

**Institutional Effectiveness Partnership Initiative
Partnership Resource Teams
Institutional Innovation and Effectiveness Plan
Date: April 24, 2020**

Name of Institution: Hartnell College

In the service of improving trust at the College, this plan is intentionally bold and inclusive of objectives aimed at disrupting the status quo in a concerted effort to strengthen organizational effectiveness and thereby markedly improve student success. Action steps will be taken in accordance with recognition of the important roles played in the decision-making process by the Academic Senate/faculty,

E. Governance: Meaningful Participation	1.					
---	----	--	--	--	--	--

Request for IEPI Resources to Support Institutional Innovation and Effectiveness Plan

All specific requests for resources are estimates based on projected needs at the time of finalizing this plan, and will subsequently require a thorough needs, feasibility, and cost analysis. Major adjustments to resource requests may therefore be required.

<i>(Copy from table above.)</i>	<i>(Copy from table above.)</i>	<i>(Refer to Action Steps above as appropriate.)</i>	
A. Employee Engagement: Onboarding & Orientation	1. Provide new employees with a thorough understanding of the strategic direction of the College and how their individual contributions and collaborative engagement efforts may strengthen student access, equity, and success	b. Establish inclusive work group to consider models for new employee onboarding and orientation appropriate for each employee category – stipends (2) in Fall 2020	\$16,000
B. Employee Engagement: Professional Development, Leadership Training & Employee Recognition	1. Provide focused opportunities for current employees to: <ul style="list-style-type: none"> a. Expand professional capacity and professional growth b. Participate in College-wide activities focused on the strategic direction of the College c. Understand the perspectives and shared experiences of other groups, including students, faculty, staff, and administrators d. Collaborate and bond with other employees for future leadership endeavors 	<ul style="list-style-type: none"> a. Establish inclusive work group to consider models of professional development and leadership training – stipends (3) in Fall 2020 b. Develop and implement program of professional development and leadership training to incorporate specified elements in the Objective – awards and recognitions (mult342.070 G(p)-6(e)-6621W711 spec1W1hBT/F5MC 	

Name:	
Signature or E-signature:	Date:

Name:	
Signature or E-signature:	Date: