, before this decade is out, of landing a man on the moon and returning him safely to the earth.”

PRESIDENT JOHN F. KENNEDY
JOINT SESSION OF CONGRESS MAY 25, 1961



Discussion: Goals



GOALS: FROM LOS RIOS 2011 STRATEGIC PLAN

1. Student success
2. Teaching and learning effectiveness
3. Access and growth
4. Community, economic and workforce development
5. Organizational effectiveness



GOAL 1

STUDENT SUCCESS

- Help students achieve educational goals
- Develop intellectual skills, critical thinking and desire to engage in lifelong learning
- Ability to succeed in an increasingly complex and interconnected world



GOAL 2

TEACHING AND LEARNING EFFECTIVENESS

- Highest quality instructional programs in transfer, vocational and general education
- Best current and emerging instructional methods and technologies
- Flexible teaching and learning methods



GOAL 3

ACCESS AND GROWTH

- Be responsive to the growing Greater Sacramento Region
- Pursue new delivery approaches that provide access to education
- Provide support services that reduce barriers
- Promote diversity and equal access



GOAL 4

COMMUNITY, ECONOMIC AND WORKFORCE DEVELOPMENT

- Promote the health and economic vitality of the region
- Contribute to community life through partnerships, staff involvement in civic affairs, and public programs
- Support economic development through occupational programs and partnerships with business, labor, and industry



GOAL 5

ORGANIZATIONAL EFFECTIVENESS

- Organizational processes play a critical role in student success and institutional effectiveness
- Continually improve organizational processes
- Ensure fiscal accountability and integrity

GOALS: LOS RIOS MISSION STATEMENT

LOS RIOS COMMUNITY COLLEGE DISTRICT

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- Provide a comprehensive range of student development programs and services that support student success and enrich student life;
- Provide educational services that address needs in basic skills, English as a second language, and lifelong learning; and
- Promote the social and economic development of the region by educating the workforce and offering responsive programs such as service learning, business partnerships, workforce literacy, training, and economic development centers.



LOS RIOS MISSION: GOAL 1

- **Provide outstanding undergraduate education, offering programs that lead to certificates, associate degrees, and transfer;**
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POTENTIAL GOALS

LOS RIOS 2011 STRATEGIC PLAN

- Student success
- Teaching and learning effectiveness
- Access and growth
- Community, economic and workforce development
- Organizational effectiveness

LOS RIOS MISSION STATEMENT

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Board Discussion: **Values**



VALUES

What we believe in and
how we will behave



LOS RIOS VALUES

- Students
- Community
- Academic excellence
- Diversity
- Relationships
- Participatory governance



Values — Students

- Student access
- Student success
- Lifelong learning



Values — Community

- Serving the community
- Social and economic development of the community



Values — Academic Excellence

- Quality
- Academic rigor
- Career and professional development
- Academic integrity



Values — Diversity

- Building community
- Social justice



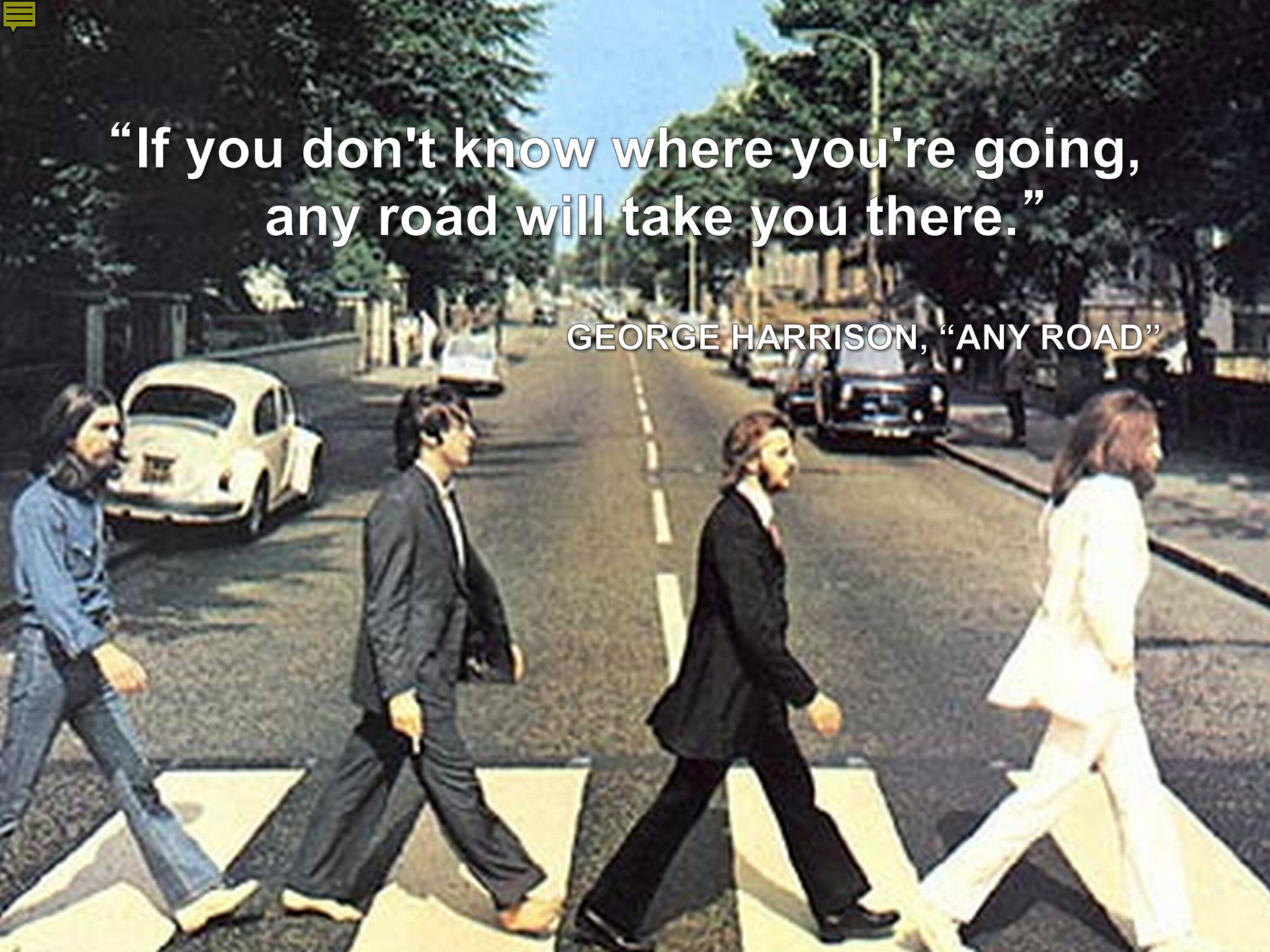
Values — Relationships

- Respect, civility, collegiality, and ethical integrity
- Blame-free culture



Values — Participatory governance

- The contributions of all our members
- Informed and decentralized decision making
- Democratic practices
- Financial stability



**“If you don't know where you're going,
any road will take you there.”**

GEORGE HARRISON, “ANY ROAD”