

Capturing the College Council discussion at Bakersfield College:

The district-wide strategic planning committee asked College Council to provide input to the committee on several components of the district-wide strategic plan including the mission, vision, and goals. At the May 2, 2014 College Council meeting members of the council reviewed the Strategic Plan Survey questions and then engaged in a discussion. Most of the members had already completed the survey online, so this discussion provided an opportunity for people to share responses and discuss both the current Mission Statement and the Values. Each member had a copy of the survey and took the opportunity to respond first to the Mission Statement and then to the Values.

The comments on the Mission Statement focused on the following language:

Providing

- The opening language of “will provide” should read “we attempt to provide.”
- Articulation is not seamless; students have to take additional lower division coursework at transfer institutions.
- The district should not be advancing economic development.

Anticipating and preparing

- Because of staffing and funding issues the college cannot anticipate and prepare—we are always reacting.
- Not enough staffing to fully support and be effective—we react not anticipate. The workload is so immense, we do not have time.

Assessing and prioritizing

- On the issue of assessing and prioritizing, responses indicated that assessing and prioritizing occur at the college, but no one knows if they occur at the district. If they do, they are not communicated.

The group agreed the distinction between the district and college roles is unclear. When they apply the Mission Statement to the college, people can provide examples. That is not the case when they try to apply the Mission Statement to the district. This last group of comments generated the most discussion. The consensus was that the current KCCD mission seems to apply to the colleges rather than to the district. Participants wondered if the District Office has a mission statement as all the programs at the college must have.

This issue was so important that some respondents proposed alternative wording to better reflect the role the district should play for the colleges:

Option 1: The mission of the Kern Community College District is to provide *resources and services to the colleges within the district so they may provide outstanding services and instruction to students.*

Option 2: The mission *of the colleges* of the Kern Community College District is to provide outstanding educational programs and services that are responsive to our diverse students and communities.

The comments on the Values focused on the following language:

Retaining best and brightest employees

- We want to retain employees but often lose them due to work load and better pay elsewhere.
- The District Office does not treat employees like they are the brightest employees but instead treats them like they don't know how to do their jobs.
- We should hire people with integrity.

Promoting a climate of trust by sharing ideas and information

Climate of trust

- Promoting trust does not happen.
- Trust is lagging due to a lack of information and ambiguity, which fosters an environment without trust.
- We have trust at the college for frank discussions. Do not think this happens at the district.
- Trust between college and district is non-existent. Examples include when people ask questions about the district monitoring email and during the accreditation self-evaluation process when we had only one person who was allowed to talk to anyone at the district about accreditation.

Sharing ideas and information

- We need a better way to share ideas and the constant update of information.
- There are too many levels between students and chancellor; we have a top-down model of control and decision making rather than a collegial atmosphere.
- This is not a two-way street: micro managing from district.
- The District Office does not value input from colleges; example is the matter of reserves – did not listen to other input.
- We need to recognize what improvements there have been in receiving information from the district, but collaboration is not evident.

- The District is not hands-on, they are removed from students – not a criticism but a fact; DO needs to seriously consider college input.
- Should say we will be proactive in building bridges, to be transparent.

Meeting the highest standards of performance in everything we do

- We do not have these established for district services, and they are not measured or assessed.

KCCD's current mission statement is:

The mission of the Kern Community College District is to provide outstanding educational programs and services that are responsive to our diverse students and communities. To accomplish this mission, we will:

- *Provide academic instruction to promote fulfillment of four-year college transfer requirements and encourage degree and/or certificate acquisition in our surrounding communities.*
- *Provide workforce skills training through Career and Technical Education programs.*
- *Provide basic skills education and student services programs to enable students to become successful learners.*
- *Establish partnerships with businesses and governmental entities as well as other educational institutions to advance economic development*
- *Improve the quality of life of our students and communities through broad-based general education courses.*
- *Prepare students with the skills to function effectively in the global economy of the 21st century.*
- *Anticipate and prepare to meet challenges by continually assessing and prioritizing programs, services, and community needs.*

KCCD's Values are:

All of the stated values focus on the goal of having a positive impact on the lives of students.

1. *We value assisting students achieve informed educational goals.*
2. *We value fostering a learning environment that celebrates the diversity of people, ideas, learning styles and instructional methodologies.*
3. *We value recruiting and retaining the best and brightest employees.*
4. *We value promoting a climate of trust by sharing ideas and information.*
5. *We value meeting the highest standards of performance in everything we do.*

Prepared by Kate Pluta on behalf of College Council

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