

Appendix E. Future Ideal Retrospective Activity to Reflect on the Program's Strategic Directions

This activity required each of the participants to: make notes as we spent 60-90 minutes reading the exit self-assessments and surveys of alums; do a “future ideal retrospective” brainstorm; and cluster everyone’s brainstorming post-its into strategic directions. The future ideal retrospective approach asks us to imagine that it is a few years in the future and we’re explaining to someone how wonderfully the Program has done in maintaining what had worked well and in addressing shortcomings and challenges. The person asks what things happened that contributed to that state of affairs. Our answers to the person are the items we record in a few words on the post-its. (These items could range from the mundane and practical to the more visionary.) The naming of the clusters provided directions or themes that might help guide the Program faculty as we attempt to maintain what has worked well and in address shortcomings and challenges. These directions or themes are presented in Table 4 in the body of the report. The post-its and their clustering by one participant are depicted on the next page. In this illustration, the clusters are grouped into further clusters, resulting in an overall vision for the program:

“People ready for self-directed, life-long learning find CCT via marketing that shows such learning emerges thru mentoring, reflection & horizontal + vertical connections of students & alums.”