



The Chabot-Las Positas Community College District serves **32 thousand students** throughout the region and beyond. These students are the **heart of the matter** and the main focus of the EMPs and DSP.



### COVID-19 Update

## A SPECIAL MESSAGE FROM THE CHANCELLOR

### The Chabot-Las Positas Community College District Rises to the Challenge



Dear Colleagues, Students, and Friends of the CLPCCD Community:

It has been an extraordinary few weeks. In the face of the evolving COVID-19 crisis, we have all had to pivot and make major adjustments both to our personal lives and institutional practices to stay safe and slow the arc of the pandemic. For the Chabot-Las Positas Community College District (CCD), this means closure of our two campuses and business offices and a quick transition to delivering classes and student support services online. Due to the county and state shelter-in-place orders, all of us—with the exception of workers in essential businesses—are adjusting to working and learning from home.

As Interim Chancellor, I am humbled by the remarkable leadership exhibited throughout the district. The Executive Team has been working tirelessly, seven days a week, to guide the District and its students through this transition. A special thank you to the College Presidents and Vice Chancellors for your exemplary leadership during this tumultuous time. My gratitude to administrators, faculty, and classified professionals for minimizing the level of disruption by ensuring access to key programs and services online, via phone, and email. Your patience, creativity, and commitment are truly commendable.

I thank our students, who are really the heart of the institution. You have remained focused and engaged as we navigate this transition together. I know it is not easy and many of you are facing multiple hardships due to this COVID-19 outbreak. We are here for you and committed to working with you to help you make it through this unusual time and achieve your educational and professional goals. So, ask for help if you need it, and most of all, don't give up!

#### [Chabot Online Student Services](#) | [Las Positas Online Student Services](#)

Please continue to visit the [district urgent alerts webpage](#) for up-to-date information, and contact your Presidents' Office or administrator for additional guidance.

During this time of uncertainty, we are following federal and state governments and world health experts' advisories. While there is a lot that feels out of our control, we choose to go forward together, with courage, as a community dedicated to learning and education, and committed to creating structures and practices that meet the demands of the times and the needs of our students. While, for the immediate future, we will be largely focused on emergency measures and meeting urgent priorities, such as safety and access, we will also use this opportunity to continue to plan and plant the seeds for long-term advancement, in part, by adapting and learning from this crisis.

While the dedicated efforts of our two colleges, Chabot and Las Positas, which this spring have taken the lead in district-wide comprehensive planning process, have slowed and some activities moved online, given the resiliency of our planners, we see this as an unexpected opportunity for deeper reflection and innovative thinking. In the coming months, as we all regain our footing, we will resume our planning more fully and set the stage for the next five years at Chabot-Las Positas CCD. In the meantime, I welcome any feedback or question you may have during this transition period. Stay safe and stay well.

In appreciation,  
Ron Gerhard



# A YEAR OF PLANNING

Orientation to the 2020 District-wide Comprehensive Planning Initiative

Welcome to the first monthly newsletter describing the 2020 District-wide Comprehensive Planning Initiative. As CLPCCD embarks on this year-long strategic planning effort to develop and adopt two College Educational Master Plans (EMPs) and a District Strategic Plan (DSP), we look forward to bringing you regular updates. Look to our webpages [<http://districtazure.clpccd.org/strategicplans/index.php>] and this monthly newsletter to learn more about the efforts of Chabot College, Las Positas College, and District planning teams and events. We encourage your involvement! In 2020 we aim to unite through a planning process that deepens our collective impact district-wide and strengthens our ability to serve our students over the next six years.



## CREATING A STRONG FOUNDATION FOR OUR COLLECTIVE FUTURE

### District-Wide CLPCCD EMPs/DSP Launch

Our District officially launched its year-long strategic planning initiative on February 13, 2020. Interim Chancellor Gerhard convened key decision-makers across the District to ensure a strong start to the district-wide planning effort. Key administrators present included Chabot College President Susan Sperling, Las Positas College President Dyrell Foster, Vice Chancellor of Educational Services and Student Success (VCESS) Theresa Fleischer Rowland, Vice Chancellor of Human Resources Wyman Fong, CC Director of Institutional Effectiveness Samantha Kessler, and LPC Director of Research, Planning and Institutional Effectiveness Rajinder Samra. Academic Senate Presidents Miguel Colon (CC) and Sarah Thompson (LPC), Classified Senate Presidents Noell Adams (CC) and David Rodriguez (LPC), and Associated Students Leader Blessing Nkrumah (LPC) brought expertise to the table. Together, these individuals will form the District-Wide Comprehensive Planning Guidance & Coordinating Committee (DGCC), to guide and coordinate Comprehensive Planning in accordance with **Board policy 3250** for the two College Educational Master Plans (EMPs) and the District Strategic Plan (DSP). The DGCC members were joined by key consultants from the Signature Solutions Corporate Results (SSCR) team, hired to assist with the facilitation, research, writing, and design of the three plans.

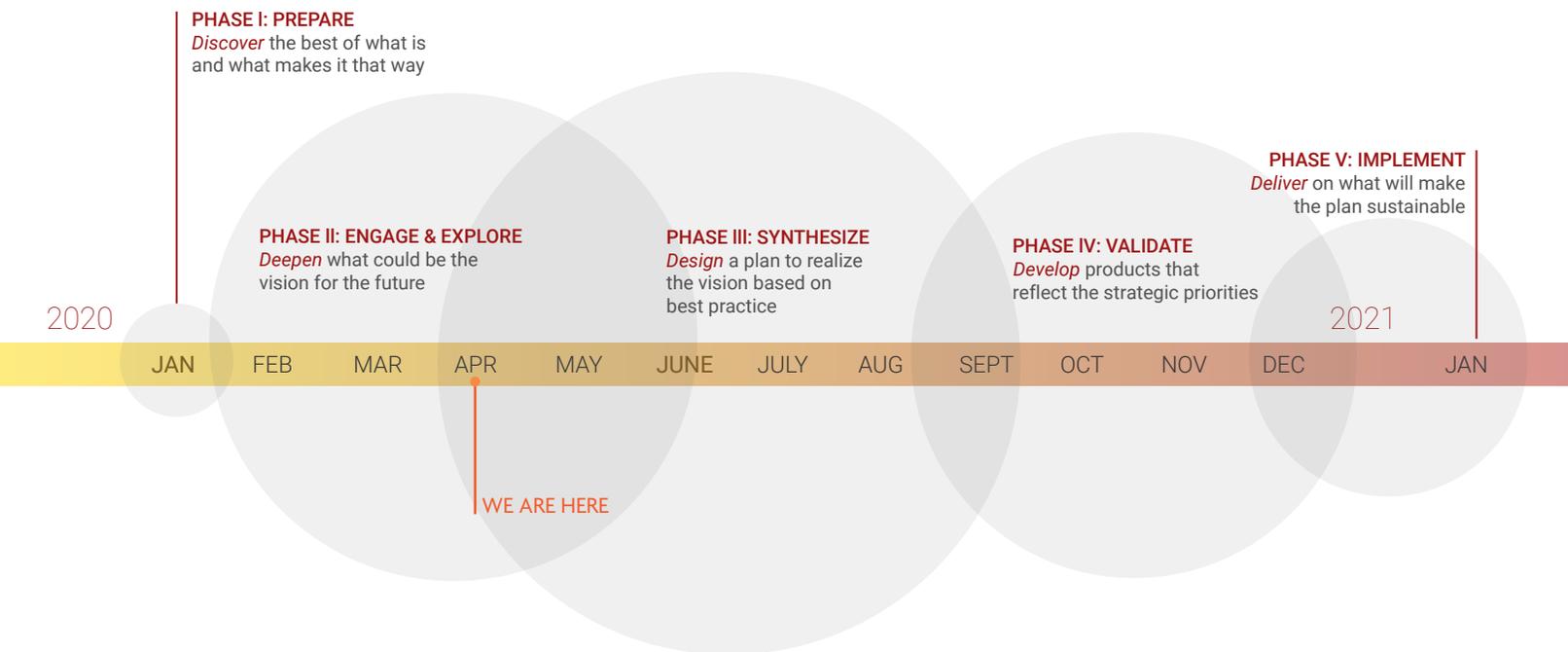
At the outset of the meeting, Chancellor Gerhard provided an overview of the purpose of the Comprehensive Planning Initiative and invited each participant to introduce themselves and share their hopes for the district-wide process. The representatives expressed their vision for an “authentic and meaningful” planning process that would result in College adopted priorities and align with district-wide strategic goals for the next six years. Participants spoke of the importance of collaboration and inclusion and obtaining the “buy-in” of all the key players. Most importantly, the speakers underscored the importance of serving students and placing students at the heart of the process.

Vice Chancellor Rowland facilitated discussion on ensuring transparent, pro-active, and clear messaging to engage meaningful work. This set the stage for an initial review of sample Guiding Principles that emphasized “unite, honor, and guide.” Also discussed were two related handouts, “Leveraging Key Priorities” and a “Planning Timeline with Milestones.”



The group talked about the need to clarify the DGCC’s purpose and role going forward. Members then broke out into three smaller groups, representing the Colleges and District Office, to discuss outreach strategies. The meeting concluded with the consultants sharing a heart-shaped concept image created for the CLPCCD planning process to illustrate the student-centered focus of the planning effort with the slogan “Students are the heart of the matter.”

Link to February 13, 2020 launch meeting resources: <http://districtazure.clpccd.org/dgcc/meetings.php>



## EMBRACING A COLLEGE-DRIVEN INTEGRATIVE PLANNING MODEL AT CLPCCD

The District-wide Comprehensive Planning Initiative has been designed with Chancellor’s Council and reflects the intention to remain both collaborative and integrative throughout. This spring, Chabot and Las Positas Colleges will embark on an intensive college-wide planning process with internal and external stakeholders engaged. The Educational Master Plans (EMPs) will result reflecting the strategic priorities of the individual Colleges. These individual College plans will inform the District Strategic Plan (DSP), along with local governing Board of Trustees Priorities and statewide mandates, such as Vision for Success, to ultimately document the District-wide strategic priorities.

While the Colleges lead their EMP planning process, they are also coordinating with the District to ensure efforts are integrated and thoughtfully aligned throughout the year-long comprehensive planning process. To collaborate on a common approach, the following integrative planning tasks are objectives early on:

- Review EMPs and DSPs from peer California community colleges to gather effective structure and content ideas, and develop a common framework where possible;
- Develop a comprehensive Environmental Scan of external factors to consider when setting District-wide goals;
- Create a “cross-walk” of concurrent planning initiatives across the Colleges and District, and determine ways to integrate these planning efforts within the emerging EMPs and DSP.



### CHABOT COLLEGE EMP TASK FORCE

- Salimah Shabazz “Ms. Mak”,** CC Associated Students Representative
- Javier Castro,** CC Associated Students Representative
- Tom deWit,** English Instructor, UMOJA Board Member (FA Rep)
- Katrin Field,** Assessment Specialist, Counseling (SEIU Rep)
- Dr. Cynthia Gordon da Cruz,** Coordinator of Institutional Research
- Dr. Kim Morrison,** Information Literacy & Technology Librarian, Library Coordinator (Academic Senate Rep)
- Debbie Trigg,** Dean of Counseling
- Rachel Tupper-Eoff,** Senior Administrative Assistant, Learning Connection
- Dr. Jeanne Wilson,** Dean of Special Programs and Services
- Samantha Kessler,** Director of Institutional Effectiveness and College EMP Task Force Lead



### LAS POSITAS COLLEGE EMP TASK FORCE

- Elena Cole,** English Professor
- Dr. Stuart McElderry,** Dean of Social Sciences, Library, Public Safety & Career Education
- David Rodriguez,** Classified Senate President and Research Analyst
- Dr. Karen Spirn,** English Professor
- Sarah Thompson,** Academic Senate President, Sociology Professor
- Frank Javier Polanco,** LPC Student Government Senator
- Dr. Kristina Whalen,** Vice President of Academic Services
- Rajinder Samra,** Director of Research, Planning, and Institutional Effectiveness and College EMP Task Force Lead

Liaison/Facilitator: **Dr. Lorene Allio, PhD**  
Project Associate: **Aurelio Rivera**

Lead/Facilitator: **Dr. Elñora Webb, PhD**  
Project Associate: **Verónica Sánchez Casián**

Liaison/Facilitator: **Dr. Rogéair Purnell, PhD**  
Project Associate: **Nandi Peterson**

	CC Data Research Advisor <b>Dr. Mina Dadgar</b>
	Equity and Diversity Lead <b>Dr. Shindale Seale</b>
	Writing Lead <b>Jennifer Lough Kennedy</b>
	Media & Design Lead <b>Roy Robles</b>

### INTRODUCING THE SIGNATURE SOLUTIONS TEAM

Over the next eight months, Signature Solutions Corporate Results (SSCR) will partner with CLPCCD on the District-wide Comprehensive Planning Initiative. Under the leadership of Dr. Elñora Webb, SSCR has put together a team of skilled consultants with strong expertise in strategic planning, writing and multimedia design, and community college reform initiatives. They will help guide the CLPCCD Colleges and District through the planning process and produce high-quality planning documents in written and digital format that capture the unique vision, dreams, and strategic priorities of the Colleges and the District.

