



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

**MINUTES OF THE GOVERNING BOARD
ANNUAL EVALUATION AND GOAL-SETTING WORKSHOP
Friday, February 2, 2018**

Board members gathered at 8:15 a.m. in the Sycuan Golf Course Conference Room at 3007 Dehesa Road, El Cajon, CA, 92019, for the Annual Board Evaluation and Goal-Setting Workshop facilitated by facilitator Cindra Smith. The workshop included college and division updates by Chancellor's Cabinet members, Vice Chancellors Sue Rearic, Tim Corcoran and John Valencia, College Presidents Julianna Barnes and Abu-Ghazaleh, and Associate Vice Chancellor Research, Planning & Technology Christopher Tarman. The Board also performed the evaluation of the 2017 Districtwide Board Goals and 2017 Board Quality & Effectiveness Goals; and the development of 2018 goals.

Members Present: Trustees Adams, Barr, Garrett, Hiel, and Justeson

Members Absent: None

Others Present: Chancellor Cindy Miles, Presidents Abu-Ghazaleh and Barnes, Vice Chancellors Rearic and Valencia, Vice Chancellor Research, Planning and Technology Tarman, and facilitator Cindra Smith

Minutes by: Jennifer Danks

The workshop began at approximately 8:45 a.m.

Public Presentations

There were no public comments or presentations.

Annual Board Workshop

Chancellor's Cabinet members provided status on goals and plans for 2018 and PowerPoint presentations:

Vice Chancellor Human Resources Corcoran

- [Human Resources](#) Structure
- 2018 Big Bets
 1. Recruiting: Complete overhaul, streamlining, automated system with Workday, and development of Search & Hire Task Force
 2. Professional Development: Professional Development Task Force in place, and the need to further develop professional development activities for all employees
 3. Negotiations: status of negotiations and issues provided
 4. HR Information Systems: Workday has been implemented for one year; the need to increase efficiencies, develop other Workday modules for recruiter, talent, and Leaves of Absence
 5. Structure under Vice Chancellor: Create and recruit for EEO Compliance Officer, Payroll Department moved under HR in December 2017 (analyze Payroll Department structure), and development of new HR directors

Vice Chancellor Business Services Rearic

- [Business Services](#) Division Structure
- 2018 Big Bets
 1. Fiscal Independence Improvements: Streamlining processes, automated payments, and enhance review and communication

Public Presentations

Chancellor's Cabinet Reports

2. Budget: Report provided and explanation of challenges with enrollment management, 2018-2019 stability, proposed changes to State formula allocation, and unknown impacts
3. Bonds & Facilities: Significant projects underway, will renew bond rating, and analysis for selling Proposition V Series B bonds
4. Public Safety: On-going training, Emergency Operations Committee and continuity of Operations Plan being reviewed through the Public Safety & Emergency Preparedness Council

Vice Chancellor [Workforce & Organizational Development](#) Valencia

- East County Education Alliance
 - Requirements for AB 19
 - Dual Enrollment
- Foundation (and Auxiliary merger)
 - Staff: Sally Cox, CEO and Dana Rivers, Director of Development; Glenn Kaufhold providing services related to fundraising, Board Development, Donor Management, and Coaching
 - Fundraising priorities: “Give the Dream” emergency grants, general scholarships, and Higher Edge Promise Scholarship
 - Accomplishments: Funds raised 2016/2017 \$1,104,221, awarded \$150,000 in scholarships, Alumni Fest, GradFest, Retiree Relations Committee
- Plans for Technology: Technology Business Process Analysis, updating Technology Master Plan, enhancing GCCCD technology

Cuyamaca College President Barnes

- [Second Year Reflections](#)
- 2018 Big Bets
 1. Basic Skills Acceleration
 2. Guided Student Pathways
 3. Student Validation & Engagement
- Will continue efforts regarding organizational health, enrollment, improving Institutional Effectiveness & Research Capacity to Support Student Success, budget, and planning for new facilities: Center for Water Studies, Student Services & Administration Complex, and other facilities projects

Grossmont College President Abu-Ghazaleh

- [Rebuilding Grossmont College:](#)
 1. Governance Structure, streamline processes, communication
 2. Integrated Planning
 3. Student Learning Outcomes Assessment
- Historical view of administrator turnover
- Will continue efforts regarding CA Guided Pathways Project, enrollment, and student-centeredness

Trustee Talk: Colleges fire up resources for their communities discussion

Trustee Talk

Based on the Association of Community College Trustees article *Trustee Talk*, Chancellor Miles and Dr. Smith led the following discussion:

- Board roles in times of natural disasters (for their communities)
- Preparing shelters
- The need for help and fast decisions (calling an emergency Board meetings)
- Training, coordination and appreciation
- Help for students in the aftermath

Board Members Reviewed and Discussed the Following Items:

- District Mission, Vision & Goals
- [2016-2022 District Strategic Plan](#)
- [BP 1200 District and College Vision, Mission and Value Statements](#)—discussion regarding possible revisions to include pathways, acceleration equity-mindedness, and strengthening how we serve the community as a cultural hub and to meet workforce development needs

Review: District Mission, Vision & Goals; BP 1200; BP 2715; ACCJC Guide to Accreditation for Boards

- [BP 2715 Board Code of Ethics and Conduct](#). Upon review, the Board asked that the Chancellor's Office place BP 2715 on an upcoming Board docket for formal review
- Association of Community College Trustees *Standards of Good Practice for Trustee Boards*
- **Accreditation Update:** Accrediting Commission for Community and Junior Colleges [Guide to Accreditation for Governing Boards](#) and Standard IV evidence to date. There was consensus to schedule a Board Accreditation Workshop

Associate Vice Chancellor Research, Planning & Technology Tarman—Led the evaluation of Districtwide goals and progress in improving student success.

Evaluation: 2017 Board Districtwide Goals: Trustees discussed and reviewed the following documents:

- CA Community Colleges [Vision for Success](#)—goals for meeting California's needs
- 2017 Governing Board [2017 Districtwide Goals](#)
- Dashboard presentation that included Scorecard data, including completion rate with the Institution set standard and six-year targets
- Strategic Plan Dashboard
- [2017 Accomplishments Report](#)

Tarman displayed the District's Key Performance Indicators dashboard and discussed the metrics that the Colleges are tracking to measure progress in improving student outcomes across the educational pathway. Among the metrics discussed were measures contained in the Student Success Scorecard: Remedial English and Math Progress Rates, Persistence Rates, and the Overall Completion Rates for both Cuyamaca and Grossmont College. He noted that the Remedial Progress and Persistence measures have steadily improved over the past five years; however, the Overall Completion Rates have declined. Drafts of the 2018 Scorecard do show significant improvement across all measures.

In addition, Tarman presented the Districtwide Strategic Planning Dashboard which includes Institution Set Standards and Six-Year Targets for higher level metrics, including measures for student success (Course Success Rates, Scorecard Completion Rates, and High School Capture Rates), measures for equity and performance gaps (Proportionality Index for the three student success measures and a comparison of the Diversity Index for District students and District employees), and measures of organizational health (Unrestricted General Reserve Level and Enrollment Efficiency)."

Board members raised questions and had discussions about the following:

- Student populations – Middle Eastern included with the white population
- Expectations and vision of diversity in hiring
- Data increases the Board's awareness of competing priorities
- Positive movement is being made toward student success
- Increasing the Board's awareness in accessing data via the Dashboard

Development: [2018 Governing Board Districtwide Goals & Strategic Priorities](#)—

There was Board consensus to continue with the 2017 Governing Board Districtwide Goals for 2018 and to continue monitoring the goals and to keep the following in mind:

- The Board sets districtwide goals at its annual retreat
- Overall theme is students come first
- Living the strategic plan
- Respect and accountability
- Courage to transform
- Climate of inclusivity
- The things we started are working
- Character
- Becoming real
- Cordiality
- Safe place
- Personal support
- Learning what it takes to make the District work

**Evaluation: 2017
Board Districtwide
Goals & Priorities**

**Development: 2018
Board Districtwide
Goals & Priorities**

Evaluation: Governing Board 2017 Quality & Effectiveness Goals

Trustees discussed and reviewed the 2017 Board Quality & Effectiveness Goals and activities; and reviewed and discussed the following:

- Board [2017 Quality & Effectiveness Goals](#)
- Trustee Self-Evaluation
- District Executive Council Evaluation
- Community Evaluation
- [2017 Cumulative Appraisal](#)
- Accomplishments Report

The following was discussed:

- Obtaining an evaluation report on the Project Labor Agreement
- Time management in order of importance for discussion of closed session items
- Continue progress toward building the Contingency Reserve to equal one month operating expenses
- Schedule an Accreditation Board Workshop
- Increase efforts to attend more community events

Development: [2018 Governing Board Quality & Effectiveness Goals](#)

Finding The 2017 Board Quality & Effectiveness goals and activities relevant, there was Board consensus to accept them for the 2018 Goals.

Adjournment

Board President Garrett adjourned the meeting at 4:53 p.m.

**Evaluation: 2017
Board Quality &
Effectiveness**

**Development: 2018
Board Quality &
Effectiveness Goals**

Adjournment

Respectfully submitted,

Approved by the Governing Board March 20, 2018

Cindy L. Miles, Ph.D.
Chancellor and
Secretary to the Governing Board

Bill Garrett
Board President

Jennifer J. Danks
Recording Secretary