

# Institutional Effectiveness Partnership Initiative

SEED GRANT Proposal

Presented to Chancellor's Advisory Council – 5/24/24



## ***Focus Areas***

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Original:

- LEADERSHIP DEVELOPMENT OPPORTUNITIES FOR ALL LEVELS OF EMPLOYEES
- CULTIVATING ENGAGEMENT AND EMPLOYEE GROWTH

Additional areas:

- IMPROVING MORALE & MOTIVATION
- BUILDING TRUST & RESPECT
- LEADERSHIP + MANAGEMENT SKILLS + SUPERVISORY SKILLS
- INCREASING ENGAGEMENT
- ONBOARDING NEW EMPLOYEES (Logistics & Culture)

# A vision for Foothill-De Anza Community College District



To work collaboratively toward unified goals –  
Todos Somos, Somos Uno (We are All, We are  
One)



To become a nationally recognized Employer of  
Choice



To be an innovative leader that is responsive to  
needs of the community



To remain equity-minded and learner-focused  
to effectively equip students with the skills  
necessary to pursue their goals



To work collaboratively toward unified goals – Todos Somos, Somos Uno (We are All, We are One)



To become a nationally recognized Employer of Choice


**What opportunities can the IEPI grant support that aligns with these areas of the vision for our district?**



## **CRITERIA to consider**

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- IMMEDIATE IMPACT vs LONG-TERM IMPACT
- OPPORTUNITIES FOR ALL EMPLOYEE GROUPS
- CULTIVATES A CULTURE –SHIFT
- INVESTS IN EMPLOYEE GROWTH
- SUSTAINABLE MODEL
- ABILITY TO BE INSTITUTIONALIZED



1. Conduct team-building workshops across the district utilizing an established behavioral assessment as a catalyst for dialogue, relationship-building, and leadership growth.

- Invests in all employees to "lead from where they are".
- Builds a foundation for working collaboratively and respectfully.
- Starts to cultivate a culture of engagement and creates opportunities to build more trust and effective working relationships within and across departments/areas in district.
- Train-the-trainer model to develop a core team of individuals to deploy and conduct workshops across the district enables institutionalization and sustainability.

2. Develop workshops on a variety of topics related to leadership, management, and supervisory skills and offer throughout district.

- Conduct evaluations to assess effectiveness and customize accordingly.
- Use as foundational components towards an eventual leadership academy.

3. Conduct a climate/engagement & needs assessment survey for entire district.

- Establishes a baseline.
  - Customizable instrument to be used for a post-assessment.
  - Results used to develop metrics and guide priorities for enacting Chancellor's vision.
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