Courage + Vision: A Leadership Informed Journey to Student Success and Performance Excellence

50th ACCT Leadership Congress

Hon. Roberto Zarate
Board of Trustee
Dr. Mike Flores
Chancellor
Dr. Mecca Salahuddin
Strategic Initiatives & Performance Excellence

MISSION
Empowering our diverse communities for success.

VISION
The Alamo Colleges will be the best in the nation in Student Success and Performance Excellence

VALUES

THE ALAMO COLLEGES DISTRICT FAMILY

- 5 Colleges
  - San Antonio College
  - St. Philip's College
  - Palo Alto College
  - Northwest Vista College
  - Northeast Lakeview College
- 8 Regional & Neighborhood Centers
- 16 Early College High Schools

BOARD OF TRUSTEES

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Student Trustee
QUICK STATS

100,000+ Students across 8 counties
8 Neighborhood & Regional Centers
350+ Degree & Certificate Programs
#1 Largest Provider of Workforce Training in the area

DIVERSITY

<table>
<thead>
<tr>
<th>Hispanic</th>
<th>62%</th>
</tr>
</thead>
<tbody>
<tr>
<td>African-American</td>
<td>8%</td>
</tr>
<tr>
<td>White</td>
<td>24%</td>
</tr>
<tr>
<td>Asian</td>
<td>3%</td>
</tr>
<tr>
<td>Other</td>
<td>3%</td>
</tr>
</tbody>
</table>

STUDENT PROFILE

62% Underprepared Students
53% Economically Disadvantaged
70% Receive Financial Aid

57% Female
43% Male

19% Full-Time
81% Part-Time

THE ALAMO WAY

Student Success
Principle-Centered Leadership
Performance Excellence

STUDENT SUCCESS

Graduates
Transfer Rates
Course Completion Rates
Productive Grade Rates
Persistence Rates
Employment Rates
Licensure Pass Rates
Success Rates In Developmental Education

Board Policy B.9.1
Board Policy F.6.1
**Our Performance Excellence Journey**

**Engagement**
- Achieving the Dream
  - FOSS PDCA (Planning, Design, Implement, Assess, Plan)
- Key Performance Indicators (KPI) identified
  - Student Success
  - Leadership
  - Performance Excellence

**Commitment**
- Alamo Way
  - Student Success
  - Performance Excellence

**Progress**
- MyMap
- Achieving the Dream Leader College

**Achievement**
- Key Performance Indicators (KPI) identified

**Award Level**
- SPC Receives TAPE Achievement Level Recognition (2014, 2016)
- SAC Receives TAPE Achievement Level Recognition (2016, 2018)
- Learning Elite - Gold Winner (2018)
- ACD Baldrige Application, Site Visit, and Award Recipient (2018)

**Our Performance Excellence Awards**

**Then and Now**
- Taking a big step forward in student success

<table>
<thead>
<tr>
<th>2005 - 2006</th>
<th>2017 - 2018</th>
<th>% Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrollment by College of Attendance: Fall Term</td>
<td>50,166</td>
<td>60,092</td>
</tr>
<tr>
<td>Degrees and Certificates Confirmed</td>
<td>3,707</td>
<td>12,756</td>
</tr>
<tr>
<td>Fall to Fall Retention Rate</td>
<td>60%</td>
<td>70.1%</td>
</tr>
<tr>
<td>3-Year Graduation Rate</td>
<td>6%</td>
<td>24.7%</td>
</tr>
<tr>
<td>4-Year Graduation Rate</td>
<td>9%</td>
<td>25.6%</td>
</tr>
<tr>
<td>Productive Grade Rate Course</td>
<td>67%</td>
<td>80.2%</td>
</tr>
<tr>
<td>Completion Rate Total Expense</td>
<td>80%</td>
<td>92.3%</td>
</tr>
<tr>
<td>Operating Budget Bond Rating</td>
<td>$208,717,222</td>
<td>$354,066,088</td>
</tr>
<tr>
<td>S&amp;P/Moody's</td>
<td>AA/Aa2</td>
<td>AAA/AAA</td>
</tr>
<tr>
<td>Foundation Total Assets</td>
<td>$5,202,174</td>
<td>$28,621,222</td>
</tr>
</tbody>
</table>
**Strategy Map:** Alamo Colleges District

### Key Customers:
- Students
- Employers
- Universities
- Secondary Education

<table>
<thead>
<tr>
<th>4 Key Strategies</th>
<th>Measure of Success</th>
<th>2016 Outcomes</th>
<th>2018 Target</th>
<th>2020 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Degree &amp; Certificate Awarded</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Workforce Development</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Student Services</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Financial Support</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

JANICE & NATHANIEL

Richard Reeves - The American Dream?
By 2020, 65% of jobs require credentials beyond high school. Only 33% of adults have an associate’s or higher in San Antonio.

In Bexar County, only 11% of 8th graders from low-income families earn a two or four-year degree six years after high school graduation.

In San Antonio, only 45% of high school seniors attend college, and only 33% graduate, which is 12% lower than the U.S. average.

An investment in college education is an investment in the prosperity and vitality of our community.

College Participation Rate
Bexar County 2017 High School Graduates Enrolled in TX Colleges

<table>
<thead>
<tr>
<th>District</th>
<th>Total Grads</th>
<th>Enrolled in College</th>
<th>% Not Found or Trackable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alamo Heights</td>
<td>411</td>
<td>226 (55%)</td>
<td>185 (45%)</td>
</tr>
<tr>
<td>Northside</td>
<td>6598</td>
<td>3611 (51%)</td>
<td>2987 (49%)</td>
</tr>
<tr>
<td>Harlandale</td>
<td>986</td>
<td>502 (51%)</td>
<td>484 (49%)</td>
</tr>
<tr>
<td>North East</td>
<td>4807</td>
<td>3327 (51%)</td>
<td>2480 (49%)</td>
</tr>
<tr>
<td>Schertz</td>
<td>1240</td>
<td>666 (50%)</td>
<td>574 (50%)</td>
</tr>
<tr>
<td>Cali-Mi City</td>
<td>325</td>
<td>156 (48%)</td>
<td>170 (52%)</td>
</tr>
<tr>
<td>Southside</td>
<td>533</td>
<td>246 (46%)</td>
<td>290 (53%)</td>
</tr>
<tr>
<td>San Antonio</td>
<td>2672</td>
<td>1125 (42%)</td>
<td>1547 (58%)</td>
</tr>
<tr>
<td>Somerset</td>
<td>250</td>
<td>183 (42%)</td>
<td>165 (58%)</td>
</tr>
<tr>
<td>East Central</td>
<td>697</td>
<td>284 (41%)</td>
<td>413 (59%)</td>
</tr>
<tr>
<td>Southwest</td>
<td>855</td>
<td>346 (40%)</td>
<td>509 (60%)</td>
</tr>
<tr>
<td>Judson</td>
<td>1340</td>
<td>530 (40%)</td>
<td>806 (60%)</td>
</tr>
<tr>
<td>Edgewood</td>
<td>591</td>
<td>210 (36%)</td>
<td>381 (64%)</td>
</tr>
</tbody>
</table>

Source: THECB: High School Graduates Enrolled in Higher Education the Following Fall

Economic Diversity Profile

Source: Friedman, Gao, Turner, and Yagan (2017), "Mobility Report Cards: The Role of Colleges in Intergenerational Mobility," Table 3. Note: these are figures for the 1981 birth cohort.
The average associate degree graduate from the Alamo Colleges will see an increase in earnings of $9,400 each year compared to someone with a high school diploma working in Texas.

Partnering to end poverty through education in the Greater San Antonio region.

A Leader in Every Seat

PERSONAL DEVELOPMENT
- ALAS
- Emerging Leaders
- Student Leadership Institute (SLI)

ORGANIZATIONAL DEVELOPMENT
- Student Trustee
- Student Government Association
- College and United Faculty Senates
- College and Executive Staff Senates

ALAMO COLLEGES KEY STRATEGIC INITIATIVES
- AlamoADVISE
- AlamoINSTITUTES
- High School Programs
- Advocacy Centers
- AlamoPROMISE
AlamoADVISE

ENROLLMENT TO COMPLETION

- 100% of students case loaded
- 350:1 student to advisor ratio
- 6% increase in momentum at the 24+ credits

Texas Public Higher Education Almanac

Alamo Colleges District 2015

4.6 YEARS average time to Associate Degree

92 HOURLS to Associate Degree

Native Students Maximizing Pathways

Alamo Colleges District 2019

3.88 YEARS average time to Associate Degree

82 HOURLS to Associate Degree

Texas 2019

4 YEARS average time to Associate Degree

84 HOURLS to Associate Degree

Alamo Colleges District

All Students

82 HOURLS average SCH to Associate Degree

Alamo Colleges District

Native Students

67.5 HOURLS average SCH to Associate Degree
Student Return on Investment (ROI)

Average Student Savings with TAGs

$8,802 Public University or $52,767 Private University

HIGH SCHOOL PROGRAMS

12,826 Students

18 Early College High Schools & Academies

3,084 students served

10,363 services received

$6.34 average cost per student visit

Student Advocacy

A RESOURCE FOR SUCCESS

As of today 1,276 Total TAGs/WDPs Built & Counting

112 Pending University Agreements

215 Pending Award Colleges District

Student/Taxpayer Cost

Student Debt/Loss Of Financial Aid

Excessive Hours/Time To Degree Completions

Student Advocacy

2019 Finalist (SAC)

**Pending University Agreement - Alamo Colleges (San A/C) has received a waiver to the U.S. Department of Education's Distance Learning Rule for certain online programs.**

**Pending Award - working on the preliminary verification of information and is still completing the reaffirmation process.**

P - Online

Revision Date: 5/17/2019

A RESOURCE FOR SUCCESS

Student Advocacy

2019 Finalist (SAC)
The College Promise Movement

3 years
Increase from 1 to 23 statewide Promise programs with new launches on the horizon.

From 53 programs in 2015
To 300+ programs in 44 states by 2018

DORATHY TARPEH
ST. PHILIPS COLLEGE ALUMNA – NURSING PROGRAM

“I think the Alamo Colleges is the best thing that ever existed because they’re here for a reason. They want the people in the community to get better so that they can give back to their community.”

“It made it possible for a person like me, and it made my dream of becoming a nurse – a reality.”
Thank you.