Building a Culture of Completion at Texarkana College

Dr. Dixon Boyles, Chief Instructional Officer Dr. Donna McDaniel, Vice President of Instruction

NOVEMBER 7, 2019

TEXARKANA COLLEGE

Participant Learning Outcomes

2

- Participants will be able to create class assignments that ensure student engagement and active planning of their academic/ career pathways.
- Participants will be able to develop scalable strategies for developing and implementing strategic goals that involve multiple departments.

8,165

Annual unduplicated headcount, including all **credit and continuing education** students



Annual unduplicated headcount for **credit** students

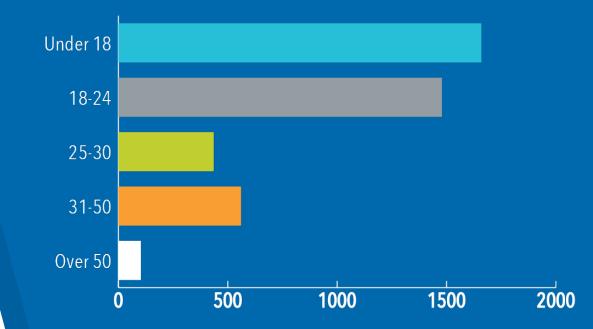






AVERAGE AGE

STUDENT AGE



18.7% Enrolled in workforce programs

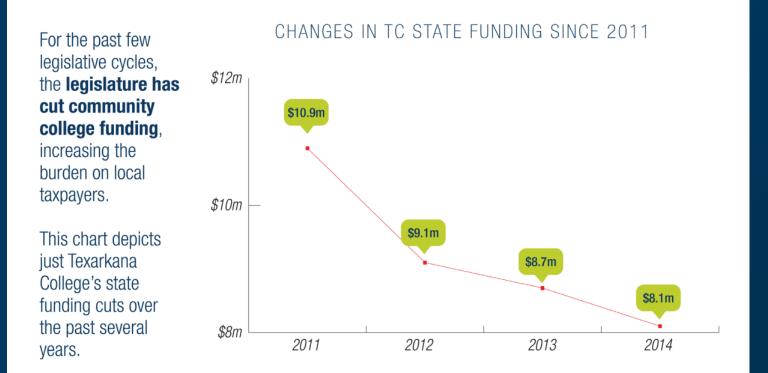
81.3% Enrolled in academic programs



Low completion rates

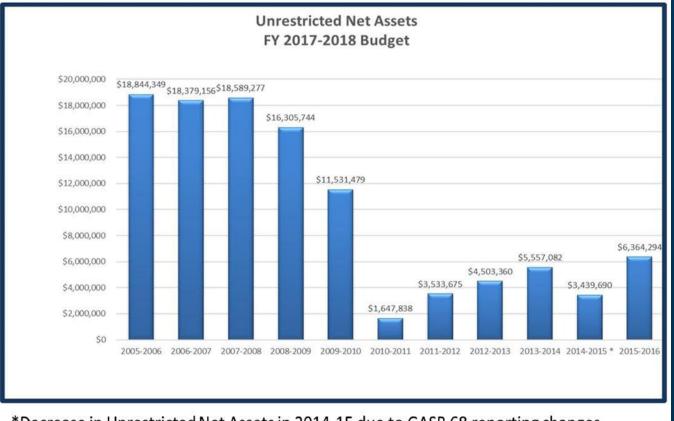
- Huge equity gaps in student success
- Accreditation and financial challenges
- Lack of coherence among completion efforts
- Disastrous leadership of previous administration





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ACCREDITATION & FINANCIAL CHALLENGES



*Decrease in Unrestricted Net Assets in 2014-15 due to GASB 68 reporting changes.

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This trend of decreased state funding is part of what led to Texarkana College's **financial crisis** in 2012.



In 2012, the TC tax district was only 16.3 square miles—**less than 1%** of the college's 1,800 square mile service area paid taxes to support the college. Combined with declining state funding and a past administration's financial mismanagement, the college faced a serious financial crisis—the college **lost \$8.5 million in 2011 alone**.

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IN THE COMMUNITY



TC has cut expenses, re-negotiated pricey contracts, reduced payroll, and implemented cost-saving energy management measures

12.7% decrease in payroll and wages since 2010/2011 **\$1** million

yearly savings from switching to new ERP (computer software system)



The college has raised **\$9 million** in private one-time donations over the past four years, including a \$5 million gift from alumnus H. Ross Perot.



Bowie County citizens voted to expand the 16.3 square mile tax district to encompass all of Bowie County, creating additional tax income and increasing board representation.

▲ \$3.9 million ▼ \$1.5 million

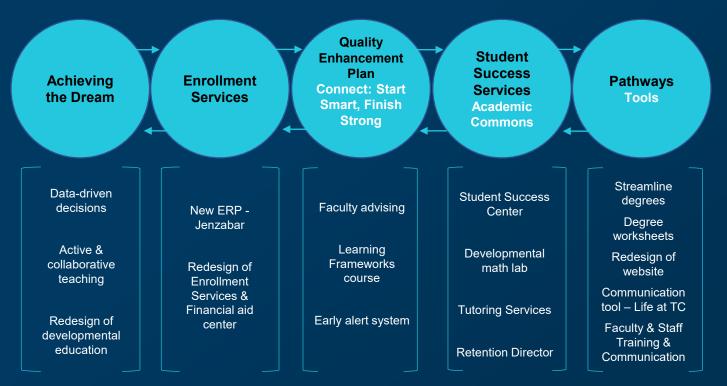
increase in tax income from 2012/2013 to 2013/2014 due to the tax district expansion.

decrease in tuition income after extending in-district tuition rates to all students in Bowie County

resulting in a **\$2.4 million net gain** from the tax district expansion



CONNECTING THE WORK TOWARD PERSISTENCE & COMPLETION





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connect



TC IPEDS 3-Year Graduation Rate (150%)

In 2011, based on the 2008 Student Cohort, our rate was only



At the same time, our rate for African Americans was at 3.7%





QEP Development

1. Higher GPA's

14

- 2. Increased retention
- 3. Increased persistence
- 4. Increased graduation rates

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COMMUNITY COLLEGE SURVEY OF STUDENT ENGAGEMENT HIGH IMPACT PRACTICES

- Or ientation
- First year experience/ seminar
- Student success course
- Learning community

Academic goal setting and planningRegistration before classes begin

Alert and intervention

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1. Faculty Advising

2. Learning Frameworks

3. Early Alert



STRATEGIES



Faculty **Advising** Relationships Matter ~ **Maximizing Our Greatest Asset**

		Texarkan a Coll Degree Plan			Bring in this degree plan every time you meet with
		2017 - 2018			an advisor for updating.
	Asso	ciate of Arts			
		Business Admi			Expires in 5 years
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		OURSES - 42 T			
	Composition 1	3			
OR	Composition of OR	3			
	Technical & Business Writing ³ Math for Business & Soc So ⁴				
08	OR	•			
ATT 1314	College Algebra ⁴				
	United States History I*	3			
	United States History II*	3			
	Creative Arts Elective" Social and Behavioral Sciences"	3			
	Public Sugaking*	3			
OR	OR .				
	Residence & Professional Speaking*				
	Language, Philosophy, & Colture* Federal Covennent*	3			
	Feileral Coveniment ⁷ Texas Coveniment ⁷	3			
	Life & Physical Sciences ²	3			
	Life & Physical Sciences ²	3			
KK 1305		3			
OR EDUC/ISVC	OK Learning Frameworks*				
1300					
	TOTAL CORE HOURS	42			
	ADDITIONAL COURSES FOR			continued o	n Back}
ANTH 1325	Calculus for Business & Soc Sci ^o	3			

Degree planning sheets

Planning

Hrs.	TAMUT Courses	Hrs.
Hrs.	Courses	11.00
		mis.
*	PSYC2317	3
3	PSY 316	3
3	PSY317	3
3	PSY 402	3
3	PSY 403	3
3	PSY 426	3
3	PSY 350 or 466	3
3	PSY 455 or 456	3
3	PSY314	3
4	Upper Division Psychology electives	9
4	TOTAL	120
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Pathway Documents

TEXARKANA COLLEGE Biology | Associate of Science

Dr. Catherine Howard I Dean of STEM I catherine.howard@texarkanacollege.edu I 903.823.3285

LIST OF COURSES

Creative Arts Core * BIOL 1306/1106 Majors Biology Vlab BIOL 1307/1107 Majors Biology Il/lab CHEM 1311/1111 General Chemistry Mab CHEM 1312/1112 General Chemistry IVlab CHEM 2323/2123 Organic Chem Mab CCHEM 2325/2125 Organic Chem Il/lab ENGL 1301 Comp. I ENGL 1302 Comp II Language, Philosophy, Culture Core ** GOVT 2305 Federal Government GOVT 2306 Texas Government HIST 1301 US History I HIST 1302 US History II MATH 1314 or 2413 College Algebra or Cal J PSYC 1300 Frameworks of Learning PSYC 2301 (or other) General Psychology SPCH 1315 Public Speaking

YEAR 1	YEAR 2
FALL	FALL
ENGL 1301	**ENGL 2327 or 2328 or 2332 or 2333 OR HIST 2321 or 2322
CHEM 1311/1111	GOVT 2305
HIST 1301	BIOL 1306/1106
PSYC 1300	CHEM 2323/2123* or BIOL2301 /2102 or PHYS 1301/1101 or PHYS 2325/2125
MATH 1314 or 2413	
	SPRING
ENGL 1302	GOVT 2306
CHEM 1312/1112	PSYCH 2301 or 2308 or 2314 or SOCI 1301
HIST 1302	BIOL1307/1107
SPCH 1315	*ARTS 1301 or DRAM 1310 or 2366 or MUSI 1306
	CHEM 2325/2125* or BIOL 2303/ 2102 or PHYS 1302/1102 or PHYS 2326/2126

LEARNING OUTCOMES/MARKETABLE SKILLS

Critical Thinking | Teamwork | Communication | Empirical & Quantitative Reasoning | Technical Proficiency | Numeracy | Organization Self-Discipline | Time Management | Leadership

EDUCATIONAL OPPORTUNITIES

B.S. Chemistry I B.S. Science Education I B.S. Environmental Chemistry I B.S. Medical Terminology I B.S. Forensic Science

CAREER OPPORTUNITIES

Microbiologist | Physician's Assistant | Medical Doctor | Dentist | Pharmacist | Nature Conservation Officer | Zoologist

HIGH SCHOOL ENDORSEMENTS

STEM I Public Health I Business & Industry I Multi-Disciplinary

LINKS TO COLLEGES & PROFESSIONAL ORGANIZATIONS:

Texas A&M Texarkana Department of Biology: http://www.tamut.edu/Academics/Colleges-and-Departments/STEM/Biology/index.html Stephen F. Austin State University Department of Biology: http://www.sfasu.edu/biology/

University of North Texas Department of Biology: https://biology.unt.edu/

Southern Arkanasa University Department of Biological Sciences: https://web.saumag.edu/academics/program/biological-sciences/ Handerson: State University Department of Biology: http://www.hsu.edu/Biology/infec.html American Institute of Biological Sciences https://www.abs.com/brom/rdmc.html

Start Smart, Finish Strong.

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Order 100 More 1	(040) Language, Philosophy & Culture	3	PHL 2220 / WHOM LINSIDE 1 (3) 9/42, 2220 / WHOL LINSIDE 1 (3) 9/42, 2231 / WHOL LINSIDE 1 (3) 9/42, 2241 / WHOL LINSIDE 1 (3) 9/43, 2241 / WHOL LINSIDE 1 (3) 9/457 / 2221 / WHOL WHATHON 1 (3) 9/457 / 2221 / WHOL WHATHON 1 (3)	
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Op/12:00	(000) American History	6	HST 1301: United States History I (3) HST 1302: United States History II (3)	
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Total Minimum Requirements 42	(606) Component Area Option	3	SPOH 1315: Public Speaking (3) SPOH 1315: Interpretated Communication (3) SPOH 1327: Business & Professional Speaking (3) Choose 3 3CH from the following: BOS 1306: Business Computer Applications (3) MMIT (2412): Calcular II 40	In Theorem (and (35)) (4 (a. 14)) (40) (4 (b. 14)) (4 (b.
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Pathway Documents

TEXARKANA COLLEGE

Electrical Technology | Associate of Science

Brandon Washington I Dean of Workforce I brandon.washington@texarkanacollege.edu 1 903.823.3232

LIST OF COURSES

ELPT-1225-National Electrical Code 1 ELPT-1321-Intro. to Electrical Safety & Tools ELPT-1311-Basic Bectrical Theory ELPT-1403-Technical Calculations ELPT-1319-Fundamentals of Electricity I ELPT-1351-Electrical Machines ELPT-1429-Residential Wiring ELPT-2437-Electrical Planning & Estimating EPLT-1457-Industrial Wiring ELPT-2325-National Electrical Code II ELPT-1420-Fundamentals of Electricity II ELTN-1343-Electrical Troubleshooting LEAD 1100-Development with Critical Thinking SPCH 1315-Public Speaking ENGL 1301-Composition 1 BCIS 1305 OR EDUC 1300-Business/Learning Frame Math Social Science Art/Drama/Music

SEMESTER 1	SEMESTER 3	
ELPT 1225	ELPT 1457	
ELPT 1321	ELPT 2325	
ELPT 1311	ELPT 1343	
TECH 1403	ELPT 1420	
SEMESTER 2	SEMESTER 4	
LEAD 1100	SPCH 1315 (core)	
ELPT 1319	ENGL 1301 (core)	
ELPT 1351	BCIS 1305 or EDUC 1300 (core)	
ELPT 1429	College Level Math (core)	
ELPT 2437	Social Science Elective (core)	
	Arts/Drama/Music Elective (core)	

LEARNING OUTCOMES/MARKETABLE SKILLS

Critical Thinking | Tearnwork | Communication | Professionalism | Problem Solving | Organization | Time Management | Customer Service

EDUCATIONAL OPPORTUNITIES

B.A.A.S. Texas A&M - Texarkana

CAREER OPPORTUNITIES

Apprentice Electrician I Maintenance Electrician I Journeyman Electrician I Master Electrician I Contractor I Owner of Electric Company

HIGH SCHOOL ENDORSEMENTS

Business and Industry | Multi-Disciplinary

LINKS TO COLLEGES & PROFESSIONAL ORGANIZATIONS: http://tamut.edu/Academics/Colleges-and-Departments/CASE/Lindergraduate-Programs/BAAS/BAAS%20Program.html

Start Smart. Finish Strong.

Electrical Technology

What do all of our homes, businesses & industries have in common? They all regime electricity! In the Electrical Technology program, you'l be trained to whe, inoublectrout and regari electrical systems in residential, commercial and industrial buildings. If you're looking, for a sold career that will remain in demand, consider studying electrical extromology all Teadrata College.

PROGRAMS AVAILABLE

Associate of Applied Science 1-Year Certificate

WHAT YOU'LL LEARN

Layout & installation of electrical wiring, equipment or fixtures Connect wires to circuit threakers, transformes & components Test electrical systems, circuite & fintures using digital multi-inetens Identify hazarcis, defects or need of repair in electrical systems, equipment & components

TYPICAL JOBS AFTER COMPLETION

Apprentice Electrician Journeyman Electrician Industrial Electrician Inside Wireman Journey Wireman Maintenance Electrician

MEDIAN PAY

\$42,850 per year for electricians in the Texarkana area.

JOB OUTLOOK

Electrician job opportunities are expected to grow by 14% over the next 10 years.

OTHER INTERESTS

If you're interested in Electrical Technology you may be interested in these other programs in Manufacturing & Technology as well Air Conditioning/Heating & Relingeration Technology (HVIC) I Construction Technology I Electronics Technology(Instrumentation 1 Indukrid Matimetron/Multi-Cast (Welding

In our Career Specified's Nagazine that you can give no campus or online at teachraneolologe.edu/ consenspecifight, you'll find an overview of lisearkans Collegis's carear and behindle programs. Ecolore our programs and think herst about what to dis fur the rest of your file. We can help you git three by stading aman and lineshing sitrong When you're ready, gue our Eindhrein Services staff a cat at (90) 2823:3012 or with teamanacolege exhibition to schedule you carginus while



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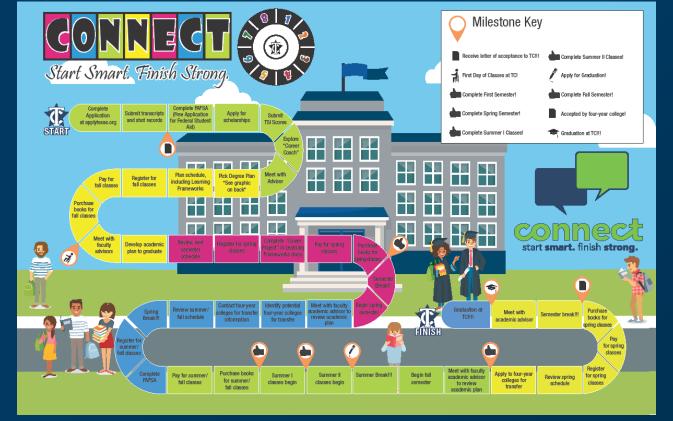
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Structured pathways as a tool for advising

High School Nursing Pathway Example I'M CURRENTLY A SOPHOMORE I'M CURRENTLY A JUNIOR I'M CURRENTLY A SENIOR SPRING // SOPHOMORE YEAR Talk to your counselor to learn what SPRING // JUNIOR YEAR steps you need to take to qualify for early Talk to your counselor to learn what college admission. SPRING // SENIOR YEAR steps you need to take to qualify for early Apply for Associate Degree Nursing program at Texarkana College college admission. FALL // JUNIOR YEAR Anatomy & Physiology I & Lab SUMMER I // AFTER JUNIOR YEAR BIOL 2301/2101 SUMMER I // AFTER SENIOR YEAR Anatomy & Physiology I & Lab Composition I (Dual Credit) Anatomy & Physiology I & Lab ENGL 1301 BIOL 2301/2101 General Psychology SUMMER II // AFTER JUNIOR YEAR SPRING // JUNIOR YEAR PSYC 2301 Anatomy & Physiology II & Lab BIOL 2302/2102 Anatomy & Physiology II & Lab BIOL 2302/2102 SUMMER II // AFTER SENIOR YEAR General Psychology (Dual Credit) Microbiology & Lab FALL // SENIOR YEAR BIOL 2320/2120 General Psychology (Dual Credit) Lifespan Growth & Development PSYC 2301 SUMMER I // AFTER JUNIOR YEAR Composition I (Dual Credit) Microbiology & Lab ENGL 1301 BIOL 2320/2120 FALL // FRESHMAN YEAR OF COLLEGE Begin nursing school SPRING // SENIOR YEAR SUMMER II // AFTER JUNIOR YEAR Lifespan Growth & Development Fine Arts: Choose from Art Student will take Anatomy & Physiology II (Dual Credit) & Lab (BIOL 2302/2102) during the first Appreciation, Introduction to PSYC 2314 Theater, or Music Appreciation semester of nursing school. Apply for Associate Degree Nursing ARTS 1301, DRAM 1310 OR MUSI 1306 program at Texarkana College FALL // SENIOR YEAR SUMMER I // AFTER SENIOR YEAR Lifespan Growth & Development Microbiology & Lab (Dual Credit) BIOL 2320/2120 PSYC 2314 This is an example of how a SUMMER II // AFTER SENIOR YEAR high school student might SPRING // SENIOR YEAR Fine Arts: Choose from Art Apply for Associate Degree Nursing plan ahead to prepare for Appreciation, Introduction to program at Texarkana College nursing school. Theater, or Music Appreciation ARTS 1301, DRAM 1310 OR MUSI 1306 Dual credit availability varies by school FALL // FRESHMAN YEAR OF COLLEGE district, so we'll work with high school Begin nursing school FALL // FRESHMAN YEAR OF COLLEGE students to develop a custom plan that Begin nursing school fits their schedule! Attend our Feb. 15 information session or call (903) 823-3351 TEXARKANA COLLEGE Al Band Ann, etc., K. and Ang, and Andréa, and an Angenesia and Andreas. The Machine genesis of Angenesis for the Angenesis and Angenes Angenesis and Angen Angenesis and Angenesis a

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Connect Pathways and Webpage Available Online

https://www.texarkanacollege.edu/current-students/

TEXARKANA COLLEGE



Learning Frameworks

All first -time in college students are enrolled as part of their core curriculum.

CCSSE HIGH IMPACT PRACTICES

First Year Experience/Seminar
 Student Success Course
 Learning Community
 Academic Goal Setting and Planning
 Registration Before Classes Begin

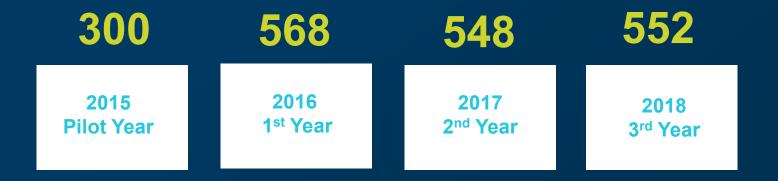
ACTIVITIES, PROJECTS & OUTCOMES

- Learning Theories, Metacognition & Cognitive Development
- Building Community & Motivation for College Success
- Connecting Campus Resources & Student Services

- Goal Setting & Planning
- Career Investigation
- Academic & Degree
- Planning
- Financial Planning
- Success Strategies & Skills

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Texarkana College Learning Frameworks Fall Enrollment:



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Early Alert System

Timely Intervention

TEXARKANA COLLEGE



Initiative or Culture Change?



Mission, Core Values & Beliefs

MISSION: ADVANCING OUR COMMUNITY THROUGH ATTAINABLE HIGHER EDUCATION AND LIFELONG LEARNING

Opportunity

Our highest priority is increasing the number of people with higher education credentials in our region.

Excellence

Excellence in instruction, financial management, and facilities will provide a safe, secure and effective learning environment.

Community

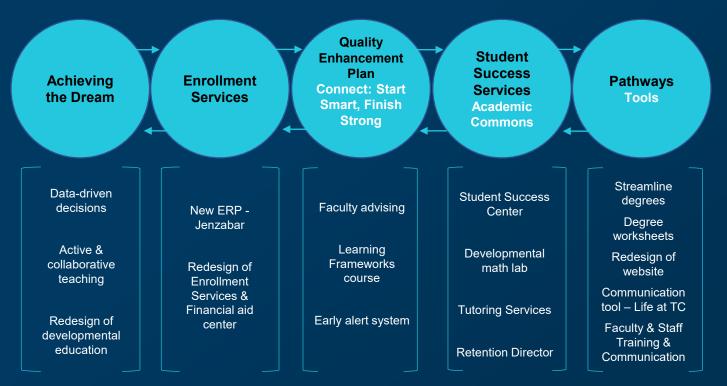
Community trust and support of TC are catalysts for regional economic development and provide a high return on investment.

Success

TC is committed to student success and completion.

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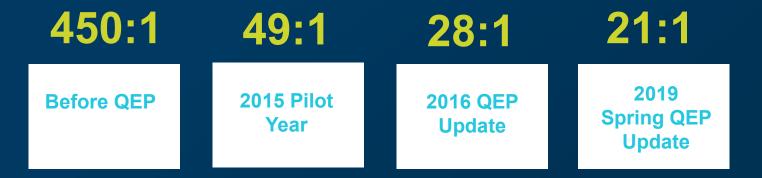
CONNECTING THE WORK TOWARD PERSISTENCE & COMPLETION





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Texarkana College student to faculty advising ratio:

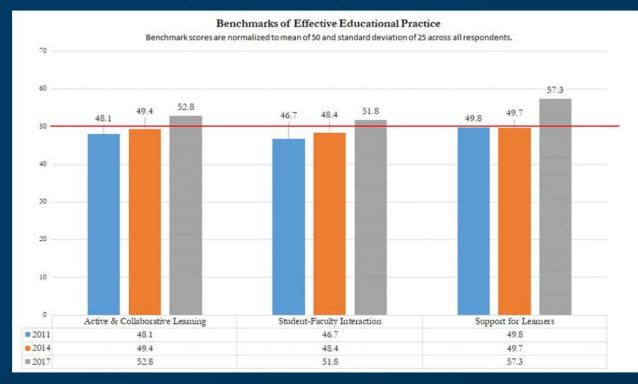


98 unique advisors

🏦 TEXARKANA COLLEGE

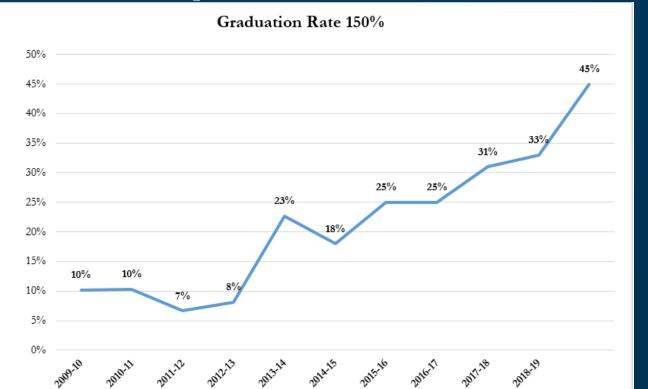
MAKING DATA-DRIVEN DECISIONS

TC Community College Survey of Student Engagements (CCSSE) Benchmark Results



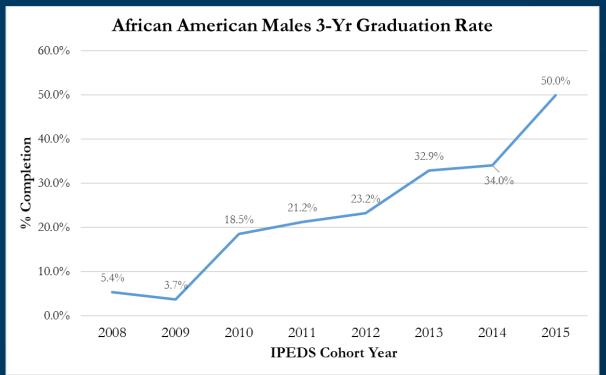
TEXARKANA COLLEGE

Completion Rates



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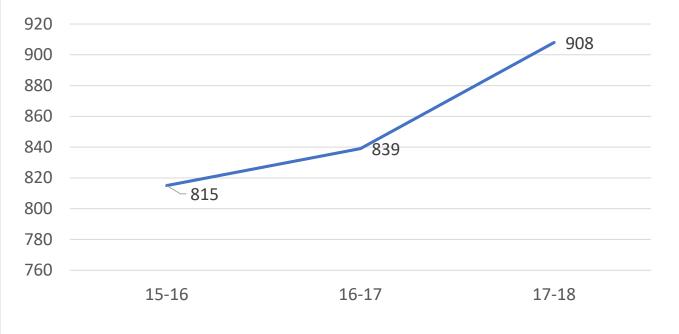
Narrowing the Equity Gaps



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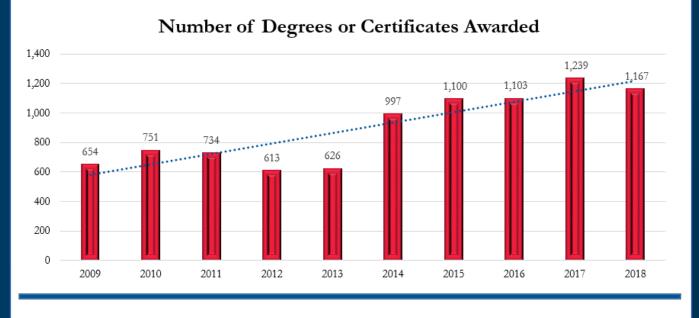
IPEDS Student Profile Data

Number of Degrees and Certificates Completed



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COMPLETION

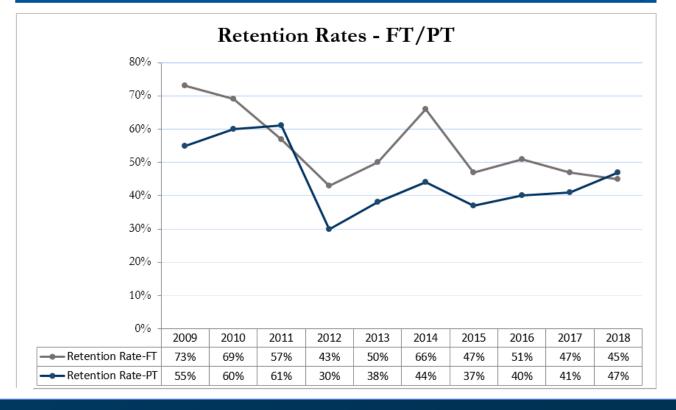


TEXARKANA COLLEGE

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IPEDS - NATIONAL DATA

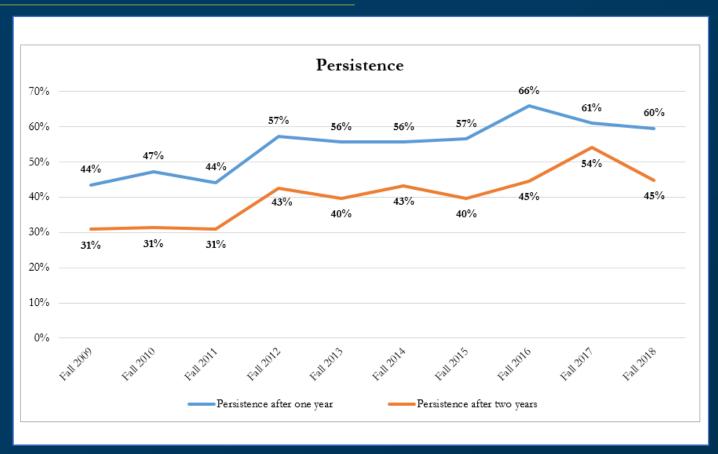
RETENTION RATES



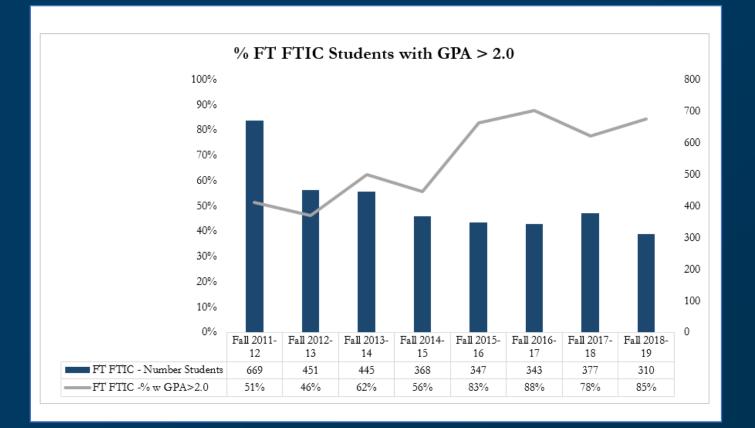
TEXARKANA COLLEGE

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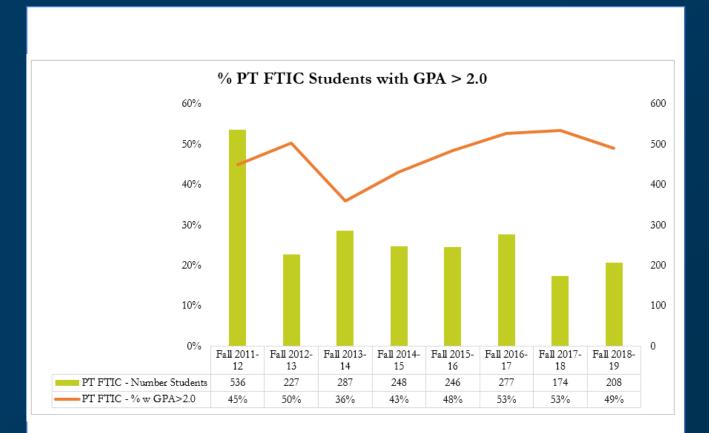
THECB - STATE DATA



INSTITUTIONAL DATA



INSTITUTIONAL DATA



Texarkana College ranked **first** among all 50 Texas community colleges in full-time student 3-year completion rates for 2018.



2012: 8.6%, 2013: 10.8%, 2014: 18.7%, 2015: 32.7%, 2016: 32.1%, 2017: 34.7%

Based on data from a 2019 Texas Higher Education Coordinating Board study

Texarkana College ranked **ninth** among all 50 Texas community colleges in full-time student 4-year completion rates for 2018.



In 2013, TC was at 13.1% and in 2015, TC was ranked 30th at 24.0%

Based on data from a 2019 Texas Higher Education Coordinating Board study

Texarkana College ranked **fourth** among all 50 Texas community colleges in full-time student 6-year completion rates for 2018.



In 2013, TC 28.6% and in 2015, TC ranked 50th at 20.6%

Based on data from a 2019 Texas Higher Education Coordinating Board study



It takes students an average of **3.4 years** to graduate from TC, compared to the state average of **4.1 years**.

• 3.4 years average time to associate degree

► 72 average SCH to associate degree

 89.4% certification and licensure pass rate (2017)



At 45.8%, TC has the highest 3 -year completion rate among Texas community colleges, compared to the state average of 22.8%.

IN THE COMMUNITY

Achieving the Dream* Community Colleges Count

LEAH MEYER AUSTIN AWARD SPONSORED BY THE KRESGE FOUNDATION



The Leah Meyer Austin Award is Achieving the Dream's highest honor and recognizes institutions that have demonstrated outstanding progress in designing a student-focused culture and aligning institutional strategies to promote student success.

The Active and Cooperative Learning initiative at Texarkana College has transformed the culture for both students and faculty.... The result: greater course success and persistence rates. - Jamie Ashby Associate Professor of Mathematics

Texarkana College is the winner of the 2018 Leah Meyer Austin Award. The college is recognized for significant innovations that have resulted in critical progress including increasing the graduation rate for first-time. same time period.

TEXARKANA

COLLEGE

\$1.00 | WEDNESDAY, FEBRUARY 21, 2018 texarkanagazette.com | 4 SEC



Photo courtery Suzanne H. Irwie
Texarkana College President James Henry Russell poses with the 2018 Achieving the Dream award with staff and faculty members in Tennessee.

Texarkana College earns highest national honor

TC is one of only two community colleges to receive the award

"This is a big win for TC faculty and staff. It really shows the results of hard work when the classroom door is shut. It shows we are on the right track."

-James Henry Russell, Texarkana College president

By JENNIFER MIDDLETON

Texarkana Gazette Texarkana College received outstanding transformational one of the top community change leading to student succollege awards in the nation cess and completion. Tuesday, a recognition leaders its culture of success. Fifteen staff and faculty mem-

in Nashville, Tenn., where they and is accompanied by a gious 2018 Achieving the Dream the other award recipient. Leah Meyer Austin Awards, the



The ceremony was held on say is hard proof of the changes the first day of the annual they've made in the college and Achieving the Dream conference, which will last for three days. This year's award is sponbers are at the Gaylord Hotel sored by the Kresge Foundation

received one of only two presti- \$25,000 prize. Odessa College is See TC on Page 8A honor awarded to community colleges.



Mever Austin Award is the highest



TC's graduation rates are highest in Texas

College's three-year completion rate more than double state average, report shows

By JENNIFER MIDDLETON

Texarkana Gazette

Coordinating Board.

The report, released last week, Texarkana College has been rate of 45.8 percent for the group, ranked as the No. 1 community or cohort, of students which began college in the state for students' as first-time students in 2015. The three-year graduation rates, accord- state average for students' threeing to the Texas Higher Education year graduation rates from community colleges is 22.8 percent.

TC's administrators attribute the shows that TC has a completion high ranking to the college's culture of expecting student success and several programs they have put in place to support students in their academic careers.

"Several things attribute to it," Dr. See TC on Page 2A

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YEARS