

“Leave no stone unturned
in the name of
student success.”

Julie

Fall FLEX 2017

Collaboration: Charting the Pathways to Change, Innovation & Student Success

Dr. Dianne Van Hook, Chancellor
College of the Canyons
August 16, 2017

Guest Speakers: Joe Gerda, Svetlana Lynch, Kelly Cude, Claudia Acosta, Jeannie Chari, Jim Temple and Teresa Ciardi



In today's session, we will cover:

- The Big Picture
- Are We Ready to Shape Change?
- What's In Our Future?
- How Will We Get There? Through Collaboration!
- Communication Matters in Collaboration
- Thinking Differently: The Six Thinking Hats
- So, What's Next for Us?
- Barriers to Successful Collaboration
- Conclusion/Questions



Let Me See You Walk Through Paper – Exercise #1

Your Mission:

Cut a hole in a single sheet of 8 ½" x 11" paper that is large enough for you to fit your body through. You may use only 1 sheet of paper, a pair of scissors, and the brain power of your partner. You have 10 minutes to talk it out and complete the mission. And, as a bonus, I've given you extra paper for practice.

Note: It is **not** impossible...now **GO!**

Mission Accomplished, or Mission Aborted?



How did you do?



Let's Discuss

- What did you do to understand and communicate the mission with your partner?
- How did you collaborate together on ideas as to how to make this work?
- Did you utilize brainstorming, creativity, risk-taking, and various strategies to come up with a solution?
- Were you successful?
- Did you give up?
- Did you think that I misled you about it being possible???



So, here's how it works:

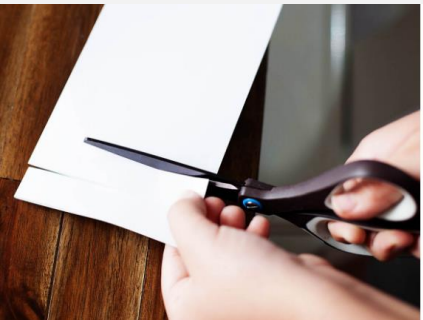


- Start with a sheet of paper and a pair of scissors

- Fold paper in half (length-wise is easiest)

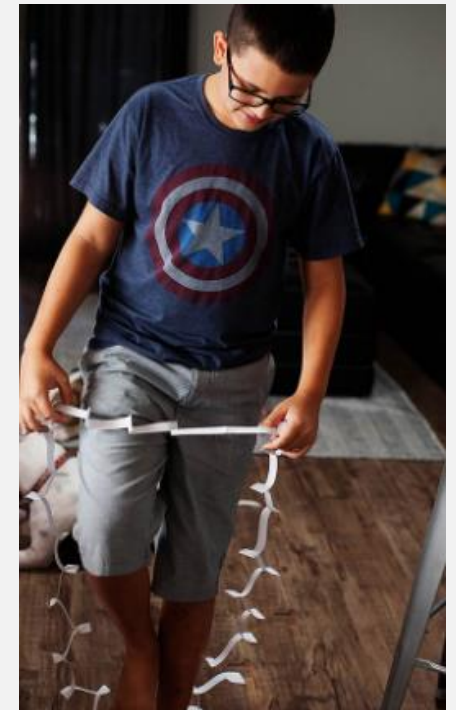


- Cut the paper horizontally, but not all the way through, alternating which side you cut from as you go down. In the photo, the folded part of the paper is by his hands.



Next...

- Cut through the folded parts of the paper, except for the first and last ones.
- Unfold the paper and you should have a flimsy ring that you can fit your body through.
- See, I told you that it was not impossible!



A Thought to Ponder...

“Genuine collaboration is an environment that promotes communication, learning, maximum contribution, and innovation. Collaboration begins with focusing on the collective good rather than personal gain.”

~Jane Ripley




So, why does that matter so much now more than ever?



THE BIG PICTURE

Change is All Around Us & The Pace is Not Slowing Down!



**WE HAVE THE OPPORTUNITY
TO SHAPE CHANGE, IF WE PAY
ATTENTION!**

12 *As the world shifts around us...*

*The only constant is change and the realization
that we are part of a bigger system.*

We can remain the same and get what we have always gotten, or

*We can do things differently and see **different results!***

Did You Know? That in 2028...

DID YOU
KNOW?
THAT IN 2028

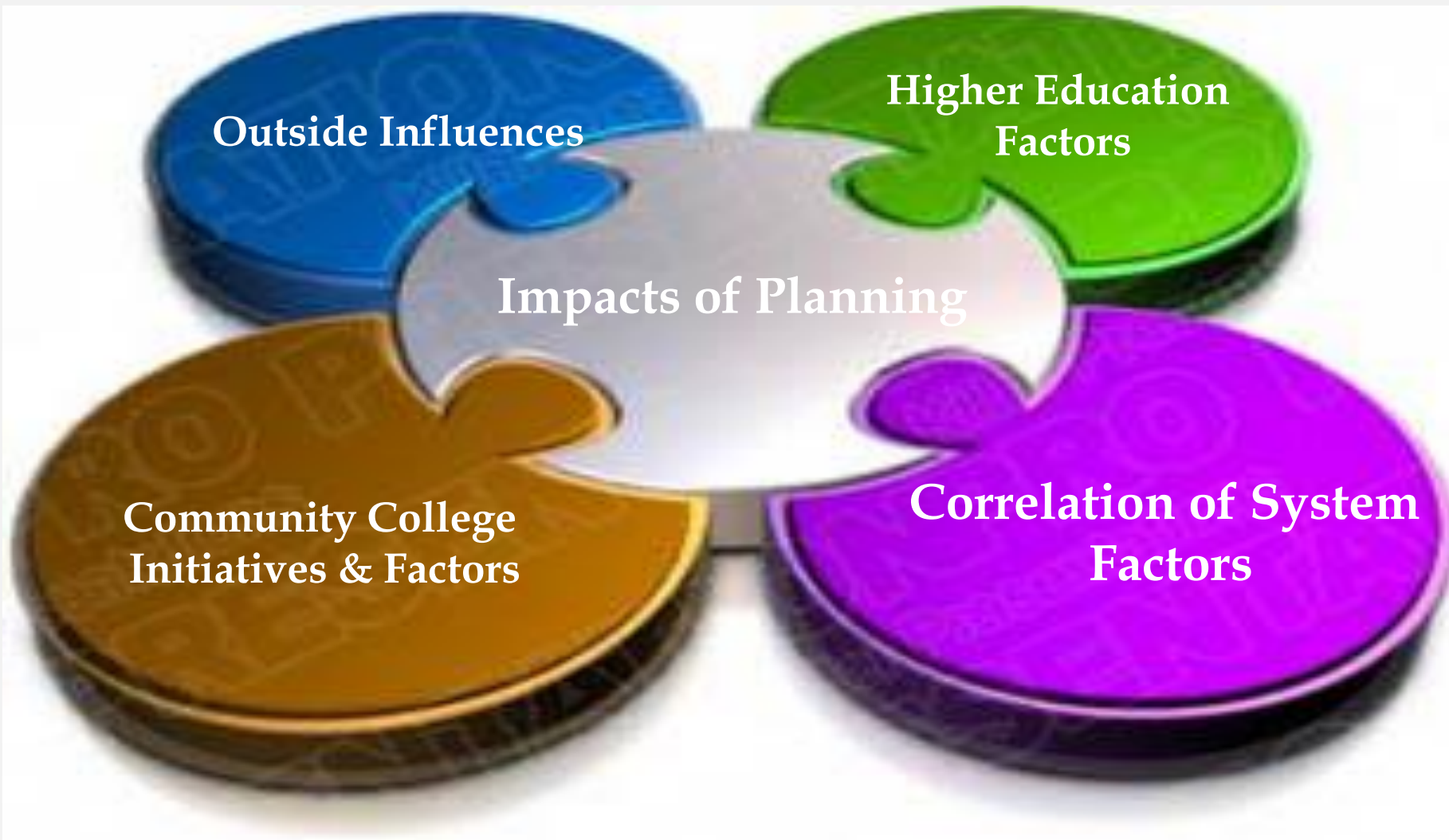
A high-speed photograph of a water droplet falling into a pool of water, creating a series of concentric ripples. The background is a solid light blue color. The droplet is captured mid-fall, just above the point of impact, with a small splash of water visible below it. The ripples are clearly defined and spread outwards from the center of impact.

Change has a ripple effect...

So, what impacts us?

EVERYTHING!

The Big Picture – A Ripple Effect



What occurs in society, politics, the economy, on a global basis, nationally, statewide, regionally, and locally **impacts** the opportunities, the partnerships, and the decisions that we pursue!

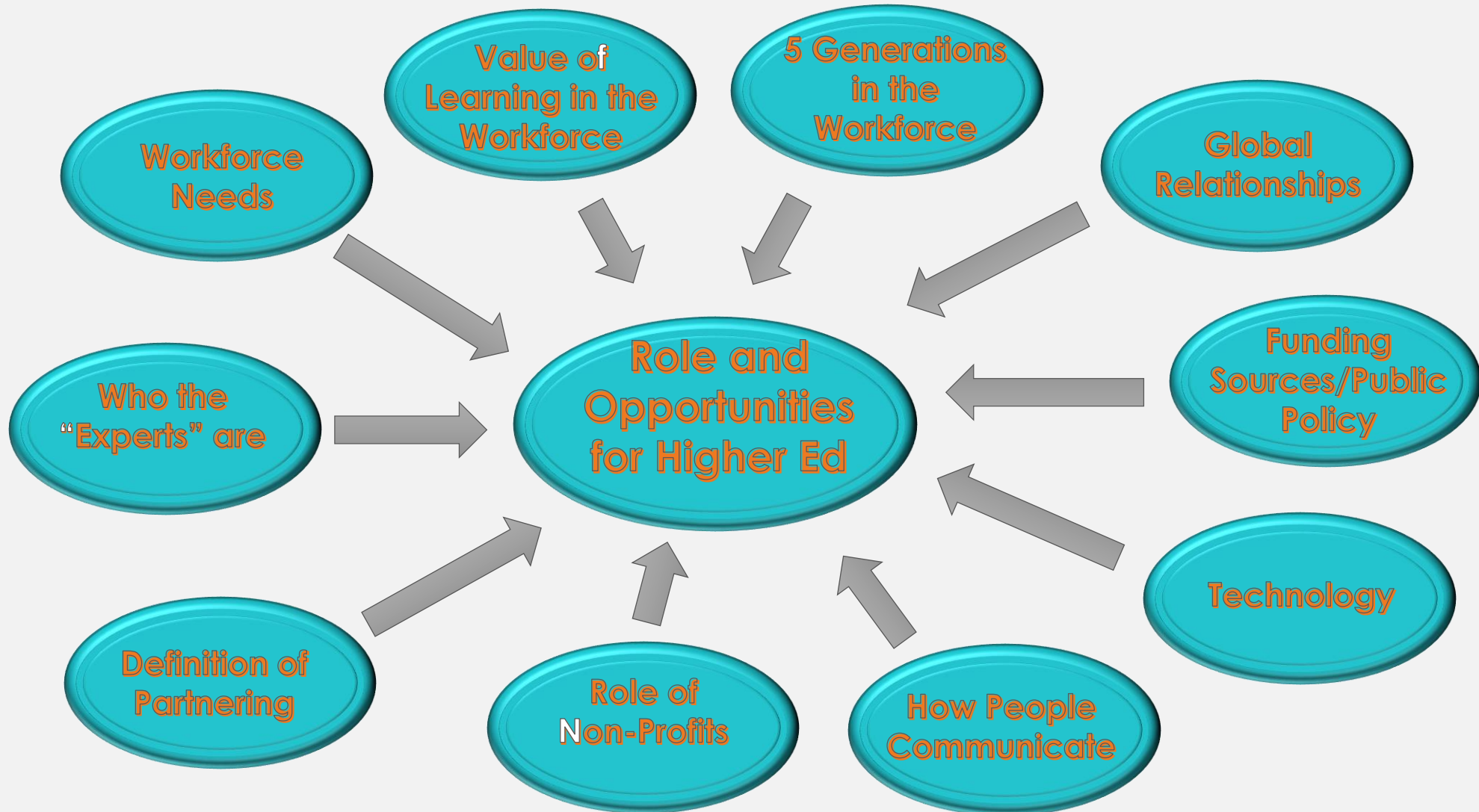


You must be the change you wish to see in the world.

~ Mahatma Gandhi

The Big Picture: Outside Influences

There are many developments and changes and they either **open** or **close** the door on how we, as a college, do business.

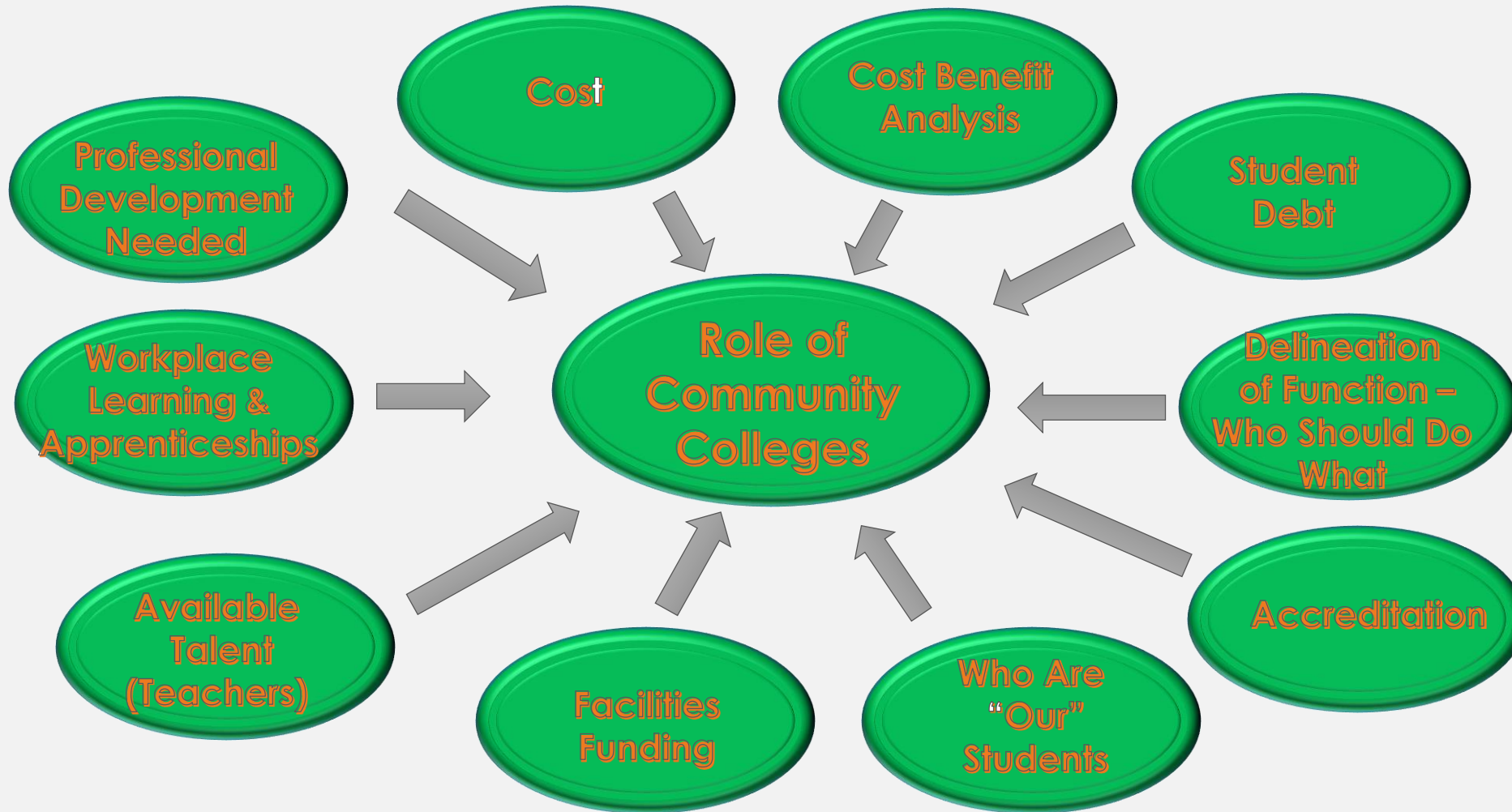


A scenic view of a lake at sunset. The sky is filled with soft, colorful clouds in shades of orange, pink, and blue. The sun is low on the horizon, casting a warm glow over the water. In the distance, there are dark, silhouetted mountains. Several kayakers are visible on the water, their small figures scattered across the middle ground. The water in the foreground is calm, reflecting the colors of the sky.

*“If you change the way you look at things,
the things you look at change.”*

~ Dr. Wayne Dyer

The Big Picture: Higher Education Factors



All of higher education is in play. And, it impacts what we do.

Activity is not enough: *it is results that matter!*

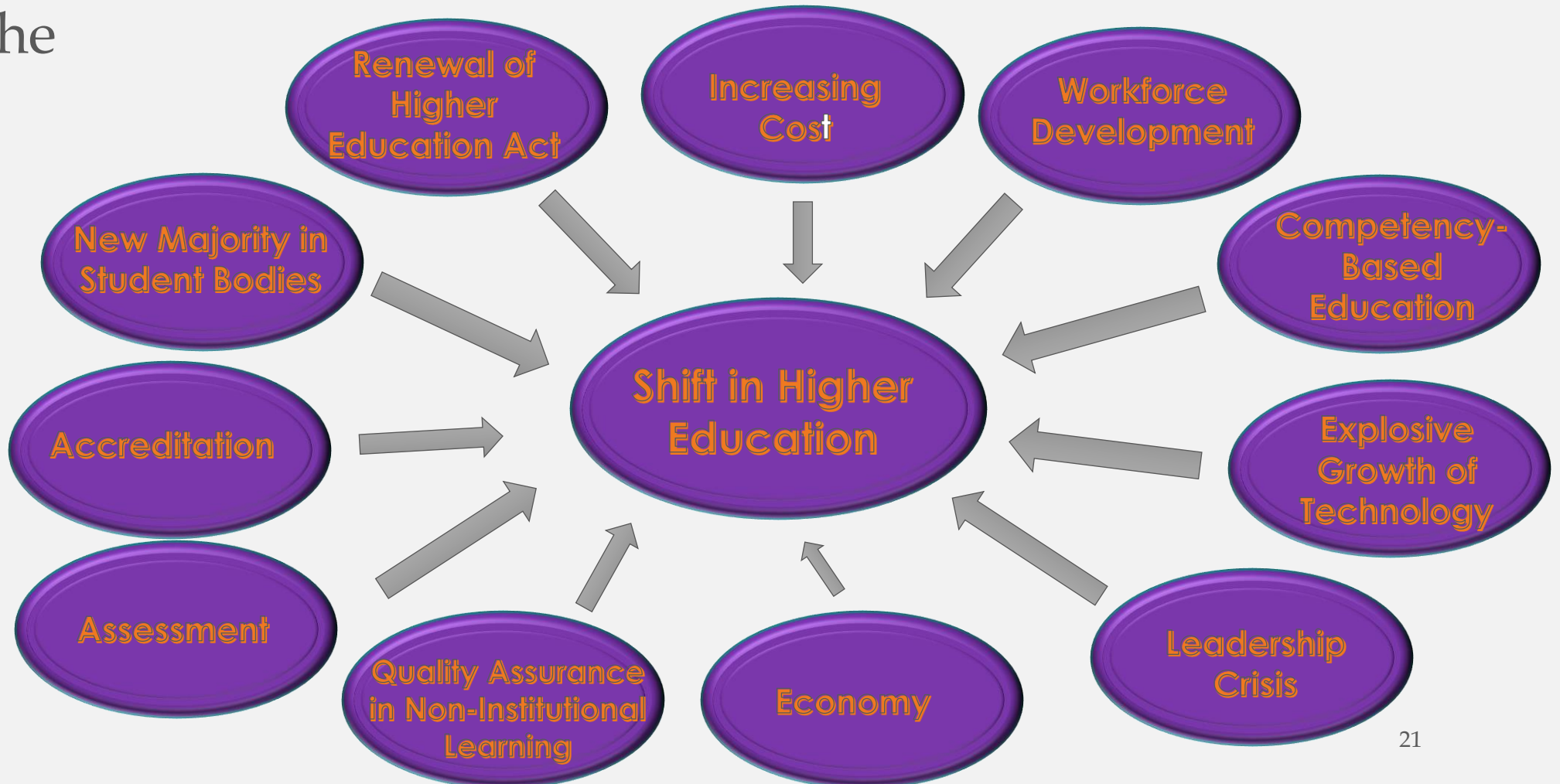


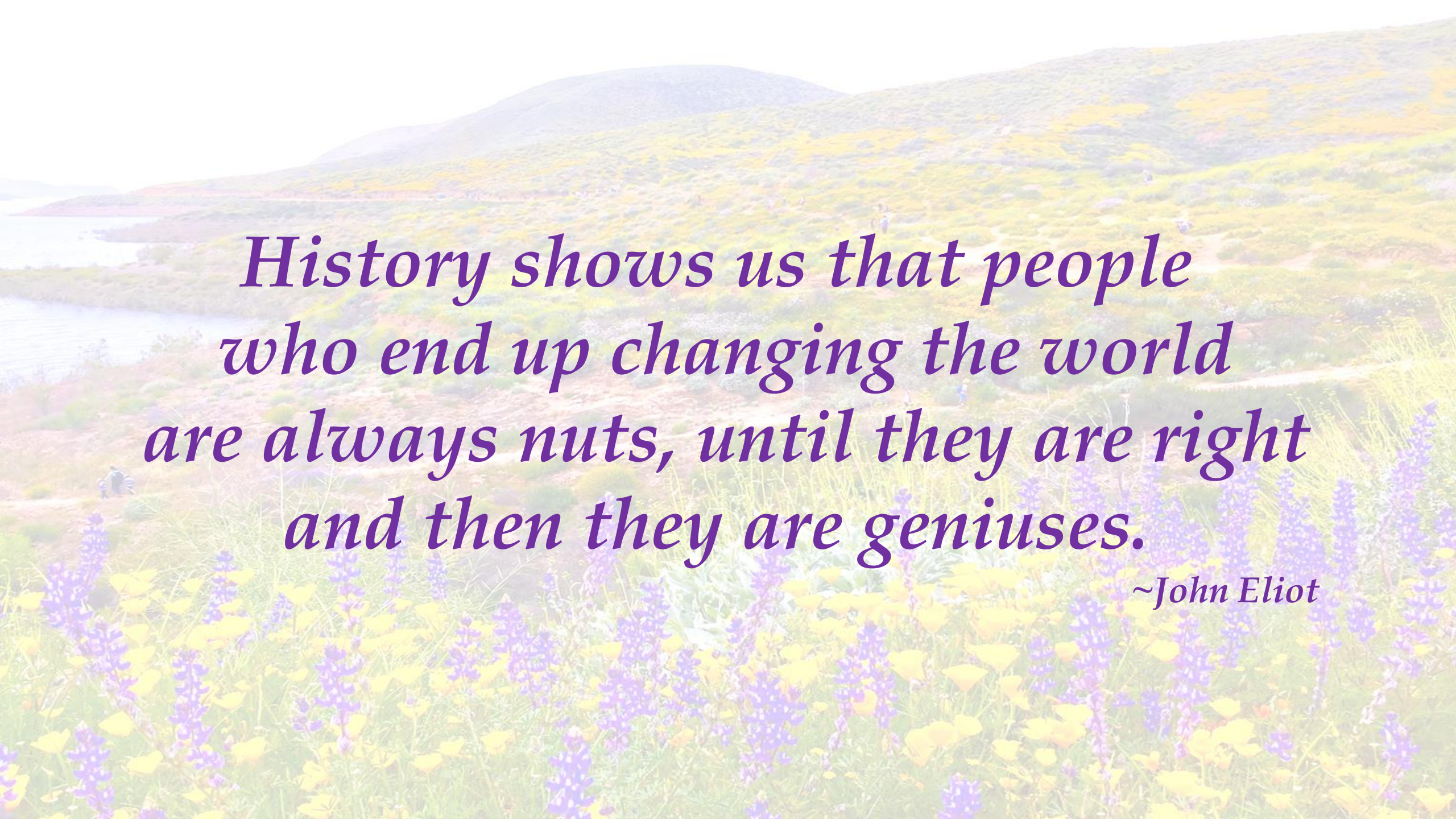
*You can't change the direction of the wind,
but you can adjust the sails to reach your destination.*

~ Unknown

The Big Picture: Correlation of System Factors

Change is the **standard operating procedure.**



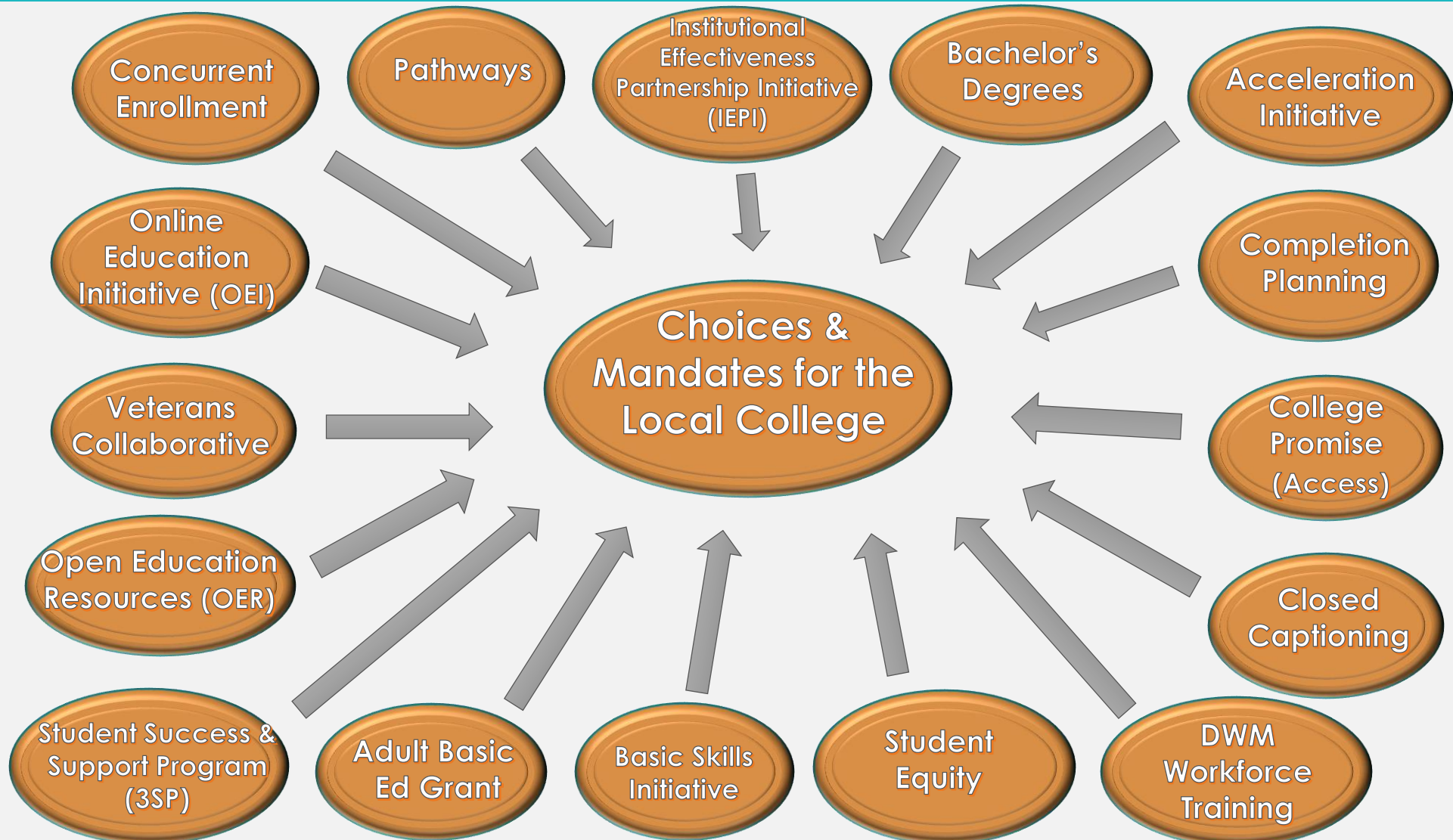
A scenic landscape featuring rolling hills in the background, a body of water on the left, and a field of purple and yellow flowers in the foreground. The text is overlaid on the image.

*History shows us that people
who end up changing the world
are always nuts, until they are right
and then they are geniuses.*

~John Eliot

The Big Picture: Community College Initiatives and Factors

Until now, the **bright ideas and changes have been stand-alone**, and in many cases, conflicting in intent, funding, guidelines, and functionality. And, some still do!



While the world changes, we must have a *Vision!*

Vision with action can *Change* the world.

At COC, we do that *Daily as a Responsibility.*

Now, the state has *Finally* gotten the bug!



The Big Picture – California Community Colleges Board of Governors

*California Community College System's **vision** for success outlines "6 areas of focus" that need to be met in order to fulfill California's needs by 2020.*



WHAT ARE THOSE 6 AREAS OF FOCUS?



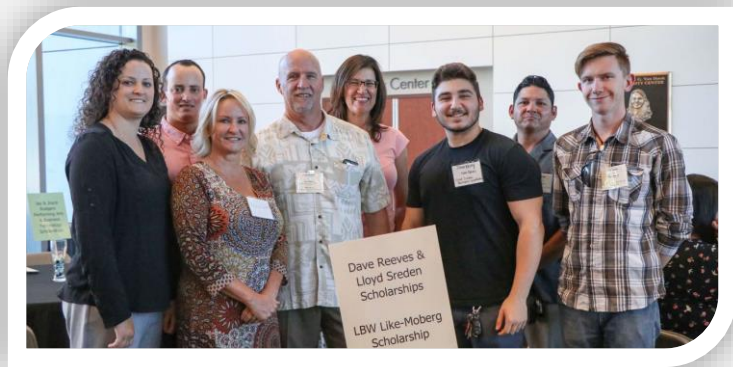


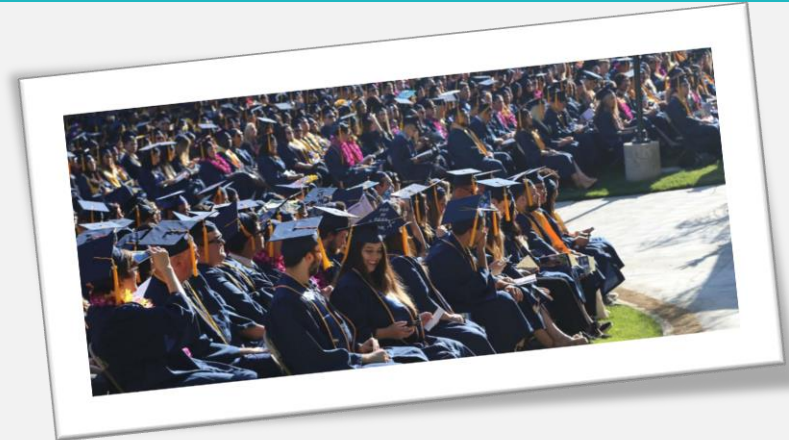
ONE: Increase by at least 20% the number of CCC students annually who acquire associate degrees, credentials, or specific skills sets that prepare them for an in-demand job.





TWO: Increase by 35% the number of CCC students system-wide transferring annually to a UC or CSU.





THREE: *Decrease the average number of units accumulated by CCC students earning associates degrees from approximately 87 total units (the most recent system-wide average) to 79 total units – the average among the quintile of colleges showing the strongest performance on this measure.*





FOUR: Increase the percent of existing CTE students who report being employed in their field of study from the most recent statewide average of 60%, to an improved rate of 69% - the measure in the most recent administration of CTE Outcomes Survey.





FIVE: Reduce equity gaps across all of the above measures through faster improvements among traditionally underrepresented student gaps, with the goal of cutting achievement gaps by 40% within 5 years and fully closing those achievement gaps within 10 years.





***SIX:** Reduce regional achievement gaps among colleges located in regions with the lowest educational attainment of adults.*



We know that change is all
around us.

We are the change in
action!

Now, we need to align with the
System's Core Commitments!

So...

California Community Colleges' Seven Core Commitments

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- Focus relentlessly on students' end goals.
- Always design and decide with the student in mind.
- Pair high expectations with high support.
- Foster the use of data, inquiry, and evidence.
- Take ownership of goals and performance.
- Enable action and thoughtful innovation.
- Lead the work of partnering across systems.

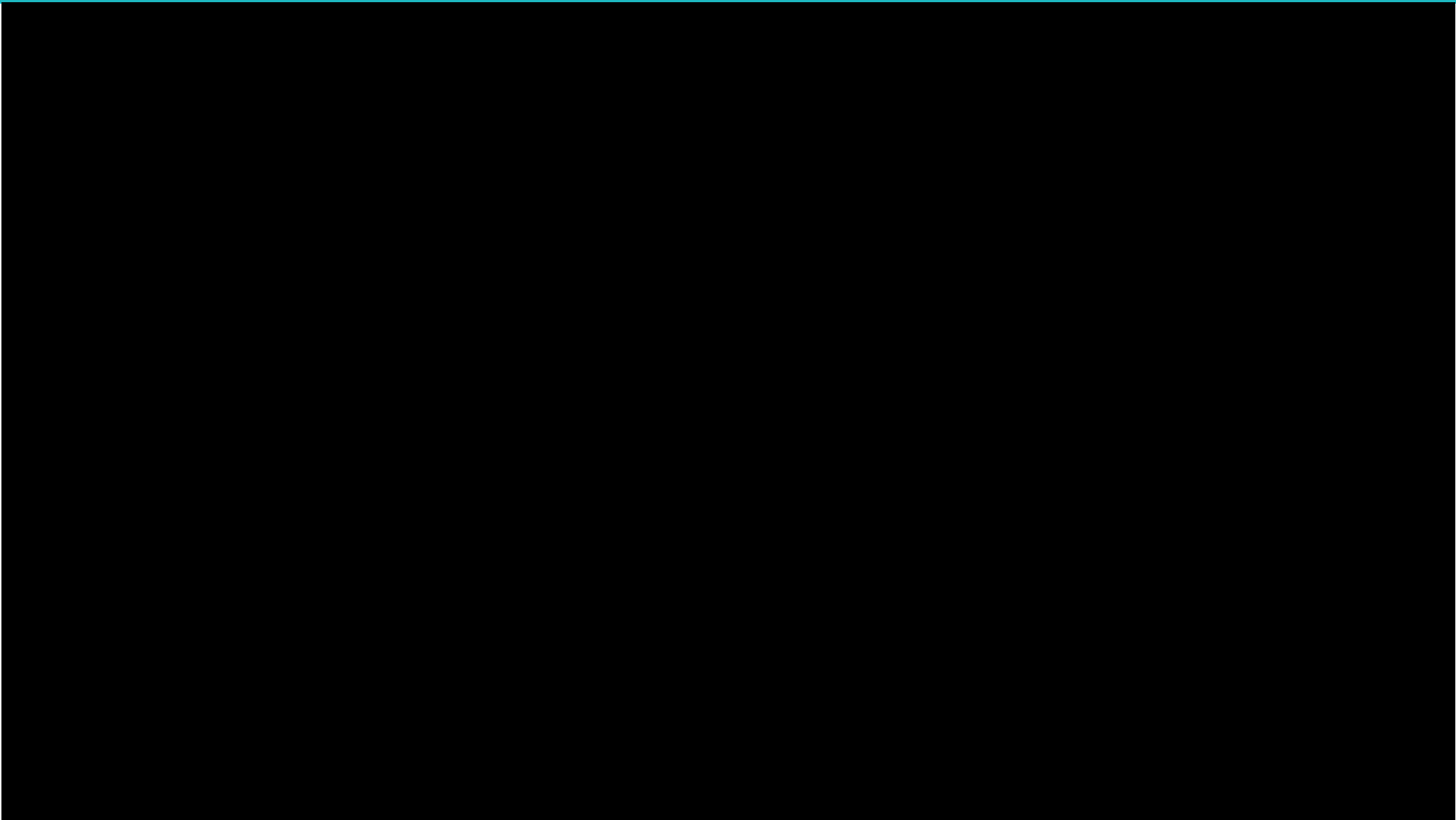


Ultimately, this is up to each college to decide!

It's All About Focus



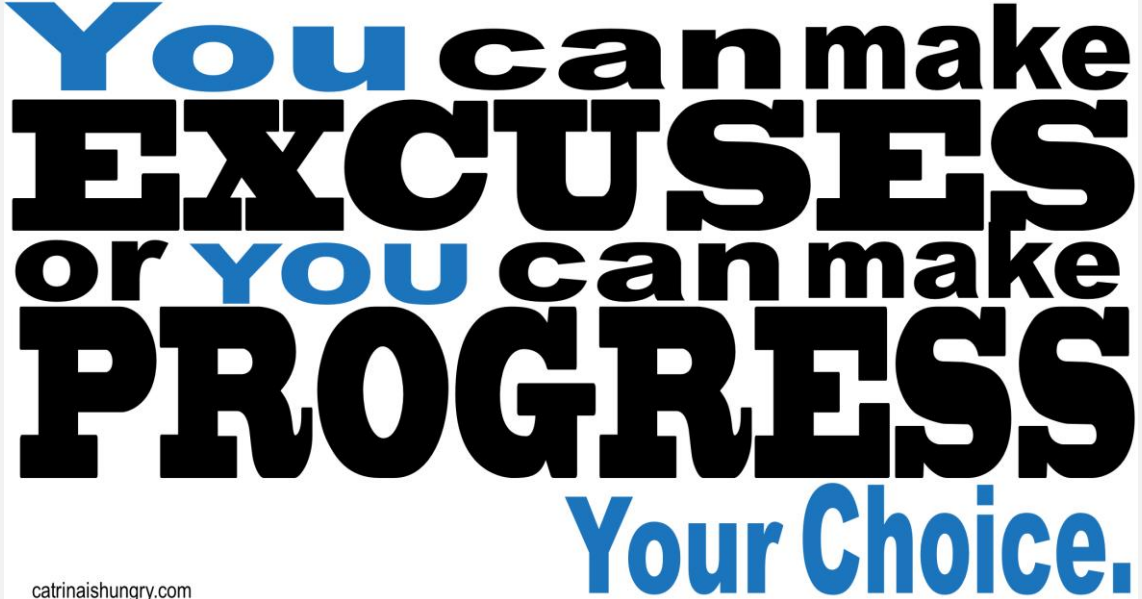
Focus – Getting Things Done



Are We Ready to Shape Change?

Yes! We have what it takes to deliver success:

- Positive Attitude
- Growth Mindset
- Confidence



You can make
EXCUSES
or **YOU** can make
PROGRESS
Your Choice.

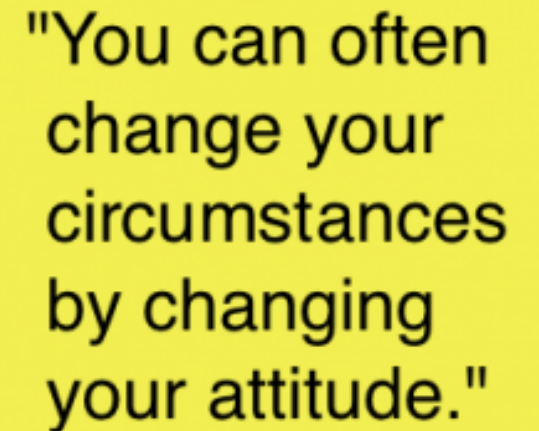
catrinaishungry.com

How does a **Positive Attitude** Relate to Shaping Change?

A positive attitude is a prerequisite for meaningful change.

As you embark on your journey to shaping change, a positive attitude will help lead to success.

- As opportunities to shape change come your way, you learn to recognize and welcome them.
 - ✓ You look for solutions, instead of dwelling problems.
 - ✓ You believe in yourself and your abilities.
 - ✓ You encounter obstacles and do not give up.
 - ✓ You expect success, not failure.



"You can often change your circumstances by changing your attitude."

~ Eleanor Roosevelt

A Positive Attitude Propels You Forward

A positive attitude helps to propel you towards success:

- Enhances creativity
- Pushes you to overcome unfavorable circumstances
- Helps you cope better under stress and make better decisions
- Increases your energy level
- Allows you to be more productive, accomplish tasks faster and in a better manner
- Determines your confidence
- Inspires you to solve problems
- Builds teamwork
- Encourages others to help you succeed



A Positive Attitude Motivates You to Act

Actions follow thoughts. Your attitude about your ability to succeed becomes what you actively live out.

How does it work?

- When you discover what motivates you to take action (your incentive), you develop intention, and you instantly shift your attitude into a positive one.
- When you motivate yourself toward a goal, your attitude becomes infused with enthusiasm and passion.
- You walk faster, smile more and carry a posture of self-assuredness – all of which draw success your way.
- Your positive attitude propels you in the direction of success!

**A BAD ATTITUDE IS
LIKE A FLAT TIRE,
YOU CAN'T GET
VERY FAR UNTIL
YOU CHANGE IT.**

A Positive Attitude is a Choice

Your attitude is a form of expression of yourself. You can choose to be happy, positive and optimistic, or you can choose to be pessimistic and critical with a negative outlook.

ASK YOURSELF:

Does your attitude about life propel you forward, or halt your progress?



Attitudes are ways of being.
They can limit your growth or propel you forward.

Embrace Success with a Growth Mindset!

Mindset leads to success!

Studies show that mindset and attitude are the best indicators of success.

- People with a fixed mindset believe that they cannot change.
- People with a **growth mindset** thrive on challenges.

A growth mindset helps you interpret change and challenge in a positive way; and helps you to stretch yourself and expand your abilities.

What Kind of Mindset Do You Have?



I can learn anything I want to.
When I'm frustrated, I persevere.
I want to challenge myself.
When I fail, I learn.
Tell me I try hard.
If you succeed, I'm inspired.
My effort and attitude determine everything.



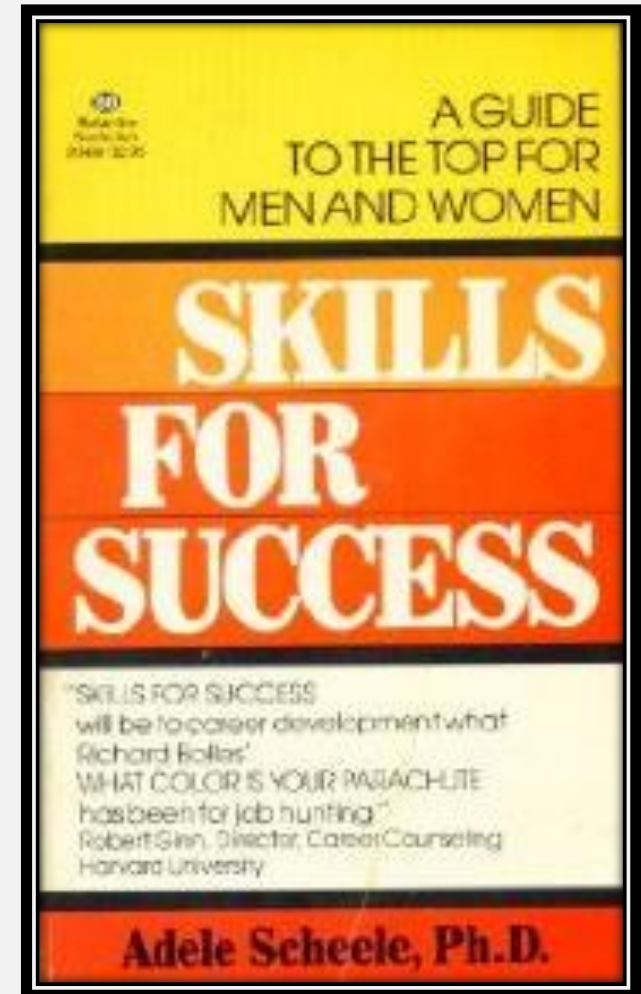
I'm either good at it, or I'm not.
When I'm frustrated, I give up.
I don't like to be challenged.
When I fail, I'm no good.
Tell me I'm smart.
If you succeed, I feel threatened.
My abilities determine everything.

How Do You Change Your Mindset?

Successful change requires a specific mindset.

This “success mindset” can be developed through the following **behaviors or skills** that work together to help you break through barriers and reach your goals.

- Experiencing Doing
- Risking Linking
- Showing Belonging
- Exhibiting Specializing
- Using Catapulting
- Magnifying Accomplishing



Experiencing Doing

Experiencing Doing is a process of getting out and doing, participating in a number of activities and activities to extend the boundaries of possibility and ability. It is about overcoming fear and doing something as opposed to being paralyzed by fear and doing nothing.

- We all practice this unknowingly in our lives.
- We are involved in activities and events that influence our attitude and belief in ourselves.
- The more we do – the more we have a chance to test roles, abilities, fears, dreams, and to define our evolving selves.
- We all need opportunities to “experience doing”.
- As we exercise a chance to get involved – we try out new behaviors, express opinions, and ultimately build confidence.
- Chances to do so come every day - most unexpectedly.
- Without taking them, we do not progress in our careers and life.

When we do – we overcome our limited conception of ourselves, redefine ourselves, and trust ourselves.



Risking Linking

Risking Linking is the skill of combining risk-taking and connecting to other people, organizations or ideas. It's about reaching out to others and sharing networks and resources. Don't wait to be invited – join in!

It is about:

- Exploring new experiences in which we may not feel comfortable or safe.
- Searching for new approaches or direction.
- Making an effort to break free from our tendency to adhere to ordinary linear plans and stretch to create capacity for ourselves.
- Transcending our personal assumptions and misconceptions.
- Moving from sustaining what we know we can do to achieving what we aren't sure we can do.
- Networking and building on others ideas – creating opportunities by inviting yourself “in”.
- Assuming responsibility even though it is risky while investing whole heartedly.
- Valuing and learning from others' skills and roles.



Showing Belonging

Showing Belonging is the skill of enhancing your own organization by paying attention to and supporting it and creating a more productive and interactive team – it goes beyond showing up and collecting your paycheck.

It is about:

- Taking the time to learn about and achieve the work of others; by cooperating and by showing enthusiasm.
- Asking for support and advice from others (we don't read minds!)
- Fostering a spirit of cooperation and building by inviting people into what you are doing and thinking!
- Encouraging support
- Praising and putting others in the spotlight
- Asking and checking for understanding
- So –
 - ✓ Be considerate
 - ✓ Pay attention
 - ✓ Break the ice
 - ✓ Greet people, smile and say “hi”
 - ✓ Don't ignore or discount comments.



Exhibiting Specializing

Exhibiting Specializing is the skill of demonstrating your worth to your organization. It involves figuring out your strengths and doing your job well.

It is about:

- Evaluating your talents and abilities.
- Developing and making accessible to others your unique talents.
- Identifying a need that is not being met and volunteering to help.
- Seizing opportunities to exhibit our talents – in our positions, committee work, and campus wide.
- Specializing is an evaluation of our talent and abilities.
- Relate how you have **designed your past** and can do so in the future.
- Becoming a specialist in many different areas based on where your expertise and help is needed to fill the gaps.
- Thinking about your past as “raw material” that can be shaped and interpreted to your advantage as you put your best foot forward.
- Gaining confidence in doing something new.
- Demonstrating your talents and revealing your insights.



Using Catapulting

Using Catapulting is the skill of using your existing network to connect you with others who can be of help to you and who can provide you with access you would not have on your own.

It is about:

- Establishing significant relationships with experienced individuals, as well as following through on their suggestions.
- Soliciting and contributing to the experiences of others while learning from the lessons learned by others. (good and not so good!)
- Seeking a mentor - someone you respect and admire, who is more established in the organization and profession who is a model for your career.
- Forming a relationship with a mentor who will guide you in how you present, position, and conduct yourself.
 - ✓ A mentor helps you solve work - related problems where you are limited by your experiences.
 - ✓ They help show you how to get business done, and guide your moves as you collaborate and move forward.
 - ✓ Successful folks find and cultivate mentors - several of them.
 - ✓ The more mentors you have, the more of a choice you have to use catapulting.



Magnifying Accomplishing

Magnifying Accomplishing is the supreme skill, the culmination of all of the skills. It is the displaying of your work and ideas. It involves active participation in your organization; taking on leadership in professional associations; speaking before community and business groups; and writing articles in trade journals.

As an established member in your organization and your profession, you are now in a position to share your expertise and mentor others

It is about:

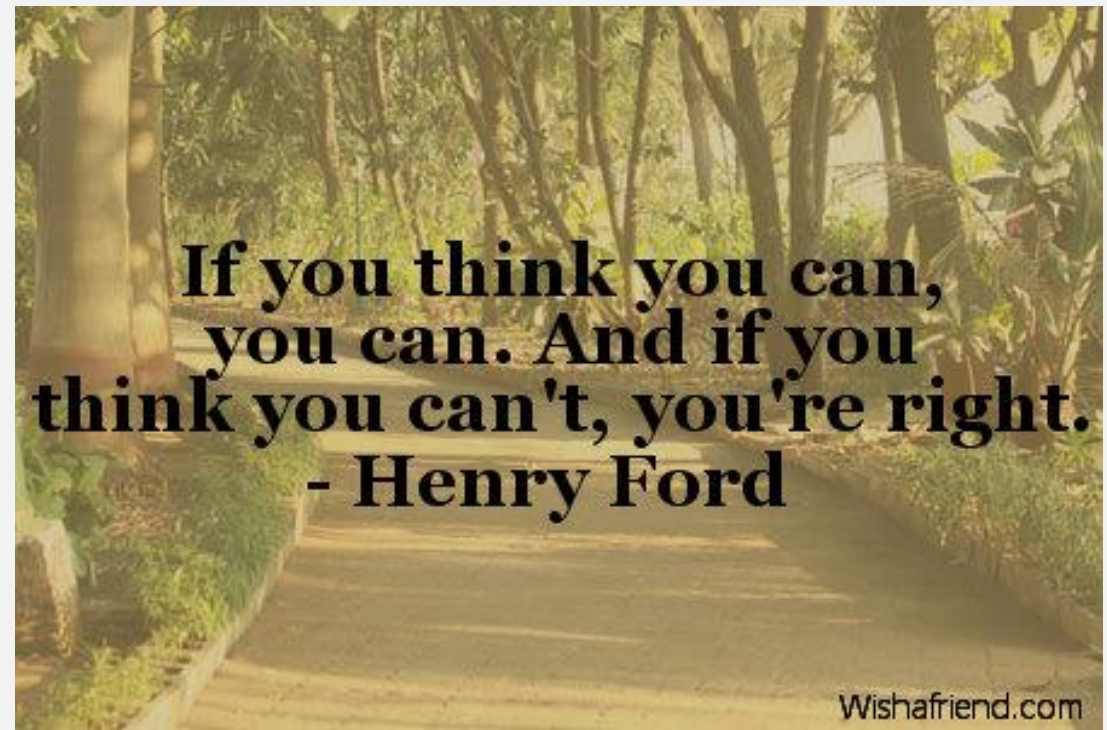
- Impacting a larger audience on a bigger scale.
- Teaching, sharing, standing out, continuing to grow, participating, and giving of ourselves - and developing relationships.



How Does Confidence Predict Success?

Confidence, the belief in one's ability to succeed, affects performance and leads to high achievement.

- Confident people start things – they are not shy about initiating a new ideas.
- Confident people say “yes” to opportunity.
- Confident people set the bar high and aim high.
- Confident people inspire others and make things happen.
- Confident people believe in their ability to succeed!



Confident People Set Themselves Apart

Learning to be confident is clearly important.

What is it that truly confident people do that sets them apart from everyone else?

- They get their happiness from within
 - ✓ They are happy with who they are and derive pleasure and satisfaction from their accomplishments.
- They don't pass judgment
 - ✓ They know that everyone has something to offer and don't need to put others down.
- They listen more than they speak – they don't feel like they have anything to prove and know that by listening and paying attention, they are more likely to learn and grow.



Confident People Behave Differently than those Who Lack Confidence

Confident Behavior	Behavior Associated with Low Self Confidence
Doing what you believe to be right, even if others mock or criticize you for it.	Governing your behavior based on what other people think.
Being willing to take risks and go the extra mile to achieve better things (even if you fail the first time, or the second; just keep going).	Staying in your comfort zone, fearing failure, and so avoid taking risks.
Admitting your mistakes, and learning form them.	Working hard to cover up mistakes and hoping that you can fix the problem before anyone notices.
Waiting for others to congratulate you on your accomplishments.	Extolling your own virtues as often as possible to as many as possible.
Accepting compliments graciously. "Thanks, I really worked hard on that prospectus. I'm pleased you recognized my efforts."	Dismissing compliments offhandedly. "Oh that prospectus was nothing really, anyone could have done it."

There are Conscious Changes You Can Make to Build Your Confidence

- Building confidence:
 - Stay away from negativity and bring on the positivity
 - Change your body language and image
 - Don't accept failure and get rid of the negative voices in your head
 - Be prepared to take risks and accept challenges – remember confidence is a result of the traits you develop as a result of your accomplishments!



"Confidence is something you create within yourself by believing who you are."

~Simone Biles, Olympic gold medalist

“Success breeds success.”

~Mia Hamm



How Do We Know We Are
Ready to Shape Change?

We've Done it Before!

Success Breeds Success!

Repeated achievement reinforces itself. It cultivates a mindset that anticipates success.

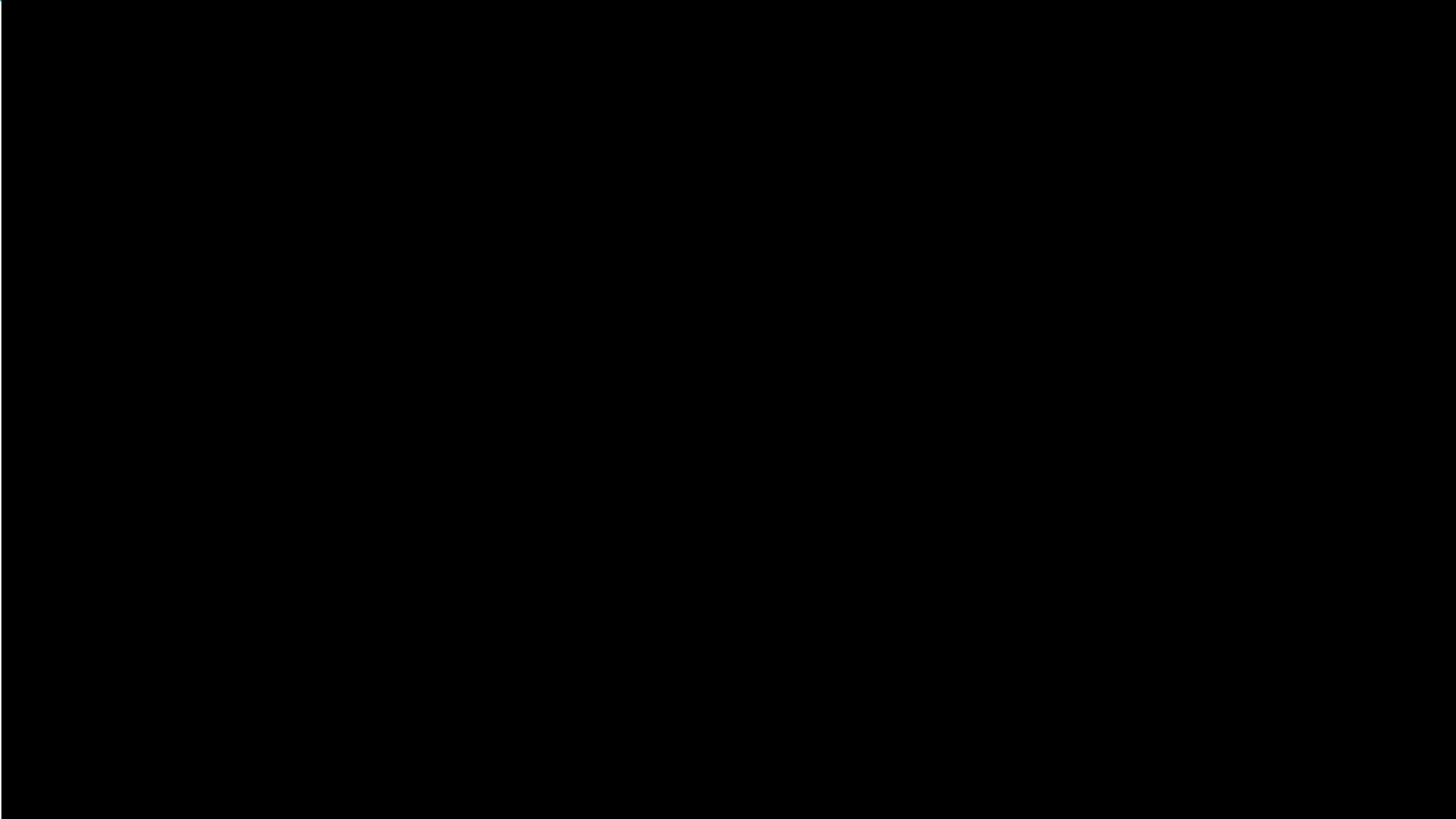
People build confidence as their efforts product positive outcomes. Achievements and accomplishments create positive momentum - an upward spiral towards even more success.

Here's how it works:

- You muster up the courage to get out and try something new
- You experience success and feel confident
- Your newfound confidence inspires you try something new
- You are a winner!



Destiny



The background features a complex, abstract pattern of glowing blue lines that radiate from a central point, creating a starburst or fiber-optic effect. The lines vary in thickness and intensity, with some appearing as bright, sharp streaks and others as softer, more diffuse glows. A solid black circle is positioned at the very center of the composition, serving as a focal point for the radiating lines. The overall color palette is dominated by deep blues and blacks, with the white text providing a high-contrast element.

**What is In COC's
Future?**

What's In Our Future?

Based on the vision from the CCCCO, the funding that is coming our way, the following four system initiatives will be our priorities and the results become THAT on which we are funded going forward:

- College Promise
- Pathways
- Student Equity
- Doing What Matters



CALIFORNIA COMMUNITY COLLEGES

Doing What MATTERS™

FOR JOBS AND THE ECONOMY

College Promise



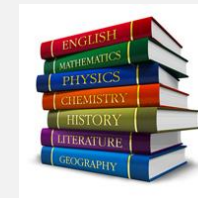
College Promise

First-Year Promise gives qualified incoming first-time, full-time enrolled students the opportunity to attend COC tuition and fee-free for their first fall and spring semesters.

COC was one of only 14 colleges, out of 51 community college districts, who was awarded a CCCCO grant through the College Promise Innovation Grant Program of \$750,000. Each student saves more than \$1500 for the year.

COC accepted more students than were funded. The Foundation has committed to raise \$500,000 over the next three years to help us extend the impact of this initiative!

- Each student is required to attend a weekly counseling meeting in the fall semester where they are provided career exploration and guidance information.
- Each student receives a \$100 gift card to the bookstore per term.
- Each student is offered priority enrollment into English and math courses needed for success and completion.



College Promise

Welcome Day was held on June 12th and well over 500 people attended.

- 494 Students applied
- 350 students met minimum qualifications
- 292 currently enrolled in the program



“Without having to worry about how to pay for my classes, I can concentrate on getting my classes done and with plenty of time of get good grades.” (excerpt from an essay we received)

Pathways

What is a Pathway?



Pathways

- It takes collaboration for a freeway to run successfully.
- There are many on ramps, roundabouts, and roadblocks that we must navigate in order to successfully reach our destinations.
- Collaboration is key to allowing traffic to flow smoothly, just as it was intended.
- The same goes for Pathways. COC is making college accessible to anyone whose desire is to obtain a higher education.



Pathways

College of the Canyons will be pursuing 2 Pathways Projects:

- **System Pathway Initiative**
- **California Guided Pathways Project**

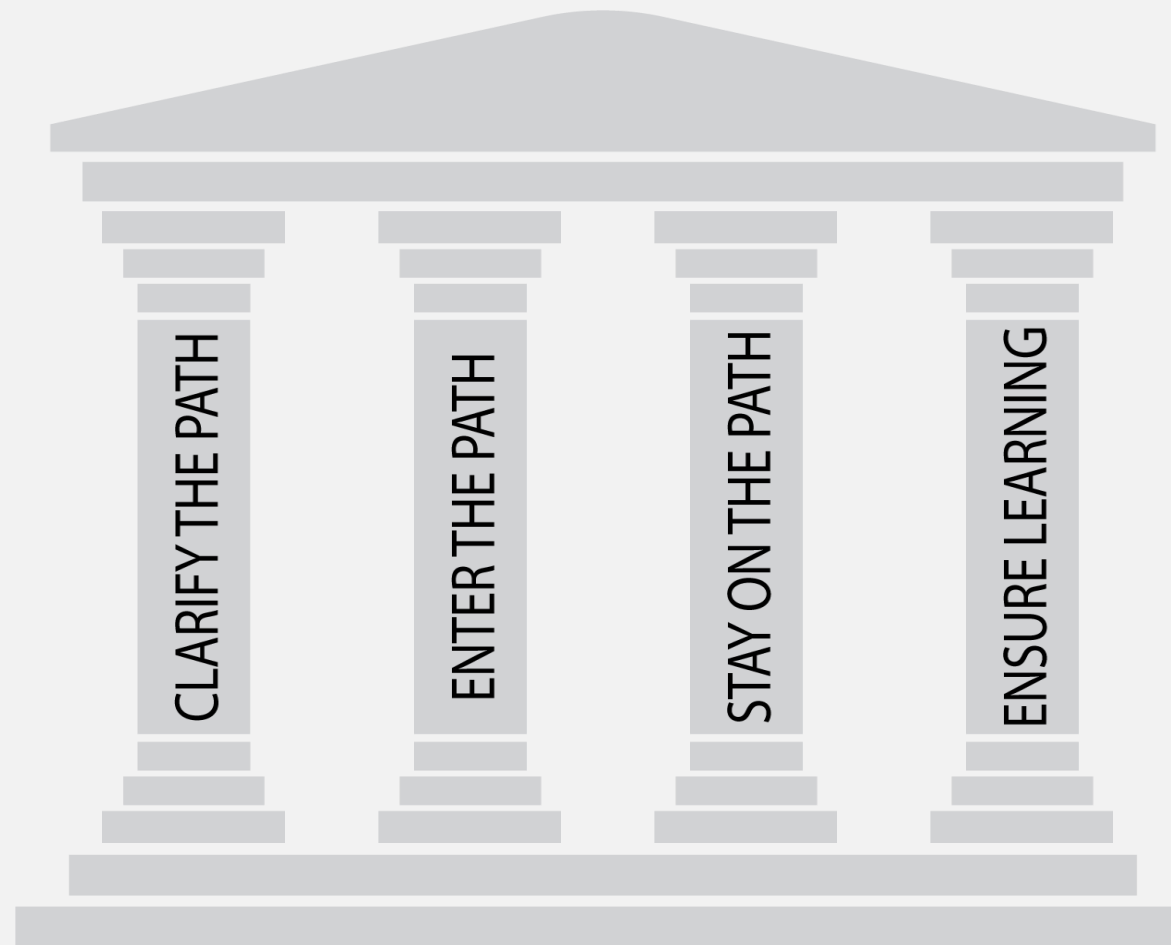


Pathways: *System Pathway Initiative*

Four Pillars of Guided Pathways:

1. Clarify the path:
Create clear curricular pathways to employment and further education.

2. Enter the Path: Help students choose and enter their pathway.



3. Stay on the path:
Help students stay on their path.

4.. Ensure learning:
Ensure that learning is happening with intentional outcomes.

Pathways: *California Guided Pathways Project*

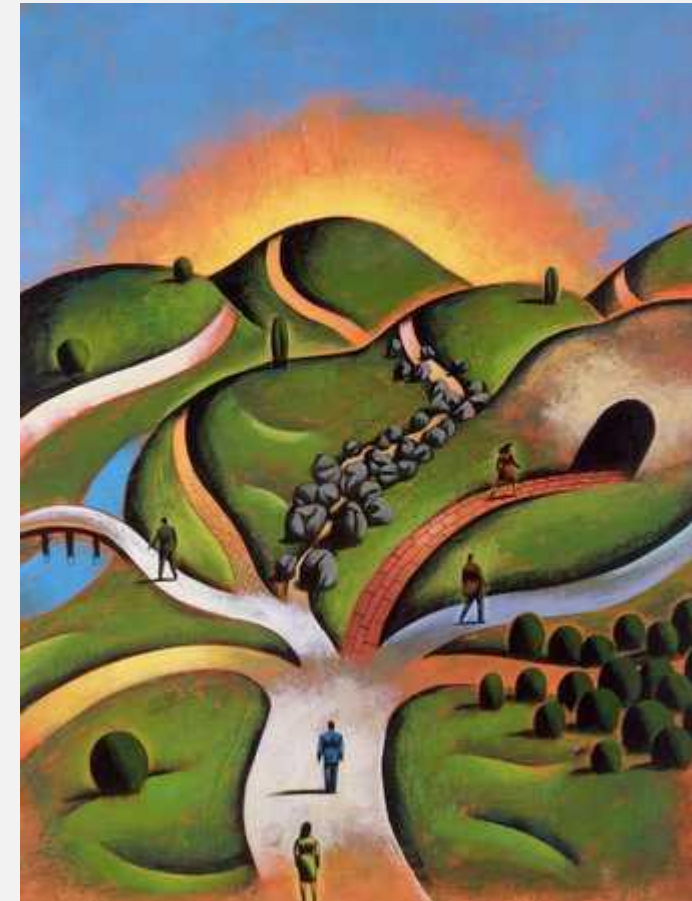


COC was selected as one of **20** California Community Colleges to participate in the Guided Pathways project.

- Guided pathways are highly structured student experiences that encourage completion by:
 - ✓ Establishing **clear roadmaps** to students' end goals;
 - ✓ Incorporating intake processes that **help students clarify goals** for college and careers;
 - ✓ **Facilitating access** for students with developmental education needs; and
 - ✓ **Embedding advising**, progress tracking, feedback, and support throughout a student's educational journey.
- During the three-year project, a college team will attend training to plan for clear pathways needed to accomplish this goal.
- This project will help increase college completion rates and close equity gaps.

We already have a lot of pathways that lead people to COC:

- Concurrent Enrollment/AOC
- Online Education Initiative (OEI)
- Veterans Collaborative
- Open Educational Resources (OER)
- Zero Textbook Cost Degrees (ZTD)
- Student Success and Support Program
- Acceleration Initiative
- IE² "Canyons Completes"
- Non Credit
- MESA
- EOPS
- Foster Youth Success Initiative
- TEACH
- Upward Bound
- UCEN



Pathway: Concurrent Enrollment

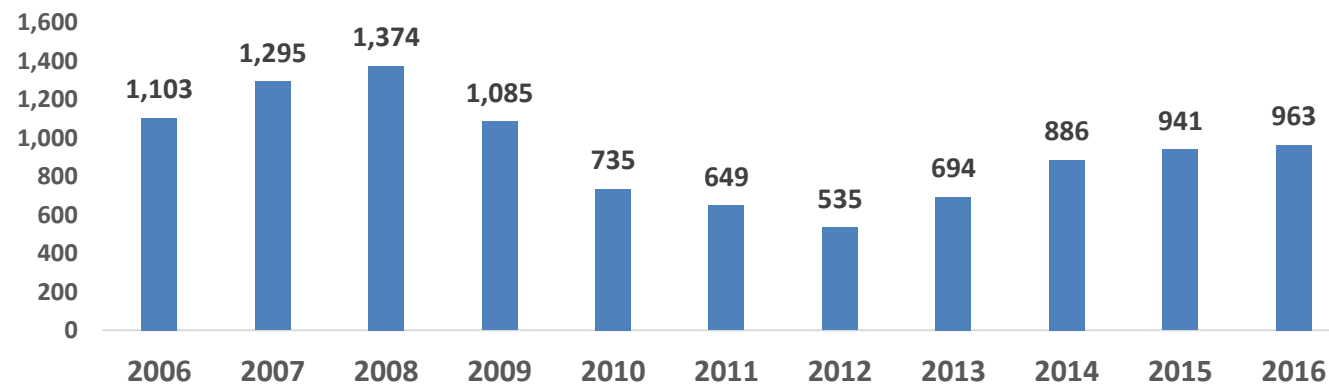


Through concurrent enrollment, students are able to enroll in college while still in high school. This initiative gives high school juniors and seniors the opportunity to earn an associates degree at the same time that they earn their high school diploma.

- During Fall 2016, 559 high school students enrolled in College NOW
- Each semester, approximately 400 students enroll from AOC

Concurrent Enrollment is on the RISE!

Concurrent Enrollment Trends: Fall 2006-2016



Total concurrent students since 2006 is 10,260!

Pathway: *Online Education Initiative (OEI)*

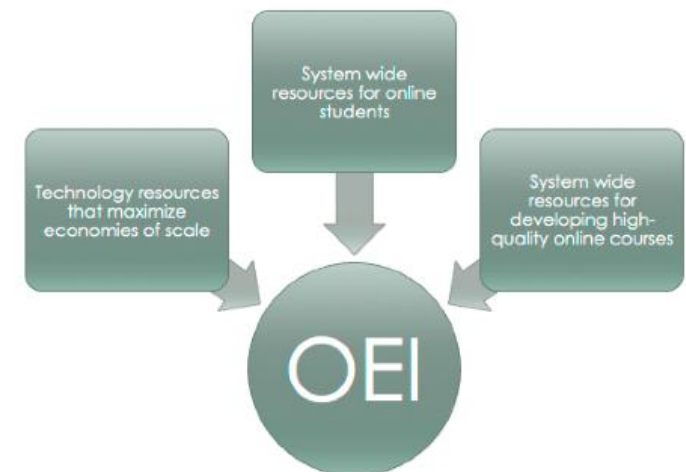
The Online Education Initiative (OEI) is a collaborative effort among California Community Colleges (CCCs) to ensure that significantly more students are able to complete their educational goals by increasing both access to and success in high-quality online courses.

Proposal for increasing student access and success through online course offerings.

- \$56.9 million over 55 months
- \$16.9 million – Dec 2013 through June 2014
- \$10 million – July 2014 through June 2015
- \$10 million/year for three years afterward

COC is one of 24 full launch colleges that was selected to be part of the OEI pilot

There are three levels of opportunity for participation in the OEI.



Pathway: *Veterans Collaborative*

COC has developed a working relationships with the Santa Clarita Veteran Services Collaborative. The SCVSC works to gather dedicated business men and women, non-profit organizations, and individual pledges to care for the interest of local veterans and their families.

- COC offers:
 - ✓ Job Placement
 - ✓ Counseling
 - ✓ Academic Counseling/ Advisement
 - ✓ Scholarship Programs
 - ✓ Free Tutoring
 - ✓ Supplemental Learning Services

We ♥
Our Vets!



Pathway: *Open Educational Resources (OER)*

Open Educational Resources are freely available learning materials that can be copied, edited, and shared to better serve all students.

- OER began as a project in LEAP, the COC leadership development program, and has become nationally and internationally accepted!
- With the cost of textbooks and educational materials increasing every year, many students are unable to reach their goals of a higher education because of this obstacle.
- COC has begun using OERs to bring down these costs. In Fall 2017, our faculty will use OER in: 55 courses and 243 sections.
- In a survey of our students using OER, 92% were very satisfied, satisfied, or neutral toward the quality of the materials.

OER is saving our students \$3 million per year!

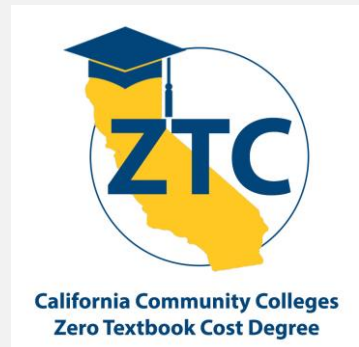


Pathway: *Zero Textbook Cost (ZTC) Degrees and Certificates*

Use of Open Educational Resources (OER) to reduce student textbook costs and to empower faculty design of course materials which:

- Saves students thousands of dollars in out-of-pocket costs on textbooks and passcodes that expire for online materials
- Increases course completion and course load, shortening time to completion
- Uses openly licensed materials so that faculty can adapt, edit, re-use and share content freely
- Creates zero-textbook cost degrees, certificates, and credential programs

The most widely adopted ADTs are in Business Administration, English, Communication Studies, Mathematics, Psychology, and Sociology.

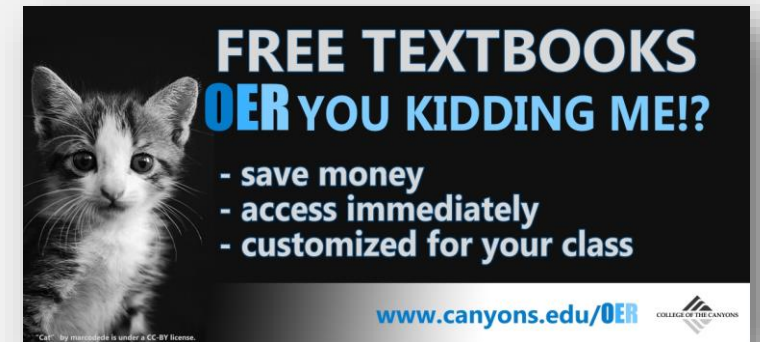


Pathway: Zero Textbook Cost (ZTC) Leadership Grant

COC recently received a **\$210,000** grant for two years from the State Chancellor's Office to support Zero Textbook Cost (ZTC) programs.

Funds will be used to:

- Build Awareness of the ZTC Grant Program via
 - ✓ Conference presentations; and
 - ✓ Hosting Open Educational Resources (OER) summits.
- Develop a community of practice among colleges in our system;
- Support accessibility of OER; and
- Support program salaries.
- James Glapa-Grossklag is the project director



Pathway: *Student Success and Support Program (SSSP)*

Student Success and Support Program (SSSP), formerly Matriculation, is a process that enhances student access to the CA Community Colleges and promotes and sustains the efforts of credit students to be successful in their educational endeavors.

The goals of SSSP are to ensure that all students:

- Complete their college courses
- Persist through to the next academic term
- Achieve their educational objectives through the assistance of the student-directed components of the process:
 - ✓ Admissions
 - ✓ Orientation
 - ✓ Assessment and testing
 - ✓ Counseling
 - ✓ Student follow-up



Pathway: *Acceleration Initiative*

COC has had great success with acceleration – moving students through remedial courses more quickly – and placement, ensuring students start at the right level class and aren't forced to take unnecessary remedial classes.

- **Math 75** and **English 96** are two courses that nearly triple students' chances of completing college-level courses at COC.
- 5,000 students per year benefit from COC's acceleration efforts.
- Cumulatively, so far, students have saved more than 1.6 million hours of remedial instruction, and nearly \$1 million in textbooks!



Pathway: *(IE)² & “Canyons Completes”*

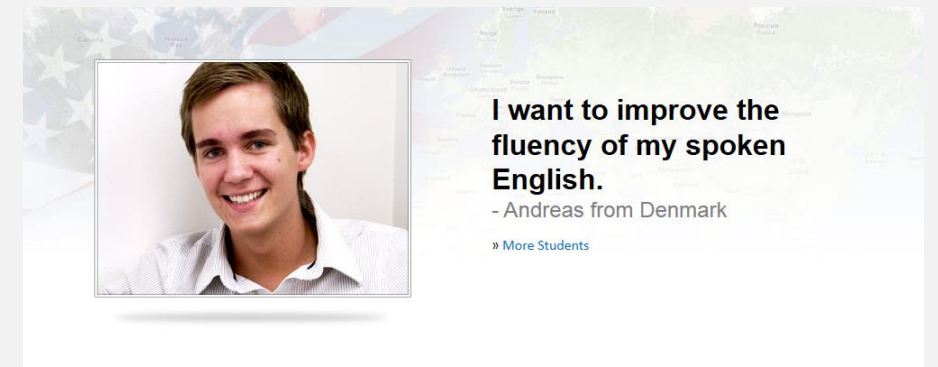
(IE)²'s “Canyons Completes” initiative is designed to facilitate positive movement towards completion of degrees, certificates, and skills building courses for students through improved programs, processes and services.

- (IE)² regularly reviews student success data and performance indicators in order to identify opportunities to support student success.
- The three-year Canyons Completes workplan currently in development by (IE)² will identify strategies to meet or exceed performance set standards, with activities particularly targeted toward completion:
 - ✓ College Promise
 - ✓ Curricular and Placement Changes in Math and English
 - ✓ Expanding services in the TLC
 - ✓ Supporting programs for special populations such as DSPS, EOPS, CalWorks, Foster Youth
 - ✓ Expanding services in the Health Center
 - ✓ Supporting equity-related PD for faculty and staff
 - ✓ Supporting inquiry groups for re-engineering Early Alert, developing an equity-minded practitioner training for all faculty and staff and developing Student Success Teams
 - ✓ Supporting services for students enrolled in online courses

Pathway: *Noncredit*

Non-credit builds a bridge to College and Career Paths. Designed to help students and community members improve their language and study skills.

- Zero cost noncredit courses expanded to meet the growing demand
- Noncredit Offering 57 sections this fall an increase of 36% from fall 2016
- Classes are held at local business, libraries, elementary schools and community centers across SCV in addition to both Valencia and the Canyon Country Campuses.
- Class are free and open to all community members.



Pathway: MESA



MESA Program was created in 2000 to help our students understand and navigate the STEM transfer process in order to successfully graduate with a STEM degree and be able to transfer to a four-year university.

- In 2016/17 there were **41** MESA fully qualified students who are transferring with a combined GPA of **3.30**.
- **26** of those students will graduate with **2 or more degrees**, **13** of them with **3 or more degrees**, **3** students with **4 degrees** and **2** students with **5 degrees!**
- **49%** of the transferring students maintained a **3.5 GPA or above** and **2 students** in the program have a **4.0 GPA!**
- Our spring 2017 MESA program is our largest transferring class ever and they are well on their way to making a difference in their lives and improve the lives of others!

EOPS: Extended Opportunity Programs and Service

- EOPS is a state funded program, which provides support services to eligible students attending COC.
- The program aims to serve and encourage students to continue their education on the community college level.
 - ✓ Since 2013 the number of EOPS students has increased over 20%. In 2015/16 EOPS served 569 students.
 - ✓ In 2016/17 EOPS had 121 Honors students getting a 3.0 GPA or higher up from 96 students the previous year.
 - ✓ EOPS Students petitioning to graduate in 2016/17 was up 161% (120 students in 2016/17 compared to 46 2015/16)



Pathway:

Foster Youth Success Initiative (FYSI)

FYSI is intended to provide support for students and foster parents/ guardians related to becoming a student at COC. Students placed in foster care by Dependency Court at any time since turning 13 years of age, may be entitled to benefits that will assist them through the very important transition into college.

- There are many services available to current and former Foster Youth:
 - ✓ Assist with the application for admissions
 - ✓ Priority Registration
 - ✓ Financial Aid
 - ✓ Assist with class selection
 - ✓ Housing
 - ✓ Transportation
 - ✓ Books
 - ✓ Health and Wellness
 - ✓ Assist with the Independent Living Program
 - ✓ Assist with Transfer to 4-Year University



Pathway: *TEACH*

TEACH is a comprehensive teacher preparation partnership program.

- General education courses meet CSU transfer requirements.
- You will learn about various teaching methods and teaching strategies.
- Education classes will instruct you on California content frameworks and California state standards.
- Workshops are given on testing requirements, including the CBEST and CSET (Multiple Subject).
- COC's Future Educators Club has monthly meetings and guest speakers covering current topics and trends in education.



Pathway: *Upward Bound*

The goal of Upward Bound is to increase the rate at which participants complete secondary education and enroll in and graduate from post-secondary education institutions.

- Upward Bound has provided fundamental support to low income, first-generation college bound high school students.
- Services have included a Summer Academy at College of the Canyons, mentoring and tutoring, academic and career advisement, cultural and recreational activities.



This valuable program needs to be restarted!



Pathway: *University Center*

The University Center credential or degree programs are handled through the University Center partner. Each partner university works with College of the Canyons counselors to ensure the transferability of lower-division coursework.

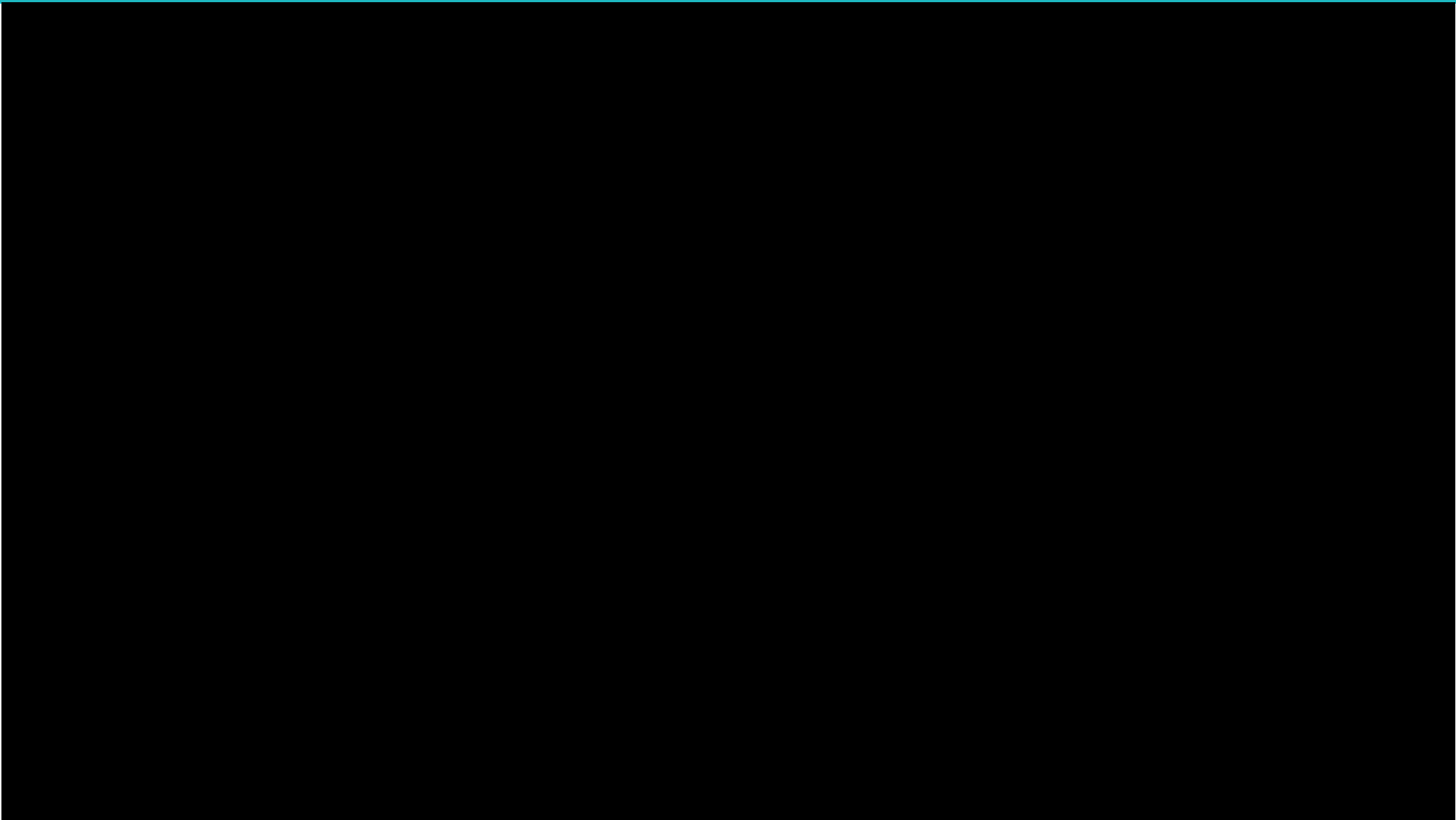


- Five University partners: University of La Verne, National University, Cal State Northridge, Cal State Bakersfield and Brandman University.
 - ✓ Total number of programs is 38
 - ✓ Total number of graduates since 2002 - 2,941

Our newest program is a Doctoral program in Organizational Leadership!



The Power of Collaboration



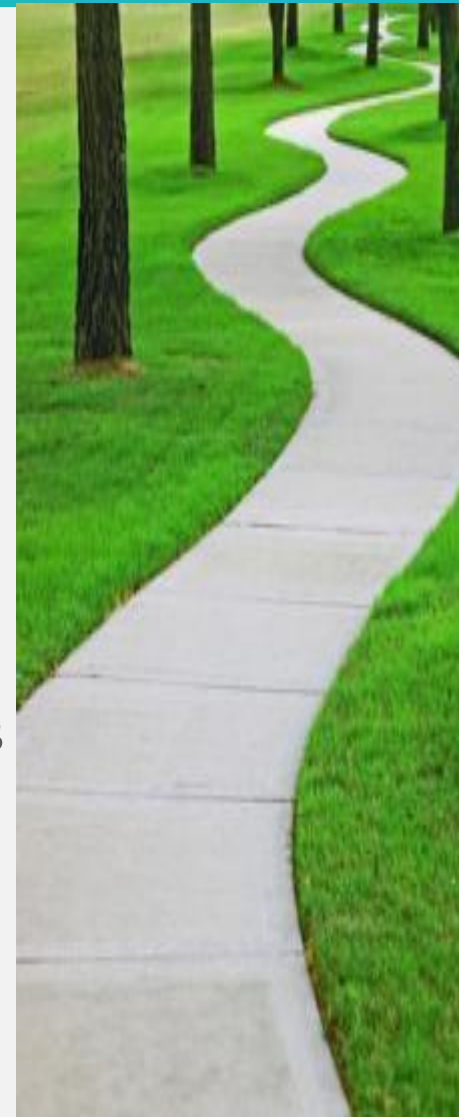
Student Equity



Student Equity

COC's student equity plan is focused on increasing access, ESL & basic skills completion, course completion, degree & certificate completion, and transfer for students as identified by the California Community College Student Success Scoreboard data along with local institutional data.

- The Student Equity plan focuses on strategic goals such as teaching & learning, student support, cultural diversity, human resources, institutional advancement, institutional effectiveness, financial stability, technological advancement, physical resources, innovation, campus climate, and leadership.
- COC offers a variety of projects and activities to address identified disproportionate impact findings from the previous year. These activities are continued into the following year for further data to identify equity gaps.



Student Equity: *Projects & Activities*

- Bridge Workshops
- CalWORKs
- Career Coaches
- Center for Excellence Teaching/Learning
- Clerical Support
- Coordination support
- Counseling support
- Cultural Diversity/Equity Workshops
- Culturally Responsive Pedagogy
- DSPS
- Diverse Hiring Outreach
- Diverse Library Collections
- EarlyAlert RIG
- English RIG
- EOPS
- ePortfolios
- Equity-themed conferences
- Expanded Research/Eval capacity
- Foster Youth
- Graduation Technician & Outreach
- (IE)² Canyons Completes Success
- Increasing Distance Education
- Inmate Ed
- Library Speaker Series
- MESA
- Online Tutoring
- Outreach
- Outreach Librarian
- PAL Program
- Principles of Excellence, Veterans
- Research Analysis
- Research Support
- Special Population Services
- STEM/MESA Awareness
- Student Academic Athletic Mentors
- Student Health & Wellness
- Student Success Coach
- Supporting Student Success, Math
- Tableau Data Visualizations
- Targeted tutoring
- TLC Inquiry Group
- Transfer Center
- *among many other interventions to support student equity plan objectives! NOW intertwined with 3SP and BSUI.*

Doing What Matters (DWM)



Doing What Matters

What is Strong Workforce?

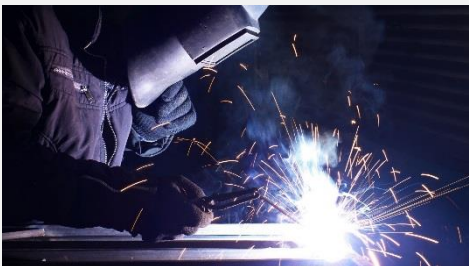
More & Better Career Technical Education to Increase Social Mobility and Fuel Regional Economies with Skilled Workers

In 2016, California planned to create one million more middle-skill works and the CCC Board of Governors approved the Strong Workforce Program, which added a new annual recurring investment of \$200 million to promote CTE programs.

Doing What Matters

Doing What Matters for Jobs and the Economy (DWM) is a state-wide investment in career education that provides more than \$200 million dollars to the 114 Community Colleges in the California Community College System.

- The goals of DWM are to expand existing Career Education programs and create new ones that are relevant to the needs of industry.
- DWM aides in creating in-demand skills for employers, creates relevant career pathways for students, and promotes student success.
- There is great opportunity for COC being involved in DWM – we are becoming a catalyst to California’s economic recovery and job creation at the local, regional, and state levels.



CALIFORNIA COMMUNITY COLLEGES

Doing What MATTERS™

FOR JOBS AND THE ECONOMY



Doing What Matters

COC received \$919,811 to invest in CTE Programs on campus for 2016/17 and \$1,013,910 for 2017/18.

- This funding benefits COC, Santa Clarita businesses, and the community.
- Beginning in summer of 2017, CTE programs are being called the Strong Work Force Task Force. The objective is to:
 - ✓ Define and raise awareness among students, their influencer, key stakeholder, and others about the variety of career pathways available through career technical education programs at CCCs that can lead to good-paying jobs.
 - ✓ Increase awareness and engagement by business and union leaders for community college career technical education programs.

Doing What Matters

Strong Workforce Stars:



Four of COC's programs were recently recognized as a Strong Workforce Star by DWM – Administration of Justice and Fire Technology, Water Technology Program, and Emergency Medical Technician Programs. These programs met or exceeded the minimum requirements among the CCC system.

Already, after only one year, we exceeded the standard and stand out!

- 50% or more increase in student earnings, from one year before and one year after exiting the system.
- 70% or more of students attain a regional living wage.
- 90% or more of students report that their current job is close to their field of study.

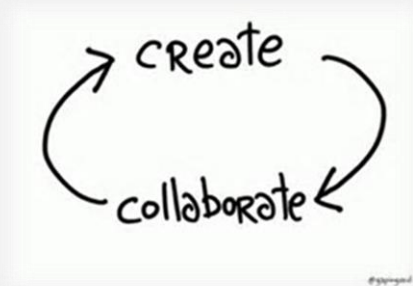
A scenic view of a mountain valley with a river and forested hills. The text is overlaid on the image.

How Will We Get to Our
Goals?
Through Collaboration!

What Is Collaboration?

Collaboration is taking teamwork to a higher level.

Collaboration in the workplace is when two or more people (often groups) work together through idea sharing and thinking to accomplish a *common* goal.



A creative person is motivated by the desire to achieve not by the desire to beat others.

Great Ideas Come from Collaboration



How Collaboration Leads to Great Ideas

Collaboration is...

The vehicle to get you from here to there!



How Do We Start to Collaborate?

- We envision
- We dream
- We hope
- We plan
- We look at details amongst groups
- We work hard
- We focus on supporting students
- We succeed

How Do We Know Collaboration Will Work?

We know it will work because it has worked for us! This is, in fact, how most of us choose to work – by collaborating with others.

A Freeway with On Ramps is a Great Example of Collaboration in Action



Collaboration is in Action at COC, Everyday!

COC has had remarkable success at developing partnerships through collaboration because people generally choose to work together. These partnerships have benefited COC in multiple facets and provided new opportunities internally for our leadership staff and our students.



There are many collaborative efforts at COC!

Collaboration takes place at COC all of the time! There are literally *hundreds* of collaborative efforts taking place all across our campuses and community every day. I wish that I had time to talk about them all, but for today, we will highlight 5:

- Amazon Project
- Behavioral Intervention Team (BIT)
- It Takes A Barrio (ITAB)
- LEAP
- IE²

Project “Amazon”

Collaboration Between MIS, Student Services, and Fiscal Services Improve the “Student Registration Experience”

- Consulting service to evaluate registration, payment, and financial aid business practices
- Online Student Education Plan “MAP” (My Academic Plan)
- Archiving old Student Invoices to Improve My Canyons Speed
- Self-Service Financial Aid – Online Processing of Student Financial Aid
- Outsource Parking Permits – Streamline registration & Improve Parking Permit Processing
- Reduce Credit Card Processing Errors by moving from Paypal to Touchnet
- Reconfigure payment process to deduct fees from Financial Aid Award prior to disbursing funds to the student instead of the student paying the fees up front.

Behavioral Intervention Team (BIT)

- Professional Development's LEAP Program produced a winning program in the *College of the Canyons Behavioral Intervention Team (BIT)*. BIT was created in 2009 following several violent college incidents across the nation and escalating concerns locally.

The team engages in:

- ✓ Crisis intervention (including classroom visits)
- ✓ Threat Assessment
- ✓ Training for Faculty and Staff
- ✓ Community Collaboration/Partnerships with local providers
- Faculty and staff call BIT to refer and/or consult with BIT members
- BIT members meet with students to determine level of assistance needed and/or referrals to campus or community resources.
- The team handles an average of more than **50** cases per 16-week semester and **5-10** cases during the 5-week and 5-8 week summer terms.

It Takes a Barrio

The ITaB vision is to empower & mentor underserved students of color to achieve academic and career success in their adult lives.

- The ITaB mission is to engage local middle and high school public school underserved students of color in a supported and mentored path to higher education and community service career options like public service and teaching.
- Currently funded by the National Education Association (NEA) Great Public Schools (GPS) grant.
- At COC, this means learning and meeting college requirements, pathways to financial aid, fieldtrips to college campuses, counseling and career planning, guest speakers, etc.
- Students showed an increased interest in high education, knowledge of college requirements and application processes including financial aid pathways.
- Students showed an interest and appreciation for the cultural focus of the ITaB program along with feelings of empowerment and pride in their Latino heritage.

LEAP: Leadership Education in Action Program

LEAP began in 2008 and was designed for motivated people who want to challenge themselves to discover and cultivate their leadership potential, develop the competencies required of leaders, and achieve their professional development goals.

The main focus for LEAP participants is on: **Leading, Advocating, Envisioning, Generating Resources & Networking.**

LEAP Solution Team Projects 2008-2016

2008 LEAP Solution Team Projects

- *GO Program*
- *My Canyons*
- *We Connect*
- *Enrollment Management*
- *Synergy*
- *Learning Communities*
- *Student Success Points*

2009 LEAP Solution Team Projects

- *The Get Real Center – Re-Entry and Adult Learners*
- *Project-Based Learning Model*
- *BIT – Behavioral Intervention Team*
- *Idea Incubator Program*
- *Gardens of the Canyons*
- *Team ABC – Arts and Business Learning Community at COC*

2010 LEAP Solution Team Projects

- *Student Call Center*
- *Student Art Collection*

2013 LEAP Solution Team Projects

- *Visual Arts Resource Center: ARC Unlimited*
- *Marketing of Student Success Task Force Initiatives*
- *Summer Workshops for K-12 Teachers: When Art & Science Tango*
- *Assessment of Prior Learning: APL*
- *COC Website Project: SWIFT – Strategic Website Integration Facelift Team*
- *COC Extension: Lifelong Learners*
- *Adult Developmental Training Center: Rising Path*

LEAP2 2014

- *Grant Writing*
- *Celebrating COC's 45th Anniversary*
- *Women's Conference*
- *Regional Hiring Pools*
- *Celebrating Student Success*

2015 LEAP Solution Team Projects

- *Entrepreneurship Center*
- *Improving Outreach to Underserved Populations*

LEAP Solution Team Projects 2008-2016

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- *GO Program*
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2009 LEAP Solution Team Projects

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- *Project-Based Learning Model*
- *BIT – Behavioral Intervention Team*
- *Idea Incubator Program*
- *Gardens of the Canyons*
- *Team ABC – Arts and Business Learning Community at COC*

2010 LEAP Solution Team Projects

- *Student Call Center*
- *Student Art Collection*
- *Community Outreach Road Show*
- *Local Business Service Team*
- *BEST Training Integration Team*
- *International Program Team*
- *Careers on the Go*
- *Canyons Wellness Center*

LEAP2 2011

Participants did not work on a solution team or signature project. Instead, they developed a leadership portfolio that included a variety of documents and reflection pieces that demonstrated their professional growth and increased leadership capabilities that resulted from their participation in the program.

2012 LEAP Solution Team Projects

- *Team Mobile*
- *Canyons Connex*
- *The Hot Spot*
- *SpaRC (sustainability center)*
- *The Cougar Dome*
- *Cougar Network*

2013 LEAP Solution Team Projects

- *Visual Arts Resource Center: ARC Unlimited*
- *Marketing of Student Success Task Force Initiatives*
- *Summer Workshops for K-12 Teachers: When Art & Science Tango*
- *Assessment of Prior Learning: APL*
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- *Adult Developmental Training Center: Rising Path*

LEAP2 2014

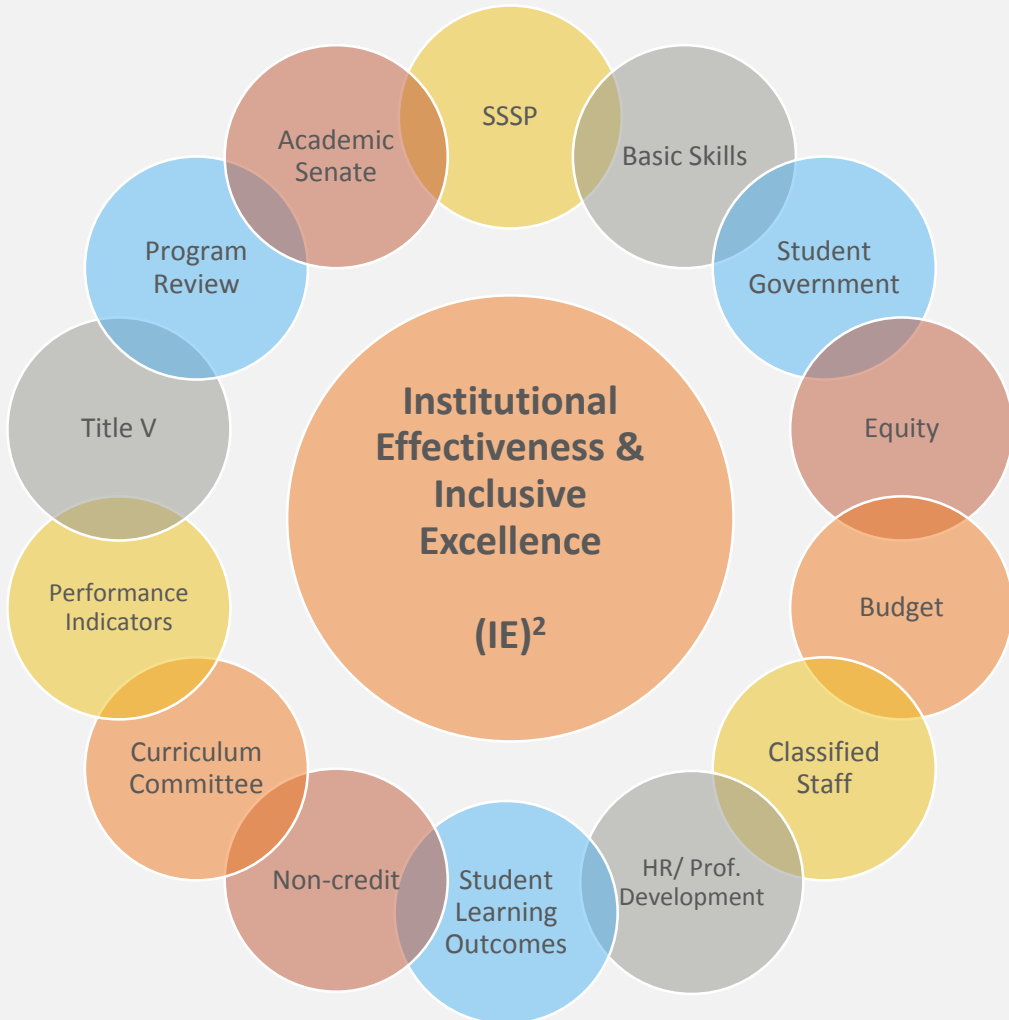
- *Grant Writing*
- *Celebrating COC's 45th Anniversary*
- *Women's Conference*
- *Regional Hiring Pools*
- *Celebrating Student Success*

2015 LEAP Solution Team Projects

- *Entrepreneurship Center*
- *Improving Outreach to Underserved Populations*
- *Summer Bridge Program*
- *OER – Associate Degree Program*
- *COC Innovation Showcase*
- *F.I.T. – Faculty in Training*

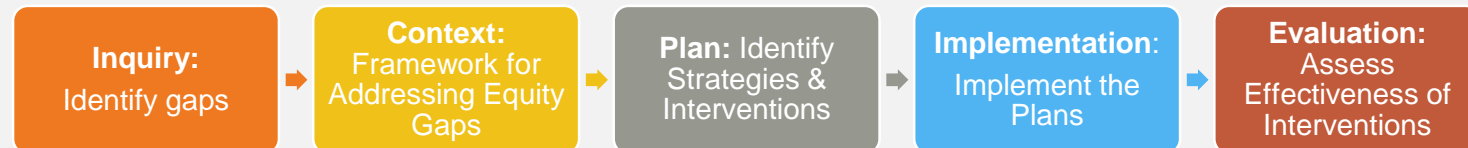
2016 Solution Team Projects

- *After School Extra-Curricular Enrichment Space (ACES) *in progress*
- *Code Breakers: Breaking Into High-Tech Fields*
- *Makerspace*
- *Millennials: Understanding Our Millennial Students/I am a COC Student*
- *High En-Rollers: Streamlined Student Registration Process*
- *Empowerment Rangers: See Something, Say Something and Yes Means Yes Campaign*



- **$(IE)^2$ provides a forum for coordination of student success activities** around common data and institution-set standards. $(IE)^2$ objectives include:

- ✓ Improving communication, collaboration & integrated planning
- ✓ Improving coordination of research, evaluation and development of plans pertaining to student success
- ✓ Developing an inventory of all activities supporting COC's student outcome and institutional goals
- ✓ Streamlining processes through utilization of a common solution form
- ✓ Reviewing progress on indicators relative to goals, establishing new goals, reviewing strategies for achieving goals within Equity, Basic Skills, SSSP and other efforts, as well as discussing unmet needs and ways to meet those needs



A Thought to Ponder...

"That's why I'm a proponent of collaboration. It's not because working together feels good. If it felt good and the results were mediocre, then collaboration wouldn't be worth the effort. Collaboration is valuable because it helps us transcend our individual limits and create something greater than ourselves."

~Bob Sullo

Benefits of Collaboration

Cultivates Learning

Builds Trust

Encourages Creativity

**What are the
Benefits of collaboration?**

Inspires People

Eliminates Duplication

Magnifies Accomplishments

It Cultivates Learning

- What you learn from your individual experiences is entirely different from your coworkers' experiences.
- Collaboration maximizes shared knowledge in the workplace and helps you learn new skills you can use for the rest of your career.



It Encourages Creativity

- Creativity thrives when people collaborate.
- Brainstorming ideas as a group promotes new ideas.
- Combining unique perspectives from each team member gives the team the environment to brainstorm without self-imposed limits.
- COC's 14th Annual Children's Play Day was a huge success, due to people coming together to make it happen!



creative effort.
~Franklin D.
Roosevelt



It Builds Trust



2017 Women's Conference



2017 Model UN Conference

- Relying on others builds trust.
- When you put your trust in a team member, you establish the foundation of a relationship that can endure minor conflicts.
- Trusting your teammates also provides a feeling of safety that allows ideas to emerge and be shared.

It Inspires People

- Fostering collaboration helps people feel secure and appreciated.
- It helps creativity, innovation, and new ideas to flow freely between coworkers.
- It provides an emotional payoff because people like to be a part of a winning team.
- It allows people to just have fun!



Oh no, our Chancellor is being attacked!!

It Eliminates Duplication of Efforts

Collaboration eliminates the duplication of efforts... **The NASA HASP proposal for 2017 was accepted!**

- When people work together, they get more accomplished.
- People communicate better together in order to fit all the pieces of the puzzle together. No one is alone.
- People enjoy a sense of belonging, and feel that their contributions are significant and worthwhile.
- For the 2nd time, COC has been the only California school selected to participate in the 10-year history of the NASA HASP program!



Teresa Ciardi and student Daniel Tikhomirov holding a model of the ECDC made in our COC MakerSpace.

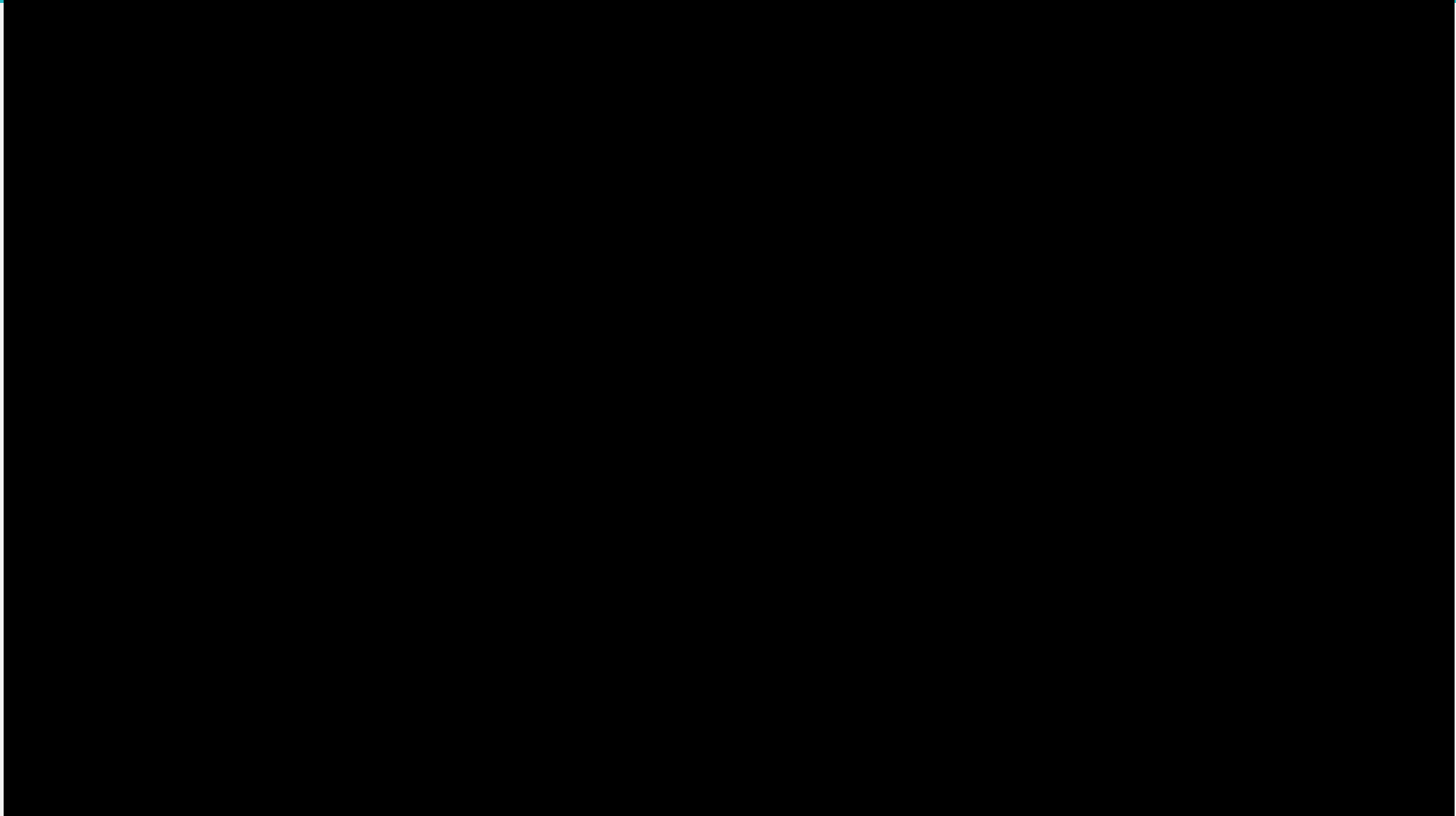
It Magnifies Accomplishments



- People feel a sense of pride when they are able to contribute to a common team goal.
- The feeling is magnified because each individual had to lean on one another to accomplish the task at hand.
- Celebrations are more grand when able to be shared.
- COC's first ever Cancer Awareness & Resource Expo, led by one of COC's own Dr. Kelly Cude, was a huge success & drew a crowd of approximately 500 people
- In collaboration with many sponsors & help from colleagues, the event came together in a wildly successful way!



Collaboration Gets Things Done!



**Collaboration
allows us the chance
to build upon our
successes and reach
new heights
together!**



We Build Upon Our Successes

Use Data

Build Resources & Plan

Commit Time

Continue to Learn & Develop

Focus

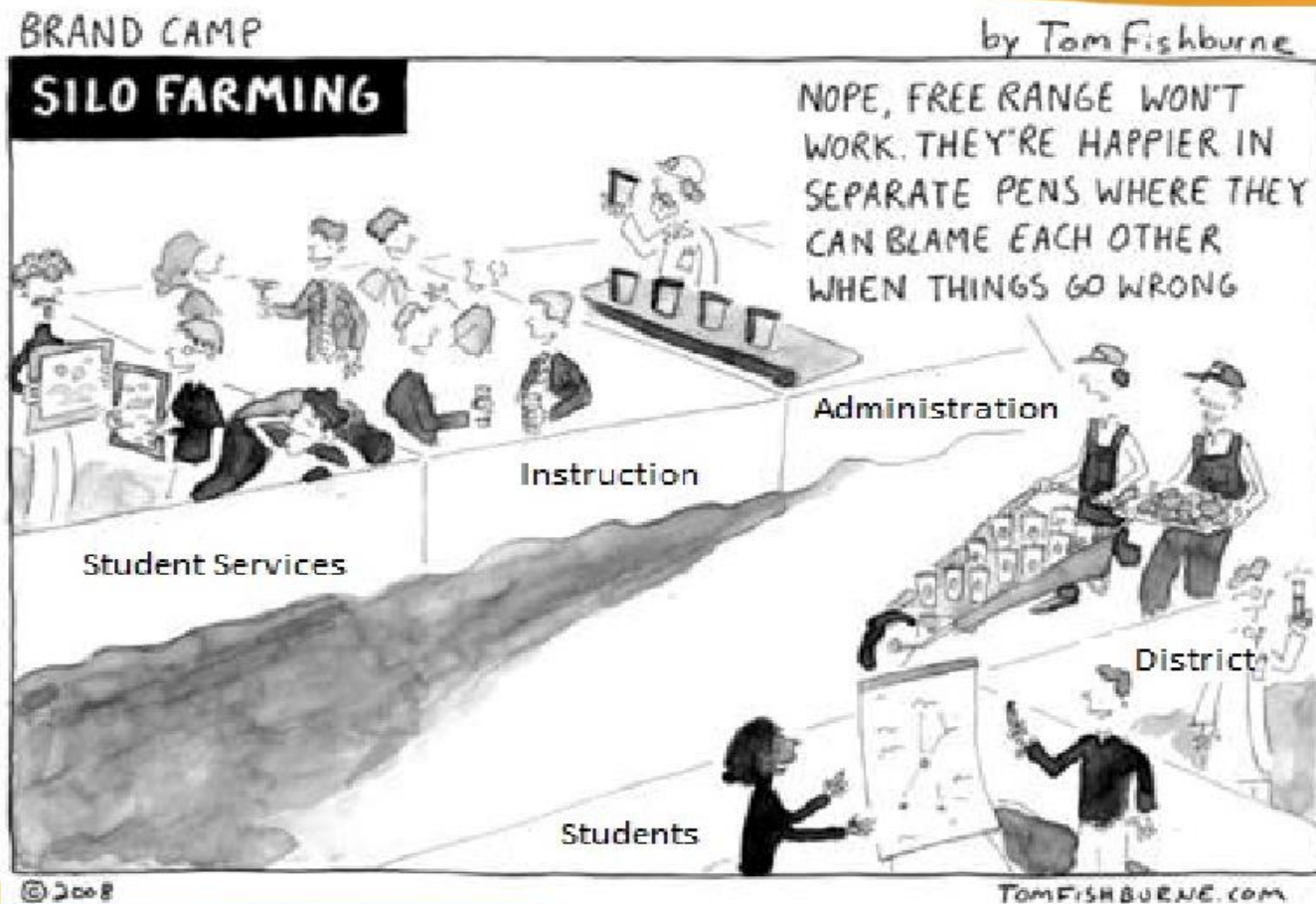
Get It Done!

Collaboration Means...Working Together

We cannot accomplish all that we need
to do without working together.

Bill Richardson

Collaboration Means...Getting Out of Our Silos



- The CCCCO has acknowledged the need to break away from functional silos at the colleges and within the state Chancellor's Office in order to maximize student success efforts!
- *Cartoon slide shared at CCCCO student success integration workshop, April 28, 2017*

Collaboration Means...Not Caring Who Gets the Credit

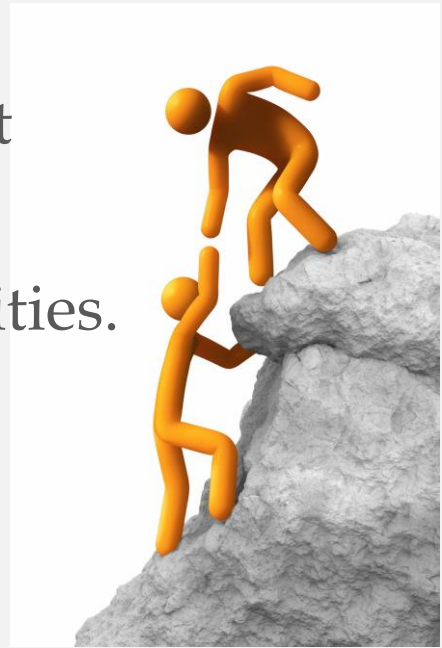
You can
accomplish **much** if you
don't care
who
gets credit.
- Ronald Reagan



Collaboration Means Building on the Work of Others

Don't negate the contributions of others, instead, build on them;

- Make your partners look good;
- Take care *not* to stifle creative impulses of your work partners through negative criticism, cynical putdowns, or dismissive remarks;
- Don't judge what others produce, rather help them to make it better, which raises everybody's game, and;
- Remain flexible and able to respond to unexpected opportunities.



Collaboration Means...Communicating with Others

Communication provides solutions through thinking and brainstorming with others through collaboration.




- ✓ It encourages different perspectives;
- ✓ It creates a strong sense of purpose;
- ✓ It is seeing true value in the work;
- ✓ It bolsters equal participation; and,
- ✓ Titles have no bearing on where the best ideas come from.

A Thought to Ponder...

"To effectively communicate, we must realize that we are all different in the way we perceive the world and use this understanding as a guide to our communication with others."



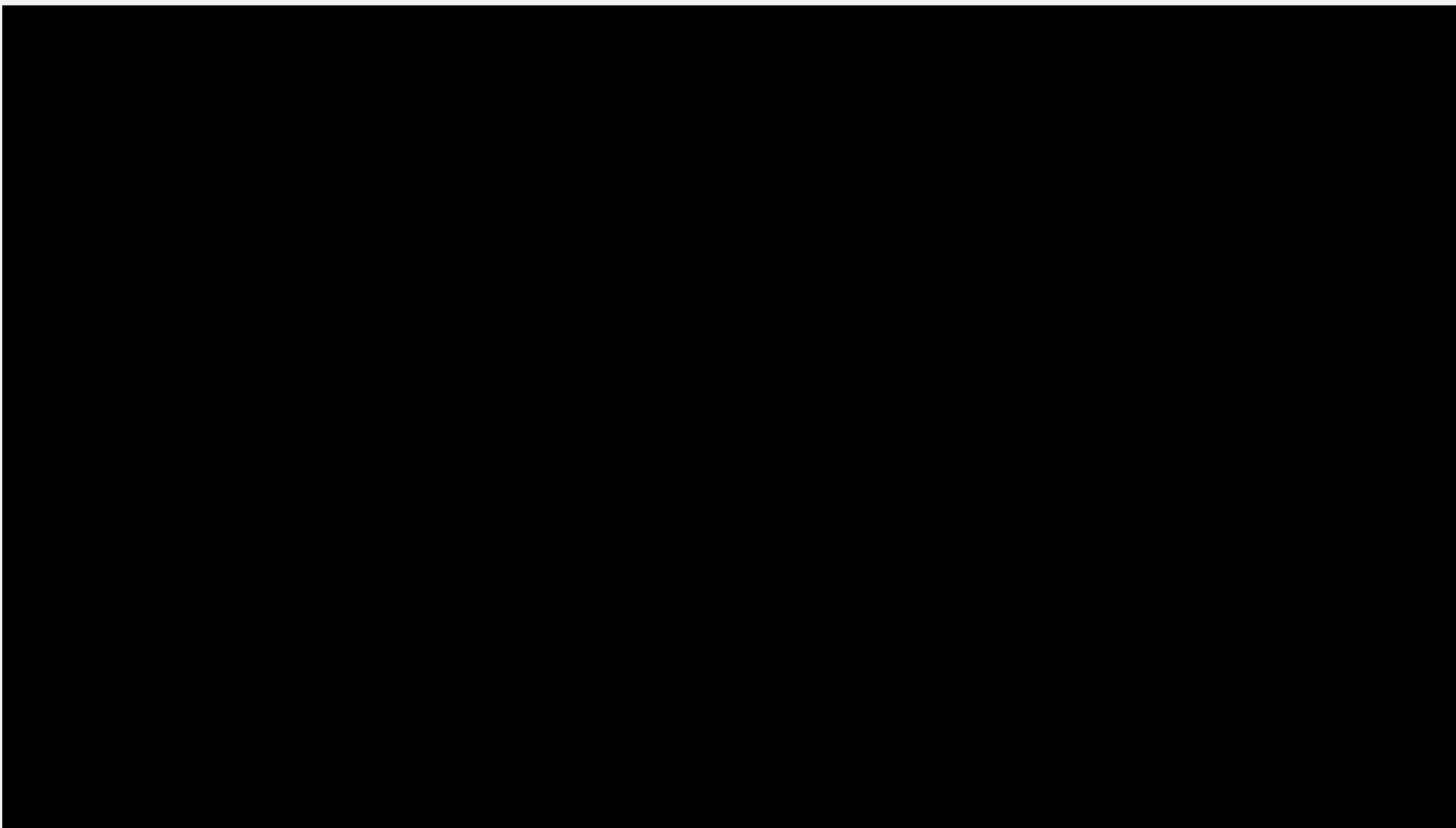
~And we must see things through many different colors of glasses.

A line of white seagulls with dark wings and red beaks stands on a narrow strip of land in the ocean. The birds are arranged in a line, facing right, and their reflections are visible in the water. The background is a deep blue sea.

"Sometimes you need to look at Life
from a different perspective."

Sometimes, we just have
to think differently...

Join Together



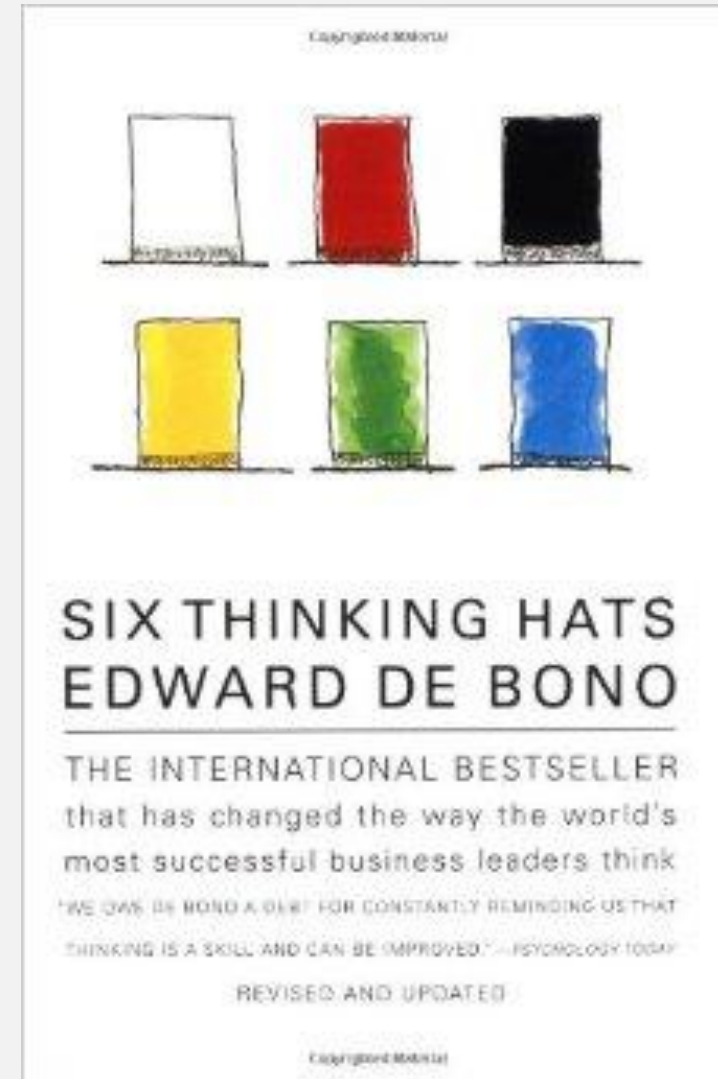
The Six Thinking Hats

Thinking Differently: The Six Thinking Hats

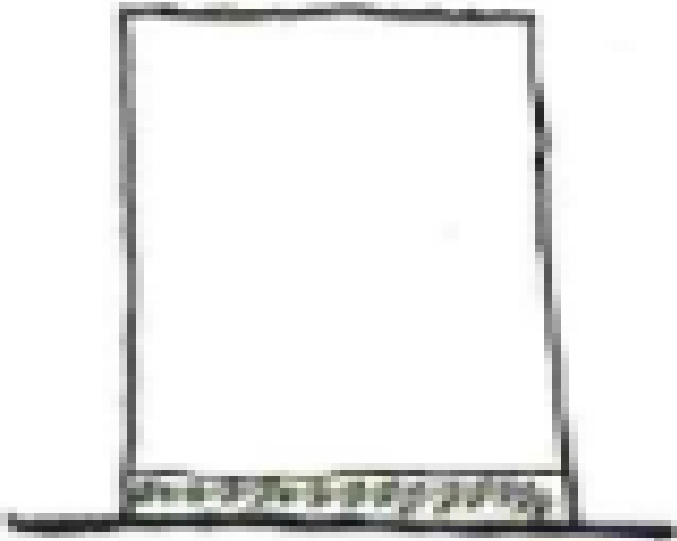
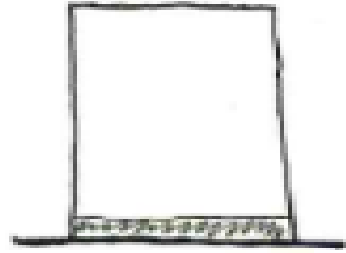
Six Thinking Hats

Author Edward de Bono wrote a book entitled *Six Thinking Hats*, in which he describes six distinct directions in which the brain can be challenged.

Each of the directions is assigned a color, and each color is representative of the different modes that we use in critical thinking and judgment.



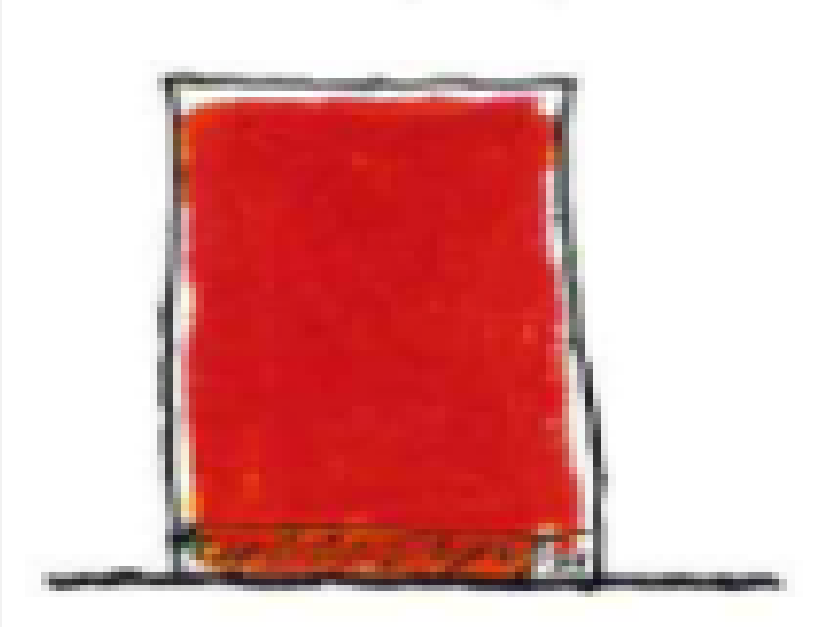
The White Hat



The White Hat is neutral and objective. It is concerned purely with what information is available – only the facts and figures. This is the LOGICAL reasoning hat.

- *It focuses directly and exclusively on information.*
- *What information do we have?*
- *What information do we need?*
- *What information is missing?*
- *What questions do we need to ask?*
- *How are we going to get what we need?*
- *It is only concerned with HARD Facts & Figures.*
- *It is both Neutral & Objective.*

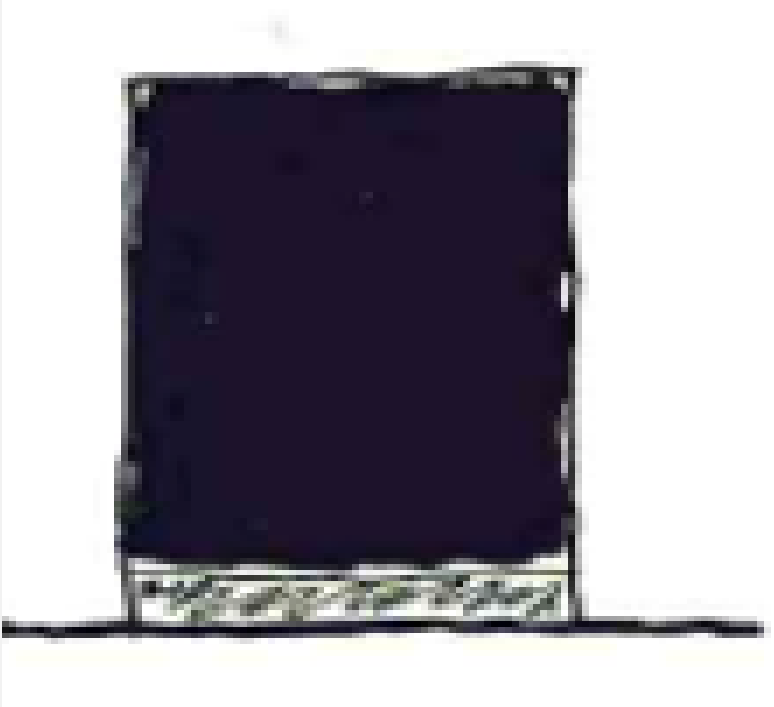
The Red Hat



The Red Hat takes an emotional view. It is intuitive and has instinctive gut reactions. It gives statements of emotional feeling – but with no justification. This is the hat of Passion & Enthusiasm.

- *It says, “This is how I think about this or that.”*
- *It legitimizes emotions and feelings as an important part of thinking.*
- *It provides a way to move in & out of the feeling mode.*
- *It says that feelings do not need to be justified.*
- *It provides an opportunity to express a wide range of feelings:*
 - *enthusiastic*
 - *love it*
 - *like it*
 - *hate it and so on*

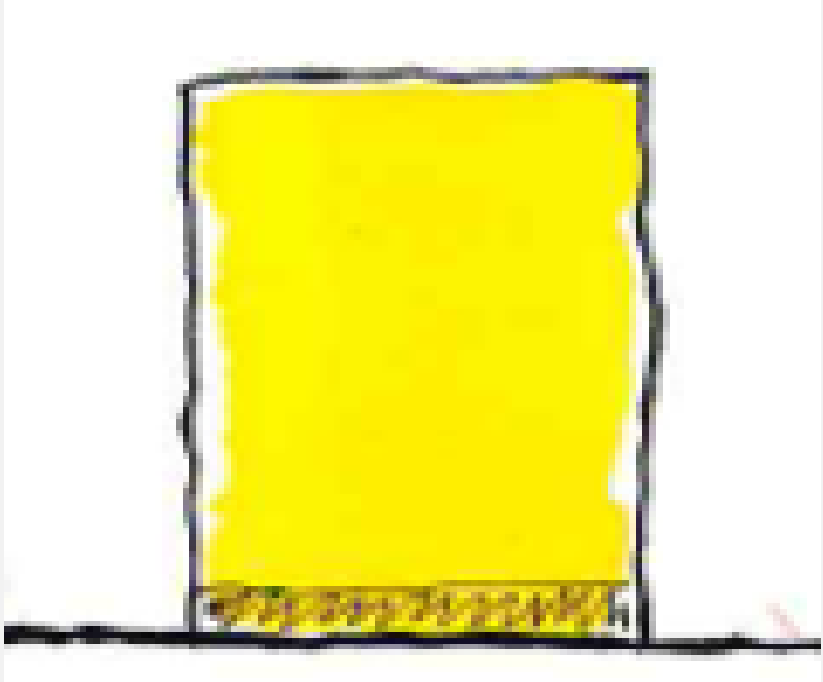
The Black Hat



The Black Hat is careful and cautious. It plays the “devil’s advocate” and asks the “what about this” questions. It is practical & realistic. It is the voice of caution hat.

- *It is concerned with caution.*
- *It considers risks, dangers, obstacles, potential problems and the downside of a suggestion.*
- *The Black Hat is always being careful.*
- *It is used in the design process.*
- *It asks: what are the weaknesses that we need to overcome?*
- *It asks the questions that others may not have thought about.*

The Yellow Hat



The Yellow Hat identifies benefits and seeks harmony. It sees the brighter, sunny side of situations. It is the “Dawning of the Age of Aquarius” and “Let the Sunshine Hat.”

- *It is positive and constructive.*
- *It symbolizes sunshine, brightness, and optimism.*
- *It is concerned with positive assessment.*
- *It goes from logical and practical to dreams, visions, and hopes.*
- *It supports value and benefits.*
- *It puts forward sound optimism.*
- *It generates concrete proposals and suggestions.*
- *It permits visions and dreams.*

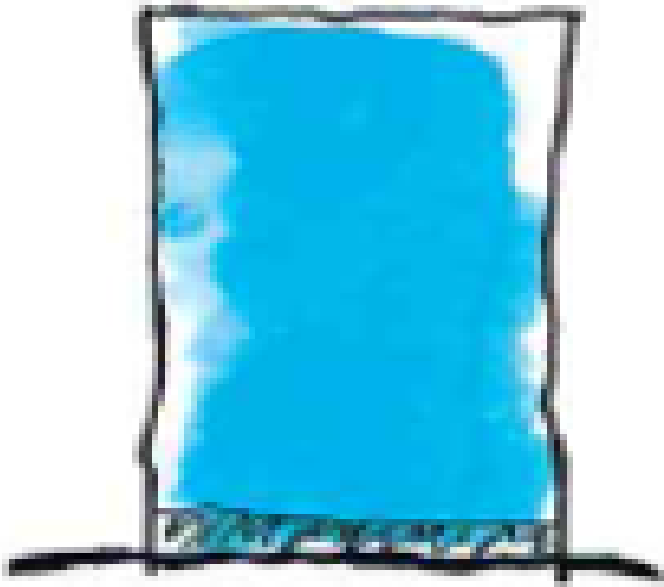
The Green Hat



The Green Hat is associated with fertile growth, creativity and new ideas. It thinks “out of the box.” It is the “why not” and “we can” hat!

- *The Green Hat is for creative thinking.*
- *It views output as creative output.*
- *It is considered a thinking and listening hat.*
- *It focuses alternatives – it goes beyond the obvious and the satisfactory.*
- *It views movements as more input than judgement.*
- *It provokes by taking us out of our usual patterns of thinking.*
- *It generates new concepts and perceptions.*

The Blue Hat

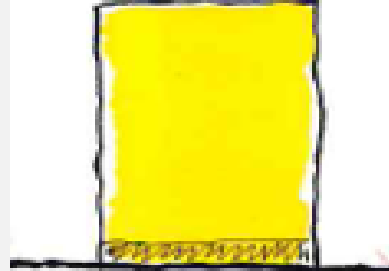
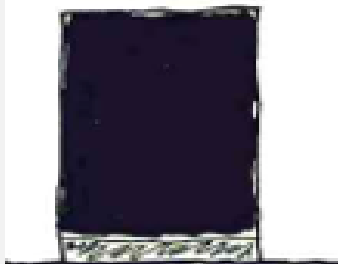
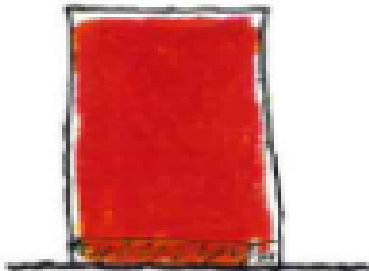
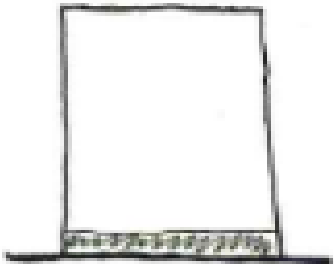


The Blue Hat is cool, representative of the color of the sky. It is the organizing hat. It can look at the big picture. This is the structure hat.

- *The Blue Hat is the “control” hat.*
- *It organizes the thinking.*
- *It invites “other” hats.*
- *It defines problems and shapes questions.*
- *It defines the thinking tasks.*
- *It is responsible for summaries, overviews, and conclusions.*
- *It monitors the thinking and ensures that the rules of the game are observed.*

Thinking Differently: The Six Thinking Hats

- *Holds that: The experience and intelligence of everyone should be used all of the time*
- *Everyone can wear each hat at different points in time – on the same issues.*
- *When we all wear different hats and think differently, it makes for the fullest use of everyone's intelligence and experience.*



The Six Hats Let Us All:

B E kind.

T H I deep.

L I S T E N well.

W O R K hard.

S T A Y safe.

D R E A M big.

H A V E fun.

Now We Collaborate!

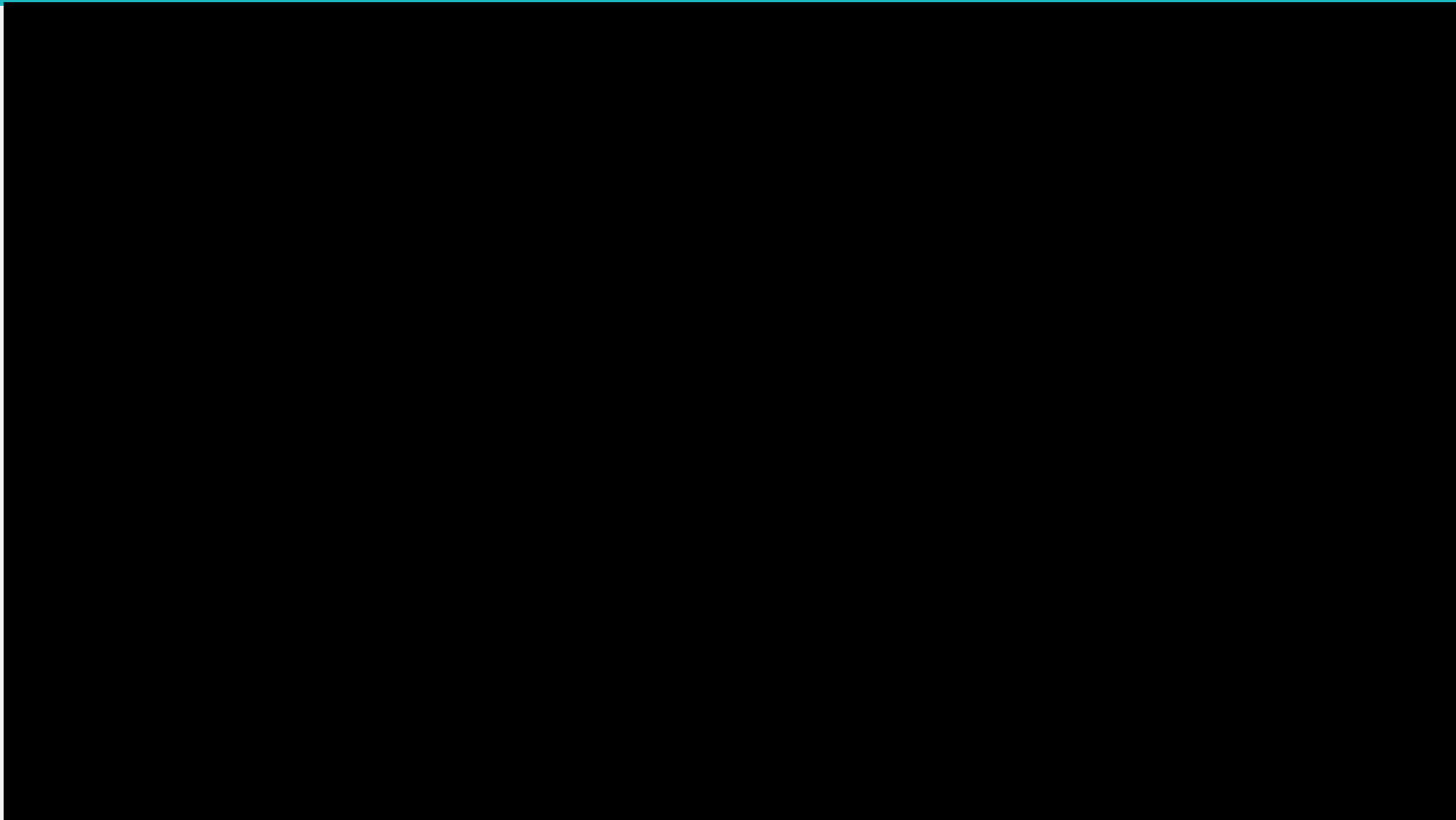


A Thought to Ponder...

*"The sooner you step away from your comfort zone, the sooner you'll realize that it really wasn't all that comfortable."
~ Eddie Harris Jr.*



Collaboration



So, How Do We Collaborate? We Plan and We Do!

Planning Ahead creates capacity for growth and sharpens our competitive edge. When plans are formulated ahead of time, they help to: execute projects, reach goals, and fulfill visions.

- Keeps Us on a Course for Success
- Helps Us Avoid the Cycle of Decline
- Promotes and Fosters a Cycle of Growth
- Impacts Options & Opportunities

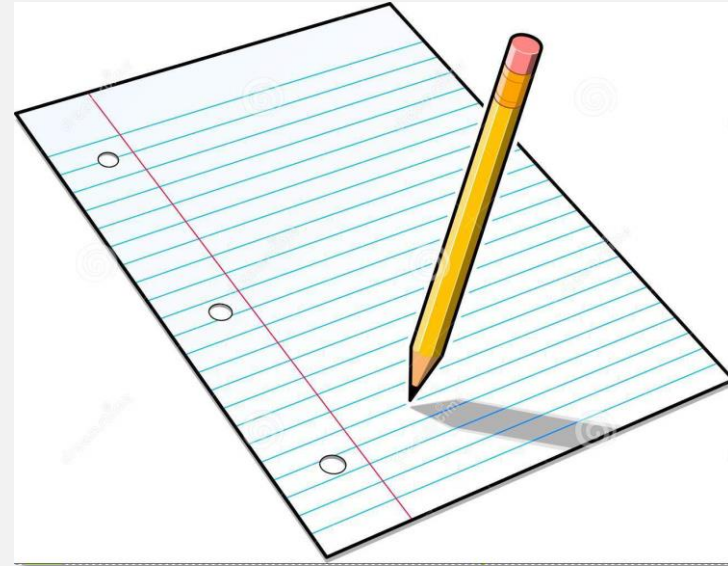


Skills for Effective Planning

- **Instinct:** Trust your gut – listen to yourself. If it doesn't sound right, listen!
- **Listening:** Willingness to seek out others and actively hear what they have to say.
- **Involving:** Participation of many people in defining the what and how of changes.
- **Directing:** Organization of the disparate work of individuals: ability to meet and give focus to a task team.
- **Analyzing:** Capacity to receive, sort, and aggregate information and ideas to make sense.
- **Doing:** A commitment to get busy and work hard.
- **Resilience:** Determination to never give up.

What is *YOUR* idea?

What is one thing that you would like to accomplish this academic year that requires help from others? Complete the worksheet and let's discuss.



What Are Your Barriers?

Structural Barriers	Physical Barriers	YOU!
<ul style="list-style-type: none"> • Money 	<ul style="list-style-type: none"> • Space 	<ul style="list-style-type: none"> • Connecting with others on the outside that can help
<ul style="list-style-type: none"> • Navigating a committee 	<ul style="list-style-type: none"> • Other people 	<ul style="list-style-type: none"> • Not understanding how to get things done
<ul style="list-style-type: none"> • Getting timely approval/support 	<ul style="list-style-type: none"> • What else? 	<ul style="list-style-type: none"> • Going it alone
<ul style="list-style-type: none"> • Paperwork 		<ul style="list-style-type: none"> • Lack of understanding
<ul style="list-style-type: none"> • What else? 		<ul style="list-style-type: none"> • Goofy rules
		<ul style="list-style-type: none"> • Not getting the big picture
		<ul style="list-style-type: none"> • Why should anyone listen to me anyway?
		<ul style="list-style-type: none"> • What do I do with my GREAT ideas?
		<ul style="list-style-type: none"> • What else?

There are many other barriers...what else can you think of?

As you can see, the biggest barrier is YOU!! When fighting these other barriers, who are you going to call for help?

Who Can You Call to Break Through Those Barriers?

**Your Barrier
BUSTERS!!!
(Your DEANS)**

A Thought to Ponder...

*"It is literally true that you can succeed best and
quickest by helping others to succeed."*

~ Napoleon Hill

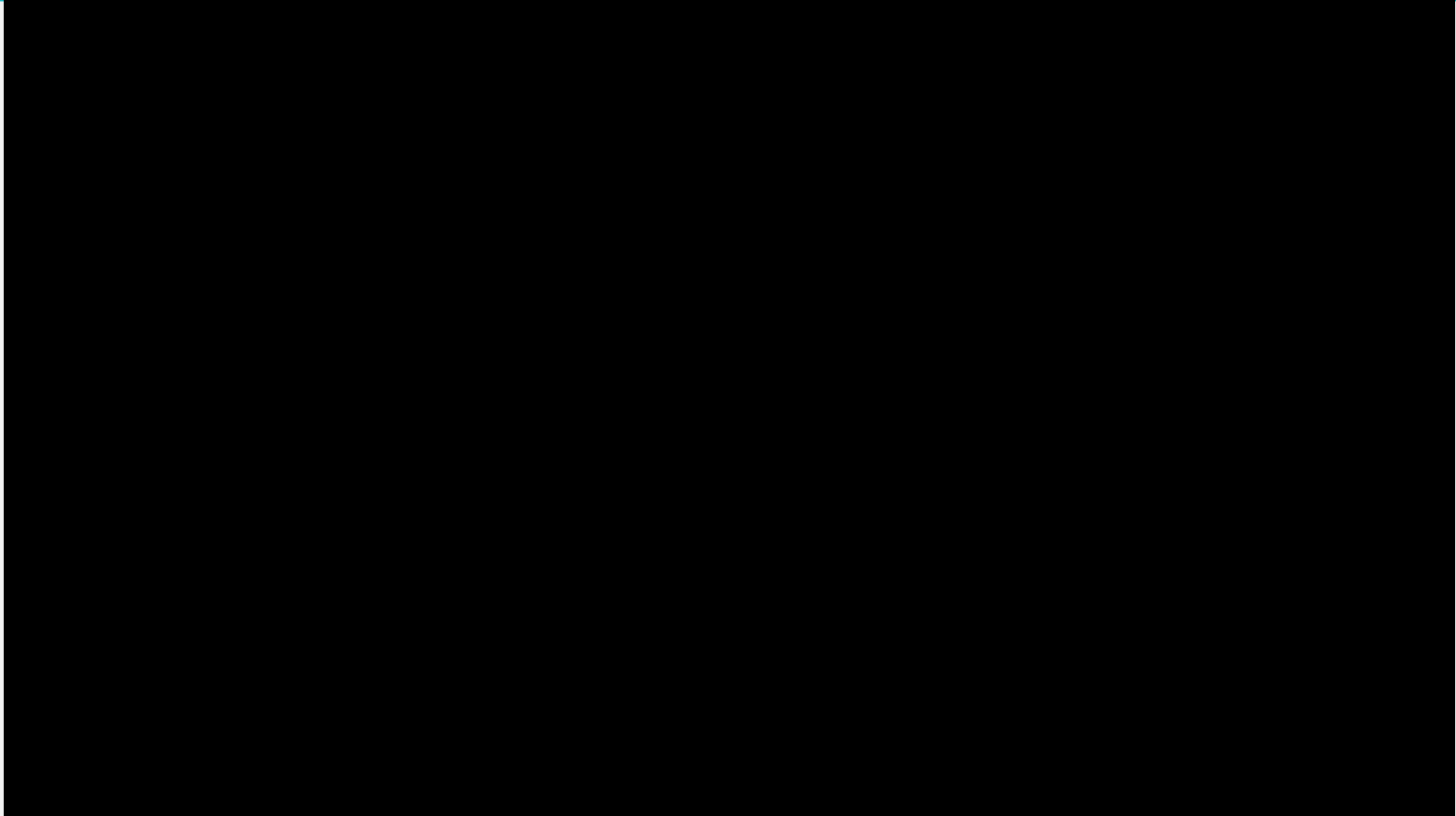


**“one person can make
a difference, and
everyone should try”**

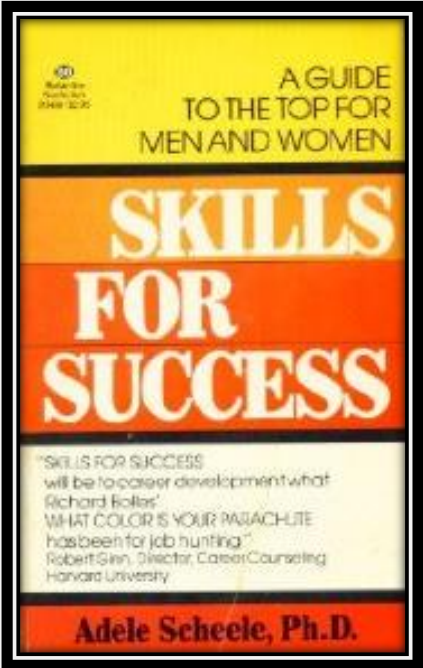
—JOHN F. KENNEDY



Maybe the Most Inspirational Video Ever...

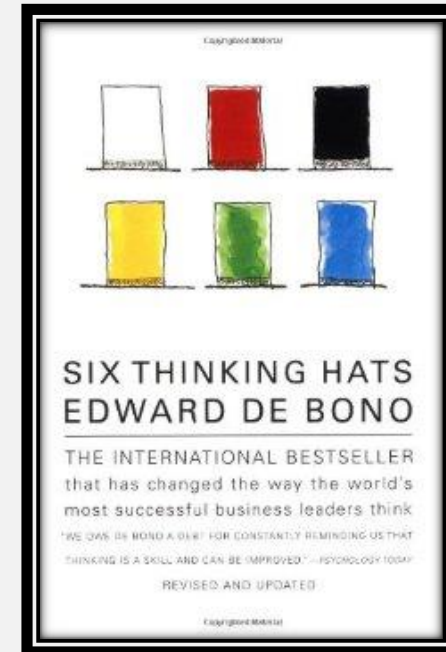


Resources



Skills for Success by Adele Scheele, Ph.D.

Six Thinking Hats by Edward de Bono



You may find today's presentation at -

http://www.canyons.edu/Offices/Chancellor/Presentations/FINAL_081517.pdf

Questions??