



The Chabot-Las Positas Community College District serves **32 thousand students** throughout the region and beyond. These students are the **heart of the matter** and the main focus of the EMPs and DSP.



Science Lab Las Positas College

### STRATEGIC NEEDS

This spring the COVID-19 pandemic shelter-in-place mandate necessitated a move from face-to-face to online teaching and support services at both Chabot College and Las Positas College, a major shift that impacted the learning and teaching environment. The stay-at-home orders also necessitated creative thinking and reflection to outline a reasonable process to allow the Colleges to realize time-sensitive master planning efforts. In the section on “Crisis as an Opportunity to Strengthen Our Institution”, we highlight some of the questions reflecting the Chabot-Las Positas Community College District’s drive to position for sustainable success in meeting the strategic needs of the community.

## CRISIS AS AN OPPORTUNITY TO STRENGTHEN OUR INSTITUTION

IN TIMES OF CRISIS THERE IS ALSO GREAT OPPORTUNITY

One of the gifts of this unprecedented, challenging—and, for many, painful—period is that we are forced to step out of our usual ways of operating, on both an individual and operational level, and reflect on what is most important. We must find new ways to express our purpose, accomplish our goals, connect with others, and serve our community.

Chabot-Las Positas Community College District (CLPCCD), like community college districts throughout the state, faces daunting challenges ahead as we grapple with the prolonged impact of the COVID-19 pandemic on our educational system, the state budget, and the economy. All signs indicate that the current crisis will have profound and long-lasting effects, perhaps for years to come.

In light of great uncertainty and disruption, we are faced with many questions as we proceed, including:

- How do we create a new model of education that honors the needs of our community in a time of budgetary constraints and challenges?
- How do we build upon the dialogue currently underway in our planning process and leverage collaboration to address emerging needs and adapt to changes arising out of this crisis?
- How do we look forward and strategize for the future, while meeting the needs of the present?

There are no easy answers to these questions. However, we are determined we will work together in a spirit of unity to meet the moment, uplifting our Colleges and strengthening our District as a whole.

In the meantime, we thank you for your leadership in continuing the District-wide Comprehensive Planning process through this tumultuous time. We honor the collective work summarized below. Your willingness to be flexible and creative in bringing constituents together virtually, as well as your commitment to continuing meetings online, has been invaluable in helping move the planning process forward. In particular, your candor and thoughtfulness in our recent district-wide planning meetings demonstrates the level of investment that exists, on the college and district level, in engaging in an authentic and meaningful process.

We have no doubt that this deepening level of collaboration will lead to a collection of robust, thoughtful, and relevant plans to guide us all in better serving our students and meeting the challenges ahead. Together, we will emerge from this crisis and our institution will be stronger and more responsive than ever.



Respectfully and with High Regards,

**Ron Gerhard**, Chancellor  
*Chabot -Las Positas Community College District*

**Susan Sperling**, President  
*Chabot College*

**Dyrell Foster**, President  
*Las Positas College*

## COLLEGE EMPs UPDATES – ACHIEVEMENTS AND NEXT STEPS

*Since the onset of the pandemic, Chabot College and Las Positas College have continued to work to produce their Educational Master Plans (EMPs), driven by rich traditions reflecting a deep commitment to high-quality educational programs and services. Consistent with the unique priorities at each College, the campus leaders, including the College Presidents, faculty, classified professionals, administrators, and students, remain engaged, thoughtful, and mindful of the impact of the unfolding crisis on both local communities and the state. This ongoing engagement informs the direction provided by the College Presidents and, guided by their designees, the EMP Leads, and it has led to significant progress. To date, the planning work has incorporated input from hundreds of colleagues at each College. Below is a brief summary of some of the essential and meaningful EMP planning work carried out at each College.*



The **Chabot College Educational Master Plan (EMP)** planning process has led to the development of draft mission and values statements. The vision statement—the College’s aspirations for the future—will be produced once the key EMP strategies have been identified. The next step is to review data and information highlighted in a draft of the environmental scan, while also preparing to complete a coordinated review of key reports, plans, and data to inform key planning themes and overarching strategies.

**Chabot’s EMP Task Force** is responsible for carrying out the core of the planning work, yet it relies on input from colleagues from across the institution, while, at the same time, honoring the roles of the PRAC (Planning and Resource Allocation Committee) and other participatory governance bodies of the College, specifically the Senates. Already, over 200 faculty, administrators, and classified professionals have offered feedback on these statements during a Flex Day activity in March and at their May meetings. The Faculty Senate and the Student Senate also have suggested minor changes to ensure that the statements are reflective of all the College offers to its students and the community. As a next step, Chabot alumni will be invited to provide feedback and input on the statements. The goal is to finalize the new mission, vision, and values statement during the upcoming fall term.

The EMP Task Force has scheduled two-hour monthly meetings over the summer months. In June 2020, the College’s researcher will present a “sneak peek” of data and information from the environmental scan to help the Task Force to identify strategic priorities and high-level themes and overarching strategies to be considered. The identified themes and strategies will be posted to Chabot College’s EMP website to allow a large audience to review and offer feedback. At its July 2020 meeting, ad-hoc design teams of the EMP Task Force will develop the high-level themes and overarching strategies in preparation for greater college-wide input during the August 2020 convocation. As part of this prep work, the EMP Task Force will leverage key College plans (i.e., the Strategic Plan, Student Equity and Achievement Plan, and Career Technical Education/Workforce plans, etc.). From these documents, themes, priorities, and strategies are expected to emerge to further inform a framework and template, to be used as part of a “virtual EMP draft day” in the early fall to obtain college-wide feedback on drafting the EMP.



The **Las Positas College Educational Master Plan (EMP)** planning process has engaged large segments of the governance and divisional bodies of the College, which led to significant input prior to the shutdown of the College facilities. Given the priority to review, evaluate, and build on the existing EMP, Las Positas has focused its efforts on collecting and analyzing data initially from (a) the Institutional Research team, then (b) stakeholders of the college, in preparation for wider outreach to (c) members of the external community.

**Las Positas College's EMP Task Force** has met every week since January to discuss how to navigate through the EMP planning process, develop instruments to collect feedback from the college community, and analyze the results of the feedback. Already, Las Positas' EMP Task Force has spent considerable time synthesizing the feedback from the college community's March EMP breakout sessions; the results of this effort has led to updating the four overarching EMP goals and revising/adding to their corresponding strategies—these elements will serve as the “backbone” of the new plan.

The EMP Task Force has also presented environmental scan data at the College's virtual May Town meeting; this presentation segued into breakout sessions where feedback was gathered about how the College should respond to major external and internal trends facing the institution. In addition, mindful of the impact of COVID-19 pandemic and the resulting budget constraints, further feedback was sought in May through a college-wide survey regarding how the College could address the EMP goals and strategies during the pandemic.

The EMP Task Force will continue to reflect on emerging conditions to determine if there should be other consequential change(s) to the planning process. In the meantime, the EMP Task Force is considering how to virtually involve the external community in the planning process and through non-face-to-face methods. The Task Force is planning to establish findings and priorities by June 2020 in order to commence work on writing the initial EMP draft during the summer, for presentation to the College community during the August 2020 convocation.

### A SPECIAL NOTE

Subsequent newsletters will highlight the District-wide Comprehensive Planning approach to engage external community – alumni, business, industry, K-16, nonprofit organizations, elected officials, and others – in the planning process to ensure that priorities and strategies are informed by current and emerging needs.

