



The How's and Why's of Integrated Planning

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What will you do today?

- Define Integrated Planning.
- Discuss the How's and Why's of Integrated Planning.
- Use the How's and Why's to integrate a project into a College plan.
- Ask lots of questions and participate.



What is Integrated Planning?

- Integrated planning *“is an interactive process in which an institution, through its governance processes, thoughtfully uses its **values and vision to set priorities and deploy its resources and energies to achieve institutional changes and improvements at various levels of the organization in response to current or anticipated conditions.**”* (ACCJC News Fall 2009)

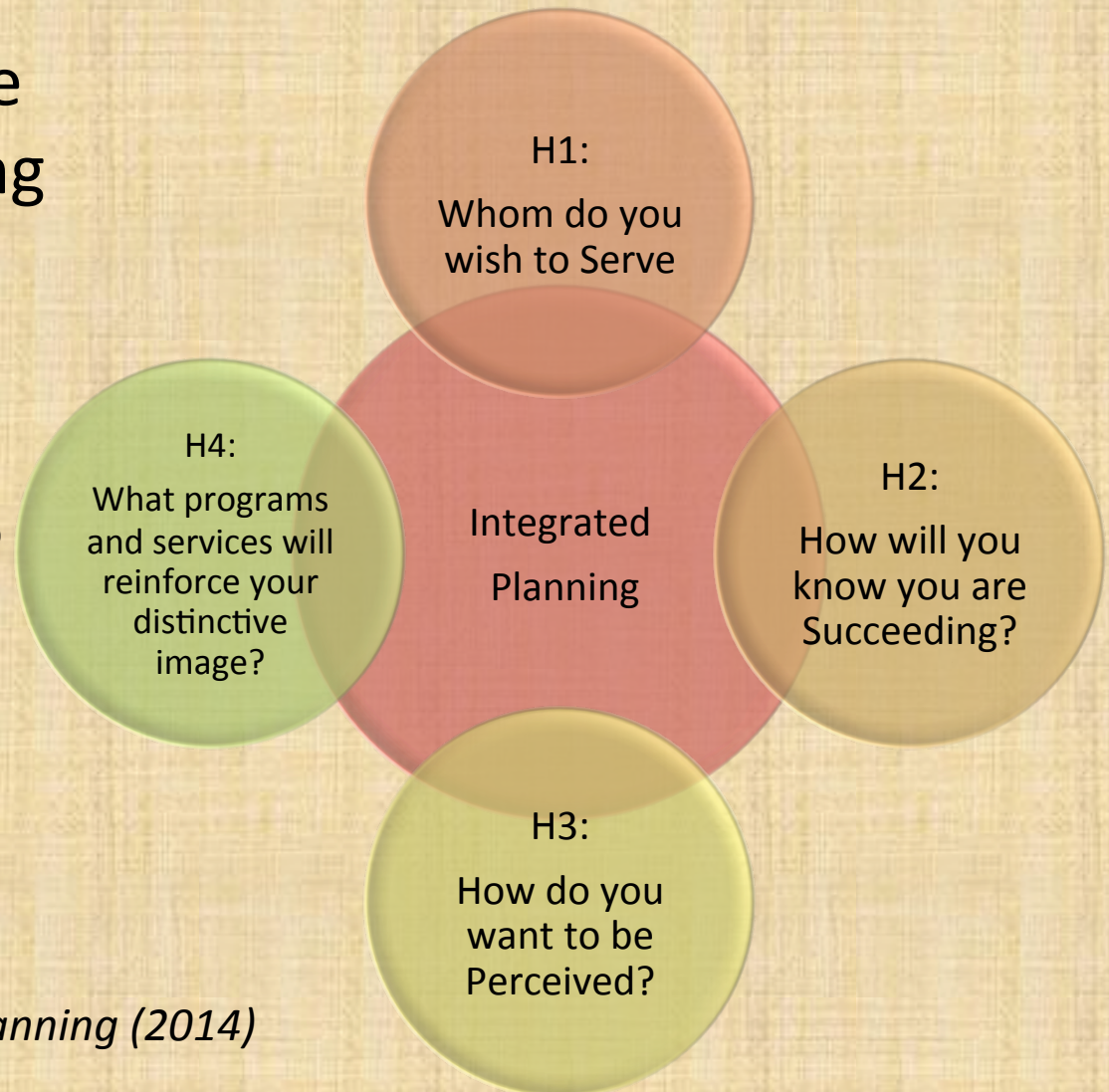


What Integrated Planning will do

- (1) Provide focus to set clear, reasonable goals and directions
- (2) Describe who you are through alignment with your mission, vision, and core values
- (3) Inform where you are going through providing evidence to inform governance decision-making
- (4) Explain how you are going to get there through careful analysis, reflection, and creation of action plans relevant to you goals, direction, and mission

The Hows (H) of Integrated Planning

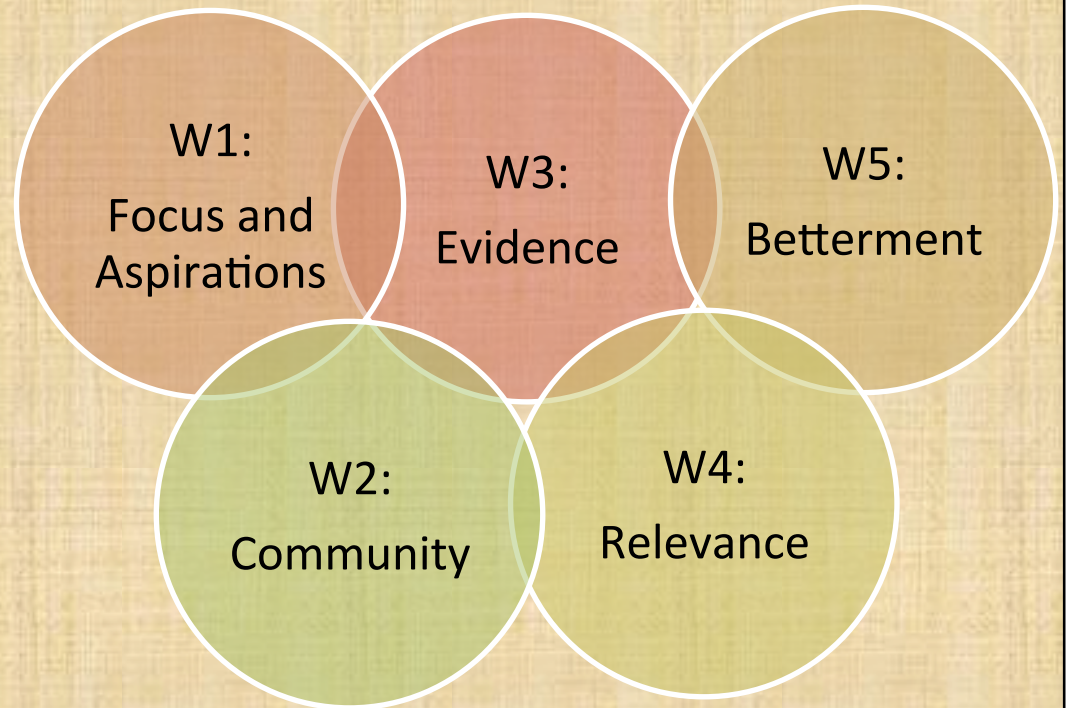
The Society for College and University Planning (SCUP) provides four key questions that colleges and universities can use to drive planning for continuous quality improvement.



**Society for College and University Planning (2014)*

The Whys (W) of Integrated Planning

“A quality college aims for excellence in all that it does, across five dimensions of quality that are reflected in the requirements of all seven regional accreditors...”



*Suskie (2014) A Common Sense Guide on Accreditation and Accountability



Potential College Improvement

Attain Student-Achievement Parity (Native Hawaiians compared to other Groups)

Native Hawaiian students comprise up to 40% of the student body at WCC. Despite this, their achievement lags behind other groups.

Is this possible QFP for WCC be integrated into WCC's plan?

W1: Focus and Aspirations

W1:

Focus and Aspirations

- What makes your College distinctive?
- Who you are?
- Where are you going?
- How are you going to get there?

Where to Look:

H1: Whom do you wish to serve?

✓ College Mission

H3: How do you want to be perceived?

✓ College Vision

✓ College Core Values

H4: What programs and services will reinforce our distinctive image?

✓ Chancellor's Vision Statement



Mission, Vision, Core Values

Windward Community College offers innovative programs in the arts and sciences and opportunities to gain knowledge and understanding of Hawai'i and its unique heritage. **With a special commitment to support the access and educational needs of Native Hawaiians**, we provide O'ahu's Ko'olau region and beyond with liberal arts, career and lifelong learning in a supportive and challenging environment — inspiring students to excellence.

Our Vision

- Ka Mālamalama o ke Ko'olau - “Enlightening Ko'olau”
- Students and community members will be enriched by “the light of knowledge” through quality programs and able to lead full, productive lives in a rapidly changing world.

Our Core Values

- The college and its mission, goals and actions are guided by core values that reflect the Hawaiian culture.
- Na'auao — Learning
- Global awareness Ho'okomo — Access
- Laulima — Collaboration
- Ho'ihi — Respect
- Mea Hou — Innovation
- Mālama 'āina — Sustainability

W2: Community


W2: Community

- Shared collegial governance, collaboration, communication, growth and development

Where to Look:

H2: How will we know we are succeeding?

- ✓ Extramural funding
- ✓ College/Community involvement in activities
- ✓ Administration/Faculty collegial governance and discussion
- ✓ Student involvement in college governance decisions
- ✓ Staff Development



Community Involvement

- https://windward.hawaii.edu/committees/ke_kumu_pali/charter.php
- <http://www.hawaii.edu/pukoa/Mission.html>
- <https://windward.hawaii.edu/hookuonoono/>
- <http://nhea.net/about-us/>
- <https://windward.hawaii.edu/kapiko/>

W3: Evidence

W3: Evidence

- Tied key goals.
- Externally, internally, and historically informed.

Where to Look:

H2: How will we know we are succeeding?

- ✓ College Strategic Plan
- ✓ UHCC Strategic Plan
- ✓ UH System Strategic
- ✓ Student Success Measures
- ✓ Student Achievement Measures
- ✓ SLO Assessment

W3: Evidence (Continued)

W3: Evidence

- Tied key goals.
- Externally, internally, and historically informed.

Where to Look:

H3: How do we want to be perceived?

- ✓ CCSSE
- ✓ Institutional Perception Surveys
- ✓ Internal Student Perception Surveys
- ✓ Governance Perception Surveys
- ✓ Stakeholder Surveys



Evidence

- **Hawai'i Innovation Initiative** - workforce development linked to developing emerging sectors in Hawai'i's economy while simultaneously providing a stable workforce for the traditional employment sectors
- https://windward.hawaii.edu/Documents2/Draft_WCC_Strategic_Plan_07172016.pdf (page 9-10)
- http://www.uhcc.hawaii.edu/OVPCC/achieving_the_dream/index.php

W4: Relevance

W4: Relevance

- Meet shareholder needs
- Stewardship
- Accountability
- Commitment

Where to Look:

H2: How will we know we are succeeding?

- ✓ Student success
- ✓ Student completion
- ✓ Student transfer to 4-Year Institutions
- ✓ Student Employment
- ✓ Faculty Persistence
- ✓ Serving the Community



Evidence

- **Hawai'i Graduation Initiative** - increasing the number of graduates and transfers and on the momentum to get students through to graduation and transfer more quickly.
- https://windward.hawaii.edu/Documents2/Draft_WCC_Strategic_Plan_07172016.pdf
(page 9-10)

W5: Betterment


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- Use of evidence to inform goals, targets, budget decisions.
- Promotes change, improvement, and innovation.

Where to Look:

H2: How will we know we are succeeding?

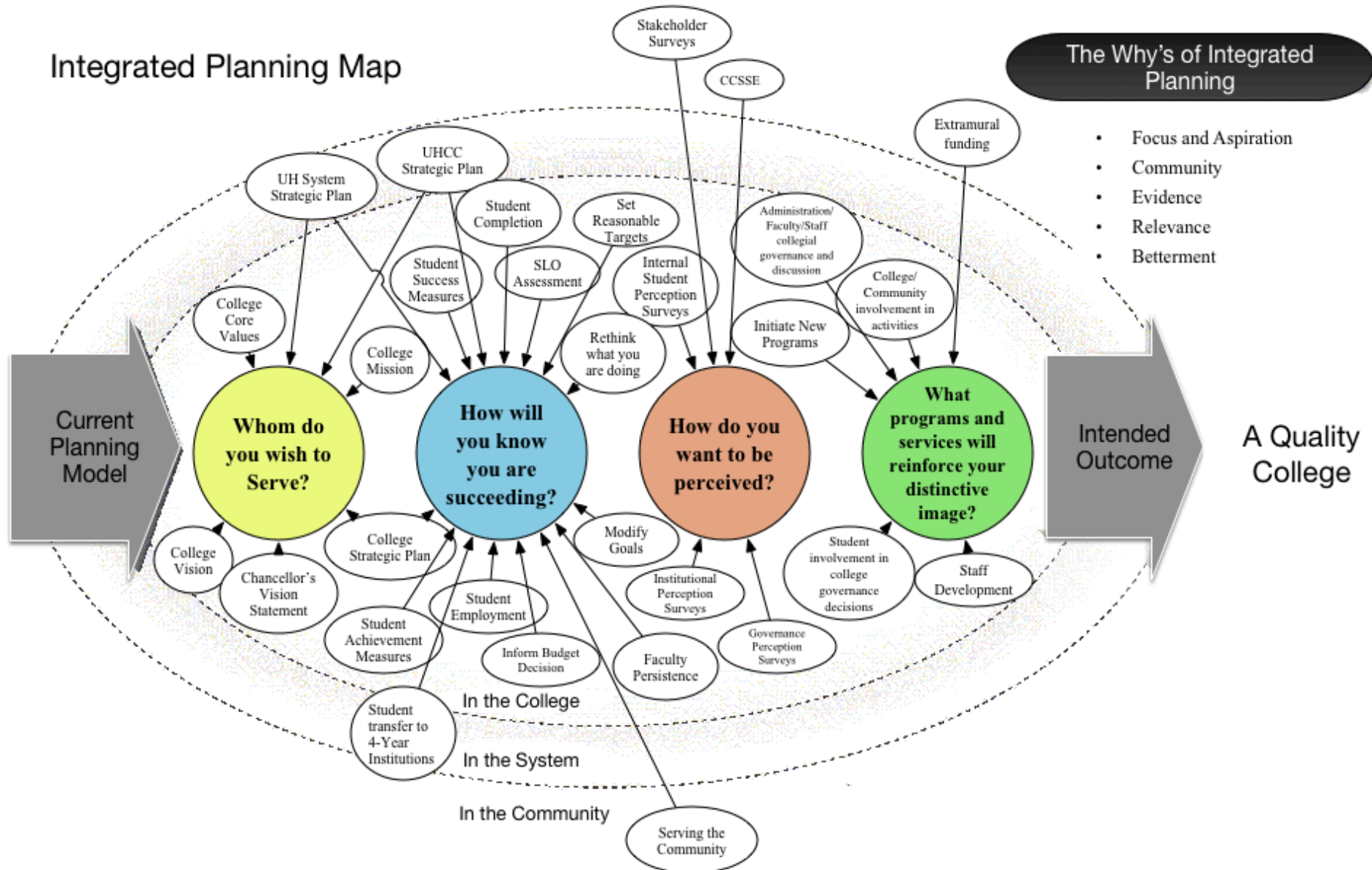
- ✓ Set and modify Goals
- ✓ Set reasonable targets
- ✓ Inform budget decisions
- ✓ Rethink what we are doing
- ✓ Initiate new programs




Betterment

- <https://windward.hawaii.edu/ir/PBCouncil/2016/Units/Academic%20Affairs/AcadAffairsPBCMenu2016.php>

Integrated Planning Map



Modeled after Outcome Mapping, Stiehl and Lewchuk (2004)



Sources

- ACCJC. (2009) <http://www.accjc.org/wp-content/uploads/2010/09/ACCJC%20NEWS%20FALL%202009.pdf>
- Society for College and University Planning (2014)
- Suskie (2014) A Common Sense Guide on Accreditation and Accountability
- Stiehl and Lewchuk (2004) Outcome Primer