Board of Trustee Institute

Belonging and Love as Foundation of Transformation
Our Student

- 70% First Generation
- 54% Part Time
- 58% Minority
- 67% Female
- 58% Financial Aid
- 52% Transfer Focus
- 25 Average Age
Students told us what they needed:

Belonging.
Care.
Help.
It was painful.
Our reformation ...

Culture.
Impact.
Leadership.
More about culture than “initiatives”
Empower Students

- Secret shoppers
- Surveys
- Values
Values and Purpose

- Values are our how
- Job descriptions, hiring, evaluating
- THE most important thing
Theory of Change

1. Removing a life barrier
2. In an accelerated learning environment
3. Through a deep culture of caring

Equals Completion
Theory of Change

- What are you solving for?
- What are the two or three most critical elements to your solution?
- Budgets reflect the theory of change?
Data

- Data Summits
- Proactive and useful (not punitive)
- Transparent and accessible
Build for Impact
Do it at Scale (or don’t do it)

- 20% of students
- Alignment (Initiative Audit)
- Stop boutique programs
Professional Development

- Focused, structured, and paid (for faculty)
- Key required trainings for all in poverty, equity
Define Your Leadership
Communication

- Why more than what
- Information versus communication
- Rumor Busters
- Lots of listening
Supporting Your President

- Define your communication plan
- Define your talking points
- Organizational Charts do not create effectiveness
What is YOUR brand?

- How do you want people to describe your institution?
- How do people describe your board?
It worked.
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