

Delta Team

Session #5: 11/29/07

Next Meeting: Thursday, 12/6, 3-5 p.m., RVC, Room A-12

Manager	Jeanne Howell	Community	Dennis Alexander
Manager	Lynda Warren	Student	Flamur Vehapi (written input)
Faculty	Lori Sours	Classified	Bill Jiron
Faculty	Nicole Theis-Coulter	Classified	Barbara Cournoyer
Faculty	Eileen Micke-Johnson		
Faculty	Kiersta Fricke-Gostnell		

TODAY'S PURPOSES

- To select a synthesis team member
- To write a new RCC mission statement.
- To review the rubric for the RCC value and vision statements
- To review/revise the RCC value and vision statements

BACKGROUND

Purpose - Mission Statement: to clarify the organization's purpose, and indicate why it is doing what it does.

RCC's Current Mission Statement:

The mission of Rogue Community College is each learner's success. We nurture hope, fill educational gaps and empower people to change their lives. Through teaching and service, we model respect, dignity and integrity and provide leadership that focuses on the individual. Rogue Community College enriches its community by embracing equality and diversity. We anticipate the changes in our dynamic world and take the necessary risks to assure access to all learners. We are a powerful force for quality of life in our region.

What Ways Do Our Priorities Suggest Strategic Challenges?

RCC must cultivate a common educational philosophy. There is too much us and them. It does a disservice to our students, and creates undesirable barriers between staff and departments.

What Are RCC's Critical Success Factors, Competencies, Distinctive Competencies?

What Are RCC's Critical Success Factors?	What Are RCC's Competencies?	What Are RCC's Distinctive Competencies?
Operates with integrity.		Provides quality distance learning opportunities.
Responds to stakeholder needs for education and training.	Responds to stakeholder needs for education and training.	Provides cost-effective education.
Provides skills applicable to workforce needs.	Provides skills applicable to workforce needs.	Provides professional/ Technical education options especially for high school students.
Is accountable for funder requirements.	Is accountable for funder requirements.	Provides systemized pre-academic ESL classes.
Provides quality education.	Provides quality education.	Partnership with SOU is fairly unique in the state.
Provides sound academic preparation.	Provides sound academic preparation.	Offers the best truck driving program in Oregon.
Maintains its accreditation.	Maintains its accreditation.	Has exemplary partnerships with WIA and economic

		development and is a model within Oregon.
Its students maintain high academic achievement.	Its students maintain high academic achievement.	

Mission Review

What Socio-Economic, Cultural, Political Problems Does RCC Exist To Address?	What is RCC's Role in Addressing These Problems?	How Does RCC's Role Differ From Other Organizations?	What Changes In Mission Do We Propose, If Any?
Poverty	Provide affordable education	We "teach students how to fish"	Shorten it.
Illiteracy	Connect students with community resources	Students have no defined timeline to pursue their education; services can be accessed open entry/open exit	Be more specific.
Lack of English literacy	Be at the table for regional planning	Rich array of services & opportunities that lead to educational & career pathways	RCC is not following its mission now.
Unemployment	Guide and advise students	Looked to for economic development thru education	
Civic responsibility & participation – help students learn to give back	Research & design education based on best practices	Can confer certificates & degrees	
Assist students with social & emotional problems	Hire the best possible people available	Provide career pathway linkages	
Help students overcome feelings of not "fitting in"	Model desired behaviors	Provide a combination of career advising & educational opportunities	
Intolerance & discrimination	Be a good neighbor—support those in crisis	Strong initiatives as a result of its statewide community college partnerships	
	Obligated to take calculated risks to better the community	Connected, family atmosphere	
	Provide support for academic success		

Mission Statement Rubric Results: See document.

Purpose of the Value Statement: to articulate how the organization will conduct itself and answer the questions—how do we want to treat others and how do we want others to treat us? Teams recommend how best to use the values (e.g. as a values statement, as criteria for selecting strategies, as part of RCC's vision statement).

RCC's Current Core Value Statement:

Rogue Community College serves its community by providing opportunities for education. This service is advanced by our dedication to these core values:

COURAGE empowers us to provide leadership, to take risks, to welcome change and to persevere. It sustains exploration, inquiry and critical thinking.

INTEGRITY binds us to fairness and truth, to honesty, and to actions and philosophies that meet the highest ethical standards.

RESPECT cultivates a personally and intellectually open environment that honors individuality and the strength created by diversity. It calls for freedom of expression with responsibility.

Purpose of Vision Statement: to describe what the organization should look like as it successfully implements its strategies and achieves its full potential. It describes what RCC will look like in the future given its expected opportunities, challenges, and completion of its anticipated actions.

RCC's Current Vision Statement:

Framing individual and community success by:

- o Inspiring to learn
- o Teaching with dignity
- o Living with respect

All-Staff Top 3 Results – Visioning Exercise

HEADER CARDS

Who Will Represent Delta Team on the Strategic Planning Synthesis Team?

Mary shared with the group that we need to select one team member who will represent Delta Team on a Strategic Planning Synthesis Team (SPST). The SPST will have 1 member from each team. Its charge is to merge the work of the four teams following input from the teams at the two retreats. We hope to also have a person who will wordsmith the final recommendations and Mary is seeking out that person.

What key words &/or phrases do we like in each other's mission statements?

Draft mission statements from team members were reviewed and the phrases below made their top list:

- Committed to student success, teaching excellence, and lifelong learning. (4 dots)
- Promote each learner's success. (3)
- Enhance the economic growth of southern Oregon. (2)
- Quality, affordable education and training for the people and businesses in southern Oregon.
(# of dots reflect the number of people who thought the phrase was of top importance or the idea was voted over)

Other ideas that did not make the top list:

- Our purpose is to empower individuals, business, and community members to achieve their goals through accessible services and career development programs. (2)
- Meet ever-changing individual & community needs.(2)
- Expand human potential and enhance quality of life. (2)

- Affordable, relevant, and rigorous programs. (1)
- Comprehensive community college. (1)

Who would like to draft a “final” RCC mission statement for the team to critique?

When?

Action Step - Lour Sours will do this by 12/4 and email it to the team for last comments. We’ll adopt at our 12/6 meeting.

How did you rate the RCC value & vision statements using the rubric?

See rubric results (separate document). The current value and vision statements received low overall scores from the team.

What core values does RCC practice now?

The team brainstormed and dot voted. The top values selected and how they apply at RCC include (from most to least importance). To hopefully save us some time, Mary drafted some possible definitions. Bill Jiron was recruited to draft something for “service” and “teamwork.”

Value	Application at RCC	Draft Definition
Integrity (6 dots)	-Setting a standard on how we approach what we do -Seek to achieve quality or excellence -Walk the talk -Honesty and high ethics	INTEGRITY inspires us toward a standard of excellence shaped by the highest ethical principles.
Respect (4 dots)	-Compassion -Empathy and support -Thoughtful consideration -See existing value statement	RESPECT nurtures a responsible and compassionate environment in which individuals and ideas are treated fairly and with dignity.
Innovative (2 dots)	-Leadership -Set a standard that others follow -New ways to meet changing needs -Promoting creativity -Enhancing opportunities -Thinking outside the box -New solutions to changing needs -Barriers can be opportunities	INNOVATION promotes an agile culture empowering us toward leadership, risk-taking, and creativity in meeting the new, changing, and unmet needs of our region.
Accountability (2 dots)	-Transparency in how we conduct business -Responsibility for meeting	ACCOUNTABILITY assures us that our business and

	outcomes	interpersonal transactions are responsible and transparent with measurable outcomes.
Service	-The rent we pay for living	Bill Jiron work on
Teamwork	Working in collaboration to achieve a goal.	Bill Jiron work on

What additional values should RCC adopt?

We did not respond to this card.

Optional Action Step-All: If you care to add to our list please do so by this Tuesday – offer a value and how it is applied at RCC.

Who would like to adapt the RCC values statement for the team? By when?

Mary drafted definitions for all but service and teamwork following the meeting, and **Action Step - Bill Jiron:** complete drafts for the remaining two values by 2/4 and send to Mary to distribute to the team.

Action Step - All: review/comment on definitions by Wed., 12/5 to Mary.

What ideas from the all-staff visioning exercise do you like?

Team members paired up and took different sections of the all-service visioning exercise to highlight as relevant based on our work, to date.

Action Steps - Mary & Eileen: Mary will capture this input and send it out to people. She will work with Eileen on a possible process to help us develop our vision statement by our 12/6 meeting.

Two additional issue cards were not addressed at this point:

What other ideas are important for a RCC vision statement?

What key steps or actions are needed to achieve this vision?