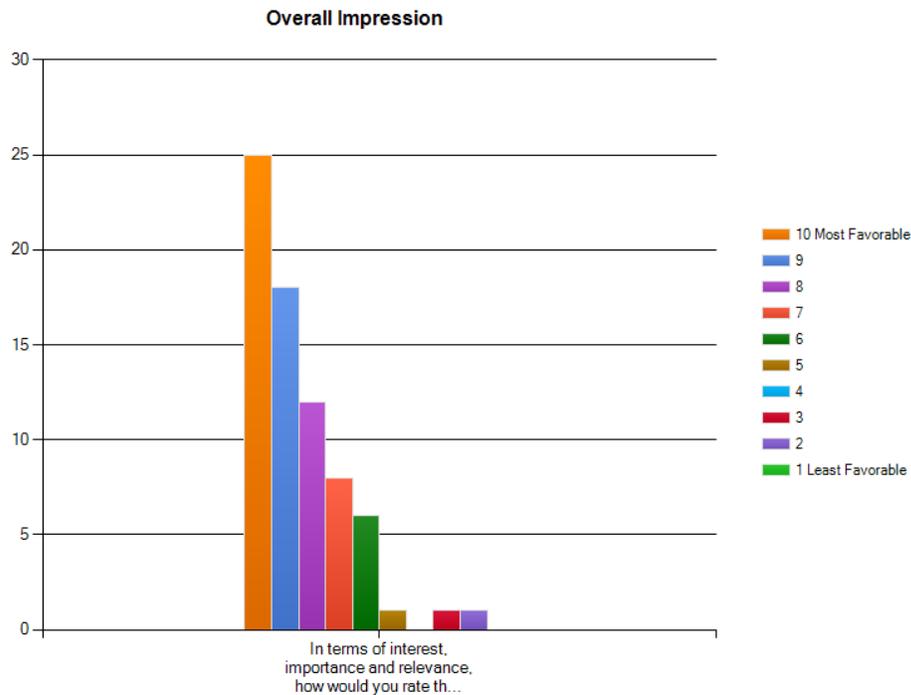


**10th Annual Leadership Retreat
 Fall 2011
 ACHIEVING OUR DREAM
 Evaluation Survey Results
 Prepared by Matthew Robertson
 January 18, 2012**

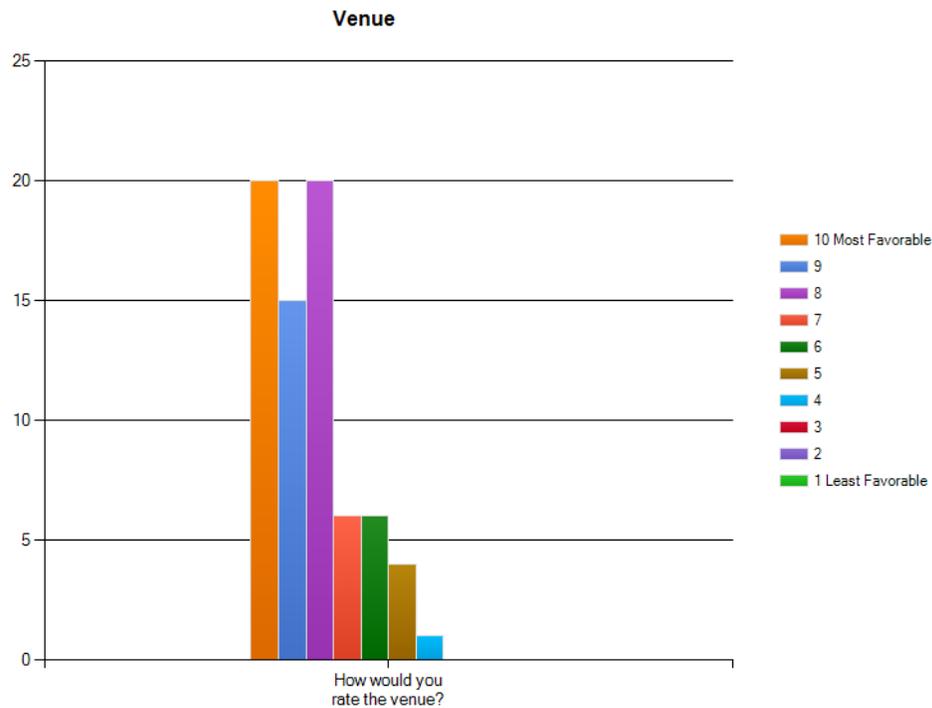
The 10th Annual Leadership Retreat of West Los Angeles College was held on Friday, December 2, 2011 at our own WLA Campus. Participants in the Retreat were invited to respond to an evaluation of the day using Survey Monkey. Out of 102 participants, 73 (72%) responded to the evaluation survey.

The survey consisted of three major parts: overall impression, evaluation of individual workshops, and open-ended questions. The results are summarized with the bar graphs below, followed by responses to open-ended questions.



The written comments concerning the participant's overall impression:

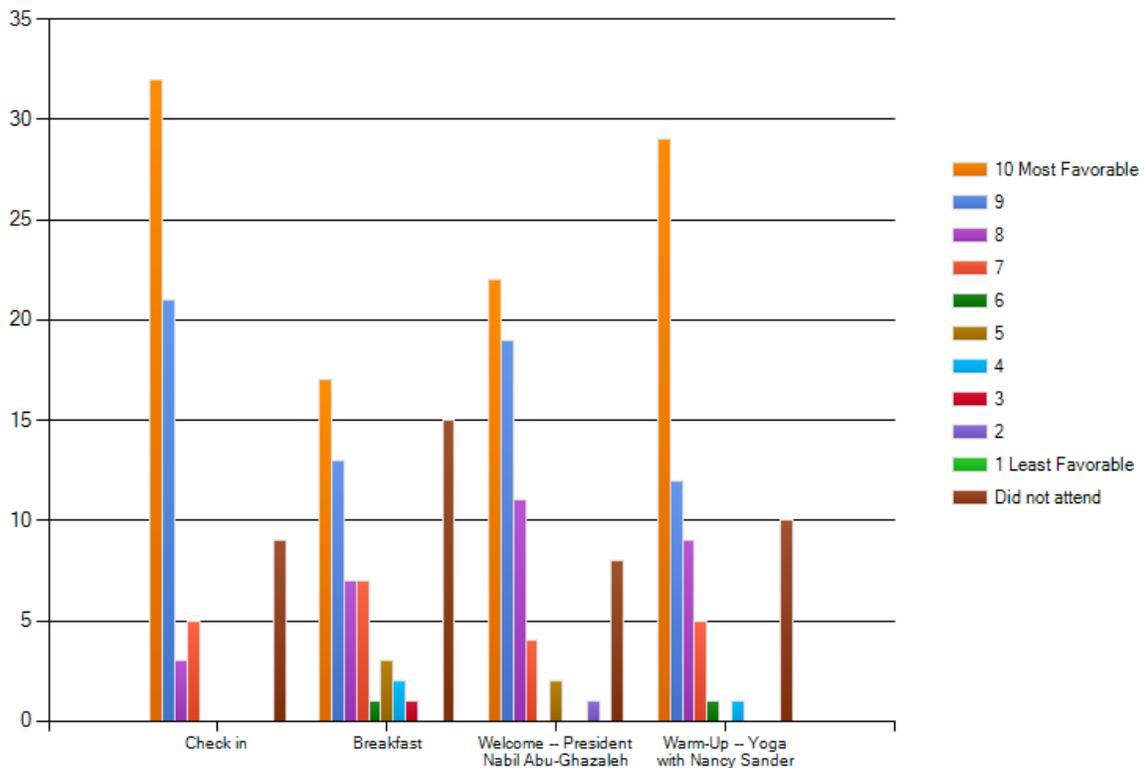
- 1) I would prefer to hear ideas concerning to improvement about WLAC.
- 2) Reading, self assessment, data analysis, best practices - all relevant!
- 3) Focus was too one-dimensional, with the breakout sessions pretty much all geared for classroom instruction and how it relates to AtD. Need many more sessions that are geared towards how Student Services, staff, administrators (all non faculty) could improve.
- 4) I liked the length and focus of the breakout sessions.
- 5) I thought that we should have had more faculty presenters.
- 6) The retreat was exceptionally valuable for me, because I was lucky enough to sign up for two panels on Reading Apprenticeship and to encounter colleagues with whom I'm hoping to forge new working relationships. Thank you.



The written comments concerning the participant's impression of the venue:

- 1) Off campus would be better to retreat if we could afford it.
- 2) I know it costs more, but a retreat should be away from school.
- 3) I miss Pepperdine!
- 4) We do the best with what we have, given the costs of holding the retreat off campus.
- 5) And lovely meals - thank you!
- 6) I would like it if we could perhaps have it at another campus.
- 7) Our campus is one which serves us well.
- 8) It's fine. No need to invest money in holding it at other locations
- 9) Better than wasting money on a conference center.
- 10) Seating was uncomfortable for breakout sessions.
- 11) FA 208 contained "all or nothing" lighting and a projector on the blink, which impeded the presenter somewhat. If the College were to invest in any classroom improvements, it should be fixing the widespread lighting problems.

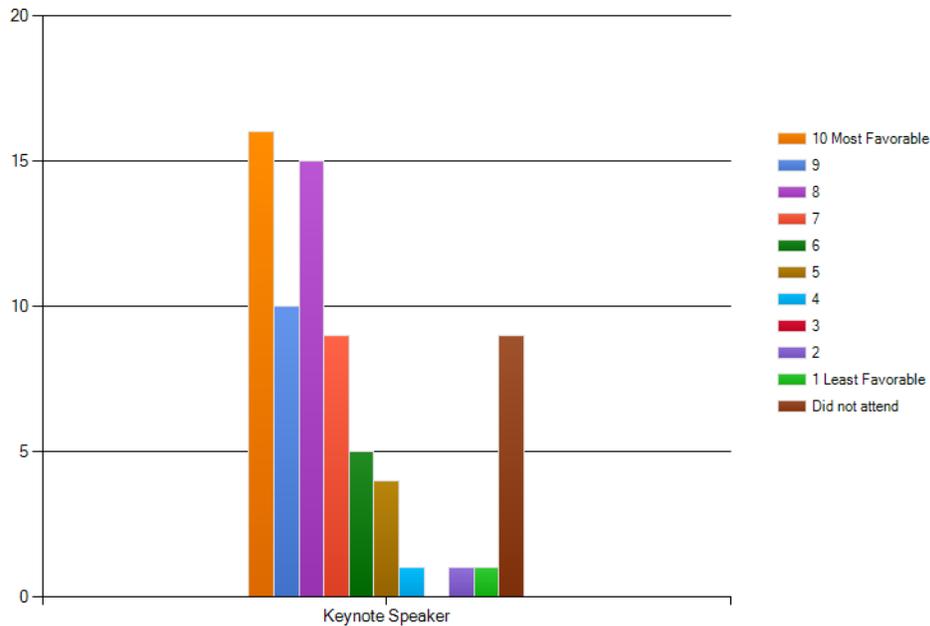
Concerning the introductory activities from 8:15-9:20am, how would you rate the following segments of the Leadership Retreat in terms of making you feel welcome, well fed, relaxed, and part of the WEST team?



The written comments concerning the participant's impression of the introductory activities:

- 1) Thank you, Nancy
- 2) Sorry that I was not able to attend the Breakfast etc. session.
- 3) Nancy's YOGA is fantastic.
- 4) Loved the yoga and the follow-up forms that will be sent to me to evaluate goals.
- 5) Loved it! And maybe try meditation or visualization sometime in the future - LOVED the yoga!
- 6) The retreat for me was overall wonderful... I'm a part-time faculty and the retreat made me feel a great part of the DREAM... This was my first retreat and now I look forward for the up and coming future retreats Thanks for including me...
- 7) Easy check-in. Breakfast was nice -- a step up from just pastries and donuts. Thanks.
- 8) I found the link of the AtD to our leadership mission appropriate.
- 9) Nice to see a healthy breakfast.
- 10) Due to a previous commitment, I could not attend the above beginning segments of the retreat.

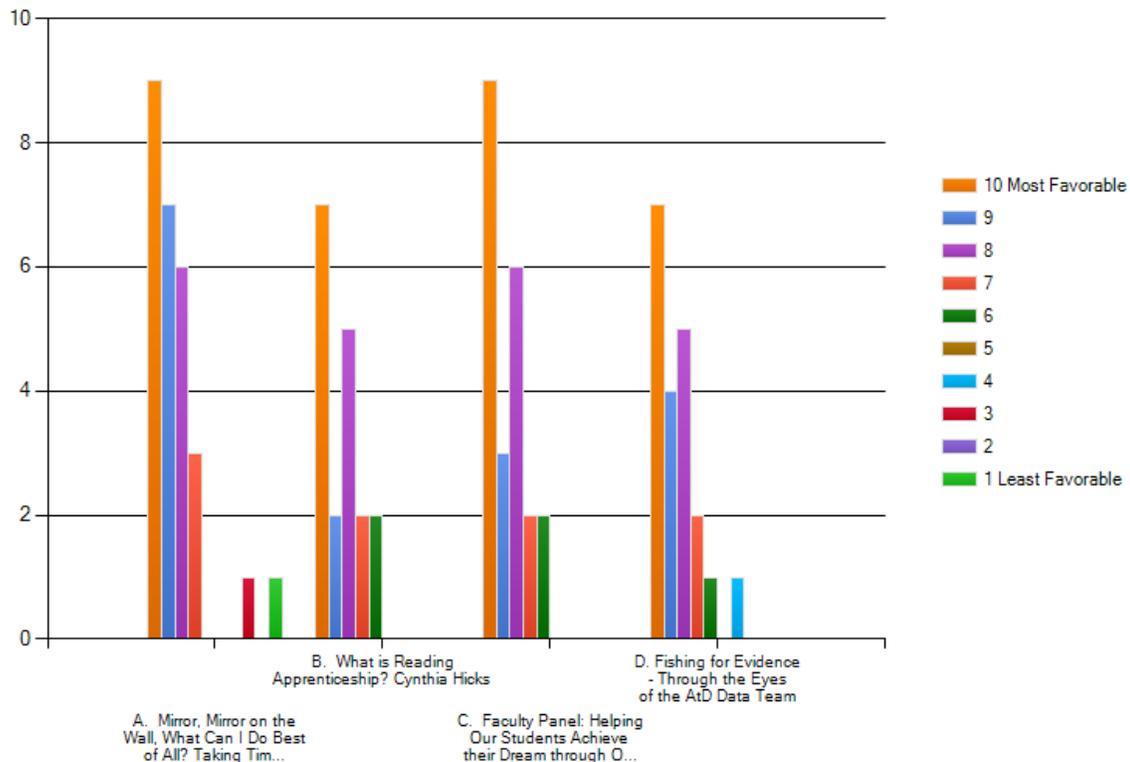
Concerning the 9:20-10:00am Keynote Speaker - Don Cameron "Achieving the Dream" how would you rate this segment of the Leadership Retreat in terms of interest, importance and relevance?



The written comments concerning the participant's impression of the Keynote Speaker:

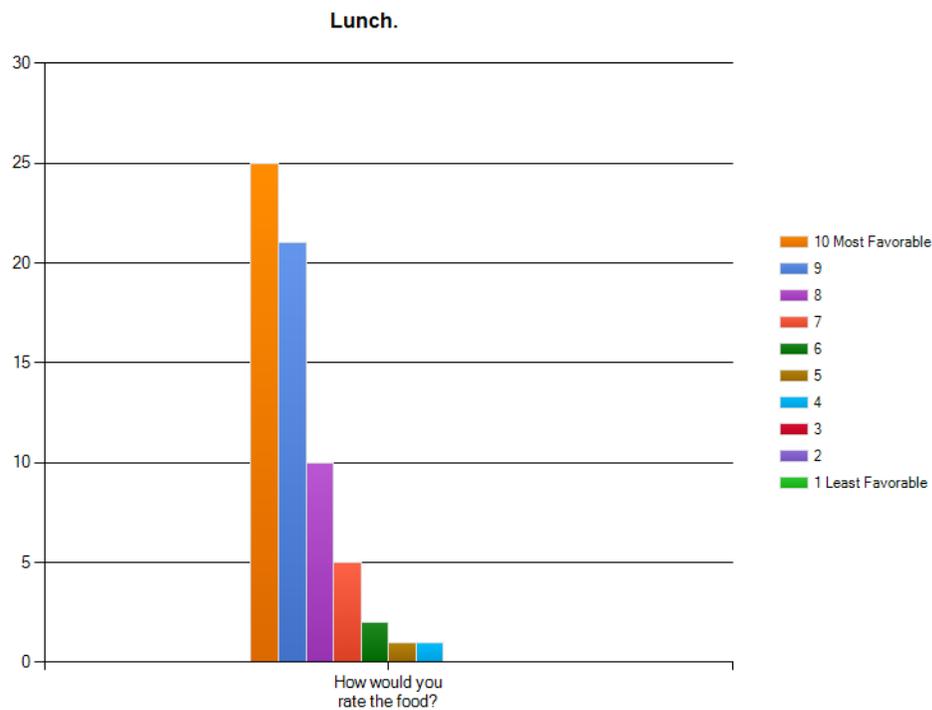
- 1) Enthusiastic, but nothing new!
- 2) Presidents of CCs should be able to do some level of mathematics.
- 3) The speaker's format was situated between secular evangelism and lobbying. Not at all informative or motivating.
- 4) Could not hear many of his comments because he was not using microphone.
- 5) Frankly, he's just a little full of himself, but I totally support the Achieving the Dream project and am so glad we're on board!
- 6) He was GREAT....
- 7) Felt like a political speech -- nice guy, but little substance.
- 8) Set a good tone and was relevant to the task of the day.
- 9) Excellent speaker but was hard to hear him in the back without the microphone.
- 10) His background and experience was all at the Vocational/Technical Community College on the East coast--not that relevant to our situation. We could not hear him in the back of the auditorium--needed to use a PA system microphone.
- 11) If I had read something on West's "Achieving the Dream" project prior to the conference, this presentation might have been more relevant to me. At times, I could not hear the speaker, who seemed to be giving us a pep talk, but since I'm out of the loop, it sounded superficial to me.
- 12) Very knowledgeable and personable.
- 13) Good ideas.
- 14) He's a great story tell and cheerleader but I did not feel like much content was given.

Concerning the 10:15-11:25am Morning Breakout Sessions, how would you rate these segments of the Leadership Retreat in terms of interest, importance and relevance?



The written comments concerning the participant's impression of the Morning Breakout Sessions:

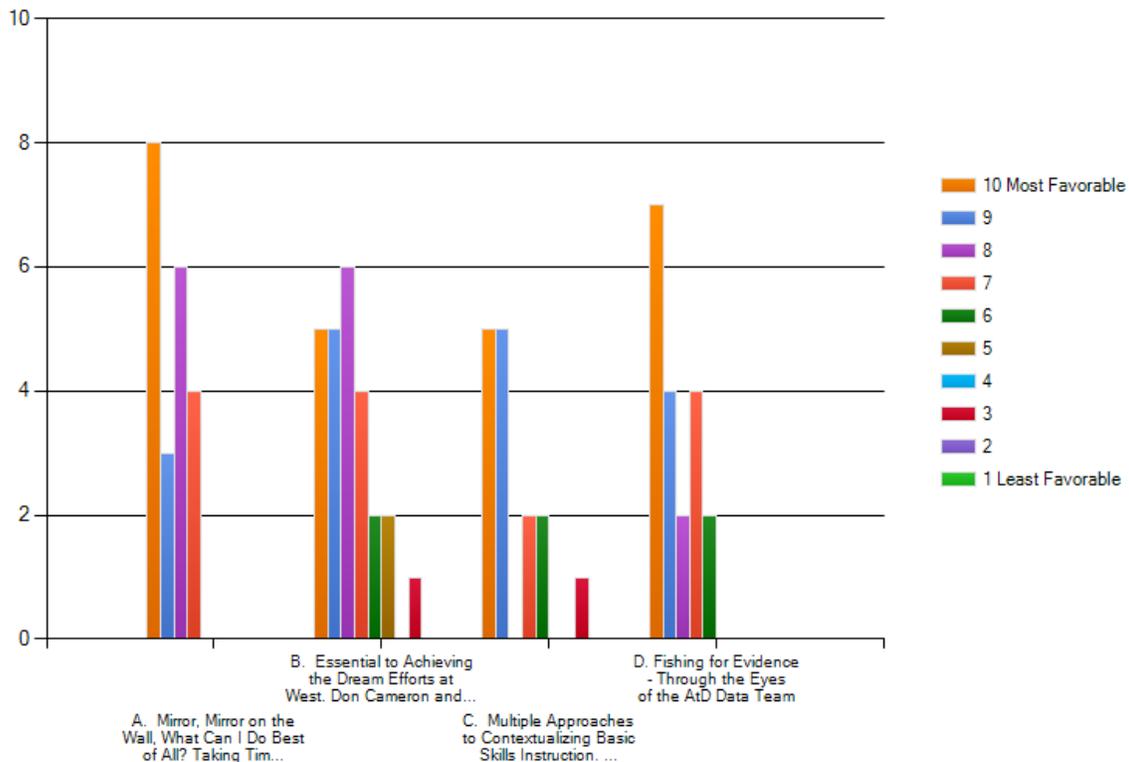
- 1) Well organized and clearly linked to the overall goal of introducing contextualized reading instruction.
- 2) Best Practices Workshop: I think there should be follow-up sessions or meetings for this workshop before next year's retreat. There was information discussed that could be useful throughout the year.
- 3) Both workshops were very good... Looking forward for the follow up.
- 4) Thought Mirror, Mirror was a waste of time for the most part. Why go to a retreat to self-reflect. Other breakout session descriptions appeared either boring or geared just to instructors.
- 5) I liked the format and the time capsule exercise will be very revealing.
- 6) I think people are hungry for this discussion. They want to learn from one another what works well with students.
- 7) Good information and opportunity for sharing Best Practices of faculty in helping the achievement of student success.
- 8) This session was outstanding. Ms. Hicks clearly devoted time and effort to planning it to make the most of our time together. The session included a clear overview of RA, her modeling an RA tool, our hands-on use of the tool as a learner, and a question and answer period. She is an amazing teacher.
- 9) Got to learn a lot about the staff and faculty's mission.



The written comments concerning the participant's impression of Lunch:

- 1) Delicious and great to relax with colleagues!
- 2) I did not attend.
- 3) Great food!
- 4) Amazing food! Thank you so much!
- 5) The lunch was okay... Due to my disability... I was not able to get to the lunch, I was only able to reach the chips and water...
- 6) Good options for all preferences. Well made.
- 7) With the college budget problems, do we really need to provide lunch for everyone?
- 8) A good variety / selection of food.
- 9) Thank you for a lovely lunch! An army marches on its stomach.
- 10) Lovely, but over the top.
- 11) Wonderful lunch with great vegetarian choices, so much food, and stimulating conversation!
- 12) Food was excellent!
- 13) Good, but short. Maybe next time a speaker can add to the lunch. Learn while we eat.
- 14) Excellent!

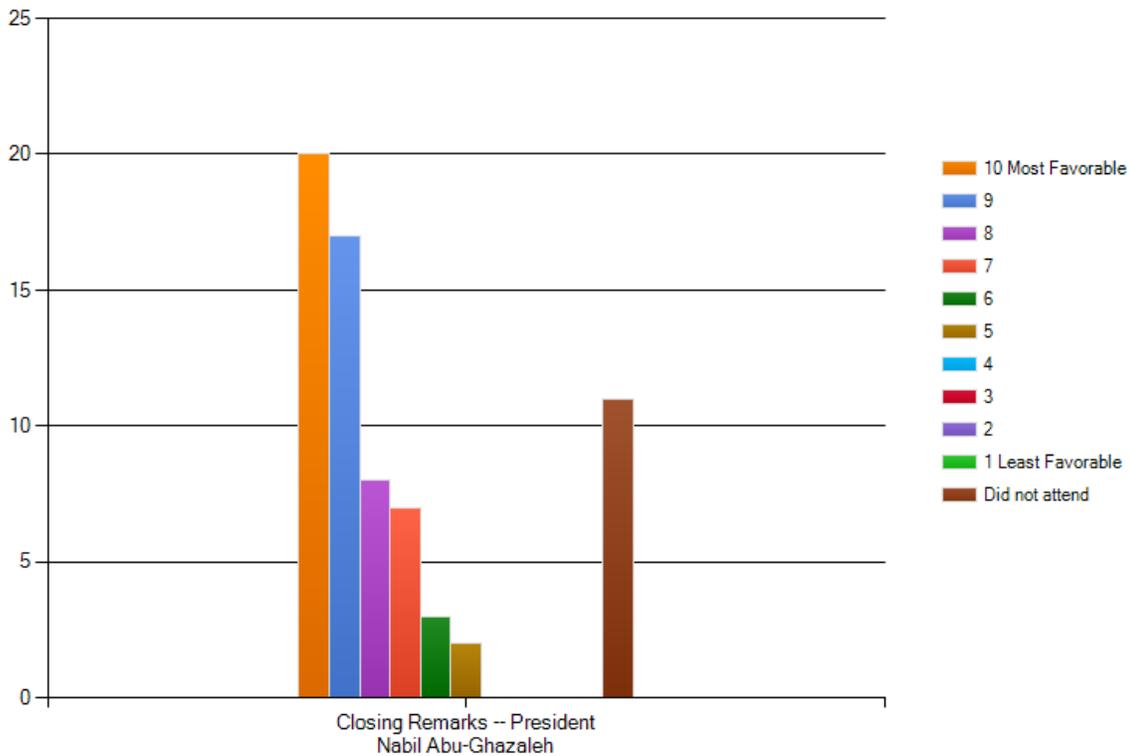
Concerning the 12:40-1:50pm Afternoon Breakout Sessions, how would you rate these segments of the Leadership Retreat in terms of interest, importance and relevance?



The written comments concerning the participant's impression of the Afternoon Breakout Sessions:

- 1) I thought Dr. Wolford's talk was quite enlightening. Many instructors would not change how they instruct - especially if they are a veteran teacher of 20+ years. She sensed what she was doing did NOT work, so she adapted with a new approach.
- 2) Dr. Cameron is a well spoken, informed and energetic speaker!
- 3) I'm getting more comfortable looking at data - and look forward to learning more.
- 4) Love the idea of getting those envelopes back in 6 months and 12 months to see how we're doing!
- 5) He was outstanding... Hope he comes back soon...
- 6) Good opportunity for reflection of faculty in promoting student success and opportunity for growth.
- 7) I had hoped to attend C but a last-minute crisis pulled me away.
- 8) This was a perfect complement to Ms. Hicks' introduction to Reading Apprenticeship (RA), which showed us how to apply RA in a history class. It may have been helpful for attendees to know that the two sessions were complementary during the selection process. (I just happened to pick the two and am really glad I did.)
- 9) Great conversations in fishing for evidence.
- 10) Great to know we've already started compiling data.

Concerning the closing activities from 2:00-2:30pm, how would you rate the following segment of the Leadership Retreat in terms of making you feel welcome, relaxed and part of the WEST team?



The written comments concerning the participant's impression of the closing activities:

- 1) It was a good effort to have so many of us attending this retreat together. It is our job to inspire our students to believe in themselves to reach their goals.
- 2) I didn't realize there was a closing session.
- 3) I hope we get some feedback from the Retreat, and what changes are being implemented.
- 4) Some breakout sessions let out earlier, so the group was smaller, but it was still worthwhile.
- 5) Down to earth. Great.
- 6) The 12:40 breakout sessions ended at different times and the attendees scattered into the wind-- so the closing activities were not well attended.
- 7) President Abu-Ghazaleh comes across as a sincere and committed administrator. I'm a little concerned about his unrelenting focus on "data" and "success," since as we all know, this has led to widespread fraud in public K-12 schools nationwide.
- 8) More time needed to get opinions.
- 9) Well done.
- 10) The closing is a weak link in all of the retreats I think. Perhaps get remarks from the president at the end of lunch and let everyone go after the last session. The closing, as we've been doing it, always seems to lack energy.

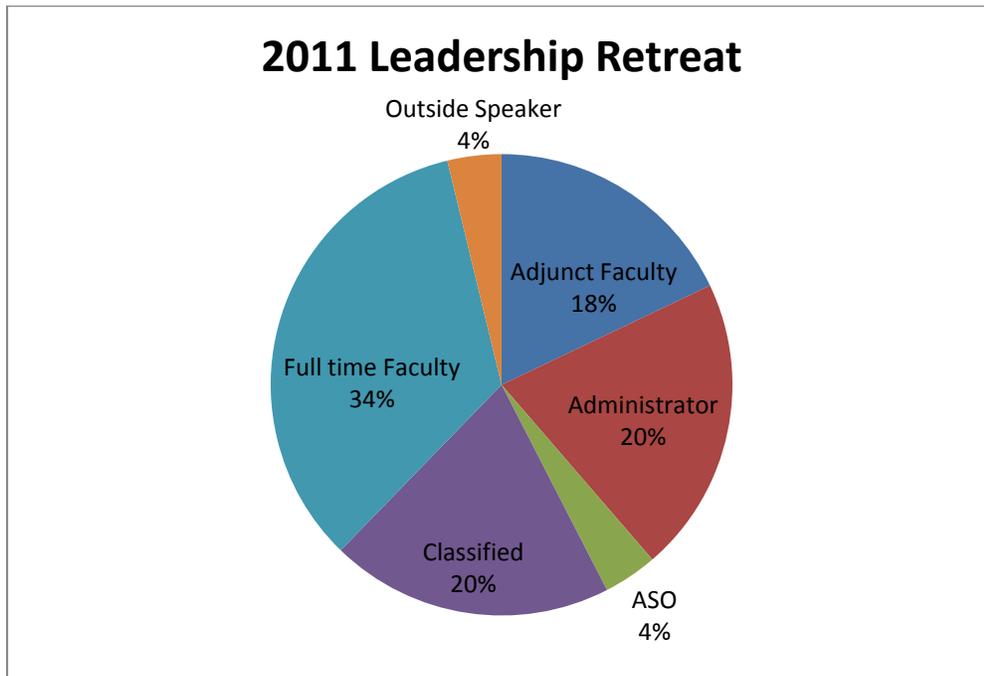
Finally, responses to the open-ended question “Based on what you heard/learned from each breakout session that you attended, what can we do at West to move forward from this point?”

- 1) Nothing is impossible.
- 2) The Big Picture effort of AtD will crash and burn without widespread buy-in and participation from the entire college. Right now, it's very top-down in organization, and despite the build-up is inert.
- 3) Remain committed to AtD.
- 4) Continue to work hard at discerning the barriers to success.
- 5) Create some follow up communication and meetings for persons that want to get involved on the team with AtD implementation.
- 6) Great time and opportunity to share ideas with other instructors.
- 7) Learn how to better evaluate the data available to us and develop a Reading Apprenticeship Program.
- 8) Mr. Cameron had good advice especially about cleaning up our campus and better customer service. Would like to know what steps will be taken to achieve the above.
- 9) Continue the momentum generated by many of the sessions: self-assessment, Reading Apprenticeship, best practices and data analysis.
- 10) Continue the personal interaction with administrators and our new President, and maybe have some occasional brown-bag discussions or an online chat room set up so we can all continue to dialogue as West moves forward.
- 11) We can work together on building strategies for student success. We can take our new buildings and write words or famous quotes on the walls to motivate the students.
- 12) This is the best one in recent years. Love the hands-on, down to earth President. Great discussion between faculties. However, I am expecting the retreat bring us one level up. I was expecting an A-Ha moment!!! It is a very nice treat. But just not enough for me.
- 13) Have some sort of a mid-year retreat to follow-up on ideas and action items that were discussed in the workshops.
- 14) If it is possible, West provides the same meetings twice a year.
- 15) These kind of activities to promote interaction among the groups at West including students! It is necessary and very important we know what students are expecting from West.
- 16) Continue to be inclusive of all faculty, and explore the efforts and ideas of the DREAM thru the TEAMS... Thank you for a very productive day
- 17) Maybe do something more general along the lines of "Improving the Student Experience" and have breakout sessions that focus on instruction, student services, facilities, etc. where everyone can provide input and suggestions. This retreat was way too focused on faculty, which comprised less than half of the participants.
- 18) There is a great deal of agreement across work classifications about how we support our students. The retreat underscored how much more needs to be done.
- 19) See higher scores and more transfers for student success

- 20) Not sure - but the topics were not that interesting and I did not enjoy it as much as past years. Especially, two years ago at the Pepperdine bldg - those were good speakers at the breakout sessions and a great venue. Last year's speakers were much better (Jim Gaston, Heather Davis, etc). I realize we probably save a lot of money having the event on campus and maybe the new buildings will give us a better venue?
- 21) Stop talking so much. Have SHORT meetings. Produce instead of talk.
- 22) We should look at some of the findings (choose 3-5 projects) from this retreat, then plan and implement them. The collection of good data will allow us to see if the projects are ultimately successful or not.
- 23) Continue to have retreats / workshop sessions of this kind to promote professional development.
- 24) It was a very worthwhile experience and I can apply what I learned to my classroom teaching right away!
- 25) This Leadership Retreat was well done. Keep on running it the same way next year.
- 26) I enjoyed all aspects of the leadership that I attended. As was discussed in the closing session we must be dedicated to which ever goal we decide and see it through to the end. I am very proud to call myself a WESTEE!
- 27) Start the Food Bank.
- 28) Commit to institutional change based upon the evidence that is found and guarantee that change will be implemented. Thanks for this opportunity to work with colleagues to find ways to improve student success.
- 29) Nothing, the day was rewarding and enlightening.
- 30) I would like to see the Reading Apprenticeship FIG get funded; I would definitely participate if given the opportunity. In general, I would like to see administrators focus on how to foster honesty and integrity along with "evidence-based success." Thank you to all those who spent time planning this exceptional in-service experience.
- 31) Broaden the awareness of the theme of the leadership retreat to the rest of the campus.
- 32) Get student input. Seems as though that would add value to our efforts to not only retain but also empower and encourage students
- 33) Thanks to everyone who worked to make this a rewarding experience.
- 34) I found this to be the weakest of the retreats I've attended so far. But it wasn't bad. I just didn't walk away with new energy or information as I have done in the past. I think moving forward, we can do what we done well in past better and more consistently. I don't see "change" as the real issue.

Here is a breakdown of the campus members that participated in the RETREAT.

Count of Sr.	
Campus Role	Total
Adjunct Faculty	19
Administrator	22
ASO	4
Classified	21
Full time Faculty	36
Outside Speaker	4
Grand Total	106



This document has been prepared by Matthew Robertson, WLAC Math Dept. on behalf of the WLAC Retreat Committee, January 2012.