

Peralta Chancellor Brochure Draft Characteristics

Opportunities, Issues and Challenges

In leading the Peralta CCD the next Chancellor will:

-Articulate a vision for the future of the Peralta District in a clear and complete manner and have the ability to inspire and direct others to make the vision a reality

Work with the Peralta Board of Trustees to insure the continued financial stability of the district by following appropriate budgetary policy guidelines **while achieving District goals established in concert with the Board of Trustees**

Develop alternative strategies and sources of funding to support the outstanding programs and services of the district

Increase the reliance on data driven information in making informed decisions at all levels within the district

Identify innovative opportunities for advancing the use of technology in the areas of teaching, learning, assessment, student services and administrative systems improvement

Appreciate and respect the rich diversity of cultures and perspectives present in the communities of the Peralta District **while striving to achieve social class and gender equity that leads to student success**

Respond to changing demographics within the district and ensure that district programs and services are comparable and reflective of the current needs of the service area

Aggressively advocate for the district with the state legislature, as well as local and federal governments and agencies

Be responsible for ensuring that board policies, applicable bargaining agreements and state and federal education statutes are consistently adhered to in the district by holding accountable those responsible for their implementation

Be committed to a district wide curriculum that addresses issues of civic engagement, environmental sustainability and justice issues

Recruit and retain talented and diverse faculty, staff and administrators that are reflective of the district's service area and provide them with the opportunity to achieve high standards of performance and to succeed

Advocate for maximum participation in activities and partnerships that will continue to strengthen the district's image, reputation and community relations by developing or maintaining relationships with local educational, civic and business interests

Foster mutual respect and democratic values, which have historically created a unique esprit de corps among the students, faculty and staff of the Peralta District

Strengthen management systems for sound decision-making, effective policy implementation and equitable resource allocation among the district's programs and services

Professional and Personal Characteristics

The next Peralta CCD Chancellor will possess the following strengths:

Demonstrate a management style that respects the Planning and Budgeting Integration (shared/participatory governance) Model (PBIM) of the Peralta District and relies upon transparency, open communication and listening in dealing with district employees, students, the community and the Board of Trustees

Possess experience in the planning, development and construction of facilities including an understanding of bond financing that will be applied to the successful completion of the district's facility bond projects

Recruit and select outstanding staff and delegate to them responsibility for accomplishing the work of the district

Generate financial and in-kind support for district programs while fostering partnerships and grants, as well as working directly with the District's foundation to assist in cultivating individuals, business and other foundations

Have a demonstrated commitment to community involvement, including activities that maintain and strengthen Peralta's image and service to the people and communities of the district

Have a documentable record of management that is goal oriented, employs the specialized knowledge required to lead a complex organization such as a multi college district, creates a culture of accountability and demonstrates the ability to analyze and implement appropriate responses to complex issues.

Embody a commitment to the unique mission of the comprehensive community college mission as a gateway to learning open to all residents of the district

Demonstrate an ethical style of leadership that values integrity, honesty, directness, humility and flexibility in all district matters

Include the various college constituencies in a jointly developed vision and shared decision-making process ***while carrying out the unique Educational Master Plans of each of the District's four colleges***

Committed to the collective bargaining process for all employee groups as mandated for the California Community Colleges

Demonstrated leadership success with accreditation standards and compliance

Proven ability to work productively with an elected seven-member Board of Trustees and two Student Trustees

(revised 6/26/11)