

## **Our Values: Professionalism | Excellence | Integrity | Collegiality**

Our values remain constant. Committed to an ambitious strategic plan, Ontario's colleges will continue to rely on administrators who think strategically, pursue innovation, and work collaboratively. In OCASA, we embrace those leaders, and who also lead with professionalism, pursue excellence, act with integrity and embrace their community of practice - all for the success of Ontario's colleges.

## **The last 20 years**

During turbulent economic times known as “the social contract”, the political landscape established OCASA as the voice for administrators. That initial formation reflected a concern amongst administrators that their professional interests be heard, understood and valued.

Gathering semi-annually, OCASA representatives found encouragement and support from a provincial body. They learned from each other, challenged each other and found a sense of camaraderie.

The college sector was a rapidly changing landscape in the world of higher education, and its leaders needed all the resources available to them.

## **Where we are now**

Twenty years later, OCASA reflects the growing interest amongst its members for training and professional development, a view for succession planning that ensures 40 years of institutional knowledge gets passed on, and a vibrant network of learning, shared practice and that same community of interest.

Today OCASA provides system orientation, cross-college mentoring, online learning and webinars, an annual professional development conference, a professional journal and a network of professionals committed to college success.

## **The vision for 2025**

This strategic plan is a three-year plan taking us to 2019. But our sight is set further, to 2025. We envision a professional body that is available to all college administration. It is the “hub” for system learning and training, for leveraging and sharing best practices. And it ensures leadership capacity is poised and ready for those challenges today still unpredictable.

This professional body for college administration would be a leader in the higher education landscape.

## **Emerging Trends**

OCASA observes many of the same trends that colleges do: demographic shifts, competition (finances, time), changing career paths, and a political/economic landscape that, for colleges, is impacting their ability to attract and retain top talent.

The opportunities are clear – collaborative partnerships will help meet the growing need for exceptional leadership in a system about to experience the greatest exit of talent and knowledge. And on a budget – fiscal realities are one of the tireless realities for colleges today.

## **Collaborations & Partnerships**

This is the way forward for all organizations, businesses and colleges. Leveraging existing excellence, sharing best practices, finding communities of interest that benefit from collaborative partnerships is the way forward. OCASA is committed to being a part of the fabric of college leadership, in partnership with those equally engaged in ensuring colleges are equipped not just now, but 10 years from now.

## Values

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## Vision

The professional community shaping excellence in college leadership.

## Mission

Connecting, supporting and advancing management and leadership in Ontario colleges.

<b>Strategic Priorities</b> OCASA's strategic priorities aim to professionalize college administration and strengthen leadership capacity in support of Ontario's colleges.		
<b>Network Support</b> A vital community of practice engages administrators across the system supporting their skills development.	<b>Career Support</b> Current and future administrators find meaningful support in their learning, leading and workplace goals.	<b>Leadership Support</b> OCASA products and services enhance leadership capacity across the system, promoting innovation and strategic management.
<ul style="list-style-type: none"> <li>• Peer/interest groups engage cross-college leadership</li> <li>• Regional and professional development events expand networks of common interest</li> <li>• Best practices are shared for system learning, growth and efficiencies</li> <li>• Expert resources are identified for training support</li> </ul>	<ul style="list-style-type: none"> <li>• Learning pathway resources and information support advancement</li> <li>• Cross-college mentoring opportunities enhance professional growth</li> <li>• Career coaching, resources and tools augment career development</li> <li>• Management essentials training equips newer managers for sector practice</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership development programs support the <i>Leadership Capability Framework</i><sup>1</sup></li> <li>• System orientation resources ensure sector understanding for administrators</li> <li>• Research and resources equip administrators with relevant sector information</li> <li>• Professional interests of college administrators are promoted</li> </ul>

<sup>1</sup> *Leadership Capability Framework* as developed by Knightsbridge Human Capital Solutions for the Ontario college system.