POLICY EQUITY PRACTICE INITIATIVE

WEBINAR

November 15, 2021  |  4:00 PM ET
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Session Overview

- Opening Remarks
- Complete College America
- PEP Initiative Overview
- Q&A
Nia Haydel, Ph.D.
Vice President for Alliance Engagement & Institutional Transformation
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@DrNiaH
COMPLETE COLLEGE AMERICA
CCA is a bold national advocate for dramatically increasing college completion rates and closing institutional performance gaps by working with states, systems, institutions, and partners to scale highly effective structural reforms and promote policies that improve student success.
The Alliance

48 states, systems, and consortia participating in the CCA Alliance

- Commonwealth of the Northern Mariana Islands
- Hawaii
- Puerto Rico
- Thurgood Marshall College Fund
THE BIG ISSUES

• Uninformed major decisions
• Taking too much time
• Inability to access required courses
• Difficulty with registration
• Excess credits
• Not enough guardrails to prevent poor choices
• Spending too much money
• Not graduating
• Not moving on to well-paying, rewarding careers
• Persistent equity gaps
• Inequitable social mobility
VALUES

Student-centered institutions

Equitable structures & outcomes

Data-informed decision making

System-wide collaboration

Implementation at scale
## STRATEGIES

Designing the college experience around students

<table>
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<th>PURPOSE</th>
<th>STRUCTURE</th>
<th>MOMENTUM</th>
<th>SUPPORT</th>
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<td>Aligning the college experience to each student’s goals for the future</td>
<td>Building course road maps that make the path to a degree or valuable workplace credential clear</td>
<td>Designing multiple avenues for students to get started, earn credits faster, and stay on track to graduate</td>
<td>Addressing student needs and removing barriers to academic success</td>
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</table>
| - First-Year Experience | - Math Pathways  
- Meta Majors  
- Academic Maps & Milestones  
- Smart Schedules  
- Stackable Certificates & Credentials | - Credit for Competency  
- Multiple Measures  
- Corequisite Support  
- Dual Enrollment  
- 15 to Finish/Stay on Track | - Active Academic Support  
- Proactive Advising  
- 360° Coaching  
- Student Basic Needs Support |
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INFLECTION POINT
A fresh look at our impact...and future.

*2021: A NEW PERSPECTIVE

CCA 1.0  CCA 2.0

QUESTIONS:
WHAT’S OUR UNIQUE ROLE?  +  HOW HAS THE LANDSCAPE CHANGED?  +  WHAT’S OUR EQUITY AGENDA?
Policy Equity Practice Initiative Overview

Brandon Protas, Ed.D.
Strategy Director
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@ProtasCCA
Project Overview

- Three states/regions will be selected first and then focus colleges & universities chosen
- States/regions to adopt or refine policies
- Colleges/universities to implement strategies
- **FIT model** (Foundations for Institutional Transformation) virtual & in person convenings + technical assistance
- Communities of practice focused on student success
Project Goals

**Develop**
project and action plans at sites to advance key policies and practices

**Implement**
evidence-based strategies connected to CCA pillars of purpose, structure, momentum, and support

**Elevate**
state and institutional policy through review, assessment, and design to focus on scaling change around equity-focused college completion

**Prioritize**
equity performance indicators for student completion goals and monitor progress to inform continuous improvement

**Build**
networks of communities of practice within and across states/regions and institutions
STRATEGIES
Designing the college experience around students

PURPOSE
Aligning the college experience to each student’s goals for the future
- First-Year Experience
- Career Exploration
- Academic & Career Alignment
- Adult Learner Engagement

STRUCTURE
Building course road maps that make the path to a degree or valuable workplace credential clear
- Math Pathways
- Meta Majors
- Academic Maps & Milestones
- Smart Schedules
- Stackable Certificates & Credentials

MOMENTUM
Designing multiple avenues for students to get started, earn credits faster, and stay on track to graduate
- Credit for Competency
- Multiple Measures
- Corequisite Support
- Dual Enrollment
- 15 to Finish/Stay on Track

SUPPORT
Addressing student needs and removing barriers to academic success
- Active Academic Support
- Proactive Advising
- 360° Coaching
- Student Basic Needs Support
Questions to Consider

• What initiatives are happening across my state/region that could be enhanced by PEP?

• What does my strategic plan prioritize?

• What is the through line that connects multiple strategies for maximum benefit?

• What does my state/regional data reveal about areas of focus?
YOU CAN’T QUANTIFY THE REAL LONG-TERM VALUE YOU PROVIDE TO STUDENTS.

MISSING METRICS MISREPRESENT SUCCESS

*Metrics measured by major data initiatives fail to consistently measure what matters most to students.*
PARTNER WITH CCA & THE POSTSECONDARY DATA PARTNERSHIP

**PDP METRICS**

**Enrollment**
Count of new first time and transfer students

**Credit Accumulation Rate**
% of full-time students who complete sufficient credits each year

**Gateway Course Completion**
% of full-time students who complete required gateway courses by grade

**Credit Completion Ratio**
Average ratio of credits attempted to credits earned

**2-Year Retention**
% of students enrolled (or completed a credential) at any institution by their 2nd year

**Term-to-Term Retention**
Proportion of students enrolled (or completed a credential) at any institution on a term-to-term basis

**Transfer**
The rate at which students transfer to another institution and whether they earn a credential before or after they transfer

**Credential**
% of students completing a credential at any institution

**CCA STRATEGIES**

**Returning Adult Outreach** PURPOSE

**Concurrent Enrollment** MOMENTUM

**Career Advising** PURPOSE

**Credit for Competency** MOMENTUM

**15 to Finish** MOMENTUM

**First-Year Experience** PURPOSE

**Corequisite Support** MOMENTUM

**Math Pathways** STRUCTURE

**Meta Majors** STRUCTURE

**Academic Maps & Milestones** STRUCTURE

**Proactive & Purpose-Driven Advising** SUPPORT

**360° Coaching** SUPPORT

**Smart Scheduling** STRUCTURE

**Active Academic Support** SUPPORT

**Student Basic Needs** SUPPORT

**Stackable Certificates & Credentials** STRUCTURE

**Academic & Career Alignment** PURPOSE
PROCESS
Aligning Policy, Perspective, and Practice

1. Identify challenges & opportunities
   - What policy barriers exist?
   - Who has the ability to influence policy?
   - What are the right incentives for change?
   - What policies do we want to enact and when?
   - How are we measuring the impact of policy changes?

2. Convene & equip a diverse team
   - What attitudes and beliefs are preventing progress?
   - Who is shaping the perspectives of our team?
   - What new mindsets will take us into the future?
   - How will we engage our peers?
   - How can we create a culture of continuous improvement?

3. Rally around a shared vision
   - Where are our practices creating inequitable outcomes?
   - Who is pursuing innovative practices?
   - What are the practices that will carry us forward?
   - What resources do we need to change how we work?
   - How do we execute our strategies?

4. Create an action plan

5. Implement & refine

Who has the ability to influence policy?
Who is shaping the perspectives of our team?
Who is pursuing innovative practices?
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Selection Criteria

- COMMITMENT TO STUDENT SUCCESS
- STATE & INSTITUTION READINESS
- DATA SUBMISSION & STRENGTHS ASSESSMENTS
Next Steps

**January 2022**
- States/Regions selected

**Spring 2022**
- Institutions selected
- Orientation for Exec Leadership
- Data workshops & expectations
- Campus Leadership meetings
- Policy/Strategy focus identification

**Fall 2022-Spring 2023**
- Continued Technical Assistance
- CCA Annual Convening & Institutes
- Final Summit

**Fall 2022-Spring 2023**
- Applications Due
  - December 1, 2021

**Fall 2023-Spring 2024**
- CCA Annual Convening & Institutes
- Technical Assistance & Cohort networking
- Data collection
- Policy/Strategy adoption
Q&A

Send questions in the Q&A box at the bottom of your screen
POLICY EQUITY PRACTICE INITIATIVE

APPLY TODAY

November 15, 2021 | 4:00 PM ET
Additional Opportunities
Purpose? To build the broadband and digital technology capacities of eligible institutions and support broadband access, adoption, and digital skills within those institutions and in their surrounding anchor communities.

Who? Eligible Entities  HBCUs, TCUs and MSI educational institutions and consortiums led by HBCUs, TCUs, or MSIs that include a MBE or tax-exempt 501(c)(3) organization

How Much? $268M in Funding available; No match required; Applications due Dec. 1, 11:59 pm ET

Questions:  broadbandusa@ntia.doc.gov; Kperry@ntia.gov; 202-697-2104

https://broadbandusa.ntia.doc.gov/resources/grant-programs/connecting-minority-communities-pilot-program