

Goal Team 5 – Culture of Learning

September 15, 2014 2:00 – 3:30 C208

Time	Item	Notes	Action
<p>2:00 – 2:20 20 minutes</p>	<p>Welcome and Check-in</p> <ul style="list-style-type: none"> · Introductions · What do you think the Culture of Learning Means for NECC? What does it mean to you? 	<p>In attendance: Marcy Yeager, Linda Meccouri, Ana Fraden, Duane Quinion, Kirsten Kortz, Donna Felisberto, Theresa Mullin, Candy Rentas, Melba Acevedo, Ricardo Rivera, Mary Chatigny, Ron Taber, Barbara Stachniewicz, Sharon McManus.</p> <p>Unable to attend: Sharon McDermot, Paul Cavan.</p> <p>Themes for the Culture of Learning: social activity, opportunity to serve, and to partake, has to be fun, preparing students for satisfying productive careers, blend of cultures coming together, love to learn, everything changes, accessible, equitable, we live it, flow, constant changing, insatiable appetite for change, pervasive to everyone in the organization, constant learning process, grow through leadership to better assist college and students, opportunity, rather than forced, mutual reciprocity and collaboration, congruence between what we say and do.</p>	<p>Action: Print out agenda/handouts for future meetings.</p>
<p>2:20 – 2:50 30 minutes</p>	<p>Item #1:</p> <ul style="list-style-type: none"> · Review Charter · Outline what it means to use with respect to #1 · Highlight why some of the changes · Look at suggested tag line as applies to charge and discuss 	<p>Review of:</p> <ul style="list-style-type: none"> - charter - core value statement - how we develop and run curriculum in CPD, HR and CISI. <p>Marcie/CISI would like to bring ideas to the Goal 5 Team - subcommittee was created: Barbara, Ana, Melba and Kirsten. Ideas included staff and faculty trips, intensive Spanish language skills with cultural experience, international students to come here. She has applied for a \$283k grant.</p> <p>Discussion regarding department name and tag-line: Agreement to keep the name as Center for Professional Development with the tag-line, “Everyone Teaches, Everyone Learns, Everyone Leads”. This accomplishes what we want to do and feels inclusive.</p>	<p>Action: rewrite core value statement over the year.</p> <p>Possible Action: set up advisory board/committee for all PD to put in checks and balances</p> <p>Possible Action: combine responsibilities 8 and 9 as a goal: Refine and Develop</p>

		<p>Review of responsibilities:</p> <p>1 and 2, All 3 Barbara 4 Kirsten, Melba 7 Ron, Mary, Theresa, Duane 8 Candy, Mary, Danny, Theresa, Sharon 9 Anna, Donna, Candy, Danny</p>	<p>strategies and processes to provide access to regularly scheduled workshops, classes and academies for NECC employees within and outside of the college.</p>
<p>2:50 – 3:10 20 minutes</p>	<p>Item #2:</p> <ul style="list-style-type: none"> · Create ground rules/ Appreciative Agreements for Committee 	<p>Converse Respectfully:</p> <ul style="list-style-type: none"> - Space to verbally process with understanding that we are a group that gets excited by our ideas, - Presumption of goodwill - we all have the best intentions for each other, - Some of us need time to think through our ideas before we share them with others - deliberative, - active listening, - clarifying, questioning each other for understanding of point of view and experience - articulate in a succinct way. <p>Cell phone policy: agreement to have on table for emergency/family issues.</p> <p>Meeting to start and end on time.</p> <p>Be an active participant.</p>	<p>Action: Make decisions at beginning of next meeting - not at end of meeting- to respect all styles of conversing.</p>
<p>3:10- 3:30 20 minutes</p>	<p>Item #3 Goal setting brainstorm session</p> <ul style="list-style-type: none"> • How do we want to work together to shape the culture of learning...this year....into the future? 	<p>By May, we will reach decisions.</p> <p>Provide a forum of exchange to work on programming - how does it happen and what does it look like?</p> <p>Suggestion to start with the end in mind: what are the outcomes that we are look looking to accomplish?</p> <p>Goal: Everyone to have the opportunity for PD and to know about what is available. Provide access, space and time with end result: to learn and grow. Questions:</p> <ul style="list-style-type: none"> - What other supports do we need in order to get buy in? - It is a cultural transition. - Budgets, time constraints, accessibility with need for back up - Alignment and Equity - should match the Goals of each department. 	<p>Action: Meetings to be arranged by one task.</p> <p>Action: Task for October: Discuss Employee Development Plan.</p> <ul style="list-style-type: none"> - what is it? - what need does it fulfill? - who does it serve? - do we need one? - does everyone have to have one? - not as a method of surveillance - what is realistic through CPD?

		<ul style="list-style-type: none"> - How to communicate to ALL re availability and accessibility? (email) - Leadership needs to consider their own personal development and their team's development. <p>Themes: How to communicate? How to get buy in from leaders and employees? Time to create directives Goal setting</p>	<p>Action: Marcie to create a visual for next meeting.</p>
<p>Accomplishments to date:</p>			
	<p>Team members Co-chairs: Marcy Yeager and Linda Meccouri</p> <p>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</p>	<p>Take away: Hopeful, Futuristic, Hopeful, Aligned, Equitable, Dissidence, Personal Goals, Focus, Direction, Cooperative, Measurement, X Marks the Spot, Hopeful, Fascinating, Hopeful, Energized, Tasks.</p>	<p>Minutes: Sharon McManus 9/24/14</p>