



ALAMO
COLLEGES

NORTHEAST LAKEVIEW COLLEGE



Northeast Lakeview College Strategic Plan Status Report FY16

Right from the Start



Mission Statement

Northeast Lakeview College is a public community college within the system of Alamo Colleges, established in partnership with its communities, that is focused on student success through the offering of Associate degrees and continuing education, promoting engagement in civic activities and organizations, and encouraging participation in cultural and enrichment programs.



Northeast Lakeview College (NLC) identifies college-level general education competencies and the extent to which students have attained them. These general education competencies are:

Critical Thinking Skills: The NLC core curriculum will advance students' critical thinking, innovation, inquiry, and analysis, evaluation and synthesis of information.

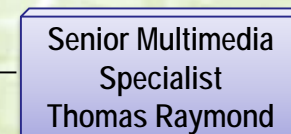
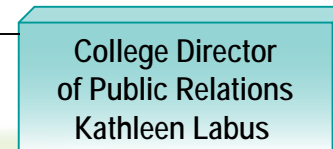
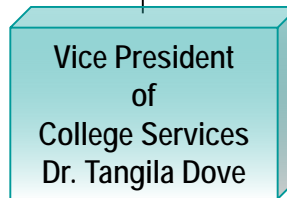
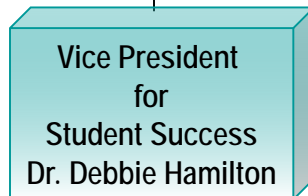
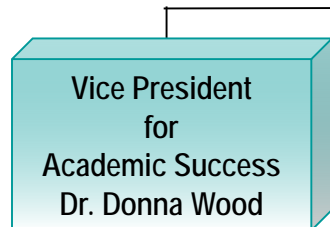
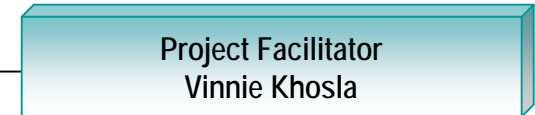
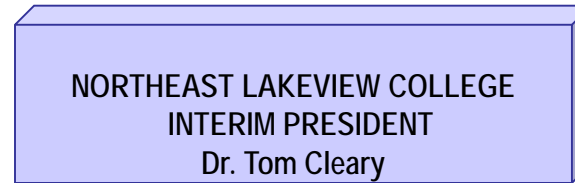
Communication Skills: The NLC core curriculum will advance students' effective development, interpretation and expression of ideas through written, oral and visual communication.

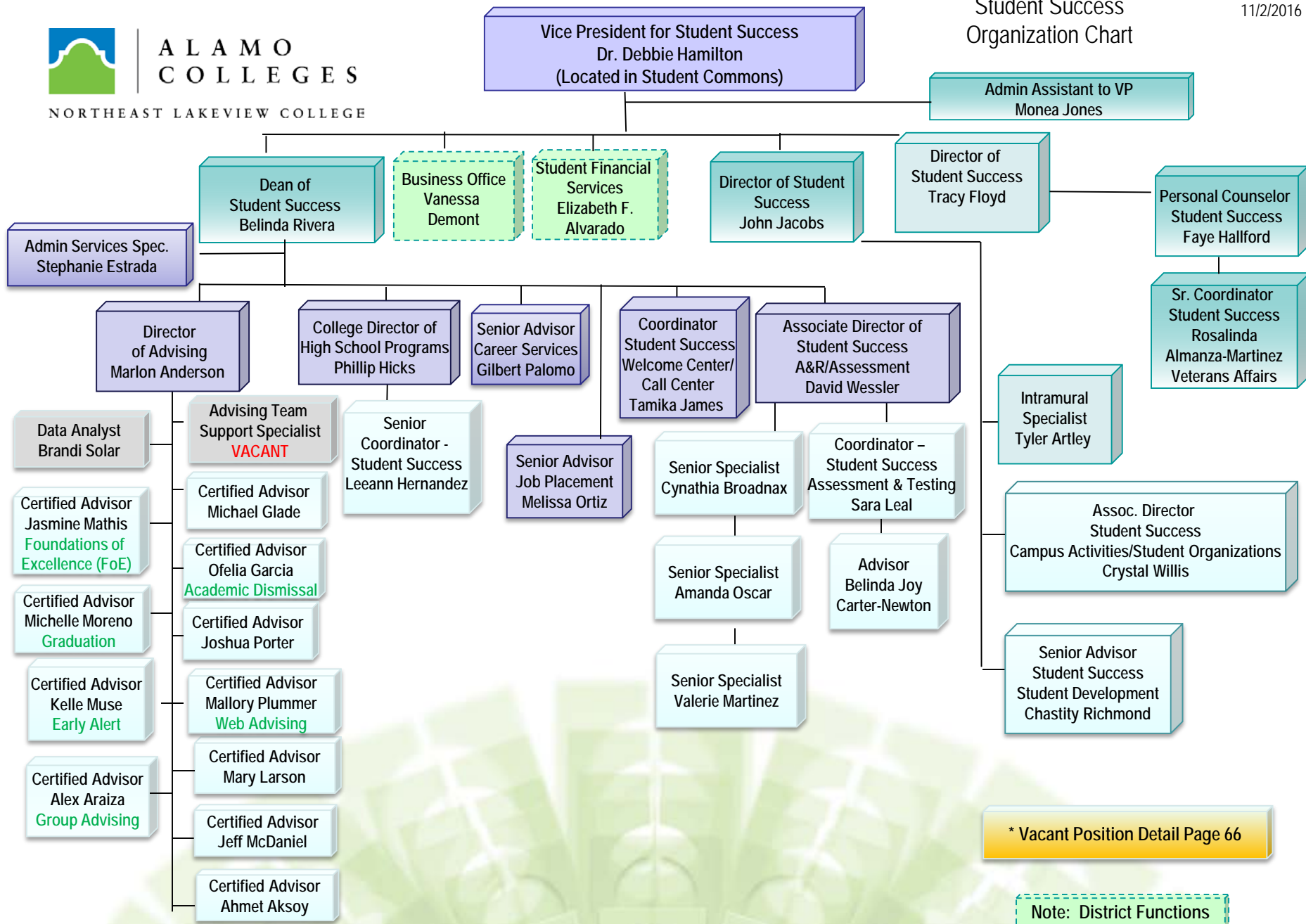
Empirical and Quantitative Skills: The NLC core curriculum will advance students' ability to manipulate and analyze numerical data or observable facts resulting in informed conclusions.

Teamwork: The NLC core curriculum will advance students' ability to consider different points of view and to work effectively with others to support a shared purpose or goal.

Personal Responsibility: The NLC core curriculum will advance students' ability to connect choices, actions and consequences to ethical decision making.

Social Responsibility: The NLC core curriculum will advance the students' intercultural competence, knowledge of civic responsibility, and the ability to engage effectively in regional, national, and global communities.





* Vacant Position Detail Page 66

Note: District Functions



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NORTHEAST LAKEVIEW COLLEGE

Vice President of College Services
Dr. Tangila Dove
(Located in Library)

College Services
Organization Chart

12/02/2015

Admin Assistant to VP
Jessica Santos

Director of Information Technology
Ken Bray

Admin Services Specialist
(Institutional Support)
Tammy Toney

Director of College
Resource Development
Patrick Murray

College Facilitator
Vanessa Mayfield
(Operations/Facilities
Management)

Tech Support Manager
Alejandro Chapa

College Services
Coordinator
Janet Clakley
(Operations/Budget)

Coordinator of
College Tech
Les Germer

Coordinator of College Risk Management
Vacant
(Operations/Emergency & Facilities
Management)

Client Support Spec
STCM
Bulmaro Barajas

Help Desk Specialist
M-F 8:00-5:00
Josh Pena

Client Support Spec
ACA1
Rodolfo Fuentes

Computer Support Spec
LIB 2nd Floor M-T1:00 3:30
STCM 204 M-T 4:30-10:00;
S 9:00-1:00
Daniel Breeden

Client Support Spec
NPAC,
CATE, SCIN, WLNS, FA
Adam Saucedo

Client Support Spec
NLIB
Jesus Cardenas

Computer Support Spec
STCM 204 M-F 7:30-4:30
Carlos Galindo

Public Safety
Corporal Jason Santos

HR Partner
Lori Manning

Benefits Coordinator
Debra Brandon

Facilities
Sherry Toliver

Note: District Functions

Right from the Start



**ALAMO
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NORTHEAST LAKEVIEW COLLEGE

Vice President for Academic Success
Dr. Donna Wood

Academic Success Academic Support
Organization Chart

Admin. Assistant to VP
Sylvia Davis

Academic Support Specialist
Tara Daugherty

Dean Prof/Tech Ed
William Fanning

Specialist-Com Ed
Kathryn Robinson

Workforce Prg Mgr
Anthony Andrade

Admin Services Spec
Norma Gutierrez

**Director of College
Institutional Research**
Martin Fortner

IT Data Analyst
Sarah Schramek

**Dean of Learning
Resources**
Tracey Mendoza

Admin Services Spec
Leslie Mundell-Crucet

Library Assistant III
Azucena Rodriguez-Guerra
Robert Vaughn
Angela Fondren

Librarians
Julie Nichols
Laura Tull
Linda Plevak

Academic Program Coordinator
Lia Lamm

Academic Program Coordinator
Daisy Gonzales

Dean of Arts and Sciences
Dr. Alan Cottrell

Admin Services Spec
Alicia Beaudoin

**Academic Program
Coordinator**
Regina Horne-Espree

Academic Chairs
Dr. Frank Maldonado
Dr. Robert Yowell
Dr. Mark Sadler
Neil McCrary
Jason Malcolm
Kathy Mayer

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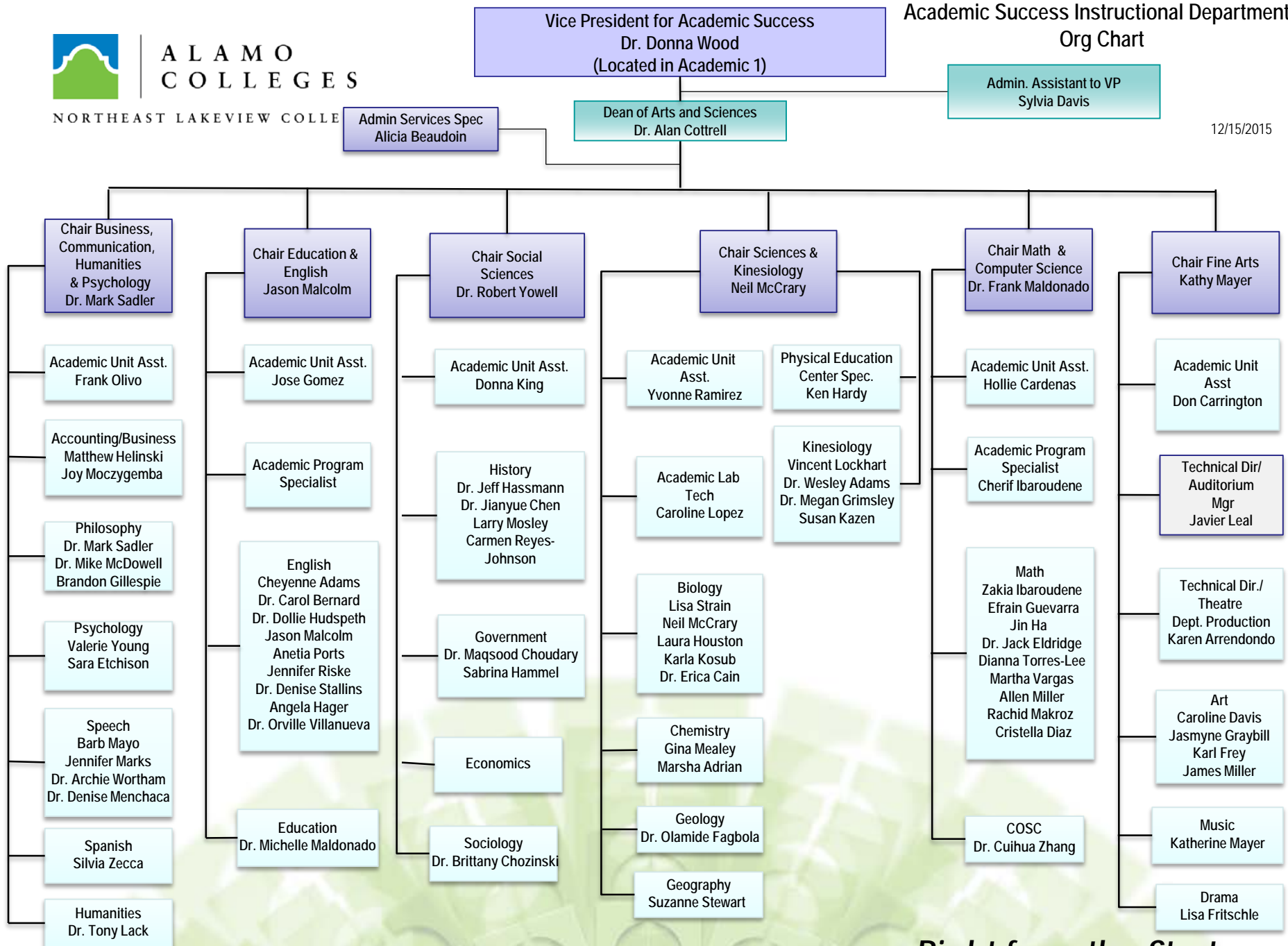


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NORTHEAST LAKEVIEW COLLEGE

Academic Success Instructional Departments Org Chart

12/15/2015



Right from the Start



NLC FY 2016 Strategic Plan Status

Executive Summary: Strategies

- ❑ College received SACSCOC Candidacy July 2016
- ❑ Increase overall number of certificates and degrees
- ❑ Increase number of core completers (42 hours of core curriculum)
- ❑ Utilize AlamoADVISE case management system to ensure ALL students receive advising services
- ❑ Expand degree planning via GPS/ISP beyond FTIC population to ensure all students have a degree pathway
- ❑ Implement a Male of Color initiative
- ❑ Implement 4DX and our execution strategy
- ❑ Implement Alamo Institutes
- ❑ Facilitate ongoing faculty/staff development
- ❑ Accelerate students duration in remediation
- ❑ Increase course success rate to target
- ❑ Increase course completion rate duration in remediation
- ❑ Increase productive grade rate to target
- ❑ Decrease number of high-risk courses
- ❑ Increase persistence rate to target
- ❑ Increase opportunities for academic support
- ❑ Increase CCSSE results to National Average
- ❑ Increase average lecture class size to 27 as appropriate by rubric and lab size to 24
- ❑ Conduct budget monitoring & management to ensure NLC operates within the 2017 budget allocation
- ❑ Complete final drill by 12/14/15 and implement 5 drills by 12/31/16 to be in compliance with state directive
- ❑ Improve exterior way-finding signage to enable easy navigation of the campus
- ❑ Increase the number of college-sponsored events on campus
- ❑ Increase civic participation and the number of partnerships with external entities
- ❑ Increase the number of NLC leaders and employees engaging with and serving external entities in short-term or long-term leadership capacities

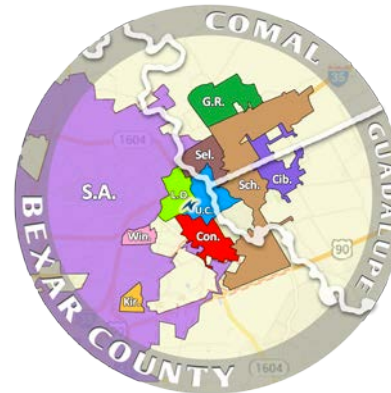


Northeast Lakeview College Socio-Economic Profile—Update?

Overview

Northeast Lakeview College (NLC) is located in Universal City and Live Oak, Texas, in the Randolph Metrocom area of San Antonio, which includes Randolph Air Force Base and the following nine cities:

- Cibolo
- Converse
- Garden Ridge
- Kirby
- Live Oak
- Schertz
- Selma
- Universal City
- Windcrest



According to the 2010 Census, more than 115,500 people live in the Randolph Metrocom area. NLC is one of four higher education institutions in the Randolph Metrocom area.

Educational Attainment

- Approximately 27% of the population of the Randolph Metrocom area has a bachelor's degree or higher.
- The percentage of the population in each city in the Randolph Metrocom area with a bachelor's degree or higher ranges from 12% (Kirby) to 48% (Garden Ridge).

Demographic Profile

- Service area population: 115,500
- Percentage of population that is minority ranges from 13% (Schertz) to 70% (Kirby)
- Median Household Income for the service area ranges from \$40,105 (Kirby) to \$102,174 (Garden Ridge)
- The unemployment rates in the service area range from 4.5% (Schertz) to 5.5% (Cibolo, Converse, Kirby, Live Oak, Selma, Universal City, and Windcrest)

Sources:

U.S. Census Bureau: State and County QuickFacts. Data derived from Population Estimates, American Community Survey, Census of Population and Housing, State and County Housing Unit Estimates, County Business Patterns, Nonemployer Statistics, Economic Census, Survey of Business Owners, Building Permits



Northeast Lakeview College is one of five colleges in the Alamo Community College District. Northeast Lakeview College serves a student body of diverse academic, cultural, and economic backgrounds by offering three degrees: Associate of Arts - AA, Associate of Science - AS, and Associate of Arts in Teaching – AAT. In addition, Northeast Lakeview College facilitates workforce development and community education courses that serve the community. **Update with 2016 data.**

Headcount Enrollment Trend, Fall 2010 - Fall 2015						
Instructional Area	2010	2011	2012	2013	2014	2015
Credit						
NLC by Owner	1,312	1,010	850	1,260	2,325	3,332
NLC by Location	5,571	5,825	5,322	5,399	5,131	5,137
Continuing Ed.	552	542	321	477	136	45
Total*	6,123	6,367	5,643	5,876	5,267	5,182

*Total is the sum of NLC by Location and Continuing Ed.

FTE* Enrollment Trend, Fall 2010 - Fall 2015						
Instructional Area	2010	2011	2012	2013	2014	2015
Credit						
NLC by Owner	561	430	334	421	808	1,308
NLC by Location	2,791	3,151	2,691	2,723	2,529	2,452
Continuing Ed.	61	50	28	55	14	TBD
Total*	2,852	3,201	2,719	2,729	2,543	2,452

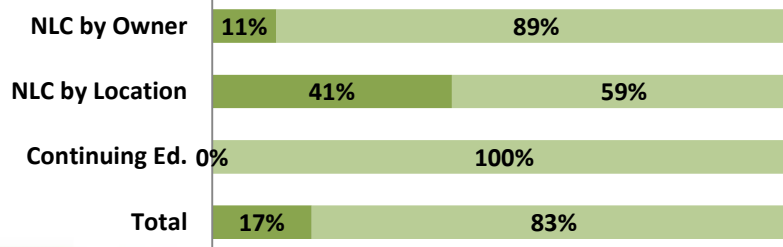
*Full-time equivalent (FTE) is a calculation of the total number of student credit hours divided by 15, as defined by the Texas Higher Education Coordinating Board (THECB).

Note

NLC by Owner includes students registered in NLC owned courses (COR).
NLC by Location includes students taking classes on NLC's campus (COA).

Headcount Enrollment by Time Commitment at Alamo Colleges, Fall 2015

- Full-time (12 credit hours and more) as defined by the U.S. Department of Education
- Part-time (less than 12 hours) as defined by the U.S. Department of Education



Headcount Enrollment by Semester Hours Enrolled at the Alamo Colleges, Fall 2015					
Instructional Area	1-3	4-6	7-11	≥12	Total
Credit					
NLC by Owner	37%	27%	25%	11%	3,332
NLC by Location	10%	20%	29%	41%	5,137

Right from the Start



Student Characteristics

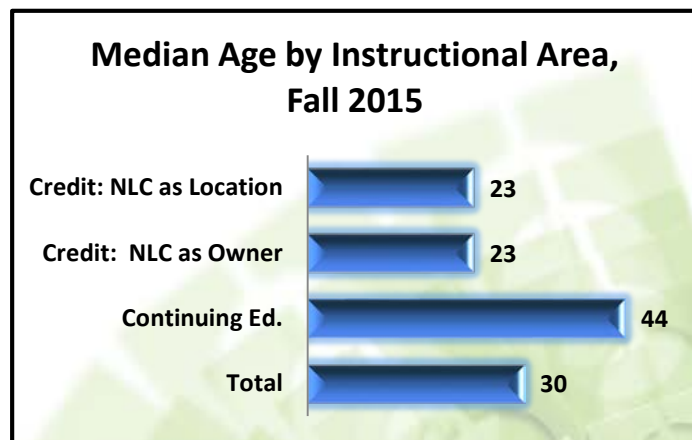
(Student Self-declared) **Update?**

Headcount Enrollment by Gender Fall 2015			
Instructional Area	Male	Female	Total
Credit			
NLC by Owner	44%	56%	3,332
NLC by Location	43%	57%	5,137
Continuing Ed.	51%	49%	45
Total*	47%	53%	5,182

Headcount Enrollment by Race/Ethnicity, Fall 2015 4						
Instructional Area	Asian	Black	Hispanic	White	Other	Total
Credit						
NLC by Owner	3%	11%	49%	34%	3%	3,332
NLC by Location	3%	12%	49%	33%	3%	5,137
Continuing Ed.	4%	13%	24%	49%	9%	45
Total*	4%	13%	37%	41%	6%	5,182

Headcount Enrollment by Age, Fall 2015					
Instructional Area	≤21	22-30	31-35	≥35	Total
Credit					
NLC by Owner	68%	22%	4%	6%	3,332
NLC by Location	58%	29%	5%	7%	5,137
Continuing Ed.	2%	4%	13%	80%	45
Total*	30%	17%	9%	44%	5,182

*Total is the sum of NLC by Location and Continuing Ed.



Headcount by Declared Intent, Fall 2015					
Instructional Area	Earn Associates	Earn Certificate	Transfer	Other*	Total
Credit					
NLC by Owner	51%	1%	39%	8%	3,332
NLC by Location	51%	2%	38%	8%	5,137
Continuing Ed.	0%	0%	0%	0%	45
Total*	26%	1%	19%	4%	5,182

*Other includes: Improve Skills, Enrichment, and No Response.

Headcount Enrollment for New and Continuing Students, Fall 2015					
Instructional Area	FTIC	Transfer	Continuing	Dual Credit	Total
Credit					
NLC by Owner	27%	5%	67%	0%	3,332
NLC by Location	20%	6%	66%	8%	5,137

Note

NLC by Owner includes students registered in NLC owned courses (COR).
NLC by Location includes students taking classes on NLC's campus (COA).

Right from the Start

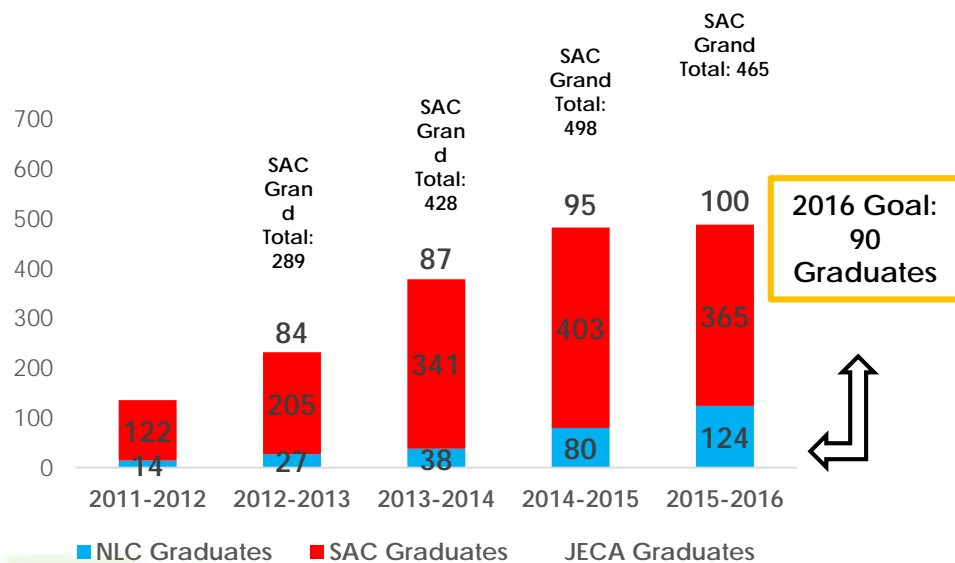
Team Completion Results

NLC Core Completers & Graduates

Associate Degrees	2012	2013	2014	2015	2016
Core Completers	34	55	100	169	222*
Associate of Arts (AA)	14	24	31	66	98
Associate of Science (AS)	0	1	3	2	14
Associate of Arts in Teaching (AAT)	0	2	4	12	12
Degree Totals (AA+AS+AAT)	14	27	38	80	124*

*WIG Target Graduation 90 = Target Goal Exceeded

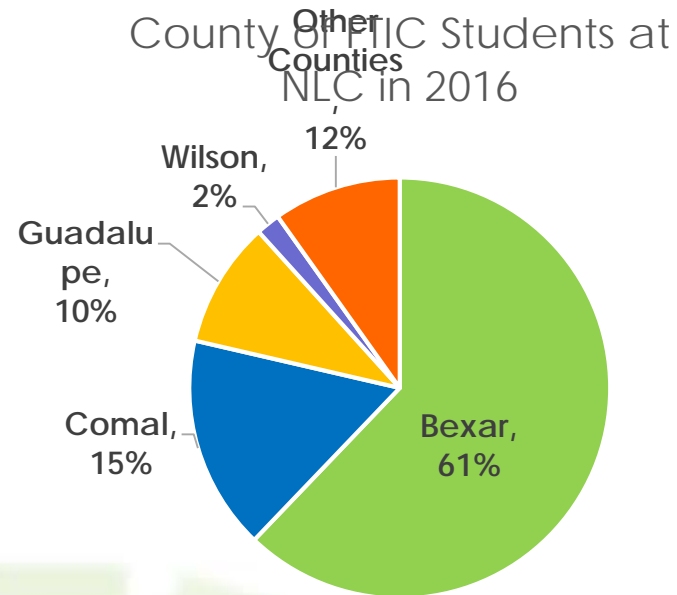
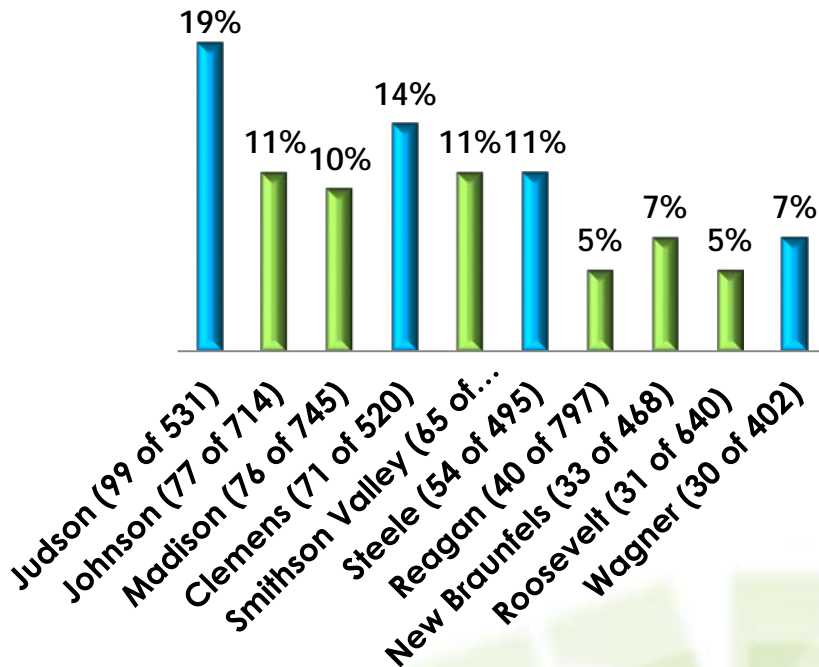
*WIG Target Core Completer 150= Target Goal Exceeded



Preliminary 2016. Final report to THECB in October 2016.



Sender Schools for NLC



Note: #10 for top sender school is Out of State Unknown High School with 31 FTICs. Preliminary data, certification will occur October 2016. Numbers following High School names represent number enrolled at NLC of total number of graduates.

*Blue designates College Connection school



Middle and Elementary Sender Schools

Middle Schools That Feed Sender High Schools (Average Enrollment: 1,145)

*28,625

Elementary Schools that Feed Sender High Schools (Average Enrollment: 750)

*55,500

*84,125

Bush	Krueger	Arlon Seay	Elof	Kinder Ranch	Olympia	Stahl
Canyon	Schlather (5-6)	Bill Brown	Encino Park	La Vernia Primary	Park Village	Steubing Ranch
Church Hill	La Vernia	Bulverde Creek	Fox Run	Las Lomas	Paschall	Stone Oak
***Corbett (7-8)	Lopez	Camelot	Franz	Longs Creek	Rahe Bulverde	Thousand Oaks
Dobie (7-8)	Metzger	Candlewood	Freiheit	Masters	Redland Oaks	Timberwood Park
Driscoll	Smithson Valley	Canyon Ridge	Goodwin Frazier	Maxine & Lutrell Watts	Regency	Tuscany Heights
Garner	Spring Branch	Cibolo Green	Garden Ridge	Miller's Point	Roan Forest	Vineyard Ranch
Harris	Tejeda	Clear Spring	Green Valley	Montgomery	Rolling Meadows	Walzem
Hill	White	Clear Springs	Hardy Oak	Morningside	***Rose Garden	Wetmore
Jordan (5-6)	Wilder (5-6)	Converse	Hartman	Norma J. Paschal	Royal Ridge	Wilderness Oak
Judson	Wood	Copperfield	Hoffmann Lane	Northern Hills	Salinas	Wilshire
Kirby	Woodlake Hills	Coronado Village	Hopkins	Northwood	***Schertz	Windcrest
Kitty Hawk		Crestview	Indian Springs	O.G. Wiederstein	Serna	Woodlake
		East Terrell Hills	John A. Sippel	Oak Creek	Specht	Woodstone
		El Dorado	Johnson Ranch	Oak Grove	Spring Meadows	

*Approximate potential pool ** NLC adopted schools for 2015-2016

Right from the Start



The overarching goal for all areas is degree completion

Goal 1: Increase persistence and degree completion

Student Success & Retention

Recruitment/Retention

Core Completion

Student Engagement
(CCSSE/SENSE)

Achieving the Dream

Academic Success

Developmental Education

Teaching Excellence

Culture of Assessment

Course-based Success

Student Academic Support

Goal 3: Provide exemplary academic programs for our students

Workforce Development

New Program
Development

Work Force Alignment

Goal 2: Increase number of students earning college credentials of economic value

Transfer

Transfer Agreements

Goal 4: Increase rate of transfer to bachelor's degree programs following NLC graduation

Organizational Health Goals

- Excellence in teaching and learning
- Much greater degree of student and customer focus
- Excellent financial management at every level of the organization
- Operational discipline with focus on clear, high behavioral and performance standards
- Create excellent strategic clarity and alignment
- Targeted innovation
- Ensure a safe learning environment

Institutional Advancement & Public Relations

Special Interest

Safety & Security

Efficiency (Baldrige) & Execution (4DX)



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Northeast Lakeview College: Overview of Targets for the Alamo Colleges

(Needs to be updated)

		FY 12	FY 13	FY 14	FY 15	FY 16	FY 17	FY 18	FY 19	FY 20
IPEDS 150		N/A	N/A	N/A	N/A					
FTIC Transfer - 6 years rate		N/A	35.6%	27.8%	44.8%					
FTIC F2S Retention	Full-Time	50.0%	61.0%							
	Part-Time	40.8%	34.7%							
	By Owner	1,715	1,618	3,708						
Credit Enrollment	By Location	10,895	10,465	9,459						
AE Enrollment		0	0	0						
Continuing Education Enrollment		1,888	2,045	3,170						
Total Enrollment (By Location + CE)		12,783	12,510	12,629						
Total Degrees		14	27	38	67	90	115	135	150	170
Total Certificates		0	0	0	0	0	0	0	0	0
Total Awards		14	27	38	67	150	300	400	500	600
Full-time to 30 C.H. in 1 Year		In Progress	In Progress							
Part-time to 15 C.H. in 1 Year		In Progress	In Progress							
% of FTIC Students Successful in Gatekeeper Math Within 3 Years of Completing Dev. Math		67.7%	75.3%	68.7%						
% of FTIC Students Successful in Gatekeeper English Within 3 Years of Completing Dev. English		71.4%	100.0%	87.0%						
% of FTIC Students Successful in History 1301 Within 3 Years of Completing Dev. Reading		70.8%	82.4%	59.1%						
% of FTIC Students Successful in Biology 1408 Within 3 Years of Completing Dev. English		50.0%	71.4%	66.7%						



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Performance Goals FY '16

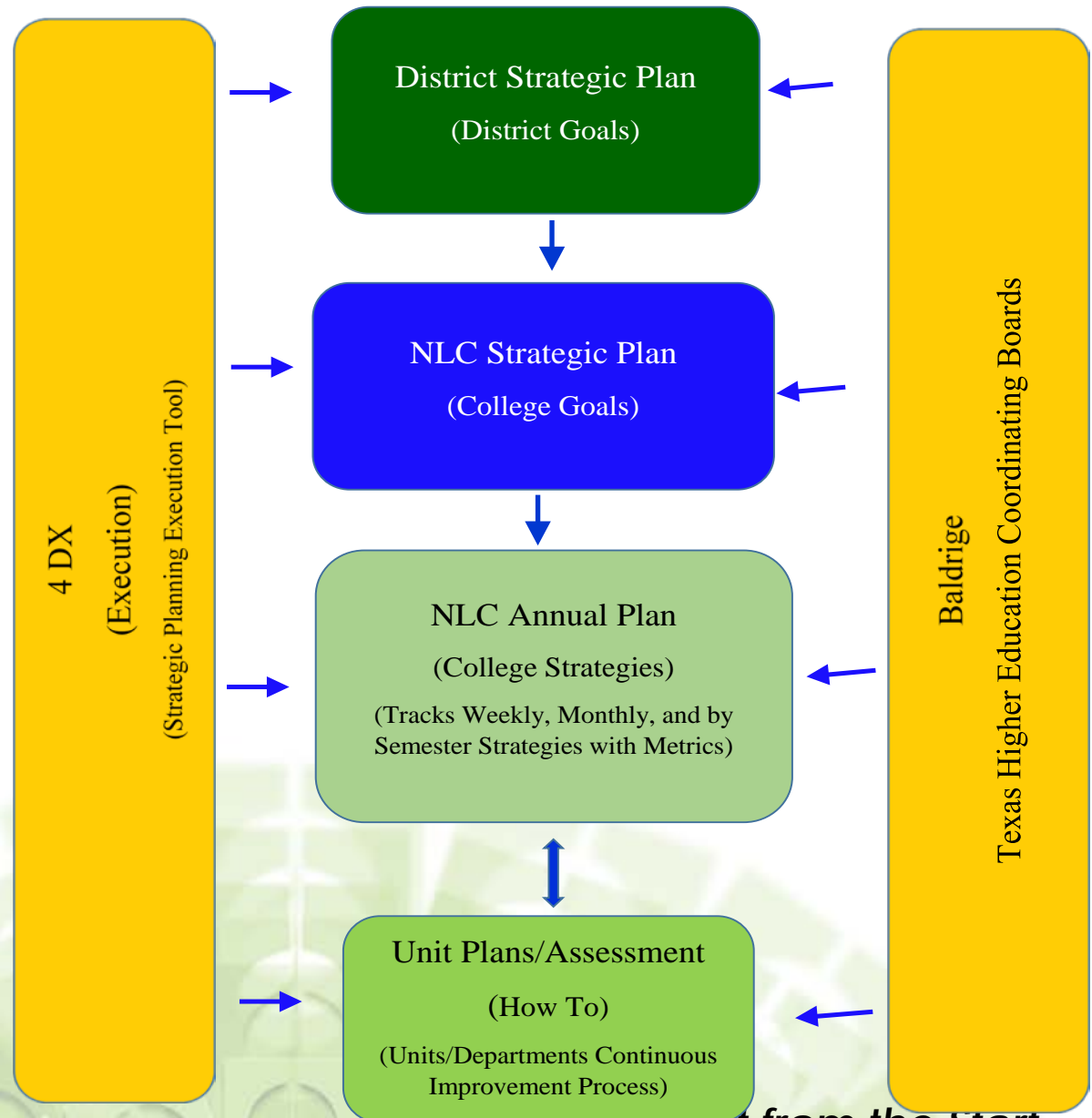
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Northeast Lakeview College Strategic Planning Process





Strategic Plan Institutional Goals (IG) and Effectiveness Indicators (EI)

(IG 1) NLC will deliver support services to facilitate enrollment and ensure student success.

- EI 1 Creative and effective recruitment
- EI 2 Exemplary retention based advising
- EI 3 Comprehensive use of online services
- EI 4 Accessible support services
- EI 5 Relevant student organizations

(IG 2) NLC will be a responsible steward of resources and facilities.

- EI 1 Acquire and monitor financial resources
- EI 2 Hire and train qualified and diverse personnel
- EI 3 Ensure environmental compatibility and sustainability
- EI 4 Maintain facilities
- EI 5 Capitalize on internal and external use of facilities

(IG 3) NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.

- EI 1 Focus on student success data
- EI 2 Embedded, academic special initiatives
- EI 3 Library and academic support
- EI 4 Distance learning
- EI 5 Learning centered environment

(IG 4) NLC will serve the community as the primary educational resource and as a responsible civic partner.

- EI 1 Community awareness within district and in special service region
- EI 2 Community partnerships
- EI 3 Community engagement activities at NLC
- EI 4 NLC participation and support of community events and organizations

(IG 5) NLC will maintain a culture of collegiality, open communication and professional excellence.

- EI1 Provide a team environment that encourages cooperative interaction
- EI 2 Monitor levels of employee well-being and satisfaction
- EI 3 Recognize and reward employee contributions toward achieving college goals
- EI 4 Promote personal growth and high performance
- EI 5 Encourage and contribute to employees' continual improvement and goal achievement



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Completion - Increase
persistence and the number
of students earning college
degrees

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NLC FY 2016 Strategic Plan Status: *Completion*

Increase persistence and the number of students earning college degrees **Update with new Strategic Plan Data**

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2015 Baseline	FY 2016 Target	Current Status	Comments
IG 1 NLC will deliver support services to facilitate enrollment and ensure student success	EI 2 Exemplary retention based advising	1. Increase the number of core completers reported to the THECB.	100 (65% increase)	150	Total: 169	Data certified THECB 10/15/15
IG 1NLC will deliver support services to facilitate enrollment and ensure student success	EI 2Exemplary retention based advising	2. Utilize AlamoADVISE case management system to ensure ALL students receive advising services.	200 : 1	350 : 1	350:1 JECA: 455	FTIC; VA students; Early Alerts; Potential Graduates
IG 1NLC will deliver support services to facilitate enrollment and ensure student success	EI 2Exemplary retention based advising	3. Utilize the 30+ and 45 hour report to identify potential completers.	38 (20% increase)	67	Total: 80 22 graduates for Fall 2014 32 graduates for Spring 2015 26 graduates for Summer 2015	Data certified THECB 10/15/15
IG 11NLC will deliver support services to facilitate enrollment and ensure student success	EI 2 Exemplary retention based advising	4. Expand degree planning via GPS/ISP beyond FTIC (SDEV) population to ensure all students have a degree pathway.	100% SDEV Classes	100% SDEV Classes	40 SDEV Classes 11 EDUC Classes 5 SPCH Classes	1,338 student completed plan



NLC FY 2016 Strategic Plan Status: Completion

Increase persistence and the number of students earning college degrees **Update with new Strategic Plan Data**

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2015 Baseline	FY 2016 Target	Current Status	Comments
IG 11NLC will deliver support services to facilitate enrollment and ensure student success	EI 1 Creative and effective recruitment	5. Increase the yield rate from College Connections High Schools	Judson: 80 (13%) Samuel Clemens: 46 (11%) Steele: 64 (13%) Wagner: 20 (4%)	10% increase	Judson – 81(14%) Clemens – 44 (10%) Steele – 83 (16%) Wagner- 17 (4%)	As of Fall 2015 Steele – 8% increase Other College Connection High School – did not meet target goal
IG 11NLC will deliver support services to facilitate enrollment and ensure student success	EI 1 Creative and effective recruitment	6. Increase the yield rate from Top 10 Feeder High Schools	1. Steele: 64 (14%) 2. Madison: 97 (13%) 3. Judson: 80 (13%) 4. Samuel Clemens: 46 (11%) 5. Roosevelt: 43 (8%) 6. Johnson: 48 (7%) 7. Smithson Valley: 37 (7%) 8. New Braunfels: 27 (6%) 9. Reagan: 34 (5%) 10. MacArthur: 29 (5%)	10% increase	1. Steele – 83 (16%) 2. Judson – 81 (14%) 3. Madison – 90(12%) 4. Clemens – 44 (10%) 5. Johnson – 66 (9%) 6. Smithson Valley – 47 (9%) 7. Canyon – 35 (7%) 8. Macarthur – 33(6%) 9. Roosevelt – 35 (6%) 10. Reagan – 33 (5%)	As of Fall 2015 Johnson – 14% increase Smithson Valley – 13% increase Macarthur – 11%

AlamoADVISE

THE ADVISING LIFE OF AN ALAMO COLLEGES STUDENT

ACADEMIC & CAREER ADVISING SHARED VISION—BUILDING MOMENTUM TO COMPLETION

VISION	Alamo Colleges will provide every student with an exemplary, effective and personalized pathway to success through academic and career advising.
MISSION	At the Alamo Colleges, academic and career advising build a culture of integrated practices and shared responsibilities. Through collaborative teaching and learning, the advising process empowers our diverse student populations to explore and navigate their academic and career pathways.
DEFINITION	Academic and Career advising is a series of ongoing and intentional conversations among students, faculty, and staff that establish a pathway to the realization of educational, career, and life goals.

Connection

WELCOME/ADVISING CENTERS

Entry

COLLEGE SUCCESS

Progress

FACULTY ASSIGNED
WITH MAJOR

Completion

CAREER & GRAD.
CENTERS

PRE-COLLEGE —0 HOURS	0–30 HOURS		31+ HOURS	
<ul style="list-style-type: none"> • AlamoENROLL—Provides enrollment guidance to prospective students through cross-college website including: <ul style="list-style-type: none"> – Steps to Enrollment Checklist – Open Modules – Ready, Set, Apply – Intro to College and AlamoINSTITUTES – Financing Your Future – Test 101 – Resources/Computer labs • AlamoINSTITUTES—Provide advising information regarding career pathways <ul style="list-style-type: none"> – Health & Biosciences – Advanced Manufacturing & Logistics – Science & Technology – Public Service – Creative & Communication Arts – Business & Entrepreneurship • Early Colleges/Academies—Course enrollment in Fr/Sr through assigned advisor. • Dual Credit—Course enrollment in Jr/Sr year through assigned Advisor. • College Connection—Guide through enrollment process, including completion of ApplyTexas, FAFSA Application, TSI and AlamoENROLL modules. • Grad Guru downloaded 	INITIAL ENROLLMENT—1ST SEMESTER <ul style="list-style-type: none"> • New Student Orientation/Convocation—Orient students to the Alamo Colleges. <ul style="list-style-type: none"> – Provide Academic Advising Syllabus (0–30 hours) & introduce assigned Advisor – Assist with scheduling & registering for classes (including SDEV) – Orient students to Degree Plans via Alamo GPS—ACES account – Online Web Registration assistance available – AlamoINSTITUTES / major course of study chosen – Identify ACOL/PLA • Post Assessment Advising—TSI score interpretation and placement (ie I-Best) • Academic Refreshers—INRW and math • Post Refresher Advising 1ST SEMESTER <ul style="list-style-type: none"> • Instruction on College Success (SDEV Course). Begin E-portfolio • Advisor utilizes Canvas to connect with assigned students. Use E-portfolio • Assist students in choosing their major using appropriate career assessment tools. • MyAlamoCareer.org and Career Coach—virtual career and placement center links workforce centers, Alamo Colleges and local job market • AlamoINSTITUTES utilized • Provide students with a plan to earn a certificate or degree. <ul style="list-style-type: none"> – Complete ISP via Alamo GPS. • Advise and register students into appropriate courses for following semester • Early Alert & Smart Start utilized • Advisor determines Faculty integration (12–30 Hr.s range) 2ND SEMESTER <ul style="list-style-type: none"> • Confirm students' plan to earn a certificate or degree and review ISP via Alamo GPS. • Advise and register students into appropriate courses for following semester. • Early Alert & Smart Start utilized 		2ND YEAR—GRADUATION <ul style="list-style-type: none"> • Faculty teamed with an advisor through Degree or Certificate completion via GPS. • Provide Academic Advising Syllabus (31+ hours) • Advising regarding course selection is offered through Group or Individual Sessions to understand the requirements of chosen major at transfer university. • Major Mixers/Major Mania Events • Provide positive feedback at primary success points. • Graduation and Transfer Initiative—Experiential/Career Centers & Faculty Mentors work in tandem to advise, graduate students and proclaim their transfer university (review their degree plan/ISP, and consider transferring to a university) ADVISING CENTERS (19 Teams) <ul style="list-style-type: none"> • Advising regarding course selection is offered through Group or Individual Sessions to understand major requirements. 	2ND YEAR—GRADUATION <ul style="list-style-type: none"> • Assist students (42+ Hours/ Core Complete) in Degree Audits via Alamo GPS • Faculty advise students during semester on how to be successful in classes. • Coordinate the Academic Achievement Events, Career/ Scholarship Fairs, Transfer Fairs, and Graduation Event/ Festival. • Graduation Survey • Reverse Transfer
ACTIONS: Assign Connection Advisor	Certified Advisor Assigned/PIN Given, Institute Chosen		Faculty Mentor Assigned	
METRICS: Number of Apply Texas Submitted [Analyst] Number of DC/EC Enrolled DC/EC Term Retention	FTICS Enrolled Productive Grade Rate (PGR)	Fall to Spring Retention Fall to Fall Retention	# of Certificate & Core Completers Number of Art. Agreements	Number of Degrees Number of Certificates

BADGES:  Welcome

 College Ready, 15 Hours, 30 Hours

 Core Complete

 Cert., Degree, Alum

RESOURCES: AlamoENROLL | Academic Advising Syllabi | alamo.edu | Alamo GPS (Degree Plans) | College E-Catalog/Schedule | MyAlamoCareer.org | Career Coach | Canvas | Grad Guru



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NORTHEAST LAKEVIEW COLLEGE

Occupational – Increase the number of students earning college credentials of economic value



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COLLEGES

NORTHEAST LAKEVIEW COLLEGE

Academics – Provide exemplary academic programs for our students

Right from the Start



NLC FY 2016 Strategic Plan Status: *Academics*

*Provide exemplary academic programs for our students
(Academic Advancement)*

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2015 Baseline	FY 2016 Target	Current Status	Comments
IG 3: NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.	EI 3: Library and academic support EI 2: Embedded, academic special initiatives	1. Increase students' access to and use of tutoring and instructional support. Expand metrics and referrals to all learning support centers (ASC, SLC, MLC, RWSC, Reference).	a) Participation in f2f tutoring (students/visits): 900 / 4,000 b) Participation in online tutoring (hours/sessions): 200 / 475 c) Ref/Research & Citation Queries and support: 7500	Participation in face-to-face tutoring: Students / visits: 2% increase Increase Participation in online tutoring: 2% increase Increase in access to reference/research and citation asst by 2%	a) 878 / 4,498 b) 260 / 567 c) 8,163	data gathered at the end of the month (August 2015)
IG 3: NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.	EI 3: Library and academic support	2. Increase students' ability to apply information literacy concepts and critical thinking by increasing their access to library instruction, research support, and resources.	a) # of instruction students taught: 8770 b) E-resources uses: 880,000 c) # of LibGuide uses: 200,778 d) Gate Count: 235,000	a) Increase access by 2% b) Increase uses by 2% c) Increase uses by 2% d) Increase access by 2%	a) 8,622 b) 1,201,183 c) 235,489 d) 212,272	data gathered at the end of the month (August 2015)



**A L A M O
C O L L E G E S**

NORTHEAST LAKEVIEW COLLEGE

NLC FY 2016 Strategic Plan Status: *Academics*

*Provide exemplary academic programs for our students
(Academic Advancement)*

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2015 Baseline	FY 2016 Target	Current Status	Comments
IG 3: NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.	EI 3: Library and academic support	3. Support student learning/core program outcomes through the delivery of course embedded info lit instruction through LIBR 0001 / ENGL 1301 linked courses.	a) Pre-to-post LIBR 0001 scores: on average 5 points gained from pre-to-post b) Completion rates for LIBR 0001: 80%	Demonstrate 5 points or higher pre-to-post test gain Increase completion rates by 2%	Fall 2014: a) Pre-to-post gain was 8.04 points b) Completion 85.5 Spring 2015: a)Pre-to-post gain 8.78	data gathered at the end of the semester
IG 3: NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.	EI 1 Focus on student success data	4. Academic Divisions will increase PGR and retention rates by 2% in aggregate (comparing Fall to Fall & Spring to Spring)	a) 79% b) Academic division Staff and Faculty are committed to advising a minimum of 1 student per week	All academic divisions have met the commitment as of October 27, 2014	The following disciplines/departments reached or surpassed the F '14 District Goal of PGR at 79.4% for Spring 2015. ACCT, ANTH, ARTS, BCIS, BIOL, COMM, COSC, CRIJ, DRAM, ECON, EDUC, GEOG, GERM, HUMA, KINE, MUAP, MUEN, MUSI, PHIL, SDEV, SPCH The following disciplines for reached or surpassed the F '14 District Goal of Course Completion Rate for Spring 2015 at 92.9%. ARTS, BCIS, BIOL, COMM, CRIJ, DRAM, ECON, GEOG, GERM, GOVT, HIST, HUMA, KINE, MUAP, MUEN, MUSI, PHIL, PSYC, SDEV, SOCI, SPCH	data will be gathered through end of semester Spring 2015—76.3%



NLC FY 2016 Strategic Plan Status: *Academics*

Provide exemplary academic programs for our students (Ongoing Faculty Development)

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2015 Baseline	FY 2016 Target	Current Status	Comments
IG 3: NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.	EI 5: Learning centered environment	6. Increase CCSSE results to National Average by: 1) increasing student engagement learning strategies (group work, presentations, technology usage, service learning, hands-on activities, essays) 2) sharing professional development strategies for student engagement in learning	77% faculty use student engagement teaching and learning strategies (181 FT and PT faculty) 23 faculty attending teaching and learning professional development venues	80% Increase student engagement teaching strategy awards by 2% and implement into pedagogy	81% 10 attended Assessment Conferences* 26 approved faculty and 17 staff PD applications *	data will be gathered through end of semester TCD - data as of 8/31/15 includes SACSCOC Registered.
IG 3: NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.	EI 5: Learning centered environment	7. Increase student acceleration through developmental education refresher courses.	INRW - 77 students enrolled 61 moved up 1 level 12 moved up 2 levels 4 moved up 3 levels MATH – 142 students enrolled	INRW – students will increase levels of refresher courses by 2% MATH -students will increase	INRW – 64 students Moved up one level-45.164% Moved up two levels- 11.29% MATH - 11.29%	data will be gathered through end of semester; This initiative will also help with remedial high risk courses.



NLC FY 2016 Strategic Plan Status: Academics

Provide exemplary academic programs for our students (Ongoing Faculty Development)

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2015 Baseline	FY 2016 Target	Current Status	Comments																																																						
IG 3: NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.	EI 1: Focus on student success data EI 5 Learning centered environment	8. Increase the number of faculty who apply for professional development funds to attend workshops, seminars, and conferences in their fields.	Total awards: 58* Individual faculty member awards: 36 *reflects duplicate awards to single faculty	Faculty will implement prof development learning to teaching strategies & share with academic community	10 attended Assessment Conferences* 26 total Professional Development Conferences paid by Initiative Funds for faculty*	data as of 8/31/15 includes SACSCOC Registered.																																																						
IG 3: NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.	EI 3: Library and academic support EI 4 Distance Learning	9. Support faculty/staff in their development of instruction, course design, and instructional skills with access to IIC developed workshops, training artifacts, and consultations	a) Number of workshops and trainings: 44 b) Number of consultations: 1,300	Increase workshops by 2% Increase # of consultations by 2%	a) 48 b) 2,954 <table><tr><td colspan="3">Achievement of Program Learning Outcomes: Associate of Arts Students</td></tr><tr><td></td><td colspan="2">Overall Mean Score</td></tr><tr><td></td><td>Fall '14</td><td>Spring'15</td></tr><tr><td>Critical Thinking Skills</td><td>2.84</td><td>2.42</td></tr><tr><td>Communication Skills</td><td>2.41</td><td>2.46</td></tr><tr><td>Empirical & Quantitative Skills</td><td>3.17</td><td>3.31</td></tr><tr><td>Teamwork</td><td>3.12</td><td>3.07</td></tr><tr><td>Personal Responsibility</td><td>2.57</td><td>2.53</td></tr><tr><td>Social Responsibility</td><td>2.24</td><td>2.41</td></tr></table>	Achievement of Program Learning Outcomes: Associate of Arts Students				Overall Mean Score			Fall '14	Spring'15	Critical Thinking Skills	2.84	2.42	Communication Skills	2.41	2.46	Empirical & Quantitative Skills	3.17	3.31	Teamwork	3.12	3.07	Personal Responsibility	2.57	2.53	Social Responsibility	2.24	2.41	*Data gathered at the end of the <table><tr><td colspan="3">Achievement of Program Learning Outcomes: Associate of Science Students</td></tr><tr><td></td><td colspan="2">Overall Mean Score</td></tr><tr><td></td><td>Fall '14</td><td>Spring'15</td></tr><tr><td>Critical Thinking Skills</td><td>2.84</td><td>2.42</td></tr><tr><td>Communication Skills</td><td>2.41</td><td>2.46</td></tr><tr><td>Empirical & Quantitative Skills</td><td>3.17</td><td>3.31</td></tr><tr><td>Teamwork</td><td>3.12</td><td>3.07</td></tr><tr><td>Data and Technological Skills</td><td>2.77</td><td>2.88</td></tr><tr><td>Scientific Communication</td><td>2.52</td><td>2.13</td></tr></table>	Achievement of Program Learning Outcomes: Associate of Science Students				Overall Mean Score			Fall '14	Spring'15	Critical Thinking Skills	2.84	2.42	Communication Skills	2.41	2.46	Empirical & Quantitative Skills	3.17	3.31	Teamwork	3.12	3.07	Data and Technological Skills	2.77	2.88	Scientific Communication	2.52	2.13
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IG 3: NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.	EI 1: Focus on student success data	Increase student success rates through the Student Learning Outcomes assessment process by the academic divisions from Fall to Spring 2014 for program outcomes	Data currently aggregated	Increase student success rate in program outcomes by 2%	<table><tr><td colspan="3">Achievement of Program Learning Outcomes: Associate of Arts in Teaching Students</td></tr><tr><td></td><td colspan="2">Overall Mean Score</td></tr><tr><td></td><td>Fall '14</td><td>Spring'15</td></tr><tr><td>Critical Thinking Skills</td><td>2.84</td><td>2.42</td></tr><tr><td>Communication Skills</td><td>2.41</td><td>2.46</td></tr><tr><td>Empirical & Quantitative Skills</td><td>3.17</td><td>3.31</td></tr><tr><td>Teamwork</td><td>3.12</td><td>3.07</td></tr></table>	Achievement of Program Learning Outcomes: Associate of Arts in Teaching Students				Overall Mean Score			Fall '14	Spring'15	Critical Thinking Skills	2.84	2.42	Communication Skills	2.41	2.46	Empirical & Quantitative Skills	3.17	3.31	Teamwork	3.12	3.07																																		
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Transfer – Increase rate of transfer to bachelor's degree programs following NLC graduation



NLC FY 2015 Annual Plan Update: *Transfer*

Transfer – Increase rate of transfer to bachelor's degree programs following NLC graduation

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2015 Baseline	FY 2016 Target	Current Status	Comments
IG 1 NLC will deliver support services to facilitate enrollment and ensure student success	EI 1 Creative and effective recruitment EI 2 Exemplary retention based advising	1. Capture the number of students participating in one-on-one recruitment sessions.	347	364	368	6.1% increase from previous year.
IG 1 NLC will deliver support services to facilitate enrollment and ensure student success	EI 4 Accessible support services	2. Increase the number of students participating in transfer fairs.	Fall 2014 Participation: 437 Spring 2015 Participation: 236 673 Students Participated	706	Fall 2015 Participation: 440 Spring 2016 Participation: 268 708 Students Participated	5.2% Increase from previous year.
IG 1 NLC will deliver support services to facilitate enrollment and ensure student success	EI 2 Exemplary retention based advising	3. Increase number and diversity of transfer institutions participating in on-campus events.	Current number of visits: 174 Breakdown of diversity: In State: 37 Out State: 5 Public: 20 Private: 10 Online: 7 Proprietary: 9	185	Current number of visits: 190 Breakdown of diversity: Public: 21 Private: 19 In State: 34 Out of State: 12 Online: 12 Proprietary: 5	9.2 % increase in university visits.



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NORTHEAST LAKEVIEW COLLEGE

List of Universities who Participate in NLC Events

Public Universities

Colorado State University
Excelsior College
Sam Houston State University
Sul Ross State University
Tarleton State University
Texas A&M University-College Station
Texas A&M University-Corpus Christi
Texas A&M University-Kingsville
Texas A&M University-San Antonio
Texas State University
Texas Tech University
Troy University
University of Houston
University of Houston-Clear Lake
University of Houston-Victoria
University of North Texas
University of Texas-Arlington
University of Texas-Austin
University of Texas Health Science Center-San Antonio
University of Texas-Rio Grande Valley
University of Texas-San Antonio

Private Universities

Abilene Christian University
Antioch University
Baylor University
Dallas Baptist University
Hardin Simmons University
Howard Payne University
Mary Hardin Baylor University
Our Lady of the Lake University
Schreiner University
Southern New Hampshire University
St. Edward's University
St. Mary's University
Strayer University
Texas Lutheran University
University of the Incarnate Word
University of the Incarnate Word-ADCaP
Wayland Baptist University
Webster University

In-State Universities

Abilene Christian University
Baptist Health System-School of Health Professions
Baylor University
Dallas Baptist University
Hardin Simmons University

In-State Universities

Howard Payne University
Mary Hardin Baylor University
Our Lady of the Lake University
Sam Houston State University
Schreiner University
St. Edward's University
St. Mary's University
Sul Ross State University
Tarleton State University
Texas A&M University-College Station
Texas A&M University-Corpus Christi
Texas A&M University-Kingsville
Texas A&M University-San Antonio
Texas Lutheran University
Texas State University
Texas Tech University
University of Houston
University of Houston-Clear Lake
University of Houston-Victoria
University of North Texas
University of Texas-Arlington
University of Texas-Austin
University of Texas-Dallas
University of Texas-Rio Grande Valley
University of Texas Health Science Center-San Antonio
University of Texas-San Antonio
University of the Incarnate Word
University of the Incarnate Word-ADCaP
Wayland Baptists University

Out of State Universities

American Public University
Antioch University
Ashford University
Colorado State University
Columbia Southern University
Excelsior College
Fashion Institute of Design and Merchandising
Southern New Hampshire University
Strayer University
Troy University
Webster University
Western Governors University
Online University
American Public University
Antioch University
Ashford University
Colorado State University
Columbia Southern University
Excelsior College
Southern New Hampshire University
Strayer University
Troy University
University of the Incarnate Word-ADCaP
Webster University
Western Governors University



Community Relations &
Continuing Education –
Strategically align community
and special interest
programming with community
need.

Friends of Nighthawks

President's Advisory Council

□ Council Members:

- Kim Turner, Chair (Universal City)
- Lisa Mochel, Co-Chair (eESI)
- Dr. Tom Cleary, President
- Dr. Tangila Dove, Vice President, College Services
- Dr. Debbie Hamilton, Vice President, Student Success
- Dr. Donna Wood, Vice President, Academic Success
- Kathleen Labus, Director, Public Relations
- Ed Cimics (Live Oak)
- Claudia Walker (Schertz ISD)

Friends of Nighthawks

President's Advisory Council

- Council Members:
 - Jackie Jackson (UTSA)
 - Kate Silvas (Converse)
 - Larry Carlton (Cibolo)
 - Milton R. Fields, III (Judson ISD)
 - Monique Vernon (Kirby)
 - Robert Colunga (Windcrest)
 - Tom Daly (Selma)
 - Hadassah Molina (Northeast Lakeview College)
 - Elmer "Smiley" Williams (USAF)



**A L A M O
C O L L E G E S**

NORTHEAST LAKEVIEW COLLEGE

NLC FY 2016 Strategic Plan Status: *Community Relations & Continuing Education*

Strategically align community and special interest programming with community need

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2015 Baseline	FY 2016 Target	Current Status	Comments
IG 4 NLC will serve the community as the primary educational resource and as a responsible civic partner.	EI 3 Community Engagement Activities at NLC	1. Increase the number of college-sponsored events on campus.	25	35	25	See slide 60
IG 4 NLC will serve the community as the primary educational resource and as a responsible civic partner.	EI2 Community Partnerships	2. Increase the number of partnerships with external entities.	69	80	14 14 WDCE	Academic ISD Visits, Business Trainings, Leadership Lab, Chamber Meetings, Business Luncheon, Student Success ISD Visits. (Ongoing list on slide 60) Increased by 14%
IG 4 NLC will serve the community as the primary educational resource and as a responsible civic partner.	EI 1 Community awareness within district and in special service region	4. Organize community listening sessions.	3	3	1	Sept. at Olympia Hills These will not be scheduled until early Spring/Summer 2015
IG 4 NLC will serve the community as the primary educational resource and as a responsible civic partner.	EI 4 NLC participation and support of community events and organizations	3. Increase the number of NLC leaders and employees engaging with and serving external entities in short-term or long-term leadership/	26	36	16	<i>Requested from VP's community events attended by them and their teams Updated as of 5/04/2015 (Ongoing list on slide 60) Increased by 28%</i>



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COLLEGES

NORTHEAST LAKEVIEW COLLEGE

Community Partnerships & Memberships

(needs to be updated)

College-sponsored Events on Campus:

- Veterans Day Celebration: 11/11/14
 - Created Equal 10/7/14
- VPAS and Director IR Welcome Reception 11/14/14;
 - CIP Celebration 10/28/14
 - Kirby Day at NLC 10/23/14
- Community members/Friends of Nighthawks Meeting 12/03/2014
 - Scholarship Signing Ceremony 8/21/14
 - scholarship judging 9/19/14
- Employee giving campaign donor appreciation event 10/16/14
 - Tuesday Film Series - Scrooge – 12/02/14
- Community Members/Friends of Nighthawks Meeting 1/28/15
- Community Members/Friends of Nighthawks Meeting 2/25/15
- Leadership and Success Speaker: Arianna Huffington -3/17/15
 - Women's History Month Poetry Slam – 3/19/15
 - Danville Chadbourne Reception – 3/19/15
- NLC Council Meeting at Texas Lutheran University – 3/24/15
- Community Members/Friends of Nighthawks Meeting– 3/25/15
 - Green Eggs and Ham Easter Egg Hunt – 3/27/15
 - Outdoor Movie: The Equalizer – 4/07/15
- NLC Council Meeting at Kirby Middle School – 4/07/15
 - Career and Summer Job Fair – 4/08/15
 - Sugar 101 – 4/08/15
 - Financial Aid Saturday – 4/11/15
 - Earth Day – 4/15/15
- Community Members/Friends of Nighthawks Meeting 4/22/15
 - NLC Fiesta on the Plaza 4/23/15



Community Partnerships & Memberships

(Needs to be updated)

NLC leaders and employees engaging with and serving external entities in short-term or long-term leadership/ member capacities

Dr. Tangila Dove

Executive Board CCBO, Member of NACUBO, Grace After Fire Board. To Join SACUBO

Dr. Debbie Hamilton

Delta Sigma Theta Sorority, Inc., National Council of Negro Women, San Antonio Area Foundation/African-American Fund, Texas Consortium for Men of Color

Kathleen Labus

North Chamber Alumni Association; Public Relations Society of America - San Antonio Chapter

Angela Hager

Board Member-Tri County Chamber

Dr. Donna Wood

Texas Community College Instructional Administrators; HLC Specialized Reviewer; National Council of Instructional Administrators; Texas Community College Teachers Association; Texas Association of College Technical Educators (TACTE)

Tracey Mendoza

TexShare Advisory Board, Texas Library Association, Consortia of Research Area Libraries, American Library Association, Bexar County Libraries



Community Partnerships & Memberships

(Needs to be updated)

Partnerships with External Entities

- TX Consortium Men of Color 10/24/14; NAACP Dinner 10/24/14
- Adopt-a-School Proclamation Ceremony 10/31/14
- MacArthur College Day 11/21/14
- Judson Football game 09/14 and 10/14
- Schertz Gala 11/14/14;
- Tri County Gala 12/6/14;
- Live Oak 5K Run 11/22/14;
- Walk to Cure Arthritis 5/17/15;
- Embodi Men of Color 5/2/15;
- City of Schertz Interview Panel (Public Affairs Department) – 09/14
- North Chamber Leadership Lab Sessions
- NEISD on 12/04/15
- Schertz Festival of Angels 12/04/15
- Adopt-a-School Mathematics Workshop with Kirby Middle School Math Faculty on 01/10/2015
- Adopt-a-School Transition Ceremony 5/29/15
- San Antonio Area Foundation – AA Fund Gala – 08/22/15

WDCE:

- 9/4 & 10/2 Community Listening Session
- 9/9 JISD Game Day
- 9/11 NEP Economic Development Comm.
- 10/7 P16 Council Strategic Comm.
- 10/7 National Night Out - Roosevelt H.S.
- 10/24 NAACP Freedom Dinner
- 11/14 Schertz Chamber Gala
- 12/6 Tri County Chamber Gala
- 1/15/15 Hosted Retail Industry Breakfast
- 1/27/15 Attended Mayors's Workforce Summit
- North Chamber Technology Group breakfast & Chamber Luncheon
- San Antonio Area Foundation
- National Assoc. of Female Executives-We Lead Luncheon
- Monthly Schertz and Tri-County Chamber Luncheons



Student Services – Increase the quality and effectiveness of student services and support



NLC FY 2016 Strategic Plan Status: *Student Services*

Increase the quality and effectiveness of student services and support

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2015 Baseline	FY 2016 Target	Current Status	Comments
IG 1 NLC will deliver support services to facilitate enrollment and ensure student success.	EI 1 Creative and effective recruitment.	1. Implementation & Execution of MyMap (Monitoring Academic Progress).	79% contact rate with FTIC students to complete the enrollment process (5% increase)	81% contact rate	83% contact rate	
IG 1 NLC will deliver support services to facilitate enrollment and ensure student success.	EI 2 Exemplary retention based advising.	2. Implement post-assessment advising.	100% of students placing in remediation will be referred to refresher course	100%	<p>MATH 1,524 students tested 981 required DEV MATH</p> <p>English 1,489 students tested 196 required DEV English</p> <p>Note: The students tested number is after we took out duplicates (i.e. students who took that portion of the test more than once).</p>	



ALAMO
COLLEGES

NORTHEAST LAKEVIEW COLLEGE

NLC FY 2016 Strategic Plan Status: *Student Services*

Increase the quality and effectiveness of student services and support

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2015 Baseline	FY 2016 Target	Current Status	Comments
IG 1 NLC will deliver support services to facilitate enrollment and ensure student success.	EI 4 Accessible support services.	3. Provide career and job readiness opportunities for students.	Fall 2014 Participation: 471 Student Satisfaction: 100% Spring 2015 Participation: 390 Student Satisfaction: 100% 896 Total Students Participated	500 students & 100% Student Satisfaction	Fall 2015 participation: 296 Spring 2016 Participation: 236 100% Student Satisfaction 532 Total Students Participated	In previous years, Career Services hosted four fairs, for the 2016-2017 year there were only two.
IG 5 NLC will maintain a culture of collegiality, open communication and professional excellence.	EI 1 Creative and effective recruitment.	4. Have timely follow-up of all SOBI and code-of-conduct reports.	5 day investigation & resolution	5 day investigation & resolution	Fall & Spring average time from incident to resolution is 12 days	

Right from the Start



NLC FY 2016 Strategic Plan Status: *Student Services*

Increase the quality and effectiveness of student services and support

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2015 Baseline	FY 2016 Target	Current Status	Comments
IG 2 NLC will be a responsible steward of resources and facilities.	EI 5 Capitalize on internal and external use of facilities.	5. Provide training for faculty and staff in alignment with DSS and counseling needs of NLC students.	Number of Trainings: 4 Employee and Staff Participation: 100	Number of Trainings: 5 Employee and Staff Participation: 120	Number of Trainings: 7 SOBI Trainings Employee & Staff Participation: 283	
IG 1 NLC will deliver support services to facilitate enrollment and ensure student success.	EI 5 Relevant student organizations	6. Increase the number of students participating in clubs and student organizations.	Overall: 1,461	Increase to 1534	Fall 2014 – 904 students Spring 2015 – 476 students	Fall 2014 – 14 student organizations 4 interest groups Spring 2015 – 13 student organizations 3 interest groups
IG 1 NLC will deliver support services to facilitate enrollment and ensure student success.	EI 4 Accessible support services.	7. Increase job placement rates.	62	80	Fall 2014 Students Placed: 33 Spring 2015 Students Placed: 61 94 students total	52% increase in job placement rates.



Safety and Security – Ensure safe and secure teaching and learning environments



NLC FY 2016 Strategic Plan Status: *Safety and Security* *Ensure safe and secure teaching and learning environments*

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2015 Baseline	FY 2016 Target	Current Status	Comments																																
IG 2: NLC will be a responsible steward of resources and facilities.	EI 4 Maintain facilities	1. Improve customer satisfaction with the Department of Public Safety. (Increase 2013-2014 survey favorable responses above the 2012-2013 favorable responses.)	Favorable ratings on Customer Satisfaction Survey: 100%	Maintain Favorable ratings on Customer Satisfaction Survey: 100%	100%	Complete, results received Dec 15																																
IG 5: NLC will maintain a culture of collegiality, open communication and professional excellence.	EI 1 Provide a team environment that encourages cooperative interaction	2. Implement 5 drills by 12/31/15 to be in compliance with state directive: Evacuation (EVAC), Lockdown Drills (LD), Severe Weather (SW), Shelter-in-Place (SIP)	<u>EVAC</u> Time to Evac: 4 min Time to All-Clear: 2 min Duration of Drill: 7 min <u>LD</u> Duration of Drill: 8 min <u>SW/RVAC</u> Building Time to Evac: 5 min Reverse Time to Evac; to new building: 4 min Time to All-Clear: 2 min Duration of Drill: 14 min <u>SIP</u> Time to Evac: 10 min Time to All-Clear: 4 min Duration of Drill: 14 min	<u>EVAC</u> Evac. Time: 3 min All-Clear Time: 17 min Drill Duration: 20 min <u>LD</u> Drill Duration: 7 min <u>SW/RVAC</u> Building Time to Evac: 3 min Reverse Time to Evac; to new building: 4 min Time to All-Clear: 3 min Duration of Drill: 15 min <u>SIP</u> Evac. Time: 6 min	<table><tr><td></td><td>STCMs/Fine Arts</td><td>Career Tech & NPAC</td><td>Academic</td></tr><tr><td>Date/Time</td><td>11/5/15 @ 2pm</td><td>11/18/15 @ 11:00am</td><td>12/3/2015 @ 11:00am</td></tr><tr><td>Type of Evacuation</td><td>Lockdown Drill</td><td>Shelter in Place/Severe Weather</td><td>Reverse Evac</td></tr><tr><td>Reason (if Emergency)</td><td>Planned Drill</td><td>Planned Drill</td><td>Planned Drill</td></tr><tr><td>Duration of drill</td><td>19-20 Minutes</td><td>16 Minutes</td><td>20 Minutes</td></tr><tr><td>Estimate of # of Occupants Evacuated?</td><td colspan="3">Extent of Evacuation</td></tr><tr><td>Faculty/staff</td><td>Fine Arts 4, STCM 25</td><td>CATE 2 NPAC 1</td><td>ACA1 36</td></tr><tr><td>Students</td><td></td><td></td><td></td></tr></table>		STCMs/Fine Arts	Career Tech & NPAC	Academic	Date/Time	11/5/15 @ 2pm	11/18/15 @ 11:00am	12/3/2015 @ 11:00am	Type of Evacuation	Lockdown Drill	Shelter in Place/Severe Weather	Reverse Evac	Reason (if Emergency)	Planned Drill	Planned Drill	Planned Drill	Duration of drill	19-20 Minutes	16 Minutes	20 Minutes	Estimate of # of Occupants Evacuated?	Extent of Evacuation			Faculty/staff	Fine Arts 4, STCM 25	CATE 2 NPAC 1	ACA1 36	Students				
	STCMs/Fine Arts	Career Tech & NPAC	Academic																																			
Date/Time	11/5/15 @ 2pm	11/18/15 @ 11:00am	12/3/2015 @ 11:00am																																			
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Faculty/staff	Fine Arts 4, STCM 25	CATE 2 NPAC 1	ACA1 36																																			
Students																																						



NLC FY 2016 Strategic Plan Status: *Safety and Security*

Ensure safe and secure teaching and learning environments

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2015 Baseline	FY 2016 Target	Current Status				Comments
IG 5: NLC will maintain a culture of collegiality, open communication and professional excellence.	EI 1 Provide a team environment that encourages cooperative interaction	3. Implement final drill for FY 16 by 12/31/16 to be in compliance with state directive. (Create 2016 Evacuation Drills schedule to be in compliance with state directive.)	<u>SW/RVAC</u> Building Time to Evac: 5 min Reverse Time to Evac; to new building: 4 min Time to All-Clear: 2 min Duration of Drill: 14 min	Completion of FY 2016 mandatory Drills (2015 Baselines to be used)		Academic 1	Wellness	Science/Phy Plnt	Completed.
					Date/Time	1/6/2016 - 9:58AM	4/28/2016 @ 10:15 am	4/28/2016 @ 10:15 am	
					Type of Evacuation	Evacuation based on a fire alarm	Shelter in Place/Severe Weather	Shelter in Place/Severe Weather	
					Reason (if Emergency)	False Alarm - Fire Alarm Activation/Live scenario not a drill	Planned Drill	Planned Drill	
					Duration of Drill	4 minutes	10 minutes	10 minutes	
					Estimate of # of Occupants Evacuated?	Extent of Evacuation			
					Faculty/staff	20	1	17	
					Students	0	18	283	
	Others	0							



Efficiency and Execution –
Improve operational discipline
with a focus on high
performance standards
including excellent financial
management



NLC FY 2016 Strategic Plan Status: Efficiency and Execution

Improve operational discipline with a focus on high performance standards including excellent financial management

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2015 Baseline	FY 2016 Target	Current Status	Comments
IG 2: NLC will be a responsible steward of resources and facilities	EI 1 Acquire and monitor financial resources	1. Conduct budget monitoring and management to ensure NLC operates within the 2016 budget allocation (Excluding Benefits and Chargebacks – Computer/Communication)	Including CE Revenue Generated FOAPS: 95%	Including CE Revenue Generated FOAPS: 93% or more expended	98.1%	As of 8/31/16.
IG 2: NLC will be a responsible steward of resources and facilities	EI 1 Acquire and monitor financial resources	2. Increase average class size to 27 to maintain funding allocation through budget model.	Fall (Sections by Rubric): 26 Fall (Budget by Fund Code): 26 Fall (Fund Code Trend by Rubric): 26 Spring (Sections by Rubric): 26 Spring (Budget by Fund Code): 26 Spring (Fund Code Trend by Rubric): 26	Fall (Sections by Rubric): 27 Fall (Budget by Fund Code): 27 Fall (Fund Code Trend by Rubric): 27 Spring (Sections by Rubric): 27 Spring (Budget by Fund Code): 27 Spring (Fund Code Trend by Rubric): 27	Fall (Sections by Rubric): 25 Fall (Budget by Fund Code): 24.3 Fall (Fund Code Trend by Rubric): 24.4 Spring (Sections by Rubric): 24 Spring (Budget by Fund Code): 23.8 Spring (Fund Code Trend by Rubric): 23.8	



NLC FY 2016 Strategic Plan Status: Efficiency and Execution

Improve operational discipline with a focus on high performance standards including excellent financial management

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2015 Baseline	FY 2016 Target	Current Status	Comments
IG 2: NLC will be a responsible steward of resources and facilities.	EI 1 Acquire and monitor financial resources	3. Meet contact hour projections to maintain funding allocation through the budget model.	Location: 1,709,712 Owner: 434,488	Location: 1,788,368 Owner: 447,092	Location: Fall: 631,312 Spring: 679,360 Summer: Owner: Fall: 335,888 Spring: 430,128 Summer:	
IG 2: NLC will be a responsible steward of resources and facilities.	EI 1 Acquire and monitor financial resources	4. Meet fall enrollment projections to maintain funding allocation through the budget model.	Fall(Location): 5,399 Fall(Owner): 1,260	Fall(Location): 5,789 Fall(Owner): 2325	Fall(Location): 5,137 Fall(Owner): 3,332	
IG 5: NLC will maintain a culture of collegiality, open communication and professional excellence.	EI1 Provide a team environment that encourages cooperative interaction	10. Increase 2016 revenue 15% above 2015 actuals.	5,306.00	6,102.00	22,245	Update 8/31/16 data based on full fiscal year.
IG 2: NLC will be a responsible steward of resources and facilities.	EI 4 Maintain facilities	11. Track and account for tagged inventory assets.	100%	100%	99.98%	Certification signed. (Completed 4/25/16)



ALAMO
COLLEGES

NORTHEAST LAKEVIEW COLLEGE

NLC FY 2016 Strategic Plan Status: Efficiency and Execution

Efficiency and Execution – Improve operational discipline with a focus on high performance standards including excellent financial management

(continued) Status of Vacancies

Division	Position Number	Position	Status
SS	Director of Advising	P50569	Closed. Position filled by Marlon Anderson, start date 5/16/2016.
SS	Certified Advisor	P50612	Closed. Position filled by Kelle Muse, start date 1/11/2016.
SS	Certified Advisor	P50565	Closed. Position filled by Mallory Plummer, start date 5/16/2016.
SS	Advisor - Stu Success	P50560	Closed. Position filled by Belinda Carter-Newton, start date 1/16/2016.
SS	Sr. Specialist – Student Success	C50981	Currently open to applicants req. # 2218 (replacement of Nancy Gonzales – last day 7/16/2016)
SS	SR. Coordinator – Recruitment	P50591	Closed. Position filled by Alejandrina Hernandez, start date 1/19/2016.
AS	IT Data Analyst	P50603	Pending Approval from HR.
AS	Dean Arts & Sciences	A50076	5/27/15 – Search reopened; interviews scheduled 9/04/15
AS	Academic Lab Tech	C50983	Position reopened – active search
AS	Vacant Multimedia Specialist (Part-time) vacancy	Req813 TOUF (req813)	Posted
AS	Instructor (Accounting)	F50960	Linked to FT Adjunct; Request advertising; Pending Avg. Class Size review
AS	Assistant Professor (Psychology)	F50973	Linked to FT Adjunct; Request advertising; Pending Avg. Class Size review
AS	Assistant Professor (Art)	F50961	Linked to FT Adjunct; Request advertising; Pending Avg. Class Size review
AS	Academic Pgm Coord	P50595	
CS	Coordinator of College Risk Mgmt		



NLC FY 2015 Strategic Plan Status: Efficiency and Execution

Efficiency and Execution – Improve operational discipline with a focus on high performance standards including excellent financial management

(continued) **Status of Vacancies**

Division	Position Number	Position	Status
AS	Part-time program specialist conversion to part-time instructional designer		FY 15-16
AS	Request to add FT academic program specialist for ENGL/WRITING in the ASC and part-time program specialist MATH in the ASC		FY 15-16 (Per agreement in VP Meeting discussion a part-time ASC position would be created from reduction of funding identified in Academic Success budget. Position will be created 9/1/15 to advertise. No FT position was approved based on lack of funding. TCD)



Summary of Key Performance Indicators (KPIs) for Academic Success Strategic Activities **(Needs to be updated)**

PERSISTENCE/ COMPLETION	FY2012	FY2013	FY2014	FY2015	FY2016 (Goal)	FY2016 (YTD)
1. Within Term Retention (Total Population) for Fall by Campus of Section Owner	94.5%	93.9%	94.9%	95%		
2. Fall to Spring Persistence FT FTIC by Campus of Section Owner	50.0%	61.0%	70.5%	78.5%		
3. Fall to Spring Persistence PT FTIC by Campus of Section Owner	40.8%	34.7%	46.1%	66%		
4. Fall to Fall Persistence FT FTIC by Campus of Section Owner	27.6%	35.6%	54.5%	68.7%		
5. Fall to Fall Persistence PT FTIC by Campus of Section Owner	18.0%	18.9%	27.5%	46.3*		
6. 2-Year Fall to Fall Persistence FT FTIC by Campus of Section Owner	8.2%	13.3%	12.3%	43.9%		
7. 2-Year Fall to Fall Persistence PT FTIC by Campus of Section Owner	5.6%	7.2%	13.0%	15%		
8. Core Curriculum Completers	34	55	100	150/169		
9. Degrees Awarded	14	27	38	67/80		

*Requested Preliminary data from
District

Right from the Start

Summary of KPIs for Remedial Education Strategic Activities **(needs to be updated)**

STUDENT SUPPORT SERVICES	FY2012	FY2013	FY2014	FY2015	FY2016 (Goal)	FY2016 (YTD)
1. Percentage of FTIC Students successful in Gatekeeper Math within 3 years of completing Dev. Math	67.7%	75.3%	68.7%	70%		
2. Percentage of FTIC Students successful in Gatekeeper English within 3 years of completing Dev. English	71.4%	100.0%	87.0%	*		
3. Percentage of FTIC Students successful in History 1301 within 3 years of completing Dev. Reading	70.8%	82.4%	59.1%	86%		
4. Percentage of FTIC students successful in Biology 1408 within 3 years of completing Dev. Reading	50.0%	71.4%	66.7%	75%		

*Requested Preliminary data from District

Right from the Start



Summary of KPIs for Student Success Strategic Activities **(needs to be updated)**

STUDENT SUPPORT SERVICES	FY2012	FY2013	FY2014	FY2015	FY2016 (Goal)	FY2016 (YTD)
1. Percentage of FTIC students who transfer to a Texas senior institution within 6 years	N/A	35.6%	27.8%	44.8%		
2. Core Curriculum completers	34	55	100	Goal: 150 Final: 169		
3. Percentage of students who would recommend Northeast Lakeview College to a friend or family member	93.6%	95.4%	CCSSE not administered	Scheduled for April 2015		
4. Percentage of students who would rate their NLC experience as good or excellent	84.8%	86.8%	CCSSE not administered	CCSSE not administered		
5. Number of currently enrolled students who have education plans	Not yet collected	857	1,205	1,205		

*Requested Preliminary data from District

Right from the Start



Summary of KPIs for Baccalaureate/Transfer Strategic Activities **(needs to be updated)**

STUDENT SUPPORT SERVICES	FY2012	FY2013	FY2014	FY2015	FY2016 (Goal)	FY2016 (YTD)
1. Course Success	Fall: 73.1% Spring: 74.1%	Fall: 78.7% Spring: 76.3%	Fall: 81%	82%		
2. Course Completion	Fall: 91.2% Spring: 90.0%	Fall: 92.1% Spring: 91.6%	Fall: 92.5%	93%		
3. FT FTIC 3-Year Graduation Rate	5.7%	13.1%	6.6%	13.9%		
4. FT FTIC 4-Year Graduation Rate	6.3%	13.3%	19.6%	17.7%		
5. FT FTIC 6-Year Graduation Rate	N/A	32.0%	16.1%	36.2%		
6. Percentage of FTIC students who transfer to a Texas senior institution within 6 years	N/A	35.6%	27.8%	44.8%		

*Requested Preliminary data from District

Right from the Start