Transitioning from Learning to Living!

Leadership Development Institute

Connect. Transform. Succeed.

Leadership Development Institute
August 2015
Presidential Priorities

Scorecard Measures

• Retention rate
• 6-year graduation rate
• Degrees conferred
• Total enrollment
• FTE
• Employee engagement
• Gifts & Pledges
• VSE
• Salaries
• Economic impact

Three Focused Initiatives

• Engage West!
• CCEC
• Capital Campaign
Engage West!

Reviewing from where we've come

Learning Year

• Five LDIs
• Two Engagement Surveys
• Second Survey & Rollout Action Plans
• Refined Goal Setting, Assessment, and Continuous Improvement Strategies
• Focus on Leadership Development: building the toolkit, Golden Personality Assessment
Engage West!
The Living Year

Living Year

• Evidencing our Leadership Development
• Refining Goals, Continuous Improvement
• Cascading Communication
• Engaging/Developing Faculty & Staff (Faculty Edition & Staff Edition)
• Impacting Community Internal and External
Engage West!
The Legacy Year

Legacy Year

• Continuous improvement and assessment
• Validation and accountability
• Generative process of identifying and developing leaders
Is Engage West! having an impact?
It's not perfect... but

- Record Enrollment
- Record Fundraising
- Improved Retention and Progression Rates
- BOR funding our priorities; Revising our Budget Process
- Record Economic Impact
- Community Impact
- Commitment and Movement to Salary Equity
- Improved Morale
- Sense of Urgency and Optimistic Excitement
- Voices Now Being Heard and Engaged
- Modeling Evidence-based Leadership & Shared Governance
- National Recognition!
Today's LDI

- Modeling Evidence-based Leadership via VPs’ scorecards
- Keith taking us further into our own leadership capacity and growth
- CJ walking us through our Diversity and Inclusion Campus Report
- Planning/workshopping our next steps - LDIs, Faculty and Staff Editions
Carrollton/Carroll County Education Collaborative (CCEC)

• Met for the first time last December

• Includes leadership from school systems, WGTC, UWG, Chamber, and Community
The CCEC believes that talent and intellectual capacity exists throughout our school systems and post-secondary institutions, but opportunity may not.

AND

The CCEC believes that social mobility via access to post-secondary education, be it technical college or university, is essential for economic development for our county and region.
...the CCEC is guided by these four goals:

- To ensure academic success for ALL students, K-16
- To educate and create career pathways and access to post-secondary education
- To ensure that ALL students graduate from high school prepared to enter the workforce and/or succeed in a two-year or four-year college or university
- To close the achievement gap among different groups of students
Charged three subcommittees:

- Dual Enrollment
- Post-Secondary Early Readiness/Early College Literacy
- Data Sharing
As stated, and in response to the Carroll Chamber Workforce Education Taskforce Blue Ribbon Report:

“The ultimate goal is to give every student the opportunity to discover their natural gifts, skill sets, and interests and identify pathways that will allow them to successfully pursue those career dreams.”
Impact and Outcomes

- Aspirational and Expectational access to higher education – communication, marketing, collaboration, financial and delivery access

- Collaborative K-16 academic environment – measurable outcomes in grad and retention rates, standardized test results, college readiness, certificates/diplomas/degrees conferred

- Social mobility – socio-economic and minority groups closing the gap in completion

University of West Georgia, 2015
ULTIMATELY, the CCEC will help:

- Produce a more educated workforce, attracting new industry and technology
- Supply workforce to existing local businesses and industry
- Provide higher individual earning capacity for those successful students
- Improve the quality of life for all community citizens
Campaign Update

• Record fundraising
• Drafted/Presented case for support
• Feasibility study complete and in review
• In process of reviewing results, refining case, defining initiatives, and setting goals
See how all parts of the plan work together?
This is how we are transitioning from Learning to Living!

It is now your responsibility to share what you've experienced and learned in this process.

Evidenced-based leadership and shared governance should be synonyms in our culture.
Shared Governance
+ Engagement
+ Accountability
= Co-leadership

Co-leadership
+ Evidence-based decision making
+ Culture of high performance
= SUCCESS
Future LDI Dates:

Friday, November 6, 2015

Friday, February 12, 2016

Thursday & Friday, May 5 & 6, 2016