Establishing the Foundations of Our Student Success Work

October 26, 2020

#ATD_Network
@AchieveTheDream
Technical Reminders
Today’s Speakers

Achieving the Dream Staff

Francesca Carpenter
Director, Equity Initiatives

Julia Lawton
Director, Holistic Student Supports

Network College Representatives

Dr. Mecca Salahuddin
Director of Strategic Initiatives & Performance Excellence, Alamo Colleges

Katie Trulley
Academic Advisor & Co-Chair of the Diversity Team, Northeast Wisconsin Technical College

Share on social using #ATD_Network
About Achieving the Dream

Vision

A nation in which community colleges are highly valued for preserving access and ensuring that their students, especially low-income students and students of color, achieve their goals for academic success, personal growth, and economic opportunity.

Mission

To lead and support a national network of community colleges to achieve sustainable institutional transformation through sharing knowledge, innovative solutions and effective practices and policies leading to improved outcomes for all students.
Our National Network & Service Reach

277 INSTITUTIONS
OVER 4 MILLION STUDENTS
44 STATES PLUS D.C.
Achieving the Dream’s Guiding Principles

- THE POWER OF FUNDAMENTALS
- ADVANCEMENT THROUGH RELATIONSHIPS
- THE ECOSYSTEM OF REFORM
- EQUITY
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.

- Equity
- Early Momentum Metrics
- Credentials with Labor Market Value
- Centering Teaching & Learning
...Achieving the Dream expects colleges to **dismantle the barriers** facing underserved students. Colleges must routinely **scrutinize structural barriers to equity** and **invest in equity-minded policies, practices, and behaviors** that lead to success for all students.
Defining Equity and Equity-Mindedness

How We're Closing the Equity Gap

The future of our country hinges on the success of the Latino community. Latino students deserve a quality education – from the early learning stages all the way to the higher education years. In order to close the equity gap, it is critically important that policies address the needs of Latino youth.

U.S. Representative Linda Sánchez (CA)
Diversity Representation

- Typically includes but not limited to race, color, ethnicity, nationality, religion, socioeconomic status, veteran status, education, marital status, language, age, gender, gender expression, gender identity, sexual orientation, mental or physical ability, genetic information, and learning styles.

Equity Treatment and Opportunity

- The guarantee of fair treatment, access, opportunity, and advancement for all while striving to identify and eliminate barriers that have prevented the full participation of some groups.

Inclusion Authentic Engagement

- Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power and ensures equal access to opportunities and resources.

“...equity-minded individuals allow for the possibility that inequalities might be created or exacerbated by taken-for-granted practices and policies, inadequate knowledge, a lack of cultural know-how, or the absence of institutional support—all of which can be changed.”

https://www.aacu.org/diversitydemocracy/2016/winter/bensimon
Becoming “Equity-Minded”

https://cue.usc.edu/about/equity/equity-mindedness/

@AchieveTheDream | #AID_NETWORK
THE REALITY IS:
Students come to you from different backgrounds, lived & learned experiences & situations
WHAT DOES IT MEAN TO KNOW YOUR STUDENTS?

❖ Identities: Beyond one dimensional demographics

❖ Experiences of your college

❖ Prior educational experiences

❖ Responsibilities

❖ Understand how all these impact their college experience and journey
FOUNDATION FOR TRANSFORMATIVE CHANGE

STRUCTURAL

Do we place physical barriers between staff and students seeking help?

Is our use of physical space welcoming to the students we serve?

Are services offered in the places students frequent most?

PROCESS

How are students connected to our services?

When are our services offered?

ATTITUDINAL

How do we build trust with students socialized to not trust authority or ask for help?

How do we use our understanding of students’ experiences to inform our interactions and decisions?

ASPERN INSTITUTE 10 LESSONS FOR TAKING LEADERSHIP ON RACIAL EQUITY

1. Start with facts & put them in context
2. Create safe spaces for people to talk about race & develop equity strategies
3. Emphasize that today’s racial inequities don’t depend on intentional racism
4. Counter stereotypes & biases
5. Start by preaching to the choir
6. Explore contradictions
7. Engage leaders with greatest level of influence
8. Help people find their role as agents of change
9. Make sure it is someone’s job to focus on building racial equity
10. Support one another & continuously cultivate new leadership

OUR STUDENTS.
THEIR DREAMS.

16 Years of Expanding Opportunities to the Communities We Serve
The Alamo Colleges District Family

- 5 Colleges
  - San Antonio College
  - St. Philip’s College
  - Palo Alto College
  - Northwest Vista College
  - Northeast Lakeview College

- 16 Early College High Schools
QUICK STATS

100,000+
Students across 8 counties

8
Neighborhood & Regional Centers

350+
Degree & Certificate Programs

#1
Largest Provider of Workforce Training in the area

DIVERSITY

HBCU

HSI
HISPANIC SERVING INSTITUTION
STUDENT PROFILE

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>62%</td>
<td>Hispanic</td>
</tr>
<tr>
<td>8%</td>
<td>African-American</td>
</tr>
<tr>
<td>24%</td>
<td>White</td>
</tr>
<tr>
<td>3%</td>
<td>Asian</td>
</tr>
<tr>
<td>3%</td>
<td>Other</td>
</tr>
<tr>
<td>57%</td>
<td>Female</td>
</tr>
<tr>
<td>43%</td>
<td>Male</td>
</tr>
<tr>
<td>19%</td>
<td>Full-Time</td>
</tr>
<tr>
<td>81%</td>
<td>Part-Time</td>
</tr>
<tr>
<td>62%</td>
<td>Underprepared Students</td>
</tr>
<tr>
<td>53%</td>
<td>Economically Disadvantaged</td>
</tr>
<tr>
<td>70%</td>
<td>Receive Financial Aid</td>
</tr>
</tbody>
</table>

100,000 Students Served Annually

100,000 Students Served Annually
POVERTY INFORMED STUDENT PROFILE

44% Housing Insecure
41% Food Insecure
23% of Food Insecure receive SNAP
Work 27 hours per week

55% Housing Insecure are parents
60% of Basic needs insecure do not receive Pell Grants
55% Pell recipients across ACD are living below the federal poverty line

ACADEMIC EFFORT IS THE SAME
ALAMO COLLEGES
KEY STRATEGIC INITIATIVES

- AlamoADVISE
- AlamoINSTITUTES
- High School Programs
- Advocacy Centers
- AlamoPROMISE
3-Year FTIC Graduation Rates

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>FTIC</td>
<td>3,963</td>
<td>3,336</td>
<td>3,289</td>
<td>3,482</td>
<td>3,279</td>
<td>3,205</td>
</tr>
<tr>
<td>Grads</td>
<td>563</td>
<td>575</td>
<td>655</td>
<td>860</td>
<td>974</td>
<td>990</td>
</tr>
<tr>
<td>PT</td>
<td>5,528</td>
<td>4,734</td>
<td>4,185</td>
<td>4,421</td>
<td>4,752</td>
<td>4,369</td>
</tr>
<tr>
<td>Grads</td>
<td>393</td>
<td>425</td>
<td>389</td>
<td>501</td>
<td>568</td>
<td>575</td>
</tr>
</tbody>
</table>
64,048

Degrees and Certificates awarded to Alamo Colleges District Students in the last 6 years (2014-2019)

The Journey Continues
SAN ANTONIO FOOD BANK FEEDS 250K TO 300K MONTHLY DUE TO COVID
Institutional Profile

- Tribal Land: Menominee to Oneida
- Three campuses, several regional and auxiliary locations
- 650+ full time employees/12% EOC and 1,200+ part time employees
- 12,482 post-secondary students / 5,624 FTE
- 20% SOC / 59% Women / 34% Pell Eligible / 49% 1st Gen / 80% employed
- Average student age: 26.7 years
- Achievement Gaps – AS/WH/HI vs. BL/NA
Achieving the Dream Network - Dream Core Team

Equity and Evidence Focus
More Metrics and Questions

Metrics and Questions
Identifying Strengths and Opportunities

Title III Destination Grant

Diversity Team
Data Team
Equity Map of NWTC

The following document shows the relationship between the College’s strategic diversity goals and Divisional programs and initiatives, which support its vision for equity and embrace of the cultural diversity of its students and employees.

**College Value: Everyone Has Worth**
We are committed to embracing the worth of every individual, providing an inclusive place for all people, and creating a respectful and stimulating environment necessary for intellectual and personal growth.

**Human Resources’ Equity Initiatives**
- AA/EO Five Year Plan
- Discrimination, Harassment and Equal Opportunity
- Diversity Team
- Diversity Electives
- Diversity Recruitment Team
- Equity Experiential Opportunities in PD
- Equity Guide
- Inclusively Course Series
- Visions of Success
- President’s Diversity Council

**Learning’s Equity Initiatives**
- Career Pathway Bridge Programs
- Faculty Progression Structure
- GED/ELL
- Hispanic Chamber Welding
- Internationalization of Curriculum
- Learner Feedback Form
- Performance Evaluation around Teaching Inclusively
- Service Learning
- Women in Trades

**Human Resources’ Participation on College-wide Equity-related Teams and Initiatives**
- Adopt a School
- Dream
- Global Steering Committee
- MLK Celebration Committee
- Oneida Partnership
- SUNG Committee
- Title III

**Instructional & Informational Technology’s Equity Initiatives**
- Dream
- Title III

**Instructional & Informational Technology’s Participation on College-wide Equity-related Teams and Initiatives**
- Inclusively Course Series
- MLK Celebration Committee
- Oneida Partnership
- SUNG Committee
- Title III

**Student Services’ Equity Initiatives**
- Accommodations
- Case Management
- Dream
- Employee Wages Program
- International Recruitment
- Inclusively Course Series
- Multicultural Programming
- Non-Traditional Occupations
- Returning Adult Services
- Shared Harvest
- Student Clubs
- Student Mentoring
- Study Abroad
- Veterans Services
- Title III

**Student Services’ Participation on College-wide Equity-related Teams and Initiatives**
- AA/EO Five Year Plan
- Adopt a School
- Diversity Team
- Global Steering Committee
- Internationalization of Curriculum
- MLK Celebration Committee
- Oneida Partnership
- President’s Diversity Council
- SUNG Committee
- Tech Camps

**Learning’s Participation on College-wide Equity-related Cross-Functional Teams and Initiatives**
- AA/EO Five Year Plan
- Adopt a School
- Diversity Team
- Dream
- Global Steering Committee
- Inclusively Course Series
- Oneida Partnership
- Tech Camps
- Title III

**2018 Strategic Goals: Achievement Gap and Recruitment of Diverse Workforce**

**Definition of Equity**
Meeting all students where they are and removing barriers to student success so they can achieve course and program completion, and attain a career.

**Diversity Team**
Will enhance the environment with a focus on equity, inclusion, and the cultural competency of its employees.

**Learning’s Participation on College-wide Equity-related Cross-Functional Teams and Initiatives**
- AA/EO Five Year Plan
- Adopt a School
- Diversity Team
- Dream
- Global Steering Committee
- Inclusively Course Series
- Oneida Partnership
- Tech Camps
- Title III

**Business & Finance’s Equity Initiatives**
- Contracts
- Facilities

**Business & Finance’s Participation on College-wide Equity-related Cross-Functional Teams and Initiatives**
- AA/EO Five Year Plan
- Diversity Team

**Affirmative Action and Equal Opportunity Five Year Plan**
Compliance around Employment and Student Programs

**College Advancement’s Equality Initiatives**
- Alumni Involvement
- Grants
- K12 Relations and Recruitment
- Marketing
- Research
- Scholarship
- Title III

**College Advancement’s Participation on College-wide Equity-related Teams and Initiatives**
- Adopt a School
- AA/EO Five Year Plan
- Diversity Team
- Dream
- MLK Celebration Committee
CONNECTED to Resources
Build NEW NETWORKS
Know where to GET HELP
Commitment MADE
WE'RE in this TOGETHER.

Clear Communication
EMPLOYABILITY

Build RELATIONSHIPS
CONFIDENT Belonging
Prepared Valued

Have a PLAN
CLEAR NEXT STEPS

Warmth support during MINI-Touchpoints
Relief & Accomplishment

Completion
SKILLS
IMPROVED Learning Quality

Every Door is a Decision
STAYING on the PATH

Entry
PREPARED

Discovery
An Advisor that relates to MY EXPERIENCE

Connection
Building Trust
Balanced

Progression
Growth Mindset
Normalized

We CARE
WE VALUE your Story
WE ALL OWN this

I belong
I did it

I have OPTIONS
Take advantage of ALL SERVICES

Closing the Feedback Loop

Northeast
VT Technical College
My Destination: Graduation is intentionally designed to build upon and strengthen current institution-wide student success initiatives and be consistent with strategic priorities through the following areas:

- Developmental Education Improvement
- Living, Serving & Teaching Inclusively
- On Course Training
- Academic Planning Tool
- Alumni Engagement
- Data Integration System
Title III - outcomes

Living Inclusively

Teaching Inclusively

Serving Inclusively

Strategic Planning

Guided document for continuous improvement planning

More disaggregated data
Climate Survey

➢ Findings from the survey helped NWTC identify and validate:

➢ organizational STRENGTHS with respect to climate and experiences.

➢ areas in need of IMPROVEMENT from the perspective of different segments of the student body.

➢ proposed objectives to be included in College-wide ACTION PLANS.

➢ create a BENCHMARK against future campus climate surveys and our ability to foster an environment of inclusion
Less an arrow than a circle

- Reflection
- Culture
- Metrics
- More Questions
- More Metrics
- Questions
Questions
Call to Action

1. What data do you currently collect that tell you about your students?
2. Identify areas of priority and figure out where that data may come from.
3. Students are a gold mine of information.
ATD STUDENT PARENT SUCCESS SUMMIT

VIRTUAL CONFERENCE • NOVEMBER 5, 2020

ATD Network Colleges can register for free at

www.achievingthedream.org/StudentParentSuccess
Thank you!

Francesca Carpenter: fcarpenter@achievingthedream.org
Julia Lawton: jlawton@achievingthedream.org
Dr. Mecca M. Salahuddin: msalahuddin1@alamo.edu
Kathryn Trulley: Kathryn.Trulley@nwtc.edu

#ATD_Network
@AchieveTheDream