Working Together for Student Success

Monday, August 26, 2019
Most of our students are not succeeding

- 22.8% completed a credential within 4 years of initial enrollment
- 16.4 average number of excess credits earned
Most don’t complete foundational requirements early on...

- **37%** • Completed college-level English in first year
- **26%** • Completed college-level Math in first year
...or even gain enough momentum to keep going...

- 21% Earned ZERO college-level credits in first semester
- 18% Earned 12+ college credits in first semester
...and there are differences between student populations.

Significant *equity gaps* exist in engagement, performance, persistence, and program completion by

- Race/ethnicity
- Income
- Part time vs full time status
- Age
- Gender
Why?

College Practices that Drive Students Away

- Intake process discourages many students from enrolling
- Education paths to degrees, careers and transfer are unclear
- New students not helped to explore options/interests, develop a plan
- Pre-requisite deviation sorts out students; fails to prepare for success in college-level courses
- Students’ progress not monitored; advising grossly inadequate
- Colleges fail to schedule courses students need, when they need them
- Too many students experience abstract, rote instruction in subjects they see as irrelevant; too few experience active learning on issues of interest
- Too many poorly prepared students allowed to take fully on-line courses
- Instructors not systematically helped to adopt high-impact practices
- Students not helped to gain program-relevant experience
It’s time to change the paradigm: Guided Pathways is our model for student success

Create clear curricular pathways to employment and further education.

Help students choose and enter their pathway.

Help students stay on their path.

Ensure that learning is happening with intentional outcomes.
Achieving the Dream supports this work...

- Nationwide community of practice
- Leader in transformative reforms in student success and equity
- Focus on student outcomes improvement and institutional capacity-building
...aligned with work being led by the CSCU Student Success Center...
Vision Building

• PRIDE
  • Academic Rigor, diversity, beacon of excellence, caring and attentive faculty and staff, advising

• RESULTS
  • Pathways to jobs and higher earnings through programs such as Business Studies, advising and counseling students, Insight

• WELL DONE
  • Serving students where they are, providing rigorous academics along with strong support, informative, interesting, and interactive workshops for students, faculty, and staff, Next Step Advising, and New Student Orientation, using Insight to submit Academic Progress Reports

• STOP
  • Having so many prerequisites for introductory courses, asking students to apply for graduation, holding meetings when information shared can be communicated by email

• PRIORITIES
  • Student success, increase enrollment, retaining our students, clear paths to completion, graduation, preparing students for their next venture

• UNIQUENESS
  • Beautiful campus, classrooms, four-year connections, student clubs, engaged and present faculty and staff, diversity, well-kept and well-equipped facilities group and program advising
2019-2020 Action Plan

• Review and Revise Strategic Plan
• More significant utilization of Outlook calendars
• More significant utilization of Simplicity's Insight
  • Everybody Advises Initiative
• Recruitment-Retention-Completion Workgroup
• Guided Pathways Initiatives
  • Conversations around the implementation of CSCU’s Six Areas of Study
    • 1) Social and Behavioral Sciences, Education, and Public Service; 2) STEM (Science, Technology, Engineering, and Math); 3) Manufacturing, Industry, and Technical Careers; 4) Health Careers; 5) Humanities and Creative Arts; and 6) Business & Hospitality
  • Clarify paths to student end goals
  • Help students choose and enter a pathway
  • Keep students on path
  • Ensure that students are learning
• Achieving the Dream Team
  • [https://www.achievingthedream.org/](https://www.achievingthedream.org/)
  • Participation in the reform network has helped:
    • Identify blind spots and root causes of issues on campus that were not previously apparent
    • Introduce a coherent capacity framework to address key challenges that enables institutions to embrace change at scale
    • Institutionalize best practices (in using data, implementing student academic and nonacademic services, teaching and learning, and other areas) across the institution
    • Put everyone and every program on campus on the same page to achieve shared institutional goals
    • Make far more progress in strengthening campus culture and increasing student outcomes far more quickly than they could on their own
...leveraging work already underway on our campus...

STARS
WiSTEM
PASS
Academic Support Center
Center for Teaching Workshops
Office for Students with Disabilities Workshops
Cougar Pantry and Career Clothing Closet
Course and Program Redesigns
SENSE and CCSSE work
...and focusing on action to break down barriers to student success

Year 1: Inform the Action Plan with Data and Evidence

Year 2: Implement Action Plan for Learning and Improvement

Year 3: Evaluate, Institutionalize for Sustainability
MCC’s Achieving the Dream Team

Campus Student Success Team (CSST)

**CSST Leads:** Christopher Hamelin and Sarah Perez

**CSST Members:** Meghan Finley, Allison MacKenzie, Francine Rosselli-Navarra, David Nielsen, Mariah Thomas, and Robert Turner

**ATD Coaches:** Joanne Bashford and Donna Jovanovich

**CSCU Student Success Center Liaison:** Tamika Davis
Expected outcomes for this year

Examine qualitative and quantitative data; incorporate student voice (Fall-Winter); identify barriers and gaps

Assess progress to date and institutional capacity for whole-college change (Winter-Spring)

Develop an action Plan with specific priorities, required resources and measurable goals (Late Spring)
Upcoming Events

• Student Success Team meeting schedule and other related events
• DREAM Conference (February 2020)
• ICAT implementation, Scale of Adoption Assessment, and capacity café (late fall/early winter)
Opportunities for Engagement

• ATD Monthly Webinars
  • September: *Keeping up the Momentum*
  • October: *Maximizing Data Disaggregation*
  • November: *Let the Data Tell the Story*

• Opening Day activities – The Finish Line Game and Data Café

• www.ct.edu/gp
United towards student success and equity

Groups reporting to the College Consolidation Implementation Committee
collectively recommend policies, frameworks, and practices for the one college under the Guided Pathways model facilitated by the Student Success Center

United toward a student success & equity-focused one college
Through Student Success Center coordination, Achieving the Dream, and the College Student Success Team Coordinating Council, we are united toward a student success and equity-focused one college

12 College Student Success Teams
coached by Achieving the Dream, locally determine how to best respond to individual student and community needs and how to contextualize one college policies, frameworks, and practices

2018-19 Individual Colleges

2023-24 One CSCU College
In closing...

• Manchester Community College advances academic, economic, civic, personal and cultural growth by providing comprehensive, innovative and affordable learning opportunities to diverse populations. We are a learning-centered community committed to access, excellence and relevance.

• “The number one reason students say they come to MCC: ‘To pursue education that helps them earn more money and make a better life for themselves and their families.’”