**Team Strategy Time #1: Cadre 1+**

Timeline

Description automatically generated with medium confidence

**What programs are students enrolled in and what programs do they complete?**

To start, we will examine the composition of the student body and compare that to the composition of students enrolled in certain programs using the [**enrollment dashboard**](https://bit.ly/TXProgramEnroll) at this link: <https://bit.ly/TXProgramEnroll>

* Simplify the view to look at your college with the ‘Institution’ filter at the top.
  + Unclick “All” and then click your college name.
* We will be using the filters on the left side to examine several questions. Some filters will remain the same. Set the filters on the right to:
  + Award: All
  + Chart Type: Bar Chart recommended. (There is also a table option for use if you prefer.)

Adjust the filters to answer the questions. Use the last column to record your answers.

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| **Dashboard Filters** | **Questions** | **Answers** |
| Program Specificity:  **2-Digit CIP**  Program Area:  **(All)**  Student Type:  **Total**  Measure Type:  **Number of Students** | What are the top 5 programs (by 2-digit CIP) with the highest enrollment?  How many students are enrolled in an unstructured or undefined program (e.g., general studies, general transfer, or unknown/undeclared)? | Top Programs by Enrollment:  1.  2.  3.  4.  5.  Students in unstructured programs: |
| Program Specificity:  **All**  Program Area:  **(All)**  Student Type:  **Race/Ethnicity**  Measure Type:  **Percent of Students** | What is the overall proportion of students enrolled in all programs for each racial/ethnic category at your college? | American Indian/Alaskan:  Asian:  Black/African American:  Hispanic/LatinX:  White: |
| Program Specificity:  **2-Digit CIP**  Program Area:  **Select your top 5**  Student Type:  **Race/Ethnicity**  Measure Type:  **Percent of Students** | Which programs have substantial differences in enrollment in the proportion of Black/African American, Hispanic/Latinx, and Indigenous students, compared to your overall enrollment?  Which groups are over- or under-represented in each top-enrolled program? |  |

Next, we will examine the composition of the completers at your college and compare that to the composition of completers in certain programs using the [**completion dashboard**](https://public.tableau.com/app/profile/tx.success/viz/TexasCommunityCollegeCompletions2020/Dashboard) at this link<https://bit.ly/TXcompletions>

* Simplify the view to look at your college with the ‘Institution’ filter at the top.
  + Unclick “All” and then click your college name.
* We will be using the filters on the left side to examine several questions. Some filters will remain the same. Set the filters on the right to:
  + Program Area: (All)
  + Award: (All)
  + Chart Type: Bar Chart

Use the filters on the dashboard to answer the questions. Use the last column to record your answers.

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| **Dashboard Filters** | **Questions** | **Answers** |
| Program Specificity:  **2-Digit CIP**  Program Area:  **(All)**  Completer Type:  **Total**  Measure Type:  **Number of Students** | What are the top 5 programs (by 2-digit CIP) with the highest completions? | Top Programs by Completion:  1.  2.  3.  4.  5. |
| Program Specificity:  **All**  Program Area:  **(All)**  Completer Type:  **Race/Ethnicity**  Measure Type:  **Percent of Students** | What is the overall proportion of students completing awards in all programs for each racial/ethnic category at your college? | American Indian/Alaskan:  Asian:  Black/African American:  Hispanic/Latinx:  White: |
| Program Specificity: **2-Digit CIP**  Program Area:  **Select your top 5**  Completer Type: **Race/Ethnicity**  Measure Type: **Percent of Students** | Which programs have substantial differences in completion in the proportion of Black/African American, Hispanic/Latinx, and Indigenous students, compared to the composition of your overall completions?  Which groups are over- or under-represented in the completion of the top 5 programs? |  |

Analysis: Use the insights from above to consider the following questions.

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| **Questions** | **Answers** |
| What differences do we see in student enrollment compared with completion of programs? |  |
| Based on these data, what concerns do we have about equity in access to and completion of programs? |  |
| How often do we evaluate program enrollment and completion trends disaggregated by race/ethnicity and gender to understand areas of growth and equity implications? Who are on our campus is having those discussions? |  |
| How is the importance of equitable access, completion, and post-graduation success reflected in college strategic documents (for example, strategic plan, accreditation self-study, student success planning documents, fundraising plans, data and assessment collection, etc.)? By college CEO and senior leadership? |  |
| What communication strategies are currently used to communicate equity in access, completion and success as a priority to the college community and students? Through convocations, professional and staff development, commencements, and departmental review of data and goal setting? Through marketing and recruitment, K-12 connections, and community & adult outreach? |  |

The dashboards allow for additional exploration by gender and race/ethnicity with gender. The dashboards also allow for program exploration at the 4-digit CIP code level and by award level. If time permits, repeat the exercises above for gender. What do you notice?

Please upload your completed team time document to the [Document Center on the Event Page](https://tacc.org/tsc/events/texas-pathways-institute-4-onboarding-reimagined) using the file name: [Your college name]\_TPI4 Team Time 1.docx