Statewide Leadership Summit

Location: Bakersfield College Performing Arts Center
Date/Time: May 24, 2017, 9am-4pm
Target Attendees: 400 statewide administrative and faculty leaders

Think about taking a student from intermediate algebra to calculus so that this student can solve problems using more sophisticated tools calculus offers the student. That is the kind of in-depth capacity development we’re creating in the individual within the context of the institution.

In academia, we’re dedicated to teaching, learning, critical thinking, and knowledge development. Faculty, at the core of the academic enterprise, are “knowledge workers;” a phrase attributed by Peter Drucker for individuals who work on non-routine problems that require creative thinking and problem solving to a high degree. Throughout the state, colleges are beginning to approach the work of student success though the Guided Pathways framework that guides students from the time they enter the college, and often even before they come to college, to the time they leave. This has required leaders to come together, in community, to reaffirm our shared vision and goals that go beyond the boundaries of our campuses. Our work was influenced by Bailey, Jaggars, and Jenkins in their 2015 book Redesigning America’s Community Colleges. Chapter 5 is on Engaging Faculty and Staff and the authors quote Bryk and Schneider that “deep levels of relational trust ….encourages risk taking and innovation, facilitates problem solving, and motivates teachers to work more energetically toward collective goals.”

Individuals within an organization, committees within an organization, and each organization as a whole develop and evolve though the learning process. This evolution creates the necessary capacity for leadership, but individuals still require tools and strategies to undertake the complex and difficult work of student success provided by the guided pathways framework.

While the guided pathways framework gives our students a clear and defined journey to discover their calling, learn the skills necessary, and advance in the most effective route – saving both time and money – it also unites our colleges by giving our work a unified purpose. And even so, much work is to be done to build our campus leaders’ capacity to make transformative change at their institutions.

The May 24th summit will include four strands as a prelude to deeper follow-up workshops that will be necessary for the comprehensive and systematic development of a statewide guided pathways framework. These undergirding principles include:

1. Change Management
2. Understanding the Grieving Process
3. Empowerment of Others
4. Repurposing/Reimagining Leadership Within Existing Resources
Bakersfield College will engage multiple partners in this work, building upon their collective knowledge and successes in leadership development state and nationwide:

1. California Guided Pathways Advisory Committee
2. Achieving the Dream
3. Public Agenda
4. Leading from the Middle
5. Aspen Institute

Our tentative budget for the May Leadership Summit is $50,000, based on the expenditures from the February 2016 Guided Pathways Summit, and held at Bakersfield College in the Performing Arts Center. Summit expenditures total $38,000 plus a $12,000 for evaluation:

1. Room Rental: $2,000
2. Canopy/Table/Chairs Rental: $7,000
3. Food/Linens: $7000
4. Speaker Fees: $6,000
5. Aspen Institute Consultation: $10,000
6. PacWest Tech Fees: $2,000
7. Interpreters: $1,000
8. Captioning/Livestream: $1,000
9. Printing (programs, evaluations): $1,000
10. Supplies (Name Badges/Lanyards): $1,000
11. RP Group Evaluation: 12,000

BC intends to charge a small fee for the conference not only to supplement the cost but to create a sense of commitment among attendees. Attendees paid a small registration fee at the February 2016 Guided Pathways Summit.

**Evaluation:**
RP Group will conduct the evaluation of summit attendees and develop a proposed ongoing leadership engagement strategy as a result.

Specifically, the RP Group will identify common technical and professional development support needs attendees of the Summit have on their campuses, within their districts, and on a larger, statewide scale. The proposed engagement strategy map will include recommended target audiences, activities, hosts for professional development, and potential funding sources.
**Proposed Summit Agenda**

*Introduction of the Curriculum on Change* (Sonya Christian)
- Resilience, Endurance
- Systems Development
- Stages of Grief
- Cultural Shifts

*Panel on Trust* (three to four panelists)
Content for this panel will be based on Stephen Covey’s *Speed of Trust* book.

*Panel on Mid-Level Leadership* (Leading from the Middle Representatives)
An organization is run by Deans and Department Chairs. This is a group that often feels significant stressors. A focused spotlight on developing skills and experience for this group is essential to ensuring the agility in the organization.

*Panel on Grieving* (three to four panelists)
Change is necessary for institutions to adapt to the varied needs of students. However, change often results in some level of grief; panelists will discuss the stages of grief and strategies to move through and beyond.