

### **F.6.1 (Policy) Student Success**

Responsible Department: Vice Chancellor for Student Success, Vice Chancellor for Academic Success

Board Adoption: 10-26-10

Last Board Action: 5-19-15

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The success of the Alamo Colleges will be measured by the success of its students. The Alamo Colleges will consistently focus on student success, on learning outcomes and on creating a “Culture of Evidence.” The intent is for all student cohorts to achieve equity in academic performance and completion. Regular reports on progress in achieving student success will be presented to the Board of Trustees on a semester and annual basis. Our mission, values, strategic plan, policies and budget decisions will reflect convictions about the importance of success and equity for all students. The Alamo Colleges will rely upon evidence about student progress to make strategic decisions and allocate resources. The Alamo Colleges will promote collaboration across the organization and among various groups, by achieving consensus on the measures of student success, and by stressing that student success is everyone’s business. Institutional change affects the culture and strategic operation of an institution and goes beyond programmatic interventions. It is to be driven by a shared vision to improve student outcomes and success through significant and continuous improvements to our policies, structures, programs, curriculum, services, and resources, and to create opportunities for a more successful overall college experience.

Principles and Measures of Student Success:

#### **PRINCIPLES:**

- Comprehensive strategic planning sets success goals and measures for improving student outcomes;
- Organizational structures, policies and practices support student success values and priorities;
- Commitment to eliminating achievement gaps among all student groups with a student-centered vision that addresses diversity of preparedness and needs.
- Student success goals, including targets for student cohorts (e.g., male/female, ethnicity), describe expectations and progress toward these goals are monitored on a regular, on-going basis;
- Focus on gaps reflected in the data and determine and employ modifications of our key strategies to improve equity outcomes.
- Planning and budgeting processes are aligned and reflect student success goals and priorities and adhere to the dashboard measures;
- Broad engagement of multiple stakeholders, including Education, business and community partnerships, are designed to improve transitions from high school to college and the workplace and fosters a common understanding and deeper commitment to student success improvement goals;

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- Instructional practices incorporate sound principles of teaching/learning theory to enhance learning outcomes;
- The Alamo Colleges are a learning organization, and all college employees are expected to grow in their professional roles in support of the student success agenda;
- The Alamo Colleges' performance evaluation process will ensure that all college employees have a clear understanding of their role in helping students succeed and be held accountable for improvements.

#### **MEASURES:**

- Diversity goals address gaps in student outcomes across populations particularly among low-income students, students of color, and their peers;
- Improvement rates are measured constantly and drive strategy development for improvements in:
  - Course completion
  - productive grade rates
  - retention
  - persistence
  - transfer
  - employment
  - licensure
  - graduation
- Overall success rates in developmental math, reading and writing, transition to college courses and overall success rates of both developmental and non-developmental courses are continuously monitored.
- Annually assess equity issues, including disaggregating measures listed above, and use the data to improve results

#### **ACTIONS:**

The organizational structures, policies, and practices that support student success values and priorities include the following set of actions. The Alamo Colleges are instituting long-term,

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institution-wide procedures that support and promote student engagement and commitment to learning while requiring strategies that are proven to increase student success. Procedures will be developed for the following:

- **Admissions and Registration**—Timely and efficient deadlines to maximize students’ enrollment and engagement in classes
- **Preparation for Entering College**—Activities to inform and prepare prospective students regarding college-readiness skills and reviews to ensure highest performance on placement assessments
- **Selection of a Certificate/Degree Plan**—Processes for students to understand their options for transfer and/or career fields and to develop plans to meet desired goal
- **College Preparatory Requirements**—Pathways for students to gain the required college-readiness skills to enter and to be successful in achieving their goal
- **Comprehensive Monitoring/Advising System**—Consistent, on-going and well-defined actions for the colleges and students beginning with the admission process through completion of student goals