

STRATEGIC CONVERSATION 2012

EVALUATION

Total # of questionnaires: 97

Breakdown: Management- 39

Board- 3

Students- 5

Classified- 19

Faculty- 31

1. What did you like about the Strategic Conversation?

- Open to ideas. Able to listen and share.
- The networking between staff from different campuses and departments was innovative in the creation of ideas for student and district wide success.
- It was great to get to meet other staff, faculty and management.
- Collaborative efforts. Showcased a lot of insight and talent among all.
- Good ideas. Comments.
- It was on target. Much headway.
- This was great and I appreciate being involved. I hope this will occur more often.
- Wonderful! This function is a great idea and from my perspective it was planned and executed (sic). I am eager to see this information analyzed and applied.
- The opportunity to involve all aspects of the District.
- Interactive dialogue; brainstorming of ideas.
- The sharing of ideas with colleagues from other campuses.
- Collaboration as a district in working forward as a team.
- Dialogue.
- I liked the variety of people/positions/campuses at the first round of discussion. Clear platforms to begin collaborating from.

- Short brainstorming sessions were an effective strategy.
- Openness of dialogue and output of ideas.
- Collaboration.
- Idea sharing.
- Opportunity to interact with others in the District.
- Collaborative situation. Many ideas shared.
- Opportunity to meet as “District” and not site employees.
- The ability to be open and frank about the needs of SCCCD.
- Collaborating with different sites and areas.
- On task and timely!
- Open, face-to-face dialogue.
- Good interaction of ideas.
- It brought all levels of people together to discuss the issues.
- All of it.
- Focused, but open conversation-sharing of ideas.
- Open dialogue. All ideas welcome.
- Discussion with people across the disciplines, job roles, campuses. Opportunity to “dream.”
- Meeting people from other areas within the District. Finding out that we share common themes.
- Great opportunity to share ideas with colleagues and students alike. Interactive discussions and collaborations on ideas.
- Excellent opportunity to learn, share, and assist District campuses on planning for the future.
- FOOD! A chance to meet others. A free opportunity to brainstorm ideas for improvement.
- The open and free discussion promoted an inviting atmosphere.
- The variety of the ideas from the different tables and the interest of those in attendance to make SCCCD a more student serving/friendly district.
- Great opportunity for dialogue.
- Everything.

- New ideas that have merit and should be considered.
- Open dialogue. Themes identified.
- The large variety of ideas that came out.
- The open dialogue.
- The opportunity to brainstorm with colleagues.
- It brought staff/students together to brainstorm, discuss and share thoughts and ideas for the strategic plan and improvement.
- Joint conversations among various areas that usually do not work together.
- Bringing all campuses together to work on our strategic goals.
- Collaboration of the group. It was also nice getting to know the people in our group.
- It was very organized and simple.
- Breakout sessions.
- The fact that it occurred and that it occurred districtwide; single location; all constituents groups. Good blend of campuses at each table.
- The fact that our Trustees had the opportunity to engage and observe District faculty, staff and students in planning.
- Ability to speak openly and share ideas. Meeting others within the District in a non-threatening environment.
- Districtwide group.
- Getting everybody on the same page.
- The dialogue that allowed the differences.
- I enjoyed working with people from different areas and different campuses within the District. It made the discussion interesting and useful.
- Collaboration.
- Bringing together members of all areas of the District and asking for input. The flow kept everyone focused on task.
- Camaraderie; opportunity to come together as a district; interaction with the Board.
- The mix and conversation with the vast variety of SCCCD people.
- Districtwide and included all phases of faculty/staff/management/students/Board. Being asked for our ideas.
- How well this event was organized.

- The diversity of views across stakeholders.
- Conversation as a district was great. Shows we are all on the same page, in general.
- The guided discussion and that there were topics already prepared for us to address.
- Learning what themes the Board is interested in pursuing. Having cross-representation at the tables, initially. Being able to select a topic of interest. Working with individuals from across the District helps bring down walls or perceived walls.
- I enjoyed the opportunity to meet with other staff, faculty, students and management from all campuses. Everyone had time to speak and add input.
- The opening of dialogue it presented. The opportunity to present my thoughts and ideas/suggestions.
- Have the opportunity to participate in districtwide planning.
- Interacting with others across campus, sites and district.
- Conversations across campuses.
- Timelines were clear. Directions and expectations direct.
- Topics and time. Changing tables and people.
- The districtwide participation and “no rank” including students.
- Organization and format.
- Great brainstorming.
- Good topics- good opportunity to dialogue across campuses.
- I liked that a variety of people representing different constituent groups had the opportunity to discuss and give input on which direction the district should go in.
- I think it was inclusive and very directive to result in productive output. We will need to see the impact, i.e., how programs are revised or how students are served as a result of this meeting.
- The various topics were excellent. The collaboration.
- Many new ideas. Chance to meet employees from other campuses.
- Table groups consisting of all the above groups. Defined rules and the ability to have a voice.
- Collaboration.
- The collaboration amongst constituencies.
- All constituent groups were represented.

- Opportunity to collaborate with not only other faculty but staff, students, management, trustees, etc.
- The ability to hear everyone's viewpoint. Supportive, collaborative discussions.
- Hearing ideas from the various constituency groups.
- The open interaction and the energy.
- Nice cross mix of representation.
- Input from all levels of the District. All input valued. Conversation and ideas amongst all colleagues. Networking opportunity.
- Rare interaction with all different groups-- this is receiving different viewpoints as well.
- The ability to have an open, honest conversation without negative comments on your ideas and suggestions.
- That we got to collaborate with the many different and knowledgeable staff, administrators, and faculty members that were here today. (and students as well)

2. What specific changes do you recommend to make the Conversation more effective in accomplishing the goals and involving the participants?

- Ask people to share ideas before this event, then give list out during our conversation.
- The Strategic Conversation as offered was extremely helpful.
- It was very vague. I know you were working for outside the box answers, but the group was all over.
- None- great work!
- No changes.
- Follow-up and implement some of these great ideas.
- Slightly more presentation time.
- Everything worked well.
- Feedback to attendees about how changes might be implemented based on today's conversation.
- Second round could work more productively if somehow more clarity was given for direction.
- Ask for more specificity in responses.
- Too FCC centric in participants and comments. Try to balance more faculty and staff and students. Very administrative in participation. Send out confirmation notices.

- Need to send confirmation notice.
- I thought it was a wonderful start!
- Please send a confirmation that our registration has been accepted.
- Rotate the faculty, staff and student representation—those who didn't come get priority!
- Start with a list of previously discussed items and work on how to implement them. Develop timelines for achievement of outcomes.
- Thought it was good.
- Pose a question—Can we use a common assessment tool? Folks will be forced to be fair and honest about a difficult topic.
- Overall it was organized very well. Perhaps have more than one conversation to accommodate more input.
- Maybe another 10 minutes in the brainstorming sessions.
- I believe the format worked well for a divergence of ideas.
- Very well done! No need for change.
- Not sure. It seemed fine for what it set out to do in such a short time frame. Gather ideas.
- Having clear outcomes of what types of ideas you can work with.
- More students should be active participants in the conversation. To know what students need and want, we need to hear them.
- Prep sessions for individuals so they know what they are talking about.
- More time.
- Preview of questions.
- More time for discussion.
- Less social, longer discussions.
- Need topics available ahead of time for more meaningful and thoughtful preparation.
- Rotate campuses to offer others an opportunity to attend each year.
- I would have loved to discuss what we focused on in part one in the second part as well.
- Communication.
- Next time have three (3) people of same campus divisions at the same table.
- Although the venue for the meeting is beautiful, (OAB 251), it was difficult hearing each other during the 20-minute group discussions due to the acoustics in the room.

- Worked well.
- Shorter.
- It was difficult to hear. There were a lot of people. It would be interesting to group people by the area they would like to focus on, have them meet once or twice throughout the semester and do a longer report at an event like today.
- Maybe a larger space, to decrease noise.
- Larger room.
- Please allow more time for table conversations.
- Have each person at table say at least one thing. Give more time for discussion. Discussion on results of last “conversation.”
- Have electronic boards to document information.
- More frequent conversations of this kind.
- Provide an outline of the discussion and distribute districtwide for those who could not attend. Ask same questions for input of non-attendeers.
- Maybe fewer topics so we can spend more time in our groups so as not to feel rushed.
- I thought it worked well as is. Perhaps these could be sent out to everyone on campus and ask for more input from people who couldn't be here today.
- Longer time.
- Separate administrators and Board of Directors so they aren't sitting together.
- Open forum segment.
- Being my first one, I do not have any ideas. All went well.
- I have never understood why people with no knowledge are asked to give their opinions!
- I thought it was done well.
- We need a glossary of terms.
- I think it went well. No recommendations at this time.
- It might be helpful to provide the list of topics beforehand—not sure. Too much time for the “mixer.” Reduce to ½ hour. Opportunity for online responses from people after they read the notes, since everyone couldn't come.
- Sending the outline ahead. Might help prepare the participants.
- Longer “brainstorming” section, 25-30 minutes.
- The acoustics in the room were a little disruptive to small group discussions.

- Expand the time to reflect and speak on questions.
- Nothing, although the time limit of reporting back limited how much was shared. It was a necessary component to move through each group in a timely manner.
- The *synthesizer at our table (*3) was too directive. She judged ideas, agreeing and disagreeing. This did not seem to be consistent with an effective brainstorming process. She also spread misinformation regarding Distance Ed stats. (*Not Marilyn, the other one.)
- Need more time for synthesizing.
- Give strategic goals out in advance to collect ideas and thoughts.
- Reiterate that there are no rankings in the room or at the tables.
- More time for discussion and more time for report out.
- I really like the idea of shorter term classes because that way instructors don't have to stress over stretching their learning curve. They can prepare for six-week blocks only and eliminate census.

3. Were your expectations met for this strategic conversation? If so, why?

- Yes.
- Many of the ideas can be utilized within each campus and implemented immediately for success of programs.
- There were no expectations. However, it was very informative and a lot of valuable ideas were gathered.
- Yes—a great start.
- Yes.
- Yes.
- They were more than met. It was great to hear ideas from other areas.
- Yes, and then some. Great division of minds and perspectives.
- Yes.
- Yes, great dialogue and open brainstorming.
- Yes, I believe we are all here for the same reason...to help our students. This was evident through our conversation.
- No expectations.
- Yes. Came curious and eager to share and hear ideas.
- Yes. Well-focused and moved along briskly.

- This is a good start!
- Yes.
- Yes.
- Yes. Good dialogue.
- Yes. Sharing of ideas was positive for the most part.
- Yes, and exceeded!
- Yes. Everyone was excited to participate and there were great viewpoints and suggestions.
- Yes. Well-organized and focused.
- Yes.
- Yes.
- Didn't know what to expect.
- Yes.
- Yes. The pre-info was clear and the process proceeded as indicated.
- Yes.
- Yes- wasn't sure what to expect, but thought it was great. Enjoyed the interaction with others in the district.
- To get an idea of what the Board is thinking. The Board has not been driving decisions and we seem to be flailing about.
- Yes. Developed a good starting point for strategic direction.
- Yes, and exceeded. Freedom to voice concerns and share important information. Open communication is important to positive change.
- I wasn't sure what to expect, so...sure.
- Yes. Was expecting an administration controlled conversation.
- The conversation is evolving.
- It was well done.
- Yes.
- Yes. New ideas to move into a new era of education. We have to change.
- Set Direction for _____(illegible)
- I didn't come in with any.

- Yes.
- Yes everyone at my table had ample chance to participate.
- I wasn't sure exactly what to expect but felt that the groups were successful.
- Very broad and fast—not sure if it captured meaningful feedback.
- Yes. Great planning was made to accomplish the goals of this session.
- Yes.
- Yes. I have never been to one.
- Yes because it creates dialogue.
- Better than expected; collegiate, not inflammatory.
- Yes—I really didn't know what to expect. Exceeded.
- Yes. I believe this is a good beginning.
- Somewhat. It seems like this is a jumping-off point. I'd like to see something more substantial, an outcome from a meeting like this. Prioritization, for example. What are the most immediate needs and how can we realistically pursue them?
- Yes.
- Yes. I feel a lot of ideas were shared.
- Better than expected; high level of energy and dialogue.
- Didn't have any expectations. Would have preferred longer conversations and the ability to sit at more tables. Would have liked more background before coming (topics, etc.).
- Yes, this was very effective.
- Thought it would be an exercise rather than a real idea generation.
- Yes. Wonderful to have districtwide collaboration.
- Yes.
- Yes. I liked knowing the direction the Board wants to move. I liked being able to provide my thoughts on 2 of them.
- Yes. I would like to have other topics to discuss. During the budget crunch.
- Yes.
- No. This is nothing new.
- Yes. This was well organized for such a large group.

- Yes. Ideas shared in a meaningful way.
- Yes. Educate the Board members.
- Yes. Good focus and deliverables.
- Yes, but I hope the data will be shared with all areas of district for those who could not attend.
- I definitely think that this was a great event, especially for being the first time it was held.
- Yes, for the 1st one it was an inclusionary process. It would be good to find a way to involve students from the distant locations, (RC&MC), maybe providing transportation for them.
- Yes. The discussions were great. Information and knowledge among the groups helped give background info regarding the topic.
- I had no expectations.
- Yes. It was a focused conversation and all groups across the entire district were included. Beneficial to hear other perspectives.
- Yes, equal opportunity to speak.
- Yes, lots of collaboration.
- Yes and no. Yes—Gained new insight into the process of decision making. No—Would like more info on how the upcoming changes in the district will affect my discipline/job.
- Yes—many showed up and brought good ideas.
- The groups needed a little more direction.
- Exceeded—well organized. Great topics.
- Yes.
- Yes. Good process.
- I believe so. Discussions are needed for these important topics.
- I was not sure what to expect from this event, but I feel that good ideas will come out of this event.
- Yes they were met and exceeded. The knowledge that was being collaborated between all of us, joining together you really can't put a price on.

4. What would you like addressed at a future strategic conversation?

- Student success.
- Uniform services within each campus, offering classes and services equally to each campus.

- What can be done to utilize staff to offer more effective customer service, to avoid students having to take courses not needed or run to five offices all over campus to take care of school business.
- More detailed issues on funding, (one program unit), data (another program), effectiveness (..), etc.
- Focus groups and technology. Data and training needs.
- What was implemented from this meeting.
- Contract education should be delivered only by the Training Institute for consistency of service delivery to the community.
- Follow-up on issues addressed today; closing the loop on the process.
- We hit key issues.
- Open to any ideas.
- It would be interesting to have 2nd strategic conversation on the final product.
- Everything and more.
- Continued conversation on some of the same topics, plus updates.
- Budget/bonds/resource allocation.
- More grant topics and contract education.
- The concept of breaking down the site barriers and to think as a DISTRICT.
- Staffing needs as we continue to be impacted by budget cuts.
- Rural campuses (RC & MC) and differences with WI.
- The basics. The brand.
- Better communication between departments and greater collaboration.
- There's so many.
- Implementation.
- Perhaps more time for discussion in the 2nd half.
- Technology.
- Student success recommendations and possible funding incentives & impact on ___future.
- Narrow focus to assist in greater problem resolution.
- Ways colleges can work together more often and more effectively. Resource allocation ideas. Planning for WI's separation.

- More information of what we are currently doing to help build on. Like plans, statistics, programs.
- Alignment with District goals.
- Technology supports almost all new ideas. We have to provide/implement/insist on growing technology staff skills.
- Student success.
- Results from this session and how it drives the next session.
- Innovations in education. Use of social media, e-books.
- Nothing at this time.
- Follow-up after data is captured on topics discussed (w/data).
- Prioritize topics for next session & possibly have fewer topics for greater depth.
- Assessment across the District.
- Yes.
- Genuine advance planning & implementation (with less rhetoric) for programs (committees/task forces/et al. Would also like to see status update on what was discussed for change, improvement, entrepreneurship in the district campuses, programs, etc.
- Specific areas of need.
- Prioritization and planning.
- Actual planning; steps.
- Maybe focus on two or three of the areas we discussed, i.e., technology.
- Board's budget priorities. Enrollment management- Can we continue to offer the same level of classes and services.
- Leadership—what that means, i.e., director, dean, coordinator, cultural sensitivity and special group awareness.
- Facilities development. More on development of signature programs. A topic specifically on shared governance.
- We just need a follow-up of the reports emailed to all individuals.
- A way to contribute ideas between conversations, (e.g., electronic "drop box.")
- What is the best way to get everyone at the same table to roll up our sleeves and come back with specific procedures for change.
- Budget topics, outsourcing of services.

- Veteran services.
- How will this information be used? Follow-through and implementation for those points chosen.
- Action steps.
- Non instructional services—tutorial, library, etc.
- Maybe how exactly the upper level administration plans to use the information gathered and how it will be implemented.
- Address the issue of location of college centers—who do the centers belong to? How can that be discussed?
- Revisit the same ideas—may have different ideas after first introduction.
- Follow-up to this meeting. How the information gathered has been utilized and has any change been realized as a result of the conversation.
- Define the role of the school and address its goals to support the community.
- Centralized management of the District with input from the campuses.
- Funding for campus/program needs.
- Implementation with current fiscal constraints.
- More detail on signature programs.
- More on distance education and the challenge of serving under-prepared students.
- Wonder if we could get more about barriers. Didn't really get how to get over barriers. Second section needed more clarification.
- Budget, technology needs of the District.
- Any challenges facing the District.
- Funding for better curriculum (classes) and management of how students are getting the classes they need to transfer, graduate and get a better full-time job.

5. What other comments would you like the Board members to hear about your experience in attending the Conversation?

- Great interaction!
- This experience was amazing. This is a good exercise to help find resolution to tough areas the district colleges/centers face.
- I hope this moves forward in addressing...
- Don't give up! This is an historic moment in the life of the District.

- I feel that this was very beneficial and should be an annual event.
- More student perspective.
- Fun, productive, great dialogue. Good process to include all constituents.
- Planners did a wonderful job!
- I appreciate that all levels were able to voice their opinion and were heard.
- Thank you for allowing everyone to participate.
- Well done. Do again.
- Annual conversations great idea.
- Thank you!
- Great 1st annual conversation.
- Like to hear if any of the discussions materialize.
- Everyone did a great job!
- Come sit in program review or other important committee meeting. Come see where the rubber meets the road.
- Thank you for choosing to do this. Now, let's do something with the information, not just talk about it. Also systemwide professional development is mandatory if we want to move ahead with these ideas. Not just in technology but in topics such as how people learn, effective teaching strategies, contextualization of basic skills. Think about a director of student success and institutional effectiveness for the District to help align the recommendations from the state student success taskforce as well as begin to align our own processes with student success.
- I appreciate the fact that the Board was willing to have this conversation. Just hope they will follow up and take action to bring SCCC into the future.
- Productive collaborative effort(s) representing all campus sites, RC/FCC/WI.
- It gives me hope in knocking down the walls that can challenge each individual's opportunity to meet the District's goal, mission and vision.
- I definitely would like to see some follow-up on this—how are our ideas being used, tell us (the attendees) when decisions are made.
- I enjoyed meeting and having an open conversation with students, staff and Board members to address the issues that concern us all.
- I applaud this work.
- It's hard to keep table conversations "on subject."

- Signature _____ (illegible).
- Thank you for offering this conversation.
- Good idea. I hope it happens every year.
- It was a very positive experience.
- Great participation and a nice mix of all campuses.
- A great turnout. Would have liked to see more students.
- Strangely, it seemed too short.
- Make this an annual activity.
- Facilities planning long range.
- Overall, it was very beneficial. As a District, we need to back what we say—student access is #1 and it should guide everything we do.
- Thank you!
- This was a very energizing and motivating experience—best I've had in over 10 years!
- Allow us access to the notes from discussion. Let us know what portions of discussion were used and how they were implemented. Give us a stronger voice overall in the government of our campus.
- Really good.
- I thought it was a very worthwhile activity.
- I would like to actually see something come out of this. Too often we talk and it never goes anywhere, no real, measurable changes are made.
- Good job. Need to do this more often!
- Given a voice! Follow through!
- I think listening to the faculty, staff and administrators. The people working with students daily typically know what needs to be changed.
- Good for Board members to attend—the time may not be convenient for all to attend so should be rotated (a.m. and p.m.).
- Excellent ideas and comments from all participants.
- I would like the Board to acknowledge and realize the rich history we have as an institution. A lot of staff with institutional history have left the District and the ramifications of all the interim positions have on the growth and future planning. Change is healthy as long as it is done for the right reasons. Valuing the current employees is paramount to success.
- Good job.

- I like that tables were assigned.
- Thank you for holding this event. Very informative.
- Would like to see implementation of the ideas presented where feasible.
- Great event.
- Great. Continue these at different locations.
- Thank you for accepting input at all levels.
- This was a great first start and needs to develop and continue.
- I was very glad I was able to participate in this event. I would hope that more of these events are held to help bring the District back to the top of our game by hearing from all groups as to how we as a district can improve.
- I like the whole experience of collaborating with the administration, faculty and staff. It gives us students a voice on campus.