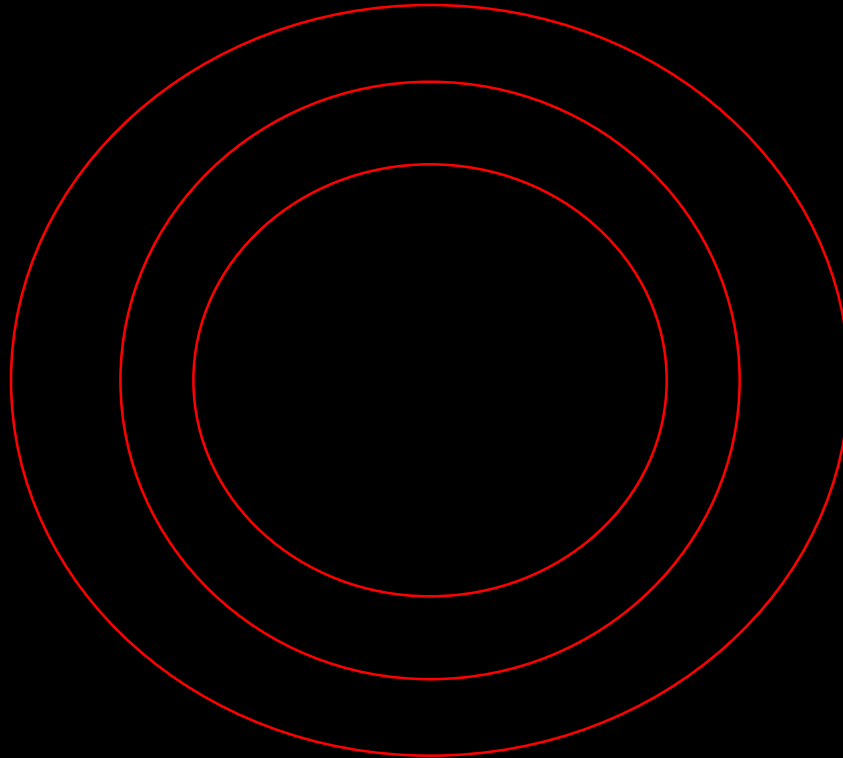


ICE BREAKER



INSPIRING CREATIVITY & INNOVATION

2

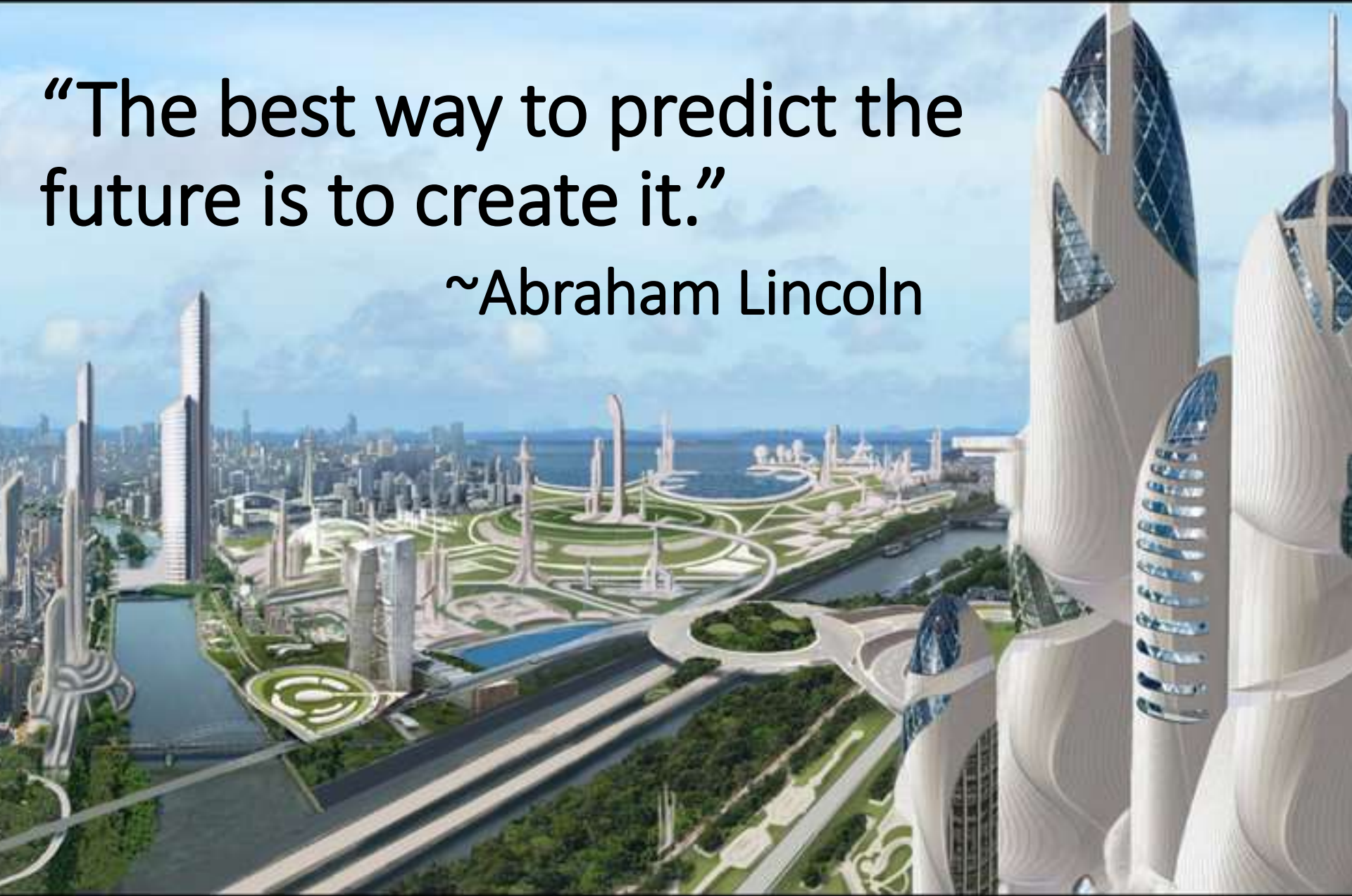
Spring FLEX Session

February 4, 2016

Dr. Dianne Van Hook

“The best way to predict the future is to create it.”

~Abraham Lincoln



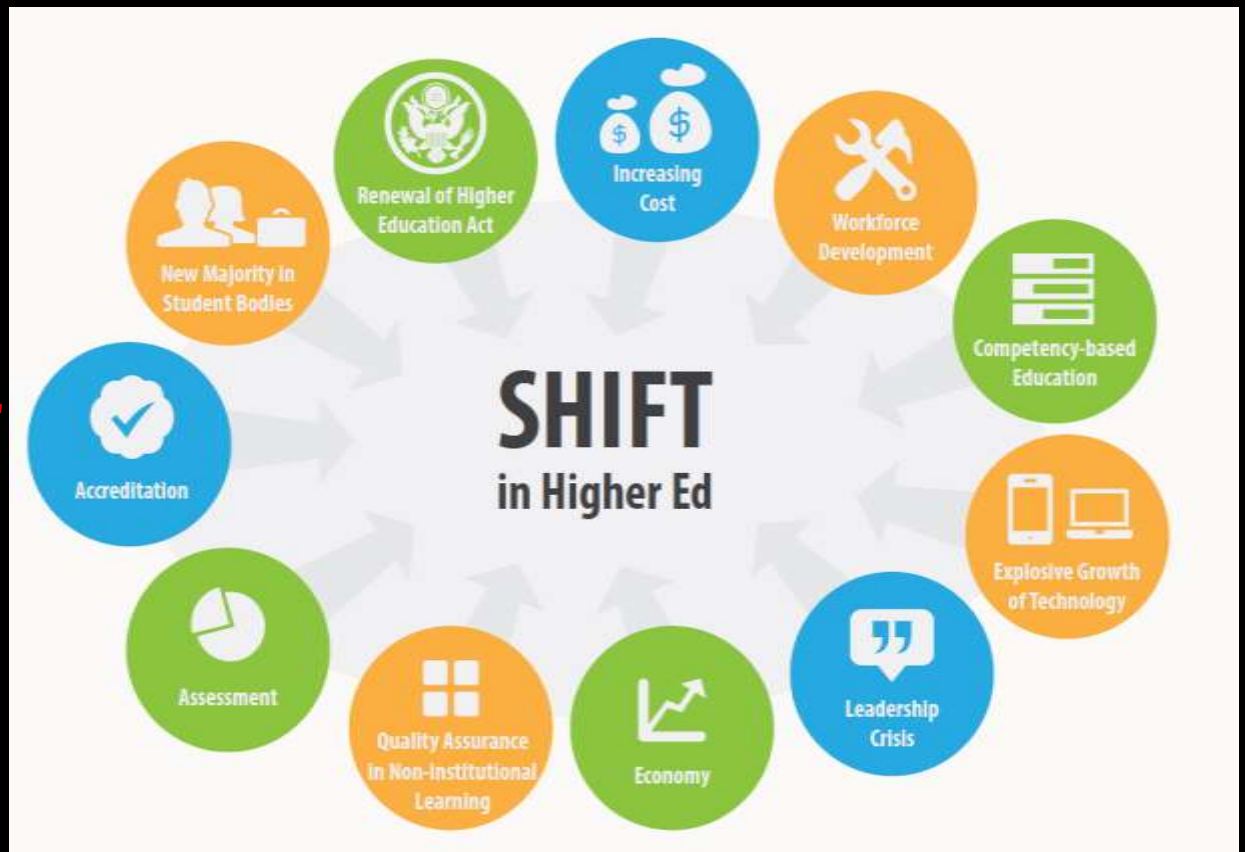
GET READY TO: INSPIRE. CREATE. INNOVATE!

In today's FLEX session, we will work TOGETHER to understand

- “**Shift**” happens, and it happens FAST ...
- Understanding **inspiration** and *staying* inspired for our students, and ourselves
- **Creativity** and its role as the true driver to innovation
- **Innovation's** key role to the “then, now and what's to come”

“SHIFT” IS HAPPENING – *FAST*

**“SHIFT”
HAPPENS—
CHANGE IS ALL
AROUND US**





***“SHIFT HAPPENS”*: DID YOU KNOW?**

Video run time 6:58

“SHIFT” HAPPENS

Inspiration + Creativity



Innovation

It is up to us to inspire tomorrow's creative thinkers & innovators...and do so right now!

But...before we can provide the best forum for others, we must first be inspired ourselves

How Are We To Do This?

Understanding how inspiration and creativity shape change, as well as reflecting on where inspiration, creativity, imagination, and innovation fit into – and drive – change and growth.

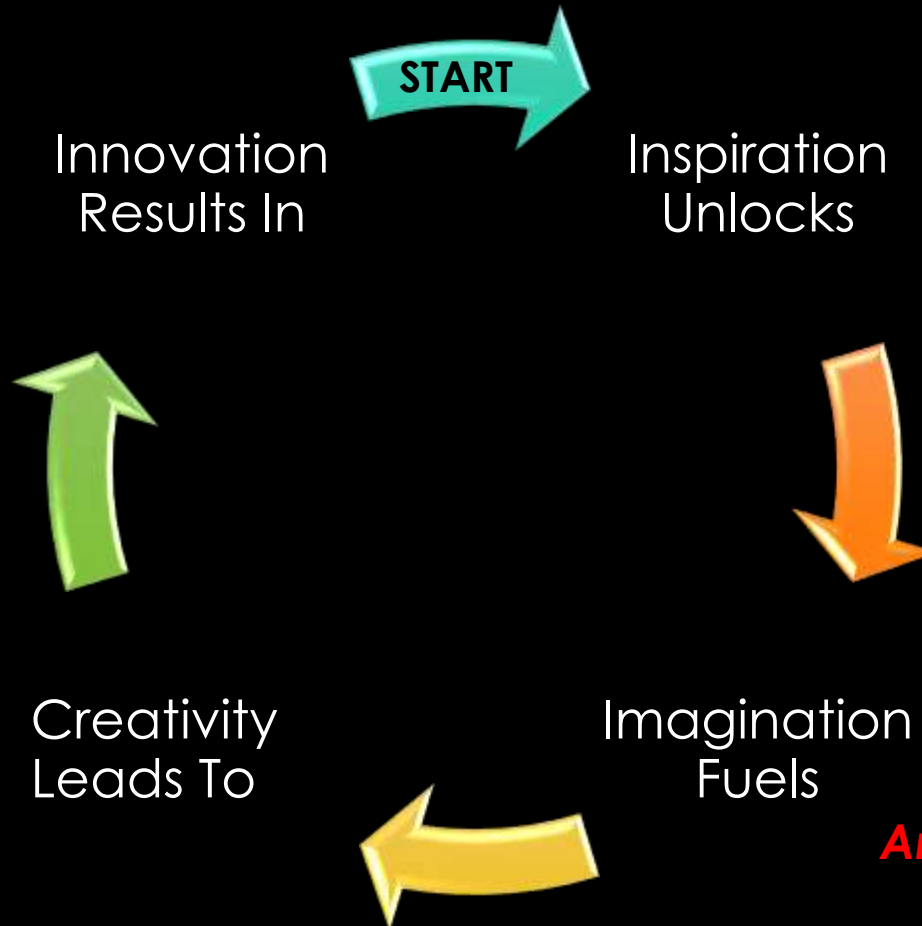
- We must fulfill the educational and training needs of tomorrow starting today!
- We must cultivate capacity in students, colleagues and ourselves
- While doing so, we must envision the future and imagine what we can do to help our students!

It's all circular!

**WHAT'S THE MATTER WITH OWEN?
"BIG NEWS"**

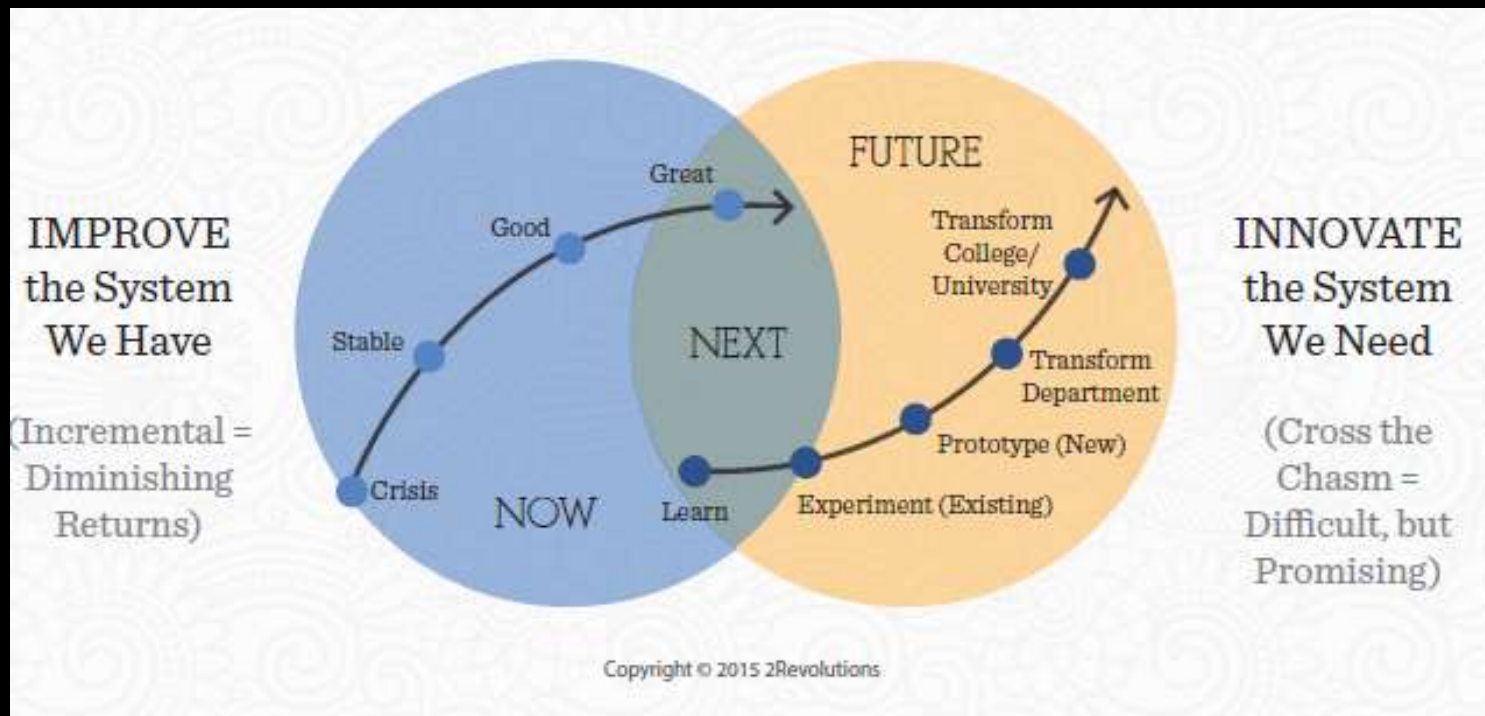


How Do These Characteristics Work Together?



And as the process unfolds...

We Make The Shift From Improvement To Innovation



WHY?

For Our Students, Of Course!

**“A world where
imagination is fostered
can solve its own
problems.”**

Unknown



SO, WHAT INSPIRES US?



A LOOK AT INSPIRATION

What Is It?: Understanding Inspiration

Inspiration is:

- The trait that's considered a remarkable quality, the one that sets innovation—and thought-leaders—apart from others
- The trait that causes others to be attracted to them and enables that person to achieve remarkable outcomes ...no matter the task
- The quality historically that has been labeled “charisma,” a Greek word meaning *gift*
 - ✓ In ancient times, people believed this quality was a “divine gift” bestowed upon some and not others

From the Article “Everything Counts: The 6 Ways to Inspire & Motivate Top Performance” by Joseph Folkman, Forbes Online, May 20, 2013

How To *Inspire* Yourself & Others

Understanding inspiration by looking at its parts:

- What is it?
- Where does it come from?
- Who has it?
- Why does it matter?
- How do I know if I am inspiring to others?
- How do I get some?
- What do we need next?
- How do we inspire today's students?

WHAT IS IT?

Understanding Inspiration

- Some people have been convinced that “inspiration” is just something leaders need to provide on big occasions; the annual speech to get everyone in a great frame of mind for what’s to come.
- However, inspiration is much more than that.
- It’s something that – as a vision becomes clear—helps others to understand the larger purpose of mission
 - ✓ Works as a catalyst for change
 - ✓ Seldom comes from a single source
 - ✓ Invites others to employ various techniques
 - ✓ Empowers others to get it done!

Vision is the art of seeing what is invisible to others – Jonathan Swift

“If You Let Me” by NIKE



Inspiration: Where Does It Come From?

Much like snowflakes, inspiration looks different every time; it is neither delivered nor realized in the same way by every person

- Inspiration can be
 - ✓ **Internal**— a great idea that propels you or others to take a step that others have dared not take; the self-drive to do and be better
 - ✓ **External**—meaningful quotes, a rousing speech or a call to action that provokes a visceral reaction, driving you to react in positive ways to better affect your students, projects, social interactions, work product
 - ✓ **Innate** – a spark of passion, fueled by a desire; you just “know” what to do or say to lead in any given situation
 - ✓ **Or it can be learned**—by studying situations and people you and others consider inspiring, adopting and implementing those techniques in your life – personal or professional

“I Can” by Nike



WHO HAS IT? INSPIRATION IS NOT ONE-STYLE-FITS-ALL

Consider these two disparate styles

Warren Buffet

- A highly inspirational leader whom people trust because of his expertise in the financial world
- If he buys railroads, railroad stocks go up
- If he sells, they go down
- Millions have purchased his books and attended his seminars
- He is a self made billionaire many times over!



**Both are
optimistic!**

Oprah Winfrey

- Warm and inviting TV personality
- Recognized as being “the best interviewer in the world” by many of her peers
- Inspires millions to purchase books, “Favorite Things,” and be their authentic selves;
- On January 26, 2016 she released a 15 second Twitter video citing her weight loss success using the Weight Watchers program
- Overnight Weight Watcher stock prices increased by 20%!
- This phenomenon coined the phrase “the Oprah Effect”



#ALWAYS LIKE A GIRL



Why Does It Matter?

- Inspiration is a powerful component of your repertoire as an educator, colleague and influencer
- Works as a catalyst
- Seldom comes from “one thing”
- Allows you to employ various techniques
- Works best when there is an end/goal/purpose, i.e., student success
- Is highly contagious
- Gives you ‘role power’
- Is driven by human emotion and role models



What My Mom Does (At GE)



We need to look
every day for
confirmation of
that connection
to *what truly
inspires us.*

How Do I Know If I Am Inspiring To Others?

- Behavioral statistician Joseph Folkman developed a study of 1,000 business people who are considered to be inspiring leaders
- When the data dissected and reviewed, it stood out that highest scores of those considered to be the most inspiring and motivating leaders in the study were...

THE 6 APPROACHES TO BEING INSPIRING

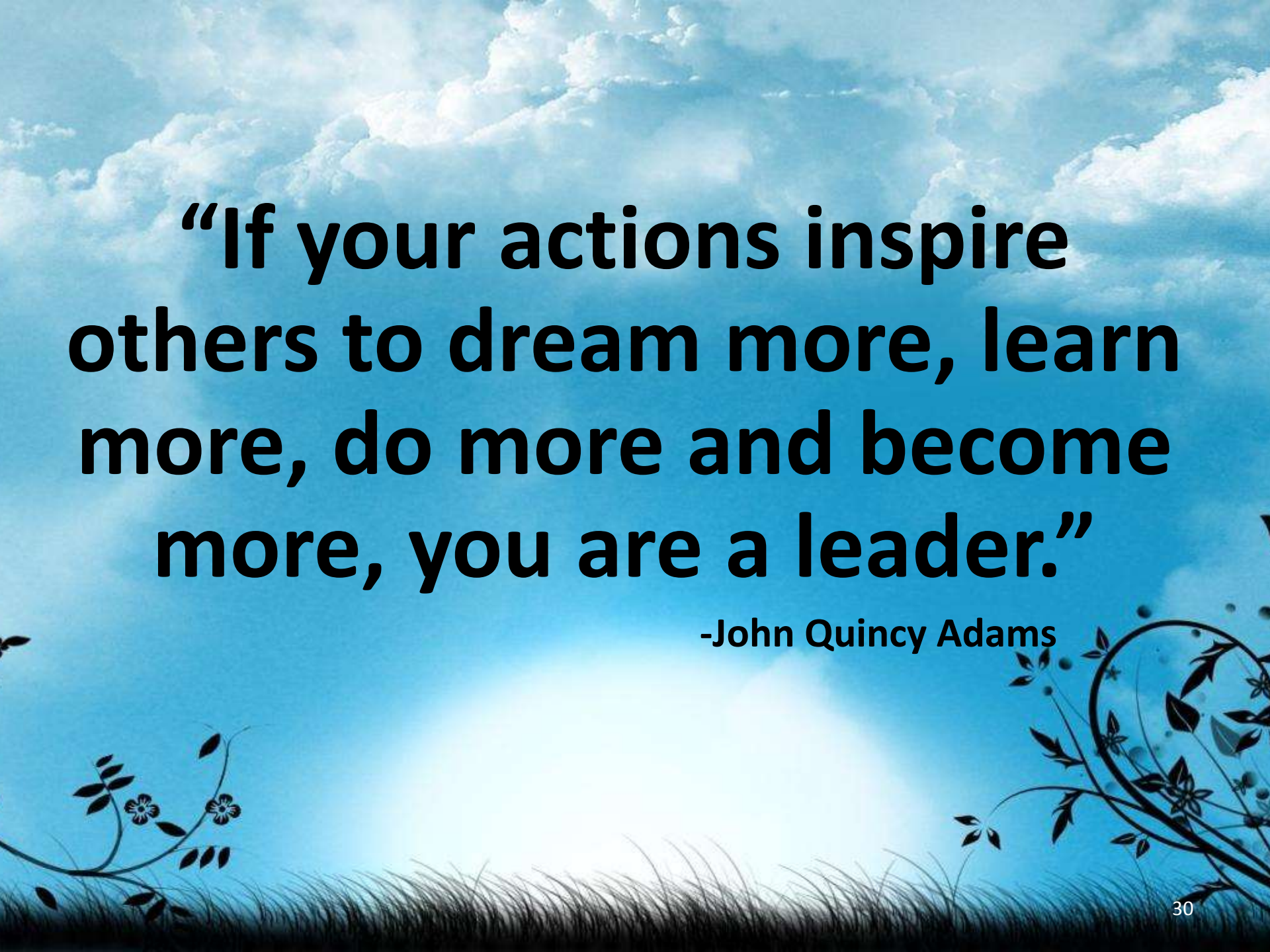
According to Folkman's study on inspiring leaders, six consistent approaches came to light...how many of these do YOU embody?

1. **Visionary**- providing a clear picture of the future and being able to communicate that to the team (Warren Buffet)
2. **Enhancing**-creating positive one-on-one relationship along with team relationships by being a great listener and connecting emotionally with people (Oprah)
3. **Driver**-Displaying a focused pursuit to make the goals and complete things on time, and generally being accountable for personal and group performance
4. **Principled**-providing a powerful role model of doing the right things in the right way
5. **Enthusiastic**-exuding passion and energy about the organization, its goals and the work itself
6. **Experts** –providing a strong technical direction that comes from deep expertise

Key Points

- ✓ Most leaders tend to use one or two of the six most frequently
- ✓ Each of the first four traits were used more than 20% of the time as primary or secondary approach





**“If your actions inspire
others to dream more, learn
more, do more and become
more, you are a leader.”**

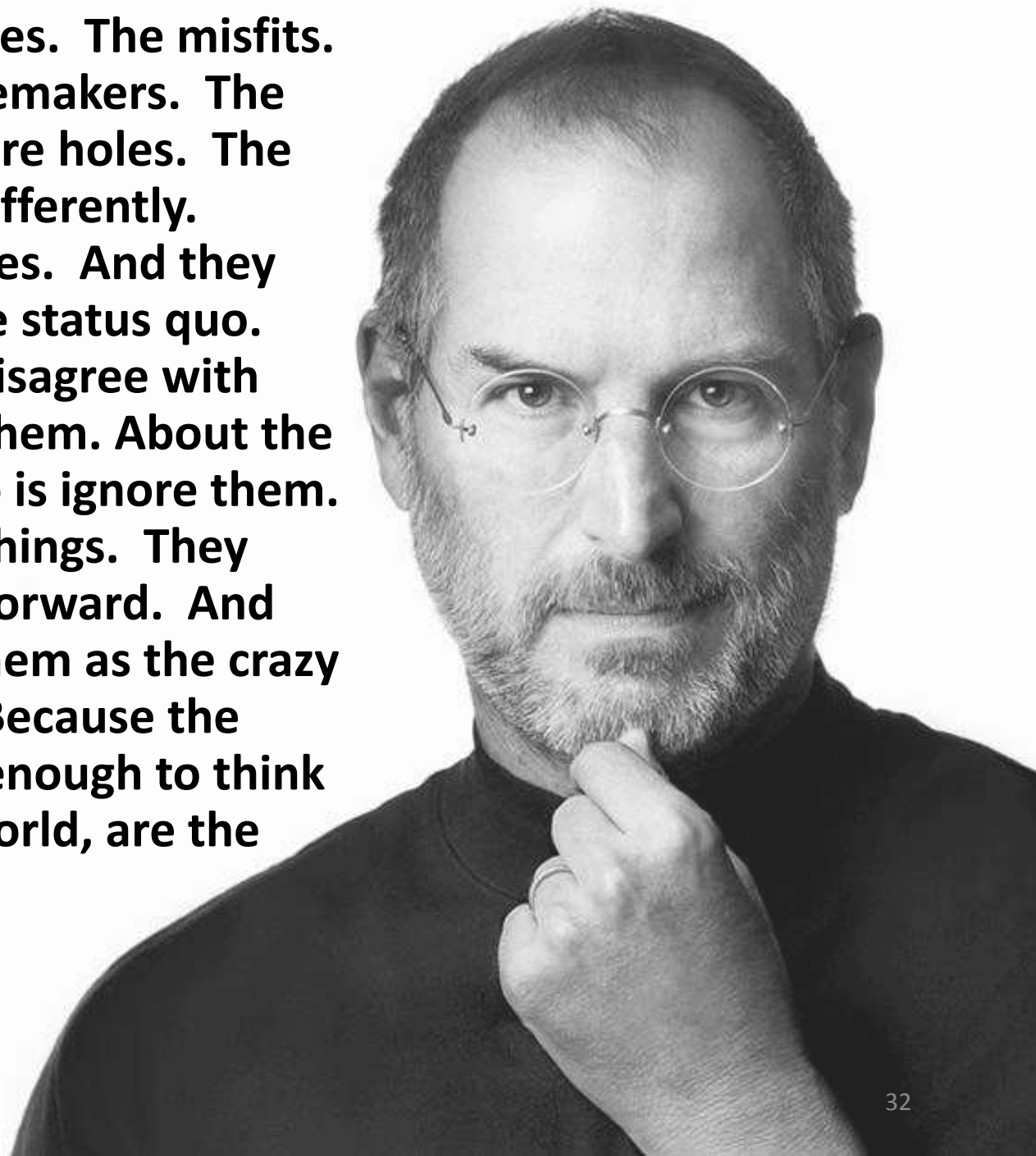
-John Quincy Adams



Courage – Nike

“Here's to the crazy ones. The misfits. The rebels. The troublemakers. The round pegs in the square holes. The ones who see things differently. They're not fond of rules. And they have no respect for the status quo. You can quote them, disagree with them, glorify or vilify them. About the only thing you can't do is ignore them. Because they change things. They push the human race forward. And while some may see them as the crazy ones, we see genius. Because the people who are crazy enough to think they can change the world, are the ones who do.”

~Rob Siltanen



GROUP ACTIVITY

How Do I Know if I am Inspiring to Others?

Which traits do you employ

- ✓ In the classroom?
- ✓ With your colleagues?
- ✓ In social settings?

Be specific. What was the one result that made a difference?

Please share from each table

THE BIG NEWS COMMERCIAL



How Do I Get Some?

Steps To Becoming An Inspiring Leader, Person

Now that you know what inspiration “is” you know you want it too!

- Before you can *get* inspired or *be* inspiring, you *have to get excited!*
- Excitement breeds inspiration, so if you're not among the lucky to whom it comes naturally, you have to work at it!
- With work and focus, almost anyone can develop these characteristics via
 - ✓ A plan of development
 - ✓ Self-awareness
 - ✓ Good feedback from self and trusted colleagues, friends

GROUP ACTIVITY

What Inspires YOU?

Please share sources you already use with your table & the group

*If you're not sure where to get started,
here are some ideas*

Read quotes that touch your soul

Sign up for daily text messages from inspiring
thought leaders in and out of your fields of interest

Download and listen to podcasts created by
people whom you admire and consider to be
inspiring

DARE TO DREAM!

How Do I Get Some? In Other Words, How Can I Be Inspiring?

Some Simple Dos And Don'ts As You Develop Your IQ [Inspirational Quotient]



- **Do** adopt the first four of the “6 Approaches to Being an Inspiring Leader”
- **Do not** only choose tactics that are comfortable for you...it's in the uncomfortableness where we find the greatest growth
- **Do not** be a “social hand grenade”: Overly excited, positive or depressed or negative people tend to scatter others upon sight; work on your self awareness, social awareness, self-management and relationship management

Some Simple Dos And Don'ts As You Develop Your IQ [Inspirational Quotient]

- **Do** focus on relationships...nobody cares how much you know until they know how much you care
- **Do** speak up!: People need to know two things: where you stand on a given topic and where they stand with you.
- **Do** listen actively:
There are 2 types of listeners – those who seek to understand and those who seek to be understood



- **Do not** pack your ego in the morning! Let your actions speak for you; don't tell everyone how awesome you are...they either already know or will see it quickly enough!

**RISE UP
START FRESH
SEE THE BRIGHT
OPPORTUNITY
IN EACH
NEW DAY**

**A world of possibilities awaits
those who are inspired!**

Do You Desire To Inspire?

More than where you work, or how much money you make, or how you look, the way you carry yourself and interact with others will impact how much inspiration they draw from being around you.

Here are 10 suggestions for inspiring others ...

Inspire others by

- 1. Expecting the most of them.** Communicate your high expectations and faith in their abilities, and they will usually rise to the occasion.
- 2. Challenging them** to go beyond what's easy and comfortable; to try something new, confront new obstacles.
- 3. Caring about them.** The first 2 won't matter unless you authentically care. **Show** that you care by the way you treat them and interact with them.
- 4. Standing up for what you believe in.** Share your convictions and living a life honoring those.
- 5. Having the courage to change course.** Standing firm in your beliefs has its merits, but you must remain flexible and open to change. When your horse dies, dismount!
- 6. Being vulnerable.** Be honest about who you are; your shortcomings and failures. People are much more apt to follow and be inspired by someone who is a **real human being**, than by someone who seems too good to be true.

Do You Desire To Inspire?

Inspire others by

7. **Practicing integrity.** Refuse to be a spin doctor. Speak the truth, even if it's not what someone wants to hear. Avoid gossip and easy attacks on unpopular people. Rise above petty politics and be someone people count on to do the right thing.
8. **Sharing the credit.** Recognize the people around you for what they've done, and for their successes. A leader who shares a success is someone other people will want to follow and even emulate.
9. **Sharing your influences.** Talk about the people who have inspired you. If people hear how you achieved success, they are more likely to believe that they can do so themselves.
10. **Listening to them.** When you listen to the people around you, you show them that they matter, and that their ideas are worth hearing. Plus, you'll better understand what they care about, what their goals are, and you'll know better how to motivate and inspire them.

CREATIVITY

“Creativity Involves Putting Your Imagination To Work. In A Sense, Creativity Is Applied Imagination”.

Ken Robinson

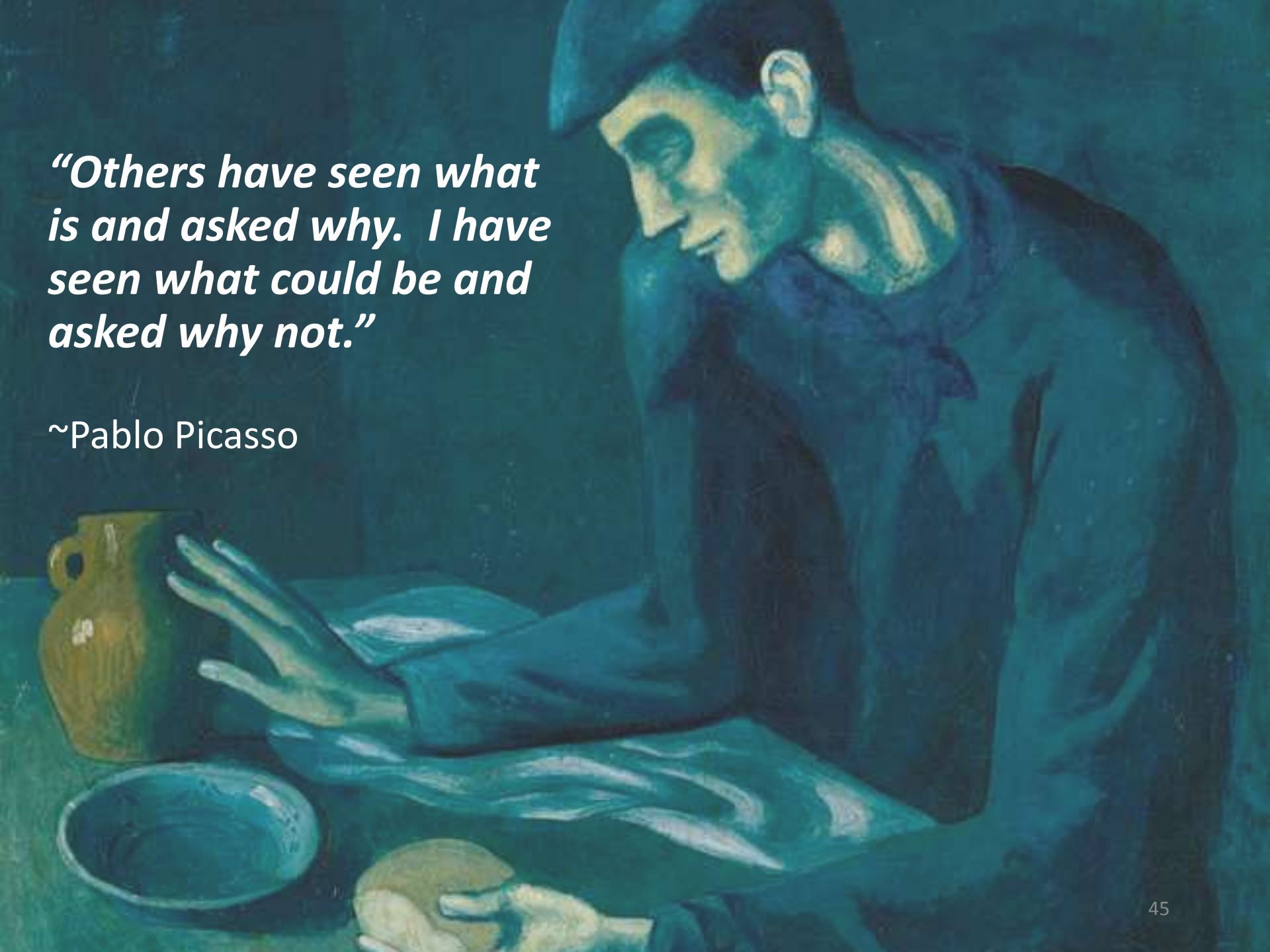
Unlocking Creativity

Creativity helps us to explore new possibilities that we formed in our imagination to determine if they can become more than just a dream or a thought

- Taking your dreams and thoughts one step further requires understanding. You need to ask yourself --
 - ✓ How do you get to your creative center?
 - ✓ How do we become more creative?
 - ✓ What does time have to do with it?
 - ✓ Why does creativity love collaboration?
 - ✓ What do we need to be creative?
 - ✓ Why should we promote creativity on campus?

“Others have seen what is and asked why. I have seen what could be and asked why not.”

~Pablo Picasso



Explore New Possibilities

Creativity Is Not Only About The Arts

- Remember, this characteristic is not confined to any particular discipline or activity
- Work in the arts can be highly creative but so can work in anything that involves intelligence
- Creativity is possible in every discipline and should be promoted throughout the whole of education



*Science
requires
creative
thinking
as well!*

GROUP ACTIVITY



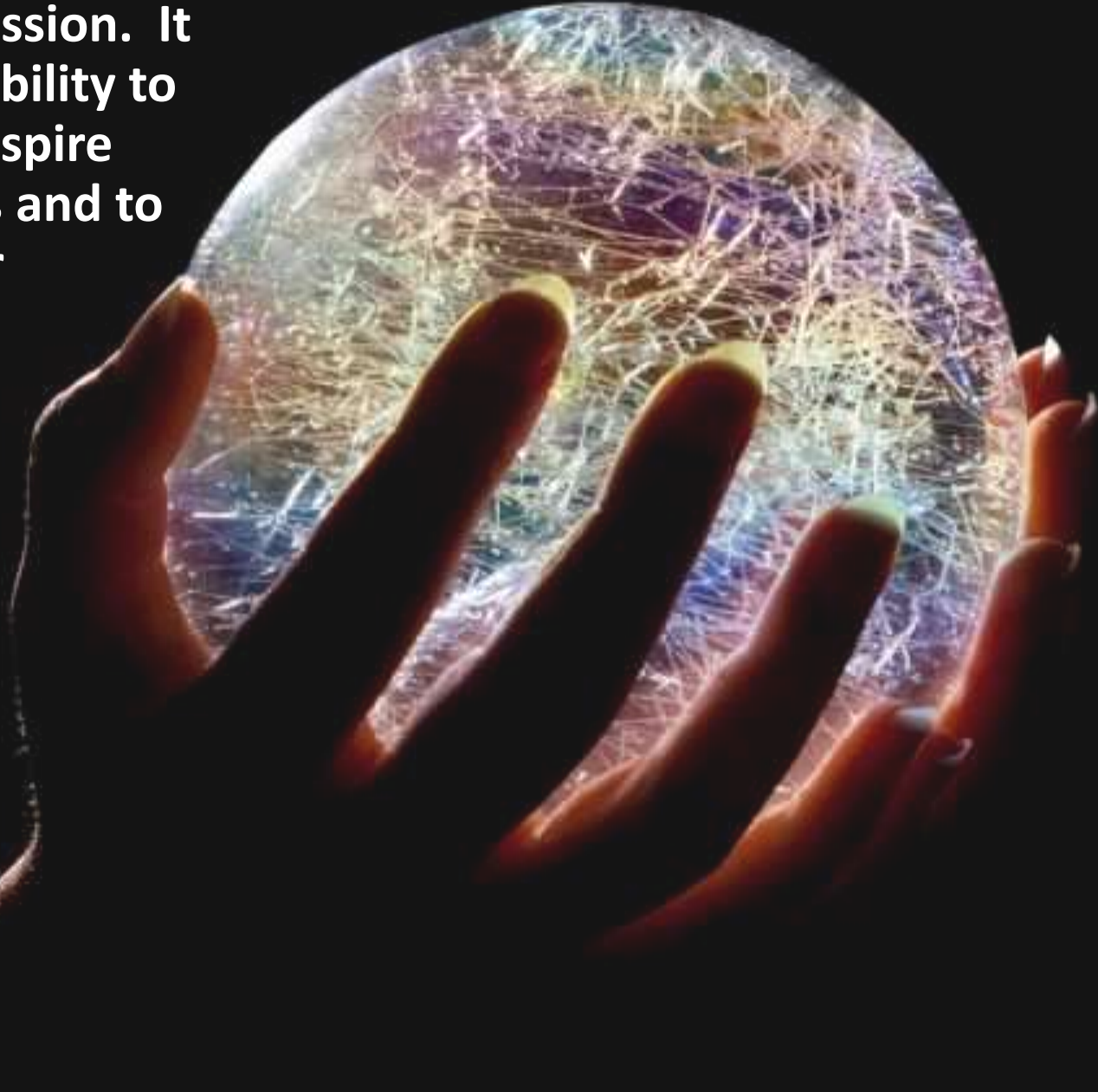
The Stool

What do YOU see?

Name 50 Things For Which This Stool Could Be Used

Being a teacher is a creative profession. It requires the ability to engage and inspire their students and to facilitate their creativity.

~Ken Robinson



Get To Your Creative Core Unblock Conventional Ways Of Thinking, Utilize Imagination

- In our day-to-day lives, we settle into routines of behavior and habits of thought
- When we encounter new situations, our established habits make it difficult to see new solutions
- Break out your thinking rut and start to use your imagination!
- Imagination unlocks your power to see beyond the present moment and immediate environment



**Creative
Confidence
By Dave
Kelly**
run time
:96 seconds

One of 1,000+
TEDTalks

New ideas every weekday

TED.com

How To Get To Your Creative Core **Be Brave!**

Don't Be Afraid to Be Wrong!

- There are likely to be failures and changes before the best outcome is produced – finding out what doesn't work
- It is a constant process of trial and error
- **If you're not prepared to be wrong, it's unlikely that you'll ever come up with anything original**

Michael Jordan, "Failure" by Nike

How Do We Become More Creative?

Get out of your comfort zone!

Creativity Thrives on Diversity

- Diversity provides a deep resource of different perspectives that is essential to inspiring a culture of creativity.
- Diversity brings people together from very different backgrounds such as:
 - ✓ ages and genders
 - ✓ cultural backgrounds
 - ✓ professional experiences to work on group projects



- Some techniques to unblock conventional ways of thinking include:
 - ✓ Identifying new uses for familiar items
 - ✓ Reframing questions
 - ✓ Collaborating with others
 - ✓ Making unfamiliar combinations of familiar ideas – creativity often occurs by making unusual connections!
- Do what you love!



Why Does Creativity Collaboration?

It involves working together! Collaboration is a shared process in which every person's interaction and contributions affects the nature of the project and its outcomes.

- To be a successful collaborator
 - ✓ Accept every offer that is made
 - ✓ Amplify each other's contributions
 - ✓ Don't negate other people's contributions, but build on them
 - ✓ Make your work partners' look good
 - ✓ Creative impulses of most people can be suffocated by negative criticism, cynical putdowns or dismissive remarks
 - ✓ Don't judge what others produce, help them make something of it and raise everybody's game
 - ✓ Remain flexible and respond to unexpected opportunities

“A creative organization is first and foremost a place that gives people freedom to take risks; second it is a place that allows people to discover and develop their own natural intelligence; third, it is a place where there are not ‘stupid’ questions and no ‘right’ answers; and fourth, it is a place that values irreverence, the lively, the dynamic, the surprising, the playful.”

~Peter Richards



GROUP ACTIVITY

“Headlines”

Today's activity is about teamwork and embracing the topic, The ***Power to Inspire: Imagination, Creativity & Innovation.***

Each table will be a team and each team will be given supplies - a poster board, newspapers, magazines and markers. Each team will brainstorm, develop and create a newspaper that will describe the accomplishments of 2016 in the areas of innovation and creativity at College of the Canyons.

Remember! NOTHING is impossible in this exercise!

Key Point

Everyone Has Creative Potential

It is often thought that creativity is a rare talent – that only special people are creative

- Everyone has huge creative capacities: The challenge is to develop those capacities
- A culture of creativity must involve everybody, not just a select few
- Creativity is about making connections and is driven more by collaboration than by solo efforts



Do Two Things: Think. Feel.

The relationships of thinking and feeling are the heart of the creative process. Being creative is not only about thinking: *It is about feeling*

- Witness some real creative power demonstrated by out-of-the-box thinkers in our Math and English departments when they saw where students were struggling and sought to find ways to help them excel in school and life through innovative course offerings
 - ✓ Match 75 and English 96 were those innovative approaches that condensed remedial coursework to save students time and money and enhance completion
 - ✓ The California Community College Chancellor's Office named College of the Canyons a recipient of the "2015 Student Success Award" due to its accomplishments as having one of the highest completion rates in California



GROUP ACTIVITY

How have you been creative?

Name one creative thing you did this week

Get Into Your Imagination

How Inspiration Drives Imagination

After employing some new tactics, it's time to look beyond today!

- Imagination is the power to see beyond the present moment and our immediate environment
- Human beings differ from the rest of life on earth: We have imaginations
- As a result, we possess unlimited powers of creativity and can anticipate many possible futures



GE “One Day”

How Creativity is Fueled by Imagination

- In imagination, we can step out of the here and now and we can transform the present.
- Imagination:
 - ✓ Is the source of our creativity – imagination and creativity are not the same thing
 - ✓ Is the ability to bring to mind things that are not present to our senses lets us imagine things that exist or things that do not exist!
 - ✓ Takes courage





GE “Ideas Are Scary”

Why Should We Promote Creativity On Campus?

To promote a full sense of abilities and help discover real capacities.

So we can help turn potential into reality by

- Remembering that we all have natural capacities
- Believing in the creative potential and nurture the confidence to try
- Discovering and connecting with personal creative strengths so people can give the best they have to offer

How do we do that?

The “**BE**” campaign is a 2015/16 marketing campaign utilizing the word **BE** as its leading text element

We are encouraging students to **BE** whatever they aspire to

- We encourage them to:
 - ✓ **BE**lieve in themselves
 - ✓ **BE**gin the journey here at COC
 - ✓ **BE**come a well-educated professional in whatever program they choose.
- The campaign is designed to remind our past, present and future students that College of the Canyons will help them achieve whatever they want to **BE**, whenever they want to start (or start again!)



By Designing Opportunities For Creativity To Thrive On Campus

By encouraging self-confidence and independent thinking, we

- Help students discover their own creative strengths
- Create conditions where they will flourish
- Promote experience, inquiry, and a willingness to make mistakes.
- Encourage the expression of personal ideas and feelings.
- Develop an awareness of the role of intuition
- Support students to play with ideas and possibilities
- Place students in situations and give them challenges that reveal their abilities
- Encourage brainstorming
- Engage the entire classroom – gives students opportunities to discuss together and to recover from mistakes together

GREAT EXAMPLE

THE NASA WEATHER BALLOON EXPERIMENT

- Daniel Tikhomirov, a member of the Cougar Astronomy & Physics Club, submitted a proposal to NASA for COC to be one of 12 schools to have an experiment onboard a NASA weather balloon
- The College of the Canyons Astronomy & Physics Club payload was accepted for flight on HASP 2016!
- The Astronomy & Physics Club will be working on the payload, but it is Daniel who presented the idea to the club and who is leading the effort.

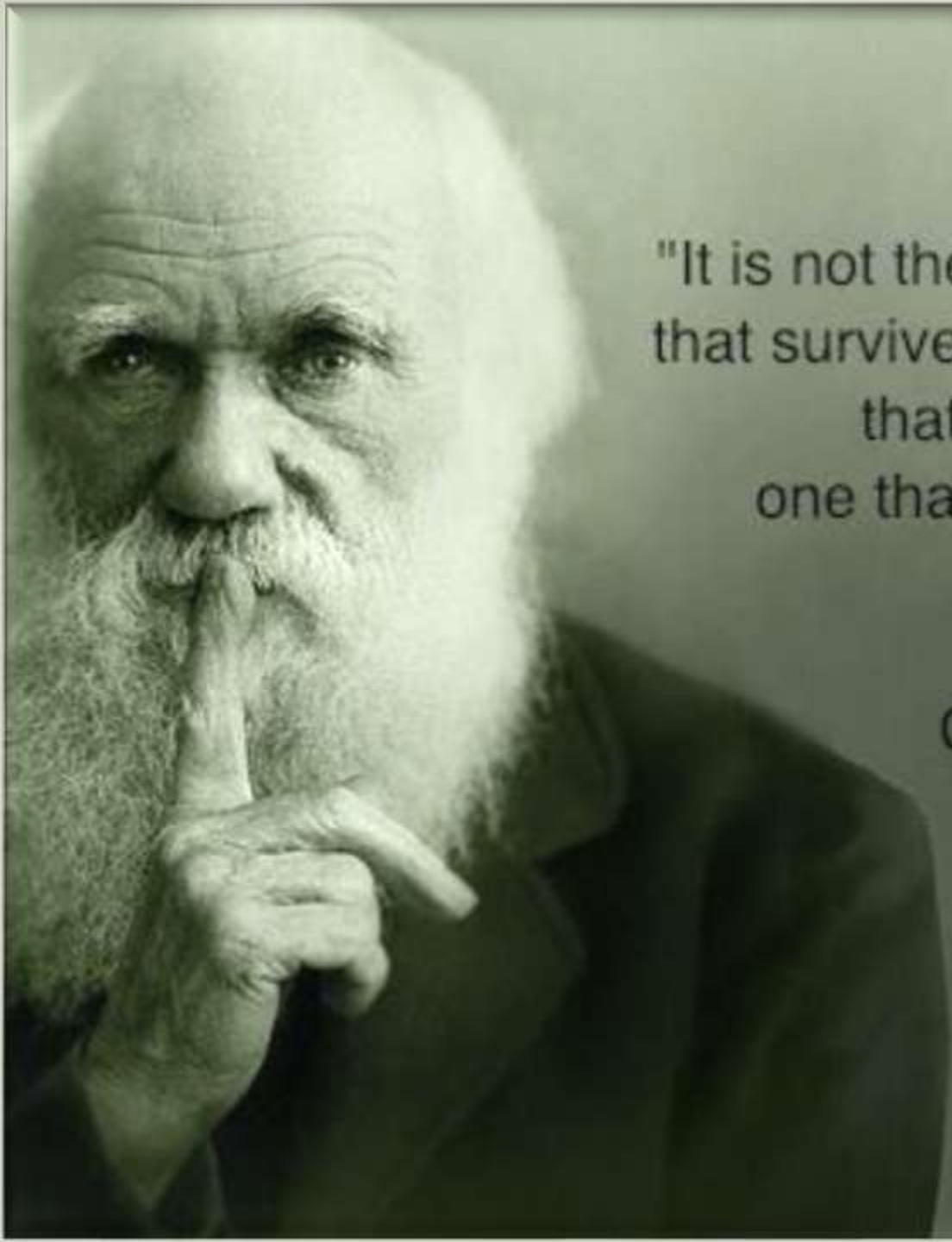




HOW HAVE YOU PROMOTED CREATIVITY ON CAMPUS?

Share your ideas with the group!

*So, What Does Inspiration
Lead To?*
INNOVATION!



"It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is most adaptable to change".

Charles Darwin

Innovation Defined

[in-uh-vey-shuh n] - noun

1. Something new or different introduced
2. The act of innovating; introduction of new things or methods



Innovation: Applied Creativity

Innovation is the end result of Inspiration and applied creativity

- To full appreciate innovation we ask
 - ✓ Why should we innovate in the first place?
 - ✓ What have you proposed in your Program Reviews to be ahead of the curve?
 - ✓ How can we further innovate?
 - ✓ What innovative initiatives have we already seen at COC?
 - ✓ What's ahead on "Innovation Road" for COC?

Why Innovate In The First Place?

We have to innovate...not just to keep up but to stay ahead and STAY relevant!

- Innovation has not only the power to change *individuals* it has the power to change lives, organizations and entire industries
- Consider this:
 - ✓ The iPod changed the way **the world** consumes music and movies
 - ✓ amazon.com started with books and transformed the bookstore to instantly downloaded e-books and moved shopping to your living room, *complete with same-day drone delivery!*
 - ✓ Wearable medical devices allows those who suffer from chronic conditions to be free of hospitals, and communicate with their doctors without getting near a medical facility
- What are we doing at COC to prepare ourselves and our students for the ever-changing world we live in?





Innovation Buzz

Prime “Air” – Drone Delivery

The Best Innovators

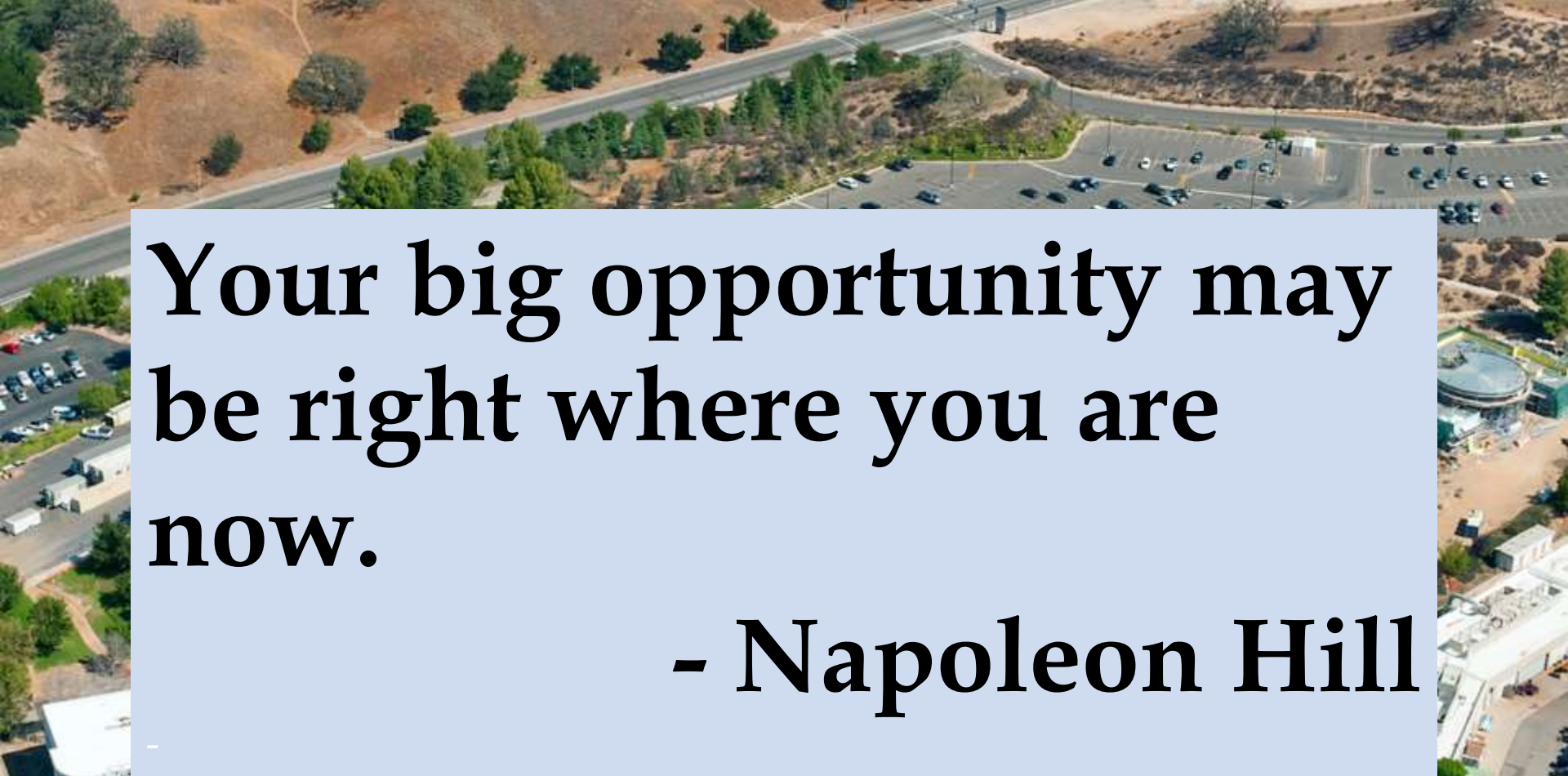
- Grab and apply what they can
 - ✓ They leverage existing, new, proven or unproven methods or tools to improve practice, solve persistent problems or create a completely new offering, service, solution, product or idea
- Do not shy away from choices
 - ✓ They make important choices and trade-offs throughout their process.
- They are inspired by their world and use it
 - ✓ They identify tools, ideas, strands or practices from other fields and apply it to a new context
- Try, try and try again
 - ✓ Some view innovation as “right or wrong,” “a failure or success.” Instead, all approaches are considered, tested, prototyped and learned from

[The greatest thing in this
world is not so much
where we stand as in what
direction we are moving]



Johann Wolfgang von Goethe
Poet, playwright and novelist

**INNOVATION SHAPES
CHANGE!**

An aerial photograph showing a road with a median, a parking lot with several cars, and some greenery. The scene is bright and clear.

**Your big opportunity may
be right where you are
now.**

- Napoleon Hill

An aerial photograph of a large campus. It features several multi-story buildings, a central green lawn with a circular path, and numerous trees. The campus is well-maintained and appears to be a university or research institution.

When We Innovate: We Put Creativity to Work!

- Applied creativity is the process of putting new ideas, into practice, converting theory into action
- Too often, people get stuck thinking that innovation is only relevant to new products
- That's not true! You can innovate with a new process, method, business model, partnership or service
- Never restrict your vision of innovation, it leashes creativity and squashes inspiration

We Practice Teamwork

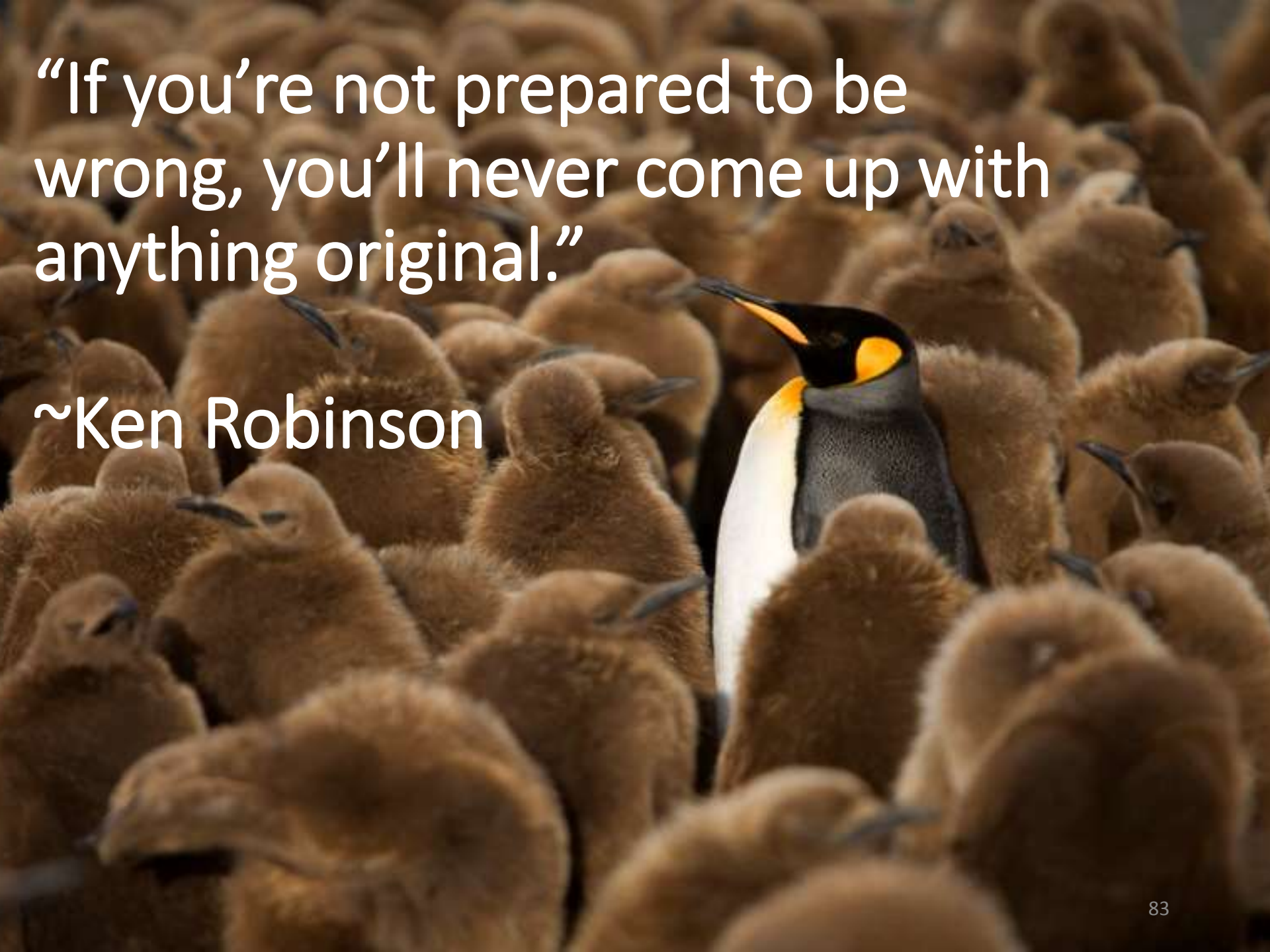
The greatest inventions, ideas, and “ah ha” moments come when you are brainstorming and thinking up new ideas as a team. With more than one set of creative thinkers, you will have different people to help develop, fine tune and implement ideas in the most innovative way possible.

Some guidelines for effective teamwork include:

- Ensure that everyone feels their contribution is valued.
- Be willing to realize that others can be more competent and have better ideas.
- Consider the viewpoints of others.
- Listen rather than compete with others to produce the cleverest answer.
- Offer support and encouragement to others rather than seek to score points.

We Explore

- Research and exploration are essential innovative behaviors.
- Humankind has always been interested in what lies beyond the horizon and has always wanted to “get to the bottom” of things.
- We are compelled to understand the processes and mechanisms that determine our lives and our environment. And, there is infinite number of things to explore and discover.
- This urge to explore allows us to draw conclusions and transform spectacular findings into new products, new ways of doing things, and new services. It allows us to push the boundaries of what is feasible. It drives innovation!
- Encourage research and exploration by urging students to ask their own questions and pursue possible answers.

A King penguin stands prominently in the center of a vast colony of fluffy brown chicks. The penguin has a black head and neck with a bright yellow patch on its throat and chest, and a white belly. The chicks are densely packed around it, creating a sea of brown. The background is filled with more chicks, extending to the horizon.

“If you’re not prepared to be wrong, you’ll never come up with anything original.”

~Ken Robinson

We Prepare To Fail, Expect To Learn

There's a reason for the saying: "If at first you don't succeed, try, try again"

Without trial and error, *there is no innovation*

- We gain self-confidence by learning that we can survive failure. When one fails; one learns
- We work toward success:
 - ✓ With hands-on experience in the challenges of making ideas work; solving problems; learning from errors; refining plans; and persisting (*the "try, try again!" part*)
 - ✓ By understanding that developing critical thinking skills is as important as gaining knowledge
 - ✓ By the process of bring reflection into the experience.
 - ❖ Instead of moving on right away after the experience, reflection helps us anchor what we learned while stimulating deeper thinking and understanding.

We Inspire Other Innovators

People can learn the skills needed to become more innovative in whatever they do.

- Techniques for cultivating innovation include:
 - ✓ **Focus on Project-Based Learning** – Choose engaging, meaningful themes for projects, include developing a focused question, allowing for multiple solutions, and enlisting community resources
 - ✓ **Challenge students** to invent new products or better ways of doing things
 - ✓ **Teach concepts**, not facts
 - ✓ **Set up** an innovation lab (like MakerSpace!)
 - ✓ **Form teams** – Teaching people to work collectively and become better collective thinkers

**EDUCATION IS A KEY DRIVER
OF INNOVATION**

“Twenty-first century businesses will rely on American science and technology, research and development...I want Americans to win the race for the kinds of discoveries that unleash new jobs.”



*President Barack Obama
2015 State of the Union Address*

The Strategy For American Innovation

President Obama issued the nation's first innovation strategy in 2009, updated it in 2011, and issued a final update on October 21, 2015.

This strategy:

- Provided an overview of efforts to ensure America continues to lead as the world's most innovative economy, to develop the industries of the future, and to harness innovation to help address our Nation's most important challenges.
- Makes the case for the key innovation investments to advance important emerging technologies which are critical for ensuring that the U.S. remains an innovation superpower.

How do we ensure that we carry this forward through our initiatives?

Education's Role as Economic Driver

No doubt remains that education is the key to our collective futures. Sustained economic recovery and future stability demand it!

- So how are we addressing it together as nation and individually as an Institution? By understanding:
 - ✓ “The Strategy for American Innovation”
 - ✓ Innovation’s role in education and maintaining a strong economy
 - ✓ Matching the future of demand with supply, i.e., “Doing What Matters”
 - ✓ Areas where education will have the most impact
 - ✓ The increasing importance of clear SLOs

Match Future Demand with Supply

Seven major areas Education will have the most impact

1. Student Success
2. Career Pathways
3. Workforce Data 67 outcomes
4. Curriculum
5. CTE Faculty
6. Regional Coordination
7. Funding

Education's Role in Economic Recovery & Maintaining Economic Strength

- We already know that *creating jobs is a critical component in the path towards economic recovery*
- American workers
 - ✓ Must have the up-to-date knowledge and cutting-edge skills necessary to succeed in today's global, tech-centric economy
 - ✓ They must be prepared for the careers of the 21st century, and they need to start prepping NOW!
- The solution is better education and training; the future cannot be business as usual.

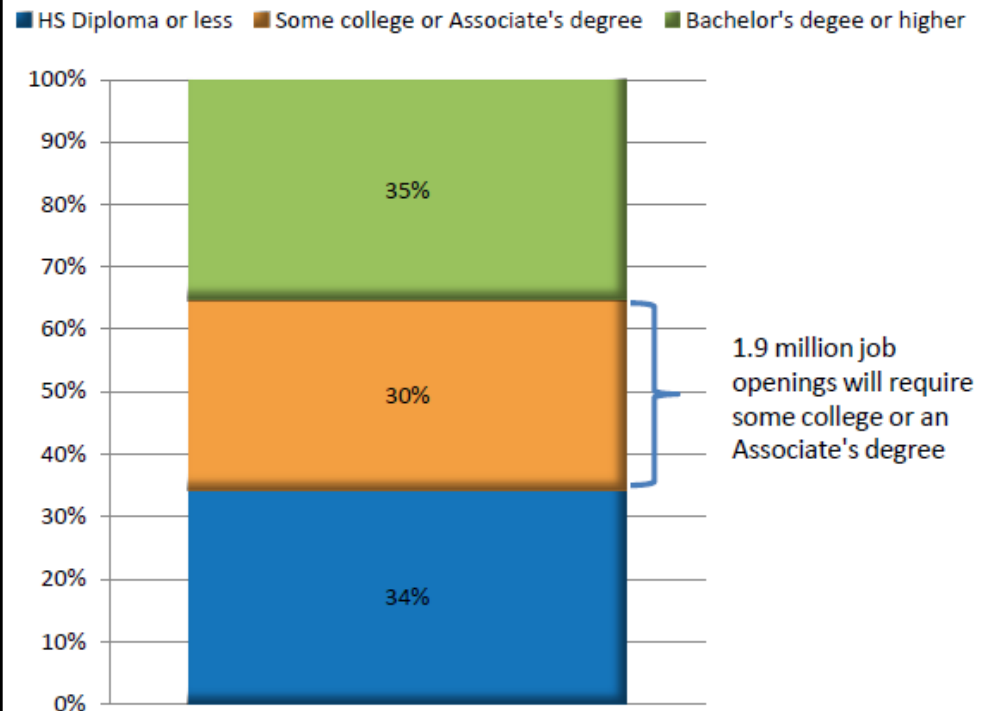
*We need not only more education, but
we need the right education.*

Match Future Demand with Supply

Although there is a nationwide emphasis on innovation, it raises an interesting challenge: **Where will all of these innovators come from?**

- If creativity and innovation are to become central to our futures, it has to move to the heart of education
- Inspiring tomorrow's creative thinkers and future innovators must become the principal priority of education

California's Job Openings by Education Level 2015-2025



Data source: Georgetown University Center on Education and the Workforce, "Recover: Job Growth and Education Requirements Through 2020," State Report, June 2013.
Analysis: Collaborative Economics

Matching Future Demand With Supply

Leading The Way In “Doing What Matters”

COC wasted no time in working to bridge the skills and jobs mismatch to prepare California’s workforce for 21st century careers and meet the focus of this important initiative from the State Chancellor’s Office Division of Workforce and Economic Development

Cougars are already “doing what matters” to advance curriculum:

- ✓ **Leading an Emerging Field!:** Two COC Deputy Sector Navigators brought in an industry-driven regional collaborative grant to develop new curriculum in partnership with Santa Barbara and Santa Monica colleges for the Health Information Worker (HIW).
- ✓ **Collaborating with the Local High School District:** COC has a \$5 million Career Pathways Grant in conjunction with the Wm. S. Hart High School District in the fields of:
 - ❖ Advanced Mfg.
 - ❖ Construction Technology
 - ❖ Computer Networking
 - ❖ Public Services Paralegal and Administration of Justice
- ✓ **Award-winning:** Running the award-winning fast track CNC machine program

“Doing What Matters” – leading the way in statewide initiatives

- For COC, the DWM program creates the opportunity to become a catalyst in California’s ongoing economic recovery and jobs creation at the local, regional and state levels
- DWM’s four-pronged framework positions COC to respond to the need to close the skills gaps, those prongs are:
 - ✓ **Give priority for jobs and the economy:** Consider labor market needs when making budget, course and program decisions
 - ✓ **Make room for jobs and the economy:** Retool non-viable programs or those not hitting a labor market need so students may study something that DOES
 - ✓ **Promote Student Success:** Adopt common metrics and skills panels in CCCCCO RFAs; strengthen regions with new skill sets.
 - ✓ **Innovate for jobs and the economy** – Identify and solve a complex workforce training need so that our system can better deliver for employers and sectors

\$200 million will help fund new programs, faculty and equipment.

What Innovations Have We Already Implemented At College Of The Canyons?

Innovation is happening all around us, all the time!

- Take a look at these examples:
 - ✓ Faculty & Staff
 - ❖ Acceleration Project-Math 75, English 96
 - ❖ OER – Open Educational Resources
 - ❖ Student art collection (collaboration between faculty, staff and students)
 - ❖ Classified Senate
 - ❖ BIT
 - ❖ AOC
 - ❖ Zone
 - ❖ Community Garden

Innovation At COC: Out-of-the-box Courses!

Accelerated courses

- Received the 2015 Student Success Award for implementing accelerated courses Math 75 and English 96 that nearly triple students' chances of completing college level courses.
- Students who took accelerated pathways in English and Math (ENGL 096 and MATH 075) completed a transfer level course in that area at a significantly higher rate than students who took the traditional developmental sequences
 - ✓ English: 56% compared to 32% almost double the previous rate
 - ✓ Math: 28% compared to 10% nearly triple the previous rate!



Innovation At COC: Out-of-the-Box Courses!

- The impacts are even greater for African American and Latino students, with Latino students in ENGL-096 progressing through transfer-level English at an 80% higher rate and African American students in the accelerated Math pathway completing transfer-level math at more than 6 times the rate for the traditional pathway!
- Since 2012, over 2000 students have completed ENGL-096 and over 2800 students have completed MATH-075, saving students around 4800 semesters of developmental coursework



Innovation At COC: OER

Open Educational Resources saved students an estimated \$750,000 per year in textbook costs by offering a no-cost alternative to costly commercial textbooks.

History of Support for OER

- Awarded FIPSE Grant “Promoting Open Educational Resources at College of the Canyons” to train faculty to create and integrate OER into course material, 2009-11
- Awarded Title V Grant to increase Hispanic completion with open textbooks, 2014
- Funded sabbatical to develop openly licensed Molecular and Cellular Biology lab manual, 2015
- Provide leadership in OER movement—Dean serves as President of Open Education Consortium (OEC)
- Developed business plan to create a Z-degree in the College’s Leadership Education in Action Program, 2015

Innovation at COC: OER

History of Faculty Use of OER

- Regina Blasberg recognized an OER Champion by College Open Textbooks in 2013 and has authored two open textbooks
- Anne Marenco received Educator of the Year Award from the Open Education Consortium in 2015
- Sociology faculty have developed and adopted open textbooks for four courses
- Mathematics faculty use Carnegie Mellon's Open Learning Initiative statistics material in two courses, and have authored a developmental level mathematics textbook
- History, Geology and Biology faculty have also adopted open textbook

Student Art Collection

- Established in 2010 as the result of a LEAP project, the Student Art Collection provides art students an opportunity to compete on a professional level .
- Students learn the importance of presentation and professionalism, while developing the interactive skills to become a professional artist.
- Funds for the Future has enabled us to invest in purchasing student art.
- Student success!



Gardens Of The Canyons

Gardens of the Canyons is a collection of **21 unique gardens** at College of the Canyons where students, faculty, staff and community can come for inspiration, enjoyment and education through the study of nature.

- Fourteen at Valencia Campus
- Seven at Canyon Country Campus

The gardens also serve as outdoor classrooms and labs for students.

- Since its creation in late 2010, the Gardens of the Canyons project has enhanced the quality of life on both COC campuses, while establishing the college's gardens as a destination to visit in the Santa Clarita Valley.



Community Garden

Part of the **Gardens of the Canyons** project, the Community Garden area features:

- 26 handmade planter boxes
- Water pump irrigation system, compost bins, a storage shed and a deck area.

Planter boxes have been adopted by COC departments, clubs or classes.

Three planter boxes have been set aside for use by pre school students enrolled at COC's Center for Early Childhood Education (ECE)



Classified Senate Restarts!

- Launched an innovative **recruitment** piece to re-establish the Classified Senate and recruit members interested in getting involved in a meaningful way





**“There’s a
way to do it
better – find
it.”**

~Thomas Edison

Behavioral Intervention Team (BIT)

The Behavioral Intervention Team (BIT) is the result of a LEAP solution team.

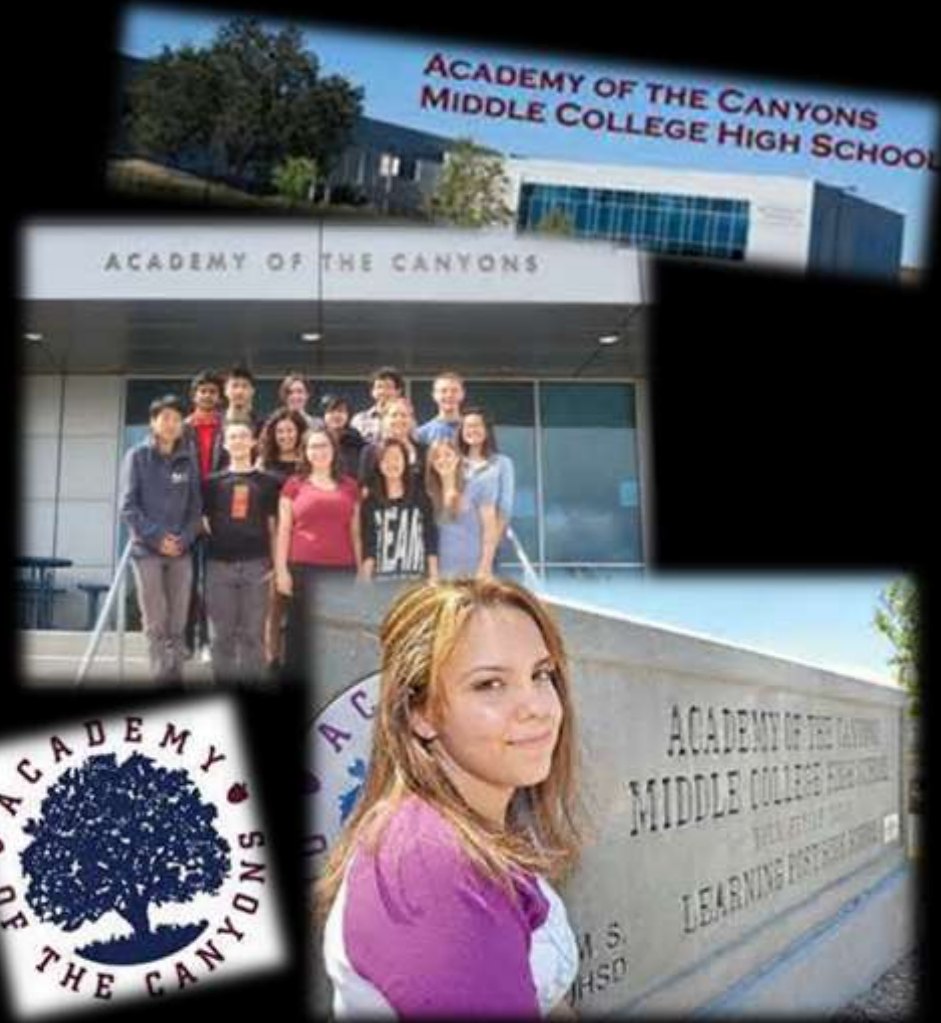
- Fosters a campus environment that promotes safety and support to the campus community.
- Provides access to quality training, support services and education to the campus community.
- Increases awareness of services available to students who need access to health support services.



Academy Of The Canyons

Academy of the Canyons Middle College High School is a public alternative to high schools in the Hart District.

- ▶ Fosters academic success in high school and college environments
- ▶ Students dual enroll at COC and complete one year of transferable college level courses by high school graduation
- ▶ In 2010, named one of America's Best High Schools by U.S. News & World Report, placing it in the top percent of high schools across the nation
- ▶ Named one of 335 Blue Ribbon Schools by U.S. Department of Education in 2015



University Center

The University Center is a place where students can earn: advanced certificates and professional credentials; bachelor's, master's, and doctoral degrees without leaving the area in which they live and work.

Partner universities include:

- CSU Bakersfield
- CSU Northridge
- University of LaVerne
- Brandman University
- National University

Currently offering 39 programs.

New programs launching in Spring 2016 include:

- BA Accounting
- BS Homeland Security and Management



The Zone – Student-athlete Tutoring



- Provides tutoring services at no charge to student athletes, as well as access to computers.
- Gives student athletes a dedicated place to study.
- Student athletes are required to spend three hours per week in The Zone during a semester, excluding finals week, which equates to a minimum of 45 hours during the fall and spring semesters.





FIND YOUR GREATNESS



**“The world is but a canvas
to our imaginations.”**

~Henry David Thoreau

GROUP ACTIVITY

Discuss some innovations that have changed the way we deliver education to our students today

Report out from your table on which innovations you feel have most helped move education forward

New Areas Of Strategic Opportunity For Education Impact The Future

New areas of strategic opportunity/top industry sectors for future employment and growth include:

- Advanced Manufacturing
- Advanced Transportation & Renewables
- Agriculture, Water & Environmental Technologies
- Energy, Construction & Utilities
- Global Trade & Logistics
- Health
- Information & Communication Technologies (ICT)/Digital Media
- Life Sciences/Biotech
- Retail/Hospitality/Tourism
- Small Business
- Heart Information Management
- Cyber Security
- And more!



“The essential part of creativity is not being afraid to fail.”

~Edwin H. Land

Driver Of Economic Growth

Ensure Impactful SLOs

- The analysis of student learning outcomes results is intended and can drive teaching and classroom design innovation
- Since innovations often rely on additional funding and other resources to get off the ground, program review is your mechanism to request funding, using student learning outcomes data to support course and program innovations
- Program review is vital leverage. SLO data will be used to advocate for your innovations.

WHAT ARE THE BIG IDEAS FOR COC?



What's Ahead on "Innovation Road" for COC?

Lots of exciting things!

Innovation Goal (part of the Strategic Plan and DM Guide)

[Philosophy] | **Creativity and Innovation**

We are an innovative and creative community college. We encourage members of the college community to be entrepreneurial, forward-thinking, creative, persistent, spontaneous and welcome changes that will enhance the college's ability to fulfill its mission.

[Goal] | **Innovation**

College of the Canyons will dare to dream and make it happen!

Innovation At COC: ZTC

Zero Textbook Cost degrees

- Proposed by **LEAP solution team** in Spring 2015
- Funded locally starting in 2015-16
- Call for participation issued to faculty
- Convening OER advisory committee
- Collaborating with Institutional Research on project evaluation
- More \$\$ on the way!
- \$5 million in Governor's Budget (Hewlett Grant)



Innovation At COC: STEM PAL

- College of the Canyons is applying for the NSF's Improving Undergraduate STEM Education program, creating personalized accelerated learning (PAL) opportunities by pairing gateway courses in biology, chemistry, and physics through **Weekend College**, which will be integrated with enhanced co-curricular academic support activities.
- Paired biology, chemistry, and physics PAL classes will be integrated with existing co-curricular activities, using the MESA model, including significant academic supports (tutoring, workshops); professional development/career preparation; faculty development; enrichment; and online, self-guided learning activities.



Innovation At COC: STEM PAL

- This concept will improve student retention and success and reduce time-to-transfer while allowing for additional courses in biology, chemistry, and physics to be offered for bottleneck classes.
- This project has the potential to create a replicable model for accelerated and compressed STEM major course delivery that can be adapted for use at community colleges.



A woman with long brown hair, wearing a light green long-sleeved shirt and blue jeans, stands with her back to the camera, looking up at a dark blue sky. Numerous white incandescent lightbulbs are scattered across the sky. One lightbulb in the upper center is glowing brightly, while the others are unlit. The woman's right hand is on her hip.

“To have a great idea,
have a lot of them.”

~Thomas Edison

It's All About the Space – *MakerSpace!*

- What is the MakerSpace?
 - ✓ Calling all with curiosity! This space is an interdisciplinary innovation studio dedicated to the art and science of
 - ✓ making ideas *real*
 - ✓ making new connections
 - ✓ making yourself marketable in a high-tech world
 - ✓ And so much more!
 - ✓ The MakerSpace is full of cool machines. It has over a dozen rapid prototyping machines including 3D printers and scanners, CNC machines, lasers, vinyl cutters, sheet metal tools, plastic injection molder... and a sewing machine?
 - ✓ Make almost anything— Gearboxes, games, replacement parts, pewter castings, and wearable tech. Will you be the first to make a flying pig?



“The Future Of Work” -GE

LA MAKERSPACE

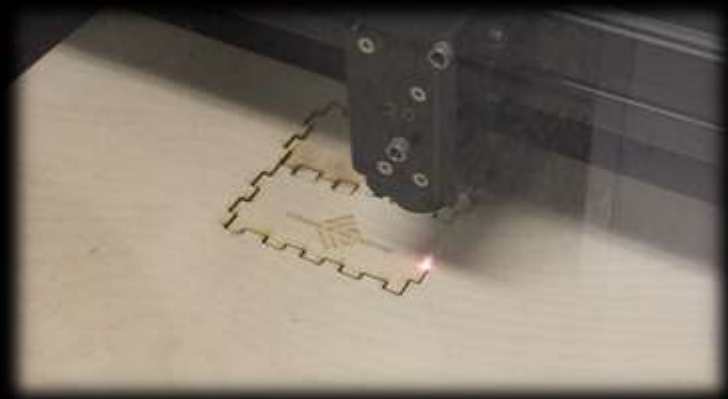
COC Team Visit to Portland CC's Makerspace



December 2, 2015

MakerSpace

*Where Inspiration,
Imagination &
Creativity Become
Innovative Realities!*



2016-2017 Program Review: Innovations And Priorities

- Implement arts education outreach classes at local community facilities
- Train students on current theater industry technology and expand theater production facilities
- Introduce the pipe welding program
- Implement enhanced LEED certification prep classes and campus-based testing
- Develop a cyber-security program
- Implement a fitness center at CCC

2016-2017 Program Review: Innovations And Priorities

- Expand entry-level occupational training within our non-credit curriculum
- Scale up new opportunities for dual enrollment (AB 288) as part of career pathways project
- Integrate co-curricular learning activities with newly proposed science PAL classes
- Expand commercial photography learning opportunities
- Develop applied arts jewelry program at CCC
- Participate in the Kennedy Center American college Theater Festival-support student competition in a regional festive

...And Many More!

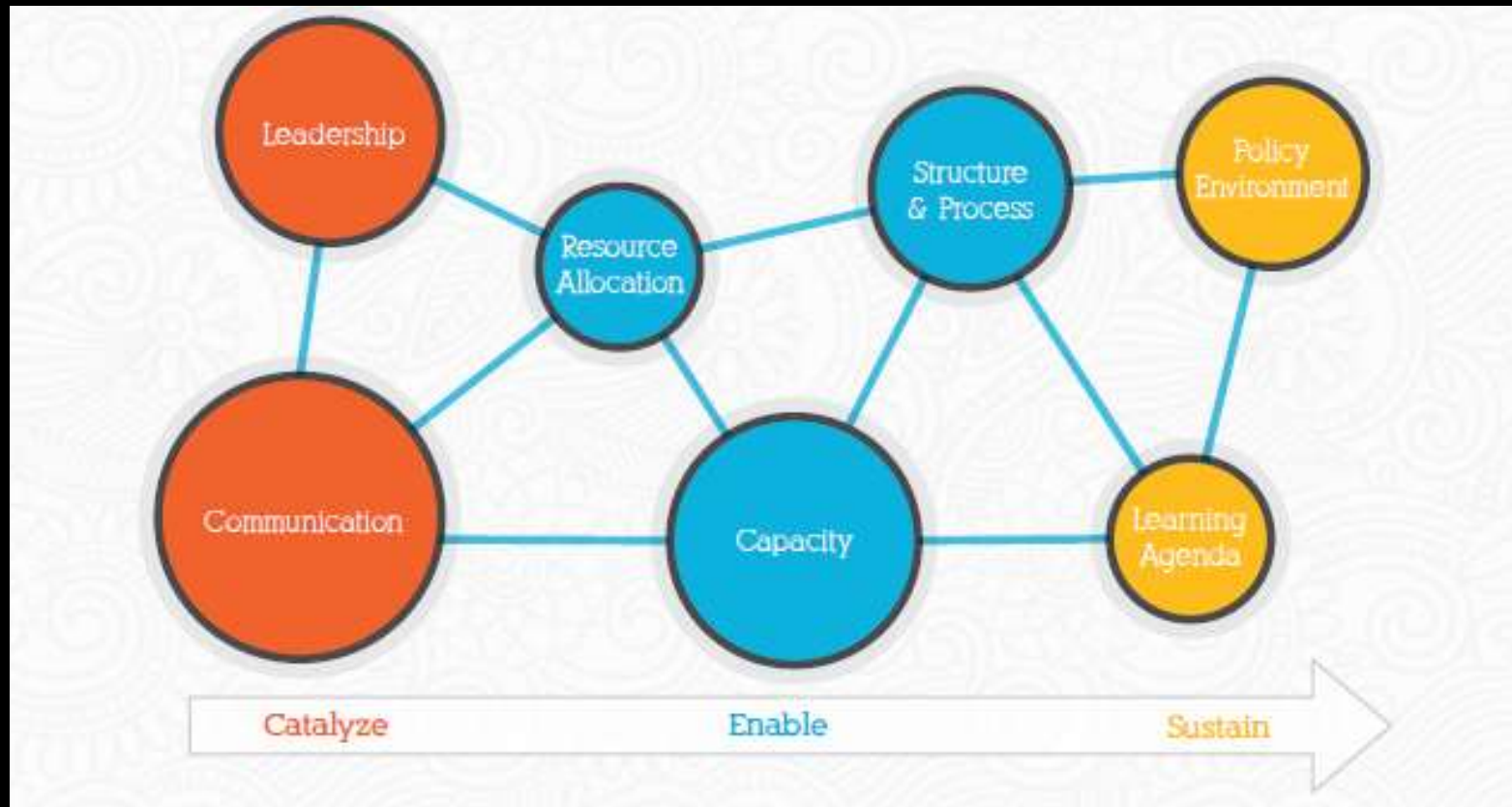
GROUP ACTIVITY

Aside from your Program Review ideas, share one project or idea that you tried that succeed and one that failed

Based on what we've been discussing today how could you have made those ideas better—whether or not they succeeded or failed

CONCLUSION

In Summary “Shift” Happens: A Culture Of Innovation Is Crucial For Success



Our Challenge Is An Opportunity

- Integrating and encouraging multiple visions and priorities
- Accepting ambiguity
- Assembling changing coalitions
- Helping possible followers become active constituents
- Balancing diversity and interdependence
- Moving from individualism to commonalities
- Solving pressing problems and inventing solutions (sometimes on demand)

Key Point

When You Get Stuck In The Process, Think Of This



Have you ever been camping?

- You know that a campfire with the appropriate fuel has tremendous potential
- Once the match is struck, you're pretty much guaranteed its going to be a good fire
- But, if you don't strike that match, your campfire is just a pile of wood—lots of potential but not very functional
- Just like that campfire, your imagination must be ignited by creativity
- And that only comes through practice and effort
- Continue to fuel creativity, remind yourself there are no wrong answers
- The more details the imagination, the greater you will be stretched and the richer the experience will be

Innovation Is Not Easy

- It is not easy: It takes effort
- But committed leaders can do it!
- Allow room for others (inclusive v exclusive)
- Share resources (don't hoard them)
- Project alternatives (don't be narrow)
- Accept challenge and changing (create options)
- Lets yourself imagine (Daring to DO!)



**BE OPEN TO INNOVATION,
REINVENTING YOURSELF OR YOUR
CAREER. IT WILL LEAD TO AMAZING
OPPORTUNITIES**

THE NORTH FACE: YOUR LAND



Dare to Be Great!

Now...Get Out There

- Inspire Yourself
- Inspire Others
- Create
- Imagine
- Innovate

**THANK YOU FOR
PARTICIPATING!**