



**Achieving the Dream Core Team Meeting
November 16, 2011 2:30-4 pm
PDR**

Minutes

1. **ATD Coaches' Reflections** – Bill Heineman opened the meeting thanking everyone for their hard work in making the November 2 & 3 coaches visit a success. He highlighted Jim's suggestion in number 2.c. of the Reflections from Visit document (attached) regarding discontinuing the eLASSI instrument and "examination of results in terms of student progress needs to continue." He urged the teams to examine the amount of work it takes for results and decide whether "the right answer is to walk away" when costs outweigh benefits. He also asked the teams to start thinking about students that are not new since most of our current strategies focus on the new students. Next he brought up 3.a. "improving equity." The coaches have asked Tom Fallon for an analysis of whether our ATD interventions have influence different student groups: ethnic, gender, age, etc.

2. **Setting Completion Goals & the AACC Completion Challenge** – As we talked about previously, NECC has signed up for the AACC Completion Challenge. The challenge is for us to increase completion of degrees and certificates by 50% by 2020. The coaches said this is a big commitment. Bill said that "it is a goal" and that "we won't get anywhere near it if we don't start working on it now." Tom Fallon put all the programs into a spreadsheet. Bill will sit with the deans and discuss projections in each area. They will figure out where we can have our biggest impact.

Bill put Tom Fallon's Completion Rate Goals chart up on the board (attached). This chart is part of a request from the Massachusetts Department of Higher Education. This chart projected that our overall IPEDS graduation rate goal for 2016 is 17% and for 2021, 20% (which is just under the state projection of 19 and 22%, respectively). Carolyn Cohen asked where we are in relation to the other schools. Bill said we are at the middle/bottom; many are higher, especially the western schools. It was stated that their programs are different (Grace Young) and that we should compare ourselves to schools with similar populations (Rick Lizotte). Bill said that his hope is that the work we've done with newer students will pay off over time. Colleen Walsh said they were starting to look closely at student's graduation petitions that were rejected. The next three rows shows the gaps between Hispanics/whites, blacks/whites, women/men and there was

discussion about the population at NECC and the programs we offer which attract more females. A comment was made about the point gap for blacks being high in relation to the small population of blacks we have here, and the fact that we are not reaching out to them. Bill said maybe this is something we want to pursue and that this is what the coaches were talking about with the equity statistics. Bill said that he, Tom and Rick had made some projections for goals, and he asked if anybody thought that they should change. Colleen Walsh said that she thought that the Hispanic gap goal was a little low, especially in light of the Title V grant. Bill said that Lane wants the goals by mid-December and asked if everyone would give some thought to the goals and email him, Rick and Tom with their thoughts and suggestions.

In addition to setting numerical goals we need to provide a brief summary about our plans to move these goals forward in the following categories:

- a. **Make graduation rates/student success a clear priority** – Bill pointed out that since we are the only school who signed on for the AACC completion challenge this is evidence of us making student success a priority. ATD also illustrates this.
- b. **Use campus data and evidence to improve policies, programs and services**
- program review, proficiencies, threepeat policy, drop/add policy changes.
- c. **Make full use of empirically-supported strategies that support student completion and accelerate time-to-degree** – dual enrollment, Statway/Quantway (which is coming), transfer agreements, and any of our alignment endeavors.
- d. **Transform developmental education** – Statway/Quantway, curriculum review, developmental math modules, learning communities, SI, English writing skills (this takes bilinguals out of ESL classes and gives them another form of instruction, 8 week classes (basic writing and English comp) (looping), accuplacer refresher.

3. New Directions for our ATD Work: Students Later in their NECC Careers

Colleen Walsh said that they are looking at students who were close to graduation. Bill said Jim was pushing us to look at students with 25 credits or more and why they don't finish. Bill suggested a strategy aimed at senior students and asked what that strategy would look like. Dawna Perez mentioned General Studies toward criteria based programs – some demonstrated that their GPA wouldn't get them there and that they didn't have guidance because they weren't in a program. Grace said that they have a "courageous conversation" with these students. She pointed out that some dig their heels in. Noemi Custodia-Lora mentioned that we don't have anything vocational to offer males and that maybe we should have one program to target males. Bill told the group to take this back to their team. He also said "maybe your priority won't be a priority in the future. If we want new priorities, some need to slip down. If

it's going to stay a priority you may need to focus on a different direction.” Carolyn Cohen suggested exit interviews in helping us determine direction.

4. Brainstorming on an ATD “event”

Bill reported that Lane supports the idea of highlighting/publicizing ATD at his inauguration on April 30. Lane suggested a symposium as one possibility. The group thought it might be challenging to incorporate a symposium into the inauguration. They agreed that perhaps a video or slide show that incorporates data and actual student success stories would be effective. They talked about the importance of placing emphasis on the fact that we are a Leader College. This would get an audience's attention. Other ideas were tours of the various areas (math center) and various campuses, and a traveling slide show. The general sense was that grafting pieces of the ATD story on to existing planned events, rather than trying to hold and attract an audience for a separate event, might be the best way to reach a wider audience.

5. Other Business – Bill again asked the team to give some thought to the goals in the Completion Rate chart and to provide him with feedback.

Attendees: Carolyn Cohen, Noemi Custodia-Lora, Peter Dulchinos, Joanna Fortna, Bill Heineman, Rick Lizotte, Karen Mitchell, Linda Murphy, Lynne Nadeau, Dawna Perez, Janice Rogers, Nora Sheridan, Colleen Walsh, Grace Young

Next meeting: December 14, 2:00 to 4:00 [SC213](#)