STRATEGIES FOR INSTITUTIONAL CULTURE CHANGE:
LEADERSHIP, VISION, CULTURE AND PLANNING

2014 WFSN Inaugural Forum

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Presentation Overview

- Institutional Culture Change
- Collective Impact
- Intentional/Bold Culture Shift
- Planning for Success
- Interactive Exercise
- Strategies/Tools for Practitioners
- Discussion
Institutional Culture Change

- Responsive Leadership and Vision
- Courageous Conversations
- Creating a Supportive Campus Climate
- Introduce Opportunities for Change
- Maintaining Momentum for Change
Collective Impact

Embed into Existing Organizational Infrastructure
- Programs and Services
- Human Resources
- Professional Development

Funding Strategy
- Leveraging Assets
  - Internal Alignment of Resources
  - External Partnerships
Intentional/Bold Culture Shift

- Institutional Mission, Vision and Values
- Strategic Priorities
- Institutional Outcomes
- Recruitment and Hiring Strategy
- Ongoing “Call to Consciousness”
Planning for Success

- Data-Informed Decision-Making
  - Qualitative/Quantitative Rubrics
- Values Driven Guiding Principles
- Institutional Gap Analysis
  - Instruction
  - Student Support Services
  - Administrative Services
- Institutional Benchmarks
- Systems of Assessment/Accountability
Interactive Exercise
Strategies/Tools for Practitioners

Vision for Opportunity
- Student-Centered
- “Getting to Yes”

Develop Planning Process
- Advisory Council
- Completion Framework

Develop Institutional Outcomes
- Program and Service Level

Develop Institutional Logic Model
- Structural-Fiscal-Political-Symbolic
- **GOAL** - *Institutional Effectiveness*
Strategies/Tools for Practitioners

Intentional Short-Term and Long-Term Benchmarks
Conduct Assessment and Accountability Framework
Celebrate Successes!
Discussion

ACHIEVING THE DREAM