

**PARADISE VALLEY COMMUNITY COLLEGE**  
**Twelfth Annual President's *Advance***  
**EXECUTIVE SUMMARY**  
**~ DRAFT #2 ~**

The Twelfth Annual President's *Advance*, February 11 or 13, 2009, was attended by approximately 110 Paradise Valley Community College employees. The President's *Advance* participants met for nearly three hours in two repeat sessions to explore the *Advance* theme, "***From Good to Great in 2008 – Mighty Fine in 2009.***" In general participants reported that:

- As a result of attending the *Advance*, a majority of the attendees have a deeper understanding of the college priorities and how strategic planning, our vision and learning-centered philosophy are connected.
- As a result of attending the *Advance*, a majority of the employees had the opportunity to connect with colleagues and to share and discuss topics of importance.

The suggestions and comments that evolved out of the learning café college priority discussions include the following:

College priority: *Improve student learning through **quality assessment** of programs and services.*

- Opportunities for program review should be explored.
- Encourage student feedback for continuous improvement.
- Employees should regularly assess programs, classes and services. The role of assessment was affirmed.
- Continue to use data and to develop learning outcomes for assessment purposes.
- Expand employee professional development activities related to assessment.
- Students need assistance navigating our systems, processes and procedures.
- Student success outcomes need to be made explicit and communicated to students

College priority: ***Maximize student learning, success, retention and completion** (with an emphasis on first year, developmental math, evening programs).*

- Student success at the institutional level includes course completion, degree/certification completion, transfer eligibility, and general learning outcome acquisition. An agreed upon data set is important.
- Factors that lead to individual success include attainment of personal goals, relationship building, use of student services, and student engagement practices.
- Student success skills - need to be communicated across campus.
- Student goal setting was mentioned frequently.

College priority: ***Promote and expand occupational programs.***

- Consider new and innovative programs.
- Create partnership opportunities with Business and Community members.
- Expand or provide additional support for successful programs already being offered.
- Marketing of Occupational Programs.
- Expand needs assessment for occupational programs.

College priority: ***Develop alternative course scheduling and delivery options.***

- Continue to develop alternative schedules and delivery formats.
- Be careful not to offer too many options, this could be confusing.
- For PVCC at Black Mountain Campus, develop its own identity and address the community needs.

College priority: ***Develop our identity as a quality higher education institution.***

- Employees are willing to assist in marketing/recruitment efforts.
- Focus should be on the high quality educational experience that PVCC offers.
- Current marketing/recruitment efforts need to be shared with the college community.

Please refer to the attached *Aggregate Assessment & Evaluation* document for more suggestions and feedback that was generated during the *Advance*.

**PARADISE VALLEY COMMUNITY COLLEGE**  
**Twelfth Annual President's *Advance***  
**February 11 & 13, 2009**

**Aggregate Assessment & Evaluation**

**82 Respondents**

Respondents were asked to rank how they felt the college was doing on each of these priorities:

Scale: 1 to 5 in which a rating of 5 indicates the highest degree of agreement.

- |   |             |
|---|-------------|
| 1. Maximize student learning, success, retention and completion (with an emphasis on first year, developmental math, evening programs). | <b>3.68</b> |
| 2. Develop our identity as a quality higher education institution.  | <b>3.26</b> |
| 3. Promote and expand occupational programs.  | <b>2.95</b> |
| 4. Develop alternative course scheduling and delivery options.  | <b>3.24</b> |
| 5. Improve student learning through quality assessment of programs and services.  | <b>3.34</b> |

Respondents were asked to write brief responses to the following questions:

1. *What is the most useful or valuable information, concept or practice that you learned today?*
  - Lots of ideas.
  - Engage students in lifelong-learning experience.
  - Alternative teaching methods with a strong trend going *forward*. How can we do more with less?
  - What the faculty members think about other areas.
  - That there are many definitions of student success among faculty and staff, and by the institution itself. These may or may not align with the students' own definitions of success.
  - Peer mentors can play a very valuable role in alternative classes.
  - I learned that as a college we are not connected to the community as an organization. We can improve our connection with businesses, social and community organizations.
  - We have very different definitions of what our purpose is (high standards, completion, individualized, graduation) and how we define learning, and how we view our current situation.
  - PVCC employees impress me with their sincere caring and passion.
  - Utilize the great ideas that we, as a college, have. (Tap into these ideas).
  - Student mentor used in other than AAA115 courses.
  - Interaction/sharing ideas with colleagues.
  - Collaborative efforts will help us get to greatness with reduced funding. The majority of us are on the same wavelength.
  - That we, as an institution, must diversify and try new programs to continue to improve.
  - Isn't everything all of us do personally connected to all priorities?
  - Great people here.

## Assessment Page 2

- Table moderator, so I didn't get to learn much.
- Awareness of other programs and practices throughout the campus.
- Round table ideas about campus identity.
- How everyone had very useful information – teamwork.
- We all want to be great, but not everyone knows how they fit in. Unaware.
- Time to connect across department lines, division lines, etc.
- This was an excellent overview/ big picture of where PVCC is as an institution. Great opportunity to interact with fellow employees. A hand in helping to shape our future.
- Development of occupational programs.
- Listening to others and the degree of openness or non-openness to new ideas (ways to do things differently/better).
- Identifying issues at PVCC and brainstorming ideas/possible solutions.
- We are all united at helping each other grow.
- Sharing information and ideas across the campus community is priceless. I think the camaraderie created is vital.
- Hybrid.
- That testing is part of the occupational preparation process.
- We can't be all things to all people.
- Occupational programs.
- The need to reflect what today's student is seeking.
- Learning more about what others are doing to achieve these goals.
- I enjoyed meeting new faculty and staff and discussing these college priorities.
- It was very valuable to revisit these important questions – globally and specifically.
- It was fun being with a bunch of people who love our college and want to see it grow.
- We have a lot of resources on campus – especially human resources and ideas – that we are not using to their full potential.
- That the “personal touch” is the most important thing in connecting with students.
- Rigor, relevance, relationships; do these in orientation and class and market this.
- Looking at the different issues and hearing different perspectives on them.
- Hearing what others think and where they want to see PVCC grow.
- Communication is key.
- Comments on assessment. Setting realistic goals for students with forward progress.
- I learned what non-faculty members were doing in each area.
- The importance of building life skills to academic success. The importance of communication.
- I learned a different perspective of the topics. It was interesting to learn the faculty side, given that I work in a student services area.
- Seeing from other departments' perspectives on each issue. That helps to see how we can help in all areas.
- I learned a great deal about other programs, faculty etc. throughout the campus and about how they are addressing the college's strategic priorities.
- I didn't realize that all disciplines did not have diverse scheduling options.
- Communication between departments is the best pathway for developing programs to meet student needs.
- All three sessions I attended were very helpful and I learned a lot. Also, great to sit down with people I don't usually get to talk to.
- Hearing others perspectives.
- Interaction with colleagues is super valuable. Great way to spur enthusiasm for what we do.

## Assessment Page 3

- Relationships matter – Interdependence works! Skip Downing training is being used in the classroom and outside the classroom, i.e., LSC.
- Different audiences for our identity. Lack of longitudinal documentation of our successes.
- The numbers increase of headcount, course offerings and filled seat count.
- We are doing many things to help students, but we have many more things to do.
- That there are certain things that PVCC can work on such as better student service than we already have.
- The school is open to new ideas and is willing to try these ideas.
- Math scheduling format. Assessing students' ability to complete a course.
- That we haven't yet developed a focus at PVCC at Black Mountain, so it is difficult to develop programming.
- To be able to give our personal opinion is very important for our personal growth.
- Students need to identify which degree they are seeking in order to get financial aid or veteran's assistance.
- We need to be flexible as an institution, to the ebb and flow of society to know what students need to be successful in the job/career area. Be willing to be on the cutting edge to bring about the learning that is needed for student success.
- Being together – need more opportunities like this to discuss issues.
- Sharing/commitment of staff.
- This forum provided an impetus for thinking about what we (faculty and administrators) can collectively do to strengthen the security and success of our college.

### 2. *What is the biggest question that still remains unanswered for you?*

- How to put ideas into practice?
- How to promote occupational programs?
- How can we put all these ideas to work for us?
- How will our college provide quality education to the coming larger numbers of students with less money?
- How can we get more eight week and hybrid classes offered? Ideally, these “incentives” will cost little or nothing.
- How do we define student success as our organization that is shared by everyone?
- How to achieve congruency, collaboration and common purpose?
- How do we do more with less?
- What are we going to do about what we discussed?
- How do we instill a sense of contributing to learning as a part of every job?
- How can we promote our occupational programs?
- Quality assessment.
- What our future will be financially so we can continue to be better!
- What are we going to be able to do with the money we have now?
- Decisions, decisions, decisions.
- How to meet the needs of more students with less resources?
- How to implement these ideas?
- How are we (PVCC) going to meet the needs of increased student FTSE numbers?
- How is this going to help us in our planning & APB?
- How?
- What actions are WE going to take? Why have we not taken action yet?

## Assessment Page 4

- Nothing comes to mind.
- Can we really make progress and needed changes? There seems to be so much resistance.
- What will be identifiable as the priority among the five issues?
- What is the follow-up to this so that we can connect the dots?
- How will we expand and meet the needs of a potentially more academically qualified and demanding student population with reduced funds?
- Is there a committee formed to better help promote all the qualities of PVCC?
- What do all the different divisions do?
- Can we actually stop doing some things we are doing now?
- Nothing.
- Where do we go from here?
- The multi complexity of the vision necessitates multidimensional answers. We need a working framework as to how, what to get off the ground.
- Is there a number one priority or are we shooting at multiple targets?
- How can we develop our identity as a quality higher education institution?
- Improve recruitment.
- How will we use all these great ideas to improve what we do?
- How can we measure student success effectively?
- How to do all this with a budget crisis?
- How will we implement the suggestions?
- How do we implement what we brainstormed? Can we spend more time, energy and marketing to promote what we have to offer?
- How are we (PVCC – administration, faculty and staff) going to make our college successful?
- How do we accurately measure success?
- How to define and measure success.
- How can I contribute more to the overall goals of the institution?
- None.
- How do we measure student success, especially on the level of knowing whether or not (or to what degree) they have met their educational goal(s)?
- How will our work today be implemented?
- Why aren't we marketing my.maricopa.edu more?
- Where do we go from here? What is the action?
- How to put the wonderful suggestions into action?
- How can we follow through with some of the great ideas? Why did Institutional Advancement not have a representative here?
- How can we continue to promote Active Learning?
- How are we going to bridge the gap from where we are to where we want to be?
- How can we help students identify their educational goals?
- What qualifies as "success?"
- Can we think outside the box?
- Will any of the ideas presented or just one idea be implemented?
- How do we meet the scheduling needs of adult students (re-entry students)?
- How can we take some of these creative ideas/actions with reduced funding?
- Where our college is going with our cut of the budget?
- Why do we have long lines for registering? Some students can't physically stand for an hour. Lots don't have time and get frustrated. Do they stay or just give up? How can it be improved?

## Assessment Page 5

- How can we as an institution all come on board to buy into the need for flexibility to offer relevant courses pertaining to the current job market?
  - Primary focus/focal point for PVCC.
  - The integration of ASU students with typical PVCC students will create a unique change to the learning environment. At what point do we set a benchmark for “average,” “successful,” achievement of course competence?
3. *Knowing what you now know about your role in connection to the college priorities, what will you do differently as a result of today's experience?*
- Promote measures and targets.
  - I'm not sure. My personal goal is to be as good as I can be at my job to better serve my division and students. Also to relieve the stress and work smarter.
  - I will work hard to help adjunct faculty in my division (Art) feel a more valuable part of our college.
  - Friday, try to get to some answers to number two above.
  - Develop alternative delivery of classes and support those in my division to do the same.
  - Continue to be consciously aware of the complexities of the college mission.
  - I will attempt to ensure and identify to my students that they have transitioned into a school of higher learning.
  - Keep driving on!
  - Keep the conversations going.
  - Make greater contributions toward recruiting.
  - Try to do more promotion of our programs.
  - Work more interdisciplinary to collaboratively promote the college priorities.
  - I will continue to work hard to foster student success in my classes.
  - Learn more about other areas.
  - Go where I am needed.
  - Reflect on the five priorities and values of PVCC more often and apply them to the classroom. (Take small steps to make them real.)
  - My consciousness of how to serve students better.
  - Everything.
  - Everything I plan.
  - Be more aware.
  - Continue to take action.
  - Continue to focus on what is important.
  - I will communicate more directly both with students and with community members about what makes PVCC great (our identity and opportunities for them).
  - Not assume that people really want to move ahead or change.
  - Redouble my focus/efforts on student success, retention and completion.
  - Learn more about different areas – operations.
  - I want to be part of a committee focused on promoting and expanding occupational programs.
  - Renew efforts to get media coverage of hybrid and other “image” topics.
  - Gather information from different departments; learn more to be able to spread the word.
  - Not sure.
  - Nothing.

## Assessment Page 6

- Continue to think about how the community college environment may be changing in the near future and recognize how I can improve personally.
- Continue to push a positive identity for PVCC. Continue to grow in alternative instruction methods.
- I will continue to personally help students with their queries about the college and other information such as career opportunities and so forth.
- Look past my narrow view and consider the big picture – I'll branch out – stretch myself.
- Ask others for help.
- I am not sure.
- More intentional to promote the identity we want. More intentional to help students determine goals for learning.
- Continue to promote PVCC through word of mouth.
- Keep engaging with students and helping them to be successful.
- Actively pursue additional methods of assessment.
- Continue with more energy!
- Network. Communicate more with those outside my immediate department/sphere of influence.
- Asking the student more questions so they can have a better sense of direction.
- Work harder to stay informed about the college's strategic priorities and what staff and faculty in different parts of the college are doing and what they offer students.
- Take a more active role in the recruitment efforts.
- Open my mind to different options; don't get stuck in a rut.
- Be conscious of being more open to what our student needs.
- Continue to focus on what we can be great at.
- Remind myself daily of the need to bring my best to the classroom.
- Continue to engage student with deep learning.
- Promote more.
- Make sure I continue to help students get and stay connected to the college.
- Ask students what will make a difference.
- Promote and market.
- Listen to the "wants" of the students more closely.
- Keep up great customer service.
- Become more involved in recruitment efforts that develop to promote PVCC's identity.
- Improve learning.
- Perhaps be more aware!
- Be more aware of student engagement – see where I can personally assist one-on-one.
- Remember that every interaction I have has an effect on the campus and its people current and future.
- Promulgate program to reflect vision.
- Continue to think about how the community college environment may be changing in the near future and recognize how I can improve personally.