

Building a Culture of Student Success Using ATD Methodology

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What is Achieving the Dream?

ATD is an organization that works with colleges in advancing the Student Success Agenda by adopting many paths to improve student success outcomes

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

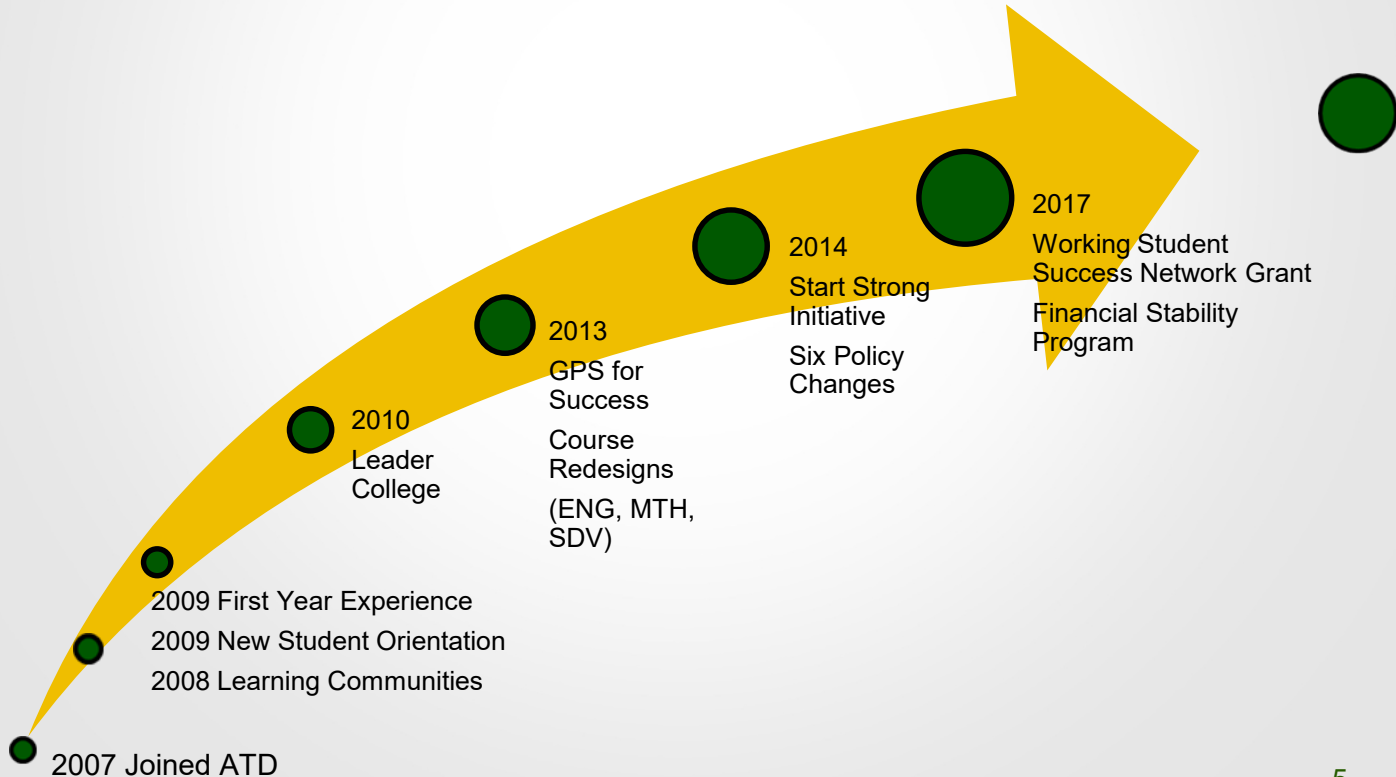
ATD = Student Success

ATD Methodology Functions as an Umbrella

- Moving the needle on Student Success will require the ATD umbrella of support:
 - Philosophy and methodology (why and how)
 - Leadership Support
 - Teaching and Learning
 - Support for Learners
 - Evidence-based decision making (data)
 - Policies and Practices
 - Network experience (learn from others)



Timeline of ATD at NOVA



Major ATD Initiatives at NOVA



Student
Orientation



Developmental
Course
Redesigns



GPS



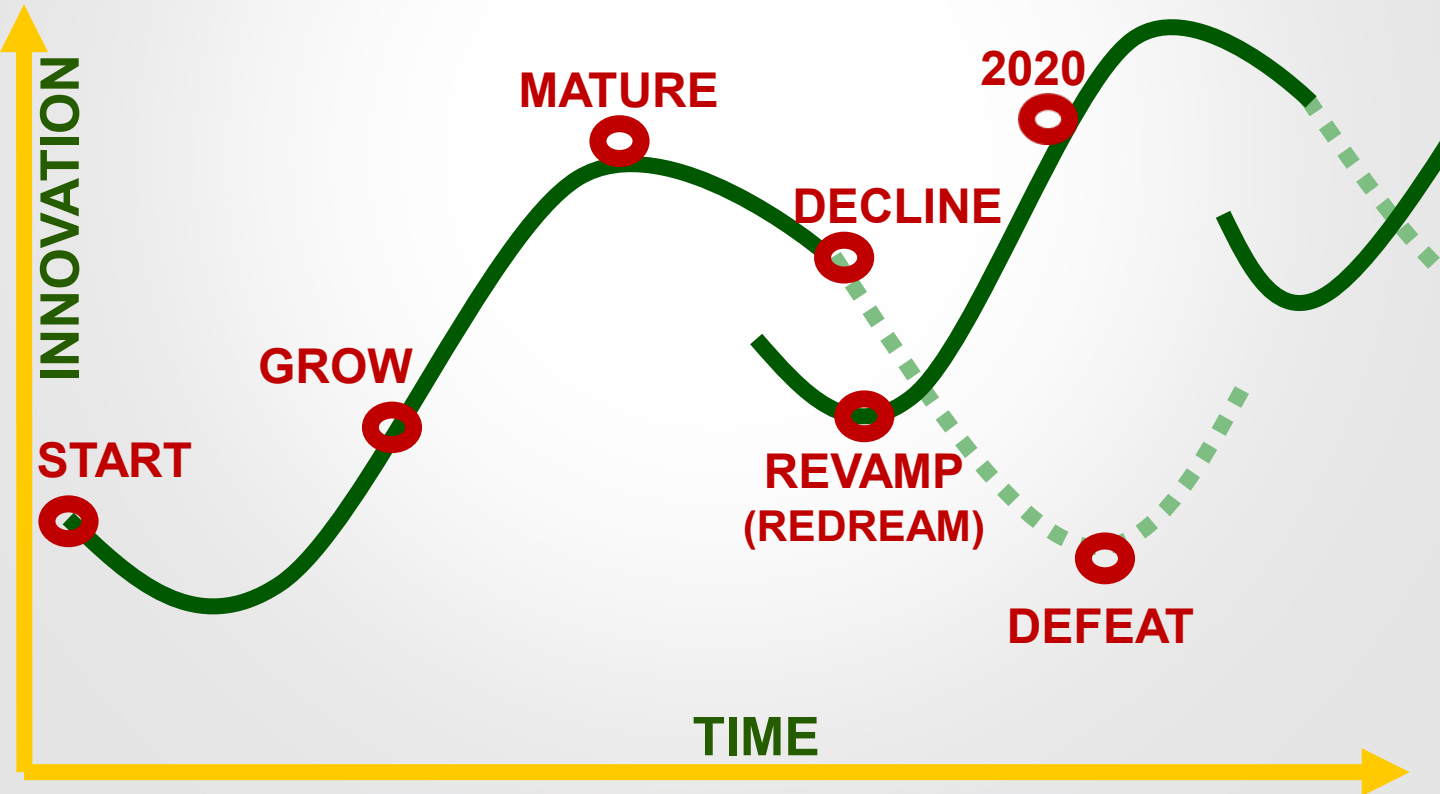
Six
Policy
Changes



Financial
Stability
Program

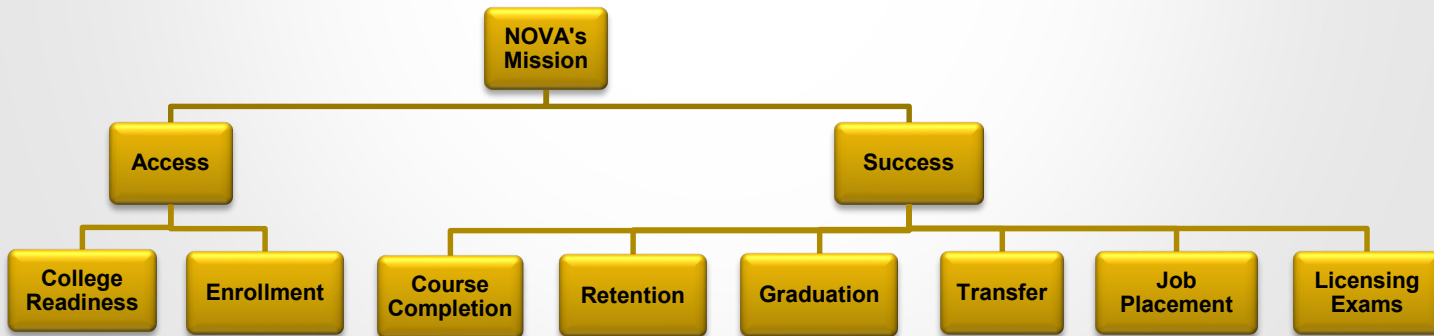


NOVA Must Transform to Succeed



Student Success at NOVA

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



Reaccreditation 2022

Student Achievement [Success] is a new, critical mandate by SACS

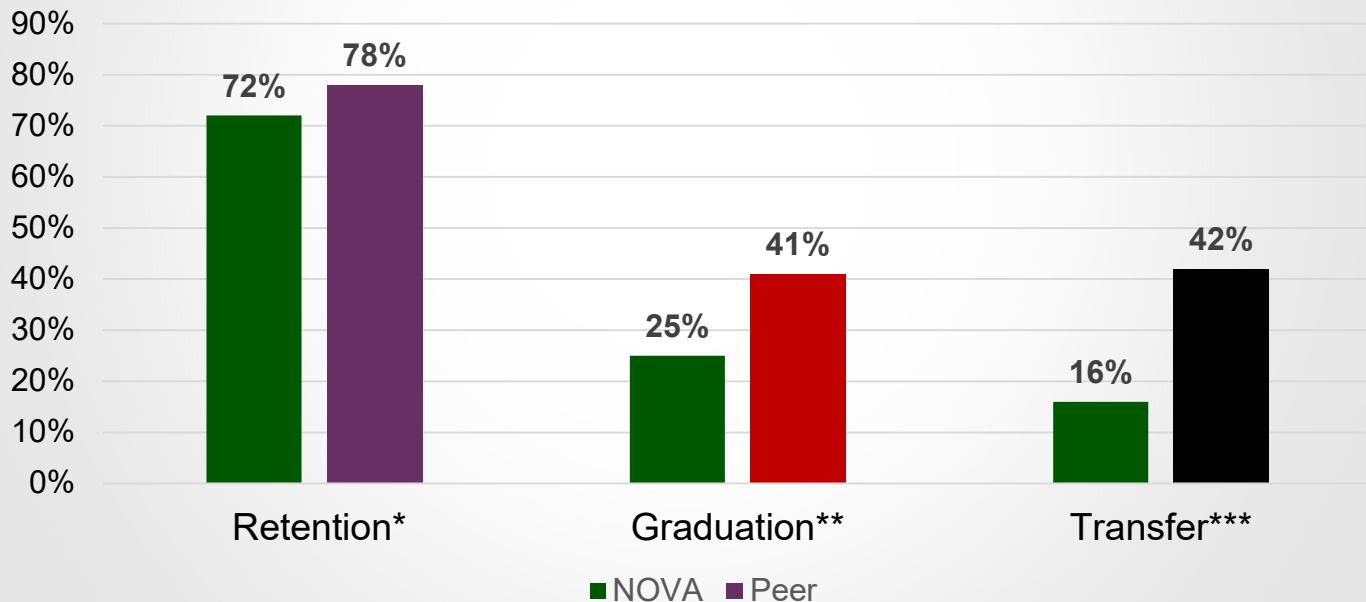
SACS focuses on Student Success metrics in assessing quality of education and institutional effectiveness



Critical Student Success Goals

- Help students to **persist** in their program of study
- **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

Success Metrics: Peer Comparisons



Source: IPEDS

*Montgomery, Maryland

**Valencia, Florida

***Austin CC District, Texas

Is NOVA's Culture "Student Success" Focused?



Moving the Needle

Moving the needle requires a strong Culture of Student Success:

- The ATD structure has been revamped
- Senior leadership is part of the college-wide committee (Core Team)
- ATD Campus Teams are strengthened by faculty and staff from **ALL** areas

Culture

Culture is a value system of a society or an organization by which it functions.

NOVA's culture should be **Student Success** focused in order to lead all of our students towards socio-economic mobility.

How Do We Improve Our Metrics?

- Student Success needs to be an integral part of *everything* we do
 - Mainstream ATD across the college
 - Move beyond just the ATD campus teams working for student success

Call for Change

Core Team along with the Campus Teams will create an action plan with targets for each of the 4 selected metrics:

- Retention
- Graduation
- Transfer
- Employment

Action Plan

- Extensive, broad-based campus participation is expected
- Examine best practices of successful peer institutions
- 3 year Student Success action plan will be implemented

Are We Ready to Move the Needle?

YES!!!

1. Building an Institutional Capacity

NOVA needs to administer the 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



2. Administer the ICAT

- Online, self-assessment of capacities within NOVA
- Helps to understand the areas essential to cultivating a student focused culture
- Administer by campus
- Faculty, staff and administrators will complete the survey

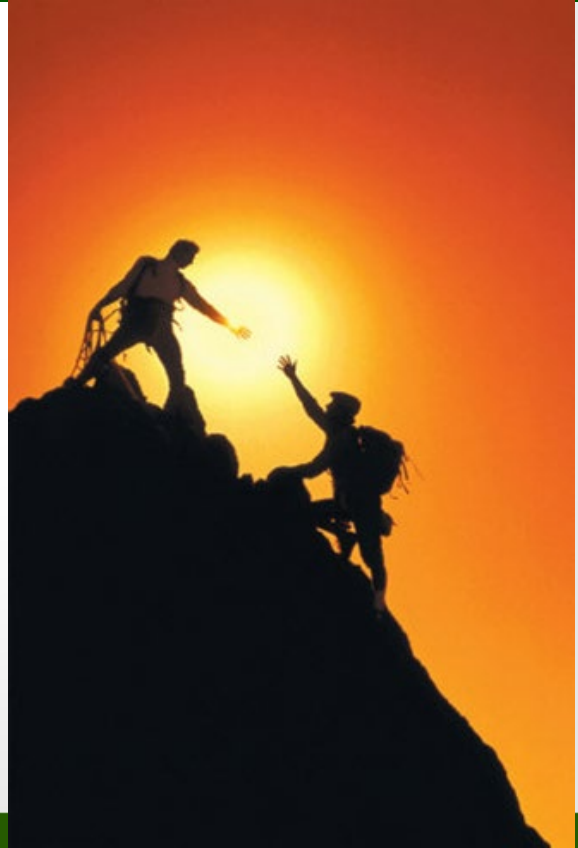
3. Reform from the Ground Up

Each campus will host a large group engagement activity with a cross-representation of participants to:

- discuss the results,
- celebrate strengths,
- prioritize areas for improvement
- identify concrete steps to build capacity in areas needing improvement

What is YOUR Role?

Lending a
hand to our
students
becomes
our culture



Everything Starts with Students and Student Success

It also starts with each of us:

- Faculty
- Staff
- Administration



This is the society/organization we hope to be!

Marching forward with new leadership for **ALL** Students!

