

## Priority 1 **Improve Performance Management** Feedback

- ★ Professional development tool or system
  - ★ Support growth and development (aspirations)
  - ★ DEI Foundation for all growth and development
  - ★ Communication/Information flow
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- Encouragement and Communication
  - Know the job aspirations for your employees
  - Hard to improve performance with no published strategic goals?  
How do I fit?
  - Slow response time of others
  - Flow of communication- Have we communicated information the campus community needs
  - Holding people up- LC saying they have to wait for PC to get an answer
  - Adherence to the Performance Evaluation tool
  - Support growth and development
  - Perception is that performance evaluations are punitive
  - Need more training on evaluation- purpose
  - Low wages and benefits
  - Need a system for professional development
  - Faculty are overloaded yet we are bringing on more admin
  - How do we grow if we don't have enough faculty
  - We don't replace student facing positions in a timely manner
  - Lack of personnel to handle the day to day
  - Any growth, promotion, advancement needs to show demonstrated commitment to DEI
  - Need for outside PD, not just internal trainings
  - Not sustainable to have faculty doing instructional marketing and teaching, and grading
  - Need better information flow
  - Need a better evaluation process for faculty

## Priority 2 ***Make Anthology work for us*** Feedback

- ★ Training/onboarding
  - ★ Access
  - ★ Moodle Integrations
  - ★ Transcribing
  - ★ Communication- what it does, doesn't do, when it works
  - ★ Pulling data
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- Communication and access for students- check info/payment
  - Better training
  - Dean and general level access- view only
  - Need to evaluate data fields- 1st gen
  - Access to and use of data for reporting
  - Access to CRM for text messaging
  - Access and training
  - Integration with Moodle
  - Transfer credit- Block transfer, want specific class transfer
  - Degree progress
  - Degree audit turned off
  - Student log in delays
  - Prerequisites- changes in catalog. FYE main 7 classes no prerequisite
  - Accuplacer
  - Communication
  - Attendance in Moodle or CNS

### Priority 3 **Total Alignment between IS and SS** Feedback

- ★ Lack of clear shared goals and messaging
  - ★ Trust
  - ★ Communication
  - ★ Bilingual capacity/ culturally specific support
  - ★ Lack of clarity on staff roles
  - ★ Shared awareness- Marketing/Advertising communication
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- Egos and personalities
  - Shared awareness: online learning, goals/objectives, programs, student supports
  - Organizational strategies, tactics, goals
  - Lack of clarity of roles, organization, issues, direction, and decision making
  - Trust issues
  - Letting go of the past/moving on
  - Communication- asking questions? Department by department updates
  - Student voices- decision making around students first
  - Students: SS=advocate, IS= adversary
  - Lack of clear, shared goals
  - Prerequisites- CNS kicking students out
  - Policy expectations and wayfinding
  - Student barriers/navigating complex systems-awareness/access
  - Program start dates-> cohorting, communication to students, communication of WHO is coming per term
  - Being heard-willing to buy into realities
  - Out of step w/peer institutions? Best practices?
  - Do we trust each other?
  - Professional development priorities- relevance, connection to goals
  - Venn diagram of professional competencies, purviews, decisions and collaboration
  - Team building across divisions
  - No ethnic Studies/Chicano-Latino studies
  - Awareness/Marketing/Outreach
  - Communication > to students-> to IS-> to SS
  - Communication of organizational roles and responsibilities
  - Culturally specific wrap services/accommodations
  - Bilingual capacity

## Institutional Strategic Goals - Leadership Council Notes 2.23.23

### Priority 1

#### Identified areas of improvement:

- Performance evaluation- Tool and communication
- Onboarding- expand and add in relevant areas
- Formal process for identifying and scheduling professional development

### Priority 2

#### Identified areas for improvement

- Communication- creation of flow charts, messaging to the campus (including students) communication in regards to issues or workarounds.
- Better outreach-connect how Anthology relates to all areas of the college

### Priority 3

#### Identified area for improvement

- Better understanding of connection- Advising, faculty, outreach, etc.
- Members of LC and IC will collaborate on any other ideas for alignment