Opportunities: Adult Education and Community Colleges

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Amarillo College

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Texas Success Center
What opportunities exist to improve the lives of Texans through education?
Why We Need Bold Change

Texans need ongoing education to get good jobs.

Why We Need Bold Change
Earnings inequalities persist after credential attainment.

Why We Need Bold Change
Community college students in Texas have immediate needs.

68% of students worry about having enough money to pay for school
50% of students have run out of money 3 or more times in the past year x3
48% of students show signs of housing insecurity
54% of students indicate that it is important to them to support their family financially while in school
58% of students said their family's finances have worsened since before the COVID-19 pandemic
23% of students show signs of very low food security according to the USDA scale (skipping meals, eating less or less nutritious food)

Source: 2020 Trellis Research Student Financial Wellness Survey
We want to hear from you!

Respond at PollEv.com/texassuccesscenter024

Text TEXASSUCESSCENTER024 to 22333 once to join
What stood out to you about the need for bold change?
Texas Context

Adult Education and Literacy (AEL) programs are managed by the Texas Workforce Commission (TWC).

The governor of Texas has initiated a statewide tri-agency workforce initiative that includes:

- Texas Workforce Commission
- Texas Education Agency
- Texas Higher Education Coordinating Board

Source: U.S. Department of Education, State Contacts
In your state, which system manages Adult Education and Literacy services?

A – State K-12 Agency
B – State Higher Education Agency
C – Department of Labor Agency
D – Technical and Adult Education Workforce Agency
E – Not Sure

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In your state, which system manages Adult Education and Literacy services?

- State K-12 Education Agency
- State Higher Education Agency
- Department of Labor Agency
- Technical and Adult Education Workforce Agency
- Not Sure
Texas Context

44 community colleges work as fiscal agents or in consortia to provide AEL services

Source: Texas Workforce Commission, Adult Education and Literacy Outcome Report to the Texas Legislature for 2020
Texas Workforce Commission
2021-2025 Strategic Plan Goals

TWC’s goals promote workforce development success through flexibility, technology, and innovation:

• Support a Workforce System that allows employers and workers to achieve and sustain economic prosperity.

• Prepare individuals for employment by supporting education and training that equips individuals with in-demand skills as identified by employers.

Source: Texas Workforce Commission, 2021-2025 Strategic Plan, 2021
Texas is raising the bar for higher education through three goals:

1. Attainment of certificates and degrees so at least **60% of Texans aged 25-64 have a postsecondary credential of value by 2030**.

2. Postsecondary **credentials of value aligned with workforce demands** that will raise incomes for individual Texans while reducing debt.

3. **Research, development, and innovation** that drives discovery, improves lives, broadens education, and creates new jobs.
How do community colleges support state goals for education?
The Texas Success Center
Dedicated to socio-economic mobility, we support community college strategies that will empower Texans to rise out of poverty and achieve better life outcomes.

The Texas Pathways strategy is:

• Comprehensive
• Student-Centered
• Focused on the design and implementation of structured academic and career pathways at scale
Texas Pathways
Systemic whole-college, student-focused reform

- Easily shop and select career-focused pathways that include industry-based certificates within the metamajor
- Onboard with a clear initial completion plan which could span less than 6 months
- Gain skills and work-related experiences in all programs
- Complete credentials in high-demand occupations aligned with further education without the loss of time or credit

Learners from Multiple Entry Points

Enter Good Careers with Living Wages & Further Education Plan
1. Mapping Pathways to Student End Goals
   - Multiple entry points
   - Default program maps
   - Completion, further education, employment
   - Guides through transition and transfer

2. Helping Students Choose and Enter a Program Pathway
   - College readiness in 1st year
   - Career exploration
   - Early contextualization
   - Accelerated remediation for most poorly prepared

3. Keeping Students on Path
   - Strong, inescapable advising
   - Clarity for education and career choices
   - Predictable schedules
   - Early intervention
   - Academic and non-academic support

4. Ensuring Students are Learning
   - Program learning outcomes aligned with careers and further education
   - Internships and apprenticeships
   - Active culturally competent teaching practices

Texas Pathways
Four Pillars of Essential Practices
Statewide Commitment
50 community colleges are committed to Texas Pathways

West
Amarillo
Clarendon
El Paso
Frank Phillips
Howard
Midland
Odessa
South Plains
Western Texas

South
Alamo
Coastal
Bend Del
Mar Laredo
South Texas
Southwest
Texas Texas
Southmost
Victoria

Centr
al
Austin
Blinn
Central
Texas
Cisco
Hill
McClenan
Navarro

Southeast
Alvin
Brazosport
College of the
Mainland
Galveston
Houston
Lee
Lone Star
San Jacinto
Wharton

East
Angelia
a
Kilgore
Northeast
Texas
Panola
Paris
Texarkana
Trinity
Valley

North
Collin
Dallas
Grayson
North
Central
Ranger
Tarrant
Weatherford

Statewide Commitment
50 community colleges are committed to Texas Pathways
A National Movement
Colleges across the country are implementing Guided Pathways

Community colleges implementing guided pathways as part of formal state or national initiatives
Four-year colleges implementing pathways practices as part of state initiatives

Updated October 2019
What word or words come to mind when you think about guided pathways?

Respond at PollEv.com/texassuccesscenter024
Text TEXASSUCCESSCENTER024 to 22333 once to join
What word or words come to mind when you think about guided pathways?
Texas Pathways Scale of Adoption Assessment
2021 Summary: Working Towards the Goal

Number of colleges at each level of adoption, validated in 2021 (N=38)

- Scaling in Progress, At Scale
- Not Occurring, Not Systematic, Planning to Scale
Texas Pathways Pillar 2
Helping Students Choose and Enter a Path

**Practice 2E**
Intensive support is provided to help very poorly prepared students to succeed in college-level courses as soon as possible.

**Practice 2F**
The college works with high schools and other feeders to motivate and prepare students to enter college-level coursework in a program of study when they enroll in college.

**Navarro College** AEL courses are paired with developmental courses or offered independently as appropriate to provide remediation for very poorly prepared students. In addition, AEL works with CTE to provide financial assistance and support classes as students transition from AEL to a degree programs and into the workplace.

**Amarillo College** leads the state in AEL integration. AEL students are given student IDs and are included in all AC systems. The college has created pathways from AEL Career Pathways into communities (meta-majors).
## Impact of Texas Pathways Strategy

**More Students Are Meeting Early Momentum Milestones**

<table>
<thead>
<tr>
<th>Early Momentum Metric</th>
<th>2015 %</th>
<th>2018 %</th>
<th>2020 %</th>
<th>Percentage Change 2015-2020</th>
<th>Percentage Point Difference 2015 - 2020</th>
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</thead>
<tbody>
<tr>
<td>Earned 6+ credits in Term 1</td>
<td>58%</td>
<td>64%</td>
<td>65%</td>
<td>12%</td>
<td>+7%***</td>
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<tr>
<td>Completed Math in Year 1</td>
<td>29%</td>
<td>34%</td>
<td>38%</td>
<td>30%</td>
<td>+9%***</td>
</tr>
<tr>
<td>Completed Reading in Year 1</td>
<td>54%</td>
<td>59%</td>
<td>58%</td>
<td>8%</td>
<td>+4%***</td>
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<tr>
<td>Completed Writing in Year 1</td>
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<td>53%</td>
<td>53%</td>
<td>15%</td>
<td>+7%***</td>
</tr>
<tr>
<td>Completed All Subjects in Year 1</td>
<td>20%</td>
<td>25%</td>
<td>28%</td>
<td>39%</td>
<td>+8%***</td>
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<tr>
<td>Persisted from Term 1 to 2</td>
<td>76%</td>
<td>76%</td>
<td>72%</td>
<td>-5%</td>
<td>-4%***</td>
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<tr>
<td>Earned 15+ credits in Year 1</td>
<td>44%</td>
<td>48%</td>
<td>50%</td>
<td>13%</td>
<td>+6%***</td>
</tr>
<tr>
<td>Earned 30+ credits in Year 1</td>
<td>8%</td>
<td>9%</td>
<td>11%</td>
<td>40%</td>
<td>+3%***</td>
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*Note.*** $p < .001, N= 50 community college districts

Source: Texas Pathways Key Performance Indicators
Student Success is EVERYONE’s job.

What might we do differently to help students succeed?
Texas Peer Mentor Network
Working together to put Texans to work
TX-PMN and Texas Association for Literacy and Adult Education (TALAE)
Working together in service to students
<table>
<thead>
<tr>
<th>Tenets</th>
<th>Leadership &amp; Culture</th>
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<td>Student Services</td>
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<td>Curriculum &amp; Instruction</td>
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<td>Professional Learning</td>
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<td>Faculty Engagement</td>
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<td>Digital Integration</td>
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TX-PMN Equity Institute
Community College Research Center

Davis Jenkins
Senior Research Scholar
Dev Ed Reform

Jessica Brathwaite
Senior Research Associate
Equity Framework

Maria Scott Cormier
Senior Research Associate
Equity Career Pathways
Career Pathways Options
Leveraging Ability to Benefit for Adult Education
Amarillo College ATB Data

- **2018/2019**: Amarillo College Total Career Pathway Enrollments: 70, Amarillo College Total Awarded PELL: 23
- **2019/2020**: Amarillo College Total Career Pathway Enrollments: 84, Amarillo College Total Awarded PELL: 25
- **2020/2021**: Amarillo College Total Career Pathway Enrollments: 81, Amarillo College Total Awarded PELL: 79
Student Aid
Utilizing Adult Education Funding

Amarillo College Total Funding

AC Total Funding

$- $10,000.00 $20,000.00 $30,000.00 $40,000.00 $50,000.00 $60,000.00 $70,000.00

2020-2021
2019-2020
2018-2019
ATB Projections

2020 Impact Goals

**Impact Students**
Change lives through transformational opportunities

**Impact College**
Generate revenue
200 Students
$6500/Student
= $1.3 Million

**Impact Community**
Increase local gross domestic product by upskilling workers

Amarillo College
Student Voices
Building AEL to Community College Pathways

Lessons Learned
Texas Pathways and TX-PMN Collaboration

Findings

1. Texas community colleges and AEL providers are working to create viable pathways for AEL completers, but there is still work to be done.

2. Opportunities exist to address silos within and across institutions.

3. Information barriers exist, such as:
   • Understanding AEL innovations across the state
   • Understanding higher education systems and reform efforts
   • Navigating funding structures and options for student support

4. Engaging community college CEOs is imperative to systematic change.

5. Engaging the tri-agency partnership in Texas is necessary.
Building AEL to Community College Pathways

Recommendations
Charge a leadership team with integration.

**Community College Representatives**

- CEO and CAOs
- Academic and Workforce Deans
- Continuing Education Leaders
- Equity/Diversity Officer
- Math/English Faculty, Learning Framework Course Faculty
- Admissions, Financial Aid, Registrar, Testing Services
- Student Success, Student Support Services

**AEL Representatives**

- Directors, Coordinators, Transition
Align program offerings.

1. **Use the TX-PMN Tenets** to design and align AEL and college programs.

2. **Develop coherent program maps** from AEL programs to Texas Pathways programs aligned to community college meta-majors.

3. **Streamline college readiness assessments** for AEL completers transitioning to college-level programs.

4. **Integrate** AEL students and program information into community college systems.

5. **Mirror** AEL content courses with credit-bearing college-level courses, including an AEL and credit-bearing college-level Learning Framework course.
Accelerate transitions to college-level programs.

1. Systematically inspect transition points, **identify and remove barriers**, simplify enrollment processes.

2. Enact placement policies using **multiple measures of readiness** to ensure college-ready students have access to credit-bearing coursework, and students needing support have access to appropriate corequisite supports.

3. Design clear and consistent **student-facing messaging**.

4. Develop a **transition experience or orientation** prior to start of the college program to introduce AEL completers to college life.

5. Support **student service partnerships** between AEL Career Navigators and college staff to provide wraparound support services.
Explore funding options.

1. Encourage AEL completers to continue to a stackable credential.
2. Offset the cost of developmental education.
3. Ensure all students have access to aid.

**Funding options in Texas include:**

- Jobs & Education for Texans (JET) grants defray start-up costs associated with the development of career and technical education programs
- Skills Development Fund (SDF) grants from TWC support business programs
- Ability to Benefit (ATB) funds certain AEL students without a high school diploma or equivalency
Seek continual improvement.

1. Engage AEL faculty in professional development led by college partners to understand how to prepare AEL students for success in community college programs.

2. Engage college faculty in professional development led by AEL partners to be able to recognize and address the challenges faced by AEL students as they navigate Pathways.

3. Participate in healthy college-to-college mentoring.

4. Communicate new program initiatives and broadcast student success stories to highlight innovative changes.

5. Collect and share data to monitor, reflect, and adjust program alignment for student success.
Which of these are already in action at your college to connect AEL students with the community college?

A – A leadership team is charged to connect Adult Ed with the community college.
B – Adult Ed and community college programs are aligned.
C – Transitions from Adult Ed to community college programs are being accelerated.
D – Consistent funding is in place.
E – Continuous improvement cycles are in action.
Which of these are already in action at your college to connect Adult Education students with the college?

- A - A leadership team is charged to connect Adult Ed with the community college.
- B - Adult Ed and community college programs are aligned.
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- E - Continuous improvement cycles are in action.

Start the presentation to see live content. For screen share software, share the entire screen. Get help at pollev.com/app
Integrating AEL and community college programs is not just another new initiative, but a new way to think about who we are becoming together: changed organizations that are systematically better at serving students.
Thank you!

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TX-PMN  
https://www.txpmn.org

Texas Success Center  
https://tacc.org/tsc