

ATD Leadership Team
March 12, 2019
2:00 p.m.
President's Conference Room

Present: Shanay Wright, Dave Kietzmann, Dr. Stephen Nacco, Kathy Sturgeon, Stacy Ehmen, Carla Boyd, Bob Mattson, Dr. Jonathon Wade, Melanie Green and Rebecca Doss

Shanay Wright welcomed everyone and thanked them for attending. She introduced Dr. Jonathon Wade and Melanie Green and asked them to share information from the ATD Dream 2019 Conference.

I. ATD Dream 2019 Summary (Conference attendees- Melanie Green, Angie Springer and Dr. Jonathon Wade)

- a. Melanie Green thanked the team for sending them to the conference to represent DACC and provided the team with detailed notes from the conference. (Her notes are attached to the minutes.) A discussion ensued regarding revamping the freshman Success in College class and the New Student Orientation / Online Student Orientation.
- b. Dr. Jonathon Wade stated that the conference started with stressing the How and How to Implement Things. His takeaway was that no one really knows what to do and that it is a universal problem. In his particular area, he believes that the solution is meeting the basic needs of people; however, he did not get answers on how to deal with students who do not have the resource needs available to them to complete the class. He noted that textbooks are a major issue. He stated that secondary education focuses on English, writing and math but not critical thinking like solving problems. To assist students in his classes, he has implemented flexible test times and homework turn in policies. He is also requesting more actionable data to help with class assessment. Dr. Jonathon Wade reported on the Engaging the Part-time Student conference and provided an overview. He encouraged everyone to drop the part-time, athlete, full-time labels for students to reinforce relationship building.
- c. Dr. Jonathon Wade reported on the Equity and Inclusion presentation. He stated that mentioning a discussion regarding race to his students takes the air out of the class and stressed the importance of being comfortable discussing race.

II. 2018-2019 Strategic Planning Matrix

- a. Evaluate current strategies to improve student retention and equity gaps
 - Bob Mattson reported that improvements have been made, but does not believe it has been evaluated. Stacy Ehmen noted that the team should be evaluating this. Bob Mattson asked about the major strategies: Bonus Courses, M-Swift, Mandatory Advising, and the Second Chance program. A discussion ensued regarding the Second Chance program and the hurdles with the process. Bob Mattson asked if any of the above listed strategies help with equity gaps and if they have been evaluated. Bob Mattson reported that almost all the KPI's are complete and that the data team is working to create a more user friendly report to share the information.

III. Items from the Floor

- a. Dr. Nacco stated that the need to improve the Success in College class and Student Orientations has resurfaced. He asked if the Success in College class could be added to the Bonus Course list. Dave Kietzmann noted that the Success in College course was designed to be taught by faculty members but the majority is not. A discussion ensued regarding Success in College Courses and Student Orientations.
- b. Dave Kietzmann stressed the need for all faculty to use their Blackboard shell and the Mobile App once it is activated. Bob Mattson provided a brief HLC update. Bob

Mattson also shared that the latest version of the KPIs are available with defined goals included to make them more scalable.

Next Meetings are: Tuesday, April 9, 2019 at 2:00 p.m.
Tuesday, May 14, 2019 at 2:00 p.m.

Meeting adjourned at 2:52 p.m.

Minutes recorded by Rebecca Doss

ATD DREAM Conference 2019 Notes

Breakdown of themes:

HOW vs why

- Equity "why" is focused on more than "how." We know inequity exists, now we need to figure out how to change that
- This is something we discussed in E&I after Cost of Poverty training
- Challenge/scavenger hunt for staff: give them a scenario, they need to walk through how they would help student by physically walking through the process
- USC Equity Institute (\$40k, 8 weeks for 20 leaders in the school: one 90 min web based module a week: end with 4 sustainable racial equity projects created for our campus)

Breaking down the barriers to success

- Food & Housing insecurity came up over and over for campuses across the country
- Advocacy & Recourse Center at Amarillo College (BHAG idea?)
- Making our food pantry more accessible, removing shame from process
- Student-parent needs

The future of education

- Heather McGowan, skills coach for Future Work Skills Academy
- 65% of jobs do not exist yet – 100% of current jobs will change
- Current grads will have 17 jobs across 5 industries in their lifetime
- A digital divide is creating an emotional divide: teaching social skills is now more important than math skills in order to learn how to adapt with changing work needs
- Need to switch to the Agile Learning Mindset (Work to learn, not learn to work)
- Should be asking "what is your career goal, not what is your major"

List of ideas

- Mandatory tutoring for students that have less than a 70% on first test
- Amarillo moved to an all 8 week model and have had success
- CUNY and Amarillo both offer free transportation for students (metro card or free rides with student ID)
- Food pantry/Resource room is funded partly by percentage of car dealership sales
- NSO lead by students
- Trellis financial well-being survey
- Intake form in advising in order to help direct students to resources right away?