



## CONTRA COSTA COMMUNITY COLLEGE DISTRICT

### CHANCELLOR'S CABINET

#### **Mission**

The mission of the Chancellor's Cabinet is to serve as the leadership team insuring the capacity of our District to effectively educate students and meet the needs of our communities in partnership with classified staff, faculty, and other managers.

#### **Vision**

The Chancellor's Cabinet is characterized by mutual respect and cooperation. We work together toward common goals that reflect the best interests of the District. We are supportive and open with each other. We celebrate our mutual successes and there is little internal competition. We are clear about our responsibilities and direction. Our decision-making process is open and transparent. We consider students first, yet take into consideration the needs of faculty, staff, and the communities we serve. We are a high-performing team where each of us is a leader, making forward-thinking decisions that are fact-based, data-driven, and systems-oriented. Above all, we have the courage to make the changes needed to accomplish this vision and earn the respect and trust of those we serve.

#### **Core Values and Operating Principles**

##### ***We are a team.***

We have a clear sense of shared priorities and strategic direction. We insure common understanding of the direction of the District.

##### ***We make informed decisions.***

We make overt decisions consistent with our strategic directions, based on the best information available. We proactively share whatever information and ideas we have and rely on the expertise of individual team members. Our decisions are consistent with the mission of the District and reflect the good of the whole rather than our individual priorities.

##### ***We believe in responsibility and accountability.***

We make and admit mistakes. We mitigate for strategic direction, rather than for comfort or expediency. We will set high, but achievable, standards and evaluate our work in relationship to them.

##### ***We encourage creativity and innovation.***

We support, nurture, and advance innovative ideas.

##### ***We are honest and respectful in our dealings with each other.***

We listen to and do not interrupt each other. We take time to understand how each of us best processes information. We take time to let people know if we are offended, to apologize if needed, and to forgive.

##### ***We respect the contribution of all classified staff, faculty, and other managers.***

In return, we will earn their respect and trust through consistency and integrity in our actions.