

ATD Leadership Team

Tuesday April 14, 2015

2:00 pm

President's Conference Room

Present: Dr. Alice Jacobs, Dave Kietzmann, Ashley Hargrove, Phillip Langley, Cindy Peck, Dr. Penny McConnell, Bob Mattson, Dr. Wendy Brown, Kathy Sturgeon, Ryan Minier

I. ATD DREAM Meeting Participant Feedback

- a. Cindy thanked Kathy Sturgeon and Ryan Miner for attending the meeting to share information from the DREAM conference. Cindy also thanked Dr. Jacobs, Dr. Serfoss, Stephane Potts, and Patti Miller for attending the conference. Patti Miller was unable to attend the Leadership meeting, but sent a card thanking the team for the opportunity to attend the DREAM conference. She noted that it was helpful to see other schools across the nation facing the same struggles and having similar ways of approaching the issues.
- b. Ryan thanked the team for the invitation to the DREAM conference and highlighted that many initiatives DACC has already implemented were discussed at the conference, such as an emphasis of using data to make decisions. A recurring theme of the meeting was to create a college-wide focus on one goal at a time. Improving communication was also high in priority. It was suggested that information from the various Achieving the Dream sub-teams be sent out on a regular basis to inform the campus community of what each team is working on, as well as when and where meetings are held. It was noted that faculty and staff involvement and input are important when making institutional decisions.
- c. Kathy thanked the team for the invitation to the DREAM conference and noted the experience was extremely beneficial. Odessa Community College in Texas was a great model school presented at the meeting. Data collection, organization, and use should be evaluated. Thinking about how to measure outcomes before strategies are implemented is vital. Developing a framework for change for employees to use when implementing new procedures or initiatives may be a good way to improve communication.
- d. Dr. Jacobs mentioned attending many beneficial sessions at the DREAM meeting and shared a checklist of questions that should be asked when analyzing data. Every team should receive, analyze, and record their findings of data associated with Achieving the Dream initiatives.

**Action Items:**

- Information on Achieving the Dream sub-team meetings and action items will be distributed campus-wide beginning in the fall.
- Cindy will distribute the Review of Data Checklist to all sub-teams.

II. INST101 Success in College Information

- a. Data on Success in College student success measures was distributed for review. It was noted that retention includes persistence and transfers. The Success in

College course has been effective in increasing retention when taken during the first semester. There are substantial differences in students who take the course during their first semester and those who wait. Student feedback also shows the course is important to take during the first semester at DACC. It was suggested that the data be shown to advisors. The updated degree audit system will show Success in College as the first required course for completion.

**Action Items:**

- The Success in College data will be shared with all advisors.
- The Success in College data will be included in the fall Data Brief.
- Success in College data will be reviewed again after mandatory advising has been implemented.

III. ATD Annual Reflection Update

- a. The 2015 Principles Assessment Summary was distributed for review. This information will be used in the Achieving the Dream Annual Reflection that is due June 1. The survey was sent to 50 people at DACC associated with the Achieving the Dream initiative. Thirty-five responses were received, up from 17 responses last year. The data shows increases in support of Achieving the Dream processes and identifying achievement gaps. Areas in need of improvement include communication and faculty/staff engagement.
- b. Goals for last year included reducing performance gaps for African American students and increasing completion in gatekeeper courses. Possible goals for this year are expanding retention effort performance and implementing mandatory advising.

**Action Items:**

- Success in College data will be used in the Annual Reflection.
- Cindy will work on preparing a draft of the Annual Reflection and present it for review at the next meeting.

IV. Items from the Floor

- a. It was announced that the Mandatory Advising Project was approved by the Higher Learning Commission.
- b. The team addressed the possibility of the Equity and Inclusion sub-team working with the First Year Experience team on some initiatives. It was decided that joint meetings to share information or ideas may be a better option as the teams work in different ways to achieve goals.

V. Next Meeting: Tuesday, May 12, 2015 at 2:00 p.m.

Meeting adjourned at 3:17 p.m. CST.