

Self-Appraisal – McHenry County College
Category 5 – Leading and Communicating

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| 5C1/5P5 | S | Overall, we have a solid system of leadership and communication in the organization; it is the filtering of the right information to the right people that may be able to be improved onto move this to a SS. |
| | O | Review inactive committees and committee membership overall to ensure that the right people are on the right committees to make the best decisions. (This would increase the strength.) |
| 5C2 | O | A lot of questions are raised in the “S” category about the uncertainty of multiple plans. |
| 5C3 | S | The comments support that MCC does a satisfactory job in involving all elements of the College and its community. |
| 5P1 | O | While the structure is in place to the mission, vision etc., to expectations, there appears to be many opportunities brought forth that could strengthen college operations regarding student leaving and expectations. AQIP model will always provide opportunities for change. |
| 5P2 | SS | Ties with the community and responses to community are very strong. |
| | O | Many opportunities are not taken advantage of. Not all opportunities follow the processes shown in the response. |
| 5P3 | SS-S | We have comprehensive approach to decisions making. The Continuous Improvement Team, various CAPC Committees and the newest Organizational Review Committee, are examples of our approach to involving and engaging people across the institution in decision making. |
| | S | We can always improve. |
| 5P4 | O | The challenge is to balance quantitative and qualitative data analysis in comprehensive decision making. |
| 5PS | O | Right people of committees. Almost too much information – need filters. Must know how to get it. |
| 5P6 | S | MCC uses multiple means and well structured dissemination process for communicating mission, vision and values. The annual report and upcoming community engagement sessions will enhance this process. |
| | O | Ethics and equity need to be addressed. Improvement in communication could be made in accountability through consistent performance reviews and way of communicating strategic plan. |

- 5P7 5P8 O CCOO – not available to a great enough number of employees. Other opportunities needed to supplement. 5P7 General – need leadership transition training. Institution doesn't seem to really address the questions.
- S CCOO – good that it is in place. Mentoring program available and Professional Development encouraged and provided.
- 5R1 S Because PACE is a highly regarded tool for measuring climate, we're confident in the results showing the rating of S for 5R1. We do an average job of communicating internally.
- 5R2 S Because PACE is a highly regarded tool for measuring climate, we're confident in the results showing the rating of S for 5R2. We compare favorably with other institutions – we have no severe "out layers."
- 5P9 O The College decision to use PACE as a biannual measure is a good start and we need to diversify the tools used to collect and analyze measures of leading and communicating.
- 5I1 S The Action Teams have made a very good start on leading and communicating however, there is still opportunity for improvement within and among departments.
- 5I2 O Because we are just at the beginning of collecting data it is too early to formulate priorities and targets.