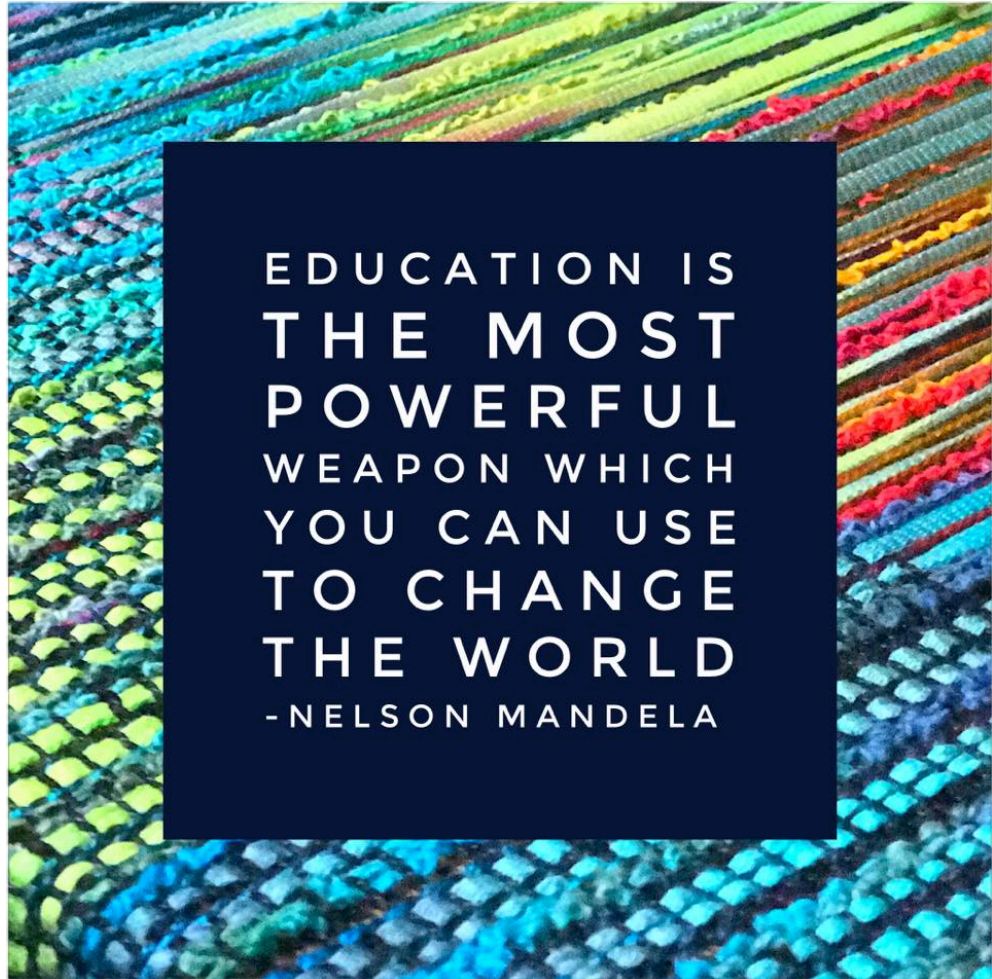




**Grayson College: #AllIn4Students  
FALL 2017**



# Connect

**Transform lives by connecting students to college and career pathways.**

As a Viking I will live purposefully CONNECT with Viking team members and students to unearth powerful insights through self-discovery, practice, and inquiry.

Goals: College of Choice | Affordable training and education | Strong Early Connections | Career Pathways Selection | Strong Community Connections



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# Commit

**Build community by inspiring student commitment and momentum toward timely achievement of pathway milestones.**

As a Viking I will COMMIT to building ever-strengthening relationships with Viking team members and students so I add value that contributes to student momentum.

Goals: Shaping a Powerful Learning Environment | Challenging Students to be Engaged | High Quality Service by Grayson Team | Building Momentum to Pathways Completion | Stewardship of Resources

# Complete

Inspire pathway completion that launches successful career entry, career enhancement, or university transfer

As a Viking I will sustain strong relationships to enable students to COMPLETE their degrees and successfully launch into the workforce or leap to a university.

Specific Goals: Pathway Completion | Transition After Completion



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THERE IS ONLY ONE  
*thing that makes a dream  
impossible to achieve:*  
THE FEAR OF FAILURE.

— *Paulo Coelho* —

# Viking Advocacy

*Equity* refers to providing what students need to be successful through the intentional design of the college experience.



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BALANCE | CLARITY | GRATITUDE | SERVICE | TEAMWORK | TRUST

# Viking Compassion

We must dedicate our energies to purposefully designing our college to care for our students and each other in a manner that magnifies our capacity to improve the world.



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BALANCE | CLARITY | GRATITUDE | SERVICE | TEAMWORK | TRUST



# Viking Values: Road Map

Members of the Viking community willingly invest in the college.

Investments multiply when executed using the Viking Values of:

**BALANCE | CLARITY | GRATITUDE  
SERVICE | TEAMWORK | TRUST**



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**THE CAVE YOU FEAR TO ENTER HOLDS  
THE TREASURE YOU SEEK.**

...  
*Joseph Campbell*

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# Gratitude

**Seeking out things for which you are thankful, noticing those, and acting accordingly.**

Daily focus and action that shapes your appreciation for others.

Reinforces empathy and connectivity.

Grayson College should be fun.

We deserve the chance to laugh, encourage, and spend time with each other.

BALANCE | CLARITY | GRATITUDE | SERVICE | TEAMWORK | TRUST

# Balance

Think, act, and behave in ways that inspire greater commitment to self-care and the care of others.



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BALANCE | CLARITY | GRATITUDE | SERVICE | TEAMWORK | TRUST



# Clarity

**The active and purposeful pursuit of clear, simple, artful, and truthful communication.**

We value clear communication and understand that we have an obligation to be actively engaged members of the college community.

When clarity is lacking, we grant permission to ourselves and others to seek truth and understanding through questioning.

BALANCE | CLARITY | GRATITUDE | SERVICE | TEAMWORK | TRUST

# Teamwork

**The combined action of a group of people who are destined to succeed or fail as one.**

Teamwork is embracing personal responsibility to accept appropriate challenges while recognizing the importance of **others doing the same.**

Create space for **community engagement** by seeking **community solutions** to challenges.

It is the responsibility of the team to discuss, enhance, improve, and celebrate teamwork.

“You're only as strong as the guy who thinks he's your weakest link.”  
-Michael Young, Texas Rangers



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If everyone  
is moving  
forward  
together,  
then  
success  
takes  
care  
of itself.  
-Henry Ford

# Service

Create value for the team and the larger community by taking actions that meet or exceed expectations.

Search for ways to help others so they may live in BALANCE, and you may deepen TEAMWORK and TRUST with each interaction.

BALANCE | CLARITY | GRATITUDE | SERVICE | TEAMWORK | TRUST



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# Trust

**We believe in people! We build relationships by demonstrating others may rely on us as contributors to their success.**

We can move at the Speed of Trust. High Trust=Speed.

The Viking Values of Clarity, Teamwork, Service, Balance, and Gratitude are complimentary to Trust.

**Trust is a fragile thing that is earned, maintained, or lost daily. Complaints, gossip, failing to follow-through, jumping to conclusions without seeking clarity, and failing to give others the benefit of the doubt (or failing to offer them service) are but a few examples of trust-busters.**



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# Students Need...



**A TEAM THAT IS  
#ALL IN 4 STUDENTS**

# Key Ingredients?

**WORK AS  
ONE TEAM!**

**INTENSE FOCUS  
ON “THE WHY”**

**A BELIEF IN  
EACH OTHER  
AND OUR ABILITY  
TO SUCCEED**

**COLLECTIVELY  
THINK-THROUGH  
CHALLENGES**

**LIVING THE  
VIKING VALUES**



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# Assumptions

- Relationships Matter!
- “Life happens” to our students and we can do some things to help.
- If we do things right, we can enjoy the gains in student success seen at Odessa College, including double digit increases in graduation, retention, course completion and enrollment.



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**IF WE WAIT FOR THE  
MOMENT WHEN EVERYTHING,  
ABSOLUTELY EVERYTHING IS READY,  
WE SHALL NEVER BEGIN.**

— *Ivan Turgenev* —

# All In 4 Students

Increase Course Completion Rates

Increase Employee Giving to College Foundation to 100%

Increase Enrollment

Increase Graduates



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# All In 4 Students

Design 8-weeks (Multiple Task Forces)

Improved Admissions Communications Processes (Task Force)

Increased Access to Course Materials on Day 1, preferably at a lower price (Task Force)



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# All In 4 Students

Integrated Student Success Course  
Decision (by Sept. 1, 2017)

Redesigned Pathways (Success Course  
Impacts this) by Oct. 2017

1-20 Course Sequencing by Oct. 2017



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# All In 4 Students

Build 2 Year Schedule (by early Spring)

Align Success Coaches with Career Pathways

Explore a “Team of 3” (or similar) approach to Success Coaching (implement mid-late 2018)



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# All In 4 Students

Exploration of communication tools (software) to support success coaches. (fall 2017 with Implementation TBD)

Co-Requisite Dev. Ed. Model Implemented (25% by Fall '18; 50% by Fall '19, 75% by Fall '20)



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# All In 4 Students

Leadership Development and  
“Learning to Lead” series

Texas Pathways Institutes, fully  
launched guided pathways by fall  
2018



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# All In 4 Students

Launch **Cruise to Completion**, a program designed to encourage behaviors that we know to help students succeed. (October 2017)



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# All In 4 Students

Employee engagement, including attendance at sporting events, student productions/activities, Coffee and Conversation, Life Activated Events, and task force/committee participation.

I trust your wisdom and look forward to your presence in shaping the future.



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The bridge between  
a quality  
solution  
and the  
benefit to  
the organization  
is individuals  
embracing  
and adopting  
the change  
-Hiatt & Creasy

# Good to Great

Our recent past is fairly remarkable, but you are surrounded by people who want to be better. It's a fundamental Viking characteristic.

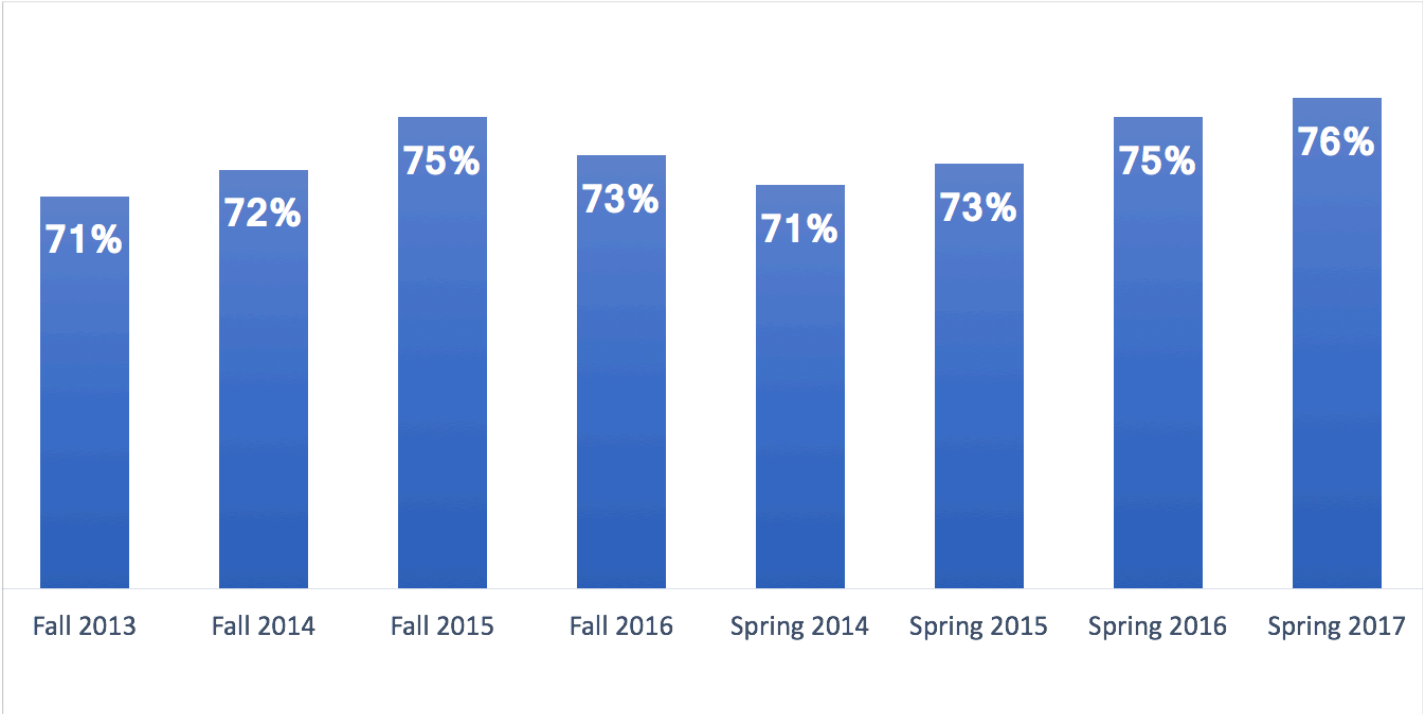
Let's take a trip down memory lane to see the recent improvements.



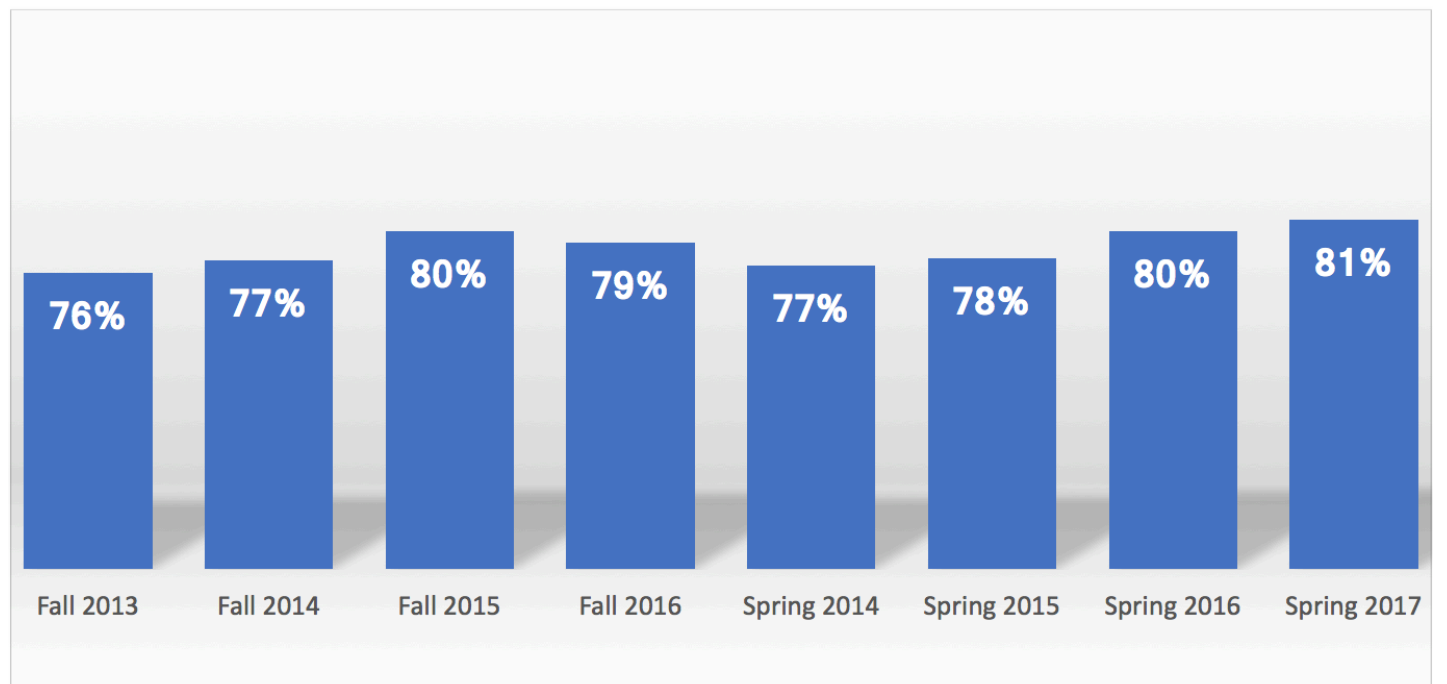
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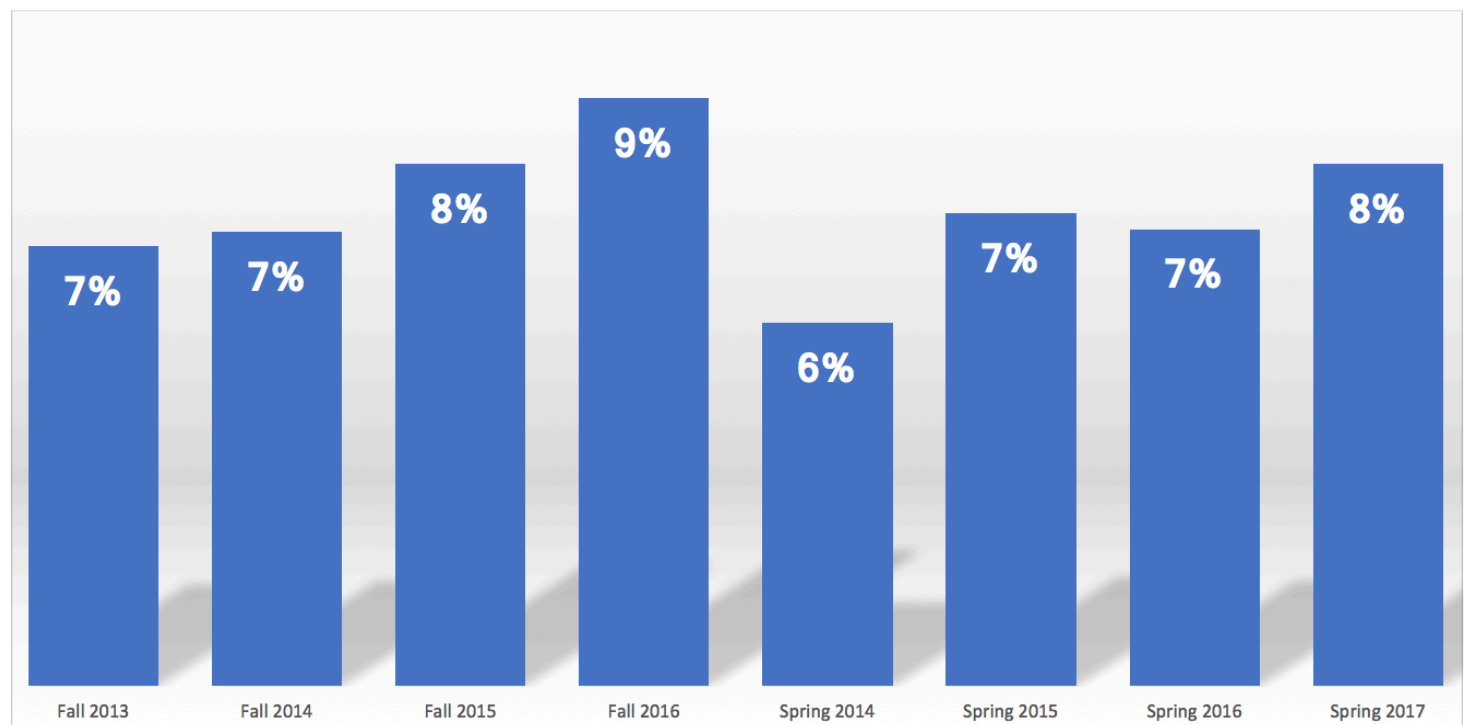
# Course Success (ABCs)



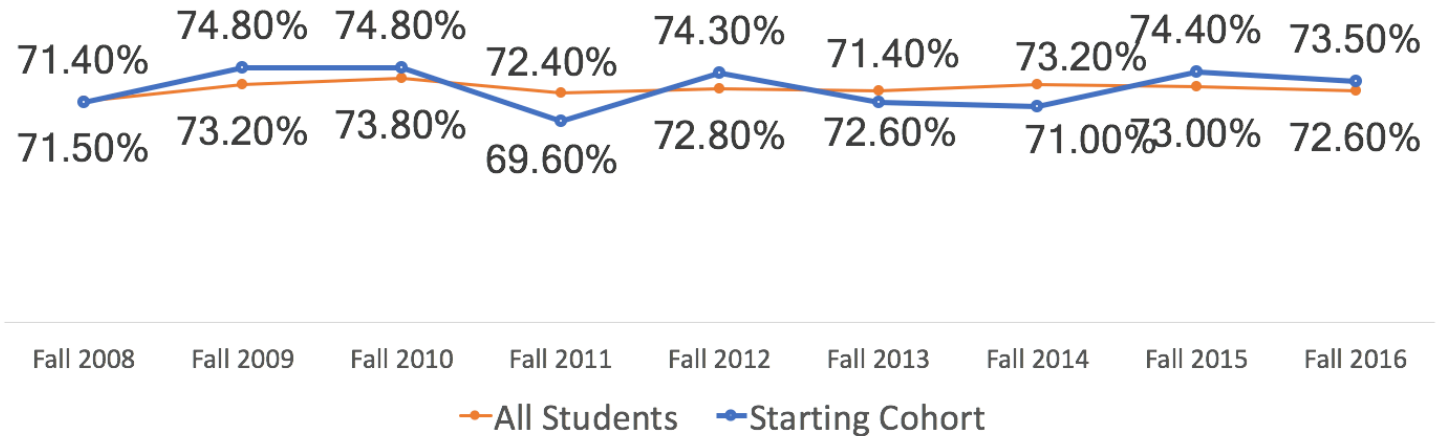
# Completions + Ds (ABCDs)



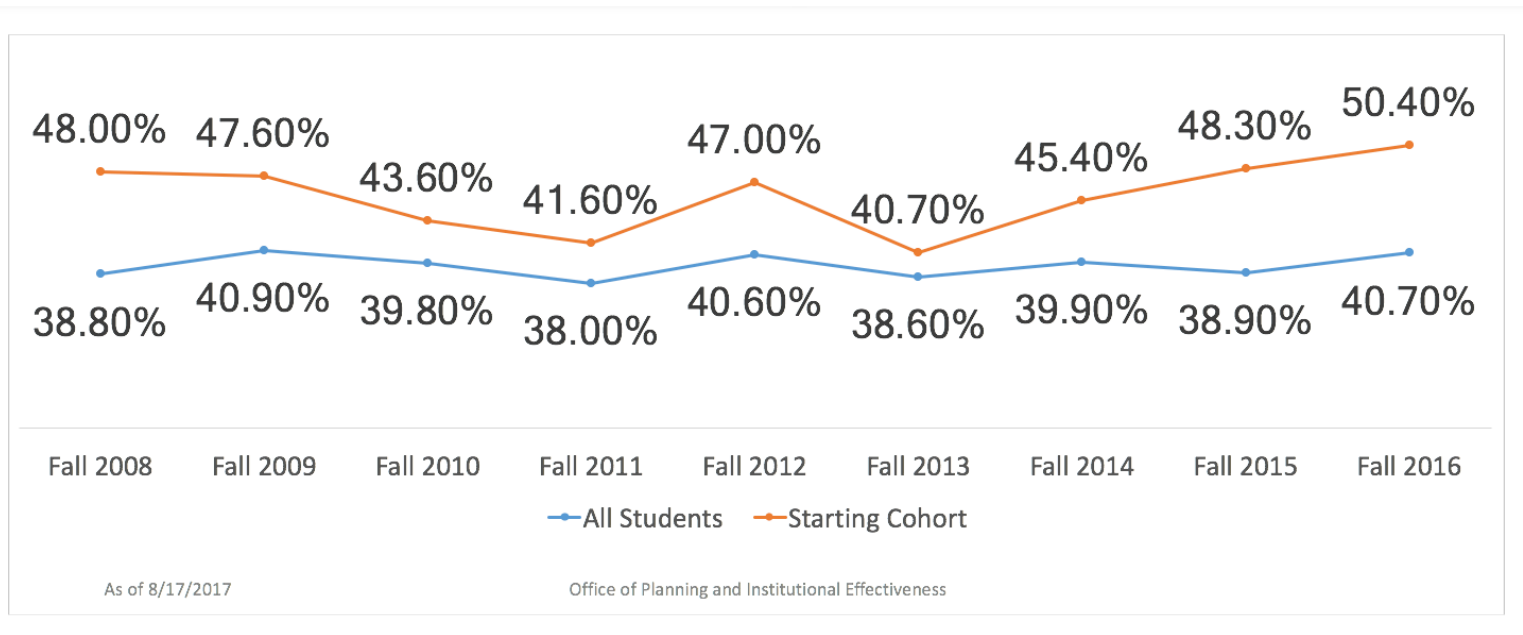
# Withdrawal Rate



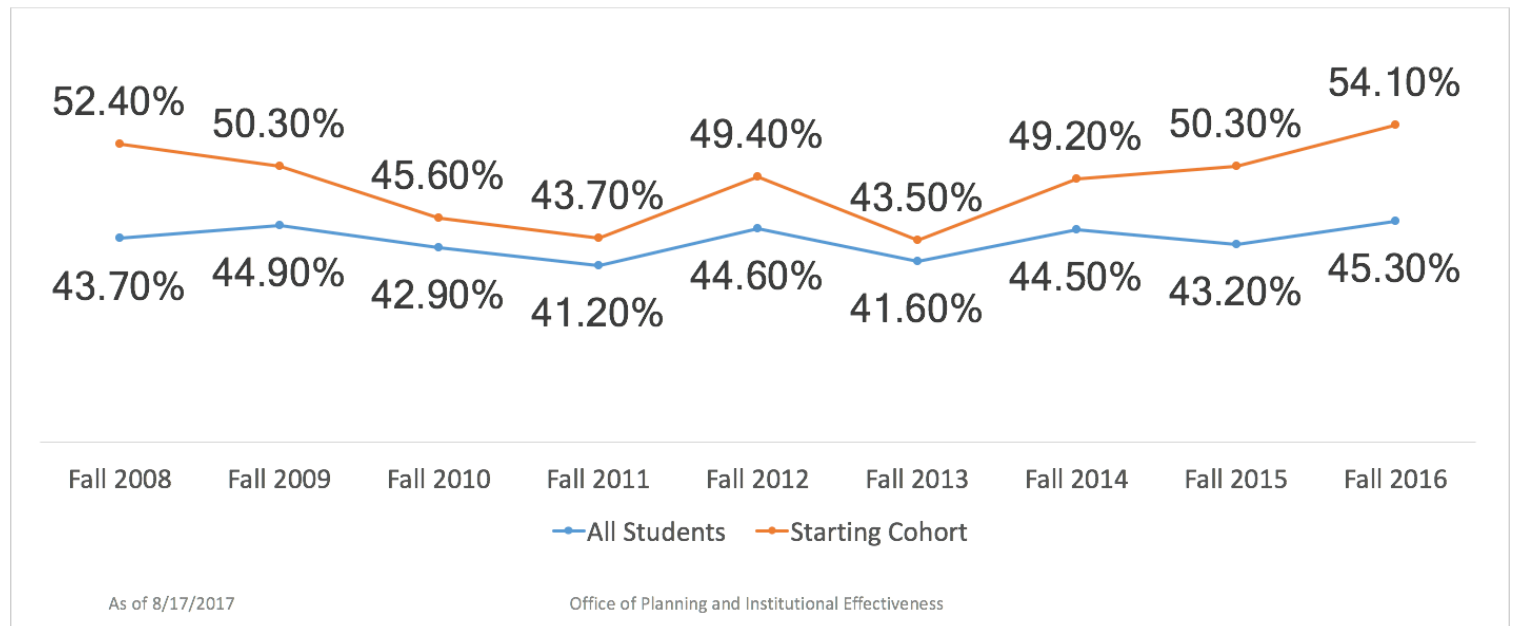
# Retention (Fall to Spring)



# Persistence (fall-spring-fall)



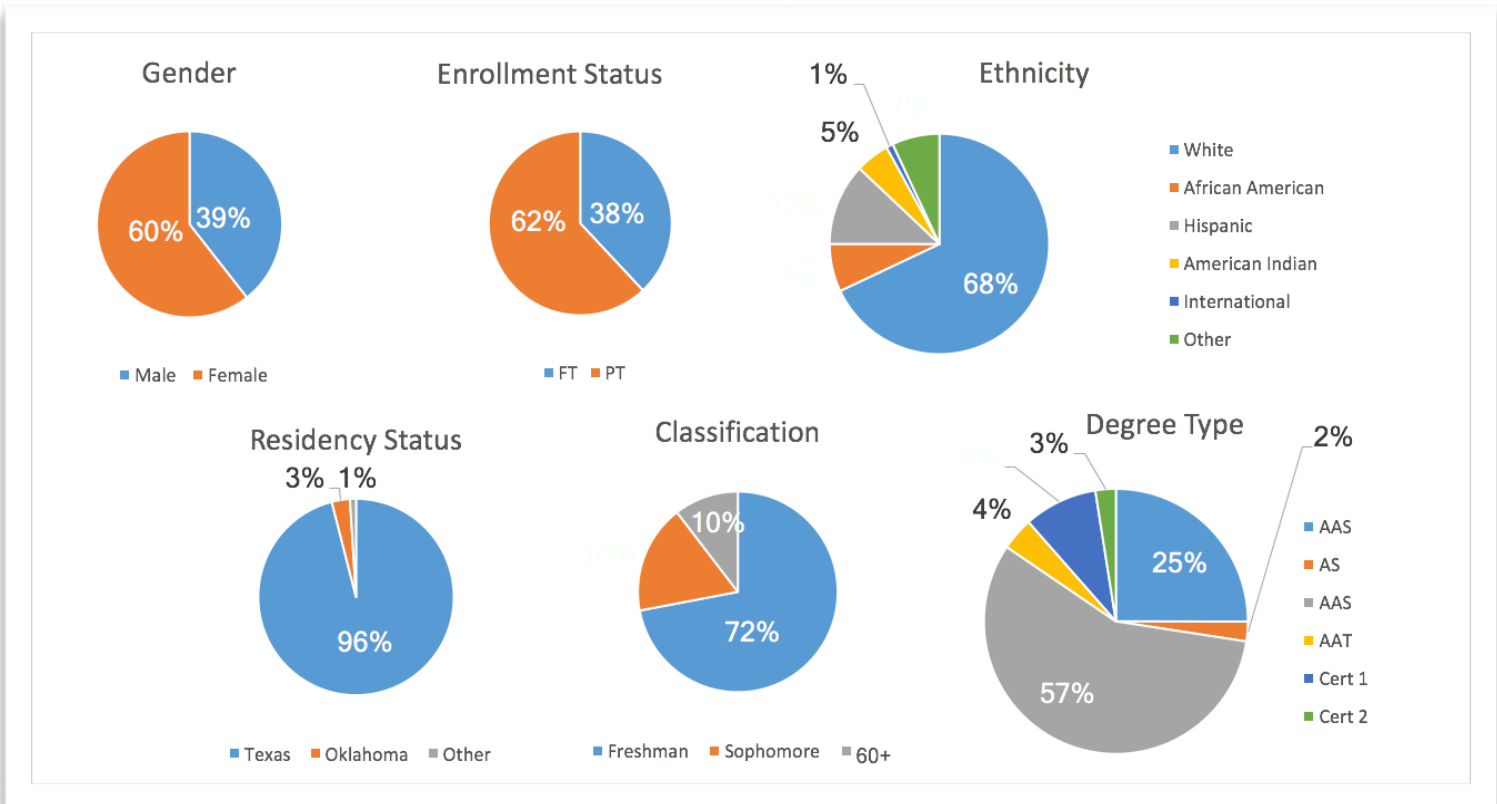
# Retention (fall to fall)



# Fall '17 Student Profile



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CHANGE IS HARD  
AT FIRST,  
MESSY IN THE MIDDLE,  
AND GORGEOUS  
AT THE END.

*Robin Sharma*