



**OFFICE OF THE PRESIDENT  
STRATEGIC PRIORITIES  
JULY 2008 – JUNE 2010**

**Strategic Priority I: Provide Visionary Leadership**

I will provide visionary leadership by embracing openness, collaboration, and joint decision-making; engaging in systems thinking; and providing strategic leadership.

AREAS OF FOCUS	STRATEGY	LEADERSHIP COORDINATION	TIMELINE	STATUS
<b>Develop effective strategies for campus management of facilities modernization projects</b>	1. Ensure the development of business plans for the Child Development Center, PE facilities, and the College Center for the Arts.	Bob Kratochvil	October 2008	
	2. Ensure the timely and accurate distribution of information regarding facilities projects.	Bob Kratochvil Jeff Kingston Karen Powell	Immediately	
	3. Coordinate the exploration of facilities timeline adjustments with District leadership.	Bob Kratochvil Jeff Kingston Karen Powell	October 2008	
<b>Enhance internal communication at Las Positas College</b>	1. Implement Yak 'N Sack Meetings: Regular monthly meetings where students, faculty and staff can come to talk about their interests.	Jennifer Adams	September 2008	
	2. Distribute monthly President's Report to the Board of Trustees to the college community.	Jennifer Adams	Immediately	
	3. Provide a bi-weekly electronic update to the college community.	Jennifer Adams PIO	September 2008	

	4. Ensure the timely posting of committee minutes on the college's website.	Laurel Jones Bob Kratochvil Pam Luster	September 2008	
	5. Explore the purpose, structure, and success of the monthly Town Meeting through a survey instrument administered to all faculty, staff, and students.	Amber Machamer	October 2008	
	6. Attend at least one meeting of each division, Counseling, and Student Services Coordinators during the academic year.	Laurel Jones Pam Luster Jeff Baker Jennifer Adams	April 2009	
	7. Attend at least one meeting of each employee senate and the ASLPC each year.	College Council	April 2009	
	8. Ensure regular and relevant meetings of the College Council.	College Council Jennifer Adams	Immediately	
<b>Increase recognition of Las Positas College within the Tri-Valley service area, state, national as a "First Choice" for academic excellence</b>	1. Develop a comprehensive marketing plan and branding campaign that positions the College as the "Third Place."	PIO College Council	December 2008	
	2. Develop the structure for an Alumni Program.	Ted Kaye Pam Luster	December 2008	
	3. Engage actively in opportunities to speak to community groups, governmental agencies, and interested parties about the college and our students.	Ted Kaye PIO	Immediately	
	4. Create a Community Advisory Council.	Jennifer Adams	August 2008	
<b>Expand leadership development opportunities for college faculty and staff</b>	1. Explore participation in the Strategic Horizon Program through the Center for Community College Development.	Laurel Jones Bob Kratochvil Pam Luster	August 2008	
	2. Create/Expand Leadership Development Program for	Laurel Jones Bob Kratochvil	November 2008	

	members of the college community.	Pam Luster College Council		
	3. Develop Administrative Leadership Series to cover such topics as follows: evaluation/performance assessment, motivating employees, hiring and search processes, budget development and management, collective bargaining issues, and legal issues.	Administrative Council Sub-Committee	January 2009	
	4. Enhance sharing of knowledge gained from professional development activities.	Laurel Jones	January 2009	
<b>Enhance relationship with and between the employee and student senates</b>	1. Meet monthly with each senate president to understand issues in the system and to strategize regarding next steps and future directions.	College Council Jennifer Adams	August 2008	
	2. Work with leadership to develop at least one project of mutual interest.	College Council	October 2008	
	3. Recognize participation in institutional governance.	College Council	April 2009	

**Strategic Priority II: Identify and Support Adequate Resources for Student, Staff, and Faculty**

I will identify and support adequate resources for our students and faculty by investing in infrastructure, utilizing technology appropriately and innovatively, exploring partnerships to maintain adequate resources, and providing support to use resources effectively and efficiently.

AREAS OF FOCUS	STRATEGY	LEADERSHIP COORDINATION	TIMELINE	STATUS
<b>Expand the financial resources of the College through private giving and grant development</b>	1. Organize and implement quarterly "Shared Vision Series" in coordination with the Foundation	Ted Kaye	October 2008	

	2. Pursue significant partnerships with three organizations that will provide resources for the College.	Ted Kaye	March 2009	
	3. Develop recommendations for revised organizational structure to support resource development at the college.	Ted Kaye Laurel Jones Bob Kratochvil Pam Luster	December 2008	
<b>Revise and expand staffing plans across employee groups</b>	1. Review data from compensation and classification study		January 2009	
	2. Review Master Plan with Executive Staff, PBC, and College Council.		March 2009	
<b>Advocate for resource allocations that support institutional growth</b>	1. Coordinate monthly strategy sessions at the college-level prior to DEMC meetings	CEMC Jennifer Adams	August 2008	
	2. Collect budget models from peer colleges.	Bob Kratochvil	November 2008	

**Strategic Priority III: Commit to Excellence in Teaching, Student Learning, and Scholarship**

I will commit to excellence in teaching, student learning, and scholarship by serving with excellence all of the students in our mission, promoting active scholarship by our faculty and students, engaging in pedagogical innovation, and providing high-quality faculty and staff development programs.

AREAS OF FOCUS	STRATEGY	LEADERSHIP COORDINATION	TIMELINE	STATUS
<b>Expand and enhance professional development opportunities for faculty, staff, and administrators</b>	1. Task Staff Development Committee to review best practices of staff and faculty development models and develop recommendations regarding future directions	Laurel Jones	December 2008	
	2. Convene administrative committee to explore		December 2008	

	professional development needs of administrative team.			
<b>Enhance the stature of career programs at the College</b>	1. Review discussion and recommendations of Curriculum Committee in regard to career program needs and enhancement.	Laurel Jones	October 2008	
	2. Explore notion of Career Programs Council.	Laurel Jones	March 2009	
<b>Encourage forums to nurture the intellectualism of our college community</b>	1. Initiate new community event entitled, "4 on 29: What Does It Mean to Be An American? A Presidential Discussion Series"	Jennifer Adams	September 29 (M) October 29 (W) January 29 (R) April 29 (W)	

**Strategic Priority IV: Create a Diverse and Supportive Academic Community**

I will advance a diverse and supportive academic community by placing a high value on promoting professional autonomy; recruiting and creating a place for faculty and students from diverse backgrounds and with diverse perspectives; setting an environment for constructive discourse and creative tension; supporting inclusion, cultural competency, innovation, entrepreneurial, and reasonable risk; and being flexible to change.

AREAS OF FOCUS	STRATEGY	LEADERSHIP COORDINATION	TIMELINE	STATUS
<b>Increase diversity of students, faculty, and staff</b>	1. Conduct PACE Survey on Campus Climate.	Amber Machamer	December 2008	
	2. In coordination with the District, develop plan to significantly enhance the diversity of the College's faculty and administrative ranks.	Mary Ann Gularte Laurel Jones Bob Kratochvil Pam Luster	January 2009	
	3. Explore development of a Puente Program on this campus.	Pam Luster	January 2009	

	4. Expand outreach and support for African American male students as a sub-group of the larger college population	Pam Luster	January 2009	
<b>Promote expansion of Campus Change Network initiatives.</b>	1. Review work plan of 2008-2009 work plan for CCN.	CCN		
<b>Identify opportunities and partnerships to create international experiences for students, faculty, and staff.</b>	1. Explore development of an application for a Fulbright Scholar in FY10.	Laurel Jones	October 2008	
	2. Explore "sister-college" relationships with two colleges/institutions outside of the country.		April 2009	
	3. Become active in Community Colleges for International Development		May 2009	

**Strategic Priority V: Craft a Culture of Collective Responsibility**

I will craft a culture of collective responsibility by embracing our District strategic plan and Las Positas College vision; balancing our focus on our students, community, and institution; promoting individual commitment to the well-being of the group and group commitment to the welfare of the institution and the community; and promoting significant engagement with students, faculty and each other.

AREAS OF FOCUS	STRATEGY	LEADERSHIP COORDINATION	TIMELINE	STATUS
<b>Enhance college processes and systems</b>	1. Coordinate the development of an institutional calendar that contains key dates, events, and contractual milestones on a monthly basis.	Jennifer Adams	July 2008	
	2. Ensure the documentation of institutional processes collected in an institutional operations manual.	Laurel Jones Bob Kratochvil Pam Luster	January 2009	
	3. Coordinate submission of college materials to the district through the Office of the President.	Jennifer Adams	Immediately	

<b>Develop an integrated internal planning process that promotes coordination and accountability.</b>	1. Review models of integrated planning processes.	Laurel Jones Bob Kratochvil Pam Luster Amber Machamer	March 2009	
	2. Review models of institutional effectiveness.	Laurel Jones Bob Kratochvil Pam Luster Amber Machamer	March 2009	
	3. Develop recommendations to the College Council.	Laurel Jones Bob Kratochvil Pam Luster Amber Machamer	March 2009	
<b>Enhance the collaboration and coordination between the College and the District.</b>	1. Establish monthly status meetings with key district staff.	Jennifer Adams	July 2008	
	2. Establish bi-weekly electronic updates to Chancellor and District Staff.	Jennifer Adams PIO	August 2008	
	3. Schedule regular District reports to the Administrative Team.		September 2008	
<b>Enhance “sense of internal community” as the institution evolves into a more complex institution.</b>	1. Form “ad-hoc” committee on campus culture charged and funded to develop a series of activities, initiatives, and programs to enhance and preserve institutional culture.		September 2008	
	2. Explore the development of a College Hour or similar model.	College Council	December 2008	
	3. Develop strategy to welcome and introduce new employees to college culture and Tri-Valley area.		May 2009	

**Strategic Priority VI: Advance a Culture of Critical Reflection**

I will further a culture of critical reflection by emphasizing individual and collective self-reflection; engaging in continuous and purposeful evaluation of programs and services; using data about student learning to improve student learning outcomes; and emphasizing both group and individual learning.

AREAS OF FOCUS	STRATEGY	LEADERSHIP	TIMELINE	STATUS
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<b>Develop a review process for non-academic programs.</b>	1. Identify "Best Practices" and collect methods to conduct non-academic program review.	Amber Machamer	January 2009	
	2. Draft, pilot, and assess process based on data collected.	Amber Machamer	May 2009	
<b>Completion of ACCJC accreditation process</b>	1. Implement timeline developed by Steering Committee. 2. Coordinate college efforts with District efforts.	Laurel Jones	Immediately	

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