



ALAMO
COLLEGES
DISTRICT

EXCELLENCE

A close-up photograph of a silver compass with a red arrow pointing towards the word 'EXCELLENCE' which is printed in a serif font on a light-colored surface. The compass is positioned diagonally, with the arrow pointing towards the top right. The background is a light beige color with a subtle pattern of lines radiating from the center of the compass.

**Caring for People
in the Journey to
Performance
Excellence**

Dr. Bruce Leslie, Chancellor

The Alamo Way

Always Inspire, Always Improve

Student Success

Students will attain and realize their learning, professional and civic potential.

Achieving the Dream

Principle-Centered Leadership

Students and employees will lead.

7-Habits of Highly Effective People
-Stephen Covey

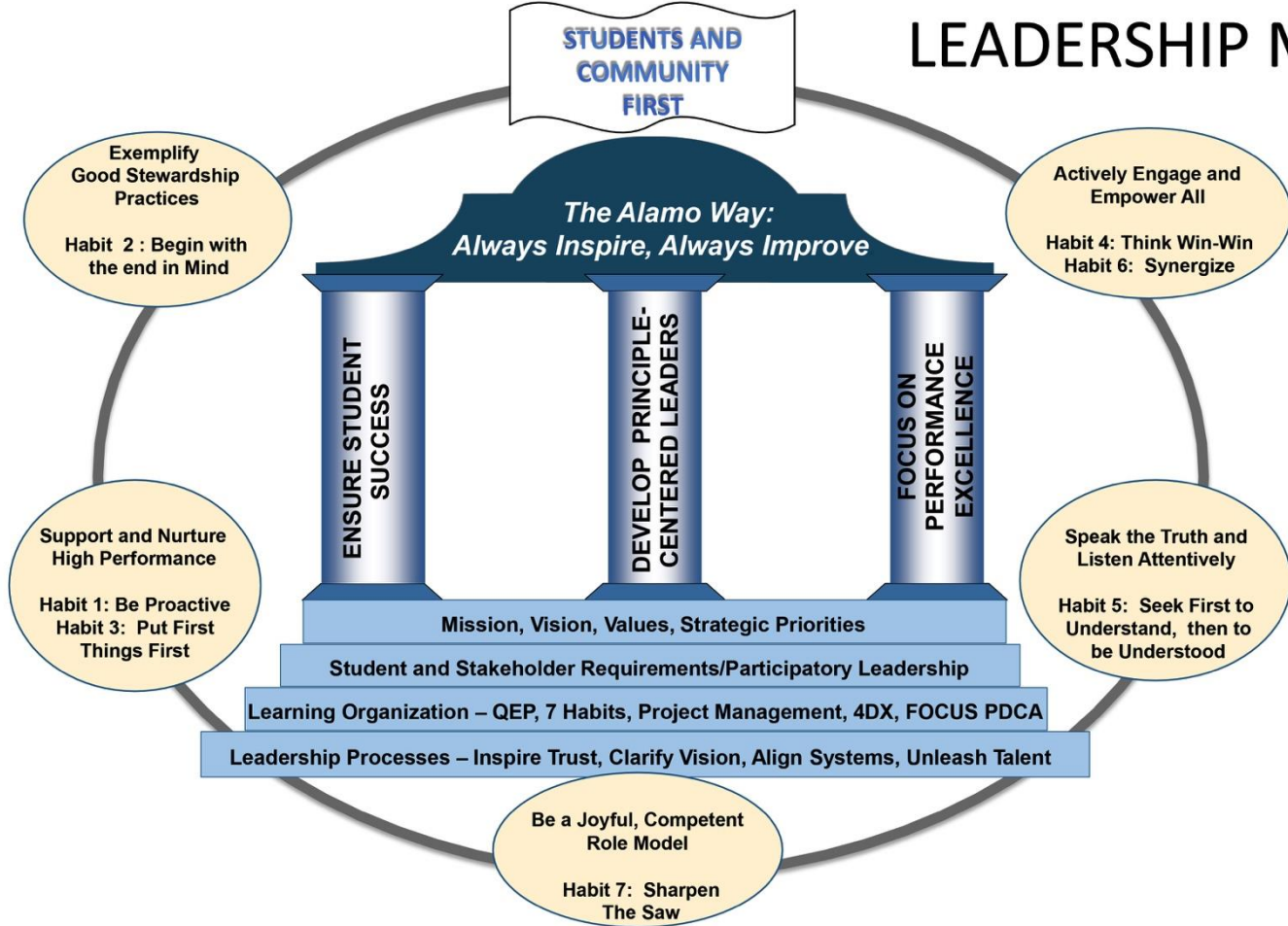
Performance Excellence

The Alamo Colleges District will efficiently and effectively meet its mission and achieve its vision.

Baldrige Criteria for Performance Excellence



LEADERSHIP MODEL



Results



TOPICS: Building Quality Through Employees

“A LEADER
IN EVERY SEAT”



TOPICS: Building Quality Through Employees

WORKFORCE ENVIRONMENT

Wellness

Physical

BENEFITS & POLICIES

Win-Win Agreements

ENGAGEMENT

Assessment

Participatory Leadership

Awards & Recognitions

CAREER PROGRESSION

LEARNING DEVELOPMENT & INNOVATION



WORKPLACE ENVIRONMENT

The Alamo Colleges District (ACD) provides a healthy, secure, and accessible working environment.

Wellness

Award winning Wellness Committee (San Antonio Healthy Workplace Platinum Level Award)

- Wellness surveys
- Wellness initiatives
- Campus Environments
- Lunch-n-Learn
- Campus Health Fairs



WORKPLACE ENVIRONMENT

Physical: A safe, accessible place to work and learn

- Security
- Police officers on every campus 24/7
- Parking lot courtesy phones
- Officers use bicycles, T-3 (two wheels) motion vehicles, T-4 Electronic Police Cruisers, and foot patrols

Accessibility (Disabilities Office AND Student Work Study in Facilities Department)

- Campus facilities are ADA compliant
 - Ease of access for persons with physical disabilities including Electronic access doors everywhere

WORKPLACE ENVIRONMENT

- Ramps, bleachers, chairlifts, wheelchair accessible areas, sign language services, ADA compliant ACD website.



WORKPLACE BENEFITS AND POLICIES

- **3-ness pay model**
- Presidents and Vice Chancellors (PVC) recommend HR policies and benefits for Board approval after input from faculty and staff councils
- HR Partner and Benefits Coordinators on each campus
- Policies in ethics, FMLA, sexual harassment, Title IX, and EEOC hiring practices applied to all employees
- Access to lectures, cultural activities, and first-rate facilities
- 4-day work weeks in summer (Also Energy Savings), FMLA policies that maximize sick leave, and telecommuting.



WORKPLACE BENEFITS AND POLICIES

- **Win-Win Evaluation/Development program**
- Professional development and training programs are available for all FT and PT faculty and staff
- Adjunct faculty have customized training and certification path and opportunity for retirement benefits



WORKFORCE ENGAGEMENT

Assessment

- The PACE (Personal Assessment of the College Environment) survey is the key tool used to assess workforce engagement and satisfaction each year
 - PACE survey results for the last five years are at an all-time high
 - Other indicators of workforce engagement: workforce retention rates, exit interviews, learning and development participation, and performance evaluation results



WORKFORCE ENGAGEMENT

Participatory Leadership

- Executive Faculty Council
 - Faculty Senates
 - Super Senate
- District Staff Executive Committee
 - College Staff Councils
- District Student council
 - College Student Government Councils
 - Student Trustee



WORKFORCE AWARDS AND RECOGNITIONS

- The District Staff Council Employee of the Month program selects an ACD Employee honored at monthly Board meeting
 - ACCT and AACCC Awards, the NISOD (National Institute for Staff and Organizational Development) awards; the Starfish Award; the Minnie Piper Stevens Award for Teaching Excellence; Years of Service awards; Hero Awards (Baldrige) and recognition of employees who receive degrees and certificates, college specific award recognitions;
 - College Specific employee awards/recognitions

WORKFORCE CAREER PROGRESSION

- AlamoTALENT, Our talent management system, both houses tools and resources for employee career planning and development and for management, workforce capabilities via talent pools, employee profiles, résumés, performance, learning transcripts, and professional certifications
 - AlamoTALENT offers free learning and development to enhance employees' job skills
 - Employees can see job openings, post resumes, and add career preferences in creating new career paths



WORKFORCE CAREER PROGRESSION

- Promotions preserve the resources invested in integrating employees into the culture and retain the organizational knowledge and skills



WORKFORCE LEARNING DEVELOPMENT & INNOVATION PROGRAMS

- **FOR TEAMS:** The 7 Habits of Highly Effective People, PDCA, 4 Disciplines of Execution, Active and Collaborative Learning, Problem-based Learning, Assessment/Student Learning Outcomes, Schools that Learn, Faculty Mentoring, 5 Disciplines, Critical Thinking, Classroom Management, Project Management, Learning Communities, Unit Action Planning
- **FOR PROFESSIONALS:** Advisor Certification, Chairs Academy, Discipline & Job Specific, Adjunct Faculty Development/Certification, Performance Development, Teaching & Technology, Faculty Metaprof, Supervisor Training, Quality Matters, Master Teacher, Distance Learning, Pedagogy, Curriculog, Project Development



WORKFORCE LEARNING AND DEVELOPMENT PROGRAMS

- **FOR INDIVIDUALS:** Tuition Assistance, Participation in National Institute for Staff and Organizational Development (NISOD) & League for Innovation, New Employee Orientation, New Faculty Orientation, New Adjunct Orientation, Emerging Leaders, Convocation, Professional Development Day, Trainer Certification, Faculty Development and Subject Matter Experts Teams, 5 Choices, certification as Baldrige examiner, 7 Habits, 4DX, PDCA, Project Management, etc.



THANK YOU!

QUESTIONS?

