

Focus Areas 2025/2026: Cultivate a Culture of Innovation

MODEL CREATIVE LEADERSHIP • EMPHASIZE IMPROVISATION AND IMAGINATION • INFUSE INNOVATION ACROSS ALL LEVELS

Priority 1: *Institutionalize Data- Informed Cycle of Planning, Accountability and Improvement*

This priority focuses on embedding data use into all levels of planning and decision-making.

Key Action Steps:

- Reconvene Data Governance Committee (review and reset membership, e.g., include Vice Presidents).
- Define core data sets, build shared models/prototypes, and create a glossary of terms.
- Develop gradual-release PD to build data capacity across teams.
- Set clear leadership expectations around using data and inquiry.
- Communicate core messages: 'What are we doing today to inform tomorrow?' and 'Pride, ownership, and reflection

Priority 2: *Promote Collegewide Ownership of the “New Gillette College”*

This priority aims to empower leaders at all levels to shape and promote the evolving identity and strategic direction of GCCD.

Key Action Steps:

- All Cabinet members to empower Deans and Directors.
- Engage HR, District Council, and external partners (e.g., Leadership Day).
- Encourage visible leadership in campus accreditation and budget planning.
- Use Clifton Strengths to assign roles and identify strategic WINS.
- Make professional development more inclusive and connected to mission.
- Foster individual and collective ownership across the

Priority 3: *Make Professional Development Meaningful*

This priority links professional learning directly to individual and institutional goals and GCCD's Preferred Future.

Key Action Steps:

- Ensure travel requests align with strategic/operational plans.
- Require early development of dissemination/sharing information plans.
- Schedule and invite coworkers to post-PD sessions.
- Ensure staff demonstrate how PD was applied in their work.
- Supervisors to include PD implementation in performance