

Reflections on the Student Success Reform Movement

Carol Lincoln, Senior Vice President

Achieving the Dream

@AchieveTheDream

#ATDNetwork



Siyaphumelela
we succeed

Achieving
the Dream 

Vision for the Northern Campus of the University of Namibia

Teaching, training, and research -- *PLUS*

- Foster community development
- Build civic leadership
- Support entrepreneurship/small business
- Serve as a civic catalyst and as a force for educational uplift



@AchieveTheDream #ATDNetwork



What is Achieving the Dream?

- Nonprofit organization (NGO)
- Network of over 300 public, two-year community and tribal colleges
- Goal: close achievement gaps and accelerate student success
- Coaching, peer learning, knowledge development, toolkits & other resources

@AchieveTheDream #ATDNetwork



My Assignment: Reflection

Progress of Student Success Movement

ATD-Saide-Siyaphumelela Partnership

@AchieveTheDream

#ATDNetwork



ATD-Saide-Siyaphumelela Partnership

- Adaptation of Best Practices
- Idea exchange, common cause, and focus
- Improvement of ATD Practice
- Inspiration

@AchieveTheDream

#ATDNetwork



Student Success Movement: Headlines

- Accomplishments are real and significant
- Much has been learned
- Continued progress is not guaranteed
- There remain significant “growth opportunities”

@AchieveTheDream #ATDNetwork



20 years ago...

- ✓ Dismal community college completion rates
- ✓ US workforce unprepared for the global economy

20 years ago...

- 35% working age adults had post-high school credential
- Lumina Goal: 60% by 2026
- Obama Goal: 60% by 2020

Today: 53.7% = Nearly 20%pt. gain

@AchieveTheDream #ATDNetwork



Three significant drivers

- ✓ Philanthropy (and government)
- ✓ Evidence-based decision making
- ✓ Quest for Equity – our North Star

Role of Philanthropy

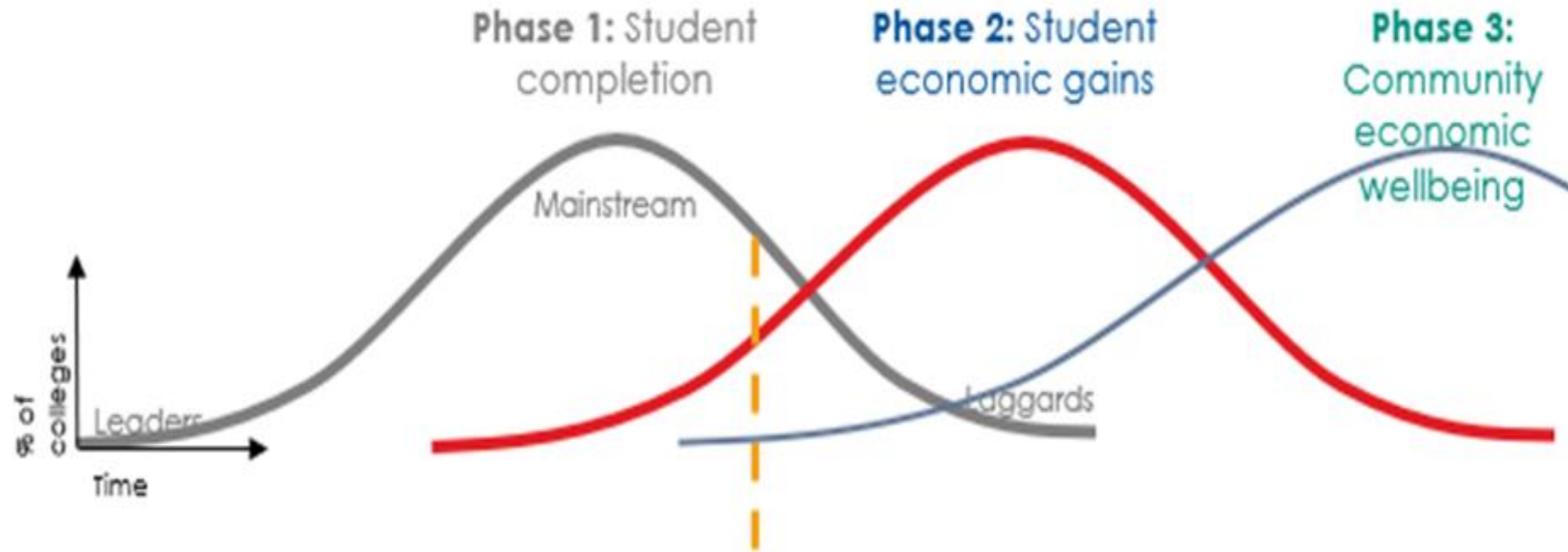
- Resources—to address market and policy failures
- Validation for educational innovators
- Illuminate scalable solutions
- Connections to networks outside the local context

@AchieveTheDream

#ATDNetwork



Three Waves of Higher Education Reform



Today: Some Network colleges have already launched Phases 2 and 3.
ATD can help accelerate that work.

@AchieveTheDream

#ATDNetwork



First Wave Objective: Completion of...

- Gateway courses
 - Courses with C or better
 - Remedial education
 - Successive terms
 - Credential
- ✓ **Goal: Access and Success**

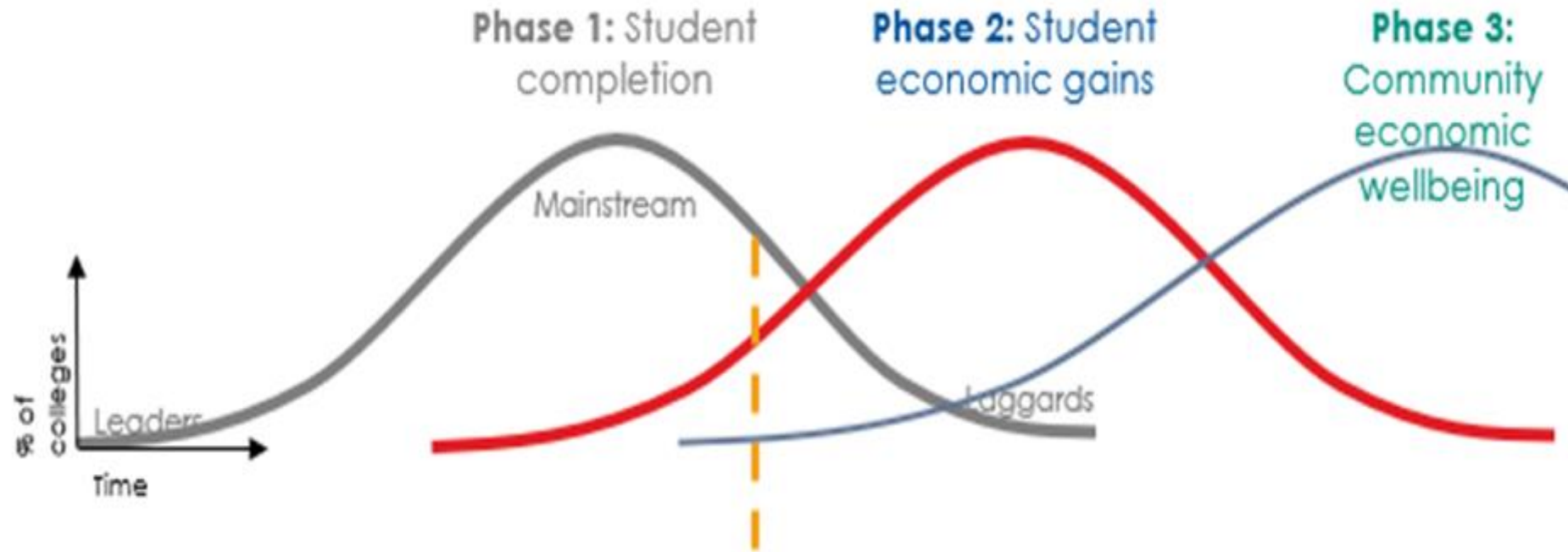
@AchieveTheDream #ATDNetwork



Early Strategy: “Fix” Developmental (Remedial) Education

- “Leakage points” especially at the start
 - ❖ e.g., only 1 in 6 students referred to remedial math completed a credit-level course within 3 years
- Data/research showed most students could succeed at college level with supplemental support
- **A Ha Moment: institutional policies and practices were creating barriers to student success**

Three Waves of Higher Education Reform



Today: Some Network colleges have already launched Phases 2 and 3.
ATD can help accelerate that work.

@AchieveTheDream

#ATDNetwork



A New Framework for Change (draft)

Centering Community Colleges as Hubs of Economic Mobility & Community Vibrancy



Seeing and understanding local opportunity in new ways



Ensuring access to affordable postsecondary education for traditionally disconnected populations

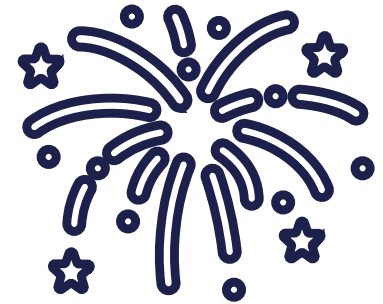


Establishing early momentum and ensuring timely completion for all student groups



Contributing to economic & social mobility for individuals and families

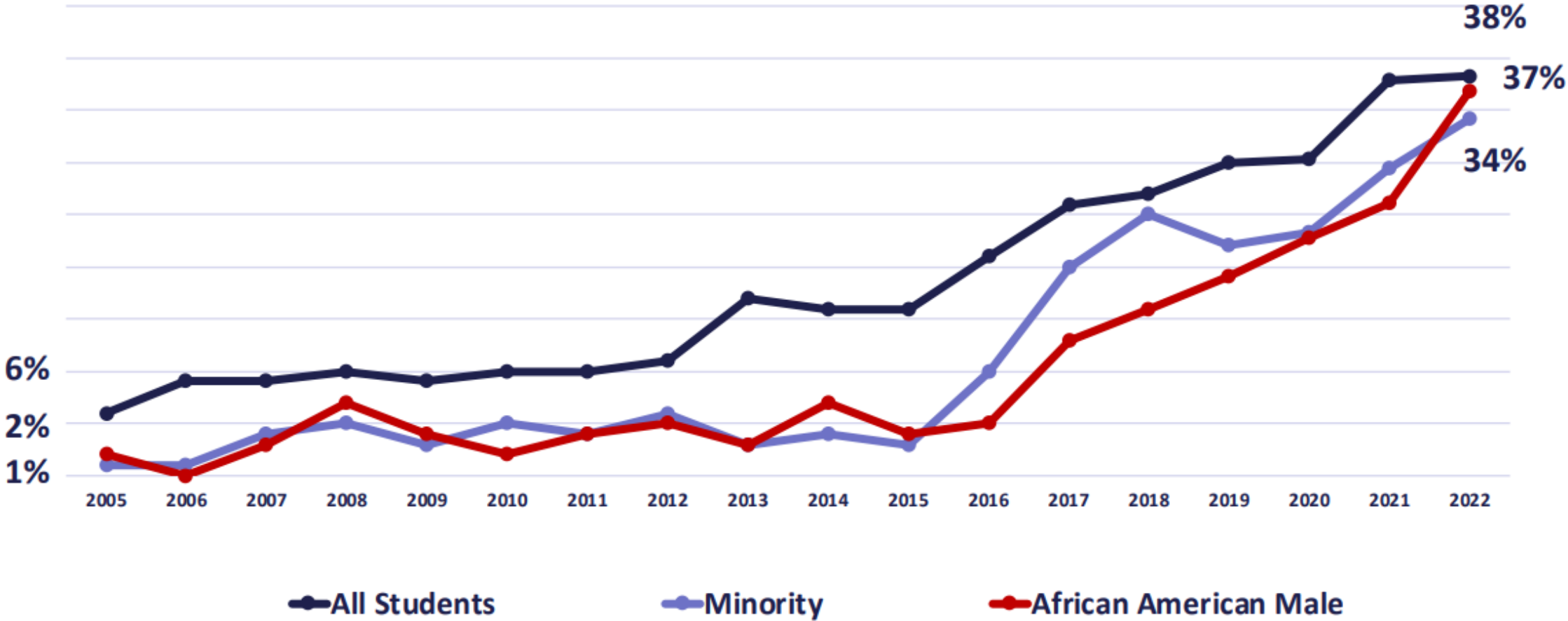
Resulting in Equitable, Economically Vibrant Communities



@AchieveTheDream #ATDNetwork

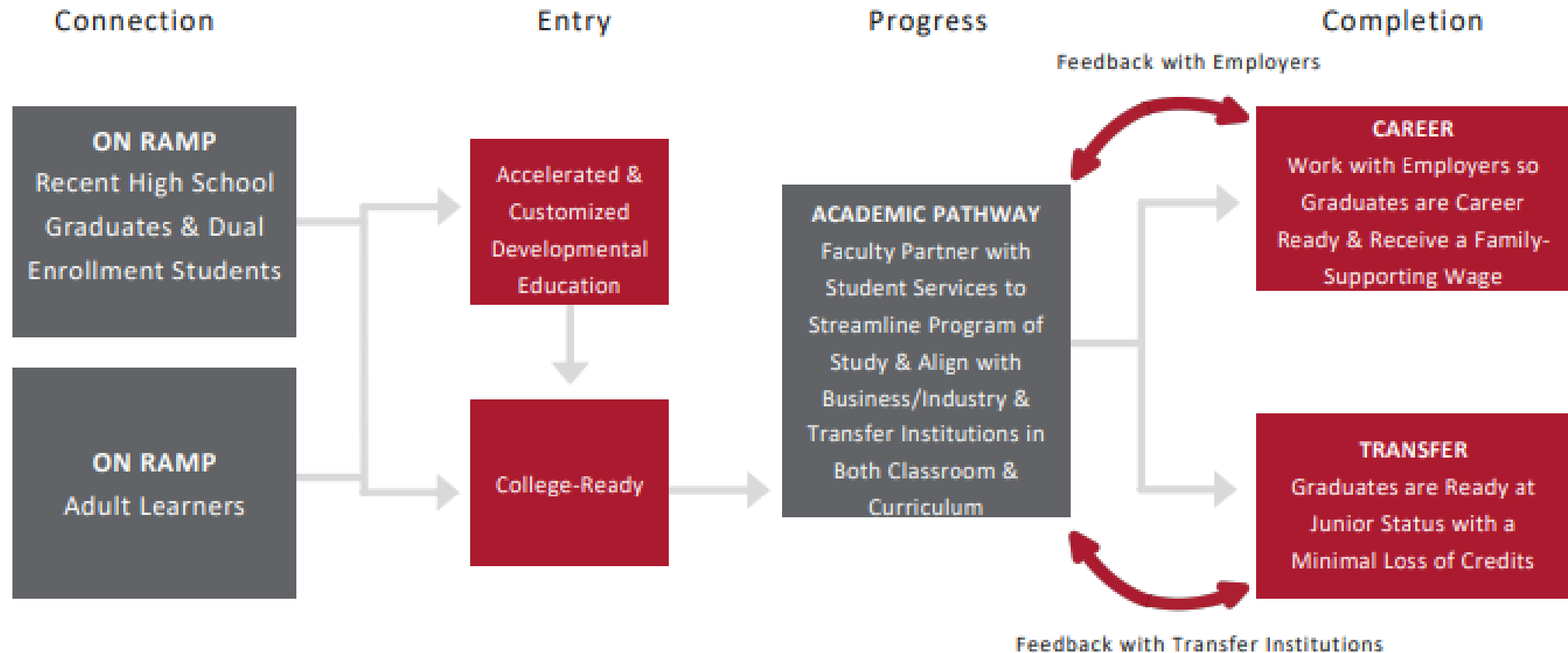


Three Year Graduation Rates at Sinclair College



Communicate the Vision: Design with the End in Mind

OHIO CADRE PATHWAY LEADING TO COMPLETION



Recipe FOR SUCCESS

For First Year Full-Time Students

Sinclair research has shown that full-time students who complete these steps **within their first year** are **FOUR TIMES MORE LIKELY TO GRADUATE** if they follow these guidelines:

- 1 MAKE A DECISION ON A MAJOR-
GET HELP IF NEEDED
- 2 GO TO ADVISING
AND GET A MAP (MY ACADEMIC PLAN)
- 3 COMPLETE A COLLEGE-LEVEL MATH
AND ENGLISH CLASS
- 4 TAKE 30 CREDITS $12 + 12 + 6 = 30$
 $15 + 15 + 0 = 30$
- 5 TAKE 9 CREDITS IN YOUR MAJOR AREA
OF INTEREST

BROUGHT TO YOU BY THE STUDENT COMPLETION OFFICE
Special thanks to the Tennessee Board of Regents for permission to adapt their Recipe.



20 Years of Lessons: An Awesome Collection!

- Foundational Capacities – ICAT
- Who our Students Are (“and-ers”)
- Vision/framework to rally around
- High impact practices
- Leadership at multiple levels

@AchieveTheDream #ATDNetwork



20 Years of Lessons, continued

- Targeted professional learning
- Strategic partnerships
- Integration of multiple strategies
- **On-going journey**

@AchieveTheDream #ATDNetwork



Headwinds and Growth Opportunities

- Attacks on Diversity, Equity, and Inclusion, end of Affirmative Action
- Doubts about the relevance of higher education
- Declining enrollments, especially for Black students – 46% FTIC
- Low throughput rates -- has been improving but only 26.6%
- Persistent equity gaps

@AchieveTheDream #ATDNetwork



Headwinds and Growth Opportunities, continued

- Insufficient data and technology capacity
- Integration/connection of academic and career preparation
- Pace of credentialing
- Impact of Covid
- Economic mobility

@AchieveTheDream #ATDNetwork



ATD support In the coming year...

- Collaboration with your coaches to continue support for building data capacity
- Data & Analytics Summit in Ohio -- September 18-22
- DREAM 2024 in Orlando -- February 2024
- Access to all ATD tools, webinars, learning events

@AchieveTheDream

#ATDNetwork



“A flaming red dress in a sea of grey flannel suits”



@AchieveTheDream #ATDNetwork

