

Entry Id	1. Thinking About Our Current Strategic Plan Recall a time when you felt most involved or excited about some aspect of the work of Northern Essex Community College. What made it an exciting experience? Who was involved? What factors contributed to the effectiveness of the work?	Date Created
1	Participating in last year's Convocation was a great experience. The event involved faculty, academic leaders, and staff from across the college, creating a real sense of community and a commitment to a shared vision.	2015-09-04 10:00:08
2	During Orientation I felt that many of the components and themes in the current strategic initiative were put in motion. We are fostering student success by giving new students an introduction to all of the offices and services at NECC that aid in the success of the whole student, whether it be academically, socially or otherwise. We respect diversity by offering ESL orientations and bilingual Orientation leaders so that everyone feels comfortable sitting through the presentation. We foster leadership by hiring student Orientation Leaders who have a hand in presenting and leading the new students through their own experiences at the college.	2015-09-04 13:09:27
3	N/A	2015-09-05 15:02:46
4	I've actually had two roles at NECC: one as a teacher and another as a member of participatory governance. I'd like to address both separately in my responses. As a faculty member, I usually do feel excited and involved, primarily because--as corny as this sounds--I'm in it less for a love of my discipline, though I do love it--but to change lives. Of course, assurance that I've done so, even in a small way, is rare, but when it does happen, it's more fulfilling than just about anything else I've experienced. As an example, I used to base my ENG102 course on a theme of the outsider. One student wrote to me three years after he'd been in my class. His message was: "I get it!!!" I still smile when I remember that. As a member of a standing committee, I was most excited about the central concept of the last Strategic Plan: VOICES. It summarized for me not only the AI process that had gone into the plan, but also what I consider the greatest sign of a healthy work place: the sense that everyone has a voice.	2015-09-06 16:04:36
5	The prospect of guiding students through a successful learning experience at an open-access community college is the reason I appreciate working at a community college, especially Northern Essex Community College, particularly in the Health Professions. Students' education in the health professions is directed by their enthusiasm, the curriculum and the great faculty in the health professions.	2015-09-07 11:54:36

6	<p>Creating a Service Learning partnership with the Haverhill Boys & Girls Club and my ART100- Introduction to the Creative Experience class. Last year, fall-spring 2014-15 was the first year we had this partnership and it was a very successful and encouraging one as my students worked on numerous projects with the Children learning from them and with them!</p>	2015-09-07 22:00:58
7	<p>Opening the Information Literacy Lab in Lawrence - collaboration across departments, integration of information literacy in the curriculum, expansion of library services.</p>	2015-09-09 11:17:54
8	<p>Attending the Data Team meetings has been interesting and exciting so far. We haven't really accomplished much- so I can't speak to the effectiveness yet. But if we accomplish what we have discussed, it will be extremely useful for staff, faculty, and going into the data warehouse transition.</p>	2015-09-09 11:52:41
9	<p>I like when connections are made that advance the agenda of the work for my area, and it is particularly exciting when I know I am playing an important role in effecting positive change. A supervisor that provides encouragement, support, clarity of roles, clarity of goals, autonomy, and resources is key to the effectiveness of my work.</p>	2015-09-11 18:28:08

Entry Id	2. Things You Value Deeply When you are at your best, what do you value most about your contributions to NECC?	Date Created
1	I value most the opportunity to see my day-to-day work culminate in a true contribution to the goals of the college. Part of that experience is having the opportunity to work with colleagues from other departments and to explore ways to collaborate on shared goals.	2015-09-04 10:00:08
2	If I do something, however small or large, to positively change the trajectory of a students path, that is when I value my work the most. I enjoy when I see a student come out of their comfort zone and achieve something that they never thought they could. Additionally, while an event is happening, I like to take a step back and watch students having a good time and feeling stress-free if only for a while.	2015-09-04 13:09:27
3	Student learning and success	2015-09-05 15:02:46
4	The degree to which I deeply care about my students. My continuous search for the best teaching practices. My ability to elicit the best from my students and colleagues with a fairly sound success rate. My respect for others and desire to serve them. My sense of joy and humor. My ability to march to my own proverbial drummer.	2015-09-06 16:04:36
5	Again, the prospect of guiding students through a successful learning experience at an open-access community college is the reason I appreciate working at a community college.	2015-09-07 11:54:36
6	That I am able to engender real, creative learning and thinking in my students and to see them excel at their studies.	2015-09-07 22:00:58
7	The opportunity to teach and work directly with students and faculty across the curriculum.	2015-09-09 11:17:54
8	I am at my best when I am given some autonomy to work and communicate with others about my work directly. Having a go between or micro manager hinders progress. I strive for efficiency, so this makes work difficult for me to go through unnecessary people.	2015-09-09 11:52:41
9	That it makes college possible for students who otherwise might not get here.	2015-09-11 18:28:08

Entry Id	3. What We Want More Of At NECC Is there a Strategic Goal you want to see continued? And/or, if you could create a new Strategic Goal, what would it be?	Date Created
1	I think the retention of students is an important goal that should remain as one of the college's highest priorities. For students to achieve academic success, we must first ensure they can remain in the college and stay focused on their educational progress.	2015-09-04 10:00:08
2	I would like to see all of the strategic goals continued. Everything is a work in progress, and the college seems to have made great strides, but the work will never be finished. I especially am fond of the Create a Culture of Learning, it is wonderful that the college makes it a point to keep their employees flourishing and growing at all times. Another suggestion for a Strategic Goal would be to break down the silos at the college and work more fluidly across different offices and organizational charts. Great things could happen if we found simple ways to communicate.	2015-09-04 13:09:27
3	N/A	2015-09-05 15:02:46
4	I would want the VOICES concept continued and followed through on even more than in the past. Students and colleagues have complained about not being heard. That doesn't make for a learning environment that's as engaged, fully productive, and satisfying as it could be.	2015-09-06 16:04:36
5	The current strategic goals all directly or indirectly contribute to Student Success. NECC should continue to evaluate the needs of the various populations at NECC (by gender, by ethnic origin, by age, and learning needs) to address these needs in a systematic and effective manner.	2015-09-07 11:54:36
6	To look for ways to foster and encourage creativity across the full spectrum of our curriculum!	2015-09-07 22:00:58
7	Please don't lose sight of Goal 1 - the Lawrence campus is still in need of better integration of services into the college as a whole, most critically the expansion of the library to the first floor of the Dimitry Building. Funding this project should be an institutional priority for several reasons - it was one of the largest items to remain incomplete from the last strategic plan, the construction plans for the expansion are "shovel ready", Dimitry is scheduled to come offline in 16-17 as it is, so if the renovations do not occur then it makes them much harder to accommodate, and improved visibility/access of the library is critical given the general growth on the Lawrence campus, and the ongoing integration of Information Literacy as a Core Academic Skill across the curriculum. Information literacy is a highly valued skill by employers and NECC needs to prepare our students to be ready for this in their professional and personal lives.	2015-09-09 11:17:54

8	Interconnecting staff and faculty more- either through a college wide training/team building and/or adding our pictures to our Outlook contacts. Putting names, stories, experiences to faces makes such a difference in fostering communication and relationships with everyone- including coworkers. I have been able to accomplish more now that I have either met in person or seen what a person looks like, to feel comfortable approaching them via phone/email/in person.	2015-09-09 11:52:41
9	I would create a goal around access and success initiatives and dual enrollment. Feeding the pipeline.	2015-09-11 18:28:08

Entry Id	4. Wishes For The Future What three wishes do you have for NECC by 2020?	Date Created
1	1. Continue to build on the status of NECC as a high-quality, affordable option for students. 2. Expand NECC's role in preparing workers for the demands of a technology-driven economy. 3. Fund higher education at the level needed to ensure the highest quality education for students.	2015-09-04 10:00:08
2	1. Keep finding ways to support the diversity that we have at Northern Essex throughout the student's entire experience in the college 2. Higher enrollment/Graduation Rates 3. Expand communication across departments and campuses	2015-09-04 13:09:27
3	I wish we could think about projects and pick a few that are really important to us and that we work together on making them excellent instead of many, many, different initiatives that we work hard on and that fall through the cracks. I feel like people are burnt out , they are asked to do busy work that we never use or see the practical applications for. Burnt out teachers have no time to be good teachers.	2015-09-05 15:02:46
4	I'd love to see even more diversity, particularly in terms of student ages. I'd like to see more students coming in prepared for college work, particularly via even more programs shared by high schools and NECC. I'd like to see more "bottom-up" decision making. I'd like to see the school weigh expansion against enrollment. I'd love to see a healthy liberal arts basis continue for most of our programs.	2015-09-06 16:04:36
5	1. That there would be a systematic and successful student recruitment and retention structure. 2. Academic and student advising would be personal. The academic advisor would be a faculty member in the student's area of study and the college advisor would be a consistent person for the student from admission through program completion. The college advisor (or coach) would help the student with all non- academic needs such as resource management and assist the students in student life issues. 3. That there be an ongoing faculty support system inclusive of programs/workshops/professional development targeted at new faculty support for four or five years, mid career faculty to keep their teaching fresh and current, and end-of-career faculty transitioning out of full time teaching. Mary Farrell	2015-09-07 11:54:36
6	To continue to have a positive effect on the local Community To be able to offer a broader range of courses fostering Creativity To be on the forefront of real Tuition reform so that any deserving student can attend our College without financial worry.	2015-09-07 22:00:58

7	<p>1. Continued attention to the Lawrence campus, making it as comparable as possible to the Haverhill campus (particularly the library) and a hub for the community of Lawrence. 2. More funding/opportunities for faculty/staff professional development, and a continued focus on hiring full-time faculty. 3. More thorough integration and assessment of the Core Academic Skills into the curriculum (including training for faculty).</p>	2015-09-09 11:17:54
8	<p>Grow in student enrollment, build on the programs most in need based on current job demands, and enhance staff/faculty communication and engagement.</p>	2015-09-09 11:52:41
9	<p>That legislation and reliable funding is secured for early college/dual and concurrent enrollment so programs can be sustained and scaled. That all the major renovations are done and programs and partnerships flourishing. That enrollments are up.</p>	2015-09-11 18:28:08