

# HARTNELL'S SHARED VISION FOR STUDENT SUCCESS: THE CRITICAL IMPORTANCE OF ENGAGEMENT & COLLABORATION

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9 Developed 5-year strategic plan with measurable targets for student

# KEY WEAKNESSES FOUND IN SLOTT ANALYSIS



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# KEY THREATS FOUND IN S OT ANALYSIS



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# STUDENT SUCCESS GOALS IN STRATEGIC PLAN 2019



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For those students who complete their studies, *the amount of time that it takes is frequently excessive*, and the number of credits they amass along the way is substantially more than they require to earn their award.

Students

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The College has over the past several years increased substantially the number of students **who** annually transfer to a 4-year institution.

Students **who** are not effectively guided to transfer options early on in their studies *may not engage in the most beneficial learning experiences* in advance of transfer, or even transition successfully to a higher-level educational opportunity.

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Countless students have benefited economically and in their professional lives due to having completed their studies or specific coursework at the College.

Still, students who do not intentionally explore career interests, are not directed to career placement options early on in their studies, or fail to connect learning to prospective employment outcomes, *may not engage in the most productive learning experiences or otherwise be optimally prepared for available jobs.*



# BIG PICTURE OF STUDENT SUCCESS AT HARTNELL



# THE WAY FORWARD



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*In this era of increasing accountability for results, how can an institution transition to a high performance organization as it develops and executes a shared vision for student success?*



# Focusing on students “Students First”

1. Focus on student success goals and key metrics
  2. Bring employees onto the same institutional page
  3. Collaborate on and integrate across major initiatives
  4. Engage employees and encourage institutional level dialogue
  5. Provide leadership training and development
- Want to talk more about employee engagement and collaboration in particular.**



***IF NOT YOU, HO?  
CRACKING THE CODE OF  
EMPLOYEE DISENGAGEMENT***

**JILL CHRISTENSEN**

***Engaged employees go the extra mile and do everything they can to ensure the [organization] succeeds. They give a lot of discretionary effort, which pays enormous dividends (p. 3).***

***Engaged***: Employees feel a profound emotional connection to the [organization]. They drive innovation, move the organization forward, and trust senior leaders (p. 4).

***Disengaged***: Employees are sleepwalking through their day, putting time but not creativity, energy, or passion into their work (p. 4).

***Actively Disengaged***: Employees aren't just sleepwalking through their day; they're busy acting out their lack of engagement. These workers undermine what their engaged co-workers accomplish (p. 5).



ork group of College Planning Council  
(CPC) developed a Plan for Engagement that  
includes 6 strategies:

1. Improve communication and  
communication flow
2. Boost participation in institutional

## Approved by College Planning Council

Formed the basis for a request for technical assistance that resulted in an assigned Partnership Resource Team (PRT), comprised of representatives from other colleges, to visit the College this year



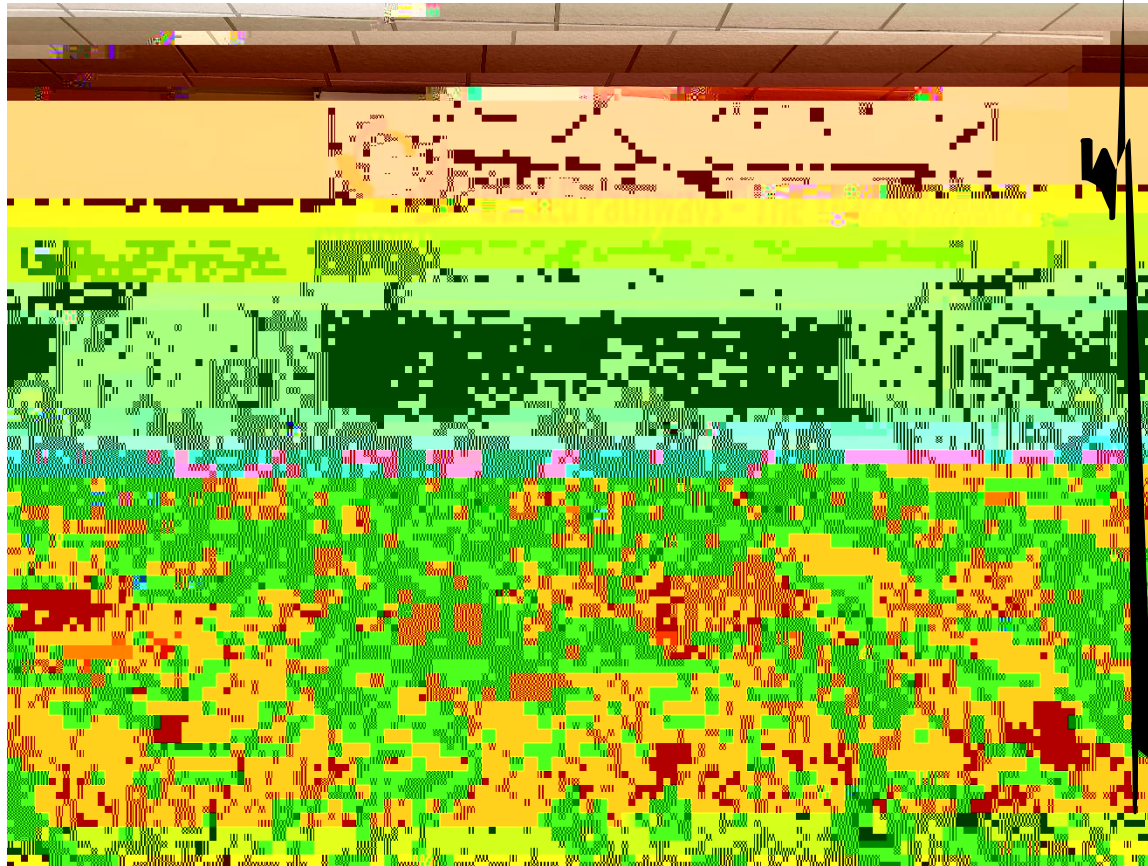
The work ahead for the College to continue on its trajectory to become one of the greatest community colleges will require extensive collaboration among all sectors and constituent groups.

College redesign is the overarching collaborative process that we are utilizing to design changes in systems, structures, and processes.

The Plan for Engagement encompasses strategies that can help us get and stay engaged in the work that lies ahead.

*We are embarking on a purposeful direction that strategically harnesses collective efforts to ensure student success*





College Re-Design 69 0 720 540 re TJE144 138 c

On the last Assembly meeting of the year this past May, inquiry and design teams and individuals were acknowledged for their leadership and efforts.

Category and award recipients:

First Team To Design    **Pre-enrolled Students:**

The following individuals received awards for going  
**"Above and Beyond"**







# PRE-ENROLLED STUDENTS TEAM



HARTNELL COLLEGE



**Entering Students Team meets on 1<sup>st</sup> Friday  
of the month at 1:00 p.m. in room A-116 on  
Main Campus**

# CONTINUING STUDENTS TEAM



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# FACILITATION TEAM



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# DATA COACHES



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***welcome everyone's participation***  
in redesigning Hartnell to better serve  
our students.

The college redesign process is  
enhanced the more **w**e have  
employees contributing ideas and  
**w**orking synergistically.

