

# 2014 Strategic Plan Evaluation Survey

**Strategic planning** is the process of defining an organization’s purpose, strategy and direction, establishing broad goals, setting priorities, outlining objectives and then focusing energy and allocating resources in order to pursue the strategy. It also involves periodic evaluation to assess progress and fine-tune the organization’s direction in response to its changing environment. This information is captured in a Strategic Plan document. The 2011 Strategic Plan document can be viewed at: <http://www.kccd.edu/Chancellor/Strategic%20Plan/Default.aspx>.

A group of staff, faculty and administrators from the three colleges and district office have convened to assess and update the strategic plan for the Kern Community College District (KCCD). We need your input. Please add your voice to the process as we evaluate the Mission, Vision, Values, and Goals in the current plan and assess issues facing KCCD in the next few years.

1. A **mission statement** expresses the purpose of the organization - its reason for existing.

**KCCD’s current mission statement is:**

*The mission of the Kern Community College District is to provide outstanding educational programs and services that are responsive to our diverse students and communities. To accomplish this mission, we will:*

- Provide academic instruction to promote fulfillment of four-year college transfer requirements and encourage degree and/or certificate acquisition in our surrounding communities.
- Provide workforce skills training through Career and Technical Education programs.
- Provide basic skills education and student services programs to enable students to become successful learners.
- Establish partnerships with businesses and governmental entities as well as other educational institutions to advance economic development
- Improve the quality of life of our students and communities through broad-based general education courses.
- Prepare students with the skills to function effectively in the global economy of the 21<sup>st</sup> century.
- Anticipate and prepare to meet challenges by continually assessing and prioritizing programs, services, and community needs.

Please indicate how much you agree or disagree with the following statements about KCCD’s current mission statement.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I believe in this mission statement.					
Our current practices reflect this mission statement.					

2. How would you change the current mission statement?

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3. A **vision statement** identifies what the organization would like to achieve or accomplish, provides the inspiration for daily operations, and molds strategic decisions. The difference between Mission and Vision is cause and effect – a mission is something to be accomplished, a vision is something to be pursued.

**KCCD’s current vision statement is:**

*The Kern Community College District will be recognized as an exemplary educational leader, partnering with our communities to develop potential and create opportunities. Successful students will strengthen their communities and, along with the faculty and staff, become life-long learners.*

Please indicate how much you agree or disagree with the following statements about KCCD's current vision statement.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I believe in this vision statement.					
Our current practices reflect this vision statement.					

4. How would you change the current vision statement?

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5. **Values** are beliefs that are shared among the stakeholders of an organization. They exist in the culture of the organization and are promoted by leadership. They influence attitude and behavior and serve as broad guidelines in all situations.

**KCCD's Values are:**

*All of the stated values focus on the goal of having a positive impact on the lives of students.*

1. *We value assisting students achieve informed educational goals.*
2. *We value fostering a learning environment that celebrates the diversity of people, ideas, learning styles and instructional methodologies.*
3. *We value recruiting and retaining the best and brightest employees.*
4. *We value promoting a climate of trust by sharing ideas and information.*
5. *We value meeting the highest standards of performance in everything we do.*

Please indicate how much you agree or disagree with the following statements about each of KCCD's current values.

**5a. We value assisting students achieve informed educational goals.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I believe in this value.					
Our current practices reflect this value.					

**5b. We value fostering a learning environment that celebrates the diversity of people, ideas, learning styles and instructional methodologies.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I believe in this value.					
Our current practices reflect this value.					

**5c. We value recruiting and retaining the best and brightest employees.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I believe in this value.					
Our current practices reflect this value.					

**5d. We value promoting a climate of trust by sharing ideas and information.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I believe in this value.					
Our current practices reflect this value.					

**5e. We value meeting the highest standards of performance in everything we do.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I believe in this value.					
Our current practices reflect this value.					

6. How would you change the current values?

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7. **Strategic goals** are planned, broad aspirations that an organization strives to achieve. They focus on “what,” not “how.”

**KCCD’s current Strategic Goals are:**

- Goal One: Become an exemplary model of Student Success*
- Goal Two: Create a collaborative culture and a positive climate*
- Goal Three: Foster a comprehensive and rich learning environment*
- Goal Four: Strengthen personnel effectiveness*
- Goal Five: Manage financial resources efficiently and effectively*
- Goal Six: Respond to community needs*

Please indicate how much you agree or disagree with the following statements about each of KCCD’s current strategic goals.

**7a. Goal One: Become an exemplary model of Student Success**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I believe this goal should be a high priority.					
Our current practices support this goal.					

**7b. Goal Two: Create a collaborative culture and a positive climate**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I believe this goal should be a high priority.					
Our current practices support this goal.					

**7c. Goal Three: Foster a comprehensive and rich learning environment**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I believe this goal should be a high priority.					
Our current practices support this goal.					

**7d. Goal Four: Strengthen personnel effectiveness**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I believe this goal should be a high priority.					
Our current practices support this goal.					

**7e. Goal Five: Manage financial resources efficiently and effectively**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I believe this goal should be a high priority.					
Our current practices support this goal.					

**7f. Goal Six: Respond to community needs**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I believe this goal should be a high priority.					
Our current practices support this goal.					

8. How would you change the strategic goals?

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9. Please indicate how important it is in the next three to five years for KCCD to focus on the following:

(Topics are randomized and in no particular order)	High priority	Medium priority	Low priority	Not a priority at all	I Don't Know
Budget/ Funding/ Economic climate					
Communication between employee groups					
Communication between locations					
Student success					
Student retention					
Buildings/ Facilities					
Technology					
Student support services					
Staffing					
Staff development					
Employee compensation/ benefits					
Enrollment management					
Student equity					
Underprepared students					
CSU and UC partnerships					
Local high school partnerships					
Community partnerships					
Please specify any additional high priority topics that will need focus in the next 3 to 5 years:					

10. If you would like to explain any of your answers from above or provide any additional information, please do so here.

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11. Select your primary work site (employees) / college of attendance (students) / college affiliation (community member)

- Bakersfield College
- Cerro Coso Community College
- Porterville College
- District Office

12. Select the choice that best describes your position

- Administrator/Management
- Faculty member – full-time
- Faculty member – adjunct
- Classified Staff
- Professional Expert/Temporary Employee
- Facilitator for Stakeholder Discussion, Group Name \_\_\_\_\_

Thank you for your input!