

CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT CHANCELLOR'S CABINET

POSITION STATEMENT

The Chabot-Las Positas Community College District is facing serious financial constraints. Through concentrated planning efforts and discussions, we will identify where to focus our resources in support of students and student success.

The role of participatory governance in recommendations regarding resources is essential and, as such, discussions will occur at the College's Planning and Budget Committees and the District Budget Study Group. These discussions will inform the decision-making process. Further, the effects of a plan, as appropriate, will be addressed with the affected bargaining group(s).

We will undertake proactive strategies to improve communications, performance, productivity, and efficiency of operations district-wide on a continuous basis. A key goal is to achieve cost efficiencies while minimizing affects on quality. The strategies will focus on identified, priority functions and services.

A reorganization plan will be developed over time through the following series of organized steps. To achieve this plan, we will:

- 1 • Identify strategic priorities for delivery of functions and services
- 2 • Assess the effect of vacancies created by the SERP and attrition to CLPCCD
- 3 • Plan adjustments to staffing necessary to focus resources towards strategically prioritized functions
- 4 • Align functional structures so they are working together for a common purpose
- 5 • Streamline processes and staffing to reflect changes in the nature of our work
- 6 • Focus on the support of students and student success

As the plan develops, CLPCCD will be in a position to implement reorganization through transfers and reassignments designed to support the strategic priorities. The plan will provide support and direction for this decision-making.