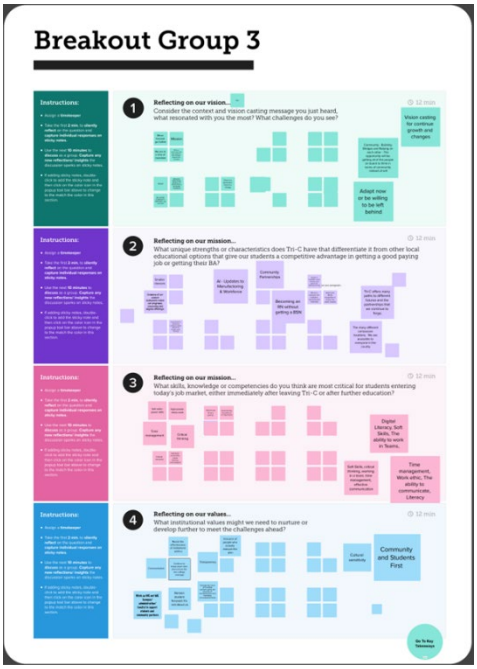
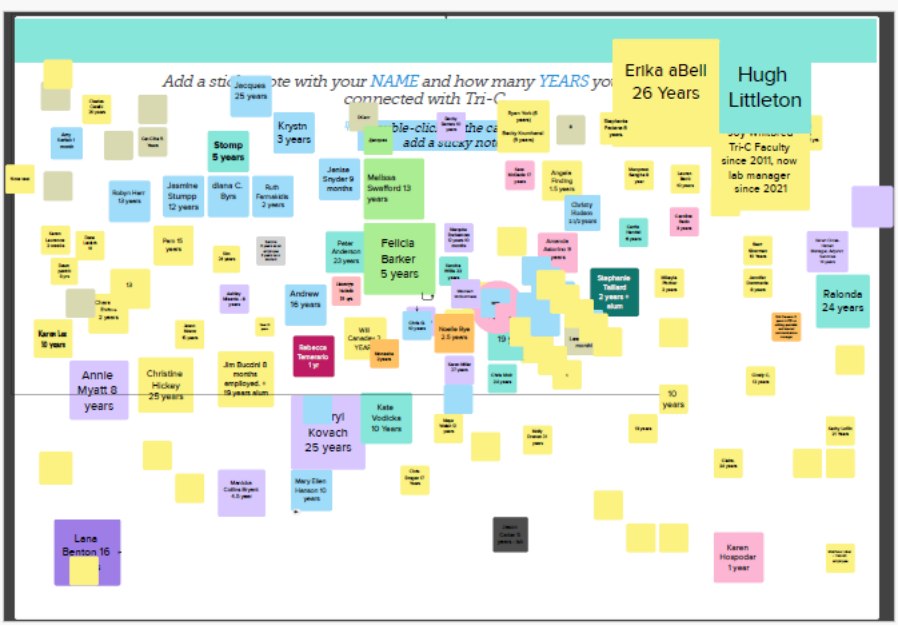
Listening Session Summary
Management and Staff
Monday, February 17, 2025





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Question 1

Reflecting on our Vision: Consider the context and vision casting message you just heard, what resonated with you the most? What challenges do you see?

Summary

The responses emphasize the urgent need for change in higher education to adapt to evolving workforce demands, technological advancements, and shifting demographics.

Key challenges include connecting with diverse learners, addressing generational relevance, ensuring programs lead to sustainable careers, bridging technology gaps, and maintaining community trust. The importance of strategic planning, cultural competency, and collaboration with employers and community partners is highlighted. The institution must be agile, innovative, and responsive to external factors such as political climate and funding uncertainties.

Overall, a commitment to transformation and alignment with community needs is essential for future success.

Responses

Adapting Higher Education Landscape

As an institution and individual we must quickly adapt to the changing landscape of higher education and prepare ourselves for continual change. Challenges like continual change, new technologies, and a changing student body will need to be addressed.

Change is inevitable and we have to figure things out now in order to progress and transform how we serve our students and community,

Higher education is changing and we must change to keep up and thrive

Higher Education needs to change

That the College has the opportunity to define our own direction and not have it defined for us.

The institution is challenged by the fact that the American dream (Work hard, afford a living) is no longer a realizable reality for more and more people. How can we change society to make the dream obtainable again

The need to be agile to meet current need and address perceptions of higher educatiuon

The need to be responsive to change and agile as an instituon of higher learning

This does not suggest there is any deficit in talent, desire or ability on the part of the College Community. It speaks to the difficulty to move the entire College as necessary to meet the needs of the changing environment.

What I heard is that education MUST change and we are at a point that we can no longer wait

Will the College have the flexibility to adjust and innovate for the changing environment while managing institutional constraints.

Adapting to Change Challenges

Acceptance of change and ability of planning for the future and adapt to those changes

Are we truly flexible and willing to move to make change happen based on what is ahead of

Challenge - keeping up with accelerating change

Challenge, to get senior leveel leaders to understand the shift of how we need to be innovative

Challenges:Change FatigueLack of clear direction

Evolving technology including AI

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Innovation needs to be at the forefront

It will be a challenge to get senior level leaders to understand the shift and how we need to move to remain innovative.

Not being reactionary, but being proactive. new ideas

Rapidly changing technology landscape

The importance of transforming and being open to change knowing the challenges thare are ahead.

We must change to meet stakeholder needs

We're facing changes that we need to be ready for.

Adapting to Future Trends

adapt by leveraging what resources we do have

Adapt now or be willing to be left behind

Adapt Now or Risk being left behind.

adapt to future trends

Adapting to changes related to artificial intelligence.

Being left behing if we dont adapt

Staying ahead of trends

AI and External Challenges

AI (Challenge)

challenge one another

Challenge ourselves to be the best version of ourselves

Challenge: External forces that threaten to tear us apart

how can we motivate people to move out of their comfort zones?

We need to challenge each other.

Career-Oriented Training Programs

Career Relevant

credit /non credit programming

Emphasis on workforce skills and trades

Enrollment being flat - how do we ensure we have the programs students want/need

ensuring programs connect to careers/relevance

How well do we leverage feeder programs to full time students

making sure our programs are relevant and have a direct link to employment and careers

Provide students with training that lead to family sustaining wages

provide training that provides good paying jobs

providing advancement

role of non-credit programming

The vision to provide degrees and certificates that lead to family sustaining wages resonates with me. The challenge is to undertand how we frame all academic programs in a way that lead to these types of jobs.

Change Management Challenges

change can be difficult in a large organization

Change is a must

Change is coming

Change is Constant

Change is important!

Culture shift

Human nature is resistant to change

I am concerned about implementation. We have implemented a lot of change very rapidly - I am worried that we might have enough staffing to implement all the changes

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Need for change
Need to change - speed - unclear as to what needs to change first
Now is the time for Change
Once in a generation chance to change
That we must change and set a vision for the future
things will change - this is inevitable
Urgency
We can't continue with the status quo
We must make changes and adjust for the future

College Sustainability Concerns

Colleges hurting or closing
Decline of students graduating from HS
Less high school graduates
Students having to work full time jobs(s), taking care of families
The future of funding for the college and our students is uncertain/ turbulent

College Value Perceptions

20% of millennials value college
50% of younger people not seeing a value in higher education
Only 20% of millenials believe college is working for them

Community Bridge Building

Building bridges
Building bridges is key
building the future along with the community
Community Building Bridges toward Each Other.
The building bridges messages resonated with me most. I am concerned with the legacy structural norms that are out of step with the new changes.
We as a community build bridges towards one another - this is not a Zero Sum initiative

Community Building Initiatives

Being Better to Each other
Resonated: community sticks together. If we reach out to the community, the community will reach out to us.
TriC was founded by the community coming together. TriC is not just for the wealthy, it is for everyone
Stick Together
Stick together as a community
We are a community
We as a community must stick together
WE as a community must stick together. Build bridges towards one anotether

Community Engagement and Confidence

Act as a community
As a community challenge each other to be the best version of ourselves
How to get the community behind us to push through.
how to make community to see that
We have to have the confidence of our community because we are reliant on the community/their vote

Community Partnership Expansion

community partners
Creating new opportunities for partnerships and resources
Expand partnerships
INCLUDING COMMUNITY PARTNERS...big and small

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Leverage our close connection to CLE and NEO

Data-Driven Responsiveness

Become more data driven
Must be responsive
Must stay in touch with current events

Demographic Challenges Solutions

A lot of factors beyond our control that must be addressed: population decline, aging population, anti-education political sentiment. Doesn't mean "give up<' but requires complex solutions.
demographic cliff
Demographic shift downward is concerning

Education Future Uncertainty

Challege: political climate -> elimination department of education. Removal federal grants, financial aid for students
Uncertain future of higher education
Uncertainty surrounding Department of Education

Educational Technology Challenges

Challenge is different learners learn differently
Challenge: Bridging the technology gap. Especially with lower-income students who might not have reliable access.
Challenge: Different messages resonating with different audiences (e.g. suburban vs. inner city).
Challenge: Generational relevance
Challenge: How to connect with today's learners
Challenge: Modernize how we service our community to meet their current needs
Classroom & online learning technology
Computer Literacy
cultural competency could be social media, racial
knowledge of tools/resources
students now require interaction to learn
teachers need to get trained in cultural compentencies in order to engage their students

Embracing Organizational Growth

Going beyond creating a strategic plan to implementing actual change
Openness to how change can help us grow
Patience with changes; GROWTH IS GOOD.
The challenge is accepting the change as it is happening.

Enhanced Student and Community Support

Mental health issues - enhanced support systems and resources
Need to have more community outreach
Streamlining community outreach (multiple depts duplicating efforts)
Transform how we service our students/community

Financial Sustainability Challenges

Cost Effectiveness
Costs
Financial Sustainability
Funding challenges
Government Funding
Government Regulations
Some of our programs with the best outcomes are also the most expensive to run and have limited capacity.

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Future Strategic Planning

An reaccreditation visit is coming and a levy is coming. We must prepare
How will the next 5 years be different
Levy
Levy 2028
Levy is 2028HLC 2027Strategic Plan ends June 2025
Lots of work coming in next 5 years with accreditation and levy coming up
Resonated: accreditation and levi coming up
The future is coming fast.2025 new vision 2027 HLC2028 levy
The timeframe of 5 years for a strategic plan

Future-Focused Strategies

Challenge - predicting what would change in the next 5 years
Future benchmarks
There is a lot ahead of us in the next 5 years and beyond
Will Be aheadRelative& Futuristic Ideas/Services

Higher Education Value Crisis

Challege: higher education not viewed as important or needed
Increasing higher education costs
Perceived value of higher ed has diminshed
Public has lost trust in the value of higher education

Higher Education Value Perception

people understanding the value of higher education
Perception of higher education
Public is questioning the value of higher education
students need to trust that higher education is worth it
support from federal and state officials for higher education
The way higher education is being viewed
value of higher education
Value of higher education
We need to make sure students see value in education

Internal Challenges and Autonomy

accountability
bogged down in process
Bureaucracy
more autonomy and visibility
open lines of communication
opposition from inside

Navigating Rapid Changes

Move forward
Move forward-go further
Things are happening so fast. What if we choose the wrong way to go and have to turn around?
We need to acknowledge out weaknesses and work on them
We need to lean on meeting the challenges ahead

Navigating Transition Periods

Time of transition
Time of transition in the country
Timing

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Optimizing Education Value

B.S. Degree available to our students at very low cost
best value and ROI for our studentsbest $7000 spend
Ease of use/systems for students
Hands on learning could be very costly for certain programs

Other

Acknowledging that higher education is changing
attracting international students - economic, political and health related factors
Attracting international students due to economic, political and health-related factors
Being proactive as it relates to legislation and changes in government
Challenge: Building the case to younger students why college still matters.
Challenge: relevance of higher education
Challenge: Serving a diverse community in changing political times to maintaining a sense community
Challenge: We are large and less agile institution.
Challenges - Uncertainty surrounding Department of Education; Less high school graduates in coming years; evolving with evolving technologies
Community - Building Bridges and Relying on each other - The opportunity will be getting all of the people on board to think in terms of community instead of self
Competition for same students among the schools
Connecting with people later in life who need to upskill or change careers.
Continued need for support for our students/communityChallenges: National environment
Control change before change controls you
Cost of these programs vs. ROI for the institution
covid was a clean break and we looking ahead
Critical timeline
Declining demographic of high school aged students and traditional aged college students
Declining HS populations
evolving technology and integrating it into educational modules
faculty role in process - collective bargaining
Faster change requires greater flexibility
Flat enrollment forecast
flat enrollment timeline
How do we get more voters out and most importantly to vote their best interest
In general, I think we need to stay focused on a few things that we can successfully change and not too many that we can't accomplish. Strategic Plan needs to be realistic
Increasing inflation and standard of living costs
interfaith leaders
Internal transitions - school model
June 2025 TIME IS NOW
Leadership focus in higher education
Loss of Trust in Higher Ed
Many upcoming programs
More Clear massage as what we offer to community
need to demonstrate outcomes
Not knowing if Higher Education will be dismantled makes change scary
Our need to prepare for the needs of today's demographics
Plan for the future. Think out of the box

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Prepare now for the future.; valuing higher education
Public Education is being held more accountable
Quick Money (Amazon)
Redundancy of services in college/inefficiency
Resetting
Resonated - "Change now or get left behind"; more students over 25; skills training for new jobs/economy
Show how education can lead to career advancement
siloed/each campus is different
Staff shortages due to budget cuts
Staying educated on what's ahead.
Stick Together
Strategic Planning for the identified challenges.
Students do not want to have debt from attaining an education
Survey Needs/Meet & Go beyond
Time is a factor and we may be playing catch-up to other institutions
TRUST
Unknowns at state and federal level
Unstable political climate
We are competing with all the other colleges/universities
We are in a time of transition
we each know our own role/department, but maybe not as knowledgeable on how to tackle big problems outside of that
We need to demonstrate outcomes better.
We need to evolve with the changing environment
What resonated: Consistently adapt to the things our community needs or risk being left behind
What resonated: We are at a time of transition and we must stick together as a community
What's best for one field, or even one campus, may not be best for another. An opportunity to communicate more transparently, and to listen to divergent opinions and feedback.
which vision casting message are they refering to ?, It really echoy and hard to hear

Proactive Organizational Direction

Allowing things to happen through Us.
Designing our destiny
To not let events happen to us, but let events happen through us. Being proactive and controlling our own course of events

Seizing Organizational Opportunities

The timeline is very short to respond, glad we re addressing this now
Time is now.
Timeline is short

Shaping Future Opportunities

Design your destiny
Exciting possibilities for us to do it "right"
Letting things happen through us
Now is the time to design our destiny.
Opportunity to create our future
Opportunity to determine our future
That the futre is here and now
Unique time to make an impact

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We have the opportunity to create a better future

What will our relationship with the State look like in the future?

Stakeholder Engagement Strategies

Accreditation, and how students view us.

Communicating our value proposition to the community.

Connecting our students, employers, community.

Connecting with high school students.

Engaging with and getting buy-in from faculty

leveraging community partners and employer relationships to benefit students

Replicating CMSD matriculation partnership with other school districts.

taking advantage of soliciting information from our student base to understand what their needs are and how we can meet that.

Utilize outreach to pathway students

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Strategic Alignment for Growth

A strategic plan that is relevant and resonates with all of our constituents
How do we align roles better to optimize potential challenge - funding for example
To transform we must align with our organizational strengths in order to grow

Strategic Growth and Change

Culture of Clarity is in process
Making changes to create opportunities for growth and retention.
Mindsets
Staying focused on the reasons why change can benefit our goals.
Strategy towards improvement and evolving.
Vision casting for continue growth and changes

Strengths-Based Success Strategy

Strengths Finers 2.0
We need to focus on our strengths and maximize what we do differently
will not be successful if we are not aligned

Student Recruitment and Retention Innovation

BREAKING TRADITIONAL MODELS OF RECRUITING & RETAINING STUDENTS
Continue to provide opportunities for nontraditional students by providing administrative(staff) support. We having been wearing 2 or 3 hats, year after year. More "boots" on the gorund.
Greater alignment in general across the College
Shoring up the School model vision
Streamlining the student experience is a major challenge

Tri-C Value Proposition

Maintain DEI commitments
maintaining the value propisition of Tri-C
Marketing Tri-C to all stakeholders
Multiple external partners, with differing ideas of what Tri-C should do
Reaching all of the individuals-communication is an issue
Sharing the Tri-C story and impact on the community
Tri-C needs to change

Urgent Strategic Planning

I appreciate that the strat plan implementation is quick and this will not be a long drawn out process. We simply do not have the luxury of time
We don't have a crystal ball
We don't have time to waste

Vision and Mission Clarity

Instead of letting things happen to us, let things happen through us.
Mission
The
Vision Casting
What is our vision? Infrastructure to support vision

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Workforce Engagement Strategies

Challenge: staffing - potentially building up staff in outward-facing and recruitment areas.
changes to NEO career landscape
Changing workforce demands
Employer requirements
Employers have to see us as a partner & an asset to their success
Giving everyone a voice - especially front line workers.
We need to ensure all voices are heard (we have important perspectives at all levels)
We need to pay attention to employers and what they need.
Working with emplloyers and developing programing based off of their needs

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Question 2

Reflecting on our Mission: What unique strengths or characteristics does Tri-C have that differentiate it from other local educational options that give our students a competitive advantage in getting a good paying job or getting their BA?

Summary

Tri-C is known for its affordability, strategic campus locations, and strong community presence. It offers a wide variety of educational pathways, including workforce development, short-term certificates, and transferable credits.

The college has strong partnerships with local employers and four-year institutions, providing students with internships, apprenticeships, and job placements. Tri-C's faculty are experienced professionals, and the institution supports students with resources like scholarships, counseling, and technology.

The college is committed to addressing workforce needs and offers flexible scheduling to accommodate diverse student populations.

Responses

Access Points and Centers
Access Centers
Several access points. Ohio Options, summer campus, ATA, TRiO, affinity groups, Access Centers etc.
Accessible & Affordable Education
Affordability
Affordabilty & Accessibility
Affordable
affordable and accessible
AFFRRDABILITY!
Cost Effective
Low cost, flexibility/adaptability to changing markets.
Lowest Cost!/Value Prop
Most affordable
Accessible Campus Network
multiple campus locations throughout the county
multiple campuses
Multiple locations=accessibility
Transportation to get to a Campus - U Pass
Affordability and Access Options
Affordability
Affordability, access, and numerous options
Affordability/Cost
Affordable & Community-Focused Education
More Community focused and student centered. Tri-C is more affordable and accessible.
Tri-C has a robust student intern program that gives students job experience which allows them to build their resume

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Tri-C has a strong sense of community and ties with local businesses which aids in students finding desired jobs in their fields.

Tri-C has an amazing talent pool

Tri-C has an excellent workforce dept. that prepares students for high-paying jobs by satisfying and providing for their needs

Tri-C is known in the community

Tri-C is resourceful

Tri-C offers affordable degrees.

Tri-C offers many paths to different futures and the partnerships that we continue to forge.

Tri-C resourses are global

Tri-C's broad educational landscape

Tri-C's focus is teaching students

What makes us stand apart - afforadability, strategically located campuses, accessibility, Tri-C meets students where they are (high school graduates, career transitions, adult learners)

Affordable Tuition Programs

low cost tuition

low cost tuition

Lower costs compared to other educ institutions

Lowest tuition in Ohio

Campus Diversity & Community Support

5 Campus

Different campus locations to serve the communities

Housing for all campuses

Multiple locations/campuses

College Credit Programs

College credit options.

college credit plus agreements with various schools

College Credit Plus Program

Committed Professional Staff

Committed Faculty and staff

fantastic people both faculty and staff

Professional Staff is amazing

We have many staff members who love what we do so we go above and beyond our reg job

Community Brand Recognition

Credible reputation in the region

Good Reputation in the Community

Great reputation

Name and Brand recognition is strong. Tax payer support

Our name is our brand

Positive brand recognition

Reputation

See above; community brand, matriculation

Strong alumni network

Strong reputation in the region

Strong, consistent history of value proposition

Trusted Name; Broad Community

We also are very well known in the community - we have strong market presence

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Community Engagement Initiatives

Community engagement and intentional co-op opportunities for students.
Community Partnerships
interfaith leaders
Strong community ties; partnerships

Community Engagement Programs

Community partners and agreements we have with other institutions
Community Partnerships
Industry and community partnerships

Community Resource Programs

Community focused
Community resources

Community Support Initiatives

community cenetered
Community programs
Community resources
Community Support

Comprehensive Student Support

By providing transtional support, internal networking, and scholarship opportunities.
Counseling
counseling services
financial assistance
student resources
Student Support
student support - scholarships, student emergenfcy, food pantries
Support Resources
Supportive student groups: Black American Counsil, TRiO, etc

Credit Transfer Programs

Reverse transfer and college credit plus
The ease of transferring credits
Transferable credit
Transferable Credits

Cutting-Edge Training Facilities

Best training
Education across a learner's lifetime
High placement
state of the art equipment
Technologically advanced classrooms
Top facilities and equipment

Dedicated Student Support Team

Commitment of faculty and staff
intent v execution of meeting students where they are
Passionate employees who are mission aligned
WE CARE and want our students to succeed

Diverse & Flexible Learning

Consistency
Diversity

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Diversity in thhought for sicovering strenghts
Flexibility
Flexibility
Flexible schedule

Diverse Educational Offerings

many short and long term offerings in various fields
More selection of general education coursework
variety of degrees, certificates and licensures
Variety of modalities, parts of terms, and options for lifelong learning
Variety of offerings/ credit and noncredit

Diverse Program Selection and Affordable Tuition

Affordable tuition
lowest tuition; diverse program selection; connections/partnerships

Educational Collaboration Programs

CCP programs promoting education that transfers to 4 year institutions.
Collaborations with 4-year institutions
Relationships/partnership with 4 year institutions
Strong ties to employers and 4-year institutions

Educational Partnerships & Pathways

Articulation agreements with 4 year partners
Large number of 4-yr transfer partners and transfer pathways
Strong articulation agreements with partner four year institutions
Strong partnerships with 4-year institutions
we have great partnerships with employers and four year institutions

Employer Partnerships & Connections

Connection to industry and high schools
Employer partnerships
Established employer partnerships
Partnerships with employers
Partnerships with local businesses
Price and partnerships with employers
Strong employer partnerships and interest from employers
Strong workforce and co-op partnerships
Work with Employers on what they need

Employment-Oriented Academic Programs

Career Centers
core course preparation
Locked in Academic Planning so students take the right classes to graduate and find employment
We have real world training that the employers need
workforce training - credit and non credit to equip individuals with skills that leads directly to employment

Experiential Learning Programs

Apprenticeships
Co-op and internship opportunities for some programs
Experiential Learning Opportunities
Hands on mentoring with career and transfer centers
Internships & Career Fairs
Internships and apprenticeships

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Job shadowing program
Paid internship
Paid internships and experiential learning which leads to employment
Student internship program that can lead to employement opportunities

Fast-Track Career Programs

Different from the 4-years, we have the ability for students to gain quick skills (through our workforce programs) while they pursue a longer-term credential
Fast track certificates.
Many certificate options for fast-tracked learning
Many options for educational pathways linked to in-demand careers
Various options to complete a degree or certificate

Flexible Learning Modalities

Number of online course offerings - not just quantity but quality
Online and in person
Online and on-demand education options.

Focused Workforce Development

Commitment to addressing workforce needs: MTC/ATTC/Health career offerings
connections to workforce
StStrong health career offerings
Workforce allows for quick pivoting to address immediate needs, academics allow for long term stability.
Workforce development courses
Workforce Division
Workforce Programs
Workplace skills (for example, Hospitality Management and Alere)

Holistic & Flexible Learning Environment

Diverse and we serve several populations of students
Even though we are large, we are still able to be a local "neighborhood" school.
Our size allows us to offer a flexible schedule to meet a wide variety of student schedules
Service to the whole student - we havesomething for everyone -

We have the capacity to meet students where they are, no matter what skills or resources they bring to the table.
We take a holistic approach. We do not just focus on the classroom

Industry-Experienced Instructors

Applied learning
Clinical expereince
Faculty credentials in field
Faculty who bring real-world experience and connections
faculty with expereince in the field
Instructors that are in the fields they teach
learning from Industry professional

More and more departments are pairing on-the-job field experience with academic knowlege from the classroom
personal interaction with faculty

Other

6 week Film Intensive
Academic support options such as on campus and online library services, tutoring and technology (including laptop and hotspots)

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access to engage
Accessible and affordable in-demand pathway programming
Accessible to everyone - options for children through Seniors

Advanced Technology Academy - that provides free tuition, books, etc. to 17-24 year olds that lead to good jobs.
Advisory committees
Affordability - Lowest tuition in OH
Affordability - lowest tuition rates in Ohio
Affordability and the CCP program for high school students.
Affordable and quick programs. Relationships with the local businesses for hiring.
attention to transferability
Becoming an RN without getting a BSN
Brand recognition. We have a lot of networks with employers
certificates on the way to degrees
Classes are transferable
College Credit Plus
Commitment to diverse learners
Committing resources to thriving programs.
Community engagement
Community Events
Community interactions and affiliations
Community Presence
connection with local medical community
Conveniently located for emplyer enagaement
Cost
Credit and non-credit programs to equip individual with skills that oead directly to employment
Crucial conversation
Demographic locations
Easy transfer to 4 year institutions
Employer and community advisory boards
Employment opportuntiy
equitable access to education
Evidence of our mission statement within our programs, community and degree offerings:
Facilities (but need to be better managed)
Flexible offerings, dedicated staff, affordability, wide ranges of workforce and post-secondary options.
focus on students
food pantries
GOOD IDEA FOR SLOGAN. "WE CARE"
Good Relationships with businesses
Graduate with low debt
Grant and scholarship opportunities
great partnerships with hiring employers
great professors that care about our students and their success
hands on education
Health science programs are strong
High growth sector focus
High quality and caring faculty and staff.

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- HIgh quality Education
- high quality, releavant programs
- In demand offerings
- in the field training with local employers for direct path to employment
- Legacy in the community.
- located in an area important for manufacturing and health
- Locations that are convenient throughout our county, affordable tuition, easy transfer options, in some programs - outstanding faculty.
- Locations/4 campuses + other sites
- locationslow coststrong workforce programs
- lots of locations
- Manufacturing programs
- Many locations - ease of geographical access.
- Motivated staff looking out for students
- multiple campus options
- multiple start dates
- nagivators
- offer multiple funding options for students to start training
- online AND on campus
- Open enrollment
- Oppurtunities
- out reach programming
- Partnership programs with surrounding Colleges
- Pathway options.
- Pathways: Institutes, Scholls, Academies
- Presidnt's vission is extraordinary
- Professional development at CC to enhance skills
- Programs align with high-demand local jobs
- Programs for the community
- Proximity - easy access to the NEO community
- Quality education at an affordable cost
- Quality training at lower cost
- role of presidents of each campus
- Scholarships, availability and access (application easy)
- Significant Community Investment ($)
- Smaller class sizes for one-one attention to ensure success.
- Smaller classses
- solid college credit plus implimentation in schools
- Stong community support to pass levies and maintain our financial needs.
- Strong support from the community (advisory committees, levy support, etc.
- Strong transfer pathways with 4 year institutions
- Student Success Specialists!! Though not all students know they exist.
- Student support services to provide students with a plan/support
- The College has a reputation for serving the job seeking population of the community as reflected in the large volume of non degree seeking students enrolled at the College
- The College offers unique opportunities in workforce, traditional degree, and non-traditional students to find a pathway to success. The ATA, Nursing, CDL, GED, Fire & Law, etc.

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The cost of courses during this time of inflation can provide individuals with a foundation before moving on to a 4 year institution,
the levy forces us to connect with community in a unique way
The many different campusses locations. We are acessible to everyone in the county.
Tradition
Transfer agreements
Transfer support is unmatched in the region
Tri C can rely on their reputation as a eductional provider, Their physical locations, online opportunities and CCP program is exceptional.
Tutors access and quality
unique programs
variety of programs
Variety of shortterm certificates/programs
Very Accessable
We are a resource rich institution internally and externally
We have a pipeline to k-12 through CCP and other K-12 initiatives
We have a strong 4-year partner (CSU) that provides our students with seamless transition to the university
We have our first ever bachelor degree - so individuals can get their BA at the quarter of the cost of 4-year institutions.

Program Variety

The number of programs we offer
variety of programs
Various modalities in program offerings

Scholarship & Grant Support

grant opportunities
Scholarships and grants
Scholarships offered that are beneficial.

Small Classes and Affordability

Low tuition, high value
small class sizes, affordability, and good mentoring
Smaller classes, more affordable

Stackable Certificate Programs

Short term Certificate programs
SHORT TERM CERTIFICATES AND TRAINING PROGRAMS
Short term certificates that lead to credit degrees
Short-term stackable certificates
stackable certificates
The number of short term certificates that lead to jobs

Strategic Business Partnerships

Authentic relationships with external partners
Strategic Business partnership
Stratgic businesss partnerships

Student Housing & Support Programs

housing program for students with children
student housing
Student Production Office

Student-Centric Support System

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Commitment to student engagement and support
Extensive supports in place for students
Student Focused
Student support
Wrap around support of our students

Technology & Resource Accessibility

resources
Resources to alleviate barriers to success
Technology resources
Useful resources and connections

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Workforce Training Programs

AI - Updates to Manufactoring & Workforce
Degrees, certificates workforce options
discipline specific certifications
Workforce certifications
Workforce Development and Training Certification programs.
Workforce training and other certificates of value

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Question 3

Reflecting on our Mission: What skills, knowledge or competencies do you think are most critical for students entering today's job market, either immediately after leaving Tri-C or after further education?

Summary

The provided responses emphasize the importance of soft skills, critical thinking, communication, teamwork, adaptability, time management, emotional intelligence, and technology skills. They highlight the need for students to develop both interpersonal and professional skills to succeed in the workplace.

Key competencies include problem-solving, cultural competency, flexibility, leadership, financial literacy, and hands-on experience through internships or practical training.

The responses also stress the significance of lifelong learning, understanding professional behavior, and the ability to navigate the job market.

Responses

Adaptability and Flexibility
ability to adapt
Ability to seek assistance
adaptability
being able to accept constructive criticism
dependability
flexibility
Flexibility: willing to do more or different things then what is on job describtion
teachable
AI Literacy and Application
AI Literacy/Competancy
AI understanding and application
basic knowledge of AI
How to use AI
How to use AI as a partner.
when to use and not use AI
Applied Skills Training
Learn how to apply skills learned in school
Professional knowledge (hands-on skills)
TRaining on equipment used in industry
Career Development and Navigation
Ability to navigate the job market
Access to career coaching
Career understanding: I can do this with my degree
Coaching to help transition from student to employee
Students have a hard time navigating career applications..."Indeed/zip recruiter, etc" are overwhelming. Career coaching is an important service to find appropriate employment
Transitioning to a job

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Understanding of labor market data, how to research their career path

Comprehensive Skill Development

Digital Literacy, Soft Skills, The ability to work in Teams,

Soft Skills, critical thinking, working in a team, time management, effective communication

Technical Skills, communication, critical thinking emotional intelligence, and adaptability.

The ability to communicate effectively - in writing and orally. The ability to be nimble and have transferrable skills that can be used in multiple sectors. Possessing a learner mindset - the ability to learn new skills, processes, etc. and apply them to multiple scenarios.

Work ethic, interpersonal communication. Resilience in the face of challenge. ability to build relationships.

Computer and Digital Literacy

BBASIC COMPUTER SKILLS

Computer skills

Digital Literacy and technology skills

Technology skills

Training in technical skills such as PC and MAC software, office applications, programming languages and computer hardware.

Conflict Resolution and Problem Solving

Conflict resolution

conflict resolution skills

Conflict Resolution Skills

Coping Mechanisms.

Problem solving

Problem- solving

problem solving

Troubleshooting, problem solving

Critical Thinking and Feedback

Critical thinking

critical thinking

Critical thinking. Ability to work independently with little supervision

Students are not open to critical and constructive feedback

Critical Thinking Approach

Critical thinking

Important to ask questions and seek answers

Critical Thinking Skills

Analytical skills

Critical thinking

critical thinking

CRITICAL THINKING AND PROBLEM SOLVING

Critical thinking and problem solving

critical thinking skills

Critical thinking.

Critical thinking; cultural competency

Cultural Competency and Growth Mindset

An understanding of global issues and diverse perspectives

Appreciation of a diverse community

Cultural competency

diverse mindset

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growth mindset
Non-judgemental.
open minded mentality
Understanding environmental culture

Diverse Skill Development

Community Leaders
Leadership and followership skills
multiple skill sets
project management skills

Effective Communication and Technology

Communication and people skills
Effective Communication Skills
Strong Communication and Tech, Skills

Effective Communication Skills

communication
Communication
credentials
CSM
Networking
Options
other possibilities
Persuasive communication
respect
Support
Writing

Effective Time Management

Back up plan
Time management
time management
Time management, Work ethic, The ability to communicate, Literacy
Ultimate guide to SMART GOALS

Emotional Intelligence Development

Emotional Intelilgence
Emotional Intelligence
Professional presentation (dress, emotional intelligence)
social emotional learning
Social emotional skills

Empathy and Self-Awareness

Empathy
Self awareness
Self-awareness
Understanding how appearance has a big impact on how they are perceived

Entrepreneurial Mindset

Business understanding
The necessity of entrepreneurial spirit/mentality; that being a good employee no longer pays off. (shrinking middle class concept)
understand the market that they are entering

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Entrepreneurship and Motivation

Empowerment/ability to take initiative
entrepreneurial
Entreprenuer /Marketing
Personal motivation & initiative

Ethical Technology and Literacy

Ability to use technology-- including AI-- ethically and effectively
Financial and Digital literacy
Information literacy and ability to discern credible information

Financial Literacy and Management

Financial and accounting basics
Financial literacy
Financial management
Financially Literate
Limited debt

Industry Competencies

Basic entry-level skills for job
Basic knowledge
Career specific skills
Certifications
Competencies that are current
in deamnd skills
Industry related Skills
transferable credits

Interpersonal Communication Skills

Communication and interpersonal skills
Communication skills
Interpersonal Communication

Job Application and Interview Skills

Connection with employers
interview opportunties
Knowing how to apply and interview for jobs
Updated resume and references

Job Application Skills

Cover letter writing, Resume building, interview prep
Interview and resume skills
Interviewing skills
Resume/Interview skills

Lifelong Learning Commitment

Commitment to civic engagement
Commitment to life long learning
Commitment to life-long learning
Continuous education
Continuous learning
Lifelong learner
Lifelong learning skills

Other

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Ability to analyze information and sources of information
Ability to articulate their own skills and transferrable skills
Ability to interact with others professionally and means to present themselves in person without technology,
Ability to think critically
Adaptable
AI/Adv Computer Skills
ambition
apprenticeships, hands on trainingfocusing on creating technicians
Appropraite dress code
be 65 to 70% knowledgeable in area of study
Be able to identify a valid source
Business and workforce etiquette
Civility, respect, and working with others in a polarized world
clear, concise communication and writing
clinical skills for medical careers
Communication - written and verbal
Communication skills
communication skills - how to interview, how to talk to employers and peers
Communication: writen and verbal
community, networking, mentoring
Composition and writing experience
computer literacy
coping skills
CREATIVE
Creativity
Critical thinking
critical thinking skills
Cultural sensitivity
Curiosity
Customer Skills at top of the mind
deferred gratification
Developing personal value statement
Digital Literacy and tec
effective listening
email etiquette
Entrepreneurial skills
ENTREPRENEURIAL THINKING AND SKILLS
Executive Functioning: Working memory.Cognitive flexibility.Inhibition control
follow through
Good communication and follow up/through skills
grammar
grammar in writing
Holistic Support
How to be teachable and coachable
how to figure out what is true/not true in media and news
how to understand disinformation
Interpersonal skills / in person communication

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Interpersonal/durable skills!!
It is imperative that students are tech savvy and have a firm understanding of how to manipulate AI technology/ knowlege on what is needed to move up in the organization
look for resources beyond social media
Making sure students are aware of in-demand professions in today's job market
Meeting expectations of different environments.
networking skills
Nursing skills
Ongoing transitional support for their "what's next" steps.
Patient or customer expereince
Peer networking
post completion support
professionalism
public speaking
Reading Comprehension
Resilience
Risk taking
Self-Learning Behaviors
Services expereince
Skills learned through hands on learning, internships, on the job training
Soft skills
Technology savvy: computer skills
Technology skills - may be workplace specific but should include Microsoft Office
TechnologyWritten and oral communicationFlexibilityPeople skills
Time management
Training leading to family sustainable wage jobs
Understanding the politics of an Organization
verbal and written communication skills
Writing and speaking skills
Written Communication

Personal Development Skills

adaptability
coachability/ teachable
responsibility

Personal Skills Development

emotional intelligence -ability to adapt to changing work environments
Genuine
Grit and Grace
Patience

Productive Skillset Development

Practical skills matched with soft skills to enhance team building for effective productivity.
Soft Skills: social skills, critical thinking, technological
Students need to encompass soft skills paired with knowledge of their field. An ability to learn is essential as many jobs require many different skillsets.

Professional Etiquette and Behavior

Boundaries Personal & Professional
Expectations of professional behavior

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Integrity in the workplace
Professional Development Workplace priorities
Professional etiquette.
Professional expectations of the work world

Professional Skills Development

KSAPs: knowledge, skills, abilities and performance
professional skills
professional skillsin addition to academic preparation

Professional Skills Training

additional training to upskill
Mix of career training with general skills
SKILLS AND TRAINING ELATED TO PROFESSION
Workforce Skill and credentials

Social and Communication Skills

Change Management Skills
Communication skills
email and professional communication skills
Networking and marketing skills
Social skills

Soft Skills Development

Emotional intelligence and soft skills
skills that align with what employers say they want/need
SOFT OR "POWER" SKILLS
Soft skills
Soft skills
Soft skills - how to be on time, talk to people, be on time
soft skills are very important
Soft skills.Writing, oral communication, timeliness, proper attire, etc.
Soft skills: Communication and social skills
Soft skills=power skills
softskills
Soft-skills and interpersonal skills.

Team Building and Collaboration

ability to work in teams
Collaboration/teamwork
Comfort with online collaboration tools (teams, webex, etc.)
Cross generational and cultural lines to work in collaborative groups which cross cultural and generational lines.
how to collaborate and work as part of a team
Team building and leadership skills
Team building skills
Team Skills
teamwork
value work
working in groups and teams

Technical Expertise and Technology

tech
Technical expertise

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technology
Technology relevant to their discipline
Understanding Technology in an area of expertise

Technology Skills Development

Computer / technology skills.
Computer skills
New technologies skills
Technology aptitude

Work Ethic and Professionalism

professional work ethic
understand work ethic
work ethic
Workplace etiquette

Work Experience and Internships

complete an internship or co-op prior to graduation
Hands on, practical experience in their field
internship opportunities
Internships/Job Shadowing
On the job experience
work experience
Work Experience: internships, etcRequire this as part of degree

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Question 4

Reflecting on our Values: What institutional values might we need to nurture or develop further to meet the challenges ahead?

Summary

Focus on accountability, maintaining quality and relevant programs, diversity, equity, inclusion, collaboration, streamlined processes, student-centric decision-making, accessibility, continuous improvement, and innovation. Emphasize building trust, effective communication, community engagement, empathy, and adaptability. Prioritize student and staff support, financial resources, mental health advocacy, and professional development.

Foster partnerships, transparency, and a culture of care and respect. Ensure flexibility, nimbleness, and commitment to underserved populations while maintaining affordable, high-quality education.

Responses

Adaptability and Flexibility
Accessibility/Flexibility
adaptability
AFFORABILITY
flexibility, open mindness
Affordable Education Focus
Focusing on efficiency, while maintaining services
Maintain affordability
Maintaining affordable, accessible education for all
Saturate the market with the benefits of CCP in this time of change and inflation. Too many people do not know what CCP is,
Agility in Change Management
Challenging current processes to consistently and continuously create space for change
Ensuring internal policies reflect changing times
We have a lot of senior level people and shouldn't we have more on the ground and less the other way
We need to be nimbler and more proactive in making changes. We're incredibly slow sometimes.
Building Trust
Respect and build relationships and trust
Trust
Building Trust Through Listening
be
Listening
Trust
Commitment to Transparency
Clarity
Honesty
Transparency
Transparency/financial responsibility
Community Engagement

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Building and strengthening partnerships in the community, including businesses.
Community Engagement
Community integration and partnerships
Community involvement and engagement with various populations
Community Listening Parties
Community resources
Community service
Community service projects for employees and senior leadership
continuous community engagement
create more events that relate to our community
Engagement with the Community at-large
Enhance community connections
Exemplary teaching and learning community
Fostering Community input for growth
Meet our community where they are
relating to our communities
Wrap around services/connect with community

Community-Centric Approach

Listening to the unique perspectives in our community
relating to what our community needs vs. what WE want them to need
The community is clueless to our capacity to train
using language that resonate with the community vs. industry/educational terms

Creative Collaborations

Collaboration
Collaboration
Innovative/creative "outside of the norm" partnerships

Cultivating a Caring Environment

Continued culture of caring. Students need to feel valued.
Creating a nurturing environment.
Creating a Safe Environment
Culture of care
Foster a culture of growth
It would benefit our staff if everyone worked to build a culture of care and not hide behind buzz words like liability and ,we always did it this way.
It would benefit our staff to everyone woud build a culture of care and not hind behind "liability" or "we always do it this way"
Move away from the culture of ill intent
We need stability in campus leadership - we need to build trust and that takes time. We need to retain talent

Culture of Accountability

accountability
Fiscal Stewardship
Individuals need to be held accountable
make sure individuals are held accountable

Culture of Respect and Empathy

Civility Empathy Respect
Respect and civility
Respect for Diversity of Thought

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Respect for the individual

Diversity and Equity Focus

Appreciation of diversity in all its forms.
Commitment to Access, diversity and equity
commitment to DEI
Diversity, Equity, and Inclusion

Diversity and Inclusion Commitment

A commitment to accessibility for all
Accessibility of all programs (as much as possible)
Accessibility/Inclusivity

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Value of diversity

Drive for Innovation

Current reporting structure is cumbersome
do things well and finish vs doing things half way and never finishing
Forward thinking and looking.
Innovation
less is more sometimes
new isn't always needed, consistency is key
Not to create short cuts
Too many directives / complete what we have started

Educational Excellence and Careers

Attract high quality instructors
connecting education to career opportunities
Courses that provide students the skills to network, negotiate and understand what tools they need to be successful in the workplace.
How to compete for jobs
integrated degrees and certifications, engineering and business,

Effective Communication

business etiquette
clear communication
Communication
Communication of change efforts at all levels - many people may be working on the same things
Effective Communication
Open Communication
Open lines of communication
Streamline the communication
Strong internal communication amongst staff.

Efficient Student Processes

Expedite pathways to completion
Simplify Process
Simplify processes for students. eliminate barriers.
Simplifying many processes that may be difficult for students to complete

Empathy and Inclusivity

EMPATHY (CHANGE IS HARD AND THE POLITCAL ENVIRONMENT CAN FEEL TRAUMATIC FOR MANY)
having empathy for others
Seeking to understand the perspective of others for increased empathy and compassion
Understanding and acceptance of people

Empowering Frontline Involvement

inclusion of front line workers in decision-making
Inclusion of people who actually execute the plan

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INCLUSIVE

Enhancing Online Learning

Create experiential opportunities in career fields such as internships, job shadows, and group visits.
Develop pipeline for youth through an array of opportunities
Find ways to engage more students outside the classroom
Improvement of online interaction/delivery of coursework
Online student clubs& engagement opps

Enhancing Partnerships

Employer Partners
Opportunities to volunteer/ shadow other departments to strengthen collaboration
work with our partners for second chance opportunities

Flexible Learning Environment

adaptability
FLEXIBILITY
flexibility of times and sequence of courses
Willingness to adopt new or "better" systems

Focus on Education Quality

Human resources to keep up with the work that needs done to serve our students in an evolving climate
Improving the overall quality of our education to meet the needs of the community
Instilling life-long learning
quality education at an affordable cost
While simultaneously addressing students need for economic sustenance (job preparation), there is more to quality of life and the College's mission than chasing $ (the Arts, Philosophy, Music etc)

Work on adding academic excellence or a high quality education, so we can better compete with 4 year schools

Holistic Student Support

Focusing resources collaboratively to truly support students
Individualized Coaching/support for students
Supporting the whole student -not just around their educational goals
supporting whole student,
value the individual challenges of individual students

Innovative Community Engagement

Change management
Change management as a skill
Continuous improvement
Innovation and growth
Innovation in general
Re-imagining what serving the community means in the modern era. e.g. immediate replies to inquires, letting go of "we've always done it this way", embracing what is.
We need to stay with our commitment to innovation and progress and not get into the "we've always done it this way" rut

Internal Pathway Development

celebrating the small successes
intranet updated daily/weekly/monthly
pathways internally,

Meeting Basic Needs

Increase in funding for more programs such as nursing, and public services.

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More basic needs programs.
Shift and offer programs for demographic needs.

Motivational Transformation

Don't disvalue pass success as transformation takes place
Incouragement
Motivational Skills

Navigating Institutional Politics

Awareness of institutional support
Follow through when facing institutional challenges
How to keep serving people in this political climate?
Revisit the effectiveness of institutional politics
Strategic and well researched institutional decisions made by leadership

Other

ability to change
Ability to evolve/change at a faster/more efficient pace
Ability to work with all ages in the workforce
Accessibility
Accessibility to financial assistance, technology, food, to assist students on their journey
Awareness of students' holistic financial needs
Be willing to adapt to the demands of the market
Build trust again
Building trust: their degree can help them achieve goals.
Collaborate throughout the District as OneCollege 3.0
Collaboration
Collaboration
collaboration colllegewide
Colleagiality and goal-oriented for the good of the division, school, and college.
Commitment to partnerships and collaboration
Commitment to quality
Commitment to rigor
Commitment to underserved populations
Communicating with employers regarding education needs
Connection
Continue to uphold ethical standards in academic practices, technology and community interactions
Continuing to build relationships with local businesses to fill jobs from Tri-C alumni
Cultural sensitivity
Culture
Data informed decision-making
Diversity, equity,inclusion and belonging
employee retention
Employee support and value of all
Empowerment
Ensuring as an institution the best individuals are chosen for key positions at the college to ensure student success at the highest level.
Equality
equity/competitve wages
Establishment of allowing others to show up as the

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excellence
Financial Resources
Focus on teamwork. Strengthening internal structure.
Focus on what we been in place for
get input from those who's boots are on the ground
Give each other grace
GRACE
help to students outside of the classroom. Upasses, emergency dollars, student life department etc
Holistic
Include the people who do the work
Include the voice of frontline workers within the process of reconstruction and tweaking processes/policies
involvement with appropriate industries
Just in time offerings - and transparency of offerings
Keep traditional learning in classrooms.
knowledge of each others programs
Make campuses welcoming -> pull community to use in person spaces. Students will desire to hang out on campus, talk with each other, help each other. Create a community on campus.
Make sure our students have the tools needed to succeed academically, professionally and personally
meaningful outcomes
meeting our clients where they are
mentorship
need communication that connects us as a college
Need to b the best version of ourself
Not everything the College does should be measured in dollars
Nurture confidence among Collegues during times of change
offer computer literacy - most only know their phones
One College
One College effort - so important to collaborate and work together across departments and areas
Online specific "School?"
Partnership with younger students (K-12)
Peer mentorship and support
prioritize flexible learning experiences
Process & procedures need to be consistently followed - One College
Provide more mental health advocacy and support for students and staff.
Quality
Redefining shared governance. Market evolution is quick and sometimes faculty are not very quick or open to change
relationship building activities among employees
Remain student focused. It's not about us
Remember the long-standing access mission of our institution
ROI
Self-Awareness
Sensitivity to access
Shadow Experiences for emerging Leaders
short term certifications in gig economy skills
Solid Mentorship
Student Success and holistic Support. Better collaboration and partnerships.

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student success, prior and post graduation
STUDENT-CENTERED
succession planning
Support teammates
SUPPORTIVE
Survey the community for feedback what they need from Tri-C to enroll
The ability to be flexible and nimble - move from "this is the way we've always done it". Leverage partnerships to help underwrite additional opportunities for access to the students who need it most.
thoughtful debate which leads to meaningful collaboration
Transparency
University Transfer is in our mission
using language that everyone can understand and relate to
We need to remain nimble in changing our programs to meet needs.
WELCOMING
Where to go for support
Willingness to reduce bureaucracy to adapt to changing environment
work with mor outside partners
Workforce Training
Yes!

Professional Growth Focus

Focus on ongoing certifications
Follow your passion regarding a career path
Professional development

Promoting Inclusivity

Inclusion
inclusiveness
Inclusivity, Affinity Groups and Safe Zones Matter!

Quality Program Expansion

Expanding capacity for our high demand, higher paying programs
Keep quality programs - Dont start/launch new programs until we know there is capacity (people, funding, equipment) to do them well
Maintaining quality programs - and making sure they are relevant and high quality

Resource Sharing for Teamwork

share all of the funding opportunity
Sharing Resources
teamwork

Student Program Clarity

CLARITY FOR STUDENTS
clear organization of student programs for goal development
Student centric decision making

Student Services Clarity

difference the scholarship vs. loan vs. grant
Greater clarity on role of non-credit programs across the College
Need more transparency for our students on realistic outcomes and next steps they may need or want to take after leaving us.
Student Services needs clarification

Student Support and Connection

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- Connecting in meaningful ways with each student
- Our affinity groups are important! Our students need to see themselves
- Persistent connections to students
- Providing services times that meet student needs
- Recognition of student and staff that go above and beyond
- Understand students and what they need for academic, social, and institutional belonging.

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We know students need to feel connected - they all need at least 1 person and that needs formalized to ensure it haopens

Student Support Services

help potential students navigate the process of entering college and what to expect
mentor once they enter into the College
streamline registration, counseling, and the entire college process
walking them through filling out the application

Student-Centric Approach

"Students First"-Dr. Todd Kitchen
Community and Students First
If we are truly student focused, everything we do should be measured against that
Important to remain student-focused
Remember the student is the focus
Student first culture
Student focus
Student focused
Student support and services
Students first, top up NOT top down
Work as WE not ME (campus/administration/faculty) to support students and community partners

Supporting Diverse Students

Extending grace to each other. We are all focused on the students in our own way. Support each other.
Kindness towards all students
Patience with helping students from beginning
Sensitivity to working students
Understanding specific needs of first gen students
We need to continue to work on meeting students where they are

Tailored Vocational Training

Continuous education and skill development - job market
Customized Vocational Training
Up to date training

Tri-C Computing Excellence

Communicate the ease of getting into the College
Make Tri-C the best hub in northeast Ohio for the best articulated transfer programs, especially for everything computing.
Promote within the college

Unity in College Model

Advancing/growing one college mindset
college model doesnt necessarily build efficiency
Continue to break down silos and nurture the one college message
One College as we exist in seperate school models
Remove barriers and embrace changes to bring the college together cohesively.
Working as one college not campuses

Upholding Integrity

Cosistency
Integrity

Workforce Development Focus

Cross-training to move efforts to different focus areas on demand

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Program review and value in the workforce
quick / frequent short term stackable programs/certificate
Relevant programs
Workforce relevance

Question 5

Strategies to Thrive:

Voice and Engagement

Allowing for flexibility because we serve a diverse student body with different needs among different campuses.
Better collaboration and communication to support the student holistically.
Focus on improving the student experience & engagement
Give everyone a voice
Go beyond trying to be "the Best at what we do" but be the ONLY ones who do what we do- and have it be AWESOME
Listen to the experiences of front-line staff - they know our students the best.
Purshing programs to update their curricula to meet workforce needs, and sunsetting programs that cannot do so.

Community Partnerships and Development

Continue to Build relationships with community business partners
Expand/strengthen connections to other county public schools
Professional development for faculty & staff
Student feedback

Innovation and Empowerment

Embrace technological and teaching innovation
Fewer consultants, top level management, Executive VPs, and more front-line workers.

Strategies to Thrive

What strategies should Tri-C consider to do more than meet the challenges ahead, but thrive?

Summary

Focus on reducing top-level management while increasing front-line workers, embracing technological and teaching innovation, building community business partnerships, providing professional development, and listening to student and front-line staff feedback.

Improve student experience and engagement, support diverse needs, enhance collaboration and communication, and update curricula to meet workforce demands.

Aim to be unique and outstanding in service and delivery.

Responses

Voice and Engagement

Allowing for flexibility because we serve a diverse student body with different needs among different campuses.
Better collaboration and communication to support the student holistically.
Focus on improving the student experience & engagement
Give everyone a voice

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- Go beyond trying to be "the Best at what we do" but be the ONLY ones who do what we do- and have it be AWESOME
- Listen to the experiences of front-line staff - they know our students the best.
- Pushing programs to update their curricula to meet workforce needs, and sunsetting programs that cannot do so.

Community Partnerships and Development

- Continue to Build relationships with community business partners
- Expand/strengthen connections to other county public schools
- Professional development for faculty & staff
- Student feedback

Innovation and Empowerment

- Embrace technological and teaching innovation
- Fewer consultants, top level management, Executive VPs, and more front-line workers.