LEADERSHIP: A PROVEN CYCLE FOR SUCCESS
The Alamo Colleges District is a catalyst for economic and social mobility.
THE ALAMO COLLEGES FAMILY

Central Texas Technology Center
Brackenridge Education & Training Center
Eastside Education & Training Center
Greater Kerrville Center
St. Philip’s College – Southwest Campus
Westside Education & Training Center
Workforce Center for Excellence
BOARD OF TRUSTEES

Joe Alderete Jr.
Vice-Chairman

Denver McClendon

Anna Uriegas Bustamante
Secretary

Marcello Casillas
Chair

Roberto Zárate

Dr. Gene Sprague

Dr. Yvonne Katz

Clint Kingsbery

Joe Jesse Sanchez
Assistant Secretary

Monica Scraper
Student Trustee
**Vision**
Alamo Colleges will be the best in the nation in Student Success and Performance Excellence

**Mission**
Empowering our diverse communities for success.

**Values**
- Students First
- Can-Do Spirit
- Respect For All
- Data-Informed
- Community-Engaged
- Collaboration
STUDENT SUCCESS PERFORMANCE MEASURES

- Graduates
- Transfer Rates
- Course Completion Rates
- Productive Grade Rates
- Persistence Rates
- Employment Rates
- Licensure Pass Rates
- Success Rates In Developmental Education

Board Policy F.6.1
FOCUS PDCA Training
Completion by Design/Texas Completes
NVC Receives TAPE Award (2007)
ALAS

Alamo Way
(Student Success, Principled-Center Leadership, Performance Excellence)
Key Performance Indicators (KPI) identified
Strategic Plan

NVC Baldrige site visit and Best Practice recognition (2012)
DSO and Colleges Unit Action Plans
MyMap
Achieving the Dream Leader College

SPC Receives TAPE Achievement Level Recognition (2013, 2014)
4DX
Strategy Map Development and Deployment
AlamoINSTITUTES
AlamoADVISE
AlamoENROLL

PAC Receives TAPE Award (2015)
DSO Receives TAPE Award (2016)
Acceptance into the AACC Pathways Project (2016)
PAC Receives Baldrige Site Visit (2017)
ACD Baldrige Application Submitted (2017)
ACD Baldrige Application Submitted (2018)
Aspen Institute - SAC, SPC, PAC, NVC among 150 eligible institutions
Aspen Institute - PAC Top 10 Finalist (2018)
SPC Receives TAPE Award (2018)
LearningElite - Gold Winner (2018)
ACD Baldrige Site Visit (2018)
Student Profile

62% Hispanic
8% African-American
24% White
3% Asian
3% Other

57% Female
43% Male

19% Full-Time
81% Part-Time

62% Underprepared Students

70% Receive Financial Aid
Economic Diversity Profile

Alamo Community College District

- Highest quintile: 13%
- Fourth quintile: 21%
- Middle quintile: 23%
- Second quintile: 24%
- Lowest quintile: 19%

University Of Texas At San Antonio

- Highest quintile: 32%
- Fourth quintile: 23%
- Middle quintile: 19%
- Second quintile: 15%
- Lowest quintile: 11%

University Of Texas At Austin

- Highest quintile: 56%
- Fourth quintile: 17%
- Middle quintile: 13%
- Second quintile: 9%
- Lowest quintile: 6%

Source: Friedman, Saez, Turner, and Yagan (2017), "Mobility Report Cards: The Role of Colleges in Intergenerational Mobility." Table 3. Note: these are figures for the 1991 birth cohort.
Economic Mobility Booster

Source: Author's calculations using data from the Equality of Opportunity Project, Chetty, Friedman, Saez, Turner, and Yagan (2017), "Mobility Report Cards: The Role of Colleges in Intergenerational Mobility," Table 3. Note: these are figures for the 1980 birth cohort.
City's poverty rate dips slightly, but income remains stagnant
Peggy O'Hare  •  Sep. 12, 2018 Updated: Sep. 13, 2018 8:21 p.m.

News

San Antonio's median household income of $50,014 remains well below Texas' median of $59,206, the latest census numbers show. Click ahead to view the 20 richest ZIP codes in Bexar County, according to 2015 IRS data. Photo: William Luther /Staff file photo

Worlds apart

Concentrated poverty and an increasing income divide make San Antonio one of the country's most segregated cities.

A four-part series by Melissa Fletcher Stoeltje | San Antonio Express-News
OUR MOONSHOT
Partnering to end poverty through education in the Greater San Antonio region.
KEY INNOVATIONS

- The Alamo Way
- AlamoADVISE
- AlamoINSTITUTES
- High School Programs
- AlamoPROMISE – Coming Soon!
- 4DX
- ALAS/Emerging Leaders/SLI
ALAMOADVISE
Case management model from enrollment to completion

✓ **1:350** Student/Advisor Ratio
✓ **100%** Students Assigned an Advisor
✓ **100%** Advisors Certified within the First Year
✓ **95%** Student Satisfaction with Advising
Students 
18 Early College High Schools & Academies

HIGH SCHOOL PROGRAMS

12,500 Students
AlamoPROMISE
TUITION FREE COLLEGE FOR ALL STUDENTS

Bexar County
College Participation Rate ➔ 50% to 70%
The AlamoPROMISE Network Strategy
A Leader in Every Seat

PERSONAL DEVELOPMENT
✓ ALAS
✓ Emerging Leaders
✓ Student Leadership Institute (SLI)

ORGANIZATIONAL DEVELOPMENT
✓ Student Trustee
✓ Student Government Association
✓ College and United Faculty Senates
✓ College and Executive Staff Senates
Personal Assessment of the College Environment (PACE)
Survey Results

Leadership Reinforcement of Values

Leadership Effectiveness in Creating Focus On Action
Student Views on Leadership Effectiveness

Noel – Levitz Student Views of Leadership Effectiveness

- Concern for Students as Individuals
- Leadership Approachable

<table>
<thead>
<tr>
<th>Year</th>
<th>2014</th>
<th>2016</th>
<th>2018</th>
<th>USA</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.64</td>
<td>5.33</td>
<td></td>
<td>5.55</td>
<td></td>
</tr>
</tbody>
</table>

Student Leadership Institute Effectiveness

- Satisfaction
- Impact- Proactive

<table>
<thead>
<tr>
<th>Year</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>4.88</td>
<td>4.86</td>
<td>4.79</td>
<td>4.88</td>
<td></td>
</tr>
</tbody>
</table>
## Taking a big step forward in student success

<table>
<thead>
<tr>
<th></th>
<th>2005 - 2006</th>
<th>2017 - 2018</th>
<th>% Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrollment by College of Attendance: Fall Term</td>
<td>50,166</td>
<td>60,692</td>
<td>21%</td>
</tr>
<tr>
<td>Degrees and Certificates Conferred*</td>
<td>3,707</td>
<td>12,756</td>
<td>244%</td>
</tr>
<tr>
<td>Fall to Fall Retention Rate**</td>
<td>60%</td>
<td>70.1%</td>
<td>17%</td>
</tr>
<tr>
<td>3-Year Graduation Rate**</td>
<td>6%</td>
<td>24.7%</td>
<td>325.9%</td>
</tr>
<tr>
<td>4-Year Graduation Rate**</td>
<td>9%</td>
<td>25.6%</td>
<td>197.7%</td>
</tr>
<tr>
<td>Productive Grade Rate</td>
<td>67%</td>
<td>80.2%</td>
<td>19.5%</td>
</tr>
<tr>
<td>Course Completion Rate</td>
<td>80%</td>
<td>92.3%</td>
<td>15.5%</td>
</tr>
<tr>
<td>Total Expense Operating Budget</td>
<td>$208,717,222</td>
<td>$354,086,098</td>
<td>69.6%</td>
</tr>
<tr>
<td>Percent of Budget allocated to Personnel</td>
<td>71.9%</td>
<td>66.8%</td>
<td>-7.1%</td>
</tr>
<tr>
<td>Bond Rating: S&amp;P / Moody’s</td>
<td>AA / Aa2</td>
<td>AAA / AAA</td>
<td></td>
</tr>
<tr>
<td>Foundation Total Assets**</td>
<td>$5,202,174</td>
<td>$26,628,222</td>
<td>411.9%</td>
</tr>
</tbody>
</table>

Notes (*): Degrees conferred of 12,756 represents FY17 total as FY18 is still to be determined (summer term)
The average associate degree graduate from the Alamo Colleges will see an increase in earnings of $9,400 each year compared to someone with a high school diploma working in Texas.
THANK YOU