A Journey to Excellence

Alamo Colleges District and San Antonio College

Presented By:
Dr. Gene Sprague, Chair, Board of Trustees
Dr. Mike Flores, Chancellor
Dr. Robert Vela, President, San Antonio College

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award
2018 Award Recipient

Board of Trustees

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District 9

Aja Leija
Student Trustee

WHO WE ARE

100,000+

Students across 8 counties

8

Neighborhood & Regional Centers

350+

Degree & Certificate Programs

#1

Largest Provider of Workforce Training in the area

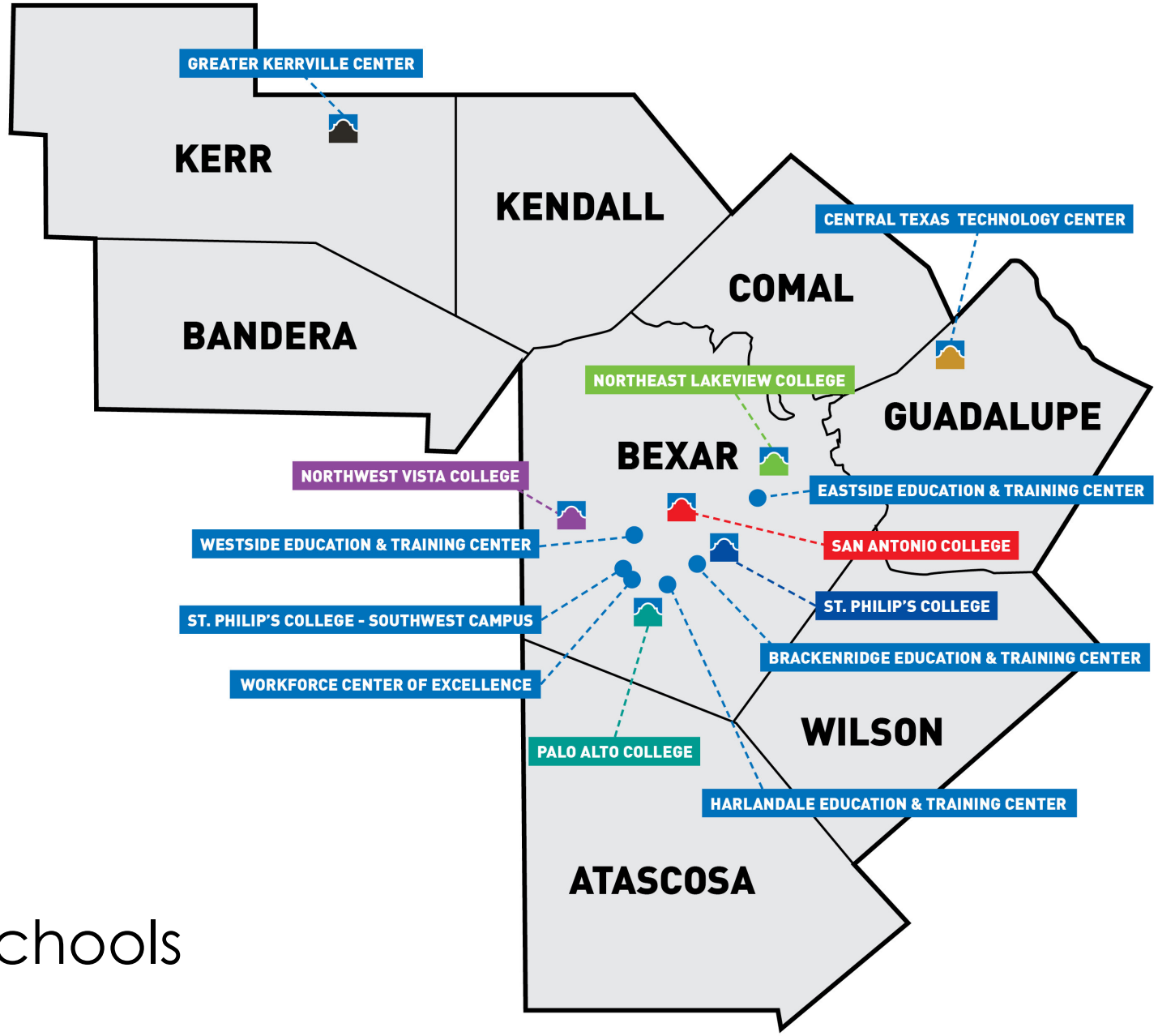
DIVERSITY

HISTORICALLY BLACK COLLEGES & UNIVERSITIES
H.B.C.U

HSI
HISPANIC SERVING INSTITUTION

The Alamo Colleges District Family

- 5 Colleges
  - San Antonio College
  - St. Philip's College
  - Palo Alto College
  - Northwest Vista College
  - Northeast Lakeview College
- 8 Regional & Neighborhood Centers
- 16 Early College High Schools



MISSION

Empowering our diverse communities for success

VISION

The Alamo Colleges will be the best in the nation in Student Success and Performance Excellence.

VALUES

STUDENTS FIRST

RESPECT FOR ALL

COMMUNITY-ENGAGED

COLLABORATION

CAN-DO SPIRIT

DATA-INFORMED

THE ALAMO WAY

Student Success

Principle-Centered Leadership

Performance Excellence

Board Policy B.9.1

THE **ONLY** COMMUNITY COLLEGE DISTRICT TO WIN AMERICA'S PERFORMANCE **EXCELLENCE AWARD.**

2018 Malcolm Baldrige National Quality Award Winner

Community Investment

Voters Approved $450 Bond Issue by 2 to 1 Margin in 2017

Positions Alamo Colleges District to accommodate the higher education needs of the 1 million new residents expected by 2035.

AAA Bond Rating – Alamo Colleges District is one of three community colleges in the state to earn a AAA/Aaa rating and one of only eleven across the nation.

Student Profile

100,000 Students Served Annually

64% Hispanic
9% African-American
22% White
3% Asian
4% Other

60% Female
40% Male

32% Full-Time
68% Part-Time

28.3% Under-Resourced Students

48.7% Economically Disadvantaged

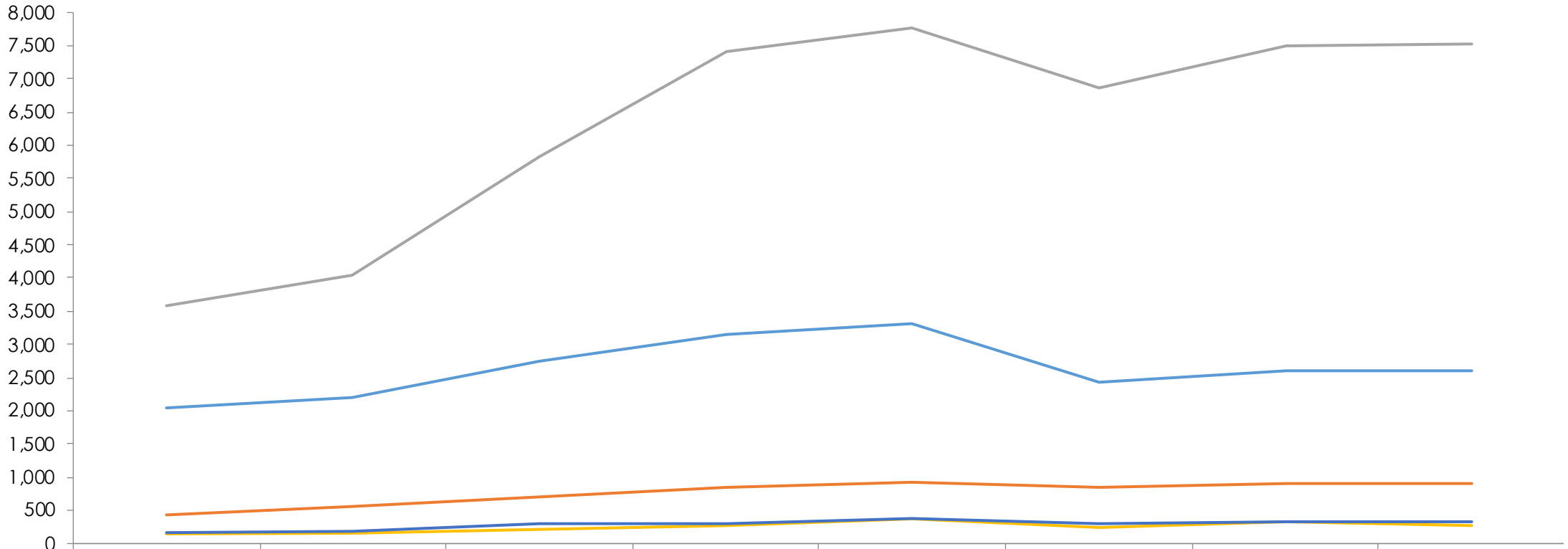
70% Rely on Financial Aid & Scholarships

60% Housing Insecure

48% Food Insecure

NORTHEAST LAKEVIEW COLLEGE
NORTHWEST VISTA COLLEGE
PALO ALTO COLLEGE
ST. PHILIP'S COLLEGE
SAN ANTONIO COLLEGE

Degrees & Certificates Awarded by Ethnicity



	2013	2014	2015	2016	2017	2018	2019	2020
White	2,044	2,188	2,752	3,161	3,313	2,428	2,610	2,617
African American	432	561	689	854	924	859	915	900
Hispanic	3,583	4,035	5,829	7,406	7,768	6,865	7,492	7,528
Asian	147	165	209	280	373	238	332	282
Other	165	198	299	308	378	302	317	318

11,645 Alamo Colleges Graduates In 2020

Economic Impact

- **One** out of every **36** jobs in the Alamo Colleges Service Area is supported by the activities of the Alamo Colleges and their students.

- The average associate degree graduate from the Alamo Colleges will see an increase in earnings of **$9,300** each year compared to someone with a high school diploma working in Texas.

For Every $1 Spent by Students

$7.20

Gain in lifetime earnings

Students

$3.70

Gain in added tax revenue and public sector savings

Taxpayers

$22.50

Gained in added State revenue and social savings

Society

IMPACT AWARD

ellucian.

Achieving the Dream™

Leah Meyer Austin

Award Winner

- 2020 -

SAN ANTONIO BUSINESS JOURNAL

Resilience in Business Awards

SAN ANTONIO BUSINESS JOURNAL

BUSINESS OF THE YEAR

NORTHWEST VISTA COLLEGE

PALO ALTO COLLEGE

SAN ANTONIO COLLEGE

ST. PHILIP'S COLLEGE

named to the list of

TOP 150

U.S. COMMUNITY COLLEGES

THE ASPEN INSTITUTE

ASPEN PRIZE

FOR COMMUNITY COLLEGE EXCELLENCE

TOP 150

2019

PALO ALTO COLLEGE

TOP 1% NATIONALLY

RISING STAR AWARD WINNER

THE ASPEN INSTITUTE

ASPEN PRIZE

FOR COMMUNITY COLLEGE EXCELLENCE

RISING STAR

Palo Alto College

2019

ALAMO COLLEGES DISTRICT

ASPEN PRIZE
FOR COMMUNITY COLLEGE EXCELLENCE
THE ASPEN INSTITUTE
TOP 150
2021

NORTHWEST VISTA COLLEGE

PALO ALTO COLLEGE

SAN ANTONIO COLLEGE

named to the list of

TOP 150

U.S. COMMUNITY COLLEGES

ASPEN PRIZE
FOR COMMUNITY COLLEGE EXCELLENCE
aspen institute
WINNER
2021

SAN ANTONIO COLLEGE

ALAMO COLLEGES DISTRICT

#1 in the Nation

A Journey to Excellence

San Antonio College

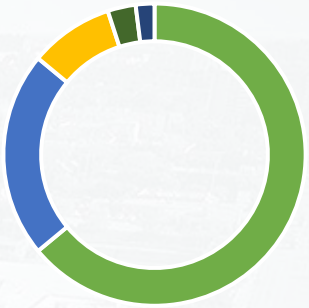
Dr. Robert Vela,
President

ASPEN PRIZE WINNER 2021
Malcolm Baldrige National Quality Award 2018 Award Recipient
Achieving the Dream LEADER COLLEGE OF DISTINCTION

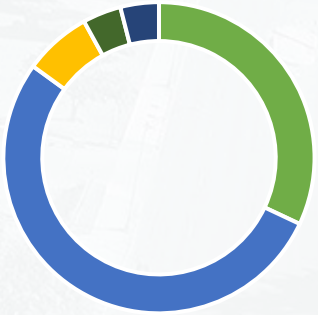
San Antonio College

Enrollment: 20,000
SAC Campus:17,500
Dual Credit: 2,500

Full-Time Students 20%
Part-Time Students 80%



Faculty: 750
Full-Time: 250
Adjunct: 500



Course Sections: 2,200

FIRST…

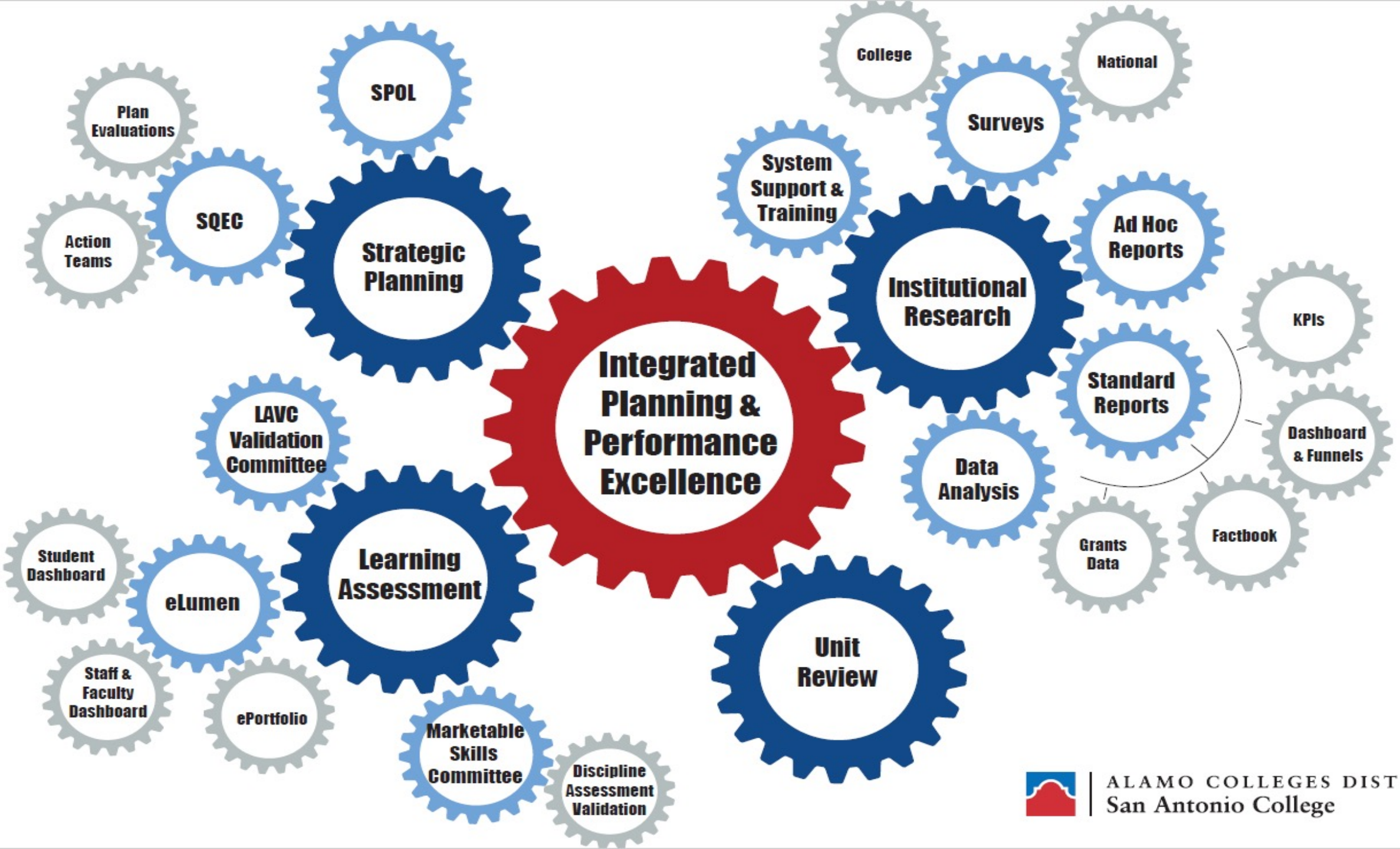
It begins with the Leadership!

Second…

100% Committed to Continuous Improvement!

Third…

DATA, DATA,DATA And Accountability



ALAMO COLLEGES DISTRICT
San Antonio College

Performance Indicator Review

PGR and Retention by Course and Instructor for Academic Year 2020-21

UBJECT	COURSE	INSTRUCTOR	COURSE_SECTIONS_TAUGHT	ALL			Male			Female			Hispanic			Non-Hispanic White			Non-Hispanic African American			Non-Hispanic Other			Veterans			Econ Disadvantaged		
				ENROL_	PGR_	RETENTION_	ENROL_	PGR_	RETENTION_	ENROL_	PGR_	RETENTION_	ENROL_	PGR_	RETENTION_	ENROL_	PGR_	RETENTION_	ENROL_	PGR_	RETENTION_	ENROL_	PGR_	RETENTION_	ENROL_	PGR_	RETENTION_	ENROL_	PGR_	RETENTION_
ACCT	2301	Ro								46	93.5%	95.7%	55	90.9%	96.4%	20										78.6%	92.9%	39	100.0%	100.0%
ACCT	2302	Bla								7	100.0%	100.0%	11	100.0%	100.0%	5										0.0%	100.0%	4	100.0%	100.0%
ACCT	2302	Bli								33	97.0%	97.0%	51	94.1%	94.1%	9										75.0%	75.0%	24	95.8%	100.0%
ACCT	2302	Ma								15	86.7%	100.0%	14	85.7%	100.0%	5										0.0%	100.0%	9	100.0%	100.0%
ACCT	2302	Ro								15	100.0%	100.0%	12	100.0%	100.0%	8										0.0%	100.0%	13	100.0%	100.0%
ACNT	1303	Ma								17	64.7%	94.1%	14	64.3%	85.7%	5										0.0%	80.0%	15	66.7%	86.7%
ACNT	1311	Ma								17	70.6%	82.4%	13	69.2%	76.9%	3										0.0%	100.0%	9	66.7%	77.8%
ACNT	1313	Ma								12	58.3%	83.3%	13	53.8%	76.9%	3										0.0%	100.0%	9	77.8%	88.9%
ACNT	1331	An								10	100.0%	100.0%	8	100.0%	100.0%	4										0.0%	0.0%	9	100.0%	100.0%
ACNT	2332	Ma								5	80.0%	80.0%	8	87.5%	87.5%	1										0.0%	0.0%	4	100.0%	100.0%
ACNT	2380	Do								2	100.0%	100.0%	0	0.0%	0.0%	2										0.0%	0.0%	2	100.0%	100.0%
ANTH	2301	Bu								64	76.6%	81.3%	79	81.0%	87.3%	11										72.2%	83.3%	42	78.6%	90.5%
ANTH	2301	Co								30	86.7%	100.0%	44	90.9%	95.5%	7										0.0%	100.0%	12	83.3%	91.7%
ANTH	2301	Gr								29	65.5%	79.3%	31	67.7%	83.9%	10										0.0%	50.0%	19	68.4%	89.5%
ANTH	2301	Mi								20	90.0%	100.0%	15	80.0%	80.0%	9										0.0%	83.3%	10	80.0%	90.0%
ANTH	2302	Co								10	70.0%	90.0%	9	66.7%	77.8%	13										75.0%	75.0%	7	85.7%	85.7%
ANTH	2346	Gr								13	84.6%	92.3%	8	75.0%	87.5%	8										0.0%	100.0%	7	71.4%	71.4%
ANTH	2351	Mi								7	85.7%	100.0%	7	85.7%	85.7%	5										0.0%	0.0%	7	85.7%	100.0%
ARAB	1411	Ba								12	75.0%	83.3%	9	77.8%	88.9%	6										66.7%	66.7%	6	100.0%	100.0%
ARCH	1301	Ca								3	0.0%	33.3%	11	72.7%	72.7%	3										0.0%	60.0%	3	66.7%	66.7%
ARCH	1301	Hig								5	100.0%	100.0%	9	100.0%	100.0%	8										0.0%	100.0%	6	100.0%	100.0%
ARCH	1301	Ma								23	87.0%	100.0%	28	85.7%	100.0%	13										0.0%	100.0%	18	77.8%	100.0%
ARCH	1301	Re								20	75.0%	90.0%	29	72.4%	100.0%	13										77.1%	85.7%	10	100.0%	100.0%
ARCH	1303	Bo								11	81.8%	90.9%	14	92.9%	100.0%	1										0.0%	100.0%	7	85.7%	100.0%
ARCH	1303	Ga								7	71.4%	71.4%	10	70.0%	80.0%	1										0.0%	100.0%	7	71.4%	85.7%
ARCH	1303	Ve								7	57.1%	85.7%	7	85.7%	100.0%	5										0.0%	100.0%	6	66.7%	100.0%
ARCH	1303	We								7	71.4%	100.0%	12	75.0%	91.7%	2										0.0%	100.0%	5	100.0%	100.0%
ARCH	1307	Esc								7	71.4%	100.0%	12	75.0%	91.7%	2										0.0%	100.0%	5	100.0%	100.0%

San Antonio College

Use of Data Report for Academic Employees (Full Time and Adjunct Faculty) *Updated*

SAC Scores - February 2021

Please complete a separate document for each course you taught in the previous term. Instructions on how to gather this data are found on the second page.

Instructor Name: Enstne, Savthna

Course Rubric and Number: COSC 2325

Sections of this course taught: 1

Performance Indicators

INDIVIDUAL DATA: only your course section(s) of the above course

Fall 2020	Enrolmnt	PGR	Retention
ALL students	16	87.5%	100.0%
Male	13	84.6%	100.0%
Female	3	100.0%	100.0%
Hispanic	7	100.0%	100.0%
Non-Hispanic White	5	80.0%	100.0%
Non-Hispanic African American	3	100.0%	100.0%
Non-Hispanic Other	0	0.0%	0.0%
Veterans	3	100.0%	100.0%
Econ. Disadv. (Pell Recipients)	3	100.0%	100.0%
First Generation	2	50.0%	100.0%

COURSE DATA: all the sections of the course

Enrolmnt	PGR	Retention
16	87.5%	100.0%
13	84.6%	100.0%
3	100.0%	100.0%
7	100.0%	100.0%
5	80.0%	100.0%
3	100.0%	100.0%
0	0.0%	0.0%
3	100.0%	100.0%
3	100.0%	100.0%
2	50.0%	100.0%

Review, Analysis, and Action Plans

Please answer following questions regarding your identified course based on data above

Q1: **Finding/Analysis** (Fall 2020): After the review and analysis of data, what are your key observations? Have you achieved the Goal of 70% for PGR and Retention Rate? If yes, what is your new Goal for your PGR and Retention Rate?

Q2: **Action Plan**: At the last SAC Scores Day, what was your Goal and Action Plan to improve PGR and/or Retention Rate?

Q3: **Influencing Factors:** Are there any recent internal or external influences to your Action Plan? (i.e. enrollment, budget, accreditation)

Q4: **Improvements to Action Plan:** To achieve your Goal in (Q1), what improvement(s) will be made to the last Action Plan you mentioned in (Q2)?

San Antonio College

Use of Data Report for **Non-Academic Staff** (Classified, Professional and Part Time)

SAC Scores - February 2021

Employee Name

Department

Division: College Services

Form to be completed all staff members

Performance Indicators

☐ I was *not* involved in this process

KPI (Key Performance Indicators)	Last Cycle	This Cycle

Select any college level Key Performance Indicators from the list provided to you or any other indicator used by your department. Please consult with your supervisor on the Performance Indicators relevant to you.

Review, Analysis and Action Plans

☐ *I was not involved in this process*

Please answer following questions regarding your Goals based on data above.

Q1 Finding/Analysis (Fall 2020): After the review and analysis of data, what are your key observations? Have you achieved/made progress to achieve your Goal? If yes, what is your new Goal?

Q2 Action Plan: At the last SAC Scores Day, what was your Goal and Action Plan to improve PGR and/or Retention Rate?

Q3 Influencing Factors: Are there any recent internal or external influences to your Action Plan? (i.e. enrollment, budget, accreditation)

Q4: Improvements to Action Plan: To achieve your Goal in (Q1), what improvement(s) will be made to the last Action Plan you mentioned in (Q2) ?

Achievements

Student Success

Increased Graduation Rate (FTIC FT 3Y)

Fall 2014 Cohort	20.6%
Fall 2017 Cohort	24.2%

Increased Attainment of Marketable Skills

Graduates of 2018-19	89.2%
Graduates of 2019-20	92.4%

Improved Outcomes

Retention Rate

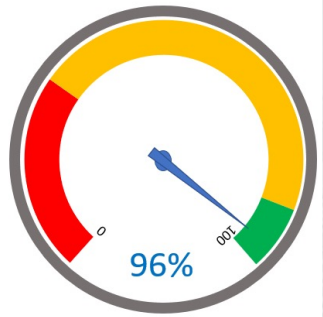
Overall Fall 2017	91.1%
Overall Fall 2020	91.2%

High Challenge Courses - Fall

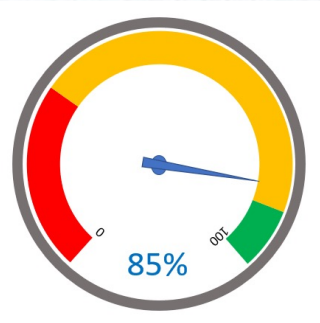
Fall 2016	18
Fall 2020	13

Increased Awareness and Participation of the PDCA Model

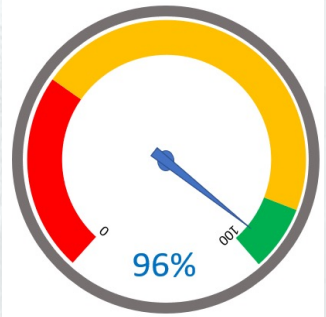
Strategic Planning



KPI Assessment



Learning Assessment



Congratulations to our fellow Aspen finalists!

SAN JACINTO COLLEGE

Amarillo College

ODESSA COLLEGE

ASPEN PRIZE FOR COMMUNITY COLLEGE EXCELLENCE aspen institute FINALIST WITH DISTINCTION 2021

ASPEN PRIZE FOR COMMUNITY COLLEGE EXCELLENCE THE ASPEN INSTITUTE TOP 10 2021

ASPEN PRIZE FOR COMMUNITY COLLEGE EXCELLENCE THE ASPEN INSTITUTE TOP 10 2021

Thank you

ALAMO
COLLEGES
DISTRICT