

## DE ANZA COLLEGE- VALUE STATEMENTS

The ten unranked value statements below were adopted Dec. 10, 1990 and appear in their original format including a clarification paragraph for each statement. Over the past 22 years these value statements have been reaffirmed in planning documents, most recently in the Educational Master Plan 2010-2015.

### **De Anza College values institutional integrity, meaning the congruence of programs, activities and behaviors with institutional beliefs.**

Integrity is the foundation of any healthy organization and is particularly important in a learning community. Honesty, credibility, clear communication, and "walking the way we talk" are all aspects of institutional integrity, as well as shared governance, which recognizes the integrity of the individual as part of the larger college whole.

### **De Anza College values community relationships, both internal and external.**

As part of the community college system, we recognize our obligation to be good neighbors and good citizens in our community. We are proactive in our attempts to bring cultural and recreational activities to our community and we are active participants with other citizens in improving the quality of life in the region. We also seek to foster a sense of service on the part of staff and students to a larger whole - local, national, and global.

### **De Anza College values institutional diversity among its people and programs.**

Diversity is the foundation of a creative learning organization, and is particularly important in provoking eclectic thinking. Increased cultural understanding and awareness, an appreciation for the contribution of others, an enriched world view, and learning to live in a culturally pluralistic society are all aspects of institutional diversity. A diverse student body and staff will encourage varied learning and teaching styles, an enriched curriculum, and innovative delivery systems.

### **De Anza College values the quality of student and staff life.**

The institution must establish an atmosphere that not only recognizes the tangible and intangible importance of teaching and learning in a "quality" environment, but also establishes that quality through institutional programs, services and facilities. Enhancing the quality of student life will aid learning through improved motivation, social skills and retention. Enhancing the quality of staff life will contribute to the recruitment and retention of staff, improve morale and motivation, increase teaching/learning opportunities in the classroom and improve the institutional identity. Professional growth opportunities ultimately enhance learning and are mutually beneficial to staff, students and the institution as a whole.

### **De Anza College values learning.**

Participants in our learning community include staff as well as students. Learning is a dynamic process of growing understanding, of values formation and refinement, of rational judgment, independent thinking and experiential involvement. In our learning community, we value learning connected with the heritage of many cultures. We value a general education that provides depth--basic concepts, terminology and ways of thinking in the major disciplines. We value a general education that provides breadth--the interrelatedness of knowledge and its application to current problems, as well as acknowledgment of the contributions of ethnic

minorities, women, and non-western societies. We value advising and recommended placement of students in courses appropriate to their skills and program goals. We value support and encouragement of students by all staff members, both in and out of the classroom. We value students achieving the goals, whether they be degrees, certificates, personal enhancement, or marketable skills.

**De Anza College values access and quality in concert.**

Access and high standards in tandem are at the heart of the community college mission. The survival and progress of the society at large are dependent on the equal pursuit of these ends. When we welcome students of all ages and backgrounds to De Anza, then meet their individual needs by offering an appropriate balance of support and high standards of excellence, we succeed.

**De Anza College values collegiality.**

We constantly seek a quality work environment through involvement of staff in planning and decision-making, encouragement of responsible and creative risk-taking, provision of professional development, recognition of exceptional performance, and exemplary physical facilities. The college's effectiveness and efficiency emanate from a productive, vital staff working in an environment that motivates rather than regulates.

**De Anza College values self-assessment and innovation.**

We constantly, purposefully innovate and improve to enhance educational and cultural vitality for all citizens of the region. There is a restless spirit at De Anza that consistently moves us toward being better tomorrow than we are today. For those who say "if it ain't broke, don't fix it" we say, "if it ain't broke, you just haven't looked hard enough." Self-assessment and innovation make us test what we do, help us prevent stagnation and keep us on track.

**De Anza College values student success.**

We exist to serve students, and we provide them with the opportunity to enhance their potential for purposeful, gratifying, and productive lives. Not only is this true for activities in the classroom or laboratory, but it is equally true for out-of-class activities. The development of people is our mission and that can happen in a multitude of ways in an educational institution.

**De Anza College values a "personal best."**

Our values have driven the development of a shared vision by all staff that is key to the kind of organization we want De Anza College to be and to become. Our business is the development of people, and our over-arching ambition is to be not among the best, but the best in the nation. We make this statement and strive toward this goal not out of some sense of puffery or self-aggrandizement, but because the conditions here make that goal possible. And to strive for anything less than the best would be to sell ourselves short.

## **Additional Value Statements - Adopted in the Education Master Plan 2010-2015**

The Master Plan 2010-2015 reaffirmed the 10 original values and augmented them through a commitment to student learning, diversity and equity, community and civic engagement, and sustainability. Diversity and equity and student learning were included in the original values but augmented. Community and civic engagement and sustainability are new additions to the values. The clarification paragraphs accompanying each statement are paraphrased from the Educational Master Plan 2010-2015.

### **De Anza College values diversity and equity.**

... This commitment translates into a curriculum that includes a focus on diversity and inclusion, and a hiring process dedicated to finding the most talented individuals to serve De Anza's students. The commitment ensures the prioritization of positions and resources dedicated to serving diverse communities. In addition, the commitment shows in an active outreach program aimed at historically underserved students in the region.

### **De Anza College values student learning.**

De Anza College believes that all students can learn and is committed to providing "an academically rich, multicultural learning environment." ... The college's commitment to learning translates into maintaining high standards of excellence for both transfer and career programs, and supporting technologies that assist different learning styles and teaching approaches; this includes online and hybrid courses. In addition, the college is committed to supporting students in the achievement of the Institutional Core Competencies. This commitment to learning also translates into support for basic skills education integrated across the disciplines, which provides opportunities for students who have been underserved by their previous educational experiences.

### **De Anza College values community and civic engagement.**

... Community and civic engagement is a far broader concept than service learning. While the latter typically involves students serving in community organizations, community and civic engagement aims to develop deep, reciprocal relationships with communities: to help transform the conditions of people's lives, and to help students reach their potential as active participants in the civic, political, social and economic lives of their communities and the broader world, as well as benefit from the received wisdom and assets of those communities. A collective commitment to civic engagement supports the commitments to learning and equity. If students see the college working in their communities, then they are less likely to see college as something separate from their everyday lives. ... A commitment to civic engagement translates into support for curricular initiatives aimed at linking students with their communities, a broad curriculum of learning, and sustained outreach efforts to students and their communities. ...

### **De Anza College values sustainability.**

... Sustainability encompasses making provisions and taking responsibility for ensuring that every college action and decision embodies and institutionalizes environmental stewardship, social equity and citizenship, and financial responsibility. ... A commitment to sustainability means promoting curricular innovations that support a broad understanding of how the college impacts the world. ...