Competency Organizational Strategy

Area of Focus	Strategy	Leadership Coordination
Improve the quality of the institution and sustain the mission of the college based on the knowledge of the organization, environment and future trends	Clean, modernize, and develop classrooms and external environment of the college to create quality learning environments	Vice President Negash; Don Houston; Facilities Committee; Ed Maduli; District Facilities personnel; Instruction and Student Services; IS
	Work with campus constituencies on a vision statement that includes feedback from the Listening Tour, the community and our constituents	GAP; Community Interviews
	Create a Community Leadership Learning Day that focuses on future trends for the City of Santa Clara and the Silicon Valley; analyze possible responses to future trends within the college program review process	President's Office; Community Advisory; Academic Directions Committee (Senate)
	Work with the college on possible innovative signature programs or opportunities with business that promotes a college technology infrastructure and that is flexible and adaptable to future trends needs	Academic Directions (Senate); Research Office; President's Technology Advisory
	Work with college constituencies on creating systems and processes for the college that streamline workflow, provide opportunities for technology solutions and that provide employee training opportunities to enhance college organizational structure, roles and responsibilities and inclusion	President's Office; IS; Staff Development; District Liaisons

Competency Resource Management

Area of Focus	Strategy	Leadership Coordination
Sustain the college financially using ethical and equitable resource management to fulfill institutional goals, mission, and vision	Create quarterly budget reviews for all college budgets to ensure consistent expenditures and review of goal completion	Vice President Negash; All Programs; Vice Presidents, Deans, Division Chairs, Dept. Chairs, SOCs
	Create revenue opportunities for the college through partnerships, foundation dollars, programs and rentals	Vice President Negash; District Foundation Office; Programs; President's advisory
	Work with college constituencies on a planning model that is clearly linked to budget planning and allocation	Senate (Program Review); Vice President Negash (CBAC); Staff Development; District Administrative Services
	Work with campus constituencies on a vision statement that includes feedback from the Listening Tour, the community and our constituents	See above
	Create and implement sustainable programs and services that can be institutionalized through effective planning and evaluation; review and account for such sustainability through strategic planning and the integration of program review, college wide goals and district goals	GAP; All Vice Presidents; Curriculum; Program Review; District Strategic Planning

Competency Communication

Area of Focus	Strategy	Leadership Coordination
Engage in honest open dialogue with the college and the community and model listening, speaking and alternative communication methods that exemplify the mission of the college and that promote student success and institutional effectiveness; create consistent communication with the district and the Board for increased recognition of Mission College success and needs	Create and implement a monthly Board Report that is also disseminated to the college campus	President's Office
	Create and implement a quarterly community newsletter for news publications in Santa Clara and beyond	President's Office; Public Information Office; CTE and Vice Presidents
	Write opinion/editorial pieces that inform our community about the needs of the community college system	President's Office; Public Information Office; EMT
	Create Listening Tour; Faculty Focus; President's Roundtable and other opportunities for the college to communicate directly with the president	President's Office; Staff Development; President's Roundtable
	Create and present power-point presentations for community groups and others that details the good work of Mission College and that promotes partnerships and giving to the college	President's Office; Public Information Office; Vice Presidents; Foundation

Competency Collaboration

Area of Focus	Strategy	Leadership Coordination
Develop internal and external relationships that nurture diversity, student success, a positive institutional culture and that maintains the good reputation of the college with city, government, accrediting bodies	Develop a Professional Development plan for the college that enhances classified, faculty and administrators; create opportunities for collaborative professional development with college constituencies and the community; create opportunities for professional development with our sister college as well as the district	President's Office; Public Information Office; President's Advisory; WV; District HR;
	Work with college constituencies on developing a proactive institutional approach to accreditation that includes training, use of technology, and participatory governance and committee structure responsibilities for institutional oversight	Institutional Research Office; Instruction and Student Services Offices; IS; GAP; Disjoint; Standing Committees
	Work with GAP on creating an institutional effectiveness model for institutional planning and outcomes	GAP and all constituencies
	Support the district and the chancellor in goals that include Mission College responsibility and response	President's Office; District
	Create community service and collaborative programs and opportunities that provide for Mission College student programs, community access and involvement in the college	President's Office; President's Advisory; Vice Presidents of Instruction and Student Services

Competency Community College Advocacy

Area of Focus	Strategy	Leadership Coordination
Understand and advocate for Mission College and for the Community College system	Develop relationships with community business, and government, and other entities that provide an audience for marketing the college and for informing community members of college programs, services and needs; participate in community events as a representative of the college	President's Office; President's Advisory; Foundation; President's Technology Advisory;
	Work with state and national legislature representatives on community college advocacy and on promoting Mission College for conferences, public information opportunities and as partners in grant applications, funding earmarks and appropriations; represent Mission College in the Chancellor's Office, in the League and other community college professional organizations	State and National Memberships/Leadership; District; Vice Presidents; Community Memberships; Public Information Office; Foundation
	Demonstrate a passion for the mission of the community college through the promotion and development of the scholarship of teaching and learning; assist the college in continued program development funding and resources; create a culture of Learning Institution opportunities throughout the college	Staff Development; Vice President Negash (CBAC); President's Office; All Senates and ASB;

Competency Professionalism

Area of Focus	Strategy	Leadership Coordination
Create and model high standards for the president and the institution; continuously improve the Office of the President and the college through data and accountability to the college and to the community; promote an institutional environment that uses data, reflection, efficiency and effectiveness measures as part of its planning and continuous improvement	Complete the non-instructional program review for the Office of the President and improve office services based on goal completion and feedback	Office of the President; Vice Presidents
	Work with the Office of Research on data important to community outreach, community partnerships and potential collaborations and revenue generation	Office of the President; Office of Research; Community Advisory; President's Cabinet
	Provide technology resources that encourage and streamline continuous improvement processes throughout the institution and that promote reflection, accountability and effectiveness	IS; All College Offices
	Include presidential training and workshops in my own professional development and to learn about best practices amongst other community college presidents	Office of the President
	Create an administrative team that values and models collaborative standards for leadership; that promotes a college environment of continuous learning and accountability and that works to improve team leadership through data, goal completion and professional development	Office of the President; Executive Cabinet; President's Cabinet; Office of Research; GAP and other strategic planning entities; Staff Development