

Comprehensive Integrated Planning Summit #1: Mission, Vision, Values

MARCH 31, 2023

Welcome to the CIP Summit!

The CIP summit brings together in one single place and time representatives of all ECC constituencies and allow collaboration among them.

- CIP Working Group members
- Strategy Steering Committee members
- Planning Tracks Chairs/Co Chairs (Facilities, Technology & Safety/Security)
- College Council members
- Academic Senate representatives
- ASO and other student representatives

CIP Process Summary What Has Happened So Far?

DIRECTOR INSTITUTIONAL RESEARCH & PLANNING DR. VIVIANA UNDA

Comprehensive Integrated Planning Process

The 2024-34 Comprehensive Integrated Plan (CIP) will provide a **roadmap for advancing the mission, values, and vision** of the college in the next 10 years



Comprehensive Integrated Planning Process

- Assemble and orient the **Strategy Steering Committee & CIP Working Group**
- **President Thames kicks-off CIP process** at Campus-wide at Professional Development Day



Aug-Sep 2022
Pre-Planning

Comprehensive Integrated Planning Process

To enable data-informed conversations around the CIP, Alma Strategies consultants and ECC Institutional Research and Planning developed analysis of:

- **Internal Data**

Unduplicated student headcount, FTES, course success and completion rates, awards, financial aid, tuition, and expenses, class sections, WSCH & ECC employees demographics

- **External Data**

LA County, ECC district & service area population, population's educational attainment, ECC enrollment, South Bay and LA County population projections, feeder high schools, ECC competitors, transfer to UC and CSU, income and employment for ECC surrounding geographical areas, service area & district employment & industry projections



Sep-Oct 2022
Environmental
Scan

Comprehensive Integrated Planning Process

To inform the CIP with **knowledge & experience of internal stakeholders** and to build a **sense of shared ownership** around this plan, **employees & students were engaged** to reflect on ECC's strengths, challenges, and opportunities

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Nov-Dec 2022
Input from
Internal
Stakeholders

Comprehensive Integrated Planning Process

To inform the CIP with **experience & perceptions of external stakeholders** and to **build a plan that better serves the community**, stakeholders from all 5 Trustee areas, ECC Foundation, donors, alumni, community partners, adult schools, and business and industry partners **were engaged** to reflect on ECC's strengths, challenges, and opportunities.



Jan-Feb 2023
Input from
External
Stakeholders

Comprehensive Integrated Planning Process

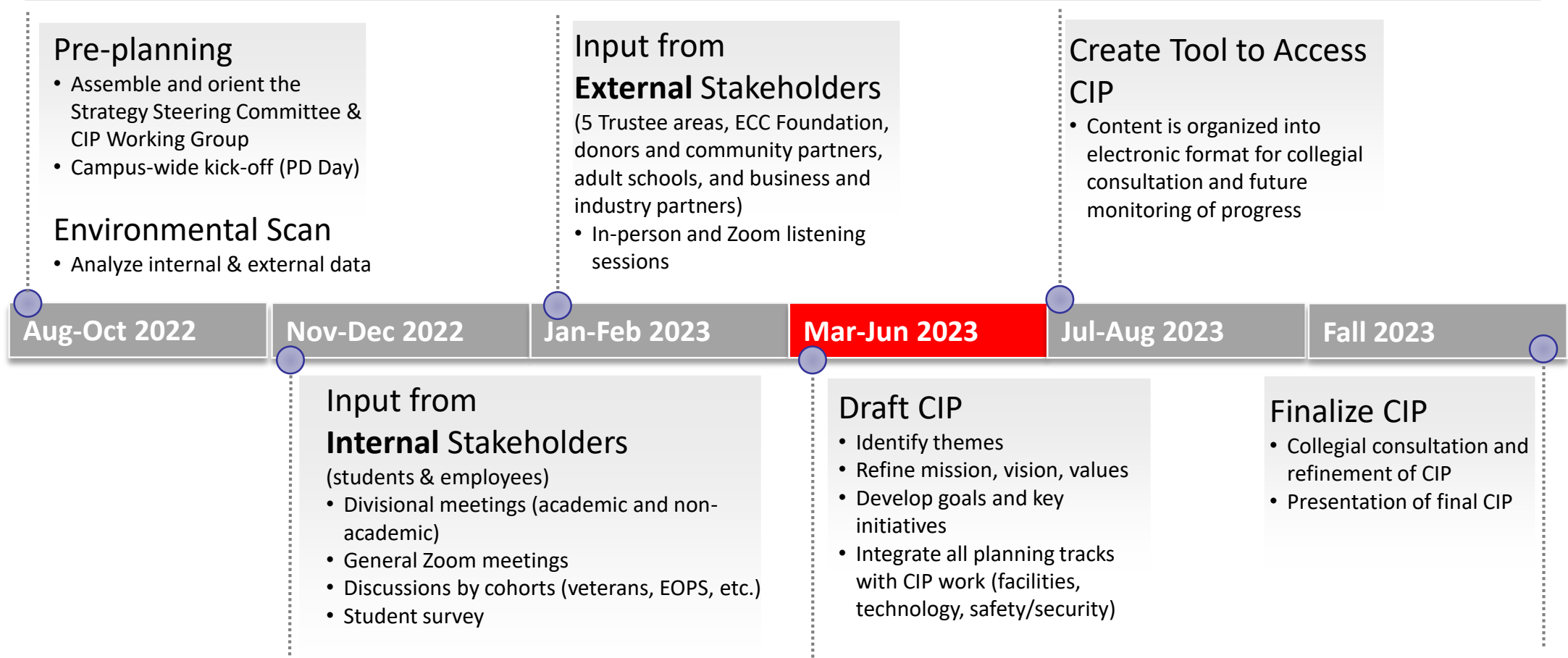
Alma Strategies consultants and ECC Institutional Research and Planning **consolidated internal and external stakeholders' input to:**

- Develop CIP thematic areas of need to fulfill ECC's mission & vision and to live out ECCs values.

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**March 2023
Themes &
Foundational
Statements**

Comprehensive Integrated Plan Timeline



Breakout Group Instructions

DIRECTOR INSTITUTIONAL RESEARCH & PLANNING DR. VIVIANA UNDA

Agenda

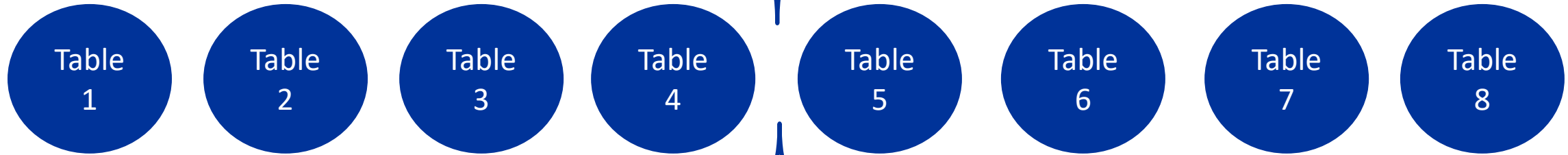
Time	Topic
8:30 – 9:00am	Breakfast
9:00 – 9:10am	Welcome & Process to Date
9:10 – 10:50am	Mission statement
10:50 – 11:05am	Break
11:05 – 12:45 pm	Statement of Values
12:45 – 1:15pm	Lunch
1:15 – 2:55pm	Vision statement
2:55 – 3:10pm	Closing

1. Each table will review **mission statements** previously developed by Strategy Steering Committee and Summit participants.
2. Each table will **discuss, mix & match, wordsmith, and finally agree on one top 1 mission statement.**

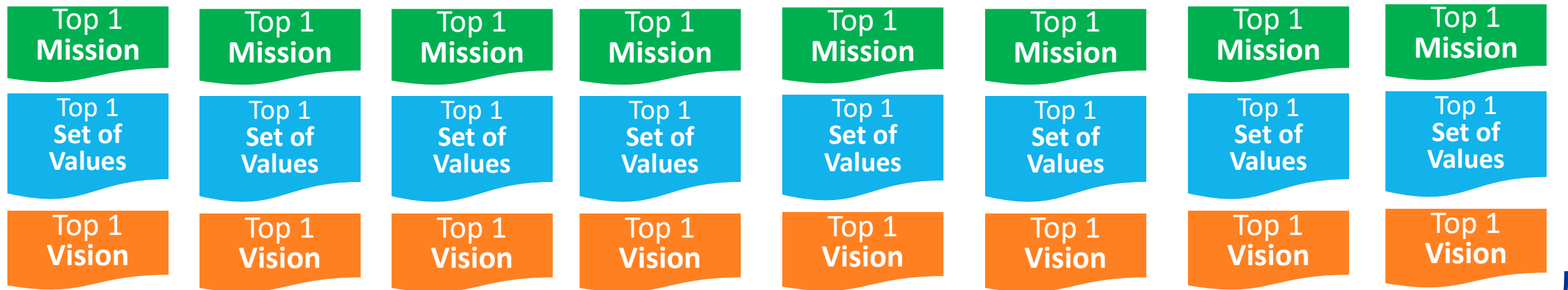
1. Each table will review **statements of values** previously developed by Strategy Steering Committee and Summit participants.
2. Each table will **discuss, mix & match, wordsmith, and finally agree on top 5-7 values.**

1. Each table will review **vision statements** previously developed by Strategy Steering Committee and Summit participants.
2. Each table will **discuss, mix & match, wordsmith, and finally agree on one top 1 vision statement.**

Foundational Statements previously developed by Strategy Steering Committee and Summit participants



Each table **discusses, mixes & matches, wordsmiths, and finally agrees** on one top 1 statement



Each **summit participant individually votes** for top 1 mission, vision, set of values through online survey

Preliminary ECC Foundational Statements: Mission, vision, and set of values with highest number of votes

Note for Breakout Group Facilitators & Scribes:

Suggested Breakout Group Discussion Timeline

Within each block of time for mission, values or vision.....	
Each participant will be provided print-outs of all proposals submitted in the pre-summit homework activity. The proposals may be grouped to draw out similarities. Read through all of the proposals.	10 mins
With a show of hands, each participant votes on the proposal that resonated with them the most. Scribes records votes per proposal and reads the voting results.	5 mins
For the proposal that received the most likes within the breakout group, discuss the following question: <ul style="list-style-type: none"> - Why did this statement resonate with you? What aspect/part/quality of this statement did you like and why? Notetaker records the qualities identified by each participant. - Of the statements that received the most likes, were there elements that you did not like? - Scribe reads the qualities that the group liked from the proposals. Group agrees on which qualities must be in the foundational statements. 	20 mins
Options for refining the proposals: <ol style="list-style-type: none"> 1. Discuss as one group how the missing qualities can be incorporated into the most liked statement. 2. Spend 15 mins working in pairs or individually to incorporate the missing qualities in the most liked statement. Then come back as a breakout group to read through the revised proposals and vote again. 	25 mins
Read through the refined proposal from the group. Discuss and incorporate additional tweaks	10 mins

Scribes: Please add discussion notes from your group, including the final proposal from your group, in MS Teams.

Breakout Group Discussion: **Mission Statement**

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Mission Statement

Definition

A mission statement defines **why an organization exists** and what the **organization's core purpose** is.

Characteristics

A great mission statement has the following characteristics:

- Short (two or three lines)
- Memorable
- Inspiring
- Marketplace-focused (what value is provided to stakeholders; what distinguishes it from other organizations)
- What the organization wants to be remembered for

Plenary Debrief: **Mission Statement**

DIRECTOR INSTITUTIONAL RESEARCH & PLANNING DR. VIVIANA UNDA

Plenary Discussion: Proposed **Mission** Statements from each Breakout Group

For each proposal and each criterion, each table vote by hands to determine: + meets the criteria o neutral - does not meet the criteria		Short	Memorable	Inspiring	Marketplace focused	What ECC will be remembered for
Table 1	El Camino College enriches the lives of students and the community through education, leadership and service. We offer a dynamic and inclusive learning environment that empowers the community to meet the workforce needs of the South Bay while championing diversity, equity, inclusion and accessibility.	o	-	+	o	o
Table 2	El Camino College prepares students to thrive in a rapidly changing world. In partnership with our diverse community, we promote academic excellence, equity and accessibility to enrich the lives of our students and communities through education, leadership, and service.	o	+	+	o	o
Table 3	ECC champions diversity, equity, inclusion, and accessibility to empower you to reach your full potential through quality, affordable and innovative educational learning. We provide a transformative experience that prepares you for success.	+	o	o	o	o
Table 4	El Camino College provides accessible and affordable quality education, advancing social mobility, closing equity gaps, and meeting the workforce needs of the South Bay. We cultivate an engaged and inclusive community who are equipped with the skills and knowledge to be successful in their academic and career pursuits.	-	o	o	+	o

Plenary Discussion: Proposed **Mission** Statements from each Breakout Group

For each proposal and each criterion, each table vote by hands to determine: + meets the criteria o neutral - does not meet the criteria		Short	Memorable	Inspiring	Marketplace focused	What ECC will be remembered for
Table 5	ECC champions diversity, equity and inclusion by creating innovative, accessible and transformative experiences for all to thrive in their educational, career and personal pursuits.	+	o	o	-	o
Table 6	El Camino College welcomes and values all members of its community and supports students in reaching their full potential through quality, accessible, and innovative educational opportunities. We provide a transformative learning experience that prepares students' academic and career pursuits, while championing diversity, equity, and inclusion.	-	o	o	o	+
Table 7	El Camino College is the South Bay's gateway to opportunities in the workforce and additional higher education. It offers award-winning educational programs and cutting-edge career training programs which empower students, families, and generations to succeed.	o	+	+	+	+
Table 8	El Camino College empowers students of all backgrounds to reach their full potential through quality, accessible, and innovative learning opportunities. We provide transformative educational and career training experiences that prepare students for success while championing diversity, equity, and inclusion.	-	o	o	o	+

Plenary Discussion: Top Mission Statement

El Camino College is the **South Bay's gateway** to opportunities in the workforce and ~~additional~~ higher education. It offers **award-winning** educational **programs** and **cutting-edge** career training **programs** which **empower** students, families, and generations to succeed.

- *Don't just include the South Bay. Take out South Bay?*
- *Students, families and generations..is inclusive? Is it missing equity?*
- *Innovative instead of cutting-edge?*
- *Additional – remove?*
- *Innovative programs vs. award-winning programs (already received it while innovative is forward looking)*
- *Support instead of empower – a deficit mindset*
- *Gateway – could imply a shortcut?*

A BREAK...



Breakout Group Discussion: Statement of **Values**

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Statement of Values

Definition

A statement of values is composed by the **principles** that the **organization will not compromise** and that will **guide the organization's decision-making**. The statement of values represents **how the organization conducts business and behaves**.

Characteristics

A great values statement has the following characteristics:

- Specific and meaningful to the institution
- Grounded on some aspect of the institutional life (evidence of values in action)
- Resonates with stakeholders (students, employees, alumni, partners, donor, etc.)
- Describes the behavior that is expected
- Ideally, 5 to 7 values

Types of Values

- Core values: Values that the organization already embraces and embodies
- Aspirational values: Values that the organization would like to embrace and embody

Breakout Group Discussion: **Values**

Please discuss with your group and vote collectively as a group for the top 3 values that are most critical to support El Camino's mission

***Note:** In this CIP Summit, we will only identify a set of values. Wordsmithing, identifying an acronym and further fine-tuning will happen in subsequent discussions. Please focus on content/general concepts even if the group does not find a perfect word to describe a particular concept.*

Please provide your group's
vote: <https://tinyurl.com/CIPSummitValues>

Please only one response per group.



Proposed Values

Related Values: Group 1

1. Student-centered: We prioritize the success and well-being of our students above all else.
2. Student Centered (Students first)
3. Together: We meet students where they are and together help them grow and succeed
4. Education: We provide a strong foundation for students to thrive
5. Commitment to uplifting students
6. Growth: We provide an environment where students and staff can expand their knowledge through professional/personal development.

Related Values: Group 2

7. Collaboration: We work together with respect and open-mindedness to achieve common goals.
8. Collaboration: We believe in the power of collaboration and teamwork, fostering an inclusive and diverse culture that values open communication, mutual respect, and trust.
9. Teamwork: We work together for the good of students and the college
10. Respect

Proposed Values

Related Values: Group 3

11. Inclusivity: We embrace diversity and create an environment where everyone feels welcome and valued.
12. Inclusivity: We include the needs of all our constituents
13. Inclusivity: The ability for all individuals to feel at home at El Camino
14. Equity
15. Accessibility: The open access and opportunity to gain educational and working experiences for all individuals
16. Accessibility: We provide educational opportunities that are affordable and welcoming to students of any background
17. Accessibility

Related Values: Group 4

18. Nurturing: We foster a supportive and inclusive environment, nurturing and empowering our employees, customers, and communities to reach their full potential.
19. Empowerment: We empower our students, faculty, and staff to take ownership of their education and work, and to reach their full potential.
20. Perseverance: Perseverance for the individual and the college to realize their goals and resources

Proposed Values

Related Values: Group 5

21. Excellence: We strive for quality, innovation, and continuous improvement in all aspects of our work.
22. Excellence: We uphold our expectations of excellence within our staff and facilities, and instill a growth mindset in students
23. Excellence: We strive for excellence in everything we do, always aiming to exceed expectations and deliver exceptional results.
24. Quality: The education and training we provide is high-quality
25. Educational Excellence (quality, affordable, etc. education)
26. Uncompromising: We don't compromise on quality
27. Personal responsibility: We strive to perform at the highest levels
28. Accountability: We take responsibility for our actions and decisions and hold ourselves and others accountable for meeting our goals and expectations.
29. Quality

Related Values: Group 6

30. Social responsibility: We are committed to making a positive impact on our community and the world, through ethical and sustainable practices, and by promoting social justice and human rights.
31. Making a difference: We are committed to making a positive difference in the world, promoting sustainability, social responsibility, and ethical practices in all our activities.
32. Social Justice (to include DEIA, etc.)
33. Leadership: We create responsible leaders by teaching students social responsibility, empathy, and integrity

Proposed Values

Related Values: Group 7

- 34. Learning: We value continuous learning and development, encouraging curiosity, innovation, and creativity to drive growth and progress.
- 35. Creativity: We encourage creativity and innovation in our teaching, learning, and problem-solving approaches.
- 33. Adaptability: We embrace change and are flexible and adaptable in our approaches to meet the evolving needs of our students, community, and society.
- 34. Vision: We continually scan the environment and trends to stay competitive
- 35. Creative: We look for innovative solutions to improve our college and our outcomes
- 36. Openness: We believe in fostering a culture of openness and transparency, where ideas, feedback, and communication are valued and encouraged

Related Values: Group 8

- 40. Community engagement: We actively engage with our community, building strong partnerships to promote the common good and contribute to the social, economic, and cultural development of the region.
- 41. Community: The connection between students, faculty, and the college
- 42. Community: We encourage a sense of belonging and inclusivity by promoting diverse perspectives and collaborative learning both within and beyond the classroom
- 43. Community (to include a sense of campus community (in the classroom, across all levels of employee groups, etc.) and community partnerships)
- 44. Community: Belonging and support

Proposed Values

Related Values: Group 9

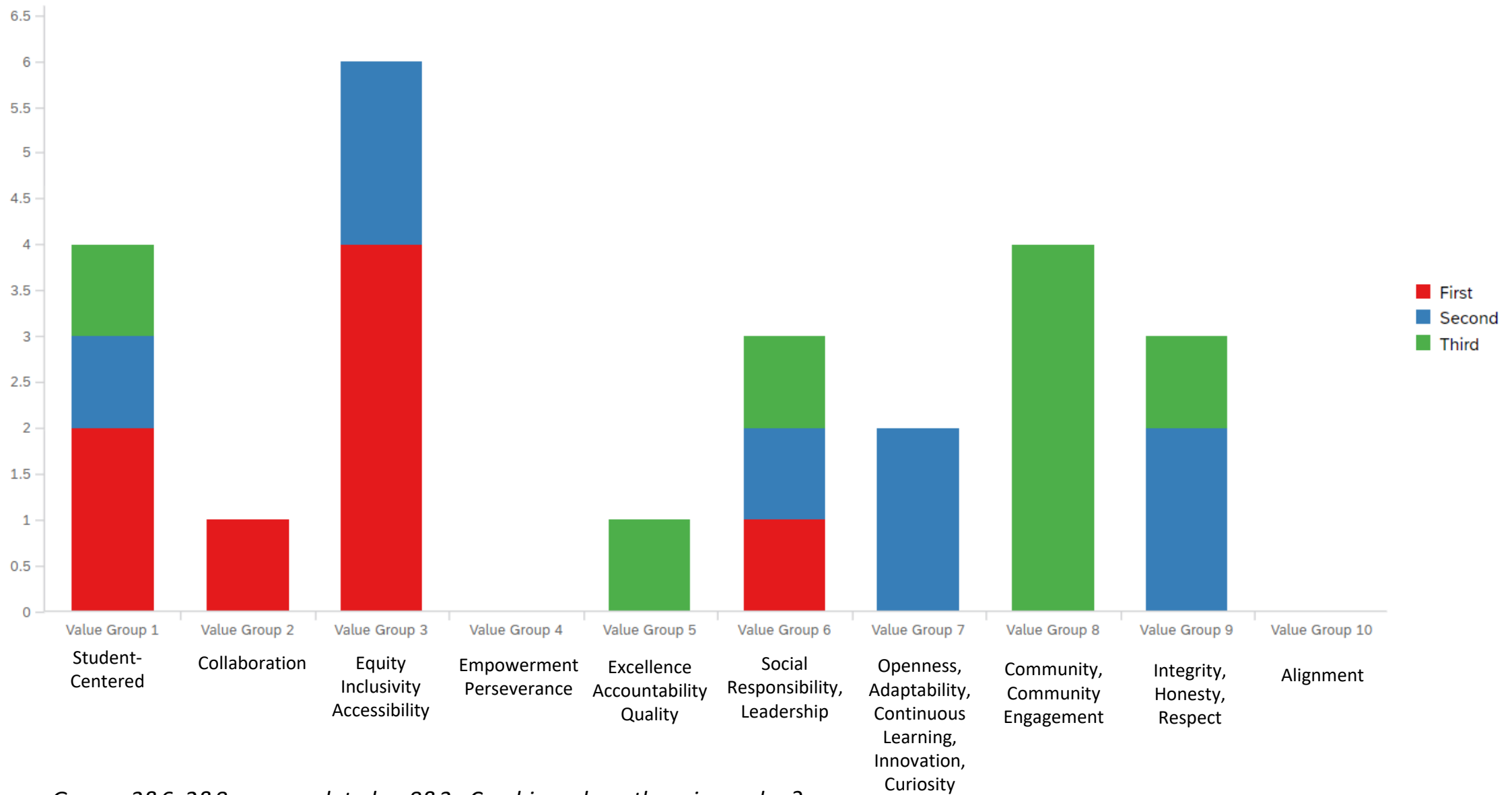
- 45. Integrity: We act with honesty and transparency
- 46. Integrity: We act with integrity and honesty, upholding ethical standards and treating everyone with fairness, respect, and dignity.
- 47. Honesty: The guarantee for all individuals to have honesty in their work

Related Values: Group 10

- 48. Alignment: We believe in aligning our actions with our core values, mission, and vision, ensuring that we are always moving in the same direction towards our common goals.

Plenary Debrief: Statement of **Values**

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- *Groups 3&6, 2&8 are correlated or 8&3. Combine where there is overlap?*
- *Focus on the colors for the first, second, and third most important value.*

LUNCH...

Conference **room 253** in the Fiscal Services area (around the corner) has been reserved if you will not be having lunch.



Breakout Group Discussion: **Vision Statement**

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Vision Statement

Definition

A statement of values is composed by the **principles** that the **organization will not compromise** and that will **guide the organization's decision-making**. The statement of values represents **how the organization conducts business and behaves**.

Characteristics

A great vision statement has the following characteristics:

- Future-casting (looking forward)
- Clear and “visible” (organization needs to “visualize” its vision)
- Audacious
- Descriptive (single sentence statement + bullet points)
- Long-term perspective (5 years, 10 years)

Plenary Debrief: **Vision** Statement

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Plenary Discussion: Proposed **Vision** Statements from each Breakout Group

For each proposal and each criterion, each table vote by hands to determine: + meets the criteria o neutral - does not meet the criteria		Future casting (Looks forward)	Clear and visible (able to visualize)	Audacious	Descriptive	Long-term perspective
Table 1	El Camino College aims to be a model institution that builds a future where all members of our diverse community have access to equitable student-centered educational programs, fostering a culture of lifelong learning and meaningful engagement with our local and global communities.	O	O	O	O	O
Table 2	El Camino College will be a leader in transforming the educational experience and student success for all members of our diverse community by fostering a culture of lifelong learning and meaningful engagement with our local communities and beyond.	O	O	O	-	O
Table 3	El Camino will build a future where all members of our diverse community have access to innovative, equitable, and high-quality education that: <ul style="list-style-type: none"> • Prepares them for the changing workforce • Creates a student-centered culture • Encourages success in their personal and professional lives • Fosters lifelong learning • Provides meaningful engagement with our local and global communities 	+	+	O	+	O

Plenary Discussion: Proposed **Vision** Statements from each Breakout Group

For each proposal and each criterion, each table vote by hands to determine: + meets the criteria o neutral - does not meet the criteria		Future casting (Looks forward)	Clear and visible (able to visualize)	Audacious	Descriptive	Long-term perspective
Table 4	El Camino College will be recognized as a leading community college, renowned for providing exceptional academic and career-focused programs, fostering a diverse and inclusive community, advancing innovation and creativity, and empowering all students to achieve their fullest potential.	+	o	o	o	o
Table 5	ECC community will create and empower equitable opportunities that celebrate diversity. Our commitment to accessibility and inclusion, will develop socially responsible leaders who will drive and excel in forward thinking innovation.	o	o	-	-	-
Table 6	El Camino College will be recognized as a leading college in California, renowned for providing exceptional academic and career-focused programs, fostering a diverse and inclusive community, advancing innovation and technology, and supporting all students to thrive in their personal and professional lives.	o	+	o	+	o
Table 7	El Camino College is building a future where all members of our diverse community have access to innovative, equitable, and high-quality education that prepares them to thrive in their personal and professional lives. We aim to be a hub of inspiration for excellence, equity, and student-centeredness, fostering a culture of lifelong learning and meaningful engagement with our local and global communities.	o	+	o	+	o

Plenary Discussion: Proposed **Vision** Statements from each Breakout Group

For each proposal and each criterion, each table vote by hands to determine: + meets the criteria o neutral - does not meet the criteria		Future casting (Looks forward)	Clear and visible (able to visualize)	Audacious	Descriptive	Long-term perspective
Table 8	El Camino College’s vision is to be the leading community college in California, renowned for providing exceptional academic and career-focused programs by advancing innovation and technology. We will cultivate a diverse and inclusive community that supports all students to achieve their full potential through personalized guidance and resources. Notes: Currently doesn’t include students. “innovative, technology and student-centered learning.”	+	+	o	+	o
Combined 3 & 8 from Plenary Debrief	El Camino College’s vision is to be the leading community college in California, renowned for providing exceptional academic and career-focused programs by advancing innovation and technology. We will cultivate a diverse and inclusive community that: <ul style="list-style-type: none"> • Prepares for the changing workforce • Creates a student-centered culture • Encourages success in their personal and professional lives • Fosters lifelong learning • Provides meaningful engagement with our local and global communities • Supports all students to achieve their full potential through personalized guidance and resources 	-	o	o	o	+

Combine # 8 & 3. Keep we are the leading college
Specific points from #3 (all members).
Keep all of the community (missing in #3?).
Bullet points from #3 – liked. Personalized guidance and resources (#8) – just those words change the meaning

Closing: What's Next?

DIRECTOR INSTITUTIONAL RESEARCH & PLANNING DR. VIVIANA UNDA

Current Phase & Next Steps

TODAY

**CIP Summit
#1**

Consolidate
work developed
during Summit
#1

- First 2 weeks
of April

Goals & Key
Initiatives

- WG – 4/21
- SSC – 4/28

Sub-Initiatives
&
Implementation
Teams

Review output
of CIP Summits
(themes, goals,
key initiatives)

- SSC – 6/2

**CIP Summit #2
5/12**

**CIP Summit #3
5/19**

CIP periodic updates are shared at College Council & BoT

Post-Summit Survey

<https://tinyurl.com/CIPSummitFeedback>





THANK YOU FOR ALL YOUR HARD WORK!