Leadership Matters: Re-Imagining Leadership to Sustain Transformative Change To Advance Student Success & Equity

www.bakersfieldcollege.edu/conference/leadershipmatters

May 24, 2017 | 8 am - 4 pm
Edward Simonsen Performing Arts Center (Indoor Theater)
The California Community College System of 113 colleges is advancing over two million students towards certificate and degree completion, many of them first-generation. Providing leadership in this, the largest higher education system in the nation, is not a trivial task – shifting the mindset of individuals, rethinking systems to deliver the desired outcomes; improving what we do, resulting in significantly more students (and more historically disadvantaged students) completing their degree or certificate; and educating students who are creative thinkers and critical thinkers, creative problem solvers, creative and effective communicators, and engaged citizens who care about building economically strong and healthy communities.

In California, we have systematically been working on this vision for over a decade. The work thus far has helped us know both what the vision is, and equally important, what it is not. It is as though we are sculpting this vision through the various initiatives and investments made in matriculation (SSSP), the focus on Equity, redesigning developmental education through acceleration and contextualization, recognizing prior learning with the use of Multiple Measures, placing students in freshman level composition and freshman math with co-requisites to ensure the success of students. The work has been precise, it has been done with many hands, many minds, and many hearts across our institutions and across the state… constantly focused on making this vision take shape.

What is needed now, with all the work accomplished so far, is an integrating framework. We are starting to see the angel in the marble and like Michelangelo, we are sculpting to set this angel free!

Guided Pathways is that integrating framework that makes this vision take shape, but does not dictate the details. The framework is described by its four pillars that require (1) relentless clarity of the pathways, clarity in providing guidance to navigate the pathways (2) laser focus on preparing the student to enter the right path
(3) support to keep students on the path and (4) ensuring deep and meaningful learning.

Does this involve a shift in our individual and organizational mindset? Does this sound like a rethinking of the design of our systems? Does it also sound like we are continuing with the work that we already started? Yes. Yes. And heck yes. We are sculpting a masterpiece for the California Community College system; and so remember, for this masterpiece to emerge we need all the precision and the uniqueness of each of the 113 pieces to be well executed. We are working together, all 113 of us to set this angel free.

That is why Leadership Matters! Today, we will spend 6 hours together in three sessions immersed in the theory and practice of change, how to navigate change, how to lead change, how to deal with the friction points, conflicts that arise due to change and above all how to sustain change. The research-based theoretical framework has been well crafted by – the Aspen Institute, Public Agenda, and our very own RP Group and Leading from the Middle. The theory will be anchored by 10 practitioners including 2 trustees, 2 college presidents, 2 vice presidents and 4 faculty, who will give us examples in the context of their experience.

Change requires that we honor the lessons of the past while looking to the future, both what is part of our vision and what is not. This shift in perspective can create a sense of loss – a sense of a disappearance of history, of foundational information. As leaders, we must support individuals and the campus community through this process while we continue to improve the learning environment for our student population using emerging knowledge and emerging technologies. Our students are counting on us... over 2 million of them. The Academic Senate for Californian Community Colleges said it best when they crafted the theme for their Fall 2016 Plenary – Honoring the past, Navigating the Present, Imagining the Future.

I recently received an email from a faculty member from one of our colleges who spoke with passion and conviction about the significant obligation we have to these students who are counting on us to help them realize their dreams. She signed off with “si se puede”

It is in this spirit, I welcome you to the Leadership Matters Summit. Si se puede.

-Sonya Christian
President of Bakersfield College
8:00 a.m.  Check In & Breakfast

8:30 a.m.  Opening Remarks

Sonya Christian  
President,  
Bakersfield College

9:00 a.m.  Leadership Matters:  
Advancing Educational Attainment & Equity in California. Leadership Matters

Eloy Oakley  
 Chancellor,  
California Community Colleges

10:00 a.m.  Transition

10:15 a.m.  Session I: Change Leadership

To set the stage for change management, leaders must build urgency and college-wide ownership for change. This session focuses on specific communication strategies that transformational leaders have and can strengthen to establish urgency and share vision for long-term and scalable change.

Josh Wyner  
(Moderator)  
Executive Director,  
Aspen Institute

Bill McGinnis  
Trustee,  
Butte-Glenn Community College District

Julie Bruno  
Professor,  
Sierra College

Wolde-Ab Isaac  
President,  
River City College

11:30 a.m.  Statewide Updates

Erik Skinner  
Deputy Chancellor,  
California Community Colleges Chancellor's Office

11:45 a.m.  Lunch
12:25 p.m.

Remarks from KCCD Chancellor

Tom Burke
Chancellor,
Kern Community College District

Engaging the Why with Data

Greg Stoup
President,
RP Group

12:45 p.m.

Session II: Psychology of Change

This session focuses on the deeper levels at which change leadership must be cultivated and exercised. Near-term progress and long-term success of student success efforts hinge on the ability of leaders at every level within institutions to create a shared sense of ownership for hard work while creating and engaging in a healthy culture for innovation. Authentic engagement and the establishment of relational trust among faculty and staff can lead to co-ownership for of student success from the outset.

Angélica Garcia
(Moderator)
Vice President of Student Services,
Skyline College

Cleavon Smith
Professor,
Berkeley City College

Irene Malmgren
Vice President of Instruction,
Mt. San Antonio College

Andrea Neptune
Professor,
Sierra College

2:00 p.m.

Transition

2:15 p.m.

Session III: Aligning Resources to Support and Sustain Change

Change leaders intentionally redesign systems to institutionalize resource alignment to support sustainable change. This session will focus on the realignment and repurposing of existing resources to ensure organizational capacity for transformational student success work.

Josh Wyner
(Moderator)
Executive Director,
Aspen Institute

Glenn Roquemore
President,
Irvine Valley College

Ann Ransford
Trustee,
Glendale Community College

Jennifer Johnson
Professor,
Bakersfield College

3:30 p.m.

Wrap-up and Adjourn

Laura Hope
Dean of Instructional Support,
Chaffey College
Planning Committee

Bill Scroggins, Mt. San Antonio College
Greg Stoup, RP Group
Janet Fulks, Bakersfield College
Jeff Spano, California Community Colleges Chancellor's Office
Keren Stashower, Kinnetics, LLC
Laura Hope, Leading from the Middle
Lesley Bonds, Bakersfield College
Sonya Christian, Bakersfield College
Theresa Tena, California Community Colleges Chancellor's Office

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Special Thank You

Andres Abundis
Ashlea Ward
Felicia Scott
Giovanni De La Cruz
Jennifer Marden-Serratt
Maria Diaz
Paradise Balloons
Tracy Hall-Powell
Anita Karr
Bernadette Martinez
Flourishing Art
Helen Harp
Kevin Ganger
Marissa Jeffries
Patt Davis
Walter Rivas
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