



Kapi'olani Community College

CONTINUOUS IMPROVEMENT REPORT

Executive Leadership Team (ELT)

2018-2019 Academic Year

What successes does your data reflect?

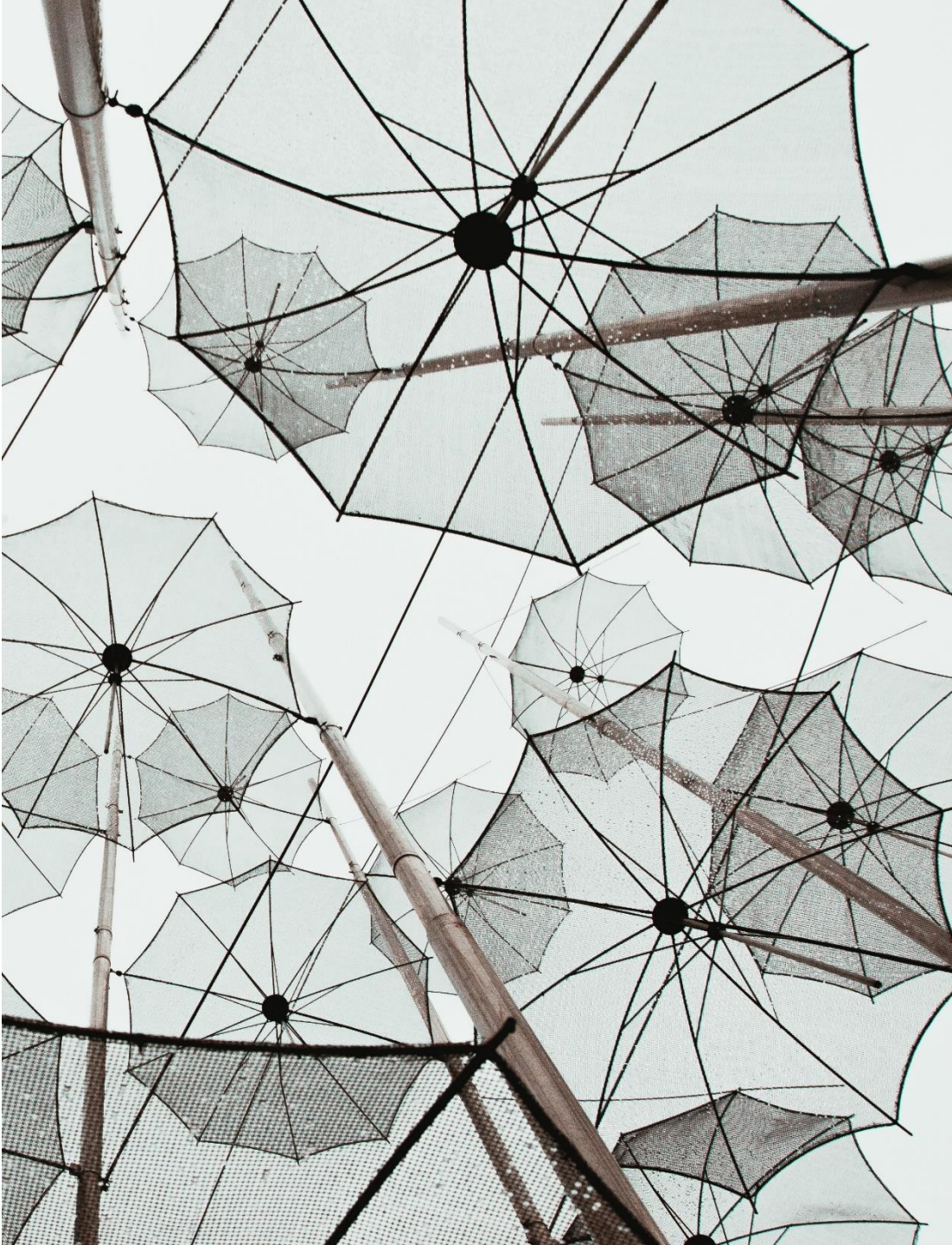
- Based on survey data, the ELT felt that, generally, their participation in the ELT was important and valuable to the campus.
- To a slightly lesser degree, the ELT felt that
 - Members had adequate information to make informed recommendations.
 - Meetings were efficient.

What goals emerge from the data?

- Based on survey data, the ELT's goals will be to improve communication
 - Within the ELT and
 - With the field.

You may attach/include your survey results to this report. This is recommended for transparency, but not required.

(See attached)

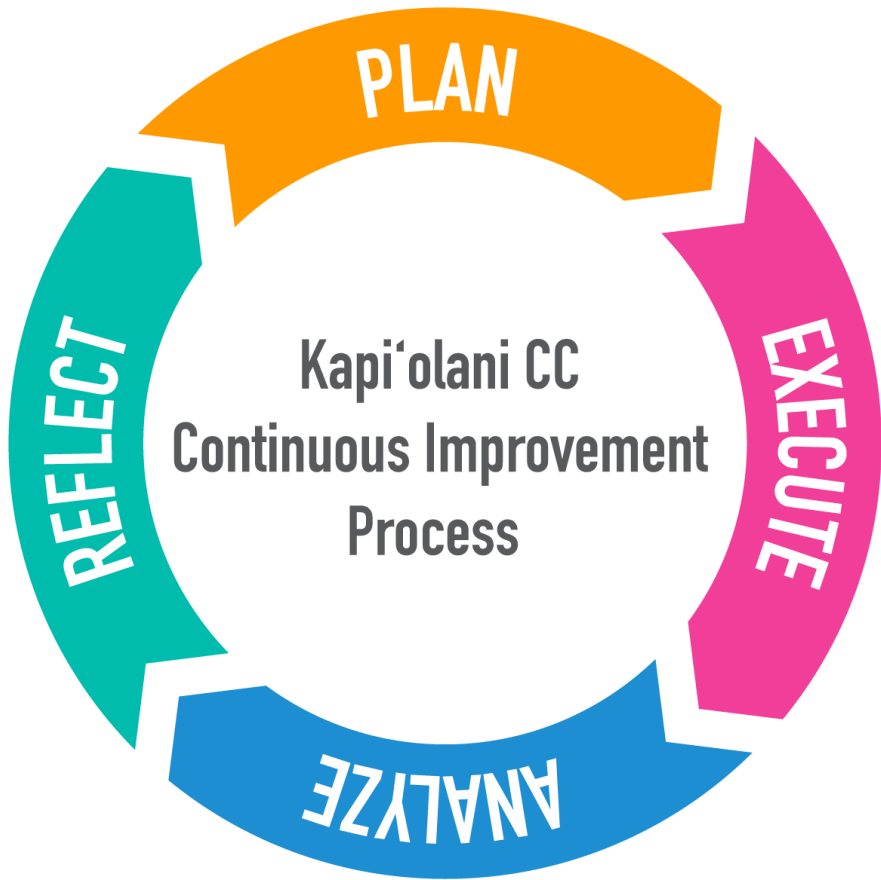


UNIVERSITY of HAWAII®

KAPI'OLANI
COMMUNITY COLLEGE

Executive Leadership Team Internal Survey (10 Respondents)

data contact: karapw@hawaii.edu | April 17, 2019



What do you notice? What do you wonder?

Analyze and reflect.

The Accreditation Work Group will guide you through discussions in fall to dive into the goal planning phase.

Engage in data-informed conversations.

What stands out? Which elements from the survey can you use to form your initial goals?

Be objective.

Understand *what* is happening before moving to the *why*. Ask questions. Share what you notice and what you wonder about the survey responses with one another.

Q1. Please indicate the frequency of each scenario:

The council worked effectively towards fulfilling its purpose and responsibilities.

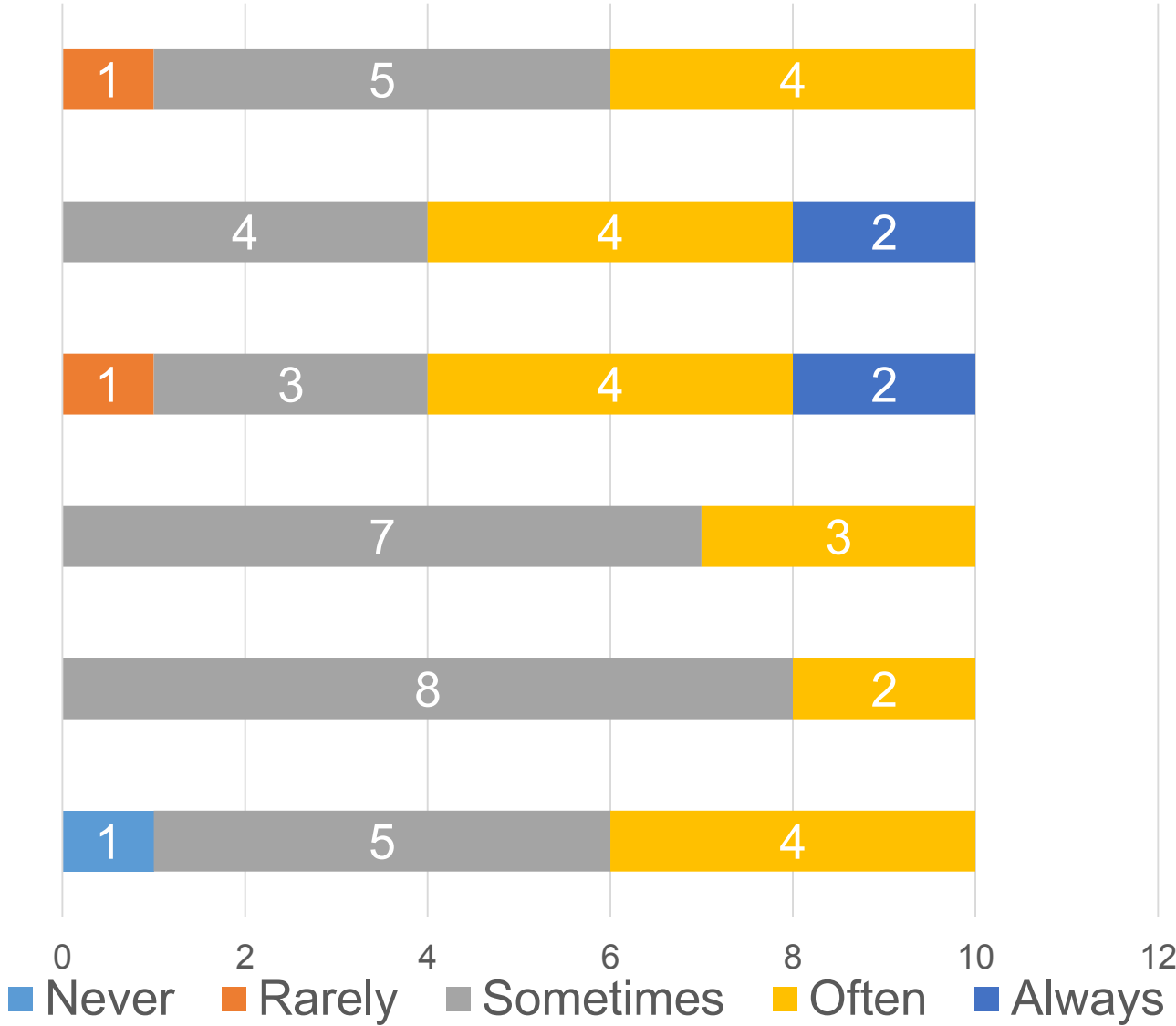
My participation in this organization was important and valuable to the campus.

Members had equal opportunity to participate.

Members had adequate information to make informed recommendations.

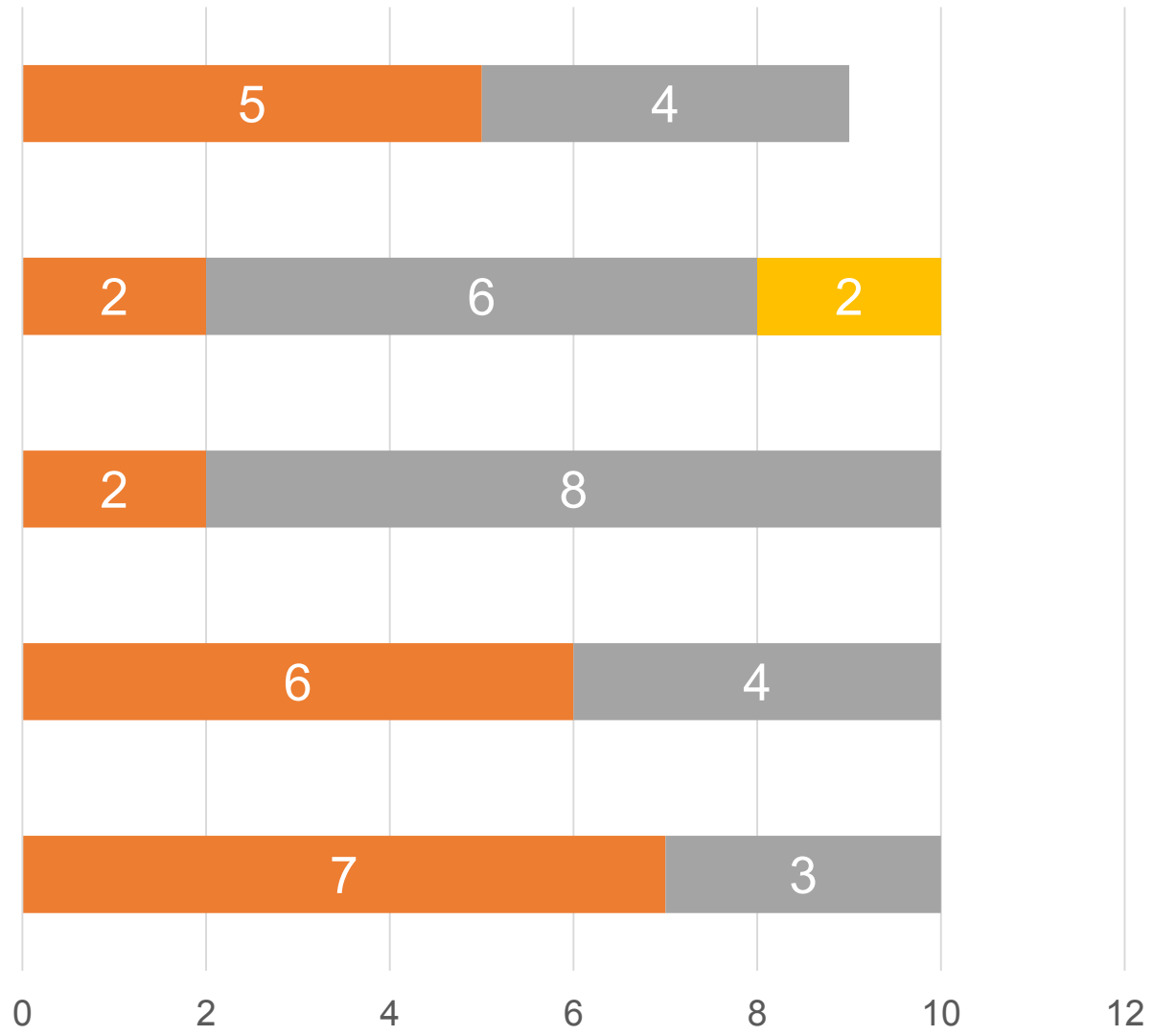
Meetings were efficient.

Follow-up (action) items and persons responsible were clearly communicated.



Q2. Please indicate your agreement with each item:

- This group exemplifies effective leadership.
- This group's actions support progress toward achieving the College's strategic direction and priorities.
- The actions of this group positively impact our campus.
- This group communicates effectively with the field.
- This group communicates effectively within the group.



■ Strongly Disagree ■ Disagree ■ Agree ■ Strongly Agree

Q3. As a member, please share areas where your council is excelling.

Efforts to be more transparent

Giving the campus and opportunity to provide feedback on various issues.

The council is definitely working on communication, consistency, and progress. There are some challenges facing the executive leadership council however, I have noticed that we do our best work when we come together and have to work with the rest of the campus. We also excel when everyone is clear on the goal.

We are currently not excelling... but working our way toward Kūlia i ka nu‘u

We excel at identifying the most important issues facing the campus

Council is excelling in areas of creating productive and clear pathways for students to transfer to 4-year institutions. Council supports faculty and staff to the extent allowed. The new creation of priorities shared to the Council by the Chancellor makes explicit the goals for FY 2019-2020

I believe we do well in supporting individuals but not as a collective.

Q4. As a member, please share areas where your council can improve.

Collaborate and be more supportive of ALL ELT members

Team dynamics, our personalities sometimes dominate and leave others less space to freely express what they think or feel about various issues.

Having an understanding of challenges and accomplishments that other units are facing. Improving our communication to improve consistency with outgoing messages and decision making.

Kupono, trust, removing fear

We need to better support each other. And be clearer

Communication. Better ways to track budget items. Providing a better understanding to employees who do not work face-to-face with students the importance of what they do and how it supports student success.

Better communication internally and externally, allowing all voices to be heard in meetings, setting clearer goals, setting timelines.

Lack of communication and lack of respect for each other are big ones.

The thoughts, feelings, and ideas shared in each survey will inform decisions moving forward.

Mahalo to all who shared their voice.

