STRENGTHENING CAPACITY for a student-focused culture

Kick-Off 2018

Dr. Karen A. Stout
President & CEO
Achieving the Dream
THE CHALLENGE

- Rebuild local communities
- Do more with less
- Make bold changes with little support
- Serve and graduate more middle-class students
- Serve and graduate more students from underrepresented and underserved populations
- Support the nation in developing a more versatile technical and scientific workforce
- Ensure that an open door is not a revolving door
- Recapture the nation’s lead in education

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WHY

ATD believes its mission is urgent and that the stakes for success have never been higher.

The future of our country requires that we strengthen our communities by relentlessly addressing systemic inequities within higher education to increase social and economic mobility for all students and families.
WHY YOU ARE HERE...

“Hopefully, through this partnership, our system can fine tune some of the ongoing practices, identify ways to enhance existing programs, and increase our strength and capacity to make significant movement towards eliminating achievement gaps.”

“To imagine ways of scaling successful initiatives and building a cohesive student-centered experience that is challenging and fulfilling for the 21st century learner.”

“To reframe our decision-making and overall operations based on the use and understanding of quality data. Additionally, with ATD guidance, we can have assistance in coordinating our efforts toward greater student success instead of implementing them in isolation.”
OUR NATIONAL NETWORK
OUR COLLECTIVE IMPACT

ATD and our Network colleges will help all students—particularly the most underserved—realize substantial value from their postsecondary experience and their earned credentials, thereby strengthening their communities.
OUR PHILOSOPHY

Four core principles guide our work and explain our success:

The Power of Fundamentals
Colleges need strong fundamentals to implement reforms and guide continuous improvement.

Advancement through Relationships
Building relationships with and among colleges—through coaching and peer-to-peer learning environments—is the best path to guiding and supporting institutional change.

The Ecosystem of Reform
Sustainable transformation of college practice aimed at student success must be customized to the unique circumstances of each institution and encompass multiple dimensions of student experience inside the classroom and out, including academic, social and financial.

Equity
In order for all students to achieve success colleges need help to dismantle the structural barriers facing underserved students and to invest in equity-aimed policies, practices and behaviors.

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OUR APPROACH

We engage our network in whole-college transformation using a coaching process that is constantly informed and improved by our longstanding partnerships and practice in the field.

To fuel innovation, we anticipate future needs and issues, leveraging knowledge through collective learning.
THE POWER OF THE NETWORK

The ATD Network is built on a theory of change that revolves around coaching, innovation and connection to ensure that the network experience is greater than the sum of its parts.

Becoming part of ATD means joining an innovation community, where leaders are as serious about transforming their own institutions as they are committed to changing the world. The learning curve is steep and the support is all-encompassing.

Notwithstanding the differences among our network colleges and their communities, the sense of collective ambition that permeates all our learning environments means that solutions are highly contagious and innovations tested in one college can be rapidly customized for others.
COACHING: AT THE HEART OF OUR WORK

https://www.youtube.com/watch?v=EQ-JunyVFTc
To improve student success on a substantial scale, colleges need to engage in bold and holistic institutional change.
No bird soars in a calm.
- Wilbur Wright
WHAT WE KNOW

We need to move from this to...
TO THIS...
OUR FUNDAMENTALS FRAMEWORK

Our **Institutional Capacity Framework** helps us integrate and align 7 essential capacities at all colleges to support a student-centered culture that promotes student success.
Our leading colleges already show consistent improvements in completion.

For example, in just four years, this college saw a ~70 percent improvement in completion, and all but closed the gap for Latino students.
IMPACT

Recent LMA Awardee three-year graduation rate

22% to 31% increase overall

1st generation students showing similar improvement
IMPACT

Recent LMA Awardee three-year graduation rate

21% rise in 3-year graduation rate over 5 years
IMPACT ON EXCELLENCE

Eight of the Ten Finalists for the 2019 Aspen Prize for Community College Excellence are ATD colleges:

- Alamo College District – Palo Alto College (TX)
- Broward College (FL)
- CUNY Kingsborough Community College (NY)
- Indian River State College (FL)
- Miami Dade College (FL) *LMA Winner*
- Odessa College (TX) *LMA Winner*
- Pierce College at Fort Steilacoom (WA) *LMA Winner*
- San Jacinto College (TX)

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PIERCE COLLEGE VIDEO STORY

https://youtu.be/BRooWqAZ-n0
INSTITUTIONAL CAPACITIES FOR TRANSFORMATIVE CHANGE
ALIGNMENT WITH GUIDED PATHWAYS

- Program Maps
- Career & Transfer Focus
- Core Coursework Alignment

- First-Year Experience
- Educational Plans
- Intake Redesign
- Developmental Education
- Integrated Student Support
- Partnerships

- Assessment & Program Learning Outcomes
- Applied Learning Experience
- Faculty-Led Improvement of Teaching Practices

- Proactive Advising Model
- Systems for Students to Track Progress
- Systems to Identify & Respond to Evolving Needs

Ensure Students are Learning
Help Students Get on a Path
Help Students Stay on Their Path
Clarify the Paths

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EARLY METRICS THAT MATTER

Create clear curricular pathways to employment and further education

Help students choose and enter their pathway

Help students stay on their pathway

Ensure that learning is happening with intentional outcomes

Early momentum metrics:
- Number of college credits completed in first semester and first year

Persistence and completion metrics:
- Completion of college-level math and English in the first year
- Courses completed/attempted
- Persistence, fall to spring

Equity Lens: Disaggregate by (at least) gender, ethnicity, Pell
THE STUDENT SUCCESS AGENDA IS EVOLVING

Phase 1: Student completion
Phase 2: Student economic gains
Phase 3: Community economic wellbeing

Today: Some Network colleges have already launched Phases 2 and 3. ATD can help accelerate that work.
MORE METRICS THAT MATTER

Lens on Equity: Disaggregate by (at least) gender, ethnicity, Pell

Access
- Credits earned 1st term and 1st year

Early Momentum
- Credit completion ratio
- Gateway course completion yr 1
- Persistence
- Graduation rate (cert/assoc)
- Transfer and earn bachelor’s

Persistence and Completion

Cost
- Net price
- Cumulative debt
- Unmet need

Post-College Outcomes
- Employment
- Wages
- Gallup well-being
- Job satisfaction/engagement

Enrollment
I intend to...