

Text Questions

What didn't you like about the format?

- The days were too spread apart, and some of the hours after work; I would have preferred to do it all in one day to be able to attend other tasks and meetings afterwards.
- Just pick a time and two days to finish it.
- Repetitive and useless. The degree to which it was "guided" and "focused" made it impossible to discuss broader and important issues. It was little more than a "self-serving" validation of the existing educational masterplan. Why not send out a survey to ask people what strategies and activities they prefer, and instead have a retreat that focuses on useful, broader conversations? It is not like we are lacking important, college-wide, planning-relevant topics to address. Fall 2021? Shared governance? Larger DEI topics not necessarily linked to the student journey? Accreditation? Upcoming masterplans (such as facilities)? A big disappointment.
- I would have preferred a whole day event instead of spread out over three days.
- I was remote and not as good as in person.

What issues did you have with registration?

- I registered but it seemed like it didn't log my registration? But I received the invites so I am not sure what happened?
- Registered, but not added to calendar. Only a later email, after first day, added me to the retreat/Outlook calendar.

What issues did you have accessing the Zoom meeting?

- Internet
- I did not receive the links in advance.
- Need a calendar invite, not just an email

What did you like about this planning retreat?

- I think the virtual format really worked well, as I was able to fully participate without needing to arrange time away from my desk. The ability to remain anonymous when giving feedback was also nice for me, as I usually second guess myself before sharing with a group. I participated much more freely than I would have in-person. I like the idea of continuing at least part of the retreat virtually in the future, as I think it allowed more people to participate and allowed for greater sharing of ideas. Thank you so much to your office for the hard work that went into putting this event on. It was very well organized and run.
- Erica is a superstar! She is genuine and it is evident that student success is her passion. Janet did a great job as well.
- This was my first planning retreat and I really liked the ability to weigh in on our thoughts through the Padlet and chat.
- That a more people from all areas were able to attend.

- The ability to be able to focus for a shorter period of time, as it felt more productive and did not take away from your full workday. The anonymous way people were allowed to vote and comment on the strategies and activities allowed for freer expression of thought for all individuals.
- It was a lot like the last one. Very interactive. I like that there was a lead to help with conversation. Maybe it's just me but it seemed a little cut off without returning to the big group. I think I'm just used to that. But overall was great. I've heard great feedback from others. Job well done!!!
- Great use of technology since we were unable to meet in person.
- Very efficient use of time; the virtual stickies were great.
- I would not have come if it was in person. The ease of online was a game changer for me.
- I liked that we had greater participation from the campus community and that it was spread over three days to improve access to at least one of the sessions.
- I really liked the voting on the top three activities as well as being able to input more ideas.
- It was remote.
- Felt like we got more done than in prior years.
- focused conversations
- The active interactions and perspectives on the topics.
- The break out rooms. Being able to discuss the different items.
- I liked that it was very well organized and I felt engaged with our assigned staff member.
- The shorter sessions. Did not have to watch Trustees only speak to select individuals.
- The pre-retreat preparation materials made it easy to delve into the content quickly rather than spending a lot of time in review. The virtual format seemed to help focus comments on the content so the meeting appeared more efficient and productive. Enjoyed the discussions very much and learned a lot. Kudos.
- The short sessions. The virtual format also prevented certain individuals from dominating the event.
- Retreat seemed very well organized and created a means for dialogue, as well as sharing ideas anonymously for those newer/a little more hesitant to share out to the group. Activities moved quickly so things never felt static or boring.
- Flexible time options and Padlet feature.
- I have to say it was very organized and I especially LOVE the idea of being anonymous. Many praise to the team who facilitated this!
- Zoom is a compromise but much easier to access. I think it is worth doing it at least partially on zoom.
- IE's planning and level of preparation made participation easy for a broad cross-section of the college.
- I loved being able to attend via zoom. It was more accessible to everyone, regardless of their work location
- That there was a clear plan of action and objective to meet. I also like the interactive nature of the sessions, that we had a short introduction and then immediately spent most of the time on activities. Time management was excellent and the leads were meeting all the targets for the discussion.

- The opportunity to have input.
- Learning about how we wanted different things for the students.
- I liked have materials and reference points from the last retreat prior to meeting.
- Interactive
- I liked the flexibility of being able to choose different days. And I appreciated the reference material - it gave me a good background on the planning process
- Quick and efficient. Though I would have liked a basic intro synopsis on the data and forecast prior to meeting in breakout groups.
- Collaborative
- The collaborative spirit...
- Nothing.
- I liked having the opportunity to add to each of the areas being covered. I thought the facilitators were excellent and provided good guidance to help the process. I also liked the ability to add ideas and vote anonymously for the activities.
- I like how interactive it was. it was informative and I felt comfortable participating in the smaller groups.
- Ability to attend different workshops as well as see what was done in the previous workshop.
- I liked being able to submit my thoughts about each padlet and seeing others' vote. Having a discussion via chat or mic was nice to move the decision along.
- I got to talk to people.
- The environment of the Padlet allowed the opportunity for people to "speak up" that maybe wouldn't in a live event.
- I thought the virtual format worked very well. There is a little lost by not having in-person interaction, but not much. And, the virtual format reduces distractions. I would like to see it remain at least part of the format going forward.
- Collaborating with fellow AHC leaders.
- Good interaction and convenience.
- The preplanning was worthwhile and I could do it on my own time prior to the event. I liked the break-out sessions and how the IE team led the activities. I liked it being spread out instead of taking up an entire day or two.
- It was scheduled so that I could attend.

Please tell us how we could improve the experience at the planning retreat.

- The sticky notes below the strategies and activities to make comments on did not always open up so one could see what they were typing. The browser people were using whether chrome, firefox or internet explorer did not seem to make a difference for some at times.
- Maybe add a "game" of walk the journey of a student. Whether someone has a degree or not, they are not a student in the here and now. I think this was tried at an All Staff but I didn't feel that was successful. Maybe have a few select attendees (or actual students) walk the experience of a foster youth, homeless, reentry, etc. for the audience to get visual pit falls. This would help everyone understand more of individual needs and also help Hancock see opportunities for improvement.

- Excellent job!
- My only complaint is that sometimes the facilitator tended to ramble while I was trying to read and decide on the stickies - once I muted them, I was able to focus better. :)
- No suggestions at this time.
- I think it might be easier to include more equity and student focus items if we pick one activity from one of each category - all students, student equity, and student focus. It would certainly help me at least from feeling like I'm sacrificing one type of goal for another. There is of course overlap but it would help.
- Get is all done in one day, or during regular working hours (8am to 4:30pm).
- Felt it was missing the human interaction of past events.
- When using the Padlet activity, seeing the previously liked ideas influences your responses, and that perpetuates the first groups ideas, rather than starting from scratch with each group - which would be a more organic approach rather than an already vetted idea from the first day.
- A little more active participation needs more active voices sharing in these meetings.
- 1.25 hours (after initial intro) wasn't really enough for in depth evaluation and conversation. More time to generate (and share) new activity ideas would have been nice. There was also a sort of uncomfortable power dynamic in some groups/situations. Some classified staff came away feeling that their ideas and input wasn't valued in the same way as that of the Deans, VPs, or faculty.
- Provide opportunity for more verbal discussion - the virtual breakout room only relied on the leader speaking and the padlet but group discussion options might have added more richness.
- The Thursday one that was after traditional work hours would have been better at an earlier time, during the regular work day.
- When looking at the activities for my goal of completion, there were not many listed. I wonder if there could be a survey sent to people based on how they register on the retreat, to do some brainstorming prior to the meeting.
- Involve the people who actually do the work that is being planned.
- Next in person
- In person.
- One day event might make it easier to attend all parts of the planning retreat.
- Some overview of data and forecast, go over SWOTs, the breakout groups were a bit large, folks overtalked and not sure if all the suggestions made it on the padlet. The padlet was a bit clunky to add or edit, though it was good that it was in real time.
- Make the prep to prepare more brief.
- I participated in all three events, and I found group sizes impacted the discussion. Oddly, larger groups functioned a little bit better. I realize it made it convenient for everyone to sign up for the topics, but could you also offer an option to place us in a group, because it needs more people?
- I like how some of the questions were repeated again, it'll be of great help if questions or important points get repeated because sometimes the audio breaks depending on the quality of internet.
- You have perfected it!! :-)

- I had to mute my volume while reading the padlets to vote. I found the talking about each one was harder for me to concentrate and make a decision swiftly. Perhaps the 10 minutes allotted should be a silent 10 minutes. After 10 minutes, then open the mic for discussion.
- Action items with dates of completion/follow-up
- There were limits on the number of strategies and activities. I think there is a need to consider strategies that are geared toward certain groups - CTE, Transfer, and noncredit - instead of clumping the strategies to be encompassing of these groups.
- I have been to many planning retreats. This format was my favorite as I was able to concentrate on a specific task and not have many ideas over several hours to contemplate.
- limiting topics to (3) has limitations for the CTE programs