



De Anza College
**LEADERSHIP
ACADEMY**

Session #1: October 24, 2025

***Our Goal: To foster the development of a
cadre of visionary leaders!***

California's Community College Leadership Crisis

- ◆ Continued numerous CEO Vacancies in California
- ◆ In July 2025, the mean tenure of CEOs in their current positions was 3.99 years. The median tenure length was 3.03 years
- ◆ Approximately 50% of CEOs who leave their positions are retiring. The rest leave “under fire” or move to a larger institution.



Program Goals

- ◆ Sharpen essential leadership skills not traditionally taught, differentiate between leadership and management skills
- ◆ Train our own skilled community college leaders
- ◆ Develop a network of mutual support among administrative leaders
- ◆ Facilitate cross-departmental and cross-functional dialogue and the sharing of best practices
- ◆ Develop risk takers, entrepreneurs, trendsetters, big picture thinkers, facilitators of planned change, advocates, can-do, confident and accountable leaders

Structure of the Program



- ◆ Open to all administrators in 2025-26 and will be opened to classified staff, full-time and adjunct faculty and administrators in 2026-27
- ◆ 7 Friday seminars throughout the fall/winter/spring quarters from 9:00 am – 2:00 pm
- ◆ Learning process will include:
 - Interacting with leaders throughout the community and state
 - Examination of styles and skills
 - Focusing on professional development goals
 - Networking
 - Project-based focus
- ◆ Involvement in an innovative Solution Team Project

Expectations of Participants

- ◆ Attend all workshop sessions
- ◆ Meet regularly between sessions in “project teams” to develop solutions that can be implemented
- ◆ Conduct local research
- ◆ Be engaged, prepared to participate, and focused
- ◆ Take a field trip to gather information
- ◆ Create a business plan for the project
- ◆ Present the plan
- ◆ Implement the plan



Workshop Topics

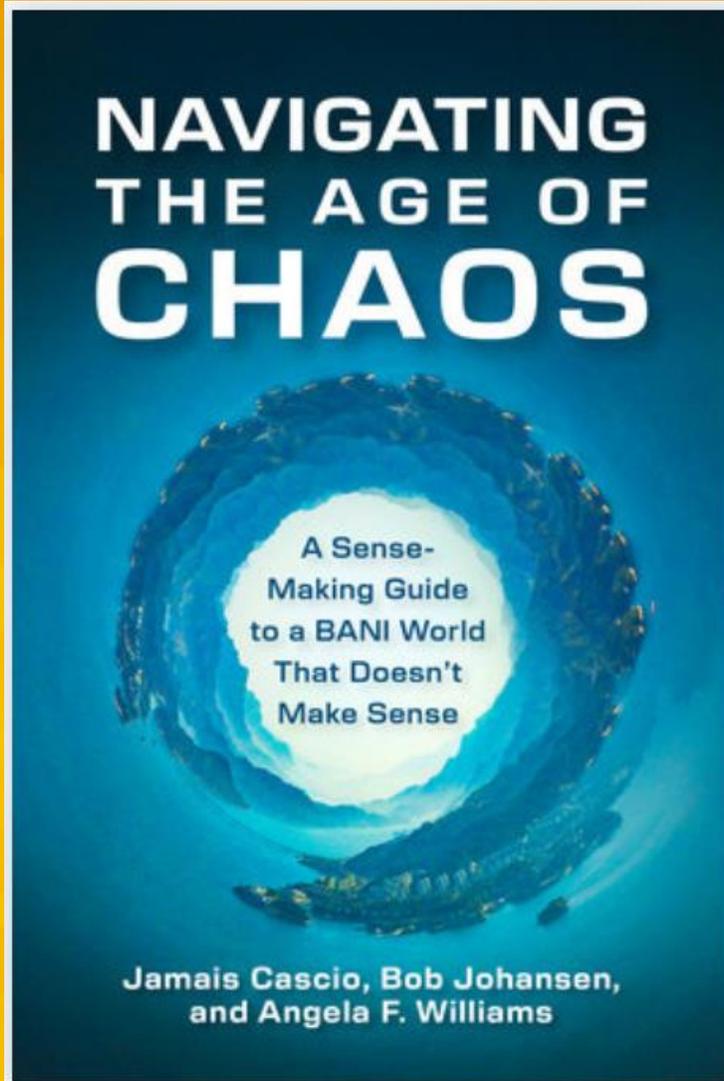


- ◆ History of the California Community College System
- ◆ Transformation, Growth, and Opportunity
- ◆ The Role of Planning in Institutional Transformation
- ◆ Institutional Innovation and Change in a Community Context
- ◆ Becoming an Advocate for Your College and the System
- ◆ Generating Resources, Creating Effective Partnerships, and Networking in Our Community
- ◆ Community College Leaders: What's It Really Like? (CEO panel)

Solution Team Projects

- ◆ The Solution Team projects are designed to be challenging, force the participants to stretch beyond their comfort zone, and empower them to reach new heights in their leadership development while creating new opportunities for the college and our students
- ◆ Teams consist of administrators from various areas of the college working together
- ◆ Presentation on the last day of the program and possibly at a Foundation Board meeting
- ◆ HOMEWORK: Develop a Community Team Project idea and email it to Nathaly Aguilar by **Wednesday, November 5th**. Please include the following in your proposal:
 - A narrative description of the project
 - Benefit to the college
 - Project timeline
 - Resources required





- ◆ On **Friday, January 9**, we'll embark on a special field trip to the Institute for the Future. This unique experience will offer insights into emerging trends and innovative approaches that can inform our strategic planning and decision-making processes as we prepare for our next Educational Master Plan and Facilities Master Plan.
- ◆ To prepare for this field trip and ensure you are equipped with the necessary information to fully engage in conversations with IFTF staff during the field trip, **you will need to obtain your free copy of "Navigating the Age of Chaos" by Cascio, Johansen, and Williams from Nathaly Aguilar**

Preparations for Session #2



- Our next Leadership Academy Session #2 will allow you to hear from various CEOs, their journeys, and how they plan for the future in an effort to create opportunities for their students.
- In preparation for that session, please review the college's draft Strategic Plan 2027-30 and draft Strategic Enrollment Management Plan 2027-30.
- Be prepared to share with the group two-three of the goals/objectives you are actively working on.