



College Opening Session: President's Welcome, Guided Pathways Update, and Educational Master Planning

October 13, 2021

FLEX DAY

Welcome!



Kim Lopez
Interim President
Cañada College

Guided Pathways Update



Manuel Alejandro Pérez
Vice President of
Student Services

Guided Pathways Update

- Staffing Update
 - Retention Specialists:
 - Gonzalo Arrizon – Science and Health
 - Diana Espinoza-Osuna – Human Behavior and Culture
 - Melissa Maldonado – Business
 - TBD (posted) – Art, Design and Performance
 - Assistant Director for Guided Pathways: Margarita Baez
 - Director for Student Support: *posted position*
- Priorities for the Year
 - Success Teams
 - First Year Experience
 - Dual Enrollment
 - Career Exploration
 - Ensuring & Documenting Learning





Educational Master Planning Flex Day All-College Session

October 13, 2021

Facilitated by members of the Educational Master Planning Task Force

Welcome from the EMP Task Force!

Task Force Tri-Chairs:

- David Eck, Academic Senate President
- Roslind Young, Classified Senate President
- Karen Engel, Dean of Planning, Research, Innovation & Effectiveness and Accreditation Liaison Officer

Faculty Members:

- Humanities and Social Sciences Division Rep: Alicia Aguirre
- Business, Design and Workforce Division Rep: Leonor Cabrera
- Science and Technology Division Rep: TBD
- Kinesiology, Athletics and Dance Division Rep: Eddy Harris
- Counseling Division Rep: Jenna French

Staff Support: The Office of Planning, Research & Institutional Effectiveness will provide staff support, research, analysis and writing throughout the process: Milena Angelova, Olisaemeka "Isaac" Chukwudebe, and Alex Claxton

Classified Staff Representatives:

- Outreach & Welcome Center Rep: Jeanne Stalker
- Classified Rep At Large (and GP Success Teams): Nimsi Garcia
- Transfer Services Rep: Mary Ho
- Instructional Division Rep: Krystal Martinez
- Instructional Technologist: Allison Hughes

Student Representatives:

- Mira Rubio
- Brittney Samora-Delgadillo

Administrators:

- Dean of Business, Design & Workforce: Hyla Lacefield
- Dean of Enrollment Services and Student Support: Wissem Bennani

Educational Master Planning Process & Timeline



Revisions to the District mission and vision proposed by the District Antiracism Council

Proposed Revised SMCCCD Mission

The mission of the San Mateo County Community College District is to achieve racial equity and economic justice in teaching, learning, and workforce development in order to strengthen the vitality and health of the communities we serve.

Proposed Revised SMCCCD Vision

The San Mateo County Community College District strives to create truly liberatory educational experiences for all members of San Mateo County communities to flourish by eradicating institutional racist policies and practices.

Revisions to the District values proposed by the District Antiracism Council

ANTIRACIST & JUSTICE-CENTERED COMMUNITY: We ensure that our culture and education is critical, transformative, and builds a District and campus community that resists individual and systemic anti-Blackness and racism. We are guided by theory and intellectual rigor to help us build towards an antiracist community. By centering antiracism and justice, we ensure that we root out ALL forms of oppression in our educational system.

TRANSFORMATIVE RESOURCE ALLOCATION: We commit to improve resource allocation decisions, systems, practices, and policies for Black, Indigenous, and People of Color (BIPOC) and our entire community. When we address these inequities all members of the community benefit. The district and college campuses commit to transformational decision making which seeks out multiple perspectives and provides space for voices that have been historically silenced. We do this by creating a culture that uplifts and centers the voices and experiential knowledge of our District and Campus communities, specifically the voices of groups that have been minoritized.

LIBERATORY PRACTICES FOR ECONOMIC HEALTH: We rebuild, strengthen, and implement, through a reimagining of our policies and practices, the resources and systems that support self-sufficient and self-actualized communities (building more free communities) through a critical exploration of the systemic impact of capitalism, patriarchy, and racism in our communities.

REVIEWING AND UPDATING YOUR Mission Statement

When was the last time you read your institution's mission statement? What did it say to you? More importantly, what does it really convey to others? How does your mission serve your institution?

A mission is an institution's stated purpose or reason for existence. It is sometimes referred to as a creed, purpose, or statement of institutional philosophy and values.

A mission statement plays an important **philosophical role** for an institution. It:

- » Defines who you are
- » Defines what you stand for
- » Explains what is valuable to you
- » Describes your system of beliefs



A mission statement can also serve **practical purposes**. It can:

- » Be used to initiate, evaluate, and refine all institutional activities
- » Serve as a road map to guide decisions and interactions inside and outside the institution
- » Inspire employees and act as a guide to their decisions, providing a focus and direction for setting lower-level objectives
- » Encourage managers and staff alike to consider the nature and scope of the business of higher education

Mission or Vision?

A vision is a description of what an institution (and key parts of the external environment) will look like if the institution achieves its full potential.

An institution's vision plays a similar strategic role to the mission, but there are some important differences.

Mission	Vision
Defines an institution's purpose	Describes an institution's intended impact
More foundational	More fluid
Changes infrequently	Changes regularly
Why do we exist?	Where are we going?

A Good Mission Statement

In order for a mission statement to provide both philosophical and practical benefits to your institution, it must provide a specific, memorable, and clear answer to this question:

What is your core purpose?



Four Elements of a Good Mission Statement

- 1) A mission statement should be **brief**
- 2) It should be **clear** and **easily understood**
- 3) It can be **recited by memory**, even under stress
- 4) It is **inspiring, exciting, true, and engaging**

Evaluating the Mission Statement

Does your mission statement sound like this example?

"The mission of our institution is to provide excellence and quality in education for all of our constituents."

There are a number of issues with this mission statement. Everyone expects excellence and quality, especially students and their parents. The words do not give constructive guidance in the day-to-day management and work of the administration, faculty, and staff. And a student reading such a statement on the institution's website or in a student handbook has no idea what that will mean to their education. Overall, it is too nebulous to be useful.

When your mission statement is as nebulous as this one, the institution is off to a bad start. The administration has unknowingly handed out a map without roads. The end result is a lot of people becoming lost in attempting to reach a goal, with the map resembling more of a maze than a navigational device.

A stronger version (but there's still work to be done!) of the previous mission statement might be:

"We provide those seeking to improve their lives, our community, and the world with the skills and knowledge to do so."

Mission Statements

Our College provides our community with a learning-centered environment, ensuring that all students have equitable opportunities to achieve their transfer, career education, and lifelong learning educational goals. The College cultivates in its students the ability to think critically and creatively, communicate effectively, reason quantitatively, and understand and appreciate different points of view within a diverse community.

To empower and transform a global community of learners.

Our College is committed to addressing the broad educational needs of the local and world community. We foster success and ensure equitable opportunities for all our students, while celebrating the diversity of our campus.

Vision Statements

Our College is committed to being a preeminent institution of learning, renowned for its quality of academic life, its diverse culture and practice of personal support and development, extraordinary student success, and its dynamic, innovative programs that prepare students for the university, the modern workplace, and the global community.

Our College inspires a global and diverse community of learners to achieve intellectual, cultural, social, economic and personal fulfillment.

Cañada Values:

- Transforming Lives
- High Academic Standards
- Diverse and Inclusive Environment
- Student Success in Achieving Educational Goals
- Community, Education, and Industry Partnerships
- Communication and Collaboration
- Engaging Student Life
- Accountability
- Sustainability
- Transparency

Skyline Values Statement:

Education is the foundation of our democratic society.

- Thus:
- **Social Justice:** We are committed to a comprehensive diversity framework that promotes social justice throughout all policies, procedures, and practices of the College.
- **Campus Climate:** We value a campus-wide climate that reflects a 'students first philosophy' with mutual respect between all constituencies and appreciation for diversity. Both instruction and student services are dedicated to providing every student with an avenue to success.
- **Open Access:** We are committed to the availability of quality educational programs and services for every member of our community regardless of level of preparedness, socioeconomic status, gender, gender expression, sexual orientation, cultural, religious, or ethnic background, or disability status. We are committed to providing students with open access to programs and responsive student services both in person and online that enable them to advance steadily toward their goals.
- **Student Success and Equity:** We value students' success in achieving their goals, on time, and strengthening their voices as they transform their lives through their educational experience. We aim to identify and address equity gaps through evidence-based research to ensure that each student has the opportunity to succeed.
- **Academic Excellence:** We value excellence in all aspects of our mission as a comprehensive community college offering preparation for transfer to a baccalaureate institution, workforce and economic development through career technical education programs and certificates, Associate of Arts and Associate of Science degrees, a Baccalaureate Degree, basic skills development, and lifelong learning. We are committed to academic rigor and quality with relevant, recent, and evolving curricula and well-equipped programs that include new and emerging areas of study. We are dedicated to an educational climate that values creativity, innovation and freedom of intellectual exploration, discovery, thought, and exchange of ideas.
- **Community Partnership:** We value a deep engagement with the community we serve through collaborating with local school districts, industry, non-profits, government and the arts. Valuing our role as an academic and cultural center, we are dedicated to meeting the needs of the labor market and community.
- **Participatory Governance:** We value just, fair, inclusive, and well understood, transparent governance processes based upon open and honest communication.
- **Sustainability:** We value an institutional culture that is committed to environmental sustainability and justice. We are committed to the tenet of sustainability, "To meet present needs without compromising the ability of future generations to meet their needs."

CSM Values Statement:

Equity

As a Hispanic Serving Institution, we are committed to creating a socially just campus climate wherein everybody is welcome and celebrated, and wherein everybody is an integral part of the campus. We believe that all students are entitled to a safe learning environment that celebrates their intersectional identities, fosters their agency, and develops their capacity for self-advocacy.

Academics

CSM takes great pride in its commitment to academic excellence. Our goal is to facilitate engaged, informed leadership and successful, satisfying careers for our students. We see our campus as a vibrant hub of intellectual rigor and relevance. As such, we embrace mindful learning, information literacy, and independent thinking to ensure a dynamic, innovative workforce and transfer population.

Community

Consistent with our commitment to equity, CSM strives for a vibrant, inclusive and safe college community. In support of this, we must recruit and retain a diverse faculty and staff and foster professional development informed by critical pedagogy and aligned with our college mission. Together, we aim to create an environment that fosters collegiality and empowers our students to reach their full potential inside and outside the classroom.

Governance

Because the college's success is intricately linked to the collective wisdom and values of its students, faculty, staff, and administrators, we strive for an inclusive, collaborative, and transparent decision-making process and governance. To this end, we strive to ensure that communication is multidirectional and incorporates feedback from the entire campus community.

Poll:

- Do we need to update our college mission statement?
- Do we need to update our college vision statement?
- Do we need to update our college values statements?

Re-cap of Task Force decisions re MVV

- **Mission:** create a new, shorter, more succinct statement that is motivational, inspirational, and clearly states our purpose - our reason for being.
- **Vision:** create a new, shorter, more succinct statement that describes our intended impact and where we are going – what will we look like when we achieve our full potential.
- **Values:** Like CSM and SKY, we will create longer values “statements” that clearly describe what we believe and what we are committed to

Draft Mission and Vision Statements (revised)

MISSION (A): Cañada College transforms and enriches our students' lives and broader communities through education.

VISION (A): Cañada College is committed to providing a quality and equitable learning environment, to inspire the local and global communities we serve in pursuing their educational, occupational, and personal goals.

MISSION (B): Cañada College engages and supports students in transforming their lives and communities through education.

VISION (B): Cañada College strives to provide quality and equitable education to our communities, empowering them to excel in their personal goals and to positively shape the world.

Proposed Values

Current values:

- Transforming Lives – providing opportunities
- High Academic Standards
- Diverse and Inclusive Environment
- Student Success in Achieving Educational Goals
- Community, Education, and Industry Partnerships
- Communication and Collaboration
- Engaging Student Life
- Accountability
- Sustainability
- Transparency and Authenticity

New, Proposed Values:

- Social and Racial Justice
 - Antiracism
 - Equity
 - Inclusion
 - Diversity
 - Access
- Transforming Lives
- Community Partnerships
- Academic Excellence
- Sustainability
- Transparency
- Adaptability and Resilience
- Student-Centered
- Cultural Humility

Notes:

- Some thoughts on Transforming Lives: supporting students through access to resources, empowering students, “teaching a man to fish...”
- Some thoughts on Transparency: collaborative decision making, communication (multidirectional), communicate student resources
- Some thoughts on Student-Centered: partnering with students for their own success
- Some thoughts on Cultural Humility: reflection, campus of learners

Proposed Values Statement Development Process

VALUES

For each Value, we will create longer values “statements” that clearly describe what we believe and what we are committed to.

Our goal is to conduct an inclusive process for generating input from the college community in terms of what these values mean to us at Cañada. This process will include:

- Collaboration on Flex Day
- Discussion and contributions from Associated Students of Cañada College (ASCC)
- An online portal to gather input asynchronously
- Synthesis of all input by the EMP Task Force
- Another period for public comment on the (near) final draft(s)

TODAY: Join a Breakout Discussion on the Values Statement of Your Choice...

VALUES

New, Proposed Values:	Facilitator:
Social and Racial Justice	Mary Ho
<ul style="list-style-type: none">• <i>Antiracism</i>• <i>Equity</i>• <i>Inclusion</i>• <i>Diversity</i>• <i>Access</i>	
Transforming Lives	Allison Hughes
Community Partnerships	Nimsi Garcia
Academic Excellence	David Eck
Sustainability	Ameer Thompson
Transparency and Authenticity	Roz Young
Adaptability and Resilience	Alicia Aguirre
Student-Centered	Hyla Lacefield
Cultural Humility	David Reed

Contribute via the online portal

- <https://bit.ly/CANMVV>

Thank you!