



EDUCATIONAL MASTER PLAN 2016

What Is The Educational Master Plan?

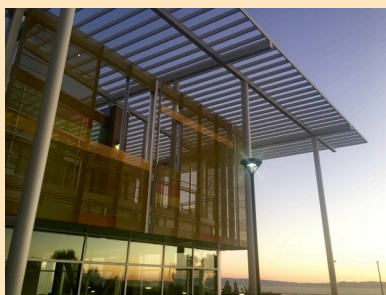
Merritt College’s Educational Master Plan (EMP) is a comprehensive planning document, which shall serve as an organizational blue print for the next five years. The goals established in the EMP will provide strategic direction for institutional and programmatic development in support of the College’s mission and fulfillment of its vision.

Informed by both qualitative and quantitative data from internal and external environmental scans, the EMP aligns with the Peralta Community College District’s 2015 Strategic Plan, as well as the California Community Colleges’ educational priorities. These priorities (namely, career technical education, foundational skills , and transfer) provide the plan’s framework.

The EMP requires input from a broad spectrum of college constituents and stakeholders to ensure that it addresses the needs of Merritt’s service community and improves institutional effectiveness.



EMP Town Hall Launch



Merritt launched the process to update its EMP for the next five years on Friday, February 26, 2016. Two dozen administrators, faculty, and staff gathered in S-449 to enjoy hot breakfast and learn about the course of action needed to develop a new EMP by the end of the academic year.

Dr. Tina Vasconcellos, the EMP Core Team Administrative Lead,

presented a brief outline of the EMP process, structure, and timeline as a prelude to interactive activities for the participants.

For the first activity, attendees divided into four groups to brainstorm a more focused vision statement for the College. The resultant proposals will be distributed to the entire college community via SurveyMonkey for review and approval. Afterwards, everyone engaged in a candid assessment of the College’s core values. Read more about the enlightening discussion that ensued on [Page 4](#).

The town hall launch was repeated on Tuesday, March 8, for about fifteen faculty and staff who could not attend the first session.



INSIDE THIS ISSUE:

<i>Core Team</i>	2
<i>Workgroups</i>	2
<i>Timeline</i>	3
<i>Vision Statement</i>	4
<i>Core Values</i>	4



EMP CORE TEAM

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EMP Workgroups

Three workgroups based on the educational priorities of the California Community Colleges (CTE, Foundations, and Transfer) are tasked with developing strategic goals for the EMP. Each workgroup consists of administrative, faculty, staff, and student representatives. If you are interested in participating in any of these workgroups, please contact Dr. Tina Vasconcellos.

	CTE	Foundations	Transfer
<i>Administrative Lead</i>	Rachel Antrobus	Dr. Arnulfo Cedillo	Dr. Rosemary Delia
<i>Faculty Lead</i>	TBD	Ann Elliott	Dr. Mario Rivas
<i>Classified Lead</i>	TBD	Brenda Mora	Maria Spencer
<i>Counseling Representative</i>	Rose Allen Angela Khoo	Rosa Perez Marty Zielke	Tanya Illarde Steve Pantell
<i>Library Representative</i>	Nghiem Thai	Timothy Hackett Louisa Roberts	Sarah Gallardo
<i>Student Representative</i>	TBD	TBD	TBD
<i>Team Members</i>	Jennifer Briffa Courtney Brown Hank Fabian Bill Love Maria Perez Molly Sealund Maria Suarez Kinga Sidzinska Elaine Wallace Mary Louise Zernicke	Cy Bracy Mary Ciddio Jason Holloway Daniel Lawson Grace Idowu Lorna Pascual	Bill Love Sheila Metcalf-Tobin Ernesto Nery Tae-Soon Park Jason Seals David Strohl Denise Woodward





EMP Timeline

	PHASE ONE
January 13, 2016	Collaborative Brain Trust Orientation
February 2016	Core Team Convenes
February 26, 2016	Town Hall I: Project Launch
March 8, 2016	Town Hall II: Project Launch
March 14-31, 2016	Work Groups Begin Meeting
April 1, 2016	Town Hall III: External Scan Presentation
April 1, 2016	First Draft/Outline Due
	PHASE TWO
April 15, 2016	Town Hall IV: Review of First Draft
April 22, 2016	Second Draft Due
	PHASE THREE
April 22-29, 2016	Final Writing & Editing
April 29, 2016	Final Draft Due
	PHASE FOUR
May 16-23, 2016	Governance Committee Presentations
June 2016	Board of Trustees Presentation for Approval



**UPCOMING EVENT
TOWN HALL III:
EXTERNAL SCAN**

The Collaborative Brain Trust, organizational consultants hired by the District to assist the Colleges in updating their EMPs, shall present the data portfolio from its external environmental scan of Merritt College.

Please join the Core Team and Work Groups for this informative session.

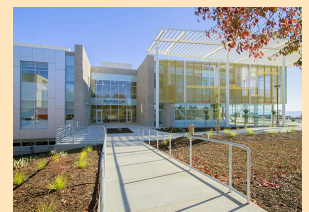
Refreshments will be served.

When

Friday, April 1, 2016
1:30—3:00 p.m.

Where

S Building
Room 449





CORE VALUES

Student Success – We provide challenging and rigorous learning experiences that support the academic and personal success of our students.

Caring Spirit – We genuinely care about every member of our campus community.

Teamwork and Inclusion – We encourage everyone to participate in college governance and assume responsibility for acting on our shared commitment to provide exceptional learning experiences.

Campus Climate – We strive to create a student-centered learning environment that leads to student retention, persistence and success.

Diversity – We honor and respect the different backgrounds, experiences, languages, values and cultures of everyone at the college.

Merritt College Vision Statement

A vision statement is a one-sentence statement describing the clear and inspirational long-term desired change resulting from an organization’s work. Merritt’s current vision actually consists of three distinct statements:

- Create learning experiences that stimulate intellectual curiosity and empower students to communicate effectively, think creatively, and embrace their potential.
- Prepare students to become the future leaders of our interconnected global society.
- Engage the community as an active participant and resource through creative partnerships.

Participants at the EMP town hall launch on February 26 proposed the following four revisions, which will be distributed via Survey Monkey to the campus community for voting:

- Create quality learning experiences that stimulate intellectual creativity and empower students to communicate effectively and embrace their potential as future leaders of society.
- Merritt College is a premier institution committed to innovative programs that serve diverse communities inspiring life changes, transfer to the university and entry to the modern workforce.
- To be a transformative force that creates an inclusive environment to educate/inspire our future leaders to be productive members of society in collaboration with the community as an active participant and resource.
- To provide equitable resources and learning opportunities to support our students in creating meaningful lives including fulfilling careers, community participation, self-expression and life-long love of

Merritt College Core Values “Pulse Check”



Student Success, Caring Spirit, Teamwork and Inclusion, Campus Climate, Diversity.

What do these words and phrases have in common? These are the five core values that, by definition, are the guiding principles that dictate our behavior and actions. As part of updating our EMP, the Core Team is engaging the Campus in evaluating and updating our vision statement and core values. During the first two EMP town halls earlier this semester, the Core Team facilitated activities to begin evaluating and assessing these foundational and driving forces of our College.

One activity was a “pulse check” of our core values. A poster for each core value was hung around the room, and participants were asked to place a green sticker on the poster if they felt Merritt was displaying this value, or red if they felt the College was not. Despite the range of responses, the one obvious outcome of the exercise was the need for regular dialogue about these principles that all of us hold dear to our hearts and embody every day. Although we may feel that great improvements can be made on the campus to improve one or more of the core values, providing the opportunity for dialogue about these principles helps us check in, reaffirm, and reenergize as we go about our day to day routines, and helps us contribute to moving the campus in a positive direction.

