

**COMMUNITY COLLEGES**

SAN DIEGO & IMPERIAL COUNTIES

**CAREER EDUCATION**

# Deans Council/Implementation Committee Retreat Report-Out

Deans Council Meeting

Friday, August 15, 2025

# Transparency & Accountability

- Clear communication, with easy access to information
- Document and share our Best Practices
- Establish baseline for outcomes/metrics/expectations
- Share clear performance and outcomes data region-wide, including assessment and evaluations of investments
- Quarterly Project Check-Ins with VPIs, CTE Deans, and Associate Deans
- Discuss option of reallocating funding, when project outcomes are not met
- Consider a Performance Improvement Process for colleges/projects that consistently do not meet expected outcomes

# Workgroup → Committee Model

- Three Regional Priorities Committees:
  - Adult Learner Pathways/Adult Learner Success
  - Employer Engagement/Industry Alignment/Career Services/Talent & Workforce Development
  - Data & Evaluation/Data & Innovation
- Co-chaired by CTE Dean & Associate Dean
- Designated point of contact Leadership-based
- Establish strategies to reach broader outcomes
- Determine leading indicators/outcomes
- Document attendance
- Equity embedded, outcomes tracked, strategic planning focus

# Communities of Practice

- Practitioner-focused
- Directly aligned to at least one Committee
- Examples: Apprenticeship, CPL, WBL, Career Counseling, Data & Innovation
- Purpose: Share best practices, professional development, align work with outcomes
- Equity embedded in discussions and work
- Designated point of contact (answers questions/ownership)
- Document attendance

# Deans Council Agenda Restructure

- Create running agenda for easier member input
- First 30 mins for required/action topics
- Updates via email; meetings for discussion/action
- Equity & data in every agenda
- Round-robin 'hot topics' engagement

# Challenges

- CTE Dean Engagement
  - Shifting priorities & reassignment of duties
  - Capacity concerns
  - Need for prioritization of regional work
- Career Services Transition
  - Shift from Instruction to Student Services on some campuses
  - Important to maintain alignment with CTE priorities

# Request of the Region

- Develop onboarding documents for JPCM, WBLC, and Associate Deans
- Revisit the Fifth Pillar report to evaluate regional investments
- Share data (local, regional, & state) outcomes with senior leadership – the good, the bad, and the ugly
- Create common definitions and meaningful outcomes, with accountability for funding
- Hold monthly check-ins with colleges on RFA activities & budgets
- Round-robin 'hot topics' engagement

# Other Key Points

- Adult Education regional investments on pause
- More engagement needed with K-12, especially K-12 SWP
- Less is more - if it can be said in an email, we don't need a meeting
- Need for more Lead CTE Dean Participation
- Designing for adult learners, will also serve K-12 learners
- Tie college committee participation to RFA funding
- Are we serving students, or just assisting practioners and their pain points?



# Next Steps

The Implementation Committee will present recommendations for the new committees and COPs purpose, structure, membership, tasks, and expected outcomes at the September 12th Deans Council meeting.

Approved recommendations will be taken to ROC's September 24<sup>th</sup> meeting.