

October 1, 2019

“Creating tomorrow’s leaders today.”

# ctc System Level Leadership Development

## Draft Work Plan

### Background

System level professional development activities have grown since the Washington Executive Leadership Academy (WELA) and the CTC Leadership Development Association (ctcLDA, originally called the Association) were established in the 1980s and 90s. Over time, statewide professional development efforts were added focused on new mid-level managers, faculty and staff of color and student success initiatives. In addition, issues and challenges for senior college leaders have changed over time, generating interest in reexamining the curriculum for executive leadership professional development. As a result, the governing bodies for ctcLDA and for WELA have decided to put both efforts on pause for one year while a reexamination and reset are designed.

### Goals

Form a work group to

* Make recommendations about the purposes, curriculum, organizational and funding structures for system level leadership development programs, including the WELA program, ctcLDA, and a program for new mid-managers.
* Consider relationship to existing system level leadership development activities for deans, faculty, staff and administrators of color.

Recommendations will be made to WELA program funders: the college presidents association (WACTC), state trustees association (ACT), and State Board for Community and Technical Colleges (SBCTC), and governing groups effected by the recommendations.

## Timeline

**Fall 2019** Identify purposes, participants, curriculum goals, governance structure, funding mechanism for WELA, ctcLDA, mid managers, and potentially administrators of color professional development.

COMPLETE Convene work group

Review draft work plan

Inventory current system level leadership development activities including purposes, participants, governance, funding structure.

Discuss goals for system level leadership development

October Work group meeting

 Refine goals for system level leadership development

 Discuss curriculum, participants, and delivery models

October-November Report progress to WACTC, SBCTC, ACT, Commissions and Councils

November Discuss feedback from constituency groups

Discuss funding and governance options

December Recommendations to WACTC, ACT, SBCTC

**January 2020** Work group meeting if needed to discuss feedback on recommendations

Late January Action on recommendations by WACTC, ACT, SBCTC.

February Implement new governance structure(s) and hire new staff if recommended.

March-April Plan, redesign and launch revised programs

Summer 2020 New cohorts begin