

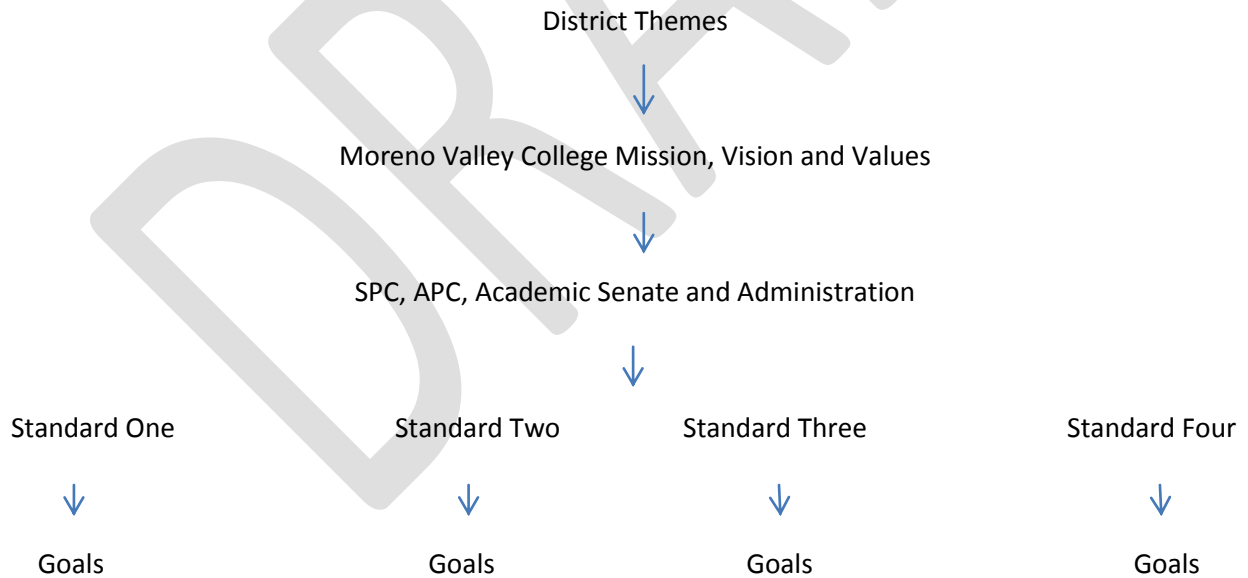
Strategic Planning Theme Group

The Strategic Planning Theme Group was tasked with whether the themes in the current Strategic plan 2010-2015 would be relevant to the 2015-2018 plan. The committee collaborated at the retreat and we had several questions to answer and the responses are attached to this document. We then meet on the afternoon of 09/11/14 to discuss our thoughts and the following are our recommendations to the Strategic Planning Council.

The Theme Group recommendations are that the term themes should not be used in the new plan, but the goals of our college need to be link to the themes of the district. In the current plan there is some confusion of whether the theme and the goal were the same thing. The group also thought that the other two colleges needed to stick with the district themes and that that the district needed to decide if those themes were still relevant to the mission of the district.

Another recommendation is that the goals needed to be linked to the mission, vision and values of the college. The group felt that the flow should look the following way.

The district develops themes for the district. The mission, vision and values of the college are developed with those themes in place. The SPC oversees the four standards committees and the goals of the college are developed from those groups. The SPC, APC and Academic Senate and administration ensure that the goals met the district themes and that they link the four standards to ensure no omission and duplication of a goal. Each standard will have sub committees to bring recommendations forward to their standard, but will not be able to develop a goal on their own.



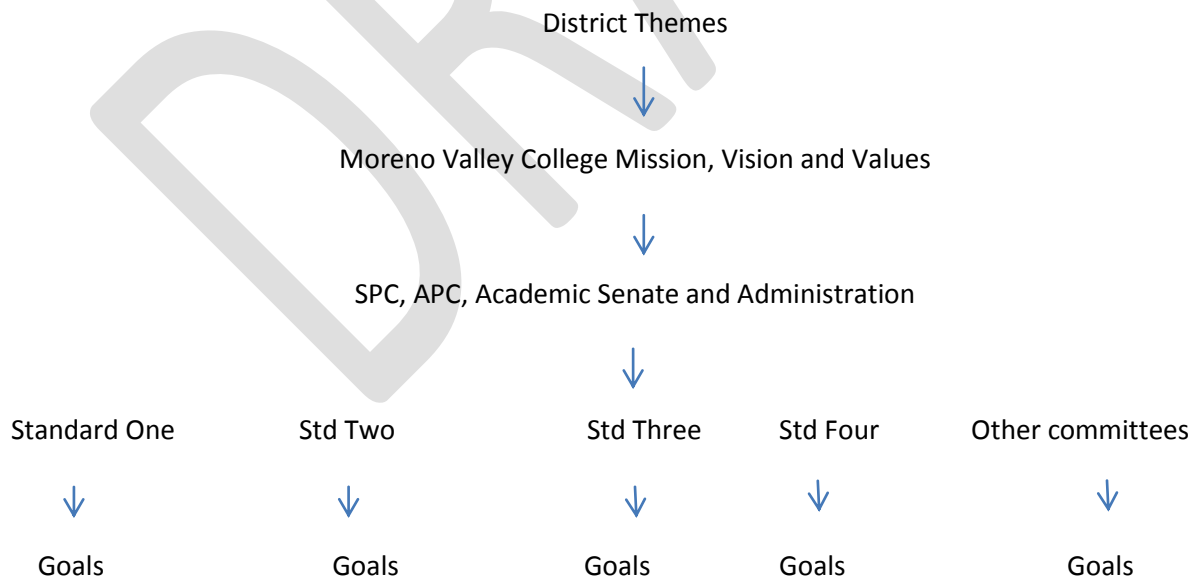
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The Theme Group recommendations are that the term “themes” should not be used in the new plan, but the goals of our college need to be link to the themes of the district. In the current plan there is some confusion of whether the theme and the goal were the same thing. The group also thought that the other two colleges needed to stick with the district themes and that that the district needed to decide if those themes were still relevant to the mission of the district.

Another recommendation is that the goals needed to be linked to the mission, vision and values of the college. The group felt that the flow should look the following way.

The district develops themes for the district. The mission, vision and values of the college are developed with those themes in place. The SPC oversees the four standards committees and the goals of the college are developed from those groups. **Goals could also be recommended by other committees, such as the Student Equity Committee.** The SPC, APC and Academic Senate and administration ensure that the goals meet the district themes and that they link the four standards to ensure no omission or duplication of a goal. Each standard will have sub committees to bring recommendations forward to their standard, but will not be able to develop a goal on their own.



STRATEGIC THEMES AND GOALS

The strategic themes written into the 2010 -2015 Integrated Strategic Plan represent key areas of focus for Moreno Valley College as we work to achieve our vision and support our mission. Within each strategic theme are goals and subsequent strategies that describe what MVC is striving to accomplish through the Integrated Strategic Plan.

As we review, evaluate and revise our current Integrated Strategic Plan, we must take some time to question the purpose, usefulness and value of the strategic themes.

1. What is the purpose of having the strategic themes outlined in the Integrated Strategic Plan? **Our themes attempt to mirror the format that the District used for the District Strategic Plan. Do the themes serve a needed purpose? As a standalone item within the MVC ISP they are unnecessary. As you read the ISP and reach the Goals section the Themes reappear with changes to the wording but essentially saying the same thing. The current Themes section in our ISP seems like an attempt to have the MVC ISP align with the District but also stand out as a unique document. I feel they do not serve a needed purpose as long as the Goals section is included. Maybe we need to merge the Themes and Goals sections into one and truly use the District strategic plan as a template.**
2. Do the themes make sense? **See previous answer.** What are the strengths in the themes and what are the shortcomings? **The descriptive paragraph to each theme is a strong point for the Themes section and its weakness is including actionable bullets following the paragraph. A theme should meet its purpose through a brief statement and any actions to be taken should be described under a different heading in the document.**
3. Are the themes helpful in understanding the stated goals? Explain how they are or are not helpful. **No. I think someone mentioned it would be better to present a theme and follow it up with strategies that fall in line with the themes. Right now the themes and goals section repeats of each other that only differ in their language.**
4. Do the themes accurately reflect the strategic planning of the college? **Yes. If we look at our standing subcommittees under SPC the listed 5 themes are representative of at least one of the tasks assigned to a subcommittee.**
5. Are the themes representative of our goals / plan? **Yes but after a few reads it becomes apparent. With a little work we can align them more specifically and organized.**
6. Are the themes necessary? **Not as a standalone object. The language can be modified as needed and the themes can be merged into the goals section.**
7. Can / should any of the themes be removed or revised? Can you be specific with your response? **As stated above they can be improved and merged with the goals.**
8. Should we add any themes? **I don't think so.**
9. Please provide at least two recommendations for revision as we move 'into writing our 2015-2018 Integrated Strategic Plan. Recommendations can address content, organization, wording, etc. **We should make the themes more succinct and remove the actionable items. Then we can attempt to merge the theme and goals but change the goals to strategies.**

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1 What is the purpose of having the strategic themes outlined in the Integrated Strategic Plan? *To keep in line with the district format? Do the themes serve a needed purpose? Not necessarily. They seem to be more along the lines of college goals.*

2 Do the themes make sense? *I feel that the themes are confusing and their purpose is not sufficiently explained or demonstrated.* What are the strengths in the themes and what are the shortcomings? *Strengths: broken into 5 categories which are linked to specific goals; Weaknesses: there are too many bullets identified in each theme...not attainable*

3 Are the themes helpful in understanding the stated goals? *No* Explain how they are or are not helpful. *The goals can be defined without the use of themes. Need to be more concise...not so broad*

4 Do the themes accurately reflect the strategic planning of the college? *I do not believe that they do*

5 Are the themes representative of our goals *I plan? Somewhat...not clearly defined*

6 Are the themes necessary? *No*

7 Can *I* should any of the themes be removed or revised? *I feel that all of the themes should be omitted unless their purpose is made clear.* Can you be specific with your response?

8 Should we add any themes? *No.*

9 Please provide at least two recommendations for revision as we move 'into writing our 2015-2018 Integrated Strategic Plan. Recommendations can address content, organization, wording, etc. *I believe we should concentrate on defining specific, measurable and attainable goals with a timeline on assessing whether these goals are met, including a plan to implement change to promote student success.*

10. Other questions or considerations to keep in mind as we review the

Themes of 2010 -2015 Integrated Strategic Plan.

If we are going to keep the themes, we need to:

- a) explain their purpose
- b) omit the bulleted goals/objectives from each theme...those will be defined in the strategies
- c) include a precise plan on assessing and implementing change

If we are going to omit the themes, we need to:

- a) restructure our college goals
- b) specifically define our objectives and how we plan to achieve these objectives
- c) put a "Plan of action" in place that ensures positive change toward achieving our goals

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10. Other questions or considerations to keep in mind as we review the

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If we are going to keep the themes, we need to:

- d) explain their purpose*
- e) omit the bulleted goals/objectives from each theme...those will be defined in the strategies*
- f) include a precise plan on assessing and implementing change*

If we are going to omit the themes, we need to:

- d) restructure our college goals*
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