



NORTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT

NOCCCD

Leadership Academy

Empowering Leaders. Advancing Student Success.

At the North Orange County Community College District (NOCCCD), we are committed to being a Destination District—a place where leadership exists at every level, where all voices are empowered, and where a transformative vision guides us to create pathways that change lives.

As part of this ongoing journey, the NOCCCD's Leadership Academy Program has been updated and enhanced to better support the professional development of our employees and the evolving needs of our District. This updated Academy builds on a strong foundation and offers a broader, more flexible way to develop leaders who will shape our future.

We believe that leadership is not defined by position or title—it's reflected in actions, ideas, and influence. The Leadership Academy supports employees in deepening their leadership capacity to positively impact student success, institutional effectiveness, and systemic change across the California Community College system.

The Leadership Academy Will Provide Opportunities To:

- Explore diverse leadership styles and identify individual strengths.
- Strengthen communication, strategic planning, and decision-making skills.
- Develop collaborative leadership through teamwork and shared vision.
- Understand institutional structures at both the local and system levels.
- Advocate for equitable, meaningful change in support of student success.

The Academy offers a focused, enriching experience that empowers employees to lead with intention, adapt with agility, and respond to the evolving needs of our communities and students.

Leadership Academy Pillars

LEADING

"Lead with Strength."

Leadership is not about a title—it's about making a difference. Identify your strengths, refine your leadership style, and lead with authenticity and impact.

ENVISIONING

"See the Future. Shape the Path."

Vision drives change. Learn to anticipate challenges, set clear goals, and plan strategically to guide your area toward meaningful outcomes.

INNOVATING

"Spark Ideas. Drive Change."

Change begins with creativity. Embrace innovation, use data to inform action, and take bold, informed steps to move ideas forward.

ADVOCATING

"Speak Up. Stand Out."

Effective leaders speak with purpose. Develop your voice to influence change and champion equity for students and colleagues.

COMMUNICATING

"Message with Purpose."

Leadership demands clear and intentional communication. Strengthen your ability to inspire, inform, and engage others.

NETWORKING

"Connect. Collaborate. Create."

Leadership thrives on connection. Change happens through collaboration. Strong leadership is collaborative. Build relationships, form partnerships, and co-create solutions across the District and beyond.

Join the Academy. Be part of Change.

The NOCCCD Leadership Academy is an integral part of our continued progress toward becoming a Destination District—a place where every employee is empowered to lead, where diverse perspectives are embraced, and where we work together to make a collective impact on the lives of our students and the future of our communities.

Join the journey. Lead with purpose. Shape what's next.





Program Overview

Immersive Learning. Meaningful Connection. Purposeful Leadership.

The NOCCCD Leadership Academy is a dynamic, immersive experience designed to empower leadership at all levels of our organization.

As part of our commitment to being a **Destination District**, the Academy Program supports professional growth, encourages innovation, and strengthens collaboration. It reflects our shared vision of leadership that is inclusive, strategic, and transformative—helping us create a lasting impact through education.

The Academy experience blends customized, District-specific learning with national best practices drawn from leading community college leadership programs across the country. It is designed to be relevant, reflective, and responsive—offering opportunities to explore personal leadership, institutional systems, and strategic innovation in action.

Program Highlights

INTERACTIVE MONTHLY SESSIONS:

Nine in-person sessions held once a month designed for active learning and collaboration.

LEARNING FROM LEADERS:

Participants will engage with NOCCCD leaders, college presidents, state policymakers, community partners, and nationally recognized voices in higher education to better understand leadership within and beyond the California Community College system.

TEAM PROJECT:

Participants collaborate on a project that addresses a relevant District issue. With the guidance of a mentor, teams will propose innovative, actionable solutions—some of which may be implemented within the District.

PROFESSIONAL GROWTH PLANNING:

Each participant will create a personalized growth plan and maintain a reflective journal to deepen their leadership practice and self-awareness.

Team Project Module: Learning by Doing

A cornerstone of the Academy is the Team Project Module, where participants work together—guided by an executive leader—to address a real-world issue facing the District. Teams will develop innovative, solution-based proposals that may be piloted or implemented at NOCCCD. This experience reflects our commitment to building leadership that is not only thoughtful but also action-oriented and grounded in impact.

Graduation and Celebration

The Academy concludes with a final project presentation and graduation ceremony, where participants will share their work, celebrate achievements, and receive a certificate of completion as recognition of their learning and contribution.

“The academy’s emphasis on self-reflection and self-awareness allowed me to better understand my leadership style and leverage my strengths effectively.”

– David Soto, Coordinator,
Educational Services & Technology

SESSION OVERVIEW

Dates, Topics, and Learning Focus Areas

The NOCCCD Leadership Academy consists of nine immersive sessions held monthly from September 2025 to May 2026. Each session is thoughtfully designed to build critical leadership skills and deepen participants' understanding of how to lead with purpose, clarity, and impact within a community college setting.

All sessions will be held from 9:00 AM to 5:00 PM, and locations will vary. Some sessions may be conducted virtually. Dates, topics, and formats are subject to change, and participants will be notified in advance of any updates.

SESSION TOPIC AND DATES

Session 1 – September 4, 2025

Discover Your Leadership Strengths

Explore your leadership style through a behavioral strengths assessment and reflect on how your approach aligns with NOCCCD's mission and strategic goals. Begin building a foundation for impactful leadership in the community college setting.

Session 2 – October 2, 2025

Communicate with Impact

Practice crafting clear, authentic messages for diverse audiences. Strengthen your communication through on-camera interviews, feedback sessions, and trust-building dialogue.

Session 3 – October 23, 2025

Understand District Services

Gain knowledge from NOCCCD leaders in HR, Finance, Facilities, Educational Services, and Technology. Learn how each department contributes to student success and institutional effectiveness.

Session 4 – November 20, 2025

Lead with Equity and Purpose

Engage in deep conversations and immersive experiences—including museum visits—that challenge assumptions and expand your understanding of equity, inclusion, and culturally responsive leadership.

Session 5 – January 25–26, 2026

(optional but strongly recommended, travel required)

Advocate for Students and Institutions

Connect with policymakers and legislative experts to learn strategies for effective advocacy. Examine how public policy and legislation influence your work and opportunities for students.

Session 6 – February 5, 2026

Build Resources and Strategic Partnerships

Identify funding sources, explore grant opportunities, and develop strategies for building collaborative, student-centered partnerships that support innovation and growth.

Session 7 – March 5, 2026

Lead Through Change

Navigate the complexities of institutional change with confidence. Use data, strategic planning, and systems thinking to drive progress in a constantly evolving educational landscape.

Session 8 – April 2, 2026

Lead from Where You Are

Reflect on leadership at all levels. Hear from current NOCCCD and statewide leaders, explore common challenges, and walk away with practical tools to lead effectively—regardless of your title.

Session 9 – May 7, 2026

Present Your Work & Celebrate

Share your team's innovative project with District leaders and stakeholders. Then, celebrate your accomplishments and growth during a special graduation ceremony.

****Session dates, topics, and locations are subject to change. Participants will be informed of any adjustments in advance.***



2025–2026 Leadership Academy Application

Grow Your Leadership. Shape the Future.

The opportunity to apply for the **2025–2026 NOCCCD Leadership Academy** is open to all **classified professionals, faculty** (including adjunct faculty by Presidential nomination), **and managers** (including Special Project Managers) who are committed to developing their leadership potential and preparing for future career advancement.

Eligibility Requirements

- Applicants must have completed at least one full year of service within the District.
- Demonstrated leadership experience—such as committee involvement, departmental initiatives, or project leadership—is required.
- Managerial approval is required.

Program Commitment

The Academy cohort will be limited to 25 participants to ensure a high-impact, personalized experience. Selected participants will be expected to fully commit to the standards and expectations of the Academy, including:

- Regular attendance and active participation in all scheduled sessions
- Complete assigned readings, research, homework, and collaborate on group project (approx. 4-6 hours per session)
- Full engagement in reflective journaling and project development

While release time will be provided for attending official Academy sessions, participants should anticipate investing personal time for homework, team meetings, and project-related assignments. No additional compensation is provided for participation.

Application Process & Key Dates

Applicants may be considered for the program either through a presidential nomination or by submitting an individual application. Adjunct faculty are eligible by presidential nomination only.

All employees will receive the application via District email. It will also be available on the District website:

Employees & Departments > Departments > Professional Development > Leadership Academy

Before applying, please review the program expectations and consult with your manager.

Key dates:

Applications open: July 10, 2025

Deadline: August 22, 2025

Acceptance Notifications: August 25, 2025



For Application Information, please contact:

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"The leadership program provides a wonderful opportunity to step away from our day-to-day job responsibilities to learn from and collaborate with colleagues from across the three campuses. I thoroughly enjoyed the entire experience!"

*- Kathleen Reiland, Ed.D.,
Vice President of Instruction,
Cypress College*

