

PRAC {AREA NAME} PRESENTATION

{Date}

{Presenter(s)}

GUIDING PRINCIPLES

Equity and excellence cannot be divided.

—Ernest L. Boyer

PRAC Guiding Principles

- All recommendations must be *student centric*, meaning that they should not only negatively impact the least number of students possible, but also consider how we can better help as many students as possible reach their educational goals, whether by changing what we do or how we do it.
- All recommendations must be *equity-minded*, meaning that they should call attention to patterns of inequity in student outcomes by critically reassessing our practices, policies, and structures and recognizing stereotypes that harm student success.
- All recommendations must be *anti-racist*, meaning that they should produce or sustain racial equity in educational outcomes.
- All recommendations must focus on *protecting and improving teaching and learning* by illustrating efforts to employ cogent best practices and innovation.
- All recommendations must acknowledge that as a community college we are *responsive to our diverse community*, but cannot be all things to all people all the time so we must find creative ways to stay true to our mission.
- All recommendations must be made with a *consideration of their impact on the environment* and how intentional choices might reduce that impact while being maintained over time.

AREA OVERVIEW

The true measure of our success will be the number of people touched and transformed by our success.

—Angela Ahrendts

INCLUDE:

Major connections between your area and the College's mission and strategic plan

Numbers of faculty, staff, and administrators, broken down by FT and PT and by sub-area

For academic areas, a 3-year trend of:

- Number of students, number of degrees/certificates/transfers, including trendline (up, down, flat)
- Number of instructional units (annual)
- Number of non-instructional units (annual)
- Course completion data

For other areas:

- Number of students/others served, including trendline (up, down, flat)
- Other metrics as appropriate, knowing each area is very different—so one size does not fit all

BUDGET OVERVIEW

Leadership is the art of accomplishing more than the science of management says is possible.

—Colin Powell

Annual budget (overview of both non-discretionary and discretionary lines, **not** line-item), with totals for each and grand total, by sub-area and entire area.

Note funding sources—General Fund, Categorical, Grants, Restricted, etc.

Include in this review a status report on use of funds from previous PRAC recommendations. Are the funds contributing to the intended outcomes?

PROGRAM REVIEW SUMMARY

Knowledge implies a responsibility to act.

—Susan Komives

A summary of the status of program review(s) in your area, including the following:

Which areas are up to date on chronicling program review discussions in eLumen?

For any area not up to date on the program review work, what steps have been identified to get on track?

What themes have arisen across this content?

Based on review of student outcome data disaggregated by race, gender, and other appropriate factors, are discussions leading to concrete goals/changes?

What is the status of response to any GRIT recommendations?

PROGRAM DISCUSSIONS & DIRECTIONS

Change is hard because people overestimate the value of what they have—and underestimate the value of what they may gain by giving that up.

—James Belasco & Ralph Stayer

An overview of the discussions occurring in your area in the context of the educational master plan/strategic plan, program review goals, and the guiding principles provided by PRAC

Focus Items:

Anticipated personnel shifts, including retirements, potential reorganization, new/continuing initiatives, and other factors—based in established trend data and connected to the strategic plan, program review discussions, and guiding principles

Spotlight of program(s) in need of change, whether working well (potential for scaling up) or struggling (potential for revitalization or discontinuance)

RESOURCE REQUESTS

Strategy is about stretching limited resources
to fit ambitious aspirations.

—C. K. Prahalad

Outline any resource requests, tying them to the program discussions, EMP, strategic plan, program review, and guiding principles.

Include whether the resource needs are one-time or ongoing and include an estimate of total costs (salary and benefits, purchase and maintenance, etc.)

QUESTIONS/DISCUSSION

The world as we have created it is a process of our thinking. It cannot be changed without changing our thinking.

—Albert Einstein