

# Chancellor's Somos Uno Initiative

PRESENTED TO APM

1/8/25



# 90-Day Plan – people, processes, and priorities

## Discoveries

We have incredible programs, talented and dedicated employees, an enviable reputation, and a lot of community support

# We are missing opportunities to grow enrollment and revenue

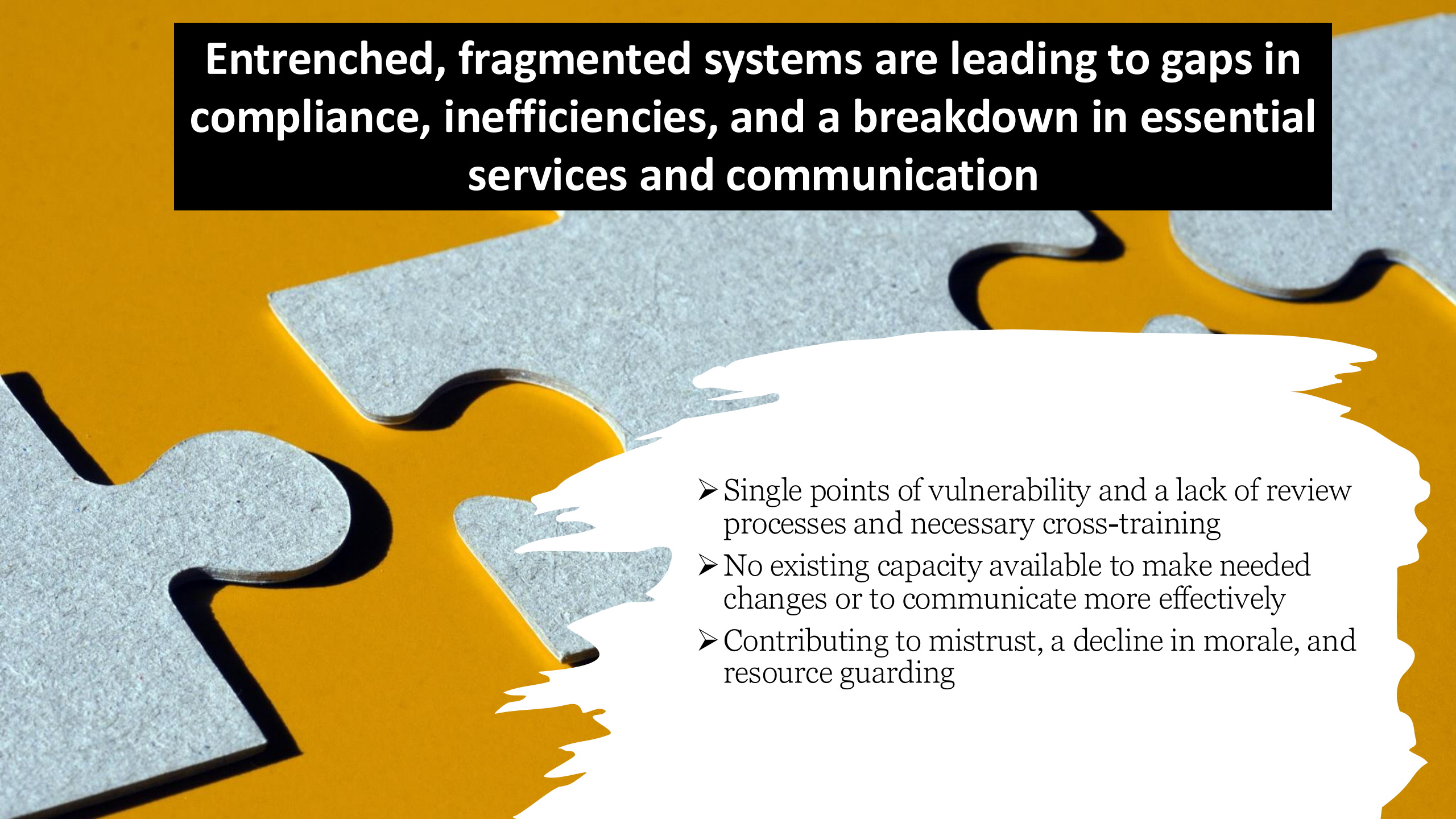


For example, no clear systems and infrastructure to support:

- grants development
- scalable industry partnerships
- long range strategic analysis/planning
- comprehensive professional development
- coordinated curriculum/program development

that could lead the district in a single, more **unified** direction

**AND**



**Entrenched, fragmented systems are leading to gaps in compliance, inefficiencies, and a breakdown in essential services and communication**

- Single points of vulnerability and a lack of review processes and necessary cross-training
- No existing capacity available to make needed changes or to communicate more effectively
- Contributing to mistrust, a decline in morale, and resource guarding



To foster collaboration and unity across diverse departments and functions of our district



Identify and recommend strategies to streamline administrative and operational processes, enhance efficiencies, promote a culture of shared responsibility



Focus on continuous improvement and transformation to benefit our students



Improve the employee experience and build capacity to continue to do work that matters



Builds upon work that was previously completed: Chancellor's profile, reimagining, Chancellor's 90-day plan.

This initiative is guided by the Chancellor's Vision, which focuses on these four themes:

- To work collaboratively toward unified goals – Somos Uno (We are One)
- To become a nationally recognized Employer of Choice
- To be an innovative leader that is responsive to needs of the community
- To remain equity-minded and learner-focused to effectively equip students with the skills necessary to pursue their goals

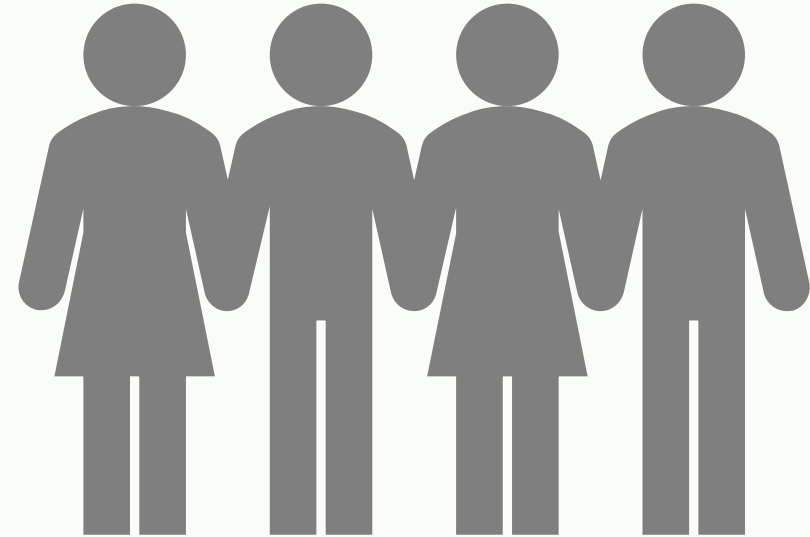
**Somos Uno (We Are One):** Embrace the spirit of unity and collaboration, recognizing that our collective strength is greater than the sum of our individual parts.

**Student-Centered Focus:** Prioritize the needs and success of our students in all decision-making and recommendations.

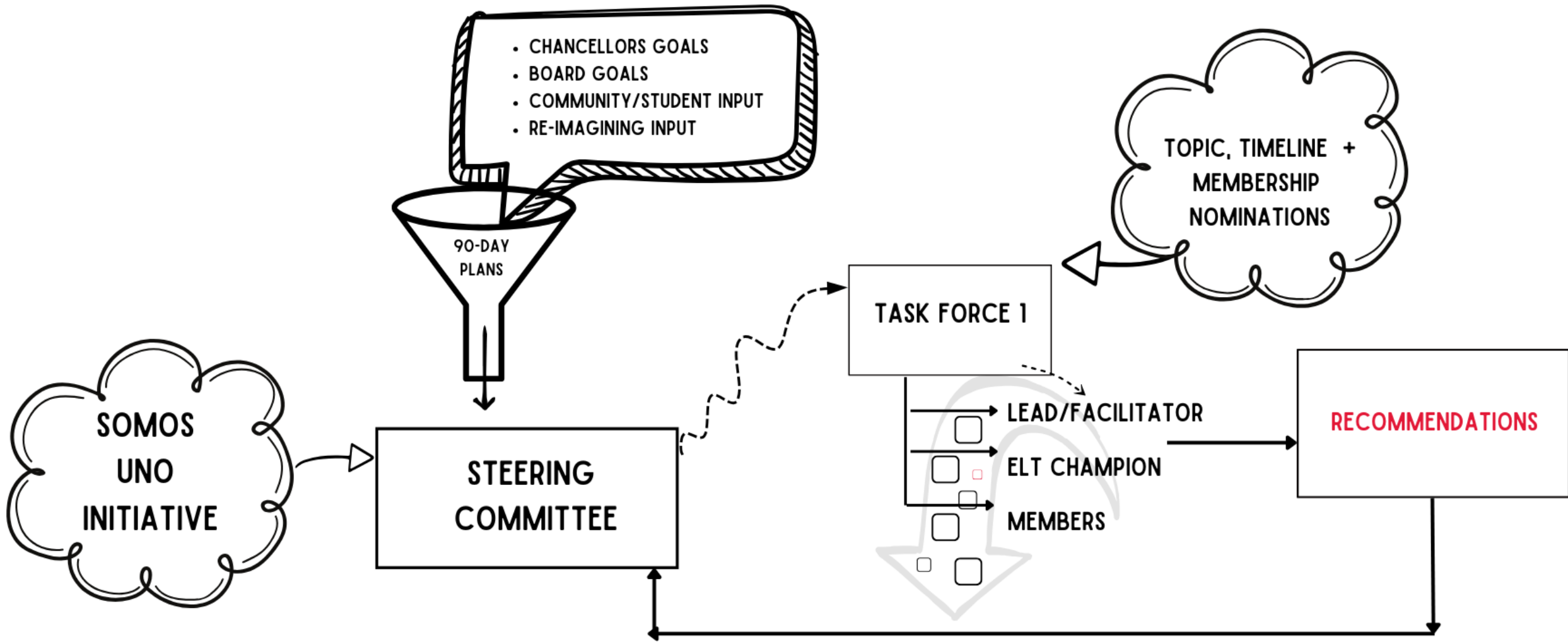
**Equity and Inclusion:** Ensure that all voices are heard and that solutions are equitable and inclusive, reflecting the diversity of our community.

**Data-Driven Decision Making:** Utilize data and evidence to inform recommendations and develop metrics to measure progress.

**Continuous Improvement:** Foster a culture of ongoing assessment and improvement, embracing innovation and adaptability.



## GUIDING PRINCIPLES



# Steering Committee, Criteria, & Charge

- Executive Leadership Team (ELT members) plus others as needed (in a consultative role)
- Trained in an Interest-Based Problem-Solving Approach
- Identify and prioritize topical areas to launch Task Force(s) on focused topics (Not 10+1 related)
- Each Task Force will include an administrative leader or facilitator to guide the work, plus a Steering Committee liaison, appointed by the Chancellor.
- Criteria for Task Force – Operational efficiencies & building organizational capacity; cost efficiencies; Improving student and/or employee experience; Improving effectiveness with compliance/regulatory issues.
- The Steering Committee will determine which topic to pilot and create a charging document for the task force.
- The Charging Document will identify mission/purpose, scope/limitations, timeline, membership, resource needs.





Should APM serve as the "steering committee" for 10+1 related priorities that should be viewed with a Somos Uno lens?

If so, what would be some topics and how would we prioritize what could be addressed in the remainder of this academic year?