

# Implementation Workshop

## AWC Strategic Plan

### Collected Questions as of May 1, 2019

*Answers in italics*

#### Agility

1. Shared Governance -
  - a. Actionable ways to push decision making down to the lowest competent level possible
    - i. *Cabinet recommends a shift in budget transfer, purchase requisition requirements and travel approvals to the lowest level possible - returning them to pre-austerity levels*
  - b. Suggestions to get full feedback & buy-in given the complexity and detail of the document
    - i. *Focus groups, targeted presentation with current committee chairs, Town Hall, video*
  - c. Implementation issues especially in regard to changing cultural norms from the top-down
    - i. *Cabinet to post minutes on Intranet. Cabinet to help Intranet come into function. Tri-Chairs commit to posting agendas and minutes. Cabinet shares interest in Liz's recommended shared calendar of Major College Functions i.e. budgeting timeline, Capital Improvement timeline.*
2. Sensible Work Flow
  - a. Specifications on our authority regarding policies, procedures, practices, and workflows
    - i. *Policies are by the elected District Governing Board. Procedures are by the President, with input from work teams tied to related work.*
  - b. Better delineated desired outcomes, both general and specific
  - c. The most effective way to collect information on issues with and suggested improvements to procedures and practices
    - i. *Survey through Qualtrics / Arturo Magana is possibility, requesting any documented challenges from high-impact departments (i.e. travel)*
3. Cross Training Model & Professional Dev Model
  - a. More research and reflection about best practices is needed
  - b. Need more representation on committee
  - c. CT: Will require an initial cross-department collaboration to test model
  - d. PD: looking to individuals who have traveled to conferences to be in the initial presenters list at AWC annual PDD – creates accountability and a feedback loop to benefit the rest of the campus.
    - i. *Intranet could be repository for travel notes or decks, possibly a requirement of all district-funded travel - could be as simple as a short summary all the way up to a campus town hall or lunch & learn or Professional Dev Day - with the eye to how did this travel impact the college service to the district and connect with Strategic Plan?*
    - ii. *CIE could also assist with this*

#### Technology

4. IT Audit Remediation
  - a. Emergency/Incident Response requirements will be a collective effort.

- b. We will involve a number of data “owners” on a Data Classification Committee.
  - c. Business Continuity planning will involve table-top exercises to draw from many perspectives.
    - i. EOC and Cabinet to inquire of Bob how can we help with this, perhaps during fall semester?*
5. Tech-Rich Environ & Tech Literate Workforce & Best Practices in Tech
- a. What is the IT Organizational structure?
    - i. Bob share Org Structure with SACIIT, and with campus? Online?*
  - b. What is the plan for \$1 million budget, how can we help?
    - i. Bob share with SACIIT? Possible campus town hall?*
  - c. SACIIT – do you feel your area is represented? If not, please contact a Tri Chair

## Accessibility

6. Guided Pathways
- a. How to identify major/emphasis/concentration in Colleague, on transcripts?
    - i. Is this a Tech & Bob, Registrar & Nicole, Ellucian solution?*
  - b. What does Advising look like in Pathways model?
    - i. Seek buy-in and model planning work through best practices, travel?*
  - c. Can we roll out initial student-facing Meta-Major interface via web in Fall 2019?
7. Data-Drive Centralized Schedule
- a. Coordinating with the Pathways group to develop the 2021-2022 four term schedule of classes
  - b. If the decisions are to be data-driven, will the institution reconsider a contract with AdAstra?
    - i. How does college assess readiness for another major installation / investment of software? Should we consider groups beyond AdAstra or is the committee already convinced of proof of concept? What advice does Bob have for us? Liz?*
8. Wrap-Around Services
- a. Recruiting additional team members
  - b. Time management-balancing departmental duties with time to research/plan
    - i. Speaks to larger issues of training and staff development, which tie not only to all of our other implementation team members, but also to the specific mission of Agility #3 (see earlier on this list).*
9. HS Dev Ed
- a. How to convince a skeptical audience and effectively involve constituents?
    - i. Group has met with YUHSD for collaboration, and re-written their objective: Develop partnership with high school district to articulate student learning outcomes and increase student eligibility, enrollment, retention and success in college-level coursework.*
  - b. How to align AWC developmental curriculum outcomes with high school standards
  - c. The coordinating of training and assessment
    - i. Seek guidance from IER team: Betty, Arturo*
10. OER

- a. What is the established budget for strategic planning subcommittees? What is the range of things we can request funds for?
    - i. Clarifications already to Joann from Dr. Corr, yes? Or seeking add'l guidance?*
  - b. How can we get more divisions and faculty invested/participating in this movement?
11. Facilities / Resource Planning
- a. Need tips on how to maintain active membership.
  - b. Need feedback for survey before sending it out.
  - c. Need to know date for when we will present to cabinet.
    - i. Lori to work with Susie - what's content / context, most opportune timing for group?*

## Prosperity

12. Guided Principles of Learning (aka ILO's)
- a. How do we assess and report that GPL are embedded into curriculum and extracurricular activities?
13. Prior Learning Assessment
- a. Faculty feedback and participation are critical, as PLA grows, faculty needs should be gauged to manage requests.
    - i. This seems like opportune timing with changes in AZ Transfer - 2 Arizona Universities have opened the door on this. Easier to do with CTE programs.*
    - ii. Possible to do AWC measurements/assessment of current practices that support PLA like CLEP, AP, CHALLENGE Exams?*
  - b. Training and keeping abreast of PLA practices are essential. Currently, PLA Workgroup, is managing the effort. Upon completion of implementation, how will PLA be managed?
    - i. Sounds like team is developing a plan for sustainability through a proposal and job description*
14. Economic Growth
- a. Will funding for additional staff to sustain Real-Time Distance Training offerings be considered for future growth? (Both Technical and Curricular Expertise) (Credit and Non-Credit)
    - i. Recommended: set some goals, propose a plan*
  - b. As programs are proposed and approved (credit and non-credit), are staffing and facility needs being considered within divisions to ensure quality service?
  - c. Is Capital Improvement Projects budget fluid? Since SP is ongoing will there be flexibility in Capital Improvement funding after DGB approval for 19/20 FY?
    - i. Recommended: Create an action plan beyond current efforts. How is CIP going to improve regional economic growth?*
15. Interdisciplinary Programs
- a. Faculty involvement in our sub-committee
    - i. Hardwire to CTE leadership and support staff. Get them on your committee.*
  - b. Responsible parties are working on curriculum
  - c. Eventually promote programs according to objective timeline