

# **Long Range Visioning and Planning (LRV&P)**

## **Frequently Asked Questions (FAQs)**

### **1. What is the purpose of the Long Range Visioning and Planning project?**

The purpose is to create an organizational road map or blueprint for improving the performance of North Idaho College. The plan includes a vision of what NIC aspires to be, a mission statement, and organizational values that guide NIC's culture. The end result will identify goals for achieving the vision and mission, and objectives and strategies that comprise a plan of action.

As author and management expert Peter Drucker states, "Planning is not an event. It is a continuous process of strengthening what works and abandoning what does not, of making risk taking decisions with the greatest knowledge of the potential effect, of setting objectives, appraising performance and results through system feedback, and of making ongoing adjustments as conditions change."

The LRV&P project will fulfill the challenge stated in Drucker's quote.

### **2. Who will be involved?**

The project committee will be composed of both community members and college representatives. As a community college, it is vital that "community" input be maximized; therefore, approximately two-thirds of the committee members will be from the community. The project will be led by two prominent community members - Joe Morris, former CEO of Kootenai Health, and Patty Shea, Regional Business Manager with Avista. Broader community involvement will come through surveys, questionnaires, and focus groups.

### **3. What is the hoped for outcome?**

Author Charles Handy in *The Art of Paradox* articulates the realities of our world today, "We've got to live with chaos and uncertainty, to try to be comfortable with it and not to look for certainty where we won't get it."

NIC recognizes that today's world challenges us with uncertainty, chaos, and unpredictability. In order to gain stability and balance in such an environment, it is essential for North Idaho College to have a vision and mission connected to

innovative strategies. Given these challenges, the NIC Board of Trustees desires to have updated Vision, Mission, and Value statements, as well as specific and explicit outcome planning objectives for the next three to five years.

**4. Will this replace the current NIC strategic plan? If so, why now?**

Yes, this will replace the current Strategic Plan which was established in 2008, scheduled to be updated in 2013.

Numerous factors prompted the NIC Board of Trustees and Executive Leadership team to revisit the plan earlier than scheduled. These factors are: (1) decreased state support for post-secondary education; (2) changes in accreditation standards; (3) the increasing need to have the NIC Vision, Mission, Values and Plans to be consistent and supportive of Idaho Board of Education planning documents; (4) significant increases in NIC student enrollment (51% increase in four years) along with large reductions in state funding; (5) recent community feedback to encourage NIC to be more responsive and connected to local and regional community needs; and (6) the changing economic environment and business/industry needs.

**5. How quickly will it be accomplished?**

Proposed schedule:

Phase 1	Committee Getting Acquainted	July 14, 2011
Phase 2	Data Gathering	Aug. 25, 2011
Phase 3	Review Data	
Phase 4	SWOT Meetings	Sept. 15, 2011
Phase 5	Draft Mission, Vision and Value Statements	
Phase 6	Goal Setting	Oct. 13, 2011
Phase 7	LRV&P Committee and President's Cabinet Review	Nov. 10, 2011 Dec. 8, 2011
Phase 8	Recommendation to NIC Board of Trustees	Jan. 25, 2012

**6. How can college or community members contribute?**

The NIC Long Range Visioning and Planning process will be considered successful to the extent the campus, local, and regional communities are involved. The committee has been selected to ensure broad and varied community participation. There will be focus groups and feedback meetings in August, September, and October 2011 to seek as much input as possible from stakeholders.

**7. How can college and community members stay informed about the project's progress?**

Updates regarding the Long Range Visioning and Planning process and documents will soon be available on the NIC website.

**8. How will the general public be provided opportunity for input?**

The Long Range Visioning and Planning process will be open and transparent so as to encourage community member engagement. While the Long Range Visioning and Planning Committee meetings are not "public meetings" with opportunity for open comments, they are working meetings with minutes that will be posted on the NIC Long Range Visioning and Planning website. The general public is invited to make suggestions and comments through the website and can attend open Strengths, Weaknesses, Opportunities, and Threats meetings and focus groups scheduled from August to October 2011.

**9. What will happen after the work of the Long Range Visioning and Planning Committee is complete?**

Using the vision, mission, values, and goals, as well as regional accreditation (Northwest Commission for Colleges and Universities) criteria, the college will develop action plans for fulfilling the mission and making the vision become reality. Thus, the framework for NIC's Strategic Plan will be created from the work of the Long Range Visioning and Planning Committee and the operational plan will be developed by NIC faculty and staff. This process allows a top down framework and bottom up action plans.