

# ST. PHILIP'S COLLEGE INSTITUTIONAL EFFECTIVENESS RETREAT

February 7, 2017

## *Good to Great Strategic Planning*



ALAMO  
COLLEGES

ST. PHILIP'S COLLEGE



**The Nation's Only Historically Black College & Hispanic Serving Institution**

# WELCOME



# INSTITUTIONAL ACCOMPLISHMENTS

With your table team, identify 5 major SPC accomplishments over the last year. Input in form on the laptop.

- 1.
  - 2.
  - 3.
  - 4.
  - 5.
- 


# SPC STRATEGIC PLANNING



# REAFFIRM MISSION AND VISION



# MISSION, VISION, VALUES

- ▶ **Mission:** Empower our diverse student population through personal educational growth, ethical decision-making, career readiness, and community leadership.
  - ▶ **Vision:** St. Philip's College will be the best in the nation in Student Success and Performance Excellence.
  - ▶ **Values:** Students First, Respect for All, Collaboration, Community Engaged, Can Do Spirit, Data Informed
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# INSTITUTIONAL PRIORITIES DISCUSSION

1. SACSCOC Reaffirmation
2. Ethical Decision-Making
3. Graduation, Persistence and Productive Grade Rate Improvement



2017 GOOD TO GREAT

# Where are we now?

Environmental Review &  
Analysis

SWOT  
Values



# ENVIRONMENTAL SCAN

Table teams discuss internal, external and stakeholder factors that influence the environmental scan.

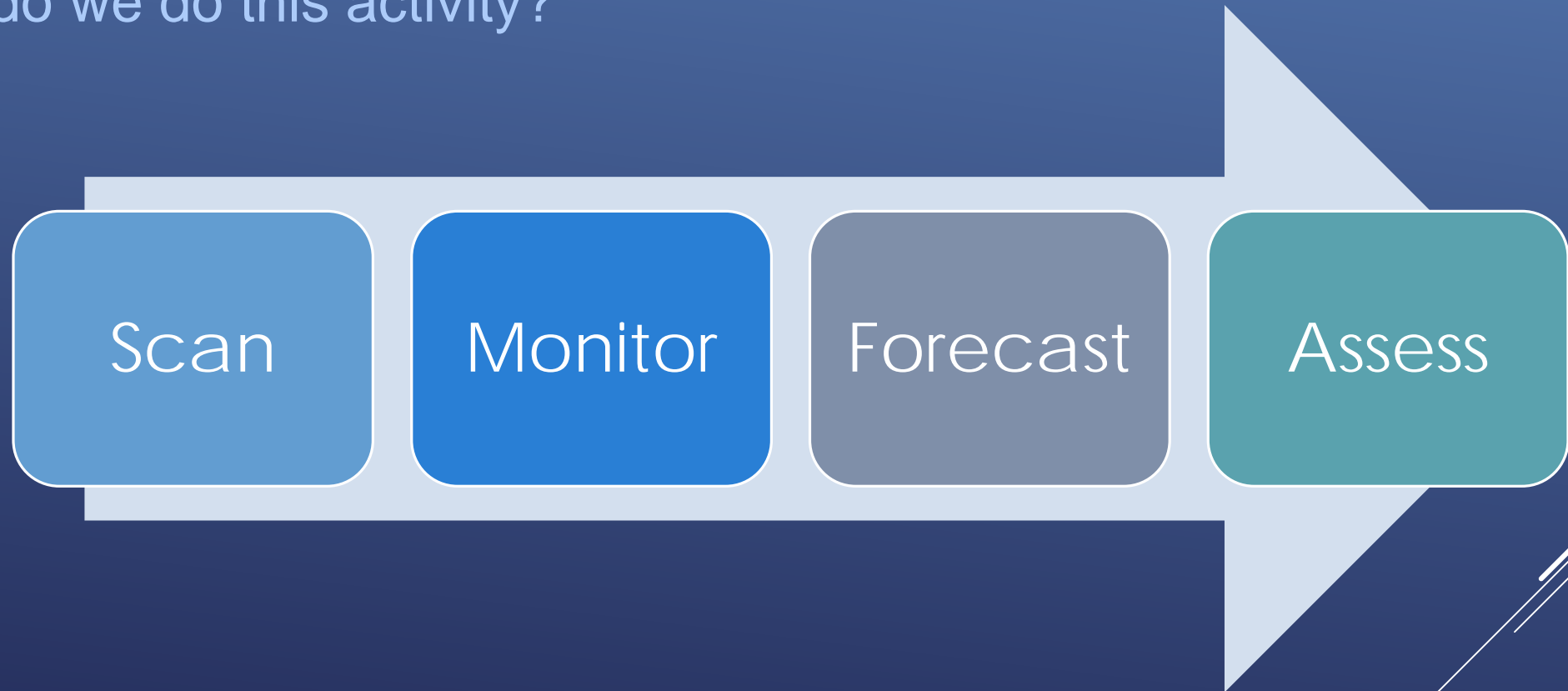
Enter recommendations into the laptop.

Remember:  
These are factors we cannot control nor can they be easily modified

<b>Environmental Scan</b> JULY 2016	<b>E</b> CONOMIC	<b>T</b> ECHNOLOGICAL	<b>R</b> EGULATORY
<p><b>S</b>Ocial</p> <p>definition: Social factors include cultural aspects, population growth rate, age distribution, career attitudes and emphasis on safety.</p> <ol style="list-style-type: none"><li>1. Preparedness &amp; Personal Responsibility of incoming students</li><li>2. Emergency Preparedness &amp; Campus Safety in light of national/state/local incidents to include Title IX</li><li>3. Financial literacy &amp; responsibility</li><li>4. Local Education Initiatives (such as grants, community projects and fundraising)</li><li>5. Evolution of Social Media/Communication</li><li>6. Growth in special populations to include veterans, foster-care, international and first generation students</li></ol>	<p>definition: Economic factors include economic growth, interest rates, exchange rates and inflation rates.</p> <ol style="list-style-type: none"><li>1. Resource challenges (i.e. funding, faculty and staff ratios, work study students)</li><li>2. Property taxes/values stabilization</li><li>3. Reduction in revenue yet requirement to serve more students</li><li>4. Market and industry demands to retool and reskill students</li><li>5. Students lack disposable income to spend on education</li><li>6. Impact of Eagle Ford Shale, Eastside Promise Zone, Downtown Revitalization and general growth of economy</li><li>7. Student default rate/student loan debt</li><li>8. Bond capacity and rating</li></ol>	<p>definition: Technological factors include aspects such as automation, technology incentives and the rate of technological change.</p> <ol style="list-style-type: none"><li>1. Ensure information system-level security</li><li>2. Stay abreast on technology trends and standards</li><li>3. Training and maintenance of systems</li><li>4. Assess technology for accessibility, availability and reliability (for example multisystem integration)</li><li>5. Integrated system inefficiencies and issues supporting employees and students</li></ol>	<p>definition: Regulatory factors include acts of associated regulations, international and national standards, local government by-laws, and mechanisms to monitor and ensure compliance; addressing basically to what degree the government intervenes in the economy.</p> <ol style="list-style-type: none"><li>1. Developmental education basic skills requirements</li><li>2. Federal Funds</li><li>3. Unfunded mandates. (Dual Credit and Early College High School)</li><li>4. State Funds: funding by success points for student completion</li><li>5. Elimination of low enrollment programs</li><li>6. Individual Success Plan and Career Guidance</li><li>7. Maintain compliance with regulatory and accrediting agencies such as SACS-COC and THECB</li><li>8. Local, state and federal regulatory actions (Department of Education, Title III, Title V and Title IX)</li><li>9. Consolidation and systemization- impacting loss of employees, faculty and staff ratios, retirement, Faculty contact hour requirements vs. workload units</li><li>10. Shared Governance</li></ol>

# ENVIRONMENTAL SCAN

Why do we do this activity?



Discussions during division and department meetings

# SWOT ANALYSIS

Table teams discuss internal and external factors to consider in this year's SWOT analysis.

Enter recommendations into the laptop.

Remember:  
These are factors we can control and modify



# SWOT ANALYSIS

Discussions during division and department meetings

	<b>Opportunities</b>	<b>Threats</b>
<b>Strengths</b>	How do you leverage your strengths to benefits from opportunities?	How do you use strengths to minimize the impact of threats?
<b>Weaknesses</b>	How do you ensure your weaknesses will not stop you from opportunities?	How will you fix weaknesses that can make threats have a real impact?


# ST. PHILIP'S COLLEGE QUALITY ENHANCEMENT PLAN: ETHICAL DECISION-MAKING



*Assessment Update Good to Great*  
*QEP Directors: Dr. Paul Machen and Dr. Jude Manzo*

# LOOKING AHEAD TO QEP YEAR 1: ACADEMIC YEAR 2016-2017

Completing activities as part of the following  
QEP Key Strategies:

- ▶ Faculty and Staff professional development
  - ▶ Faculty-Student best practice sharing
  - ▶ Student engagement in Ethical Decision-Making
  - ▶ St. Philip's College community-wide Ethical Decision-Making awareness
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Item	Spring Activities	Responsible Party	Obj.	Strategy
1	QEP Mid-year Progress Report shared campus-wide	QEP Directors	1	4
2	New students complete Freshman Experience which includes Ethical Decision-Making instruction	Dean of Student Success	1	4
3	New Student Orientation includes topic: Ethical Decision-Making	Dean of Student Success	1	4
4	QEP External Constituent/Alumni Survey administered by Program Directors during Advisory Board Meetings	Director of Institutional Planning, Research & Effectiveness	1	1
5	Annual Assessment of submitted student artifacts assessed	Coordinator of Measurement & Evaluation, Chairpersons	2	
6	Discuss EDM and academic integrity first day of class	Faculty	1	2
7	Faculty Professional Development guest speaker	Director of Instructional Innovation Center	1	1
8	Students complete Ethical Decision-Making learning activities and demonstrate ethical decision-making skills in their coursework	Faculty	1	3
9	Students complete EDM special projects and co-curricular activities	Dean of Student Success	1	3
10	Faculty Workshops	QEP Implementation Team	1	1
11	Student Focus Groups conducted to garner feedback	Dean of Student Success	1	
12	Division Meeting Roundtables/Best Practice Sharing	QEP Implementation Team	1	2
13	QEP Assessment Day Results forwarded to the President and shared campus-wide	Coordinator of Measurement & Evaluation, QEP Directors	2	
14	Students complete special projects related to Ethical Decision-Making	Student Success	1	3
15	Division Meeting Roundtables/Best Practice Sharing	QEP Implementation Team	1	1
16	Defining Issues Test, Version 2 administered to graduating students that completed the DIT-2 in previous fall semesters	Director of Institutional Planning, Research & Effectiveness	1	
	QEP Director will conduct a campus-wide survey of student			

# ETHICS BOWL—SPECIAL STUDENT PROJECT


- ▶ Association for Practical and Professional Ethics sponsors intercollegiate competitive and educational Ethics Bowls
- ▶ Five member student teams from competing schools receive ethical case studies 4 to 6 weeks before the competition
- ▶ The goal is for the teams to present logical answers, clearly and effectively to questions posed about the case studies during the event
- ▶ A panel of judges scores each team based solely on: clarity and intelligibility, avoidance of ethical irrelevance, identification and discussion of central ethical dimensions, and deliberative thoughtfulness
- ▶ Teams answer questions posed by moderators about case studies and respond to the opposing team's answer . Opposing teams may agree on viewpoints; the object is not to present dissenting views, but to meet the criteria for scoring

Source: IEB Rules for National Championship, 2008-2009

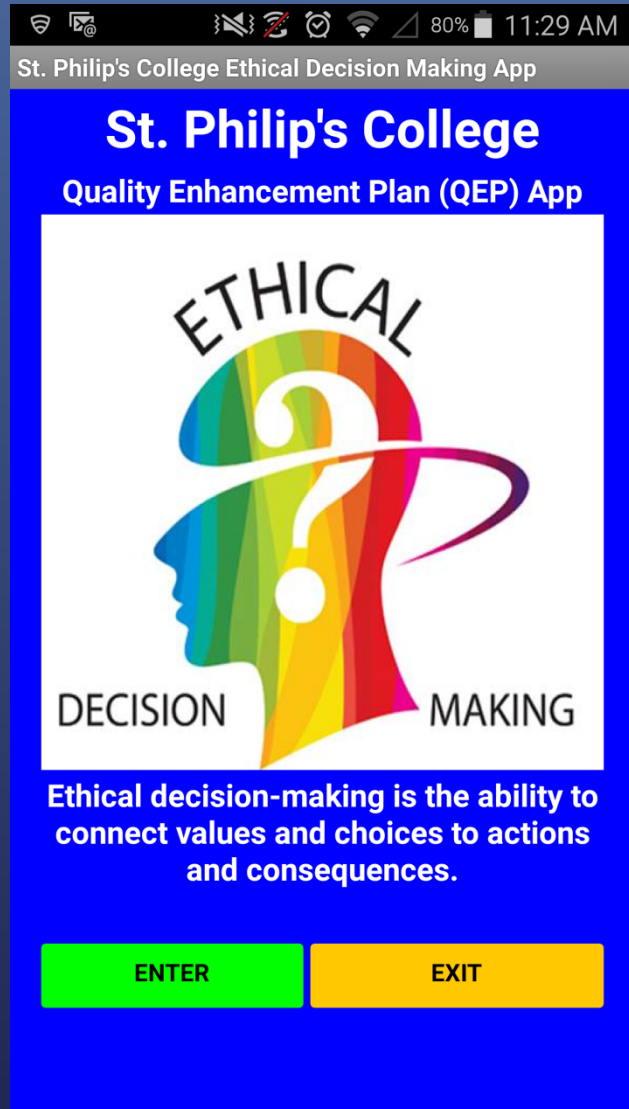
[http://ethics.iit.edu/eb/IEBRules08\\_09.html#National](http://ethics.iit.edu/eb/IEBRules08_09.html#National)



# ST. PHILIP'S COLLEGE ETHICS BOWL TEAM

- ▶ St. Philip's College established an Ethics Bowl Team during fall 2016 semester
  - ▶ Team competed in *Texas Regional Ethics Bowl*, November 13, 2016 in San Antonio; resulted in 1-2 record
  - ▶ Students enrolled in Ethics Courses were asked to participate
  - ▶ The team will attend the National competition in Dallas TX (Feb 2017) in preparation to compete at this level next year
  - ▶ For more information contact team coaches: Matthew Fuller, 486-2017 or Andrew Hill, 486-2565
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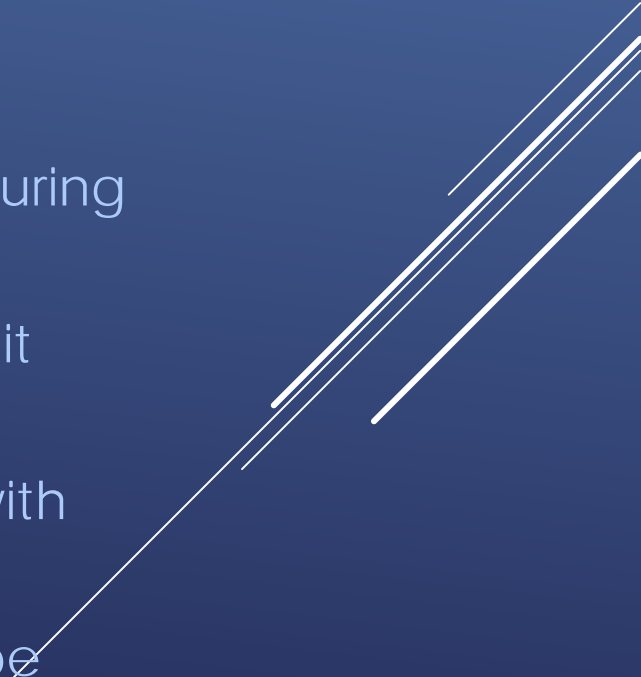
# QEP-EDM ANDROID APP - BETA



## ▶ App Specs

- ▶ Currently only for Android devices
- ▶ Will be available thru the Playstore
- ▶ Designed by Student Hannah Mahaffey
- ▶ Includes a link to QEP website
- ▶ Includes What Would You do Videos
- ▶ Includes a quiz

# EDM ASSESSMENTS

- ▶ Personal and Social Responsibility Indicator (PSRI) I (pre-test) & PSRI II (post-test)
    - ▶ Administered to over 2,000 students during fall semester
    - ▶ The first 1000 students completing **both** PRSI tests received a \$20.00 bookstore gift card
  - ▶ Defining Issues Test (DIT-2), Version 2 and Student Assignment Evaluations were administered to selected courses concurrently during fall semester
  - ▶ DIT-2 will be administered to graduating students who completed it previously during the spring semester
  - ▶ Annual Assessment of submitted student artifacts were assessed with rubric during spring semester
  - ▶ Community College Survey of Student Engagement (CCSSE) will be administered during spring semester
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IT'S BREAK TIME!!!



[www.gifak.net](http://www.gifak.net)



# 2017-18 BUDGET DEVELOPMENT



# ASSESSMENT SHOWCASE





# FUNDRAISER RAFFLE





LUNCH  
BREAK

The logo features the word "LUNCH" in a large, bold, purple, blocky font with a 3D effect. Below it, the word "BREAK" is written in a smaller, purple, sans-serif font. The text is centered within a white square that has a dashed purple circle around it, resembling a clock face. The entire logo is set against a dark blue background with white diagonal lines on the right side.



# SPC STRATEGIC PLANNING

How will we get there?

Strategies

Action Plan

# SPC WIGs

**Increase Degrees and Certificates earned  
by students from 1,811 to 1,992 by  
August 31, 2017**

Arts & Sciences  
461


Applied Science & Tech.  
962

Health Sciences  
569


**Increase student full-time (FTIC)  
Fall to Fall Persistence Rate from  
58% to 65% by August 31, 2017**

**Increase student course-based  
Success Rate from 81% to 84% by  
August 31, 2017**

# WIG STRATEGIES & ACTION PLANS

- ▶ What is working for us and what does not work?
    - ▶ How can we ensure we reach our WIG target?
  - ▶ Best Practice Sharing
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- A decorative graphic consisting of several parallel white lines of varying lengths, slanted upwards from left to right, located in the bottom right corner of the slide.

# SACSCOC STATUS UPDATE & STRATEGIES

- ▶ What is working for us and what does not work?
    - ▶ How can we ensure we reach our WIG target?
  - ▶ Best Practice Sharing
- 

# SACSCOC REPORT WORKING SESSION

▶ Team Leads



CIP UPDATE / MASTER PLANNING





# DAY IN REVIEW

Where do we want to be?

Visioning Statement

Vision

Where are we now?

Environmental Review & Analysis

SWOT Values

How will we get there?

Strategies

Action Plan

