What Does Success Look Like?

Faculty:

- Success means having enough students in the class to want to learn and therefore having a job to continue doing quarter to quarter. This can be largely be a reflection of how good a job the faculty does which can drive enrollment in their classes in one direction or the other. Success can also be adjuncts and FT working together in harmony towards educational goals.

- Success if faculty feel fulfilled or satisfied with their work and that the school supports them personally and professionally

- On the students' side, success for faculty can be that students are achieving their goals in the world, have found a job in relation to what they studied. Or, that students are successful with the given outcomes of a class.

- When students write/contact a faculty later to thank them for helping them achieve their goals

- When faculty can remember students names years later — big personal success (of memory).

Students:

- Don't try to really define success

- Can be a mostly gray area, as people will define success differently

- Outcomes and process: grades/tests/degree (process) vs. social/relationships (outcomes)

- Community Colleges are rare globally – U.S. is only country to offer students the chance to attend college on a volunteer basis, with students who choose to study together

- Sometimes it is giving direction – "What am I going to do?" (could be short-term or long-term)

- Ability to stay out of trouble but find more fulfillment

- Achieving independence

- Could have different expectations due to cultural background

- Goal could be to get a good job with good pay (students)

- Set an intention: daily, yearly, etc.

Community Organizations:

- It looks different to different people

- Enough people volunteer

- Enough resources

- Meeting the needs of the community that they serve

- Having a firm connection/understanding with organizational values (the "so what")

- Survival, resilience, persistence

- Networking

- Budgeting

- Celebrating what gets done

- Living into the mission of the organization

Community Residents:

- Lens of school and students
    - Not a universal answers
    - Rather than thinking of what is the end goal – rather what is the process
    - The communication and listening
    - There is agency from the people
- Community – depends on who is serving
    - Grassroots – smaller and hard to quantify
    - Challenge with larger organizations
- Thinking about the structure of the organizations
    - If one party sees it one way vs the people being
- Inclusivity in the decision-making process
    - Making sure there is a connection between the parties that coming to the table
- End Game – is it needed
    - What is the process to get to the end
    - Thinking about this experience – can we say it was successful?