



Achieving
the Dream™



WHY COLLEGES JOIN THE ATD NETWORK

An Engine for Innovation, Transformation, and Results

The Achieving the Dream National Reform Network is more powerful and influential than any individual college can be. Together, Achieving the Dream colleges are a source of innovation; a platform for scaling effective practices and policies; a set of peers with whom to share knowledge; and an expert group to define the next phase of the reform agenda to increase student success.

Hundreds of colleges have worked with Achieving the Dream to build key institutional capacities to address the crucial challenges that confront them in their commitment to better serve students and increase student outcomes. They benefit from the collective learning of the national ATD Network of institutions and partners and from our 15 years of experience innovating and anticipating future needs and issues in the face of continual change.

Colleges in the ATD Network transform at multiple levels using ATD's successful coaching process that is constantly informed and improved by our work facilitating institutional change and leading research and development projects to address emerging areas of need.

Leaders have a forum to discuss issues and challenges with their peers or to try new strategies, innovate, and improve. ATD's staff and coaches serve as trusted advisors and facilitators to help build capacities that research shows makes a difference in student outcomes.

PRESIDENTS SEE RETURN ON INVESTMENT

Leaders of ATD institutions say that participation in the reform network has helped:

- **Identify blind spots and root causes** of issues on campus that were not previously apparent
- **Introduce a coherent capacity framework** to address key challenges that enables institutions to embrace change at scale
- **Institutionalize best practices** (in using data, implementing student academic and nonacademic services, teaching and learning, and other areas) across the institution
- **Put everyone and every program on campus on the same page** to achieve shared institutional goals
- **Connect disparate student success initiatives** that colleges often have underway when they join the network
- **Better meet accreditation, accountability, and performance-funding** expectations.
- **Make far more progress in strengthening campus culture and increasing student outcomes** far more quickly than they could on their own.

THREE PILLARS OF SUPPORT

THREE PILLARS ANCHOR ATD'S WORK:

- 1. INNOVATION:** We help introduce and scale innovative new approaches such as creating a culture of teaching and learning excellence and redesigning student supports to integrate across all areas of the institution. We identify more effective ways to also scale proven approaches, such as refining and expanding structured academic and career pathways.
- 2. COACHING:** Diagnostics and customized coaching initially help strengthen the institution's leadership and data-analysis capacity. Coaches help institutions improve their ability to track leading indicators that research has shown lead to improved student retention and completion and identify and address achievement gaps. Ongoing coaching helps address key challenges— from looking deeply at how to improve teaching and learning, to how to build more robust partnerships with business and community partners.



- 3. CONNECTIONS:** We enable institutions and their leaders to learn from and with their peers through regular network events, summits, institutes and webinars, and reports, briefs, and guides that share information about best practices across institutions. Our network draws from the expertise of ATD Leader Colleges, which have met important institutional benchmarks, as well as other institutions that have, as a group, significant experience in all aspects of campus transformation.

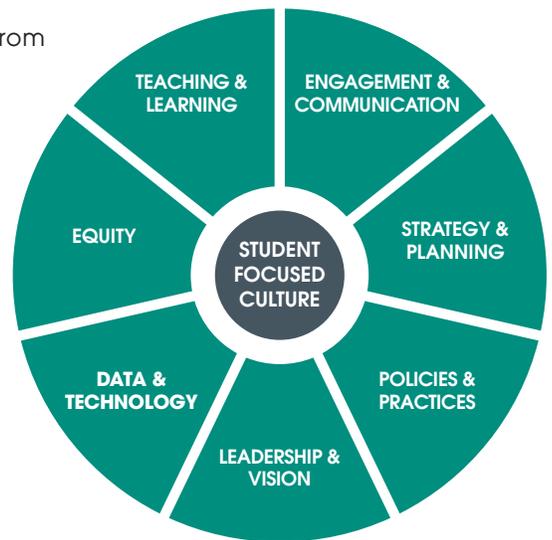
“Achieving the Dream provided the cornerstone for change and helped us identify what our biggest challenges were and really encouraged us to embrace change at scale.”

BUILDING THE FOUNDATION for Student and Institutional Success

To build the foundation for sustainable change across the institution, most colleges begin their work with ATD in a three-year full network experience centered on institutional capacity building and fostering a student-focused culture.

ATD’s Institutional Capacity Assessment Tool, developed with input from the Network and the field, helps colleges pinpoint strengths and weaknesses across seven capacity areas. Armed with targeted insights, ATD deploys coaches to act as trusted counselors and provide coordinated, personalized advice to help college leaders generate strategies and develop implementation plans for the coming years.

In the first three years, ATD focuses on developing a student-focused culture and strengthening key internal capacities. Each college will take a unique path in developing these capacities, but in general, ATD helps colleges aim to achieve concrete progress in the highest priority areas.



“Participation in the network has pushed us to take a closer look at equity and what it means for our students and our overall approach to student success. It has helped change the culture of our campus as we work to become a more ‘student ready’ college.”

ATD HELPS COLLEGES FACE KEY HURDLES

- Identify gaps in student performance and address equity problems.
- Deploy data across campus in ways that allow faculty and staff to use it to help students succeed.
- Redesign student services that are difficult for students to navigate so that they are organized around an improved student experience.
- Develop an effective professional development strategy to engage faculty in constantly improving their teaching practices and build a culture of excellence in teaching and learning.



STRATEGIC, SUSTAINED SUPPORT

Colleges that continue their work in the ATD Network after their initial experience accelerate their progress in capacity building and delve deeper into key challenges for ongoing improvement. For colleges that have already strengthened core competencies, ATD offers a suite of targeted coaching services—in areas such as teaching and learning, introducing holistic student supports, and implementing pathways—that colleges can use at any time, but are particularly valuable once the initial capacity building work is complete.



JOIN TODAY!

Contact us to talk about how your college can benefit from being part of the growing Achieving the Dream National Network.

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