

# PRAC {AREA NAME} PRESENTATION

{Date}

{Presenter(s)}

## GUIDING PRINCIPLES

Equity and excellence cannot be divided.

—Ernest L. Boyer

### PRAC Guiding Principles

- All recommendations must be *student centric*, meaning that they should not only negatively impact the least number of students possible, but also consider how we can better help as many students as possible reach their educational goals, whether by changing what we do or how we do it.
- All recommendations must be *equity-minded*, meaning that they should call attention to patterns of inequity in student outcomes by critically reassessing our practices, policies, and structures and recognizing stereotypes that harm student success.
- All recommendations must be *anti-racist*, meaning that they should produce or sustain racial equity in educational outcomes.
- All recommendations must focus on *protecting and improving teaching and learning* by illustrating efforts to employ cogent best practices and innovation.
- All recommendations must acknowledge that as a community college we are *responsive to our diverse community*, but cannot be all things to all people all the time so we must find creative ways to stay true to our mission.
- All recommendations must be made with a *consideration of their impact on the environment* and how intentional choices might reduce that impact while being maintained over time.

## AREA OVERVIEW

The true measure of our success will be the number of people touched and transformed by our success.

—Angela Ahrendts

### INCLUDE:

Major connections between your area and the College's mission and strategic plan

Numbers of faculty, staff, and administrators, broken down by FT and PT and by sub-area

*For academic areas, a 3-year trend of:*

- Number of students, number of degrees/certificates/transfers, including trendline (up, down, flat)
- Number of instructional units (annual)
- Number of non-instructional units (annual)
- Course completion data

*For other areas:*

- Number of students/others served, including trendline (up, down, flat)
- Other metrics as appropriate, knowing each area is very different—so one size does not fit all

## BUDGET OVERVIEW

Leadership is the art of accomplishing more  
than the science of management says is  
possible.

—Colin Powell

Annual budget (overview of both non-discretionary and discretionary lines, **not** line-item), with totals for each and grand total, by sub-area and entire area.

Note funding sources—General Fund, Categorical, Grants, Restricted, etc.

## PROGRAM REVIEW SUMMARY

Knowledge implies a responsibility to act.

—Susan Komives

*A summary of the status of program review(s) in your area.*

### Possible Focus Items:

*Which areas are up to date on chronicling program review discussions in eLumen?*

*What themes have arisen across this content?*

*Based on review of student outcome data disaggregated by race, are discussions leading to concrete goals/changes?*

*For any area not up to date on the program review work, what steps have been identified to get on track?*

## PROGRAM DISCUSSIONS & DIRECTIONS

Change is hard because people overestimate the value of what they have—and underestimate the value of what they may gain by giving that up.

—James Belasco & Ralph Stayer

*An overview of the discussions occurring in your area in the context of the educational master plan/strategic plan and the guiding principles provided by PRAC*

### Possible Focus Items:

*Anticipated personnel shifts, including retirements, potential reorganization, new/continuing initiatives, and other factors—based in established trend data and connected to the strategic plan and guiding principles*

*Spotlight of program(s) in need of change, whether working well (potential for scaling up) or struggling (potential for discontinuance)*

## RESOURCE REQUESTS

Strategy is about stretching limited resources  
to fit ambitious aspirations.

—C. K. Prahalad

Outline any resource requests, tying them to the program discussions, EMP, strategic plan, and guiding principles.

Include whether the resource needs are one-time or ongoing and include an estimate of total costs (salary and benefits, purchase and maintenance, etc.)

# QUESTIONS/DISCUSSION

The world as we have created it is a process of our thinking. It cannot be changed without changing our thinking.

—Albert Einstein