



Academic Senate
for California Community Colleges

LEADERSHIP. EMPOWERMENT. VOICE.

NOTHING LASTS FOREVER.... EFFECTIVE SUCCESSION PLANNING

CURRICULUM INSTITUTE JULY 2018

Outcomes for this breakout

- Evaluate your past and current status for leadership and curriculum continuity
- Consider roles and knowledge for sustainability
- Appraise other college's practices with regards to your college's needs
- Begin a plan to professionally develop leaders



Assumptions

- Curriculum is the heart of our work in the college
- Regulations regarding curriculum are not well understood by many faculty and administrators (e.g. Title 5, legislation AB705, Guided Pathways, Financial Aid, SB 1440)
- Maintaining curriculum standards that serve students is a shifting landscape
- Curricular work is broad with different outcomes and requirements (basic skills, career education, skills builders, transfer)

What is a succession plan?

“An alignment of talent development with your future leadership needs. It's also an investment in your company's future. If you are making plans to move up the ranks in the C-suite, bear in mind you'll need a successor, too, who's enthusiastic about being a boss.”

[Robert Half](#)

Why is curriculum succession planning so important now?

- Guided Pathways – review and organization of our curriculum – courses and programs
- Changes in basic skills strategies (AB 705)
- Focus on career education (Strong Workforce)
- Emphasis on completion – (funding changes)
- Changes in modality – (dual enrollment, online, inmate, skills based, badges?)
- Need for General education clarity
- Transfer

What overlapping functions might create efficiency in workload and leadership?

Some colleges have:

Co-chairs

Rotation between committees

Senate president serves first as curriculum chair

Curriculum chair moves on senate VP

Leadership training program for SLO, Curriculum,
Program review, Enrollment management,
Integrated planning, BSI, Guided Pathways

What does your college do?

Training – “Cognitive Domain”

- PCAH
- Transfer Degree
- Basic Skills
- Prerequisites/Corequisites
- Noncredit/credit
- Strong workforce
- Guided Pathways
- Program Review
- Learning Assessment
- Enrollment Management

Training – “Affective Domain”

- Be proactive with succession planning
- Keep an open mind
- Make the vision known
- Offer regular feedback to in-coming Curriculum Chair
- Provide training to Curriculum Geeks (“Peak Performers”)
- Do a trial run

Creating a plan

- Include reassign time
- Evaluate training needs
- PR the leadership role
- Plan on curriculum institute and regional meetings

