SUMMARY OF THEMES

**Cluster Purpose**

We described our Cluster’s purpose in the following ways: what our Cluster DOES; what the Cluster PROVIDES; our intended GOALS for students; key CONTEXT features; our Cluster NEEDS, & topics for further Cluster DELIBERATION. We described what our Cluster does focusing mostly on what we are already doing right now, but sometimes also focusing on what we must start doing. The ways we describe what we do tend to be either Student-focused or Colleague-focused.

1. What we do: Student-focused
   1.1. **THEME:** Create immediate, essential, welcoming, safe environment; support individuals via the built-in environment
   1.2. **THEME:** Help, encourage & support students
   1.3. “We are first responders.”

2. What we do: Colleague-focused

3. What our Cluster provides
   3.1. **THEME:** Supportive living and learning environment that allows students to reach their potential & graduate
   3.2. **THEME:** A good basis
   3.3. “A living laboratory for skill development”

4. Our intended goals for students
   4.1. **THEME:** Function in the real world
   4.2. **Make a connection, find a friend**

5. Key context features

6. Our Cluster needs
   6.1. **THEME:** Communication & connection within the Cluster
   6.2. **THEME:** Consistent information & messaging
   6.3. **THEME:** Put more energy into prevention

7. Further deliberation

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**Cluster Core Values**

We described our Cluster’s core values in 2 ways: Cluster-focused and Student-focused.

1. Our Definitions: Cluster-focused
   1.1. **THEME:** Build & model a culture of collaboration
   1.2. **THEME:** Knowledge
   1.3. **THEME:** Skills, training
1.4. **THEME: Trust**

2. Our Definitions: Student-focused
   2.1. **THEME: Good quality of life**
   2.2. **THEME: Help students develop**
   2.3. **THEME: Care & support**
   2.4. **THEME: Connection**

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### Cluster Roles & Responsibilities

We discussed our Cluster roles and responsibilities in 4 TYPES of ways: Student-specific, Institution-specific, Cluster-specific, and Individual. We also described our Cluster NEEDS & topics for further Cluster DELIBERATION.

1. Student-specific
   1.1. **THEME: Increase student contact & input**
   1.2. **THEME: Train peers to train others**

2. Institution-specific
   2.1. **THEME: Systematic approaches & responses to crisis**
   2.2. **THEME: Teach**

3. Cluster-specific
   3.1. **MAJOR THEME: Build relationships and collaborate within the Cluster**
   3.2. **MAJOR THEME: Constructive within-Cluster communication model/structure for information-sharing and dialogue**
   3.3. **THEME: Use data that we have within the Cluster**
   3.4. **THEME: Cross-train**
   3.5. **THEME: Sustainable efforts**

4. Individual
   4.1. **THEME: Respect each other**

5. Our Cluster needs

6. Further deliberation
   6.1. **THEME: Working with students**
   6.2. **THEME: Organizing our work**
   6.3. **THEME: Working with each other**
Maximizing Cluster Effectiveness

We discussed how to maximize our Cluster’s effectiveness focusing primarily on what we need to do COLLECTIVELY as a Cluster, and what we need to do for Students. We also identified our Cluster NEEDS & topics for further Cluster DELIBERATION.

1. Collectively as a Cluster

   1.1. **MAJOR THEME: Initiate personal connections and relationships within the Cluster**
       - 1.1.1. **THEME: Intentional team building**
       - 1.1.2. **THEME: Understand each other’s work**

   1.2. **MAJOR THEME: Healthy, supportive work climate/environment**
       - 1.2.1. **THEME: Feel valued in our work**
       - 1.2.2. **THEME: Create structures for addressing negative situations**
       - 1.2.3. **THEME: Respect, respect employees**
       - 1.2.4. **THEME: Supported, including support from management**

   1.3. **MAJOR THEME: Develop and commit to shared goals and shared responsibility for the Cluster**
       - 1.3.1. **THEME: Goals**
       - 1.3.2. **THEME: Responsibility**
       - 1.3.3. **THEME: Innovation**

   1.4. **MAJOR THEME: Grow and sustain strong community practice within the Cluster**
       - 1.4.1. **THEME: Professional development**
       - 1.4.2. **THEME: Collaborating**
       - 1.4.3. **THEME: Engaging & networking**

   1.5. **THEME: Assess our work**

   1.6. **THEME: Manage our processes**
       - 1.6.1. **SUB-THEME: Communication**

   1.7. **THEME: Manage our work**
       - 1.7.1. **SUB-THEME: Accountability**
       - 1.7.2. **SUB-THEME: Planning & priorities**

2. For students

3. Our Cluster needs
   - 3.1. **THEME: Resources**
   - 3.2. **THEME: Strong leadership at the top**

4. Further deliberation