The learning college engages learners in the learning process as full partners, assuming primary responsibility for their own choices.

- Two key expectations will be communicated to new learners at the first state of engagement:
  - Learners are full partners in the creation and implementation of their learning experiences, and
  - Learners will assume primary responsibility for making their own choices about goals and options.
- The learning college will also provide orientation and experimentation for learners who are unfamiliar with the learning environment of the learning college. Some learners will need training in using technology, in developing collaborations, in locating resources, and in navigating learning systems.

Aims Community College administrators, staff, faculty, and Board members understand our personal responsibility for exercising continuous learning in our own professional lives.

Aims Community College provides support and learning opportunities that empowers students to become more active and responsible for their own learning.

Aims Community College provides an interactive orientation and supplemental instruction in the areas of technology and learning strategies.

Aims Community College builds the basic philosophy that the learner and learning are central in all activities of the institution.

I agree to put students first in my daily work.

I agree to always do the right thing for students, even if it isn’t the easiest thing.

I agree to make myself accessible.

I agree to guide, tutor, monitor, and coach students so they can develop their own learning goals.

At Aims Community College, we look at policies/processes and decision-making practices through the lens of enhancing student success.

Aims Community College encourages substantive growth in individual learners.

Aims Community College empowers faculty and staff to integrate innovative student success strategies into their work plans.

I agree to value risk-taking, innovation, collaboration, creativity, striving for continuous improvement and passion in my personal efforts and in teams. These values are key to empowerment.

I agree to support the objectives of other areas and celebrate their successes. I understand that we are successful together.

I agree to facilitate decision making and make informed decisions in a timely manner.
| TERRY O'BANION  
Principles of Learning College  
[THE THEORY] | AIMS COMMUNITY COLLEGE  
Learning College Fundamentals  
[OUR COLLEGE] | INDIVIDUAL COMMITMENT  
To Learners and Colleagues  
[YOU] |
|---|---|---|
| The learning college assists learners to form and participate in collaborative learning activities.  
- In the learning college, the university ideal of a “community of scholars” is transformed into a “community of learners.”  
- More than cute word play, the focus on creating communities among participants in the learning process—including not just students but also the faculty, administrators, and support staff—on creating student cohorts and on developing social structures that support individual learning is a requirement of a learning college.  
- Group interaction is considered helpful to the learning process; learning communities and study groups are encouraged. | Aims Community College provides opportunities for greater collaboration and learning engagements/conversations among administrators, staff, faculty, students, and Board members.  
Aims Community College promotes learning for everyone within the College community.  
Aims Community College engages learners in collaborative learning activities both within and outside the classroom. | I agree to respect Aims and specifically the rich diversity of opinions, ideas, cultures, and other differences and recognize that this diversity enhances teamwork, problem-solving, and decision making.  
I agree to ensure that assignments/goals initiated in any meeting in which I participate includes identification of the responsible party, timeline for completion, and additional resources needed for completion.  
I will complete any assignments that I agree to and I will communicate any plans or initiatives set forth by the committee to others in my department or division.  
I agree to respect issues of confidentiality and if unsure, I will clarify timelines for sharing information. |
| The learning college creates and offers as many options for learning as possible.  
- In the learning college, there are many options for the learner in initial engagement and in continuing educational activities—options regarding time, place, structure, staff support, and methods of delivery. | Aims Community College recognizes and respects that there are a variety of professional learning and communication styles among administrators, staff, faculty, students, Board, and community members and provides as many options as possible for successful communications and learning experiences. | I agree to read and take part in learning opportunities to enhance my own skills.  
I will encourage others to participate in essential and elective development activities.  
I agree to participate positively in Aims professional development activities. |

**NOTES:**
| TERRY O’BANION  
Principles of Learning College  
[THE THEORY] | AIMS COMMUNITY COLLEGE  
Learning College Fundamentals  
[OUR COLLEGE] | INDIVIDUAL COMMITMENT  
To Learners and Colleagues  
[YOU] |
|---|---|---|
| Create and nurture an organizational culture that is both open and responsive to change and learning.  
(Added by Alicia Barbara Harvey-Smith, 2003)  
› This new principle can be beneficial in a number of ways:  
   o An increase in open and diverse systems and  
   o More willingness to innovate. | Aims Community College creates a learning environment that is welcoming, open, anticipatory, and responsive to the changing needs of learners.  
Aims Community College relates and engenders an open and dynamic organizational culture that promotes and rewards learning.  
Aims Community College is committed to the core values of: Communication, Safety, Respect & Professionalism, and Trust. | I will be welcoming and approachable for all students, respecting their individuality.  
I agree to serve as a role model for students, leading by example through proper behavior, attitude and interaction.  
I agree to commit to guiding students as they develop the values of civility, respect and character, while also fostering self-awareness, global citizenship and social responsibility.  
I agree to include other departments in determining annual objectives that affect them, and ask for assistance in fulfilling those objectives previous to posting them.  
I will talk to others before making decisions that affect them. |
| The learning college and its learning facilitators succeed only when improved and expanded learning can be documented for its learners.  
› The goal will be to document what students know and what they can do and to use this information as the primary measure of success of the learning facilitators and the learning college. | Aims Community College documents its processes, services, and practices that are meeting student, staff, faculty, administrator, and/or Board and community needs.  
Aims Community College continually assesses student learning in order to improve the learning experience for students. | I agree to be accountable for accomplishing my stated objectives and assignments and to hold others accountable. Progress will be recorded and integrated into the performance appraisal process.  
I agree to clearly communicate division and department goals to other employees.  
I agree to make meetings productive by ensuring that all meetings in which I participate have a prepared agenda and distributed minutes. |
### Principles of Learning College

**THE THEORY**

- The learning college defines the roles of learning facilitators by the needs of the learners.
- Everyone employed in the learning college will be a learning facilitator, including categories formerly designated administration or support staff.
- The goal is to have every employee thinking about how his/her work facilitates the learning process.
- When the current members of the staff do not have the skills to meet the needs of the learners, the learning college will contract with specialists to provide the needed services.
- Learners will also participate as learning facilitators (expanding the role of student lab assistants and tutors to facilitating learning).

### Aims Community College

**Learning College Fundamentals**

**OUR COLLEGE**

- Aims Community College recognizes its ultimate role, regardless of position held, is to impact student success, whether directly or indirectly.
- Aims Community College defines the roles of learning facilitators by the needs of the learners.
- Aims Community College transcends the classroom whereby the entire College community facilitates learning.
- Aims Community College expands learning opportunities by involving the entire community.

### Individual Commitment

**To Learners and Colleagues**

**YOU**

- I agree to clearly communicate the institutional mission, long term strategic goals and institutional objectives. Furthermore, I agree to be involved in the development of division and departmental goals.
- I agree to talk directly to any individual with whom I have an issue and work towards resolution of that issue in order to further the effectiveness of our work together.
- I agree to respect other employees by arriving to meetings on time and prepared.
- I agree to respond to calls or e-mail messages within 24 hours. I will read and respond to memos as soon as possible.
- I understand that Aims is a dynamic, changing organization and I agree to be responsible for my own morale.