A Report on Progress toward the 2008-13 Strategic Goals

Presented to the
Valencia District Board of Trustees
on behalf of the College Planning Council
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Amy Bosley College Planning Council Faculty Co-Chair, 09-10
Susan Kelley College Planning Council Co-Chair

Annual Report on the Strategic Plan

- This is the third in a series of four reports on the goals in the strategic plan.
- This report focuses on Goal 3:

  Invest in Each Other.
- A volunteer team of faculty, staff and administrators produced the 2010 report.

Goal 3: Invest in Each Other

- *Establish operational systems based on collaboration and deep stewardship of our work.*
- *Demonstrate support for employee professional development, career growth, and healthy living.*

Objective 3.1 – Collaboration

- Strengthen Valencia's collaborative culture through:
  - learning and leadership development opportunities in the effective use of collaborative approaches, and
  - through regular review and evolution of our shared governance system.
- Why are "collaboration" and "shared governance" important to us?

Collaboration

Valencia's Mission

Valencia provides opportunities for academic, technical, and lifelong learning in a **collaborative culture** dedicated to inquiry, results, and excellence.

Shared Governance

- As practiced at Valencia, shared governance is:
  - a set of processes and procedures through which college faculty, staff, and administrators **collaborate** in making significant decisions about the College's strategic direction, goals, and related implementation plans.

Progress toward Objective 3.1 – Collaboration

- Valencia provides opportunities for professional development in the use of collaborative tools and approaches.
- A review of our shared governance system is currently underway.

Example of a Collaborative Effort

Our annual “Big Meeting” is a means of gathering a large, representative group of people from across the college to review progress toward our strategic goals.

Valencia's Governance System

- Valencia's governance system includes four governing councils:
  - Faculty Council
  - College Learning Council
  - College Operations Council
  - College Planning Council

- These councils make policy recommendations to the President, and through him, to the Trustees.

  Example: Faculty Compensation System.

The role of communication

- Shared governance and collaboration require effective communication.
- A new system of internal communication is being developed to address the needs of full- and part-time employees, starting with new employee orientation and extending throughout employment.
- The system will ensure that employees are aware of decisions being considered by the governing councils.

Objective 3.2 – Career Growth

- By 2013, Valencia will have a robust system of career growth and planning in which all employees will participate.
  - Note: This does not include faculty, who have a separate faculty development program.
- This system will be introduced this summer, and the level of participation and types of activities will be documented.

3.2 - Career Growth Initiatives

- The college designed and put into place in summer 2010 a system of creating annual Professional Development Plans for employees, by which annual goals are set by each employee and their supervisor.

- Employee goals include planned professional development to help them remain current and develop their skills and knowledge to carry out their work.

Examples of PDP objectives

- Cross train with an administrative assistant in an academic area to learn about the duties there and the tasks they perform related to Electronic Personal Action Forms (EPAF) and faculty scheduling.

- Create and implement a communication plan for the Performance Development Process.

Objective 3.3 – Employee Wellness

- Increase the percentage of those in our college community engaged in self-reported wellness practices.
  - The Office of Human Resources provides Wellness programming to the college.
    - All employees complete the annual health insurance enrollment survey, which provides aggregate information to help design Wellness offerings, and to help us monitor group health improvements over time.
    - The Valencia Wellness Program records participation in on-campus wellness activities each year.

Employee Wellness Program

- Employee wellness activities (such as walking programs, yoga, and exercise classes) are offered on all campuses as part of a comprehensive college wellness plan, designed to meet challenges revealed through our health insurance provider's data.

- Activities and educational programs are designed to help employees meet personal wellness goals.

To be continued . . .

- *At the June Board meeting, you will receive the 2010 report on Goal 4 – Partner with the Community.*

Thank you.