

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: 12-12-17

The success of the Alamo Colleges District will be measured by the success of its students. The Alamo Colleges District 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 District has adopted a guided pathways model, MyMAP (Monitoring Academic Progress) with two components, AlamoINSTITUTES and AlamoADVISE. The AlamoINSTITUTES pathways approach to student success, based on research evidence and informed by AACC Pathways Program, provides intentionally designed, clear, coherent and structured educational experiences that guide each student effectively and efficiently from point of entry through to attainment of high-quality postsecondary credentials and careers with value in the labor market. Programs, support services, and instructional approaches shall help students clarify their goals, choose and enter pathways that will achieve those goals, stay on pathways, and master knowledge and skills that will enable them to advance in the labor market and successfully pursue further education.

The Alamo Colleges District will rely upon evidence about student progress to make strategic decisions and allocate resources. The Alamo Colleges District 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 to ensure a student-ready college focused on student’s experience;
- 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;

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- 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;
- Instructional practices incorporate sound principles of teaching/learning theory to enhance learning outcomes;
- Program-level learning outcomes are aligned with the requirements for success in employment and further education in a given field and the results of learning outcomes assessment are applied to improve the effectiveness of instruction across programs.
- The Alamo Colleges District is 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 District's 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;
 - Course completion
 - Productive grade rates
 - Retention
 - Persistence
 - Transfer
 - Employment
 - Licensure
 - Graduation

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- Overall success rates in accelerated 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 policies and practices are based on research from the Achieving the Dream initiative and Alamo Colleges District Pathways Model (F.6.1.1) and other educational strategies identified as promoting increased success for all students. The Alamo Colleges District's long-term, institution-wide procedures support and promote student engagement and commitment to learning while requiring strategies in the pathways model that are proven to increase student success. Procedures will be developed for the following:

- **The Student Experience – MyMAP (Monitoring Academic Progress)** – Consistent, on-going and well-defined actions for the colleges and students beginning with information available to prospective students through completion of student goals.
- **The Student Experience - Connection through Entry** – Timely and efficient processes to maximize students' admission, engagement in making an informed choice of career field and program goal, development of a plan to meet their desired goal, and enrollment in classes leading to their goal.
- **The Student Experience - Progress to and through Completion** – Processes through AlamoADVISE, faculty engagement with students, and students' active involvement in learning to progress to completion.