

# ***Rio Hondo College Leadership Academy***

## **Brief History of Leadership Academy Development**

It was over 3 years ago that the Staff Development committee first began to explore this idea. In our 2007 all staff survey, 54 of the 93 respondents indicated an interest in leadership development activities. The committee continued to discuss how to address this need as subsequent feedback, including data from the recent 2009 climate survey, reinforced the collective interest across employee groups for training in this area. In response, Staff Development included the creation of a “Leadership” experience as a primary goal in our 2009-2010 program plan, formed a sub-committee to make this happen, and set aside \$17,000 out of its existing budget for 2009-2011 to cover start-up and first year implementation costs.

In August of 2009 , an email was sent out to the entire campus inviting all who were interested in offering *“individuals from all constituency groups a focused program to enhance their ability to provide skilled, reflective leadership both in their current roles and in any future roles they may take on,”* to join the subcommittee. A group of faculty, staff, and managers answered the call and began to meet twice monthly. During this time members researched other academy models throughout the nation, hosted four focus groups for the campus community, and distributed a survey to solicit feedback. In December, the sub-committee held a full day retreat to review and use the data from the focus groups, surveys and external research to create the skeletal structure for an academy experience. Throughout the spring semester this group has continued to meet to craft the application process and materials, and further refine academy content.

In closing, it is with optimism and gratitude that we move forward to offer an experience that we hope will achieve the following:

- Equip participants with an enhanced capacity to lead, serve and inspire our students and the campus community at large
- Respond to an immediate college need via the required campus improvement project
- Support Institutional Goal #5 (*“Rio Hondo College will recruit, hire, develop, retain and support an outstanding and diverse administration, faculty, and staff for its students*) and Goal #8 (*“provide students and employees with an engaging and rewarding campus life and environment.”*)

- Provide a supportive “team” environment for a diverse group of Rio Hondo faculty, classified and administrators to grow as leaders
- Demonstrate a data-driven response to leadership and governance needs which will strengthen future accreditation reports
- Support institutional excellence through the intentional development of leaders from all facets of the campus