



ALAMO
COLLEGES
DISTRICT

To: Strategic Leadership Team (SLT)

From: Executive Faculty Council (EFC)

Re: Re: District Wide Leadership Program Presentation

Date: November 8, 2019

We thank you for your May 31, 2019 response and the overall discussion surrounding a leadership framework for the students of the Alamo Community Colleges District and Board of Trustees Policy B 9.1. We also thank you for the opportunity to present the ad hoc committee's recommendations: recommendations that we stand behind. EFC is confident in the research, collaboration, additional listening sessions, revisions, and overall work that has been completed by the ad hoc committee since March 2017.

Regarding your questions, we offer explanations as to why EFC is considering our work complete and will not be engaging in further work or revisions.

- How will the assessment of the Tier 1 recommendations differ from the general education competencies and how is this leadership demonstrated with each competency?

The April 15, 2019 presentation included the recommendation that each college develop a rubric to assess KSAs in Tier 1 (and Tier 2) and that each college collect and archive assessed evidence of student progress in each tier. Also, during this presentation, examples were given of how the competencies are part of leadership development and how they, when attained, demonstrate leadership. In addition, possible examples of how the assessment could differ from core competencies assessment were given, but the ultimate recommendation from the EFC ad hoc committee was that the specific ways that leadership education would happen and be assessed would be left up to each college to determine, each college who would also engage in cross-college information sharing and collaboration.

- How is the Principal Centered Leadership Committee incorporated into the program's framework?

The April 15, 2019 presentation and report referenced alignment with the Principle-Centered Leadership Committee's report, but this committee was not in existence when the EFC ad hoc committee started its work in March 2017, nor was it in the initial EFC charges to prepare a leadership framework specifically informed by Principle-Centered Leadership materials, literature, etc. While this and many other leadership models,

styles, etc. were researched and considered, the charge did not prescribe a particular leadership model for the framework for student learning.

- Within the program's framework, what reference materials are available to each college to ensure common rubrics are developed?

The EFC ad hoc committee's original presentation on November 27, 2017 and the report that accompanied it included a resource manual with reference materials for each college, and while the presentations that followed did not include that resource manual, it is important to note that much of the manual material was resources faculty, staff, and administrators of each college suggested and/or material that is already utilized by (or informing) many of the leadership education opportunities already taking place at the colleges, illuminated by the college inventories that the ad hoc committee completed. In other words, the five Alamo Colleges have a great deal of knowledge and talent regarding how students can attain leadership skills and how students can be given leadership opportunities, and this knowledge and talent is suitable and beneficial for rubric development. Furthermore, the fourth recommendation in the April 15, 2019 presentation and report concerns faculty and staff development. These development opportunities would familiarize anyone who would be involved in the leadership assessment with research, literature, and assessment examples focused on leadership.

Because of the reasons above, the EFC will not be initiating further work regarding these recommendations, and EFC will not pursue a presentation of our recommendations regarding a leadership framework and Board Policy B 9.1 to the Board of Trustees at this time. EFC considers the ad hoc committee's work complete, and we wish to invite your support of this courtesy as well: to respect the release these faculty, staff, and administrators from their obligation to this ad hoc committee as the final recommendations have been made.