Revamping Achieving the Dream (ATD) at NOVA

Campus Team Meeting

What is Achieving the Dream?

ATD is an organization that helps colleges advance the Student Success Agenda by adopting many paths to improve student success outcomes

ATD = Student Success

Colleges with many years in ATD are encouraged to use "Student Success" in lieu of "Achieving the Dream"
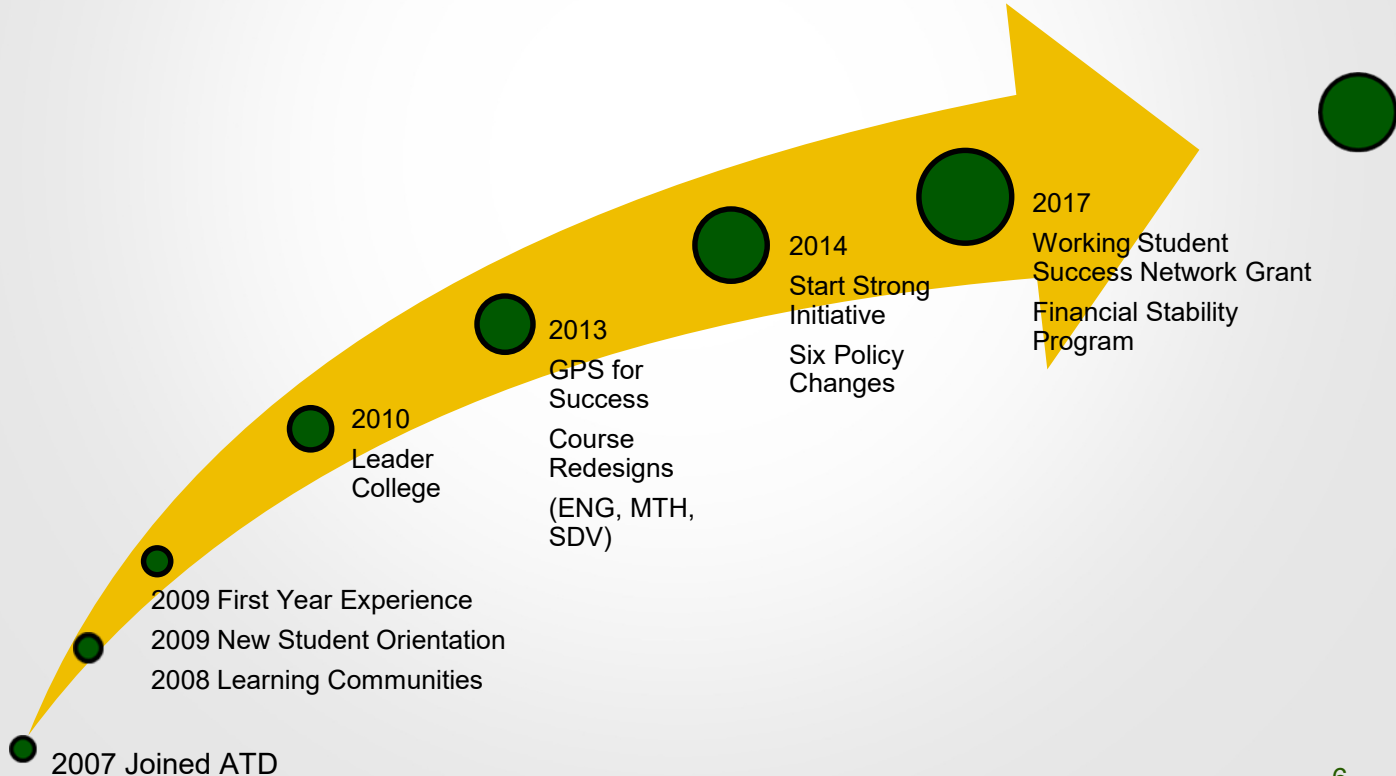
Student Success with ATD

- Moving the needle for Student Success will require the ATD umbrella of support:
  - Philosophy and methodology
  - Evidence-based decision making is the foundation
  - Data
  - Network experience
  - Tools

Why NOVA Is an ATD College

Timeline of ATD at NOVA

2017
Working Student
Success Network Grant

Financial Stability
Program

2014
Start Strong
Initiative

Six Policy
Changes

2013
GPS for
Success

Course
Redesigns
(ENG, MTH,
SDV)

2010
Leader
College

2009 First Year Experience
2009 New Student Orientation
2008 Learning Communities

2007 Joined ATD

Major ATD Initiatives at NOVA

Student Orientation

Developmental Course Redesigns

Six Policy Changes

GPS

Financial Stability Program

Critical Student Success Goals

- Complete an associate degree within three years of enrollment

- Transfer and earn a bachelor's degree within six years of enrollment

- Be employed with family-sustaining wages

Student Success at NOVA

As identified by SACSCOC, the Institutional Effectiveness (IE) plan constitutes student success as improving the following metrics:
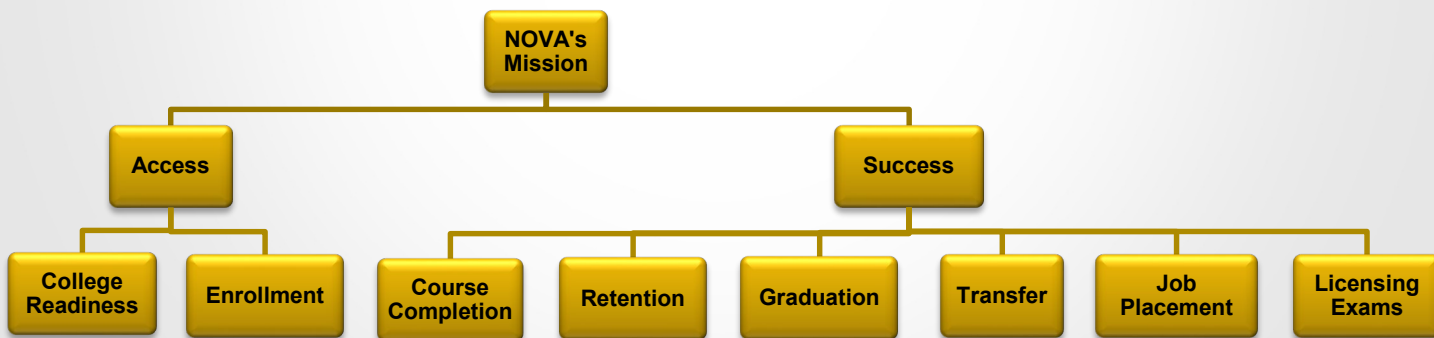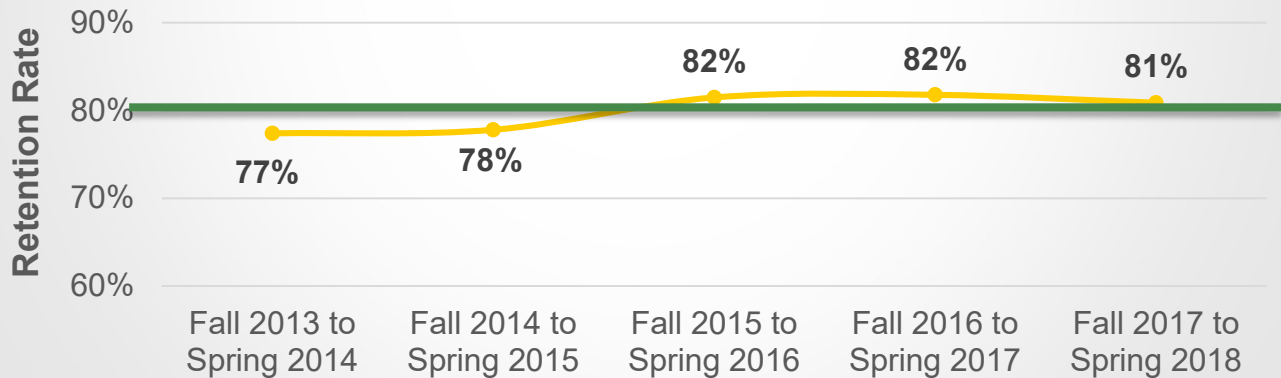
To Move the Needle

Revamp the ATD structure at NOVA in order to build a **culture** of

Student Success

by sustainable transformation to move the **needle**.

NOVA's Student Success Metrics

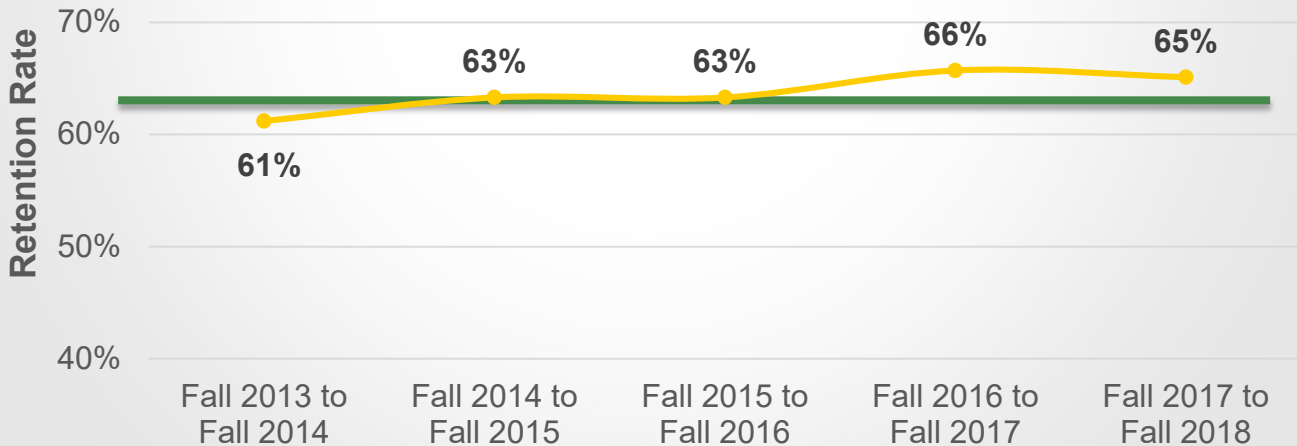# **Focus on Retention, Graduation, and Transfer**

Fall-to-Spring Retention

Fall-to-Spring Retention Rates at NOVA
Fall 2013 through Fall 2017 Cohorts

Source: OIR. Research Brief 08-19 *Student Achievement Criteria at NOVA*

Fall-to-Fall Retention

Fall-to-Fall Retention Rates at NOVA
Fall 2013 through Fall 2017 Cohorts

Source: OIR. Research Brief 08-19 *Student Achievement Criteria at NOVA*

Note: First-Time in College, Program-Placed Students who returned or graduated by the following fall.

Peer Comparison: F-to-F Retention

Comparison of Fall-to-Fall Retention Rates of First-Time, Program Placed Students at NOVA and Peer Institutions by Enrollment Status: Fall 2012 through Fall 2016 Cohorts

Peer Institution	Fall-to-Fall Retention Rate (%)				
	Fall 2012 Cohort	Fall 2013 Cohort	Fall 2014 Cohort	Fall 2015 Cohort	Fall 2016 Cohort
Full-Time Students					
Montgomery College	68	69	78	76	75
NOVA	**70**	**69**	**72**	**73**	**73**
City College of San Francisco	68	70	67	72	72
Lone Star College System	62	65	62	68	67

Source: IPEDS. Note: Table sorted in descending order of Fall 2016 to Fall 2017 values.

Peer Comparison: F-to-F Retention

Comparison of Fall-to-Fall Retention Rates of First-Time, Program-Placed Students at NOVA and Peer Institutions by Enrollment Status: Fall 2012 through Fall 2016 Cohorts

Peer Institution	Fall-to-Fall Retention Rate (%)				
	Fall 2012 Cohort	Fall 2013 Cohort	Fall 2014 Cohort	Fall 2015 Cohort	Fall 2016 Cohort
Part-Time Students					
Montgomery College	47	48	57	53	55
Lone Star College System	52	51	48	49	53
NOVA	**45**	**48**	**49**	**48**	**52**
Austin Community College District	43	45	48	49	50
Central Piedmont Community College	53	42	40	45	49

Source: IPEDS. Note: Table sorted in descending order of Fall 2016 to Fall 2017 values.

Peer Comparison: Graduation

Graduation Rates for NOVA and Peer Institutions: Fall 2010 through Fall 2014 Cohorts

Peer Institution	Graduation Rate (%)				
	Fall 2010 Cohort	Fall 2011 Cohort	Fall 2012 Cohort	Fall 2013 Cohort	Fall 2014 Cohort
Valencia College	40	44	44	43	41
City College of San Francisco	31	27	32	33	32
Miami Dade College	32	33	35	30	31
NOVA	**23**	**23**	**23**	**24**	**25**
Montgomery College	16	14	18	17	23

Peer Comparison: Transfer

Transfer-Out Rates at NOVA and Peer Institutions:
Fall 2010 through Fall 2014 Cohorts

Peer Institution	Transfer-Out Rate (%)				
	Fall 2010 Cohort	Fall 2011 Cohort	Fall 2012 Cohort	Fall 2013 Cohort	Fall 2014 Cohort
Austin Community College District	32	30	36	39	42
Central Piedmont Community College	20	31	35	29	30
Cuyahoga Community College District	22	20	27	27	29
Community College of Allegheny Co.	25	24	24	28	24
Montgomery College	26	22	25	24	23
Houston Community College	22	22	24	23	22
Pima Community College	21	17	20	18	22
Lone Star College System	23	19	21	23	21
Portland Community College	15	15	15	17	20
NOVA	**16**	**15**	**16**	**16**	**16**

Sources: OIR; IPEDS. Note: For First-time in college, full-time, program-placed students who transfer out of NOVA within 150 percent of normal time to program completion.

Table is sorted in descending order by Fall 2015 data.

Moving Forward

In 2018-19, ATD consortium leadership and NOVA leadership evaluated ATD at NOVA.

Decisions:

- Strengthen the Core Team
  - Integrate Core Team and Campus Teams more closely
- Goals are set college-wide
- Implementation needs to be consistent college-wide

Revamping ATD at NOVA

1. Build an institutional capacity
2. New organizational structure
3. Single vision/One NOVA
4. Clear priorities
5. Defined goals
6. Consistent implementation
7. Measure results
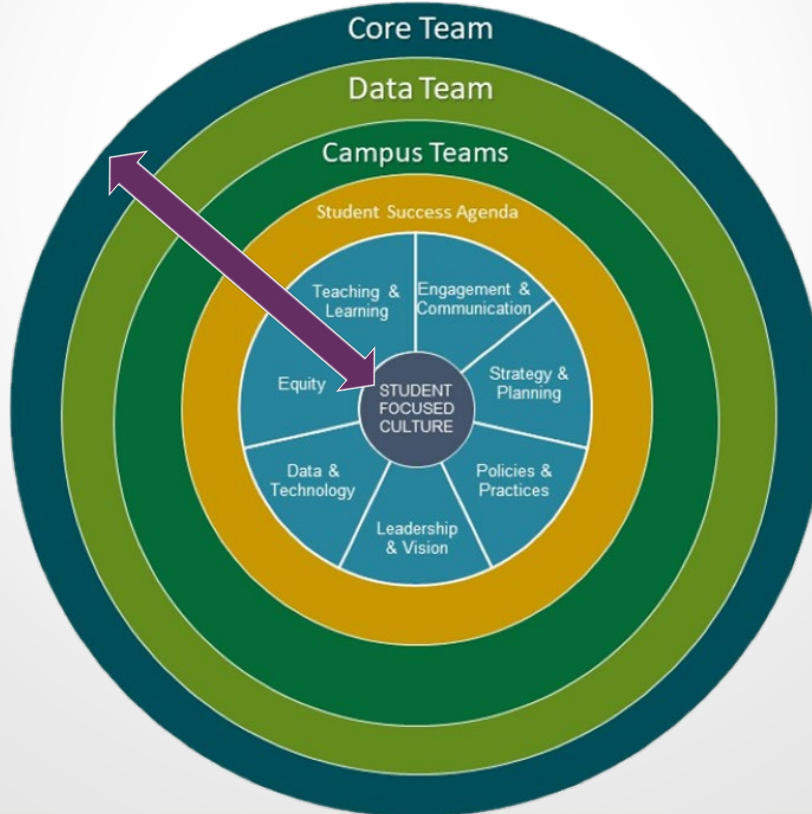
Building an Institutional Capacity

NOVA needs to complete ICAT to pinpoint strengths and needs across seven capacity areas:

1. Leadership and Vision
2. Data and Technology
3. Equity
4. Teaching and Learning
5. Engagement and Communication
6. Strategy and Planning
7. Policies and Practices

Organizational Chart/Single Team
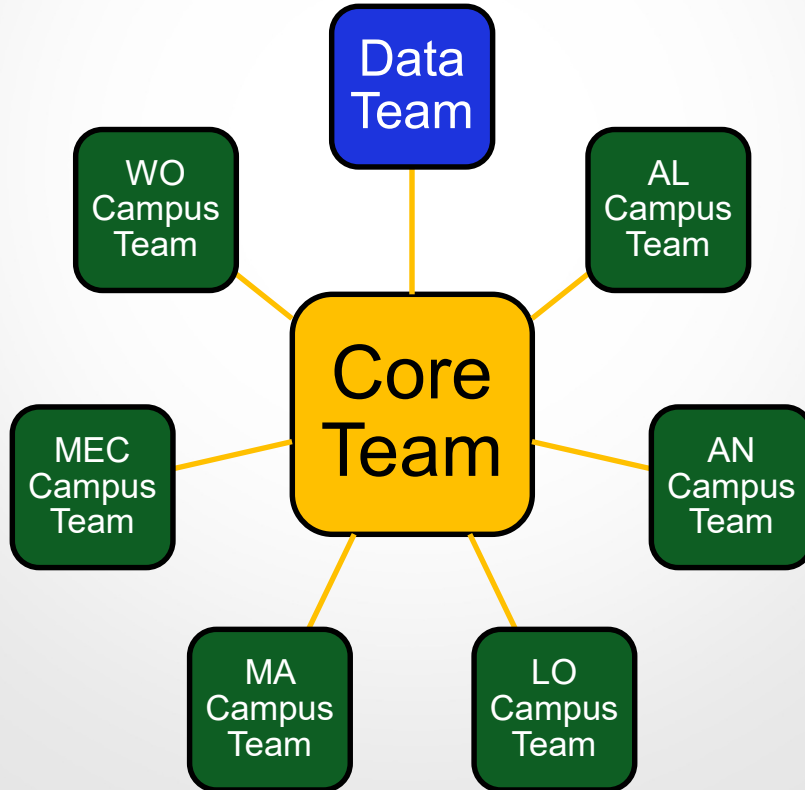
Single Team Structure

Vision for ATD at NOVA

Overcome institutional barriers to student success by revitalizing the college's *student-focused culture* to promote:

- Teaching & Learning (academic services)
- Student Supports (student services and LTR)
- Evidence (measure the results/move the needle)
- Equity (**every** student succeeds)

College-Wide Priorities

1. Purpose: Improve student success metrics

2. With **College-wide** input, select and implement high-impact practices that improve student success

3. Make an **inclusive decision** with a focus on students to implement the practices College-wide

4. Measure the **results** and make improvements

5. End results: always prioritize students' best interests

Student Success Goals 2021

1. **Retention:** By Fall 2021, the fall-to-spring retention rate for first-time, program placed students will be no less than 83 percent, and the fall-to-fall retention rate will be no less than 67 percent.

2. **Graduation:** By Fall 2021, the graduation rate will be no less than 27 percent (for the Fall 2018 entering cohort), and the total number of annual graduates in 2021-22 will be no less than 6,500.

3. **Transfer:** By Fall 2021, the transfer-out rate will be no less than 18 percent (for the Fall 2018 entering cohort), and the annual number of students transferring to four-year institutions in 2021-22 will be no less than 12,300.

President's Charge

Getting the College prepared for prestigious awards within the next two years:

- Aspen Prize for Community College Excellence
  - Tracking and improving Aspen requirements
  - Monitor selected metrics
- ATD's Leah Meyer Austin Award
- ATD's Leader College of Distinction

Next Steps

- Complete ICAT by campus (identify strengths and needs)
- Campus Teams host World Café (obtain wider input)
- Identify barriers (basis for change)
- Review policies/practices that impede student success
- Based on evidence, select College-wide priorities for student success

Timeline

- Early Spring:
  - Complete ICAT by campus
  - Campus Teams host World Café (with support of central office)
- By end of spring
  - Review policies/practices that impede student success
  - Identify barriers
- Start of Fall 2020:
  - Select College-wide priorities for student success

Let's Get Started!

2023

2021

2019