Session Presenters

Dr. Yvonne Katz, Chair, District 7, Alamo Colleges District Board of Trustees

Mr. Roberto Zarate, Trustee, District 5, Alamo Colleges District Board of Trustees

Dr. Adelina Silva, Vice Chancellor for Student Success, Alamo Colleges District

Ms. Michelle Perales, Deputy to the Chancellor, Alamo Colleges District
Advancing Your Student Success Agenda Through Regional Partnerships
Who We Are

Student Profile Fall 2016:
Total = 61,820 (duplicated credit & non-credit fall enrollment)
  ➢ 19% Full-Time
  ➢ 81% Part-Time

Equity Breakdown for Credit Students – Fall 2016:
  ➢ Gender:
    ▪ Female = 57%
    ▪ Male = 43%
  ➢ Ethnicity:
    ▪ Hispanic = 62%
    ▪ African American = 8%
    ▪ White = 25%
    ▪ Asian = 3%
    ▪ Other = 3%
Our Mission, Vision, Values

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

- **Vision:** The Alamo Colleges District will be the best in the nation in Student Success and Performance Excellence.

- **Values:** The members of Alamo Colleges District are committed to building individual and collective character through the following set of shared values in order to fulfill our vision and mission.
The Alamo Way
Always Inspire, Always Improve

Student Success
Students will attain and realize their learning, professional and civic potential.

Principle-Centered Leadership
Students and employees will lead.

Performance Excellence
The Alamo Colleges District will efficiently and effectively meet its mission and achieve its vision.

Achieving the Dream

7-Habits of Highly Effective People

Baldrige Criteria for Performance Excellence
## Strategy Map

### 6 Key Strategies

- **Completion**
  - 4DX
  - Core Completion
  - High Risk Courses
  - Baccalaureate Achievement

- **AlamoADVISE**
  - Milestones Achieved
  - Career Advising
  - Faculty Mentoring

- **AlamoINSTITUTES**
  - Complete course guide alignment from 9th grade through Associate and Bachelor's degrees.

- **AlamoENROLL**
  - Enrollment Management (credit/non-credit)
  - Alamo Colleges Online
  - Prior Learning Assessment

- **High School Programs**
  - Growth
  - Quality
  - Cost Sharing

- **Quality**
  - Employee Engagement
  - Accreditation
  - Academic Quality
  - Student Engagement

### Measures of Success

- **Degrees & Certificates Awarded**
- **Percent of Students with Career Goal & Academic Plan**
- **Student Satisfaction with Advising**
- **Degrees Awarded in High Demand Occupations**
- **Market Penetration Rate**
- **Head Count Credit (Fall)**
- **Head Count Non-Credit (Fall)**
- **Dual Credit Head Count (Fall)**
- **Career Technical Education Dual Credit Head Count (Fall)**
- **Personal Assessment of the College Environment (PACE)**
  - Texas Award for Performance Excellence/Baldrige Award
  - Noel Levitz Overall Satisfaction

### 2016 Outcomes

- **12,009**
- **74%**
- **1,659**
- **4.1%**
- **10,369**
- **3.82 out of 5**

### 2017 Target

- **13,200**
- **78%**
- **2,127**
- **4.3%**
- **11,027**
- **3.89**

### 2020 Target

- **15,000**
- **90%**
- **3,530**
- **69,000 credit**
- **13,800 non-credit**
- **4.10**
- **5/1**
5 Regional Strategic Initiatives

1. San Antonio/Austin Regional University Transfer Pathways Compact
2. Alamo Area College Access and Completion Consortium and Summit
3. Independent School District (ISD) Partnerships
4. SA Works
5. Student Advocacy Center
Strategy 1: San Antonio/Austin Regional University Transfer Pathways Compact

**Purpose:** To create a guided pathways model—an integrated, institution-wide approach—to student success from eighth grade through the baccalaureate degree.
Strategy 2: Alamo Area College Access and Completion Consortium

**Purpose:** To build relationships to forge academic and career pathways among school districts, higher education institutions, community-based organizations, and civic and business leadership to promote greater student success outcomes through warm hand-offs.

**3 Critical Task Forces**

- Pathway: Collaboration & Communication
- Technology & Common Website
- Common Metrics
Strategy 3: SA Works

**Purpose:** An industry-led coalition to develop a comprehensive human capital strategy to fill the community's most pressing talent needs.
SA Works Goals

- Create a pool of **1,500 skilled technicians** that addresses targeted industry demand for a skilled workforce;
- Create training and employment opportunities for **2,000 job seekers** and youth in target occupations;
- Offer educators and students a minimum of **20,000 experiential learning opportunities** from the SA Works employer menu of options by the year 2020;
- To develop **true career pathways** that lead to meaningful employment opportunities for all Bexar County residents;
- To develop a **national center of excellence** that provides **meaningful career pathways** for students and **professional development opportunities** for educators and administrators in San Antonio and Bexar County.
Strategy 4: ISD Partnerships

Dual Credit Students: 20%
- Academies and Traditional Dual Credit = 12,000 +
- 18 existing and developing Early College and CAST High Schools

✓ 662 Associate Degrees awarded by ECHSs 2013-2016
✓ Only 48% of 2016 high school graduates were found enrolled in Texas Public or Independent higher education in Fall 2016

$27 Million in Tuition Waivers and Institutional Scholarships!
High School Programs to and through College

- Select a Path – 9th Grade
- College Readiness
- HB5 - College Preparatory Courses (12th Grade Option)
- Staying on the Path: High School Completion & Transition to the Alamo Colleges
Transition from High School to College

College Connection

- **Purpose:** Ensure smooth transition from high school to college to continue educational journey, or from adult job to new career.
  - 77 high schools in 36 ISDs
  - In Academic Year 2015-16
  - ✓ 4,176 high school seniors enrolled
Strategy 5: Student Advocacy Center

**Purpose:** To improve student retention by providing robust case management and social service support aimed at meeting the socio-economic deficits of students.

- Piloted at Palo Alto and San Antonio Colleges

**Key Features:**

- Case Management
- Linkages to Public Assistance, Emergency Assistance, and External and Internal Support
- Food Pantry
- School Clothes
- Book Voucher

**Partners:**

- Area Universities: Our Lady of the Lake, UTSA and Texas State University
- State of Texas Certified Site for Community Partner Program
- San Antonio Food Bank
- United Way of San Antonio and Bexar County – Bexar Necessities
Preparing for a Career

Model: AlamoCONFIDENCE

Purpose: To increase employer/university and community confidence in our graduates and student confidence in their own capabilities to graduate, pursue their desired career and add skills and leadership value to their family, employer, and community.
AlamoCONFIDENCE

Process:
- Select career before enrolling at one of the Alamo Colleges
- Partner with ISD/Employers for better career information
- Partner with CBO/Employers for better career information for adults
- Employers “Adopt Students” upon enrollment
  - Mentorship
  - Scholarships
  - Internships
- Employers promote high-demand and high-wage careers
- Employers hire their “Adopted Graduates”
- Universities actively request our graduates because of their “University Readiness”
Results

- Creating a Clear Path to Degrees and Careers
- Established a Common Language of Accountability
- Aligned Strategy Map with Baldrige, Achieving the Dream and Principle Centered Leadership policies
  - Our Student Success Systems are synergized!
- Certifying employees AND students – A Leader in Every Seat
- 4DX, in particular, helped us become proactive, intentional, disciplined and focused
- There is real pride in the Alamo Colleges District overall and in our collective achievements
- Partnerships with the ISDs, universities, community agencies and employers are crucial to this model’s success
Results (cont.)

➢ Performance:
  ▪ 224% increase in Degrees/Certificates Awarded
  ▪ National, state and local leadership and performance recognitions, including Texas Award for Performance Excellence (TAPE)
  ▪ Among state’s lowest tax rate & tuition
  ▪ $27 million annually in free tuition
  ▪ $450 million bond passed with 67% support
  ▪ AAA Bond ratings

➢ Innovations:
  ▪ AlamoADVISE
  ▪ AlamoINSTITUTES
  ▪ MyMAP
  ▪ AlamoCONFIDENCE
  ▪ Now an integral part of our culture
The Alamo Colleges District became the greatest producer of student degree and certificate awards among community colleges in Texas.
THEN and NOW
Taking a big step forward in student success

224% Increase!

Degrees Conferred

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
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<tbody>
<tr>
<td>FY 2017</td>
<td>13,200 (Goal)</td>
</tr>
<tr>
<td>FY 2016</td>
<td>12,009</td>
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<tr>
<td>FY 2015</td>
<td>9,778</td>
</tr>
<tr>
<td>FY 2014</td>
<td>7,150</td>
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<td>FY 2013</td>
<td>6,371</td>
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<td>FY 2012</td>
<td>6,271</td>
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<td>FY 2011</td>
<td>5,510</td>
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<td>FY 2010</td>
<td>6,058</td>
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<td>FY 2009</td>
<td>4,702</td>
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<td>FY 2008</td>
<td>4,443</td>
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<td>FY 2007</td>
<td>4,219</td>
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<tr>
<td>FY 2006</td>
<td>4,091</td>
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<tr>
<td>FY 2005</td>
<td>3,707</td>
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## THEN and NOW

**Taking a big step forward in student success**

<table>
<thead>
<tr>
<th></th>
<th>2005 - 2006</th>
<th>2015 - 2016</th>
<th>% Increase</th>
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<tbody>
<tr>
<td>Enrollment by College of Attendance: Fall Term</td>
<td>50,166</td>
<td>59,910</td>
<td>19%</td>
</tr>
<tr>
<td>Degrees and Certificates Conferred*</td>
<td>3,707</td>
<td>12,009</td>
<td><strong>224%</strong></td>
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<tr>
<td>Fall-to-Fall Retention Rate</td>
<td>60%</td>
<td>66%</td>
<td>10%</td>
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<tr>
<td>3-Year Graduation Rate</td>
<td>6%</td>
<td>16%</td>
<td><strong>183%</strong></td>
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<tr>
<td>4-Year Graduation Rate</td>
<td>9%</td>
<td>20%</td>
<td><strong>134%</strong></td>
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<tr>
<td>Productive Grade Rate</td>
<td>67%</td>
<td>79%</td>
<td>18%</td>
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<tr>
<td>Course Completion Rate</td>
<td>80%</td>
<td>92%</td>
<td>15%</td>
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<tr>
<td>Bond Rating: S&amp;P / Moody’s</td>
<td>AA / Aa2</td>
<td>AAA / Aaa</td>
<td>✔️</td>
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<tr>
<td>Total District Assets</td>
<td>$454,576,597</td>
<td>$910,965,376</td>
<td>100%</td>
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<tr>
<td>Foundation Total Assets</td>
<td>$5,202,174</td>
<td>$20,290,522</td>
<td>290%</td>
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Thank You!