

Major Goals– FY18

Alamo Colleges District's major goals for 2017-2018 advance progress on the Strategic Plan's three areas: Student Success, Principle-Centered Leadership, and Performance Excellence that are directly aligned to the Board's Charge and 6 Strategic Priorities of AlamoINSTITUTES, AlamoADVISE, AlamoENROLL, Dual Credit (including ECHS and Academies), Student Completion (4DX WIG), and Quality.

Six Key Strategies

1. Completion
 - a. 4DX
 - b. Core Completion
 - c. High Risk Courses
 - d. Baccalaureate Achievement
2. Alamo ADVISE
 - a. Milestone Achieved
 - b. Career Advising
 - c. Faculty Mentoring
3. Alamo INSTITUTES
 - a. Complete course guide
 - b. Alignment beginning with 9th grade
 - c. Associate and Bachelor's degrees
4. Alamo ENROLL
 - a. Enrollment Management (credit/non-credit)
 - b. Alamo Colleges Online
 - c. Prior Learning Assessment
5. High School Programs/Dual Credit
 - a. Growth
 - b. Quality
 - c. Cost Sharing
6. Quality
 - a. Employee Engagement
 - b. Accreditation
 - c. Academic Quality
 - d. Student Engagement

Board Charge approved 4/18/2017: The Board, in order to accelerate our progress in achieving our 2020 WIG of 15,000 degrees/certificates awarded AND, to achieve our students' post-graduation employment and baccalaureate degree achievement targets, which are reflections of the quality of our students' degrees/certificates, approves the following strategies developed by the trustee team participating in the 2017 Board of Trustees Institute (BOTI):

1. Lead Indicators:

The Board expects that key lead indicators, including those that follow and others, determined to be significant to student achievement will be implemented to scale and actively monitored for continuous improvement:

- i. That the AlamoADVISE milestones of 15, 30 & 45 hours will be achieved by every student;
- ii. That every student will take a student success course within the first semester of attendance;
- iii. That every student will have an academic plan and personal mission statement that determines their pre-major, employment and/or transfer strategy by the end of the first semester of attendance (15 hours);
- iv. That every student will complete the appropriate college level math and English courses within the first two semesters of attendance;

2. Strategic Targets:

The Board is providing particular emphasis on the Alamo Colleges achieving the following targets to be determined by the PVC using our current benchmarking model:

- i. Reduced SCH (Semester Credit Hours)¹: That each college achieves the Strategy Map's target of 66 hours by 2020;
- ii. Transfer Rate²: That each college achieves the Best in Texas rate of 41% by 2022;
- iii. Baccalaureate Success Rate
- iv. That each college achieves the Best in Texas rate of 68% by 2022;
- v. Employment Success Rate⁴: That each college achieves the Best in Texas overall graduate employment rate of 92% by 2022.

3. Number of Choices:

Based on research that students confronted with many choices in attempting to determine their academic plan and career goal often drop out in confusion, the faculty administration will identify the number of programs and courses currently offered and describe their Institute placement, success, employment courses and relevancy, and transferability with the goal of ensuring that the programs and courses offered are the most appropriate, most in demand and most required by our students and community;

4. Faculty Development:

The Alamo Colleges Leadership is to ensure the full implementation of the already established district-wide Board charge and the PVC approved (10/17/16) Faculty Development organization that focuses on the systematic development of Essential Competencies for all faculty and that it further enhances faculty members' capabilities to achieve the AlamoINSTITUTES' strategic success. Representatives from each college will help design the Essential Competencies and ensure they are implemented per the Board-approved single model;

5. Participatory Leadership:

The Board also expects that faculty, staff and, as appropriate, students will actively contribute to the achievement of these strategies and goals; and that our four community strategies and their stakeholders will be actively engaged: SAWorks, Access and Completion Consortium, Transfer Pathways Compact, and our Secondary School Engagement Program;

6. Use of Data:

The Board expects that the District will utilize certified data from the Higher Education Coordinating Board, the Student Clearinghouse and data obtained through our Transfer University Compact partner universities and report regularly to the Board each college's results, implications of the data and strategies to address identified shortcomings;

7. Establish an ROI methodology and template for all strategic and program initiatives presented to the Board for approval:

The ROI template will be utilized in each proposal with the expectation that the college/district project will report annually to the Board as to the achievement of the ROI indicators;

8. Policies and Procedures:

Board policies will be proposed as required to ensure consistency of application and high performance of these action plan recommendations in order to achieve greater district-wide student outcomes;

9. Create an Incentive Program:

The individual Alamo Colleges will be financially rewarded upon achievement of an annual Board-determined priority target. The Board also will annually stipulate the amount of set-aside to fund the incentive;

10. Stakeholder Engagement & Commitment:

The Board expects that strategies will be implemented at scale across all five colleges.