

Executive Faculty Council - Issue Proposal

Name of Issue Proposal	District-Wide Leadership Program (BOT Policy B.9.1)
Initiator	PVC
Contact	Dr. Jo-Carol Fabianke jfabianke@alamo.edu 210-485-0160

BACKGROUND:

On January 17, 2017, the Alamo College District Board of Trustees approved changes to Policy B.9.1: Educational Philosophy – The Alamo Way: Always Inspire, Always Improve. The changes include the addition of a charge to faculty and administration at the five Colleges to accomplish the following work:

- (1) Collaborate with employers and ISD/university partners to determine their leadership program needs and current practices, respectively;
- (2) Recommend a single, District-wide leadership program that meets the needs of employers and ISD/university partners and to outline how this model will be taught to students at scale across the Alamo Colleges District; and
- (3) Monitor and evaluate the implementation of this action and recommend improvements and/or modifications over time to best meet the needs of our students and community.

The broad nature of this Board directive makes the Executive Faculty Council (EFC) an appropriate body to organize and initiate this work. The EFC will conceptualize a district-wide leadership model by identifying its components as well as the leadership skills that students will have achieved upon completing their goal in one of the Alamo INSTITUTES. The recommended leadership model should be supported by research conducted with employers and ISD/University partners, and informed by nationally-recognized successful leadership programs.

The leadership model should be integrated into the student experience through the Pathways model, offering both in and out of the classroom opportunities. Students should also be able to articulate the leadership skills they have obtained to future employers and universities.

The charge and recommended leadership model should be completed in the next several months. The various ways the model may be integrated into the classroom and other student experiences may be accomplished in several stages over the next 12-18 months.

1. Charge and Work Products:

Create a **work plan with timeline** for conducting the research, and identifying the framework and objectives of the leadership model.

Conduct research to **identify the leadership needs** of employers.

Conduct research to identify **what K-12, universities, and nationally-recognized leadership programs are currently using** as a leadership model.

Conduct research to **identify how each College is currently helping students gain leadership knowledge and skills**, both inside and outside of the classroom.

Recommend a single, District-wide leadership model framework with outcomes that meets the needs of employers and aligns with leadership models used by ISD/university partners.

2. **Known Constraints, Criteria, or Design Principles**

Each College is currently teaching, supporting, and assessing leadership skills with their own unique areas of focus and best practices. Current programs should be considered for incorporation into the District-wide program.

The charge is to recommend a model. The implementation of the model will be addressed once a model is approved.

3. **Relevant Strategic Objectives**

Which of the Alamo Colleges' Strategic Objectives is served by the work?

- a. Principle-Centered Leadership
- b. Performance Excellence
- c. Student Success

4. **Sponsor of the Work**

Vice Chancellor for Academic Success – Dr. Jo Carol Fabianke

5. **Internal Stakeholders or Constituents Impacted**

All students at all Colleges

Faculty, full-time and adjunct, at all Colleges

Vice President for Academic Success at each College

Vice President for Student Success at each College

Independent School District partners

University partners

Employer partners

Alamo Community College District Board of Trustees

PVC and Colleges' Administration

6. **Preliminary List of Team Members**

Faculty representation from across the colleges
Student success representation from across the colleges
Academic Dean or VPAS
Student Success Dean or VPSS
Change Management-certified faculty or staff member
Project Management-certified faculty or staff member

7. Deadline for Work Product

A recommendation should be submitted to PVC in the next six months with adequate time to create an implementation and assessment plan for Fall 2018 implementation.

8. Initiator of this Issue Proposal and Contact information

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