



Employee Culture and Learning Council (ECLC)

MEETING AGENDA

DATE: April 18, 2025 – 2:30pm to 3:30pm

LOCATION: Via Zoom – <https://mccckc.zoom.us/j/82331151299>

MEETING PURPOSE			INSTITUTIONAL VALUES	
<p>This Council will be charged with an ongoing analysis of the learning and development programs at MCC, which will support a positive, employee-focused culture.</p> <p>The ECLC will provide recommendations to the CHRO for continuous improvement of programs to promote personal growth, leadership, and professional development of MCC employees.</p> <p>Meeting Goals – Friday, April 18, 2025</p> <ul style="list-style-type: none"> • Review Membership Roster • Meeting frequency/schedule discussion • Review/discuss charter draft and membership comments and feedback • Sub-committee work which would occur outside of the regular meetings. Need for first project: A Reimagined New Employee Orientation • Members – Open Comments 			<p>Excellence – We deliver our very best as an employer, community partner, educator and workforce training provider for all of Kansas City.</p> <p>Learning – We promote personal, professional and lifelong learning opportunities that positively impact lives and shape the Kansas City workforce.</p> <p>Equity – Our institutional infrastructure fosters equity in employment and student learning and eliminates barriers to success for anyone.</p> <p>People – People serve as the cornerstone of what we do and why we do it. We invest in employee development, intentionally recruit and retain a workforce that represents the communities we serve and embrace individuals of all walks of life as valued members of the MCC Wolf Pack.</p> <p>Integrity – We conduct ourselves transparently, ethically and in ways that honor the trust placed in us by our students, employees, and communities we serve</p>	
Time Allotted	Item	Item Description and Action Desired <small>Inform, Solicit Input, Decide, Other</small>	Item Outcome	Institutional Value Alignment
2:30	Welcome and Introductions			
2:45	Review of current Membership Roster	Amy Peak will inform members of our current roster.	To provide members with new membership roster. A list by campus of ECLC members will be shared.	People
2:50	Confirmation of Meeting Schedule	Amy Peak will provide list of meeting dates for AY 25/26	Members will be aware of schedule for upcoming meetings	Integrity
3:00	Discussion of Council Charter	Angie Carr will share our current Charter Draft	Receive member feedback and create final draft of Charter document	People Excellence Learning
3:15	Discussion of Sub Committee interim work	Angie Carr will solicit feedback for sub-committee	Create list of sub-committee members for interim work to occur in Summer 2025.	People Equity



		involvement and provide proposed changes for NEO.		
3:25	Members – Open Comments			People

Meeting Minutes:

Attendees/ Members: Amy Peak, Angie Carr, Ruthanne Ingersoll, Stephen Smith, Steven Norton, Ed Foley, and Stephen Smith.

- **Welcome and introductions:** Amy Peak introduced the Agenda and Angie Carr presented an icebreaker on favorite songs – and members shared.
- **Current Membership Roster:** Amy Peak shared the current roster below – reflecting the newly-formed council.

-Amy Peak	-Tammie May
-Angie Carr	-Steven Norton
-Fred Wise (standing)	-Jennifer Rogers
-Ed Foley	-Susan Serrano
-Ruthanne Ingersoll	-Tatia Shelton
-Amie Kendall	-Stephen Smith
-Andrea Kolkmeier*	-Sydney Stewart

**Will be reaching out about the potential for new members and will confirm membership.*

- **Meeting Schedule:** The schedule will be shared out separately via email. Meetings will occur between August through April each academic year. Frequencies are monthly on the third Friday. Also gauged interest in subcommittee work. Meeting only once a month, culture and learning and professional development work will be ongoing. Subcommittee work will be conducted in between to keep and gain traction.
- **Council Charter:** Share document is open for feedback – none received as of meeting date. This will be a living and breathing document. We will put some communication out to solicit additional feedback and will finalize at August 2025 meeting.
- **Discussion of Subcommittee Work:**
 - Angie: Regarding learning and development, put together a one-page note of training and development changes needed. This includes NEO, IAP, Vector, ESS, Clifton Strengths Workshop and Coaching, workshops request. Our first opportunity for input will be NEO update. We will move to a new evaluation platform with NeoEd (PERFORM).
 - Steven: Regarding the new platform, can employees and supervisors be coached to use the system in a way that expresses the values? Reliant on supervisors and employees to pick competencies – will this be systemized in an objective way? *(Angie take offline with Steven to look at the competencies. Changes must go through EC. Anyone else who wants to be on the call let Angie know.)
 - Ed: Asked where do you need support most? In general learning & development and culture both seem good, wouldn't want to spread out too much.
 - Amy: Revisit the Charter; look at the outcomes; while working with charter that was ELDC, place card for culture initiatives, wants opportunity to get feedback (look at work of culture champions). Rosemary laid out good framework – we will be looking back at past minutes from Culture Champions.
- **Charter Outcomes:**



- **NEO:** Angie: We are hoping to work on this immediately over the summer. Will go hand in hand with NeoEd, moving into Banner and NeoEd Onboard. The platform allows videos and paper items can now be done online. More lively interaction in person. Some changes are pending approval from EC.
- **Training & Development:** Seeking recommendations for learning initiatives.
- **Collaboration initiatives:** Conversations with Fred to talk about the importance of employee development and how it relates (Ed and KPI) are ongoing. As we transition into Learn (learning management system) – the new system has robust offerings, building on collaboration piece; subject matter experts; create new resources through Learn and new modules.
- **Open Comments from Members: What do you hope to get out of the council?**
 - Amy: Looks forward to coming together and advising on important elements.
 - Angie: Shared names we talked about – culture and collaborations, awareness and recognition, learning and development. Asked “Is anyone interested in between regular meeting doing some advising as we work to fully merge these groups?”
 - Stephen: Culture and collaboration; a lot of opportunities, MCCA in KC, online group – throw AI on end, opened all kinds of things; everyone’s career plan is to take manager’s job. How can you make the most of your time at MCC and create your own career path? MCCA opened a lot of doors. Participating in PD proposal June 13th? Angie is participating.
 - Ruthann: interested in any of those
 - Steven: Hope to develop new content and move forward; will have new work goals as we change into new area; unknowns in scope of work and capacity.
 - Ed: I will be helpful wherever you most see a need. With the culture piece, I want to let others have that voice.
 - Angie: Caroline (wellness coordinator) talked about learning and development; so many great things going on at MCC, not one place where it lives. When OII has information and program, share it in MCC news. We would like to challenge all to think about is there a way (will be online hub) to let people know about them? Can they live somewhere easy to sign up? How can we get people to sign up for them?
 - Amy: Everyone creates the culture here; as we roll out standards of conduct and civility policy update, we want to enhance our cultures and values, making sure that values are interwoven in to all that we do. Speaks to who we are as an organization and what’s important to us by working with and meeting friends across the district. Will not be meeting again formally until August. She will get next year’s meeting dates out soon and the minutes to the group within the next couple of weeks. The agenda aligns with the template utilized by the other shared governance groups.
 - Steven: In terms of driving engagement is there any way to liberate people to participate – many are too tethered to work duty to participate. How do we get supervisors to put culture and development as one of their annual work goals and do it in a way that’s authentic and not just a mandatory goal?
 - Angie: We are making headway on that. We can do all the asks and requirements that we want, but we need to keep momentum going.
 - Amy: I appreciate your comments and input. We are an advising council and it will be key this year. We are looking forward to having a new platform through LEARN and PERFORM, and are hoping that adding robust capabilities, that it can increase the interactive element of the down up/up down process of evaluations. Looking forward to developing new professional development for the District.
 - Ed: I am instantly thinking about the major opportunity and the difference that new system can have on supervisors engaging more intimately with their employees in the most real way and not having to go through what feels like hundreds of steps and interactions, and not consumed by what you need to do rather than just having conversations about how what we do aligns with values.



- Steven: How can we encourage supervisors to create ongoing conversations with employees about how they can succeed and thrive?
- Ed: When Chancellor met with me, referred to Herzog Corp. The rep hammered home the importance of the right employee/supervisor relationship, and will review the process of truly being a catalyst to success.
- Angie: You are going to love new Perform and will do a lot of things with regard to what is being spoken on here. Lots of power is lost because of Taleo, but the new Perform process is so much better and hopefully will be able to find ways to roll out and garner excitement about it. So much power in IEP aligns to strategic themes based on strategic plan. When I achieve goals, I am chipping away on Strategic plan. This will improve development of the employee – and explore “where do you want to be?” There are a lot of tools in the new system, and it will be much more intuitive.
- Steven: Goal setting should be motivational and aspirational!
- **Adjourn:** Amy and Angie thanked everyone for their time and contributions.