



The Chabot-Las Positas Community College District serves **32 thousand students** throughout the region and beyond. These students are the **heart of the matter** and the main focus of the EMPs and DSP.



### CLPCCD ALUMNI CORNER

Alumni are a resource for district-wide planning. On Saturday, February 22, Chabot College invited its alumni to a networking party at Drake's Brewing Company in San Leandro. Attendees were treated to a tour of the brewery and learned about the history of the local area.

About 50 people attended the event, including Chabot College planning Lead Samantha Kessler and three members of the SSCR consulting team, Dr. Rogéair Purnell, Roy Robles, and Dr. Elñora Webb. The event was a great opportunity to meet Chabot alumni, such as Jaime Patiño a member of the Union City Council, and talk with them about the EMP planning process. Going forward, Yvonne Wu Craig, Executive Director of Institutional Advancement at Chabot, has agreed to help the College planning team reach out to alumni and engage them in the strategic planning process.

# COLLEGES ARE UNDERWAY

Update on college Educational Master Plans (EMPs)

## CHABOT COLLEGE EMBARKS ON PLANNING



Chabot College is off to a strong start in its Educational Master Plan (EMP) planning process. At the beginning of the spring semester, SSCR consultant and Chabot Project Liaison Dr. Rogéair Purnell, met with Chabot President Susan Sperling and Chabot Director of Institutional Effectiveness Samantha Kessler, the College EMP Lead, to provide an overview of the proposed planning process and get their input and guidance on how to proceed with college planning groups and calendaring events.

Based on this discussion, Dr. Purnell and Ms. Kessler met (1/29/20) with the Strategic Planning Work Group, a sub-group of Chabot's Planning Resource Allocation Committee (PRAC), to discuss the College's culture and climate and get a sense of some of the challenges associated with the last EMP. Faculty and staff who had been involved with the previous strategic planning process were quick to cite a number of issues with the previous process, such as a "top-down" approach, lack of adequate stakeholder input and engagement, problems with long-term strategizing, and issues with documentation and communication. All of these factors led to a plan that they felt lacked stakeholder "buy-in" and, ultimately, was not used in subsequent planning. The group offered suggestions for developing a plan that is holistic and inclusive, easy to understand, and serves as a "lighthouse," providing a guiding direction for Chabot going forward.

Next, the Project and College Leads met with the larger PRAC twice (2/5/20, 2/19/20) to begin the process of reviewing and revising Chabot's Mission, Vision, and Values (MVV) Statements, a required component of the new EMP. The PRAC members examined the current MVV and discussed what to keep, what to change, and what is missing. They then drafted several different versions of the Mission Statement, as well as the Vision and Values, which will be presented to the wider Chabot Community on Flex Day (3/5/20). During this college-wide event, the team will make a short presentation on the planning process and then participating faculty and staff will break into small groups to review and give input on the draft MVV statements.

In February Chabot also convened the first meeting of the EMP Task Force, a new PRAC workgroup that will meet weekly to plan and develop the EMP in conjunction with the College community. The ten-person task force consists of a mix of academic faculty, student services staff, and administrators, along with the College Lead and supported by the SSCR Project Facilitator and Project Associate assigned to the College.

The Chabot EMP Task Force's first task will be to review the MVV suggestions gathered from the College community on Flex Day and create an updated version of the MVV statement. This update will be presented to the PRAC and the Chabot Senates for final revision and approval before being submitted to the College President for final approval. The Task Force is reviewing the district-wide Guiding Principles for the planning effort, presented during the district-wide launch, and is in the process of setting up a Chabot EMP website to keep constituents informed.

## LAS POSITAS COLLEGE ADVANCES IN PLANNING



Las Positas College is out the gate, with momentum, having strategically laid the groundwork for its Educational Master Plan (EMP) before the official launch of CLPCCD's strategic planning by reviewing and revising its College Mission, Vision, and Values (MVV) Statements. The MVV Statements were approved by the College's participatory governance groups and College Council. In December of 2019, the Las Positas College EMP Task Force formed and began meeting on a weekly basis in January to determine how the College would review, evaluate, and build upon its existing EMP. The EMP Task Force's goal is to collaborate with Signature Solutions Corporate Results (SSCR) to have all of the major elements of the EMP collected by the end of the spring semester and a draft EMP produced over the summer.

The Las Positas College EMP Task Force is headed by Rajinder Samra, Director of Research, Planning, and Institutional Effectiveness, who was instrumental in preparing the College's existing EMP. Altogether, there are eight Task Force members, including representatives from the College's Academic and Classified Senates and Student Government. Many of these individuals were actively involved in the last strategic planning effort and know LPC's priorities and data well.

By the time SSCR came on board, the Task Force members were already determining how to approach the development of the new EMP. The Task Force decided that the best way to move forward was by honoring the existing EMP and building upon it. Given this decision, the team's early efforts are focusing on the fielding of a survey instrument, which was piloted at the College's Institutional Planning and Effectiveness Committee (IPEC) meeting in February; the instrument will review the current EMP goals and strategies with an eye toward what did or did not work, where improvements can be made, and how strategies are linked to the Guided Pathways framework. Starting in March, the College will hold at least eight campus-based activity sessions utilizing this instrument designed to engage and get feedback from all segments of the LPC community. In addition, with the support of SSCR, the College will conduct a focus group of current high school students in March.

During the month of February, LPC Task Force members participated in the district-wide launch and planning meetings for the new Environmental Scan. The scan will generate findings to be discussed with the wider LPC community in April.

Dr. Lori Allio and Aurelio Rivera from SSCR consulting team began supporting the LPC EMP Task Force in early February (2/3/20) and participated in EMP Task Force meetings two additional times over the course of the month (2/10, 2/24). The SSCR team has supported interview development, process refinement, and the Task Force's ongoing work. The EMP Task Force will continue to meet weekly throughout the spring.

### NEW CLPCCD ENVIRONMENTAL SCAN

The Environmental Scan is a critical piece of any college and district-wide planning process, producing data and trend analyses that inform and drive strategic decision making. At CLPCCD, the environmental scans have historically been led and mostly produced by the research offices of each college, roughly every 5-6 years in order to inform the development of the Educational Master Plans. This year, in collaboration with Vice Chancellor Rowland and Signature Solutions, the Institutional Research Offices at Las Positas and Chabot Colleges are taking the lead in the substantive efforts of quantitative and qualitative data collection for this endeavor.

On 2/21 and 2/27, the Chabot College EMP Task Force Planning Lead Samantha Kessler and Las Positas College EMP Task Force Planning Lead Rajinder Samra, as well as the Chabot Coordinator of Institutional Research, Dr. Cynthia Gordon da Cruz, met with SSCR consultants Dr. Rogéair Purnell (Chabot Project Facilitator) and Dr. Lori Allio (Las Positas Project Facilitator) to discuss the purpose and proposed content of the new Environmental Scan and qualitative research opportunities to gather students' experiences and insights. Current agenda items for upcoming Environmental Scan meetings include: 1) Identifying research questions to help organize data and information to be presented in the environmental scan; 2) Confirming research to be completed by Signature Solutions to augment the data and information analyzed; and, 3) Reviewing and discussing draft work plan. Already, the Colleges are preparing for the student focus groups, leveraging SSCR's expertise.

