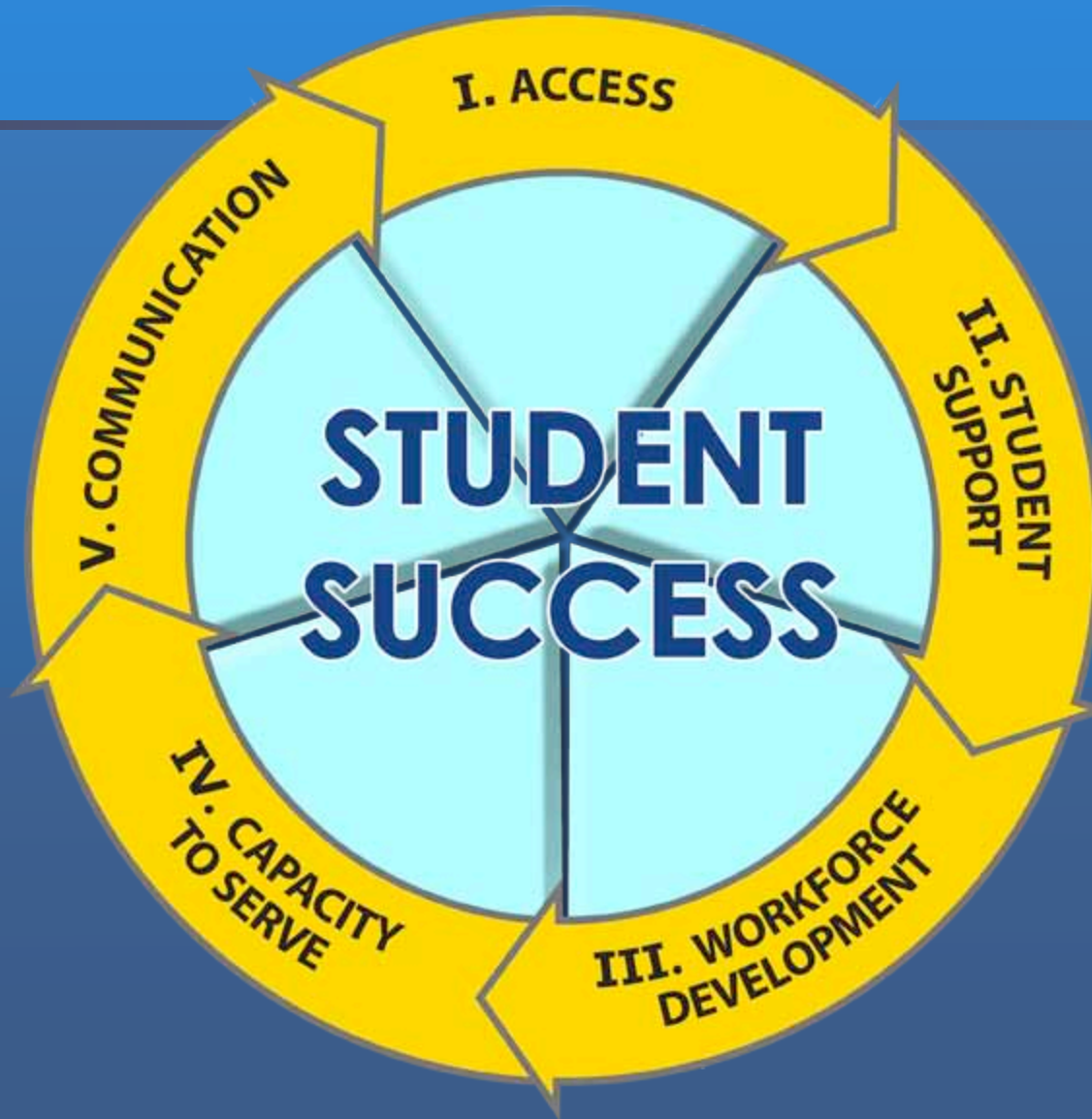


Five ACCD Strategic Plan Goals



SESSION OUTCOMES

- Celebrate the great employees of the District!
- Celebrate the important role of district employees in student success
- Celebrate the Imperative of New Dynamics
- Commit to the Value of a New Vision and Operational Principles
- Celebrate the opportunities for each person's fulfillment

TWO TRUTHS AND A LIE

- Purpose: To know each other better
 - Form groups of 10 and select Reporter
 - Identify two “extraordinary” truths
 - Identify one lie in the group
 - Reporter shares all three items with audience
 - Audience guesses which is the Lie

ROLE OF DISTRICT IN STUDENT SUCCESS

1. HOW DO WE HELP STUDENTS SUCCEED?
2. HOW MUST WE ENSURE STUDENTS DO SUCCEED?
3. WHAT NEEDS TO CHANGE?

DEFINE THE NEW IMPERATIVES

1. WHAT HAS CHANGED?
2. WHAT IS DRIVING THE CHANGE?
3. WHAT ARE THE IMPERATIVES?
4. WHAT ARE THE SOLUTIONS?

PRIMARY IMPERATIVE

“MOVE FROM
REPORTS TO
ACTION!”

- Alamo Community College Board of Trustees February 2, 2008

STUDENT SUCCESS IMPERATIVE

VISION: THE ALAMO COMMUNITY
COLLEGES WILL BE THE BEST IN THE
NATION

MISSION: EMPOWERING OUR DIVERSE
COMMUNITIES FOR SUCCESS

OUTCOME: STUDENT SUCCESS

**LIVE LONG AND
PROSPER!**



OUR GOAL:

A more effective, less bureaucratic, personally enjoyable and rewarding environment with greater opportunities for personal and collective growth and success.

THE GOLDEN RULE

“Do unto others as you
would have them do
unto you”

FORCE FIELD ANALYSIS

DRIVERS	RESISTERS

THEMES OF AUDIT FINDINGS - IMPERATIVE FOR CHANGE

1. Improve internal controls
2. Become collectively and Individually Accountable
3. Clarify work unit tasks
4. Streamline “whole system” processes
5. Require employee training
6. Improve communications
7. Create and monitor timeliness
8. Collectively apply continuous adjustments/improvements and entrepreneurship
9. Measure results – implement changes - refresh

TWO STRATEGIES:

- INDIVIDUAL
- ORGANIZATIONAL

7 HABITS OF HIGHLY EFFECTIVE PEOPLE -

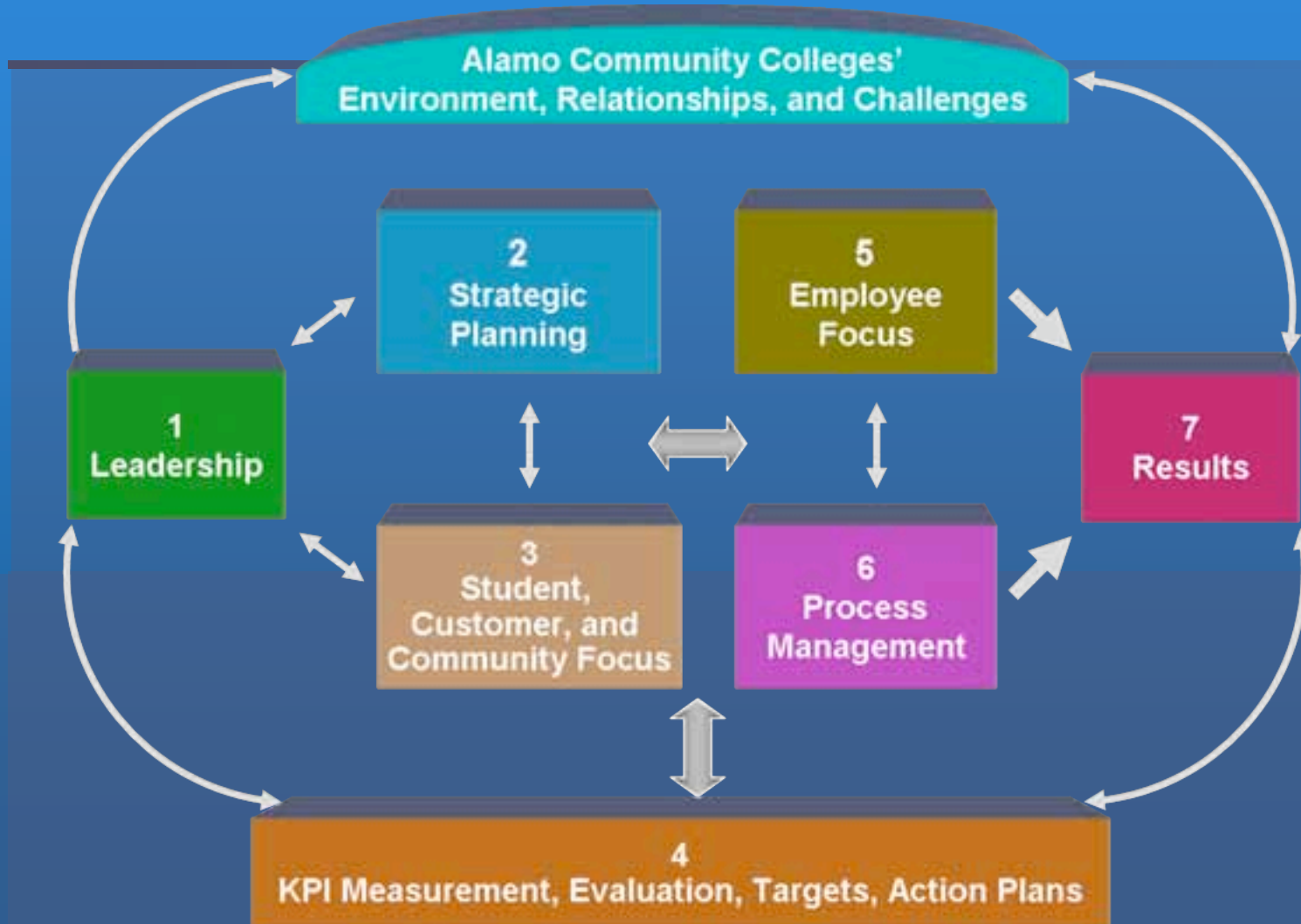
Stephen Covey

1. **Be Proactive:** Take responsibility, Action Follows
2. **Begin with the End in Mind:** Personal/Organizational Vision
3. **Put First Things First:** Prioritize
4. **Think Win/Win:** Mutuality
5. **Seek First to Understand, Then to be Understood:** Emphatically Understand
6. **Synergy:** Collaboration
7. **Sharpen the Saw:** Continuous development

COVEY'S 4 IMPERATIVES

1. **Inspire Trust:** Trust is the core imperative of great leaders. It affects your ability to do everything else.
2. **Clarify Purpose:** Great leaders create a clear and compelling purpose for their team.
3. **Align Systems:** Great leaders align systems for results and institutionalize them to endure over time.
4. **Unleash Talent:** Great leaders create a culture that releases the highest talents and contributions of people.

BALDRIGE MODEL



BALDRIGE BASED SOLUTIONS

Leadership

- Transforming leadership
- Collective and individual Accountability

1

Strategic Planning

- Implement succession plans

2

Student, Customer, and Community Focus

- Create transparency

3

KPI Measurement, Evaluation, Targets, Action Plans

- Require interface with the colleges

Employee Focus

1. Get right people on the bus
2. Provide more appropriate physical space
3. Require employee training

Process Management

- Break down silo's and silo's within silo's
- Create effective organizational alignments
- Require face-to-face problem solving

Results

1. Change culture to support integrated services
2. Promote quality in everything

SEPARATELY MEASURE RESULTS

- Determine outcomes
- Collective Accountability
- Constantly ask those served
- Embrace best of class - state than national
- Implement best practices
- Measure progress
- Complete redesigns/implement improvements

7 HABITS OF HIGHLY EFFECTIVE PEOPLE

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THE RESULTS:

“Celebrating a more effective, less bureaucratic, personally enjoyable and rewarding environment with greater opportunities for personal and collective growth and success.”

CONCLUSION

- District employees are crucial to Student Success
- Measure Progress and Results (Achieving the Dream: Culture of Evidence)
- Use the Baldrige Model, provides common language
- Collective and Individual Accountability
- Translate improvements into Policies/Procedures
- Promote an Edge - be entrepreneurial
- Have high expectations

**Spock says: Embrace the
New, Collective Frontier!**

