



*K-12 to College Transitions:  
Aligning Endorsements with Academic  
Pathways*

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Texas Pathways Institute #4  
April 17, 2018



**Students First**

# ALAMO COLLEGES DISTRICT

Five Colleges in the Alamo Colleges District:

- St. Philip's College (est. 1898)
- San Antonio College (est. 1925)
- Palo Alto College (est. 1985)
- Northwest Vista (est. 1995)
- Northeast Lakeview (est. 2007)



# ABOUT THE ALAMO COLLEGES

- 5 Colleges- each individually accredited
- 60,000 student enrollment each semester
- 5 HSI/ 1 HBCU
- M/F ratio: 43% / 57%
- FT/PT ratio: 19% / 81%
- Ethnicity:
  - White (24%); African-American (8%), Hispanic (62%); Other (6%)
- Avg. Age: 23.0 years
- Dual Credit enrollment: 20%
- 16 Early College High Schools



# CHALLENGE

- 80% of entering students at Alamo Colleges indicate they wish to transfer
- Fall 2010 FTIC cohort 4-yr. Graduation Rates:
  - FT 14.7% / PT 9.5%
  - VLCC Avg: 16.3%
  - State Avg: 17.9%
- 6-yr. FTIC by 2014 Transfer Rate:
  - 21.0%
  - VLCC Avg: 24.7%
  - State Avg: 25%
- Avg SCH to associate degree: 92
- Not all courses earned count toward the student's degree at university of choice
- Many have to take unexpected additional courses toward degree
- Time spent to complete Associates Degree: 4.6 yrs.
- Amassed debt of \$18,000\*
- Only 1.5 years PELL remaining

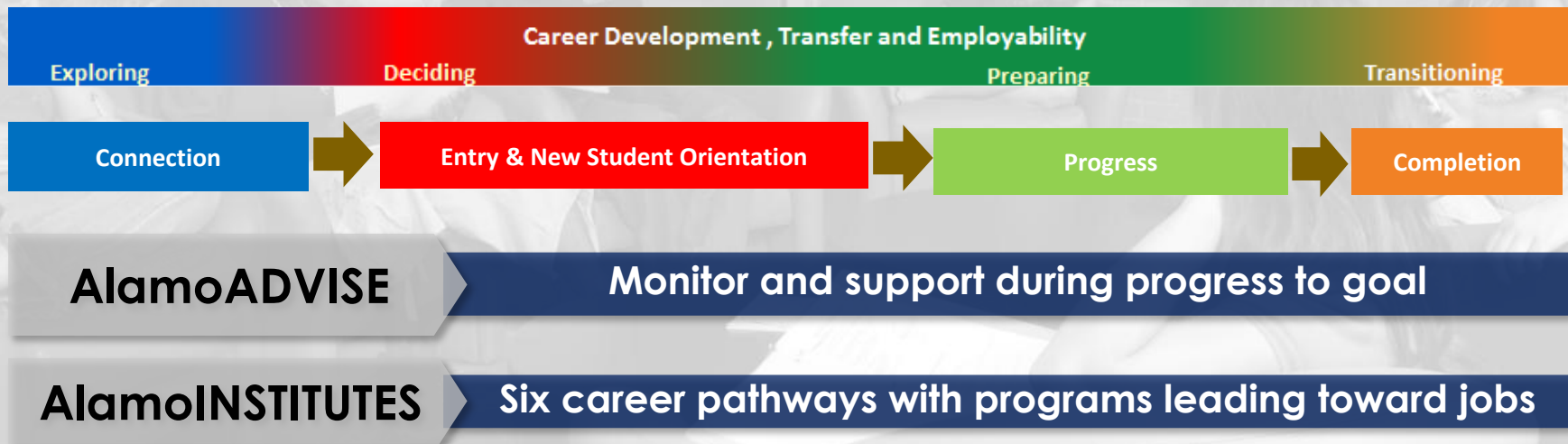
• \*2015 Texas Public Higher Education Almanac

# Where We Have Been

- MyMAP
  - redefining the Student Experience
- AlamoADVISE
  - revamped advising model
- AlamoINSTITUTES
  - new pathways model
- HB 5
  - consideration of High School Endorsements

# Alamo Colleges' Vision and Values

## MyMAP for Success (Monitoring Academic Progress)



# AlamoADVISE

## The Advising Life of an Alamo Colleges Student Academic & Career Advising Shared Vision – Building Momentum to Completion

<b>VISION</b>	Alamo Colleges will provide every student with an exemplary, effective and personalized pathway to success through academic and career advising.
<b>MISSION</b>	At the Alamo Colleges, academic and career advising build a culture of integrated practices and shared responsibilities. Through collaborative teaching and learning, the advising process empowers our diverse student populations to explore and navigate their academic and career pathways.
<b>DEFINITION</b>	Academic and Career advising is a series of ongoing and intentional conversations among students, faculty, and staff that establish a pathway to the realization of educational, career, and life goals.

**Connection**  
WELCOME/ADVISING CENTERS

**Entry**  
COLLEGE SUCCESS

**Progress**  
FACULTY ASSIGNED  
WITH MAJOR







**Completion**  
CAREER & GRAD.  
CENTERS

PRE-COLLEGE —0 HOURS	0–30 HOURS	31+ HOURS	
<ul style="list-style-type: none"> <li><b>AlamoENROLL</b>—Provides enrollment guidance to prospective students through cross-college website including: <ul style="list-style-type: none"> <li>Steps to Enrollment Checklist</li> <li>Open Modules</li> <li>Ready, Set, Apply</li> <li>Intro to College and <b>AlamoINSTITUTES</b></li> <li>Financing Your Future</li> <li>Test 101</li> <li>Resources/Computer labs</li> </ul> </li> <li><b>AlamoINSTITUTES</b>—Provide advising information regarding career pathways <ul style="list-style-type: none"> <li>Health &amp; Biosciences</li> <li>Advanced Manufacturing &amp; Logistics</li> <li>Science &amp; Technology</li> <li>Public Service</li> <li>Creative &amp; Communication Arts</li> <li>Business &amp; Entrepreneurship</li> </ul> </li> <li><b>Early Colleges/Academies</b>—Course enrollment in Fr/Sr through assigned advisor.</li> <li><b>Dual Credit</b>—Course enrollment in Jr/Sr year through assigned Advisor.</li> <li><b>College Connection</b>—Guide through enrollment process, including completion of ApplyTexas, FAFA Application, TSI and <b>AlamoENROLL</b> modules.</li> <li><b>Grad Guru</b> downloaded</li> </ul>	<p><b>INITIAL ENROLLMENT—1ST SEMESTER</b></p> <ul style="list-style-type: none"> <li><b>New Student Orientation/Convocation</b>—Orient students to the Alamo Colleges. <ul style="list-style-type: none"> <li>Provide Academic Advising Syllabus (0–30 hours) &amp; introduce assigned Advisor</li> <li>Assist with scheduling &amp; registering for classes (including SDEV)</li> <li>Orient students to Degree Plans via Alamo GPS—ACES account</li> <li>Online Web Registration assistance available</li> </ul> </li> <li><b>AlamoINSTITUTES</b> / major course of study chosen</li> <li>Identify <b>ACOL/PLA</b></li> <li><b>Post Assessment Advising</b>—TSI score interpretation and placement (ie I-Best)</li> <li><b>Academic Refreshers</b>—INRW and math</li> <li><b>Post Refresher Advising</b></li> </ul> <p><b>1ST SEMESTER</b></p> <ul style="list-style-type: none"> <li>Instruction on College Success (<b>SDEV Course</b>). Begin E-portfolio</li> <li>Advisor utilizes <b>Canvas</b> to connect with assigned students. Use E-portfolio</li> <li>Assist students in choosing their major using appropriate career assessment tools.</li> <li><b>MyAlamoCareer.org</b> and <b>Career Coach</b>—virtual career and placement center links workforce centers, Alamo Colleges and local job market</li> <li><b>AlamoINSTITUTES</b> utilized</li> <li>Provide students with a plan to earn a certificate or degree. <ul style="list-style-type: none"> <li>Complete ISP via Alamo GPS.</li> </ul> </li> <li>Advise and register students into appropriate courses for following semester</li> <li>Early Alert &amp; Smart Start utilized</li> <li>Advisor determines Faculty integration (12–30 Hr.s range)</li> </ul> <p><b>2ND SEMESTER</b></p> <ul style="list-style-type: none"> <li>Confirm students' plan to earn a certificate or degree and review ISP via Alamo GPS.</li> <li>Advise and register students into appropriate courses for following semester.</li> <li>Early Alert &amp; Smart Start utilized</li> </ul>	<p><b>2ND YEAR—GRADUATION</b></p> <ul style="list-style-type: none"> <li>Faculty teamed with an advisor through Degree or Certificate completion via GPS.</li> <li>Provide Academic Advising Syllabus (31+ hours)</li> <li>Advising regarding course selection is offered through Group or Individual Sessions to understand the requirements of chosen major at transfer university.</li> <li>Major Mixers/Major Mania Events</li> </ul> <p>Provide positive feedback at primary success points.</p> <p>Graduation and Transfer Initiative—Experiential/Career Centers &amp; Faculty Mentors work in tandem to advise, graduate students and proclaim their transfer university (review their degree plan/ISP, and consider transferring to a university)</p> <p><b>ADVISING CENTERS</b> (19 Teams)</p> <ul style="list-style-type: none"> <li>Advising regarding course selection is offered through Group or Individual Sessions to understand major requirements.</li> </ul>	<p><b>2ND YEAR—GRADUATION</b></p> <ul style="list-style-type: none"> <li>Assist students (42+ Hours/ Core Complete) in Degree Audits via Alamo GPS</li> <li>Faculty advise students during semester on how to be successful in classes.</li> <li>Coordinate the Academic Achievement Events, Career/ Scholarship Fairs, Transfer Fairs, and Graduation Event/ Festival.</li> <li>Graduation Survey</li> <li>Reverse Transfer</li> </ul>
<b>ACTIONS:</b> Assign Connection Advisor	Certified Advisor Assigned/PIN Given, Institute Chosen	Faculty Mentor Assigned	
<b>METRICS:</b> Number of Apply Texas Submitted	FTICS Enrolled	Fall to Spring Retention	# of Certificate & Core Completers
<b>(Analyst)</b> Number of DC/EC Enrolled	Productive Grade Rate (PGR)	Fall to Fall Retention	Number of Art. Agreements
DC/EC Term Retention			Number of Degrees
			Number of Certificates
<b>BADGES:</b> Welcome	College Ready, 15 Hours, 30 Hours	Core Complete	Cert., Degree, Alum
<b>RESOURCES:</b> AlamoENROLL   Academic Advising Syllabi   alamo.edu   Alamo GPS (Degree Plans)   College E-Catalog/Schedule   MyAlamoCareer.org   Career Coach   Canvas   Grad Guru			



# AlamoINSTITUTES

An organization of six career pathways designed for students who have key interests, such as, but not limited to the following areas:

 Creative & Communication Arts	 Business & Entrepreneurship	 Health & Biosciences	 Advanced Manufacturing & Logistics	 Public Service	 Science & Technology
Arts, Audio/Video Technology and Communications.*	Business Management & Administration, Finance, Hospitality & Tourism, and Marketing.*	Health Sciences.*	Architecture, Construction, Manufacturing, Transportation, Distribution & Logistics.*	Education, Training, Government, Public Administration, Human Services, Law, Public Safety, Correction and Security.*	Agriculture, Food & National Resources, Information Technology, Science, Technology, Engineering and Mathematics.*

\*National Career  
Cluster

# HS PATHWAY EXAMPLES



## **HB5 Endorsements**

**Business &  
Industry**

**Multidisciplinary  
Studies**



## **Institutes**

**Business &  
Entrepreneurship**



**TEXAS A&M UNIVERSITY  
SAN ANTONIO**

## ***Degree Programs***

### **College of Business**

BBA - Accounting

BBA - Finance

BBA – General Business

BBA – International  
Business

BBA - Management

BBA - Marketing

BAAS-Business

### **College of Arts & Sciences**

BA-Communication

**Disclaimer:** These relationships represent general guidelines and do not represent an exhaustive list of pathways. Draft 12/12/2014

ver 2

# Where We Are Now

- Redefining Onboarding Model for all Populations (HS, ABE & Returning Adults)
  - Focus on Career Goals
  - My Mission Statement
- Developing the Institute (Pathway) Experience
- Enhancing the Career Focus
- Transfer Advising Guides

# STUDENT PATHWAY EXPERIENCE

Exploring

Deciding

Career Development , Transfer and Employability

Preparing

Transitioning

Connection

Entry & New Student Orientation

Progress

Completion

**AlamoADVISE**

Monitor and support during progress to goal

**AlamoINSTITUTES**

Six career pathways with programs leading toward jobs

Information  
about career  
pathways and  
programs  
introduced

Pathways  
connected to  
high school  
endorsements

Advisors and  
faculty integrate  
career pathways

Maximum  
academic  
preparation

Explore job  
opportunities in  
career pathways  
and programs

Select an initial  
program goal

Finalize program  
goal, and build  
knowledge and  
skills

Monitor, support,  
and advise

Encourage,  
acknowledge  
success, and  
provide support

Complete  
certificate(s)/  
degree

Automatic  
degree/reverse  
transfer

Transfer

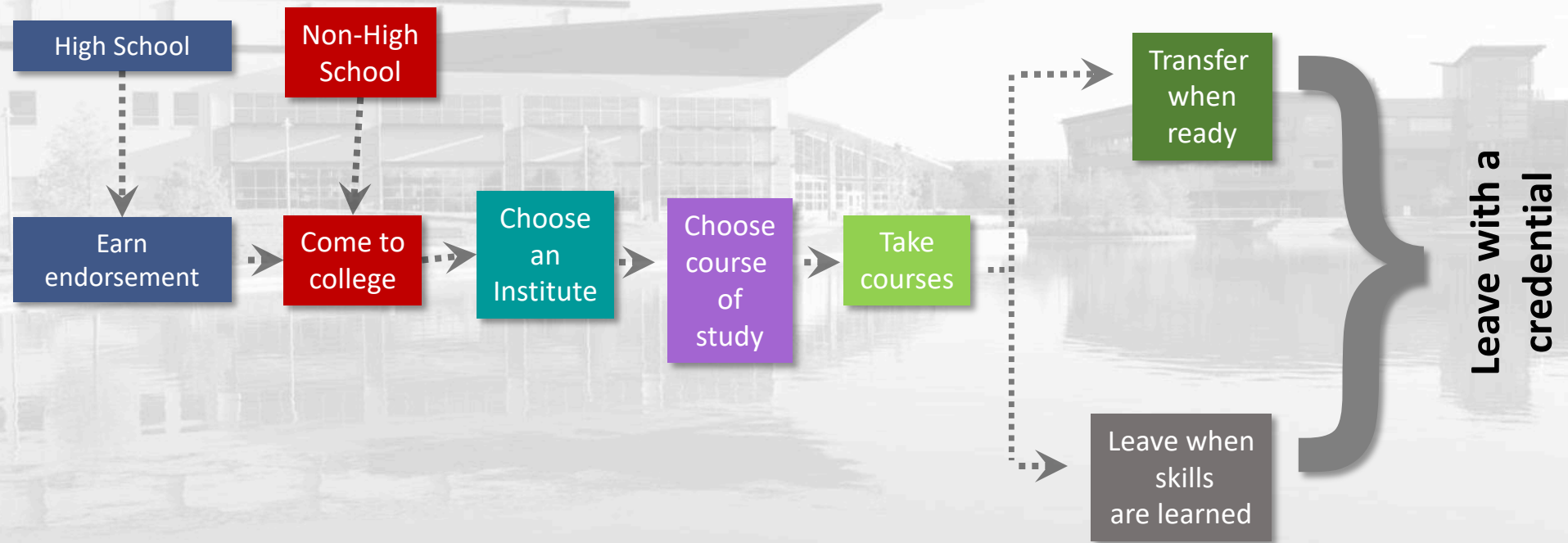
Employment



# **AlamoINSTITUTES – GUIDED, STACKABLE PATHWAYS TO A CERTIFICATE, DEGREE, & TRANSFER/CAREER**

- Curriculum Sequences – Program Maps
- Active and Contextualized Learning
- Integrated Academic Support
- Advising (Advisors and Faculty Mentors)
- Application of Knowledge/Skills (internships, team assignments, etc.)
- Co-Curricular Learning
- Institute Advisory Committees
- Evaluation and Improvement
- Training and Professional Development

# REVISED STUDENT EXPERIENCE



# Where We Are Headed

- Minimize Time and Money
- Minimize the Paradox of Choice
- Provide Equitable Opportunity for Experiential Learning
- Successful Student Transition to University and/or Workforce

# Fall 2018 Pathways Model Implementation

- ✓ + **Integrated, institution-wide approach** to student success
- ✓ + **Intentionally designed**, clear, coherent and structured educational experiences
- ✓ + **Guide each student effectively and efficiently** from her/his point of entry through to attainment of high-quality postsecondary credentials and career with value in the labor market

Fully implemented in Fall 2018





**QUESTIONS?**