

Innovation Teams: A case study in building grassroots leadership

Council on Accreditation for Two-Year Colleges

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South Central
COLLEGE

Agenda



- About SCC
- Just 1 More (Achieving the Dream)



- Growing Your Own Talent
 - From Hero to Institutional Transformation



- Communication Tools Leveraged
- Early Outcomes

SCC Mission, Vision and Values

MISSION STATEMENT

South Central College provides an accessible and inclusive learning environment that cultivates student success and advances regional economic development.

VISION

South Central College will be the region's leading institution in preparing students for the global marketplace by creating an inclusive environment and providing academic, technical, and professional resources to pursue their chosen career, educational, and personal goals.

VALUES

LEARNING: Recognizes the effects of lifelong intellectual, professional, and personal learning

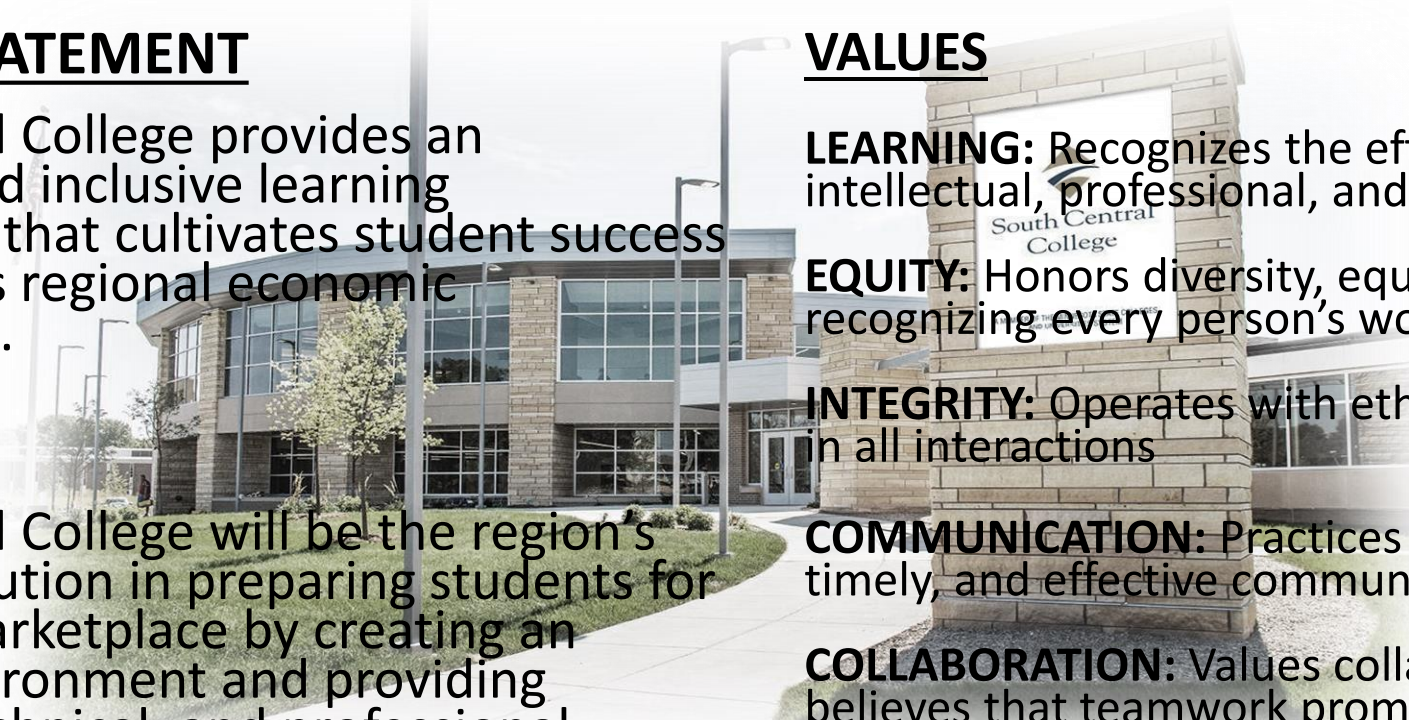
EQUITY: Honors diversity, equity, and Inclusion by recognizing every person's worth and potential

INTEGRITY: Operates with ethics and transparency in all interactions

COMMUNICATION: Practices relevant, respectful, timely, and effective communication

COLLABORATION: Values collaboration and believes that teamwork promotes unity and shared purpose

INNOVATION: Embraces continuous improvement and opportunities



Just 1 More

(powered by Achieving the Dream)

- SCC began our ATD journey in 2017
- Submitted Achieving the Dream Action Plan in spring 2018
- Eight Innovation Teams:
 1. Student-Focused Financial Planning Services
 2. Wrap Around Services Promotion
 3. Data Informed Advising Model
 4. Broad Areas of Concentration / Curricular Pathways
 5. Course-Planning Tool / Advising Software
 6. Career and Four-Year Transfer Planning Model
 7. Mental Health Support Group
 8. Community Resource Integration



Institutional Priorities and Goals



Strategic Plan FY20 – FY24 Institutional Priorities and Goals			
Just 1 More (J1M)	Regional and Cultural Partnerships and Innovation (RCPI)	Curricular Pathways (CP)	Institutional Effectiveness (IE)
Goal 1: Improve student persistence, retention and completion rates.	Goal 3: Contribute to the diversity, equity and inclusion of the regional workforce.	Goal 5: Create accessible on and off ramps in in-demand fields.	Goal 7: Identify and overcome barriers to overall organizational health.
Goal 2: Holistically meet the needs of all learners.	Goal 4: Establish and strengthen partnerships and innovative practices.	Goal 6: Develop strategic course scheduling.	

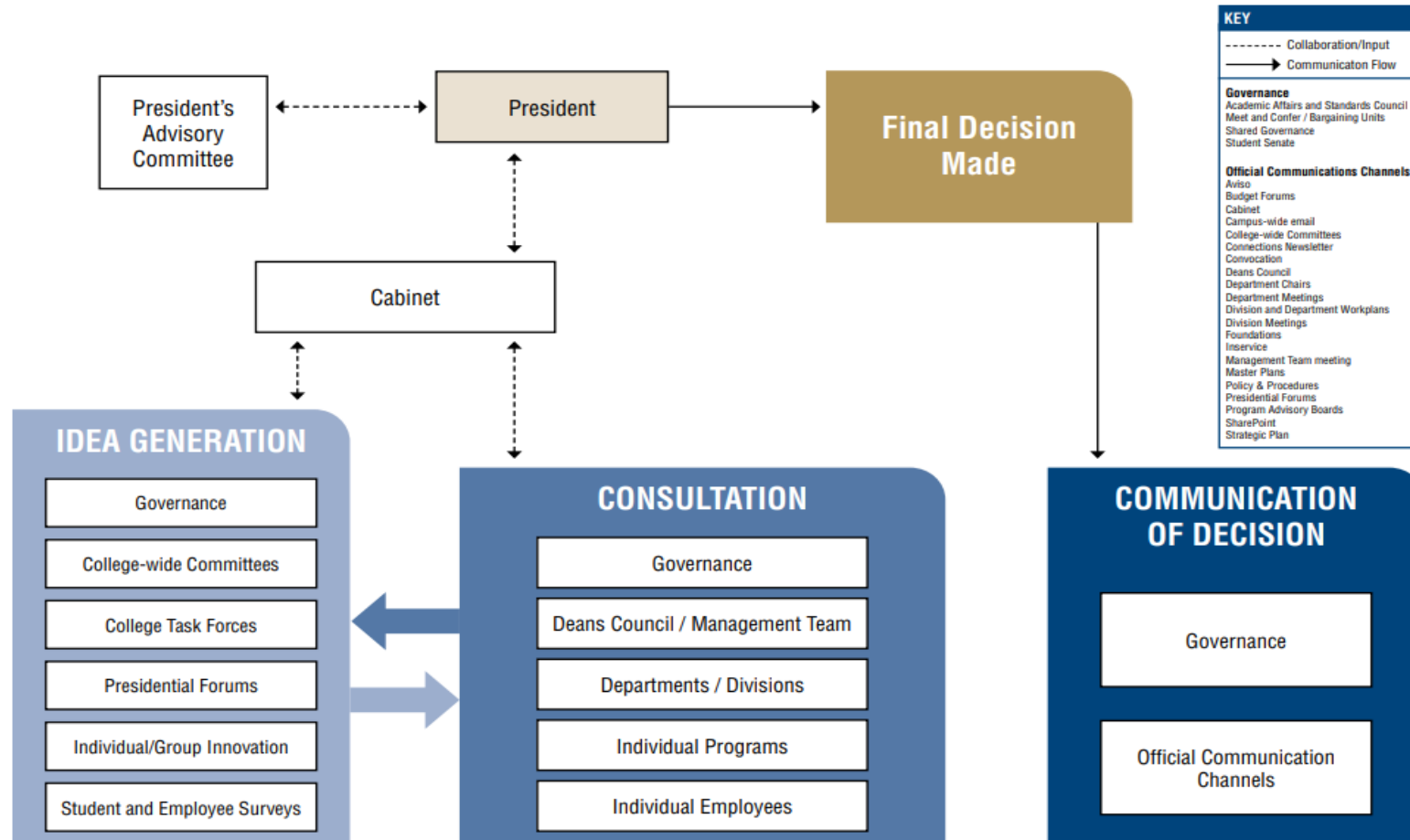
Growing Your Own Talent by Design

- **Hero**
 - Presidential Vision
 - Senior Faculty
- **Structural**
 - Innovation Teams
- **Business**
 - Dept of Student Success
 - Strategic Budgeting



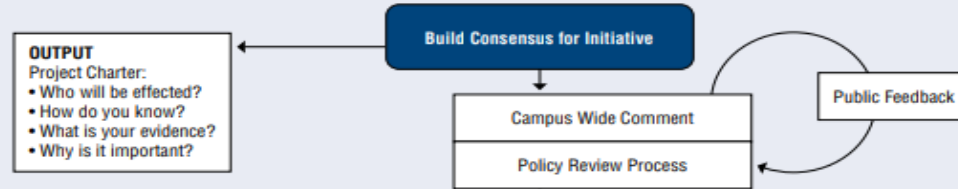
Decision Making & Communications Framework

Decision making is guided by the college's mission, vision, values, and strategic priorities

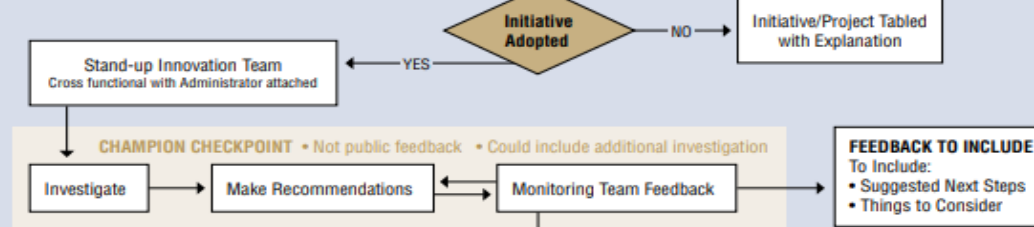


Project Integration Framework PROCESS MAP

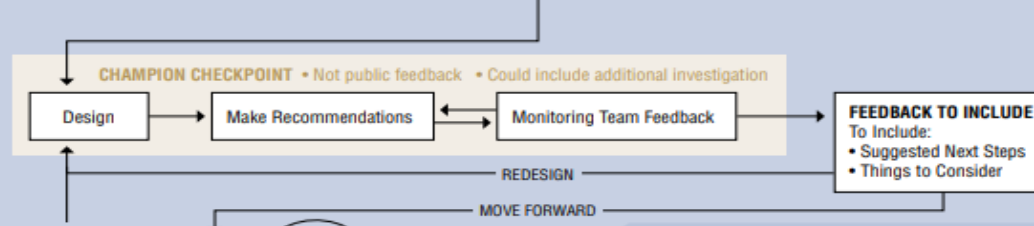
PHASE 1 PROJECT INITIATION



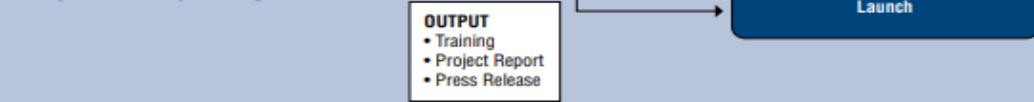
PHASE 2 DEFINITION & PLANNING



PHASE 3 IMPLEMENTATION



PHASE 4 INTEGRATION





**PHASE 1
PROJECT
INITIATION**

DEVELOP PROJECT PROPOSAL 25

**MONITORING
TEAM CHECKPOINT**
Feedback to include suggested
next steps and things to consider

**PHASE 2
DEFINITION
& PLANNING**

STAND-UP INNOVATION TEAM 35

**MONITORING
TEAM CHECKPOINT**
Feedback to include suggested
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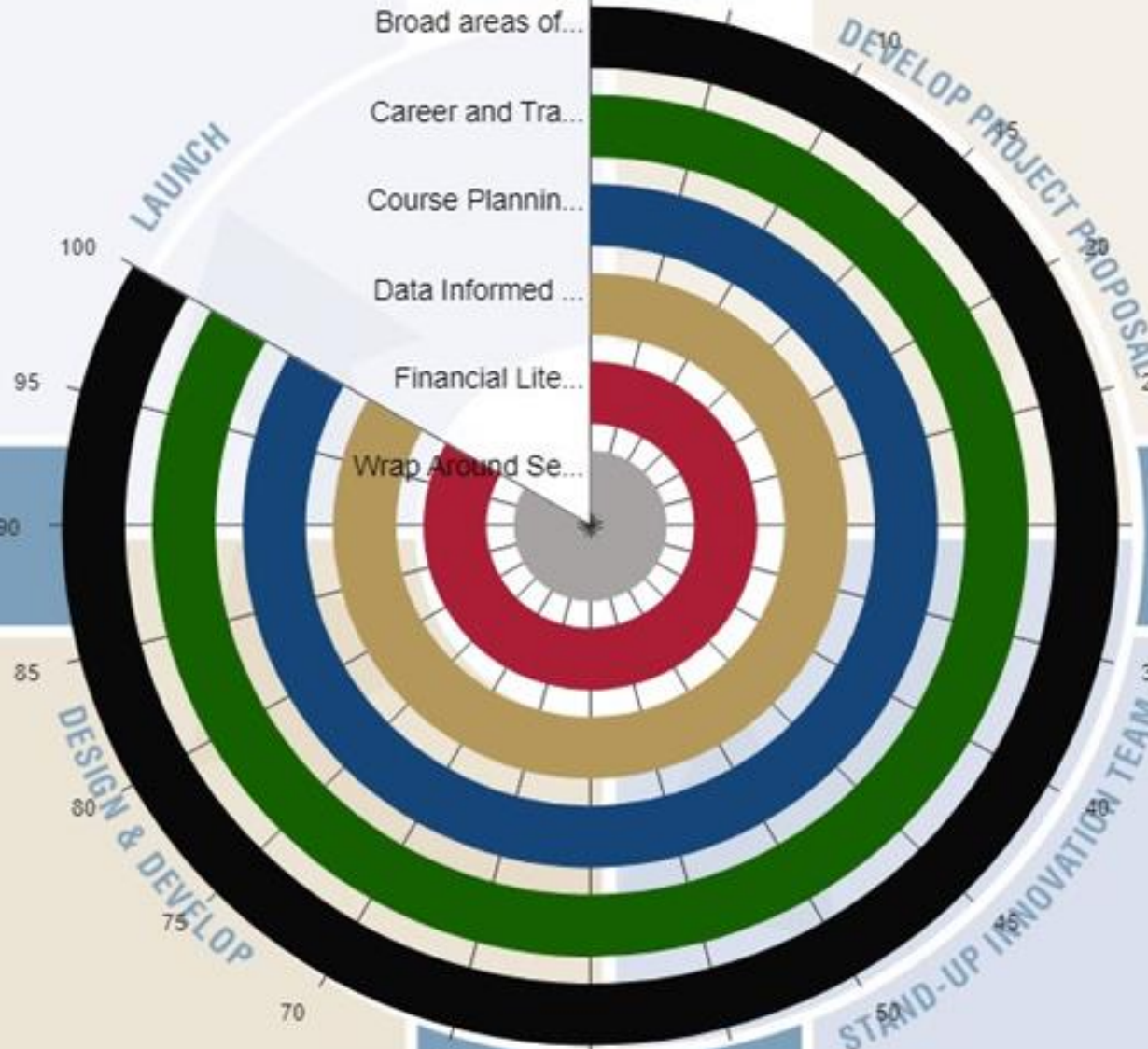
**PHASE 3
IMPLEMENTATION**

DESIGN & DEVELOP 75

**PHASE 4
INTEGRATION**

LAUNCH 100


**MONITORING
TEAM CHECKPOINT**
Feedback to include suggested
next steps and things to consider



- Broad areas of...
- Career and Tra...
- Course Plannin...
- Data Informed ...
- Financial Lite...
- Wrap Around Se...

Achieving the Dream Leader College Candidate

Scaled from plan to integration across all eight initiatives leading to transformative outcomes such as:

- Hunger Free Campus designation
 - Significantly reduced the student to advisor ratio
 - Implementing a student success CRM
 - Providing robust on campus mental health
 - Integrating internal student supports with those provided by our greater community
 - Promoting Wrap Around student support services
 - Yielded greater transparency and increased communication
 - Implemented Professional development
 - Positioned us ahead with Equity by Design
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Achieving the Dream Leader College Candidate

- Gateway Course Completion—Math
 - Pell eligible students Math Gateway Course completion rate increased 20%
 - Black students in Math Gateway Course completion rate increased 140%
- Gateway Course Completion—English
 - Hispanic students in English Gateway Course completion rate increased 70%
 - The English Gateway Course completion rate increased 16% for females
 - The English Gateway Course completion rate increased 46% for First Generation students and 44% for Part-Time students
- Gateway Course Completion—Both
 - Pell Recipient students overall completion rate for Gateway Courses increased 150%

Achieving the Dream Leader College Candidate

Fall-to-Fall Persistence

- Pell Eligible student persistence increased 5%
- Part-time student persistence increased 6%
- Hispanic student persistence increased 13%
- Veteran student persistence increased 35%

Completion—200% time to degree

- Veteran student completion rate increased 15%
- Adult learner completion rate increased 17%
- Pell Eligible student completion rate increased 23%
- First Generation completions rate increased 26%
- Part-time student completion rate increased 38%
- Black student completion rate increased 38%
- Hispanic student completion rate increased by 82%

Questions

- Contact Information

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