



NORTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT

NOCCCD Leadership Academy

The North Orange County Community College District (NOCCCD) values its employees and is committed to providing opportunities for professional growth, advancement, and leadership development. To that end, the NOCCCD's Professional Development Department has established a District-wide Leadership Academy to develop our employees' potential in order to positively affect student success and institutional transformation.

The Leadership Academy will foster a multi-dimensional perspective of leadership—from developing individual strategies to engaging in broader advocacy—that prepares participants to become innovative change agents within the California Community College system. NOCCCD respects the existing strengths and expertise that all of its employees bring to the District. The Academy will build upon those strengths, offering a project-based approach to developing new practices for advancing the District's mission, vision, and goals.

The Leadership Academy will include opportunities to:

- Understand diverse leadership styles and identify personal strengths.
- Further develop strategic planning and communication skills.
- Work together as a team to develop collaborative leadership capacity.
- Understand institutional dynamics both local and system-wide.
- Learn how to advocate for and implement change in the service of our diverse students.

The Academy will offer participants focused opportunity to advance their skills and develop their own capacity to lead, while being more fluid and responsive to the needs of the students and the community.

The Academy competencies will focus around the following themes:

LEADING

Great leaders set out to make a difference. Leadership is not about the role; it's about the goal. Assess your inventory of strengths and leadership style. Learn to lead with your strengths.

ENVISIONING

A clear destination is necessary to guide the journey of change. Turn challenges into opportunities. Learn to envision, anticipate, research, plan, and evaluate goals for your areas of responsibility.

INNOVATING

There is a way to do better – Find it and make it happen! Learn to innovate, spark with imagination then fuel with data, take balanced risks, deliberately prepare and present the case.

ADVOCATING

Change 'what is' to 'what should be.' Decision-making on the departmental, local, and state levels with the ultimate goal of student success in mind. Learn from people who do it all day, every day.

COMMUNICATING

Communication and leadership go hand in hand. Appropriate messaging is important. Learn to communicate for the cause and to achieve your goals.

NETWORKING

It is important to network and foster collaboration for best results. Learn to successfully network, create a collective vision, collaborate, and form win/win partnerships, internally and externally.





About the Program:

The Leadership Academy is a one-year coordinated leadership development program that brings classified staff, full-time faculty, and managers together in a supportive environment.

The components of the Academy include:

- Eight in-class sessions held once a month between September 2023 and May 2024
- Local field-trip
- Interactive team project for solution-based learning
- Reflective journaling to build contemplation skills

The Academy sessions are interactive and engaging to better immerse participants in the learning experience. The curriculum has been tailored to the needs of NOCCCD, while still incorporating best practices from other community college leadership programs.

Participants will learn from nationally recognized community college leaders as well as NOCCCD faculty, administrators, and executives. They will have opportunities to interact with community college presidents, state leaders, community partners, and constituents to understand broader community college needs. Participants will have a chance to learn about various topics in 'Lunch & Learn' events.

Participants will learn about advocacy as well as the latest news on higher education in California including legislative proposals affecting community colleges and

student learning.

Attendees will be offered guidance to create an individual professional growth plan and be required to keep a reflection journal. During the Team Project module, participants will work in teams with a guide to offer a solution to a problem or issue. Creative and innovative ideas that come from this module may be implemented at the District.

The Academy will culminate with project presentations and a graduation ceremony. Participants will receive a certificate upon completion of the Academy.

"The academy's emphasis on self-reflection and self-awareness allowed me to better understand my leadership style and leverage my strengths effectively."

– David Soto, Coordinator,
Educational Services & Technology

TOPIC SUMMARIES*

Finding Your Strength As A College Leader

Participants will receive an overview of community college leadership and NOCCCD priorities. They will examine behavioral strengths and challenges in themselves and in others. In a dynamic lecture and discussion setting, individuals will analyze the differences and strengths of others, and compare those to their own.

Leadership Communication

Effective and clear communication is essential for the success of an emerging leader. Participants will learn the nuances of communication, as well as the skills to engage in open, honest, and meaningful dialogue. They will learn to adapt the message to diverse groups, while focusing on goals and intended outcome. On-camera interviews and feedback will offer participants opportunities to reflect and improve their own communication.

Understanding NOCCCD Services

Leaders with a pragmatic understanding of the workings of Human Resources, Finance and Facilities, Educational Services, and Technology are able to facilitate higher productivity and effective service. NOCCCD leaders will share information on the services their units provide to support students and staff, and demonstrate how this knowledge can be applied to lead within the District while focusing on overall student success.

Leading Diversity and Promoting Equity

Diversity, Inclusion, and Equity programs are essential to lead a successful organization in the 21st century. The participants will engage in discussions to develop strategies for leading diversity and equity minded organizations. Visiting museums will offer participants both historic and contemporary contexts and confront all forms of prejudice and discrimination in our world today.

Advocacy At Work

An effective leader understands, commits to, and advocates for the mission, vision, and goals of the community college. The participants will learn how to apply advocacy concepts to their individual roles and will learn from legislative advocates, meet with legislators, and learn the latest news on higher education in California.

Generating Resources, Creating Effective Internal And External Partnerships

Participants will explore strategies that will assist them in building internal and external partnerships. They will discover ways to secure resources, including grants and partnerships with local businesses. Participants will learn from NOCCCD and community panelists how they built win/win partnerships that generated resources to benefit our students.

Leading Change

Change is inevitable. Understand why change is critical to student success. Explore the critical role of planning in change process. Learn the importance of data and the influence of internal and external factors in the planning processes.

Community College Leadership

Dynamic leadership at all levels is imperative to institutional growth. Participants will explore the most widely used leadership styles, identify the main challenges associated with being a community college leader, and hear from a panel of current leaders addressing those challenges. Participants will discover how they can be agents of change, and move the institution forward from whatever position they hold.

Team Project Presentation

The goal of each project is to demonstrate the application of the qualities learned in the Academy to a real-life District/campus challenge. Project sponsors will be invited to attend.

***Session Dates, Location, Topics, and Summaries are tentative and subject to change. Participants will be notified of date change in advance.**

SESSION DATES

All sessions will be held between 9:00 AM – 5:00 PM. Session locations will vary. Some sessions may be virtual.*

Session Date*

1 September 8, 2023

2 October 5, 2023

3 October 27, 2023

4 November 17, 2023

5 January 19, 2024

6 February 2, 2024

7 March 1, 2024

8 April 5, 2024

9 May 10, 2024



2023-24 Application

The opportunity to apply to the Leadership Academy is available to all interested classified staff, full-time faculty, and managers (including Special Project Managers) that want to grow their leadership potential and prepare to advance their career. Applicants must have been with the District for at least one full year, and must have some leadership experience on committees, within departments, or other initiatives. Manager's approval is an integral part of the application process.

The Academy class will be limited to 25 participants. Applicants selected for admission into the Academy will be expected to commit to the standards developed for the participants of the Academy. This includes regular attendance and active participation in leadership sessions, reading assigned materials, doing research and homework, and in all other respects living up to the expectations of the Academy.

Applicants will be required to meet with their group for approximately 3-4 hours per week for work outside the academy scheduled hours.

To be considered, individuals must submit a completed application by **July 25th, 2023**. Applicants will be notified of acceptance into the Academy by July 31st, 2023.

Participants will receive release time to attend Academy sessions. However, participants will have to invest personal time for homework, project, and other assignments. There is no additional remuneration for participating in the Academy program.

Applications will be sent via email to all employees.

"The leadership program provides a wonderful opportunity to step away from our day-to-day job responsibilities to learn from and collaborate with colleagues from across the three campuses. I thoroughly enjoyed the entire experience!"

- Kathleen Reiland, Ed.D.,
Vice President of Instruction,
Cypress College



For Application Information, please contact:

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