



ATD Update January 2012

Achieving the Dream Core and Data Teams

The ATD Core Team has been integrated with the Student Success Committee. Membership for both Core and Data Teams has been established. An ATD website has been developed: www.wlac.edu/studentsuccess/atd. The ATD Workplan has also been developed and continues to guide the Core and Data Teams' focus.

Achieving the Dream Kickoff – Leadership Retreat

The ATD Kickoff event took place during the Leadership Retreat on December 2, 2011 with 102 faculty, staff, and administrators in attendance. The Keynote Speaker was the ATD Coach, Don Cameron, and the breakout sessions centered around ATD. The Student Success Committee/ATD Core Team presented sessions related to self-assessment and identifying needed areas for professional development. The ATD Data Team led “Fishing for Evidence” sessions centered on cause-and-effect analysis. In addition, Don Cameron presented a session on the importance of classified staff’s involvement in ATD.

Data Sources

- Quantitative Data
 - Student demographics – who are West’s students?
 - Student access – high school API data; assessment and placement data
 - Student outcomes – successful course completion rates, persistence, graduation, transfer
 - Equity data at all levels
- Qualitative Data
 - Expanding West’s Readiness Assessment using SurveyMonkey sent to all faculty and staff
 - Policy and Procedure Analysis
 - Cause and Effect Analysis (using fishbone diagram discussions)
 - Alignment of ATD goals with various college master plan goals
 - Focus Groups – goal is to obtain student perspective to inform the development of strategies to address the priorities the Core and Data Teams select



Three Main Priorities

The ATD Data Team looked at various data sources (including student demographics and outcomes, student success metrics, the cause-and-effect Fishbone Activity) and identified 7 main priorities. The Data Team presented their findings to the Core Team on December 7, 2011. After discussion, the Core Team identified 2 additional priorities. The following is a list of the 9 priorities:

1. West's math foundation (basic skills) students have low successful course completion rates.
2. West's English foundation (basic skills) students have low successful course completion rates.
3. West has statistically the lowest enrollment of full-time students in the district.
4. 60% of West students complete at least 30 units in 6 years.
5. 57% of West students persist from fall to fall.
6. 40% of West students obtain a degree/certificate/transfer within 6 years
7. Majority of West students are high school graduates and identify English as their primary language but only 23% assess in college level English and 2% in college level math.
8. African American students have lower success rates in Math and English.
9. West has a large percentage of adjunct faculty

The Core Team is beginning to prioritize the 9 items and has preliminarily identified the following priorities:

1. West's math foundation (basic skills) students have low successful course completion rates.
2. West's English foundation (basic skills) students have low successful course completion rates.
3. 40% of West students obtain a degree/certificate/transfer within 6 years.

The ATD Core Team is meeting on February 1 and February 8 to finalize the top 3 priorities and present to College Council on February 9, Academic Senate on February 14, and any other campus committees. The ATD Team will bring the 3 priorities to the D.R.E.A.M. Conference and begin to identify intervention strategies to address them.



Broad Engagement

The ATD Core Team is engaged in discussions to generate broad campus engagement in ATD and has developed a list of 16 activities. After discussion, the Core Team has preliminarily identified the following activities:

1. Make sure ATD is a standing agenda item in all related meetings including division and administration meetings.
2. Conduct faculty-student dialogues.
3. Develop and distribute monthly ATD newsletter.
4. Plan and organize professional development activities.
5. Break down data by divisions and share at division meetings.

The Core Team will continue to refine the list and then develop a timeline for each activity.

Focus Groups

Members of the ATD Core and Data Teams participated in an all-day meeting on January 24 with the ATD Data Coach, Kriesta Watson, to develop a plan for conducting focus groups. The group developed a list of questions, interested facilitators (moderators and note-takers), and a timeline of conducting 4-5 focus groups before the D.R.E.A.M. Conference. The Core Team Co-Chairs conducted training for the focus group facilitators on January 30. The first focus group is scheduled for January 31 with students in the Umoja Bridge Program, and a second focus group is planned on February 2 with athletes. The focus groups will provide the Core and Data Teams qualitative data about the student perspective at West, which will be an additional data source for identifying the main priorities.

Participation in District-wide ATD Activities

- District conference call (September 22, 2011)
- District Annual Summit 2011: Taking Student Success to the Next Level (September 23, 2011)
- District conference call (November 16, 2011)
- Video-conference call meeting hosted by East with district coaches; focus on policy/process analysis (November 28, 2011)
- ATD Retreat (January 20, 2012)



Next Steps for Spring 2012

- Generating broad engagement
- Finalizing the Priorities to include in the Implementation Plan
- Identifying the Strategies to address each Priority – attempt to align the Strategies with activities already included in the various master plans of the college
- Conducting focus groups and analyzing the data derived from the discussions
- Attendance at D.R.E.A.M. Conference (February 28 – March 2, 2012)