



Goal Team 5 Culture of Learning

Minutes

November 3, 2014 2-3:30 C208

	Item	Notes	Action
	<p>Check-in How do you and/or how would you like to celebrate NECC and our people?</p>	<p>In attendance: Theresa Mullin, Sharon McManus, Danny Rivera, Duane Quinion, Michelle Jackson, Jeff Bickford, Kirsten Kortz, Barbara Stachniewicz, Marcy Yeager, Linda Meccouri, Donna Felisberto, Melba Acevedo</p> <p>Celebration ideas: gala, big event on campus, big event off campus, have everyone at a home, talk about NECC to outside people, smaller events – one-on-one time, as we grow, chance to build, raise funds, showcasing our work, recognize/acknowledge people, fairly public or permanent website, good food and music with a presentation of accomplishments and an appreciation station, cards to tell about someone’s good points, peace/poetry readings bring joy.</p>	
	<ol style="list-style-type: none"> 1. Approval of Minutes 2. Review of SOAR analysis 3. Department level start of PD goals planning process 	<p>Minutes approved. We reviewed SOAR for resonating themes. They are:</p> <ol style="list-style-type: none"> 1. Build PD into division/dept. budgets 2. IT has project specific money for training 3. Plan ahead and plan budgets around it. 4. Goal Team 5 Culture of Learning: Tagline – <i>Everyone Teaches, Everyone Learns, Everyone Leads.</i> 5. Process will invite them. 6. More employees need to be included. 7. Want to be “doers” 8. Student engagement 9. Community engagement 10. MCCC offer service to community or to a committee 11. Service / professional development – outcome. 12. Some programs aligned with learning communities: Groups: ACLC, Race Amity, Reading Apprenticeship, TIC Individuals: Leadership Academy <p>College Service: try to do out of norm, serve on committee, 10% of time, cherishing differences in strengths, how to maintain integrity and allow for different strengths to be manifested.</p> <p>Explain what options are available – attraction is better than mandating. It has to be worthwhile.</p>	

		<p>How much time can a dept./manager give up from staff? Must understand management needs,</p> <p>Multimodality – work/lifestyle balance</p> <p>Culture of growth mindset – from the bottom up</p> <p>Agreed to look at personal to department level start for PD goals planning.</p> <p>Paths for PD:</p> <ol style="list-style-type: none"> 1. Help do my job 2. Promotion to another place. 	
	<p>Creating a process map (the goal of this will be to work together to generate a map of what needs to be addressed and in what area to get to the final PD planning process created.</p>	<p>Please see spreadsheet analysis.</p>	
	<p>Wrap Up- Announcements/next steps</p>	<p>Next meeting: December 1, 2014 from 2 – 3:30pm.</p>	

Team members: Co-chairs: Marcy Yeager and Linda Meccouri
 Ana Fraden, Duane Quinion, Sharon McDermot, Paul Cavan, Kirsten Kortz, Donna Felisberto,
 Theresa Mullin, Candy Rentas, Melba Acevedo, Ricardo Rivera, Mary Chatigny, Ron Taber,
 Barbara Stachniewicz

“The task of leadership is to create an alignment of strengths, making our weaknesses irrelevant.” Peter Drucker