



Convening 4 ***Transformational Leadership for Student Success***

Participant Toolkit

March 20 - 21, 2025

Session Goals/Objectives

- Understand the skills and qualities transformational senior leaders utilize to foster reform at the college
- Examine why a sustained focus on equity is a crucial element of institutional leadership
- Understand the strategies that mid-level leaders can employ to effect change at the college
- Recognize the agency practitioners have at different levels of the organization
- Examine why a sustained focus on equity and excellence is a crucial element of institutional leadership

Logistics

- Meeting materials (agenda, pre-work, slides, and handouts) are available on the [MCCA Events](#) website. Select Leadership Academy from the menu and find today's convening.
- Free parking is available in Schoolcraft College's North Parking Lot. Easy access from major expressways, including I-275, M-14, and I-96.

The MCCA Leadership Academy is supported by generous funding from Ascendium Education Group, ECMC Foundation and Kresge Foundation.



Module 1: Leadership Qualities for Senior Staff

Kickoff Activity: Leadership Qualities for Senior Staff

Directions:

In your small groups, refer to the Leadership Capacity Assessment Tool you completed for pre-work and discuss the questions below.

Which capacity is a particular strength for you? How have you developed it?

Which capacity is an area of growth? How might you strengthen it?

As you advance in your leadership, which capacity might be a priority to develop?



Adapted from Crisis and Opportunity: Aligning the Community College Presidency with Student Success, Achieving the Dream and The Aspen Institute, 2013

Guiding Question:

- How Can you apply these qualities to your specific context and/or role?

Leadership Qualities for Student Success

STOP AND JOT: How have you seen each quality in action with senior leaders and presidents you've worked with?

<p>Deep commitment to student access and success with excellence and equity</p>	
<p>Willingness to take strategic risks to advance student success</p>	
<p>Ability to create lasting change within a college</p>	
<p>Ability to enact a strong, bold strategic vision for the college and its students reflected in external partnerships</p>	
<p>Ability to align resources to student success</p>	

Turn and Talk

Directions: Turn to a neighbor and discuss the questions below.

When have you seen a leader take a strategic risk? How did they approach it? What was the outcome?

How have you taken strategic risks in your work? What was the result? If you haven't had many opportunities for strategic risk-tasking, how might you build that skill as you prepare to advance in your leadership?

Independent Reflection

Directions: Take a few moments to reflect independently on the following prompts. Refer to the five Qualities of Transformational Community College Leaders on p. 3.

Which of the qualities do you most often and least often see among leaders today?

Why do you think that is?

Independent Reflection: Strengthening Leadership for Student Success

Directions: Take a few moments to reflect independently on the following prompts. Refer to the *five Qualities of Transformational Community College Leaders* on p. 3.

What are your key takeaways about leadership from the panel discussion? How did the panelists' reflections connect to the five qualities we discussed in the presentation?

The presentation focused on what the five qualities look like in action for presidents and senior leaders. What do these qualities look like in mid-level leadership roles?

Which of the five qualities is an area of growth for you? (Consider these qualities alongside your results from the *Leadership Capacity Assessment* for mid-level leaders.) How might you develop this quality in your current role?

Module 1 Reflection: Leadership Qualities for Student Success

Take a few minutes to reflect independently on the following prompts:

What are your takeaways from Module 1? What questions do you have?

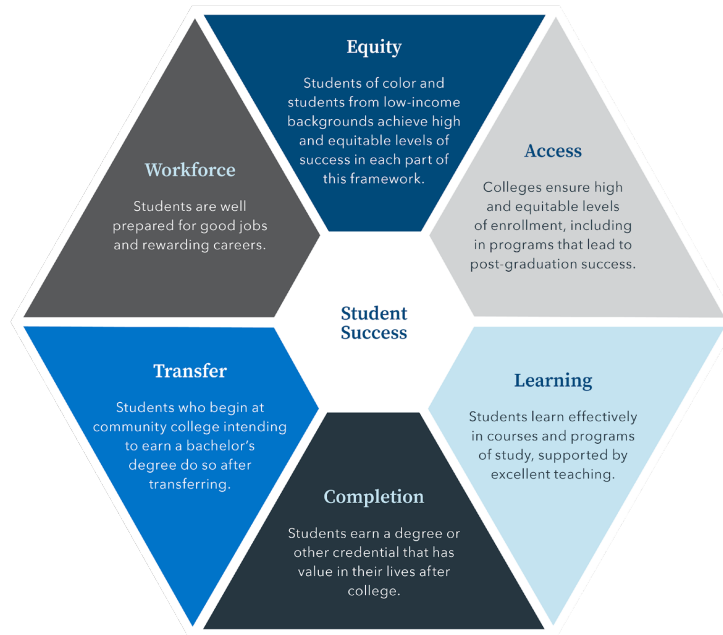
As a result of this learning, what might you:

...keep doing?

...stop doing?

...start doing?

Striving for Equity as a Core Component of Leadership



GUIDING QUESTION: To achieve excellence and equity in student outcomes, college leaders strive for equity in each area. What does that look like in action?

NOTES:

Activity: Equity Assessment Tool

Independent Reflection

Looking back at the results of your Equity Assessment Tool, reflect on the questions below.

Based on the assessment tool, what does your college do well to strive for equity in student outcomes?

Where are opportunities for growth?

What questions do you have about equity and student success at your college?

What practices from the Models of Excellence case studies might be adapted for your college?

How do your takeaways about striving for equity connect to the leadership qualities from yesterday?

Module 2 Reflection: Striving for Equity as a Core Component of Leadership

Take a few minutes to reflect independently on the following prompts:

What are your takeaways from Module 2? What questions do you have?

As a result of this learning, what might you:

...keep doing?

...stop doing?

...start doing?