

Revamping Achieving the Dream (ATD) at NOVA

Core Team Meeting

October 25, 2019

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”



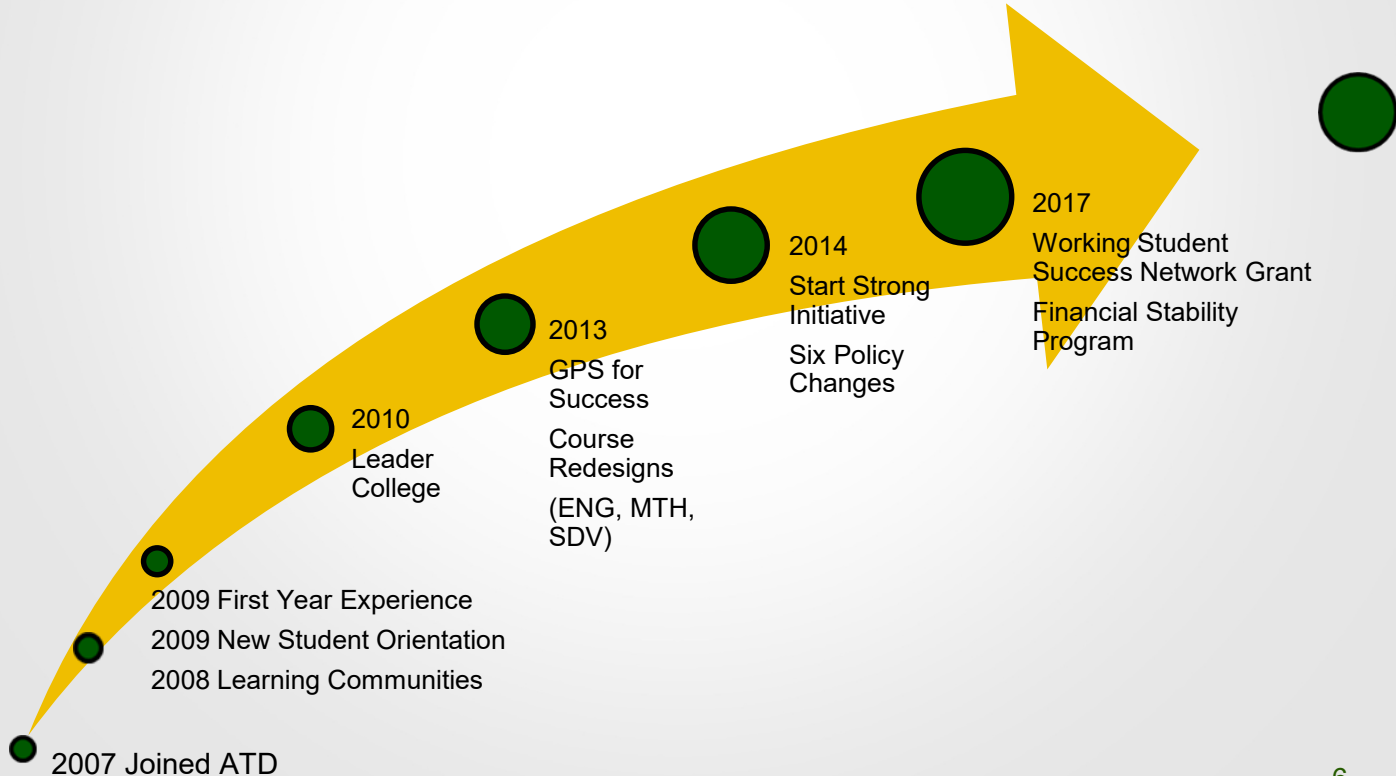
Student Success with ATD

- 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



Major ATD Initiatives at NOVA



Student
Orientation



Developmental
Course
Redesigns



Six Policy
Changes



GPS

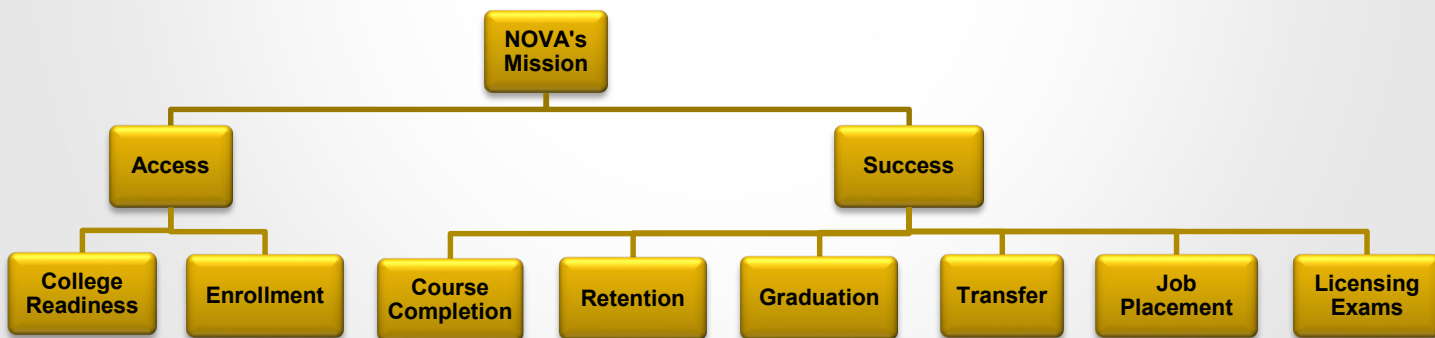


Financial
Stability
Program



Student Success at NOVA

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



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

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**.



Achieving the Dream™

at

NOVA | Northern Virginia
Community College

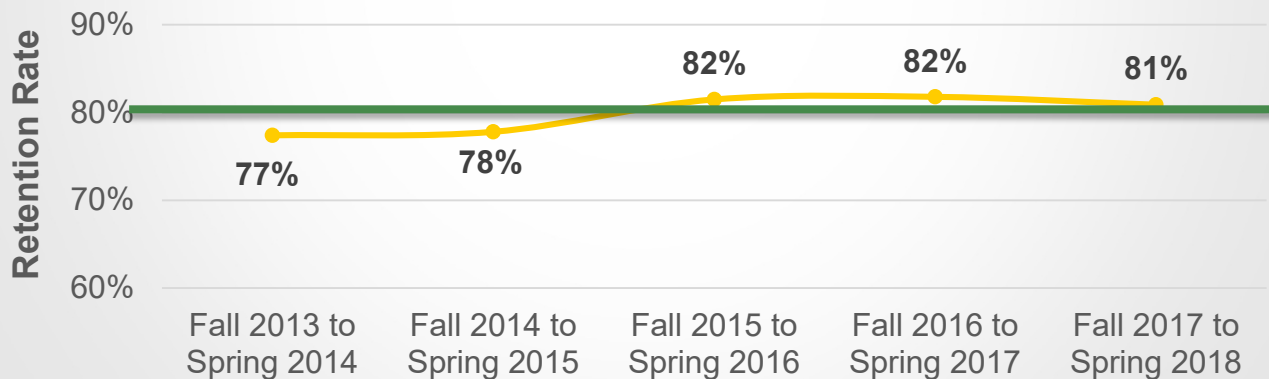


NOVA's Student Success Metrics

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

Fall-to-Spring Retention

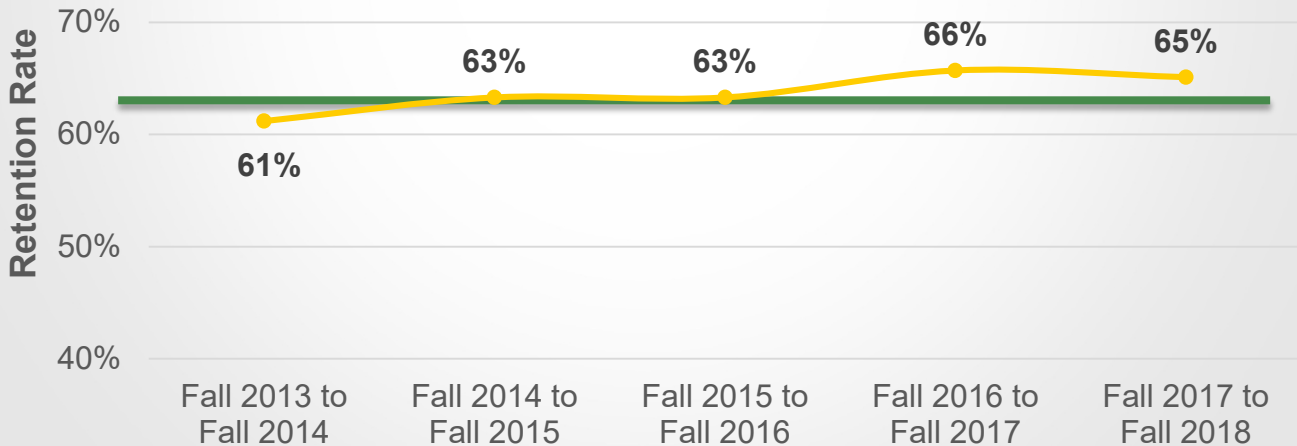
Fall-to-Spring Retention Rates at NOVA Fall 2013 through Fall 2017 Cohorts



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

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

Sources: OIR; IPEDS. Note: First-time in college, full-time, program-placed students graduating within 150 percent of normal time to completion. Table is sorted in descending order by Fall 2014 data.

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.

Initiatives vs. Evidence

Despite several major ATD initiatives, critical student success metrics have not significantly increased.

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. Operational protocols and consistent implementation
7. Measure results

Building an Institutional Capacity

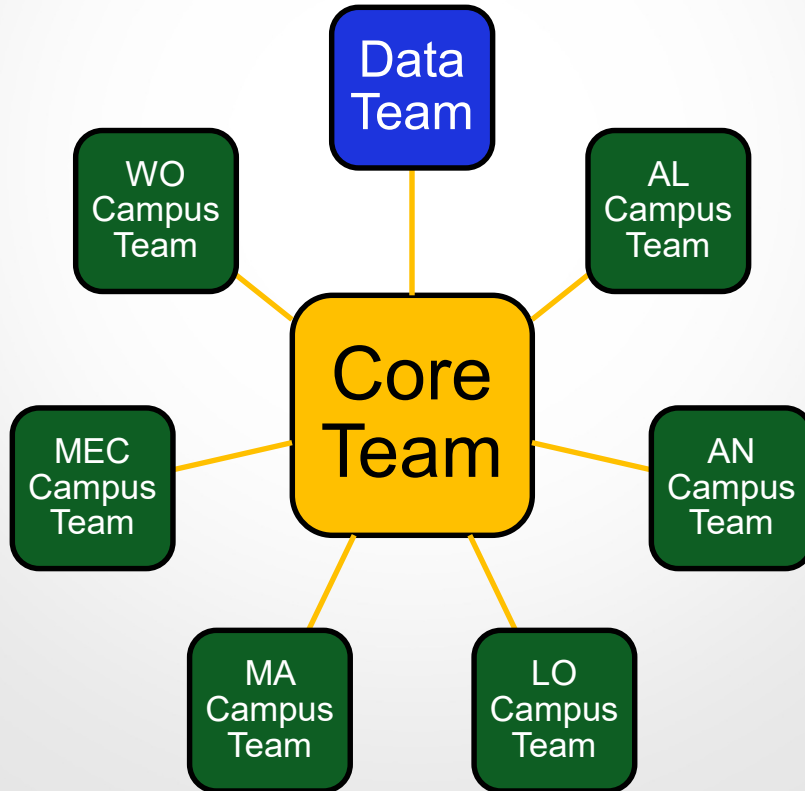
NOVA needs to complete ICAT to pinpoint strengths and needs across seven capacity areas:

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

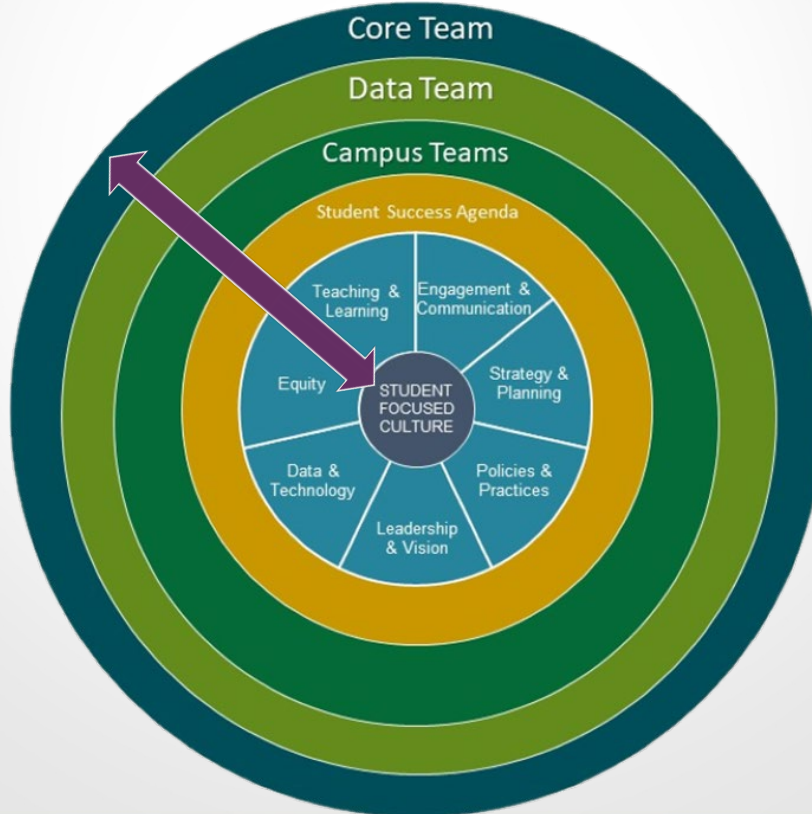
Next Steps

- 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

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)

ATD Core Team Priorities

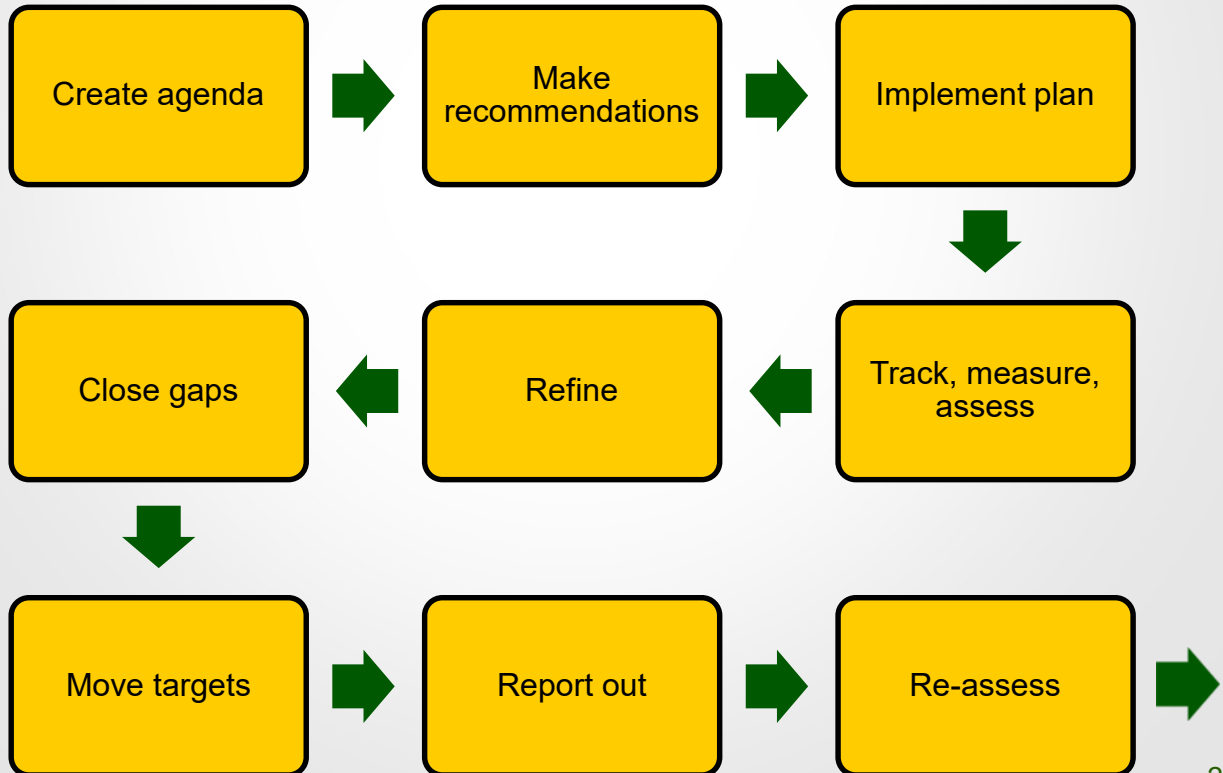
In order to build a *culture of student success*, the Core Team will take the following steps:



College-Wide Goals for Student Success

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

Operational Protocols



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

Moving Forward

- Increasing retention at the class/course level
 - E.g., Pierce College data example
- Holistic Student Support
- Tracking progress of [Tutor.com](https://www.tutor.com)

Let's Get Started!

