

I very much appreciated the opportunity to spend time at each of Selkirk College's nine sites during the fall to conduct staff forums and present some of the issues that are occupying my attention, and to hear from many of you on how things are going. One item that I discussed at the forums was the task assigned to me by the Board of Governors to undertake the renewal of Selkirk College's Strategic Plan. I am excited about this work because preparing a renewed strategic plan presents an opportunity for us, our students, and the many communities we serve to provide thoughts, ideas, and recommendations on how to build on our already exceptional reputation, and what could be further imagined and undertaken for a successful future for Selkirk College.

### **The current strategic plan ends this year**

The current strategic plan - Selkirk College at the Confluence - was launched in 2005 to cover a six-year period, so it ends this year. A new strategic plan would include a review or renewal of the mission, vision, values, as well as the setting of new strategic directions for 2012-2017. When I discussed this work at the staff forums I reiterated that a strategic plan should be a compelling, inspiring, and realistic guide for ALL staff, students and the communities we serve. "Selkirk College at the Confluence" has been instrumental in helping the college over the last six years develop and prioritize activities, develop and align operational plans, and increase our capacity. A renewed strategic plan would continue this approach and ensure currency and relevancy as we plan programs and services into the future.

### **The process and how you can be involved**

I am supportive, when possible and appropriate, of calling on the many talents and expertise from within the college for specific projects. About a year ago I received an unsolicited proposal from a group of employees interested in providing consultancy for projects such as this one. I have taken them up on the offer and have appointed an Internal Consultant Team (Allison Alder, Jane Green, and Theresa Southam) on a part-time short term secondment to design and execute a consultation and strategic planning process. They will be supported by a (soon to be appointed) Steering Committee which will oversee the project. There will also be a forthcoming call for interest to staff who may want to assist in the various tasks involved in developing the strategic plan.

The Steering Committee will include members of Management Committee and others from the student and employee community who will be responsible for supporting the internal Consultant Team, overseeing the process and achieving milestones. The internal consultants will design and deliver facilitated and engaging sessions with students, employees, and community stakeholders primarily in February and March. They will also provide expertise in compiling information and themes to the feedback and preparing a preliminary plan draft. As mentioned, there will be opportunities for employees with an interest to assist with these sessions as co-facilitators to get involved as the sessions come together; the call for expressions of interest to be forthcoming.

A general schedule of events will be in the Grapevine next week. A first draft of the process is outlined in the plan document and the terms of reference for the Steering Committee and Consultant Team. These documents are posted at <http://selkirk.ca/about/governance/presidentsoffice/strategicplanning/>.

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### **Creating the Plan**

In the end, the most important aspect of this process is your engagement and thoughtful contributions and those of learners and our communities. The Consultant Team will be planning as many ways of gathering ideas and feedback as possible, e.g. face to face workshop style consultations, investigating virtual online forums, social media, etc. I am hopeful that as many of you as possible will participate in a workshop at your campus or delivery centre and/or engage in whatever other surveys/questionnaires we might employ to augment the consultation.

Thanks everyone. As always, I'm looking forward to working with you. Please contact me with any questions at [agraeme@selkirk.ca](mailto:agraeme@selkirk.ca).

Regards,

Angus Graeme  
President