



## Strategic Plan Update Nov 2023

Tuesday 11/21/23

Dear Colleagues,

I hope you are having a good week and are looking forward to some time off over the Thanksgiving holiday. Before you head out for the break, I wanted to take a moment to update you on the progress we have made with our strategic plan- where we are now, and where we are headed.

As a reminder, we are working with a consulting company called MIG to help guide us through the strategic plan project. As a result of this work, we also have:

- a Task Force made up of approximately 20 people representing multiple areas of the College, and the Shoreline community.
- six work groups who have been tasked to discuss specific areas of the project, and then report back to the overall Task Force (separate from the Task Force mentioned above).
- Sarah Swanberg (former chair of Strategic Planning Budget Council and member of the DEI strategic Plan Task Force) & I are working together to move us forward. Sarah has been participating in this project since the beginning and has been instrumental in its progress.

### **Summer 2023**

The task force elected to not meet in the summer (while faculty were off contract). However, a lot of progress was made, and I apologize that we didn't share a lot of this information during that time.

MIG

- met with me to refine the Strategic Plan goals and objectives (*June/July*)
- Shared the Draft Goals & Objectives /Strategic Plan Framework with the Executive Team (*August*)
- produced a publication-level Environmental Scan document (which is a document with a lot of data about the region, Shoreline etc.) (*August/September*)
- Continued to meet with me to ensure that comments from the Accreditation Report have been addressed and attention has been given to many of the DEIA challenges affecting all community colleges in the State. (*September/October*)

- met with VP of Business and Administrative Services and Associate VP for Planning, Institutional Effectiveness, and Project Management (PIE) to review the plan and offer feedback. Both roles are tied closely to planning and budget initiatives at the College. (*October/November*)

### **November Strategic Plan Presentation and Discussion**

On November 14, two meetings were offered to the Strategic Task Force representatives and 24 members attended.

During those meetings MIG

- went through goals and objectives of the plan and received some comments from the Task Force reps on the draft.
- gave a broad overview of the environmental scan and asked the group to provide any additional feedback by December 1<sup>st</sup>.

### **Mission/Values/Ethics/Equity Statement Development**

The final piece of the planning process is to revisit our mission/vision/values and equity (MVEE) statements to ensure alignment with the Strategic Plan, and to set the overall tone for our work moving forward. While MIG provides guidance, the drafting of these statements is the responsibility of the campus community. Here is where we are in the MVEE Statement drafting process.

- MIG facilitated a campus wide charette held April 24, 2023, where approximately 97 faculty, staff and administrators discussed the campus MVEE statements. The information gained from this session generated guiding principles to direct the efforts of the MVEE Statement workgroups. Ideally the MVEE statement development would have been shepherded by the VP of DEIA, but in that void, I have been working with the workgroup tasked to this item & ET to move this forward.
- The MVEE workgroup has met over the past few weeks, and draft statements are in development. Initial draft ideas will be shared at the November 28th ET meeting, the December 7th DEIA Advisory Group Meeting, and the December 12th College Council meeting, providing additional opportunities for representational input and refinement of these statements before final drafts are submitted to MIG on January 16th.
- The timeline below highlights the steps to finalize the Strategic Plan and present it to the Board for adoption.

### **Timeline for Project Completion**

- MIG to meet with PIE and the President's Office to determine SMART GOAL needs (*December*)
- Mission/Vision/Values/Equity collaborate with work groups and ET (*November-January*)
- DEIA advisory meeting(s) for Feedback December 7, January 4 and as needed (*to be arranged*)
- Presentation of Goals/ Objectives DRAFT PLAN to College Council (*December 12<sup>th</sup>*)
- Mission/Vision/Values/Equity statements due to MIG (*January 16<sup>th</sup>*)

- Strategic Plan Task Force Meeting (*January 23<sup>rd</sup>*)
- Work Group meetings (*to be arranged in January*)
- Board of Trustees Progress Report (*January 24*)
- In-person update presentation made to campus (*to be arranged in January*)
- Online feedback to the whole community (*Launch February 1st, Close February 15<sup>th</sup>*)
- Packet sent to Board (*February 21<sup>st</sup>*)
- Adoption of Plan (If Board Approves) (*February 28<sup>th</sup>*)

There may be some changes to the timeline, or additional items added as we move forward, but we are very close to the finish line. Thank you all SO MUCH for all of the work you have been putting into this. It's incredibly important and will be a great impact to the College as a whole.

Cheers,

Jack