November 14, 2014

OACC
Fall Symposium

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Group Discussion

- What is a big change initiative happening on your campus?

- What are the barriers?

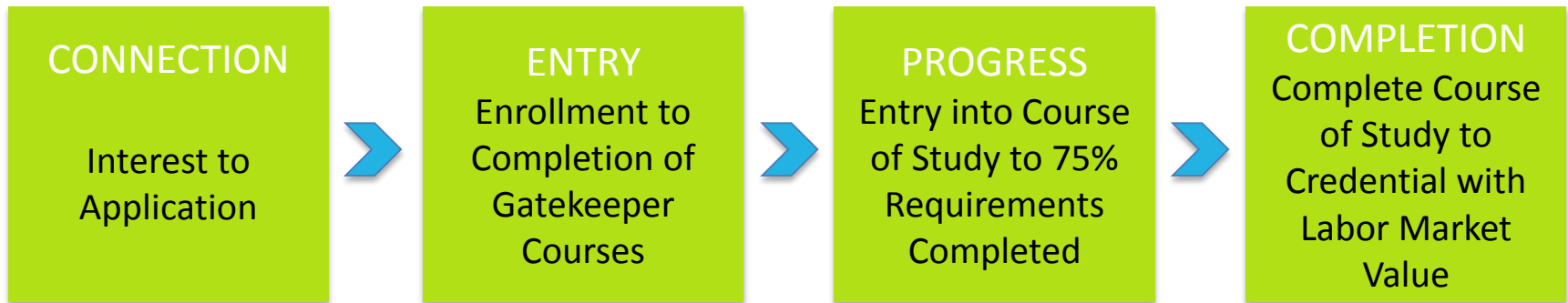- What do you hope to learn in the next 45 minutes?

SYSTEMIC CHANGE

- Changes in Action
- Change in Attitudes and Beliefs
- Goal to Increase Graduation Rates

Loss & Momentum Framework

CONNECTION		ENTRY		PROGRESS		COMPLETION
Interest to Application	▶	Enrollment to Completion of Gatekeeper Courses	▶	Entry into Course of Study to 75% Requirements Completed	▶	Complete Course of Study to Credential with Labor Market Value

STUDENT DATA SYSTEM (From Day 1 to Completion)

STUDENT ENGAGEMENT

LEADERSHIP FOCUSED ON COMPLETION

OHIO CADRE GOAL

INCREASE GRADUATION RATE BY AT LEAST 40% FOR THE 2015 COHORT

OH Cadre Strategic Priorities

- **Academic Redesign and Contextualization**
  - Create clearer academic pathways
  - Select program contextualization
  - More robust experiential learning opportunities

- **Acceleration through Pathway**
  - Early placement testing and interventions in high school
  - Redesign of developmental education

OH Cadre Strategic Priorities

- **Integrated Student Support**
  - Mandatory new student orientation and advising
  - Holistic development of students

- **Institutional and Statewide Policy**
  - Institutional policy review
  - Automatic graduation
  - Reverse transfer

Key Measures

⬇ Students that place below college level	⬆ Students who complete remediation within 1 year	⬆ Students who pass college-level math and English

Key Measures

Progress		
↑ Students persisting fall-to-fall	↑ Students who enter a program of study	↑ % Students who receive a credential within 5 years

Key Factors
in Change Process

1. Flexible Vision
2. Senior Leadership
3. Distributed Leadership
4. Communication and Engagement
5. Incentives
6. Professional Development
7. Visible Actions
8. Resources

Flexible Vision

Senior Leadership

- Board of Trustees

- Presidents

- VPs, Deans

Distributed Leadership

- Faculty Senate
- Staff Senate
- Informal Leaders
- Department Chairs

Communication and Engagement

Incentives

- Hire for Completion
- Retain for Completion
- Performance Reviews, Promotion, Tenure
- Conferences
- Public Recognition

Professional Development

Visible Actions

Resources

We expect teachers to reach unattainable goals with inadequate resources.

The miracle is this: they often do.

-Haim Ginott

www.iamvbcps.com

Table Talk

- What are the big barriers for your change initiative?

- What did you learn from this presentation that might be helpful?

- What resources do you have already? What do you still need?

- Who are the champions on your campus for your initiative?

A Student View

Questions?