**SOAR Survey – Overview and Development Options**

**OVERVIEW**

**Purpose:** SOAR analysis is an appreciative inquiry process tool, which is designed to assess organizational strengths and define its aspirations. Ultimately, the results of this analysis will help LMC frame its goals and objectives for the Educational Master Plan 2020-2025 as it meets its mission and vision of the future.

**SOAR is about:**

* Action
* Strengths
* Moving from “good” to “great”
* Innovation
* Engaged, results-oriented planning

**Overarching SOAR Questions:**

1. What are our greatest ***strengths***?

2. What are our best ***opportunities***?

3. To what do we ***aspire***? What is our preferred future?

4. What are the measurable ***results*** that will tell us we’ve achieved our vision of the future?

**LMC SOAR FOCUS QUESTIONS**

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| ***Strengths***  What the organization does well, along with its key assets, resources, capabilities, and accomplishments.  Focus questions:   * What do we excel at? * What makes us unique? * What strengths are most valuable in to our community? | ***Opportunities***  Circumstances that LMC could leverage for success (*e.g.* to increase students’ access to courses and programs, improve outcomes for students).  Focus questions:   * What needs are we currently not fulfilling for our internal and external stakeholders? * What partnerships would contribute to greater success? * What changes and trends in our region align with our strengths? |
| ***Aspirations***  An expression of what we want to be and achieve in the future. A vision to build on current strengths, provide inspiration, and challenge the current situation.  Focus questions:   * What do we want to achieve in the future? * How can we make a difference? * What are we passionate about? * What strategies and actions support our perfect future self? | ***Results***  Tangible outcomes and measures that demonstrate that we have achieved our goals and aspirations.  Focus questions:   * What measures will tell us we are on track to achieve success? * How do we translate our vision of success into tangible outcomes? * How do we know when we’ve achieved our goals? |

**ADMINISTERING THE LMC SOAR SURVEY**

Constituency Group and Online Idea Submission

* Request that constituency groups dedicate some time (e.g., 15-20 minutes) at one of their meetings brainstorming some responses to the SOAR survey questions; submit their responses to OPIE.
* Provide an “online submission form” which all college stakeholders can use to submit their responses to the SOAR questions. Leave this option open through the remainder of the fall semester.
* Opening Day – January 2020 – conduct a session on the SOAR analysis, discuss results and identify themes.
* Use identified themes to create an online survey (same fashion as the mission statement survey).