

MOR IN MOTION

Vol. 14 · Dec. 2016 · Continuous Quality Improvement

Madera Community College Center · Oakhurst Community College Center · Reedley College

Message from the President



Dr. Sandra Caldwell presents a Measure C proclamation of appreciation to Oakhurst Community College students on October 18.

As the calendar year and fall semester come to a close, I would like to thank you for the hard work and dedication you put forth every day to motivate and inspire our students to succeed. For the past 90 years Reedley College has been firmly rooted in our passion to help students dream big and achieve their goals. Reflecting upon the last year we have stayed true to

our mission and the passage of Measure C has allowed us to make great strides toward our vision of providing exemplary educational opportunities. We experienced a 28% increase in enrollment over just four years ago and work toward increasing our graduation rates continues.

While reflecting on the past is always important, we also look forward with great anticipation to the year ahead. This issue of MOR in Motion outlines what is being done to continue the efforts of our predecessors. You will learn about our accreditation timeline, status of the 2017-2021 Reedley College strategic plan being created in alignment with our Vision 2025, the progress of our institutional effectiveness partnership initiative, and Spring 2017 Opening Day.

Your time and dedicated efforts have brought us to the exciting place we find ourselves today. The future looks so bright.

Best wishes for a wonderful holiday season and happy new year!

Accreditation Update *Institutional Self-Evaluation Report (ISER)*

Work continues on what was previously known as the Accreditation "Self Study." The process, which continues to serve the same purpose, is now known as the Institutional Self-Evaluation Report (ISER). The Accreditation and Institutional Effectiveness Committee worked through the summer and beginning of the fall semester to gather evidence and write the first drafts of the ISER.

Four writing teams were identified and each has been assigned to focus on one of the four accreditation standards. First drafts were due November 1 and will be presented to College Council in January for review. Accreditation Co-Chairs, Eileen Apperson-Williams and Jan Dekker, along with help from the College Office of Research and Evaluation (CORE) have been working on the Introduction portion of the ISER.

ISER Timeline

Summer/Fall 2016:

Writing

January 2017:

Present to College Council

February/March 2017:

Constituent Review

May 2017:

Approval by College Council

Summer 2017:

Approval by Board of Trustees

January 2018:

Submit to ACCJC

Spring 2018:

Team Visit

Reedley College

Madera Community College Center
Reedley College

Oakhurst Community College Center
Reedley College

SM—KE-FREE

INCLUDING E-CIGARETTES AND ALL ELECTRONIC SMOKING DEVICES



Institutional Effectiveness Partnership Initiative

Partnership Resource Teams

College Innovation and Effectiveness Plan

Date: May 13, 2016

Name of Institution: Reedley College

Area of Focus	Objective	Responsible Person	Target Date for Achievement	Status As of Date:
A. Determine what constitutes best practices in institutional effectiveness systems, and integrate with current efforts (e.g., SLO data, ILO data, Student Success Indicators, Institutional Set Standards).	<ol style="list-style-type: none"> Develop both quantitative and qualitative processes for measuring Institutional Effectiveness, Institution Set Standards, Standards of Student Achievement, Student Learning (SLOs, PLOs, ILOs), and Student Success. Through implementation, evaluate the current software tool and make sure it is adequate (TRAC DAT). Have more Reedley personnel serve on Accreditation Teams to see how other colleges are accomplishing these things; send personnel to national conferences for the same purposes. 	<ol style="list-style-type: none"> Director of Institutional Research, Evaluation and Planning (IREP) along with Accreditation/ IE, Student Success and SLO Committees SLO Coordinator along with SLO Committee ALO, President's Advisory Cabinet 	<ol style="list-style-type: none"> Spring 2017 Fall 2016 Spring 2017 	<ol style="list-style-type: none"> In progress as of May 9, 2016 In progress with part (a) completed as of May 9, 2016 Not yet started
B. Manage, track and report institutional effectiveness information, and ensure data integrity.	<ol style="list-style-type: none"> Support the new Chancellor with any efforts to clean the District's data, to provide IT support at the College, to acquire a dashboard and populate it so the clean data are easily accessible, and hire a relatively high-level, experienced Institutional Researcher and a Research Analyst who can develop a functional, high level, planning and research operation. Form a group consisting of end-users that meets regularly to discuss data validity and data standards for Colleague-related data, e.g., curriculum entry, scheduling entry, financial aid reporting, admissions data entry, etc. 	<ol style="list-style-type: none"> Director of IREP, President's Cabinet Director of IREP 	<ol style="list-style-type: none"> Spring 2016 Spring 2016 Fall 2016 	<ol style="list-style-type: none"> College provided \$50K of Seed Grant for the District in support of a new Data Warehouse. Moved Interim Director of Institutional Research and Evaluation to Permanent. To be on December board agenda (a) (b). Complete as of October 2016
C. Define the components and metrics for SLOS, ILOs, Student Success Indicators, and Institutional Set Standards.	<ol style="list-style-type: none"> See Objective A.1 above. Develop the capacity to provide trustworthy data, data analysis, and interpretation, and measure effectiveness of intervention initiatives. See B.1. and B. 2. above. 	<ol style="list-style-type: none"> See A.1 Director of IREP, along with Data Advisory Group & President's Advisory Cabinet 	<ol style="list-style-type: none"> See A.1 Spring 2017 	<ol style="list-style-type: none"> See A.1 As of October, Data Advisory Group is reviewing vendors for Data Storage and will submit recommendation to President Advisory Cabinet by December 2016.
D. Ensure that planning is comprehensive and facilitates continuous quality improvement.	<ol style="list-style-type: none"> Develop a closer collaboration with the District in areas of planning and budgetary processes. Develop and implement ways to provide more budgetary and other support to the Madera and Oakhurst Centers. 	<ol style="list-style-type: none"> VP Admin Services along with President's Cabinet, VP Admin Services along with President's Cabinet 	<ol style="list-style-type: none"> Fall 2016 Fall 2016 	<ol style="list-style-type: none"> In progress In progress
E. Promote movement from "meeting standards" to "aspirant achievement."	<ol style="list-style-type: none"> Continue the evolution of committees and plans. Build on existing foundation to: <ol style="list-style-type: none"> Complete the Educational Master Plan. Continue to develop comprehensive manuals for processes such as program review and resource allocation; SLO, PLO, and ILO processes, etc. Continue the process toward the development and appropriate staffing of Centers and move them toward College status 	<ol style="list-style-type: none"> VP of Instruction along with EMP Ad Hoc Committee & College Council President's Cabinet 	<ol style="list-style-type: none"> Spring 2016 Spring 2017 Spring 2019 	<ol style="list-style-type: none"> Currently in constituent and community review as of May 10, 2016. Currently in progress as of October 2016 In progress
F. Obtain technical expertise and software support as needed to support improvement	<ol style="list-style-type: none"> See A.2 above. Develop a strong relationship between College reporting function and District IT and IR functions to acquire the appropriate software and reporting systems and strengthen Reedley personnel's confidence in the data and in the decisions they develop based on the data. See B.1 & B.2 above. 	<ol style="list-style-type: none"> See A.2 Director of Technology, Director of IREP 	<ol style="list-style-type: none"> See A.2 Fall 2016 	<ol style="list-style-type: none"> See A.2 See B.1 and B.2

Opening Day: Spring 2017

The spring 2017 semester will kick off with Opening Day on Thursday, January 5 in the Reedley College Cafeteria. By popular demand, Dr. Veronica Neal, keynote speaker from the Cultural Competency Summit last October, will share the message of equity and social justice with our campus community. Following Dr. Neal, faculty and staff will participate in a syllabi and support materials workshop conducted by Dr. Megan Chase.

- 7:30 a.m. Check-in and Continental Breakfast
- 8:00 a.m. Semester Announcements, Dr. Sandra Caldwell
- 8:45 a.m. Keynote Speaker: Dr. Veronica Neal
- 10:00 a.m. Break
- 10:15 a.m. Syllabi Workshop & Support Materials Discussion,
Dr. Megan Chase
(If applicable, please bring your syllabi to work on)
- 12:15 p.m. Lunch On Your Own EXCEPT Department Chairs
Department Chairs Meeting (Lunch will be provided)
- 1:30 p.m. Division Meetings
 - Division A
 - Division B
 - Division C
 - Division MO
- 2:45 p.m. Department Meetings
 - Comm/Comp/Lit
 - FASS
 - Science
 - Math/Engineering
 - Health Sciences/PE
 - Industrial Tech
 - Business
 - AGNR
 - Counseling

Veronica Neal currently serves as the director of Equity, Social Justice, and Multicultural Education at De Anza College and teaches at both De Anza College and California State University, San Francisco. Dr. Veronica Neal is an organizational equity and cultural humility specialist with over two decades of experience as diversity and social justice educator, trainer, coach and consultant. She is a certified diversity professional, integral coach and workplace conflict mediator.

Megan M. Chase currently serves as a Research and Policy Specialist for the Center for Urban Education. Dr. Chase's dissertation entitled Culture, Politics, and Policy Implementation: How Practitioners Interpret and Implement the Transfer Policy in a Technical College Environment won the 2014 Dissertation of the Year Award at the USC Rossier School of Education.



Veronica Neal



Megan Chase

New College Strategic Plan Being Created

Planning is underway for the Reedley College 2017-2021 Strategic Plan. The Strategic Planning Committee (SPC) met earlier this semester with the President's Advisory Cabinet (PAC) to begin drafting essential details of the new strategic plan. Guided by the new State Center Community College District (SCCCD) strategic plan (up for board approval in January), Vision 2025, and the Educational Master Plan, attendees drafted versions of a new mission, vision, values, and goals.

The creation of the strategic plan is an inclusive process calling upon all campus entities to participate in its development. Five Strategic Planning Feedback forums were held in early November, two at Reedley College, two at Madera Community College Center, and one at Oakhurst Community College Center. Additionally, the SPC sought feedback through a survey that was shared with all faculty and staff. All feedback gathered during the forums and from the survey will be synthesized into another rough draft. That draft will be presented during three Strategic Alliance meetings in January. Dates for these meetings are listed below. Following the January meetings, a final draft will be constructed.

The final draft will undergo review throughout the spring semester by various groups including college council, academic senate, classified senate, and associated student government. It is anticipated the plan will be finalized and presented to the SCCC Board of Trustees for approval in May 2017.

Strategic Alliance Meetings

(Times and room locations to be announced)

- Madera Tuesday, January 24
- Reedley Wednesday, January 25
- Oakhurst Thursday, January 26

Classified Senate Update

Classified Senate is proud to contribute the success of all students. Lead by Chair Cassandra Davis-Schmall and Leah Unruh, the senate is currently spearheading a Food Pantry Drive. The food pantry accepts monetary donations in lieu of food items to ensure an appropriate variety of nutritious meals which are purchased from the Community Food Bank located in Fresno. According to the Reedley College Student Activities Office approximately 70 students are helped by the food pantry daily. Thank you for your generous donations. If you are interested in giving, contact Cassandra Davis-Schmall or Paul Torres.

On November 11, Reedley College hosted a Classified Flex Day Event Lead by Chair Darnell Harris. The event was facilitated by acclaimed consultant Tracy Knofla who brought amazing energy and created an extraordinary educational experience. This was a very well attended event having 20-30 participants in each of the five sessions and was not your usual lecture style training. Every participant joined in the conversation/activity at every session. The response was unanimous that all in attendance left feeling professionally enhanced and ready to be a more productive team player.

Classified Senate concluded our annual elections for the 2017 calendar year. We appreciate your contributions by filling out and submitting the required ballots and are happy to report that all vacant seats have been filled. We would like to express a special thanks to our exiting senators for your contributions. Congratulations to the Election Committee (Kassandra Davis-Schmall, Bonita Gomez, Debbie Osborne) on a successful campaign.

- Darnell Harris, Classified Senate President



The Classified Senate Flex Day included a selfie activity that demonstrated working with chaos.

Academic Senate Update

Become an Academic Senate Senator

As our calendar year ends, I want to take a moment to thank all of our Senators who served this year on Academic Senate. Thank you for your dedication and participation in our essential participatory governance committee. This year the Senators

- Approved a new Reedley College Educational Master Plan
- Approved the SCCC new Strategic Plan
- Approved Committee COA
- Discussed Dual Enrollment Concerns
- Approved a resolution in support of Measure C
- Approved Multiple Measures for Math, Reading, ESL, and English Placement
- Reviewed CSSEE Data
- Approved a Grants Program Review

Being a Senator is an important job. They represent their departments in discussions of academic and professional matters. If you get a chance, thank your senator.

If you want to learn, more about the college, Academic Senate is the place to learn about the planning, accreditation, governance, policy and procedures, and statewide issues. Next time your department asks for Senators come and join us. We need your voices. Even if you are not a Senator, you can always join us as a visitor. All meetings are open. We meet the 2nd and 4th Tuesdays from 2:00 - 3:30 in LRC 104.

Come one come all,

Stephanie Curry, Reedley College Academic Senate President

Madera-Oakhurst Faculty Association

This past month brought the following major changes to Madera-Oakhurst Faculty Association (MOFA), in turn affecting its direction:

- A proposed amendment to the MOFA Constitution was given to faculty to determine whether or not to switch from president-elect to vice president. It was approved unanimously.
- The amendment was approved by the Reedley College Academic Senate and acclimated at College Council.
- The election for the offices of vice president and secretary was held. In 2017, the following individuals will serve in the MOFA Executive Council: Jennifer Gray (President), Ray Sanchez (Vice President), Lynette Cortes Howden (Secretary), and Gregory Ramirez (Past President).

The final MOFA meeting of 2016 was held Tuesday, December 6. The next will take place Tuesday, February 7.

- Gregory Ramirez, MOFA President