



CHARGES TO THE CHANCELLOR 2018-2019

The Board of Trustees of the Alamo Colleges District in collaboration with its Chancellor, Dr. Mike Flores, work to provide a road map to excellence. The points along the way on this map are called Charges and are communicated to all stakeholders. The following Charges for 2018 – 2019 are built upon the previous years' Charges in order to encourage continuous improvement and innovation for our award-winning district:

1. **AlamoENGAGE**

Expand implementation and refinement of the AlamoENGAGE model and its various components, including but not limited to Faculty Development and the inclusion of Decision-Making models within our Principle-Centered Leadership policy.

2. **Alamo Way**

Expand implementation and refinement of continuous improvement activities, including but not limited to the three elements of the Alamo Way:

- a. Continue to use the Baldrige model as our basis for quality enhancement and organizational efficiency;
- b. Expand our Principle-Centered Leadership efforts to all students providing them the opportunity to achieve certification and thereby increase their academic success and job market competitiveness into high demand, high wage jobs; and
- c. Maintain status as a Leader College within the national Achieving the Dream program and expand 4DX and all related initiatives designed to increase student success and achieve our annual degree/certificate WIG (Wildly Important Goal) each year.

3. **Project Management**

Expand implementation of Project Management as a key performance and communications strategy.

4. General Obligation Bond

Work with the Chair of the Board to implement oversight of the GO Bond and the build out of the projects that are scheduled for this year.

5. Workforce Needs of the City/County and Service Area

Continue to collaborate with the Mayor, County Judge and SAWorks Board to co-lead with the San Antonio Chamber of Commerce the region's Workforce Development effort including establishing employer driven pathways that align with the AlamoINSTITUTES and provide 9th grade through baccalaureate guided pathways in conjunction with our ISD and University partners that meet the needs of local employers:

- a. Fully develop AlamoCONFIDENCE in order to improve student, employer, university and citizen confidence in the Alamo Colleges;
- b. Expand development of our Access and Completion Regional Advising collaborative;
- c. Expand development of our Regional University Transfer Compact; and
- d. Expand development of our Student Support initiative with the United Way.

6. District Support Building

Direct the transition to the new District Support Building and monitor the addition of the building to the district's assets.

7. Achieving Higher Graduation and Completion Rates

Expand and improve implementation of the Alamo Way, our Strategy Map and the various models and strategies including 4DX, PDCA, and Crucial Conversations to achieve increased levels of graduates and completers as set forth in our WIG. Achieve the 60X30TX goal early at 13,200 to 13,500 graduates/certificated students.

8. Alamo Colleges On-Line (ACOL)

Enhance our ACOL program along the model utilized by nationally successful online providers such as Maricopa's Rio Salado College, Arizona State University, Southern New Hampshire University and Dallas County Community College District to provide an effective and competitive delivery system that reaches the expanding demand by our regional

students but also meets the requirements of our employers and international partners. Employ the staff budgeted, complete a 2-year assessment of program and equipment needs, and develop and implement a communication plan at the 100% level.

9. Implement the Alamo INSTITUTES

Continue the implementation plan for the AlamoINSTITUTES and present to the Board, periodically, data that affirms the beneficial impact of the pathways model coupled with AlamoADVISE. Ensure that 80% of our students are assigned into the appropriate AlamoINSTITUTE through AlamoADVISE and that our five community-based strategies: SAWorks, Access and Completion, the Regional ISD Compact, the Regional University Transfer Compact, and our emerging United Way Student Support Compact continue to work in tandem to effectively increase student access, success and employment in high demand, high wage careers. Also, ensure that transfer advising guides are developed in at least 6 of the 7 local transfer compact universities (UTSA, TAMUSA, St. Mary's, OLLU, UIW, Texas State and UT Health Center)

10. Educational Materials

Expand our strategies to reduce the costs of educational materials with Open Educational Resources (OER's), electronic books and related strategies and continue to pursue collaborative strategies to ensure all Alamo Colleges' students have wifi access both at the Alamo Colleges and at home or in their neighborhood. A student survey is recommended in order to document the student's access.

11. Communication Plan

Develop and distribute a Communication Plan that achieves 90% distribution for the media, ISDs, business community, alums and other colleges/universities.

12. K-12 Improve College Going Rate

Increase participation to increase educational attainment rates and improve social mobility through dual credit and Early College High School programs as well as implementation of a strategic enrollment management plan.

13. Social Equity

Support equitable educational outcomes for all students with a focus on limited-income students.

Identify if performance/opportunity gaps exist by reviewing and evaluating student data. Develop action plans to close identified performance gaps among identified student groups.

Provide comprehensive wrap-around social services and resources to our students to ensure educational progression and completion.

14. Improve Collaboration


Collectively increase collaboration within the Alamo Colleges District family among/between the five colleges and district support operations.

Alamo Colleges District
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2018-2019

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