



## Cause for Celebration

Our amazing Implementation teams, led by your colleagues have completed (or institutionalized) work on 8 of our objectives. That means the work is shifting from Implementation to Execution, and in some cases their committees / workgroups will continue to support the work. Still, we're taking this opportunity to say THANK YOU and **Check them off the list!** THANK YOU!

- ◇ **Shared Governance** – This semester we launch our Shared Governance model, we start to re-charter all existing committees and workgroups, and we build our Master Councils. Next month our College Governance Council begins to meet. [See Video](#)
- ◇ **Data-Driven Class Schedule** – Dr. Aman Ghebremicael is the new Associate Dean of Scheduling, and in that capacity works with the VP for Learning Services, Academic Advising, and our Division Chairs to understand demand, and build a centralized, multi-term schedule that's responsive to student needs. Other components of this completed work include the new class schedule, which reduces daily start times down from 59 to 10, the opportunity to designate a Common Hour for collaboration and meetings.
- ◇ **IT Audit Remediation** – Bob Walker, VP for Technology reports that the team has remediated these high-stakes audit findings. This is a huge lift and frees our teams up for other big wins in the tech area.
- ◇ **Guided Pathways** – A very focused and cross-functional Pathways Charter Team has met many milestones along the way. Marco Diaz is the new Director for Guided Pathways; Marco will be working closely with Learning Services and the Academic Division Chairs on the next phase to implement Guided Pathways. We've launched a pilot Success Course with approval from Curriculum Committee that debuts this Fall with Yuma and La Paz Promise program, team-taught by faculty + staff teams, who were trained during our first-ever Faculty Leadership Academy the week before start-up. We're working on a new web site, program maps (CTE is way ahead on this one), and marketing plans. AVID professionals offered a workshop in March that helped us understand our next steps. We're also seeking more participation from stakeholders. See [Video](#) \* [Webpage](#)
- ◇ **Open Educational Resources** – A new position was approved and institutionalized starting August of 2019, and Professor Scott Donnelly is now the Director of OER. An OER committee continues to meet to support Prof. Donnelly's efforts, and two faculty, Professor Jacob Gibson and Dr. Laura Alexander have converted their material for ENV 101 to OER. We currently have 109 course sections across disciplines listed as no cost/low cost textbooks (<\$40 is our definition for OER)
- ◇ **Resources Management** – This group has used past Facilities Master Planning documents and their own research to create a plan they presented this month to cabinet. Now this group will fold into a Facilities Task Force, including members of cabinet, to create a coordinated, vetted list of priorities for Board approval and funding options. [See Video](#)
- ◇ **Guiding Principles for Learning** – this was technically the FIRST objective to be completed, and now is being institutionalized as part of the new Success Course, guiding students to anticipate which class will fulfill which Principle (Aesthetics & Creative Thinking, Collaboration & Inclusion, Analytical Reasoning & Metacognition, Ethic Growth & Wellness, Application & Creation of Knowledge.)
- ◇ **Prior Learning Assessment** – A model was identified and adopted through [CAEL](#). The work was shifted to the newly-designed position of Associate Dean of Career & Technical Education. We standardized the procedures for PLA. A web page was created to both describe the program, and a PLA Evaluation form was added for faculty. See [Video](#) \* [Webpage](#)

## Recent Work

- ◇ **March, 2020** In March, days (minutes?) before the shut-down, about 40 colleagues gathered for an [Implementation Council](#) meeting, to talk about how to streamline and collapse the list of 19 objectives, and to engage in [conversation about our Values](#). We discussed how to set our teams up for success and completion on the Objectives, the need to remove barriers, the desire to **add new talent to the Implementation teams**.
- ◇ **May, 2020** Less than two months after COVID-19 caused us to pivot within two days to a remote-work environment, we hosted the first college-wide convening in the series ([Stopping to Reinvent](#)). Over 120 colleagues joined us to **contemplate the early lessons of this huge shift in the work we do**.
- ◇ **June, 2020** We hosted the 2<sup>nd</sup> in a series of college-wide convenings ([AWC Teams Streamline: Stop to Reinvent](#)) with Liz Murphy, from CampusWorks Inc, to talk about how our teams can learn from the COVID-19 Pandemic and **streamline their work to better serve our students**. The [presentation](#), the [master document](#), and the [videos](#) are all available on WORKPLACE, the college's new intranet. More than 90 folks joined the conversation.

## Ongoing Work

If you have a passion or some experience in any one of these areas, and **would like to join an Implementation Team**, please send an email to [lori.stofft@azwestern.edu](mailto:lori.stofft@azwestern.edu)

- 1. Student Services Automation** – This group has been meeting monthly on Enterprise Applications (Colleague & related systems) – transcripts, application for under-18 students; considered projects include uploading FA docs to Self Service portal, online registration system for Continuing Ed, and others. [Update video here](#)
- 2. Enriched Technology, Tech Literacy (SACIT)** – Continued to meet throughout the school year, and will restart this month. Follow-up ideas include Digital Platform, improved WIFI, improving digital fluency (including training around CANVAS). [Update video here](#)
- 3. Wrap Around Services** – this team has been developing a First Year College Experience, and to continue to work on Early Alert / Referral model, to close gaps between systemic issues to promote degree completion. [Update video here](#)
- 4. HS Outcomes Articulation** – this group has shifted from a Developmental Ed focus to an Articulated Outcomes focus in partnership with area high schools. We have embedded faculty teaching at 6(!) area high schools this fall, with an eye to increased partnership with the high schools, including shared training, and coordinated efforts in recruiting, vetting and training dual and concurrent faculty.
- 5. Economic Growth & Academic Program Development** – The Prosperity team combined these two areas in early Spring. Growing three programs (Fire Science, Manufacturing, Commercial Drone / UAS) to grow economic interests regionally. Continuing Education also has invested in a Real-Time Distance Training Room with custom trainings. [Update video here](#)
- 6. Sensible Work Flows, Cross Training, Professional Development** – The greater Agility team has focused on Shared Governance up to this point but now will split efforts to tackle the remaining three objectives in this area. [Update video here](#) (shared video w/ SG)

## Next steps...

In late September, Liz Murphy will join us for the final convening in this series, **AWC 2025**, to help us tie the bow on the completed objectives, to welcome new leadership, and to help team consider how the current environment impacts the remaining 9 objectives. (This event was originally planned for Aug 31, but pushed to a later date.)

As we prepare to cycle on leading this effort, **it has been our honor to work with you on behalf of our students** to implement strategic, systemic change to serve the college district for years to come. Thank you for partnering with us on this work.

## Leadership Change

After nearly 3.5 years of leadership, Biri Martinez, Dr. Ellen Riek, and Lori Stofft are stepping down as Strategic Planning Tri-Chairs. Our goal is to recruit fresh eyes and new energy to help nurture the remaining objectives and keep all the components of the [plan](#) at the top of mind for our colleagues, our community, and our students.

## Innovation Funds 2021

This year, Dr. Corr has identified \$86,000 to fund one-time projects that reinforce our Values at AWC. Please keep in mind, that due to fiscal constraints, only A+ projects will receive prioritization for funding. Approved proposals will need to be diligent in completing projects by the fiscal deadline, June 30, 2021. Proposals are due Friday, October 30th, 2020 and funded projects will be announced Monday, November 30th. A screening committee of faculty/staff, along with AWC President Daniel Corr, will review all submitted proposals and select which projects will be awarded funding.

Proposals that reinforce our culture and values that help enhance our student experience. Special focus on the following key words: Trust, Passion, Empowerment, Unity, Respect, Agility, Transparency. Successful project proposals will be student-centered, collaborative, and innovative.