

Leadership Academy, Part 1
Survey Evaluation Report

Background

The Leadership Academy was created to address long-term succession planning for the college. With the upcoming retirement of “baby boomers” and the need to preclude a “brain drain” of institutional knowledge, there is a pressing need to train staff and faculty in capacity building and leadership skills.

The Leadership Academy is an 18-month program which begins with one 5-day residential session, followed by a 12-month practicum and a final 5-day residential at the end of the 12-month practicum. Guam Community College hosted the training program in June 2011 and invited other higher learning institutions within Micronesia to take advantage of the opportunity. There were a total of 39 participants that attended the program: 30 from GCC, 9 from the Northern Marianas College, and 1 from the College of the Marshall Islands. The training program was conducted by the Chair Academy, known for its worldwide leadership development for college and university leaders. Its main offices located in Mesa, Arizona.

Methodology

The Leadership Academy evaluation survey was developed in five parts which consist of evaluation components regarding staff academy assistance, facilities, contents and activities, facilitation team impression, and overall satisfaction with the program. The actual survey instrument rating scale consists of three measures, where 1 is “so-so”, 2 “thumbs up”, and 3 “hats off”. The survey instrument also includes six “open ended” questions. The general interpretation of the rating scale can probably be perceived as 1 (okay) for so-so; 2 (good) for thumbs up; and 3 (great) for hats off. Of the 39 survey instruments distributed, 34 were completed thereby achieving a response rate of 87%.

Results

The table below represents the actual responses and percentage of each of the 15 program elements (N=34):

Program Element	Hats Off (3)	Thumbs-Up (2)	So-so (1)
Staff Assistance	22 = 65%	5 = 15%	0
Facilities	12 = 35%	14 = 41%	8 = 24%
Contents and Activities			
Welcome	29 = 85%	4 = 12%	0
Complex Role Organizational Leader	26 = 76%	8 = 24%	0
Authentic Assessment	28 = 82%	6 = 18%	0
Developing Your IDP	26 = 76%	8 = 24%	0
Work Behavioral Styles	29 = 85%	5 = 15%	0

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Program Element	Hats Off (3)	Thumbs-Up (2)	So-so (1)
Leadership Assessments	30 = 88%	4 = 12%	0
Building Effective Work Teams	27 = 79%	7 = 21%	0
Strategic Planning/Scenario	22 = 65%	11 = 32%	0
Managing Conflict Productivity	26 = 76%	5 = 15%	1 = 3%
Leadership Practicum	26 = 76%	6 = 18%	2 = 6%
Facilitation of Team			
Knowledgeable	32 = 94%	2 = 6%	0
Inspiring	32 = 94%	2 = 6%	0
Engaging	33 = 97%	1 = 3%	0
Accessible	32 = 94%	2 = 6%	0
Practical	32 = 94%	2 = 6%	0
Overall Satisfaction /Program	32 = 94%	2 = 6%	0

Ninety-four percent of program participants surveyed gave the training program's overall satisfaction "hats off". Program participants also gave high marks (94%) when asked to rate the facilitation of the team consisting of 5 program elements. Respondents felt that the team was knowledgeable, inspiring, engaging, accessible and practical. Respondents also gave high marks to the program's "Contents and Activities". Four of the "Contents and Activities" program elements (welcome, authentic assessment, work behavioral styles, and leadership assessments) were rated "hats off", ranging from 65 percent to a high of or 88 percent.

Conclusion

Based on the respondents' qualitative comments, participants felt that the training program provided excellent training and learning tools to help them become better leaders. Many of them stated that they were very satisfied in their comfort level as a participant and were very much engaged. Furthermore, participants felt that the level of involvement in the training program was positively high, non-threatening, accommodating, and helpful. Many also stated that the training program is excellent for those with limited leadership experience. A great number of program participants stated that they will highly recommend the academy for anyone seeking growth.

As far as the insights that training program brought forth, one respondent commented: " This is another notch of my growth chart, my career chart to be exact, a knowledge that I will not only remember, but practice and model. I have been transformed by two fantastic mentors – Bill and Scott. Thank you." Another respondent commented: "Great learning experience that will be with me my entire life." Lastly, participants felt that the facilitators were experienced and that the program had a rich diversity of participants. They felt that the program was one of the most insightful professional development experiences they have had in several years.

Recommendation

To gain more objectivity and provide program participants with more flexibility in evaluating a training program, the survey instrument should be adjusted using a 5-scale rating inserting neutrality on the middle of the scale. By utilizing a 5-scale rating, overall data results can be determined whether the overall rating is leaning towards a high point or low point insofar as participants' perceptions are concerned

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