

# DISTRICT REORGANIZATION: BUILDING OUR FUTURE TOGETHER

Dr. Angélica Garcia

April 28-29, 2026



# LAND ACKNOWLEDGEMENT

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We acknowledge that we gather at Santa Rosa Junior College on the territorial traditional land of the Pomo People in Santa Rosa and the Coast Miwok People in Petaluma, past and present, and honor with gratitude the land itself and the people who have stewarded it throughout the generations.

# GOAL

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How we build determines what we build. What we build determines who thrives

The goal for the reorganization is to create a streamlined, student-centered organizational structure and culture that reflects current and future student enrollment and fiscal conditions that protects access, completion, and core instructional capacity to achieve long-term financial sustainability.

# GUIDING PRINCIPLES

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- **Mission Driven** - All decisions grounded in SRJC's mission, ensuring that we continue to provide high-quality education, support student success, and serve the needs of our community.
- **Student and Employee Centered** - Reorganization prioritizes how we best serve today's students, while also recognizing the importance of supporting employees, their workloads, and their ability to effectively serve students.
- **Alignment with Strategic Plan** - Reorganization advances the District's Strategic Plan to support the implementation and long-term impact.
- **Fiscally Sustainable** - Decisions align with the District's budget reduction framework to ensure long-term financial health and stability.
- **Data-Informed Decisions** - Reorganization decisions based on data to ensure resources are aligned with student and community needs.
- **Equity & Access** - Process prioritizes equitable access to programs and services, ensuring that all students can engage with SRJC regardless of location, schedule, or modality.

# COMMUNICATION PRINCIPLES

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Inform and improve the communication and feedback loop

- **Transparent and Timely** – Provide regular updates at key milestones
- **Clear and Consistent Messaging** – Information will be centralized and accessible with email communications and a webpage available for timelines, updates, and materials
- **Engagement and Care for Employees** - Ongoing opportunities for input, while acknowledging impacts and supporting employees through the transition.

# TIMELINE

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- Input and Assessment – Now through Summer 2026
- Analysis and Initial Design – Summer 2026 – Fall 2026
- Consultation and Engagement – Beginning in Fall 2026
- Refinement and Decision – Fall 2026 through Spring 2027
- Board Approval – May 11, 2027
- Implementation – Summer 2027

# INPUT & ASSESSMENT

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Build a shared foundation based on quantitative & qualitative data

- Analyze student demographics, enrollment trends, fiscal sustainability goals, etc.
- District messages about the timeline and engagement opportunities
- Town hall meetings
- Webpage for updates and centralizing information
- Online form for open input, feedback, questions
- Component/Department area follow-up

# ANALYSIS AND INITIAL DESIGN

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Analyze data that leads to designing our future structure

- Review input from college community
- Develop and evaluate organizational structure with considerations for:
  - Collective bargaining agreements
  - Fiscal impact, both short-term and long-term
  - Staffing implications
  - Impact on students
  - Site programming implications
  - Alignment with 2025 – 2030 District Strategic Plan Priorities and Goals
- Draft initial organizational structure

# CONSULTATION & ENGAGEMENT

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Share organizational structure and gather input from college community

- Additional town halls
- Online form for open input, feedback, questions
- Component/Department area follow-up
- Begin to identify impacts and effects

# REFINEMENT & DECISIONS

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Inform and improve the strategies for achieving our goal

- Refine organizational structure based on input and identified themes
- Conduct required consultation including identified impacts and effects
- Identify timeline for implementation
- Present final structure to Board of Trustees at May 11, 2027 meeting for approval and close the re-org process

# IMPLEMENTATION

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Implement the approved structure

- Communicate final structure to college community
- Publish District organizational charts
- Support students and employees with transition

# TOWN HALL PROCESS

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A dedicated space for direct employee input on the organizational design process

- Provide structured feedback on four questions
  - Each question will have 20 minutes
  - Speakers are encouraged to keep comments to 1–2 minutes to ensure many voices are heard
  - Additional input can be shared through the online form
- No live question-and-answer segment

# GUIDING QUESTIONS

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Input gathering from college community

1. Where are the opportunities for cross departmental alignment and collaboration?
2. Where are the opportunities to address duplicative efforts?
3. What challenges do we need to consider?
4. What support is needed for you and each other as we engage in this work?

THANK YOU

