



**Achieving the Dream Core Team/Strategic Plan Goal Two Meeting  
October 15, 2014 - 3:00 pm, SC213, Student Center Haverhill**

<b>Minutes</b>
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**Attendees:** B. Heineman, T. Favara, G. Young T. Fallon, R. Lizotte, M. Farrell, P. Dulchinos, C. Cohen, E. Gonzalez, T. Schade, J. Rogers, K. Kortz, K. Mitchell, G. Nash, D. Perez, L. Nadeau  
**Reporter:** D. LaValley

**1. Discussion of November 19<sup>th</sup> 's Joint meeting with Student Senate - (Bill Heineman)**  
Video Conferenced between Haverhill Campus – TC103A & Lawrence Campus – L244

Bill Heineman asked the group on what we want to gain from this meeting with student leaders and questions we want to pose.

- Suggestions:
  1. To review the CSS draft proposal and see if they want to respond.
  2. Ask them about their successful experience here and what made them successful.
  3. Ask Dina to poll the senate to see if there are any questions they have for us.
  4. Ask them what would be more helpful for them.
  5. Establish ways where students recognized they are in trouble.
  6. What are we doing well and what we need improvement on?
  7. Are they familiar with Kudos? Potential to scale early success to all.
  8. One book initiative. (Do we have a list of books?)
- Summarize what this group has done in the past, present and future. Each team leader will do a 90 second of what we have done. Bill shared a concern of this group from last year when he met with them that we were targeting specific groups. Team members that will stay in Lawrence for this meetings are: Emily, Grace, Joshua and Mary.

## 2. ATD's Annual Reflection Letter – (Rick Lizotte)

A letter from ATD is sent to us after we submit our annual report. The response not only reflects on our own suggestions but from our facilitators as well. Reflections were on the five Achieving the Dream Principles:

- Committed Leadership – They commended NECC's strong leadership for using diversity as a theme, the passion to improve student success and the endurance of commitment. They noted it would be an admirable goal for the college to consider a way to enhance the pace of improvement in the five key indicators.
- Use of Evidence to Improve Policies, Program and Services - They lauded the strong leadership in the institutional research area along with the data team, but would like us to consider a process to get adjunct faculty more engaged with an idea for a data summit.
- Broad Engagement- They lauded the academic and enrollment areas in the effort to broaden the reach of student success agenda. Suggest was to consider encouraging participation from faculty teaching in all courses, especially adjunct faculty. This may alleviate “intervention overload”. They suggested doing a reading engagement program with Adjunct Faculty to be more engaged – “one book” where every student, faculty member and staff member read a particular book each year. This program could focus on reflection and discussion on the theme diversity and highlight cultural understanding. Phillips Community College of University of Arkansas used this approach and saw positive results.
- Systemic Institutional Improvement – They lauded the Walmart Press Grant and supported interventions have been implemented. Demographics in Hispanics increase and have gone from 23% Fall 2008 to 35% by Fall 2013. They suggested it might be helpful to analyze the improvements in student success, in light of the college's changing demographics, in part due to the expansion of the Lawrence Campus.
- Equity - They lauded the willingness of NECC to talk about equity and staff development on diversity. In terms of data look more closely to gaps in equity plan by more hiring faculty and staff who represent the newly emerging diverse student body. To develop an active evolving equity plan that address narrowing gaps in achievement on minority students.
- Overall - Report was thorough and candid about areas needing improvement. Despite the change in leadership, economic challenges and huge demographic changes in the service area, we have a strong commitment to improving the success of all students. They lauded the enthusiasm of faculty and staff leaders involved in the various ATD interventions. They encouraged NECC to use opportunity with a new leadership coach who will bring new perspectives. Kent Farnsworth will definitely do that as he is very active on what is happening on the ground. Also suggested we be fully responsive the to the growing proportion of Hispanic students on both campuses Draw that connection directly to that group with the sub-group of Marcy and Joshua as most things they are aiming at is tied to that achievement more than any other team. We need to connect the big picture of what is happening with students in class. Annual report focus on numbers in case of equity and show that we are making progress. A reminder of the interventions we used have improved all group and the other groups have also improved. We are not getting the groups that are lagging to catch up as much. Do more of the two for one type of strategy is clever.

Other thoughts: The One Book reading program was suggested in order to engage a lot more people to use NECC focal points. We should explore more with the coaches when they are here for the visit.

### **3. Coaches' Visit Prep – (Dawna Perez)**

Dec. 3<sup>rd</sup> – Haverhill and Dec. 4<sup>th</sup> –Lawrence

The team reviewed a draft schedule of meeting sessions. It was noted that a change to have a CSS focus group when coaches are here. It was noted that students will be more honest with coaches as opposed to someone who will give them grades. FYE will look for a block during the scheduled morning sessions or for the 1:00 to 2:00 block. They will seek someone else who will facilitate the focus group not coaches.

Bill stated that this coaches' visit is seen as a consulting visit to tell us where we are stuck. On December 4<sup>th</sup> Lawrence Campus visit, Grace will be in Lawrence and give a tour of CPAC before or after the tour of the El-Hefni health labs. She requested time at the November meeting to discuss the process before visit. Carolyn asked for the mini-grants, how formal is it?

Deb will send out the schedule of sessions and if there are any changes or questions, please send them to her.

### **4. Other Business**

- We are waiting to hear about the Dream Proposal submitted by Tina.
- Emily asked if we should respond to the letter from ATD as it sounded like we are slacking on the pace to get to 4 year.
- Grace brought to our attention the new Math GPA of 2.75 as she is very concerned. A lot of training needs to happen on this campus as this is in place for this spring. This will be an agenda item at the next meeting with the student senate.

**Next Meeting is [November 19, 2014](#) with the Student Senate and will be video conferenced in Haverhill, TC103A and Lawrence, L244**