

Latino Higher Education
Leadership Institute

CRC's

*Approach Towards Systemic
Improvement & Innovation*



COSUMNES
RIVER COLLEGE

Instructional Vision

**Improve Student Success
Outcomes while closing the gap in
achievement without
compromising rigor**

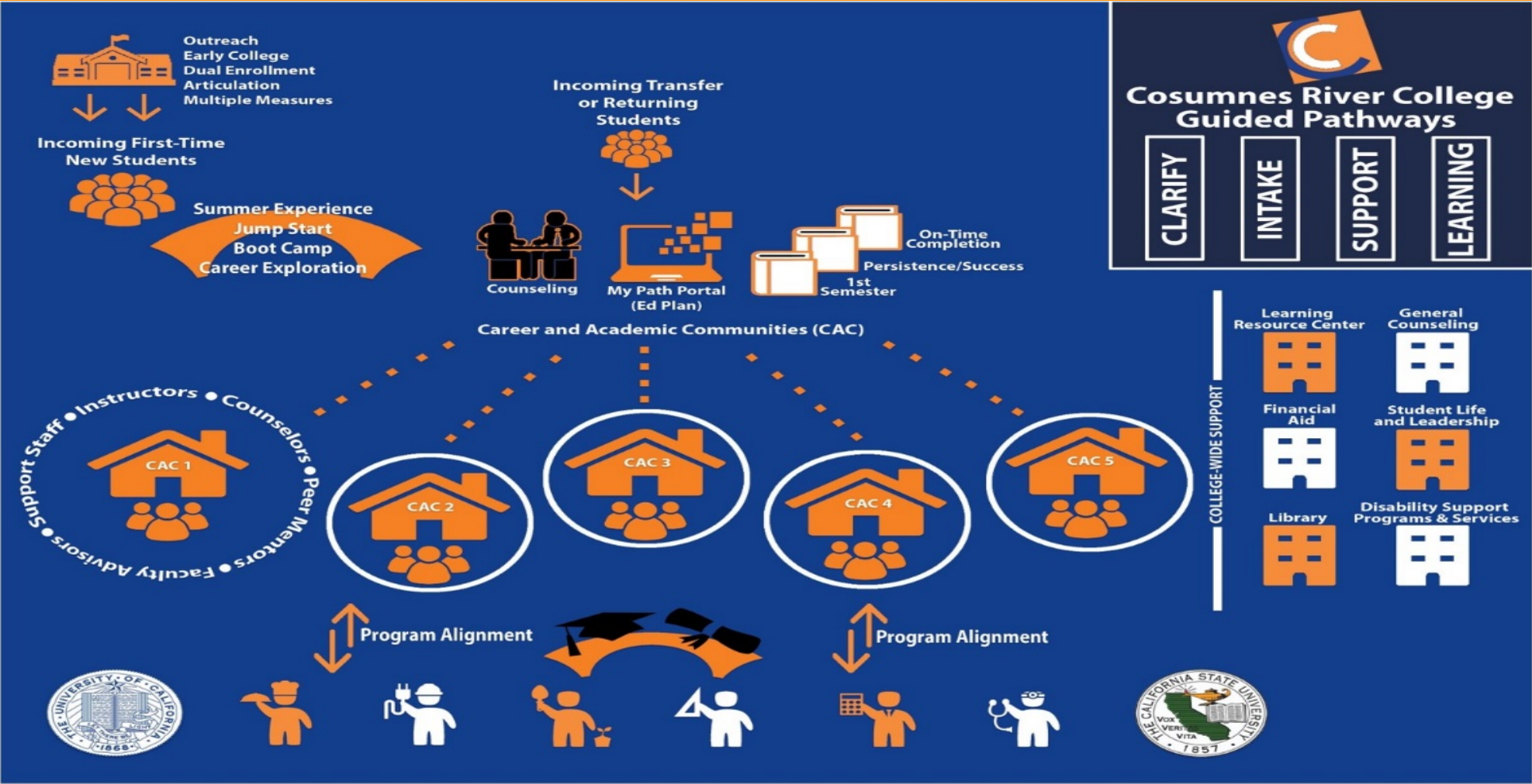
The CRC Organizational Change Paradigm

- Inequity informed Equity work
- Institutional onus
- Strategies can be implemented at scale from the onset
- Change doesn't have to be incremental
- We have or can creatively create the bandwidth to handle radical change
- Iteration! It doesn't have to be perfect. It just has to be better. Failing Forward.
- Embrace Ambiguity & Discomfort
- Willingness to be first
- Ongoing case making
- Sustained sense of urgency
- A strong belief that the needle can move

Key GP Adoptions

- Counseling Case Management Model
- Assessment/Placement & Developmental Educational Overhaul
- English and math course enrollment guarantee
- Academic Program Maps
- Modified Student Onboarding Experience
- Administrative Reorganization
- Opt-out Schedule
- Student Success Teams
- Teaching & Learning Leads

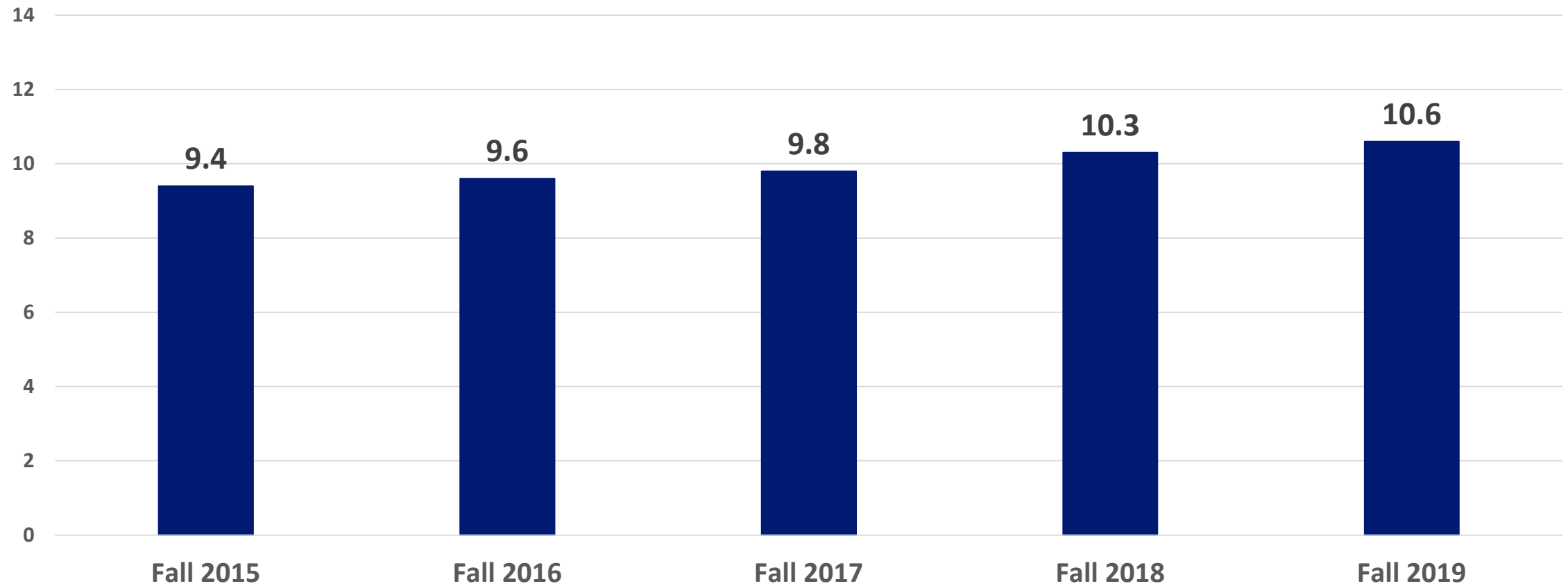
Guided Pathways



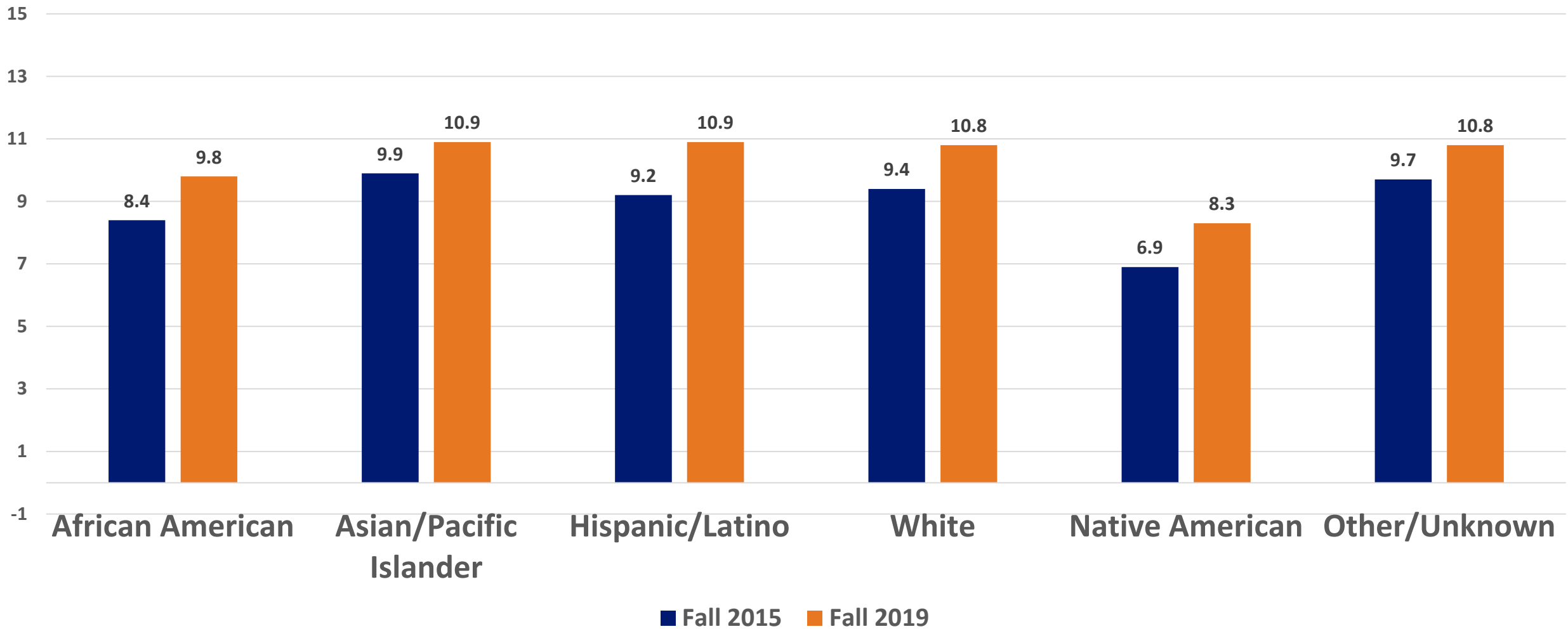
Early Predicators of Long-term Student Success

- **Credit Momentum** – Findings from the Community College Research Center. Students who take more units in their first year are more likely to complete (15 vs. 12 units first term; Tennessee, Belfield, Jenkins, and Lahr, 2016).
 - CRC Institutional Research findings: CRC Students who attempt more units in their first term are more likely to complete.
- **Gateway Momentum** - Students who complete transfer level math and/or English in their first year are more likely to complete (Denley, 2016).
 - CRC Institutional Research findings: CRC Students who complete transfer level English/math in their first term are more likely to complete.

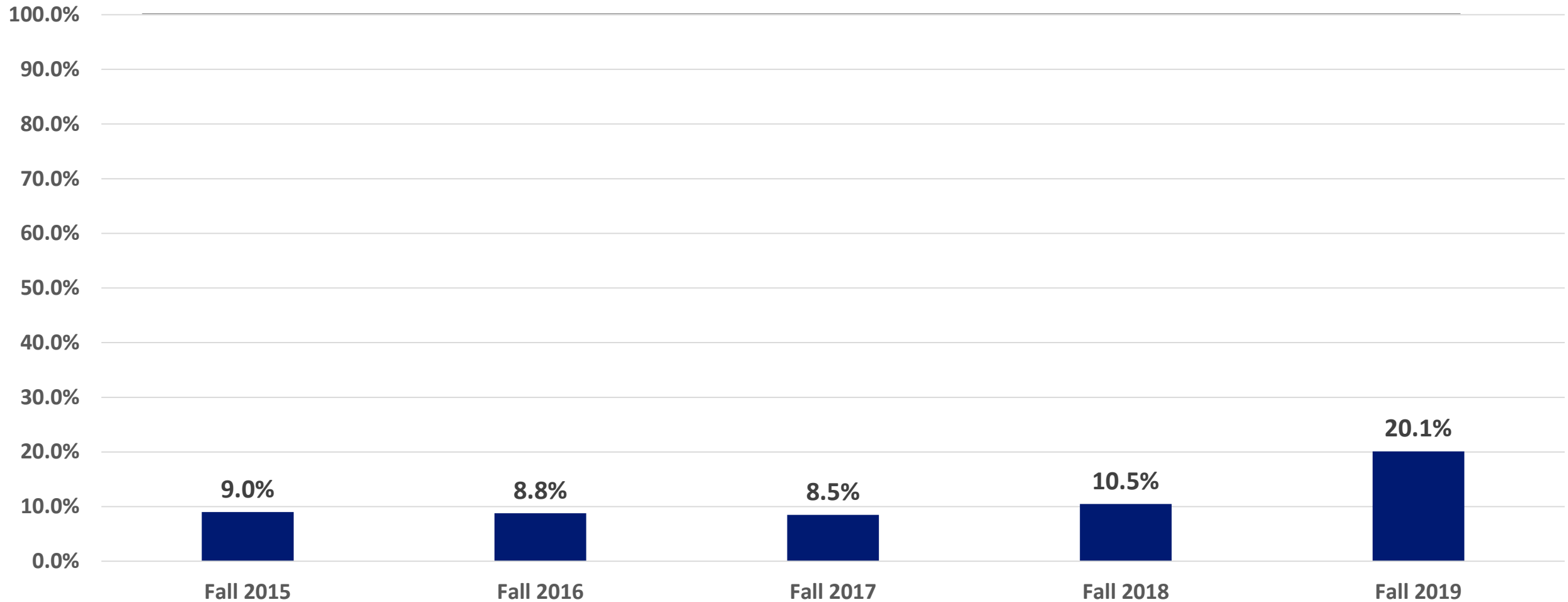
1st Term Average Unit Enrollment



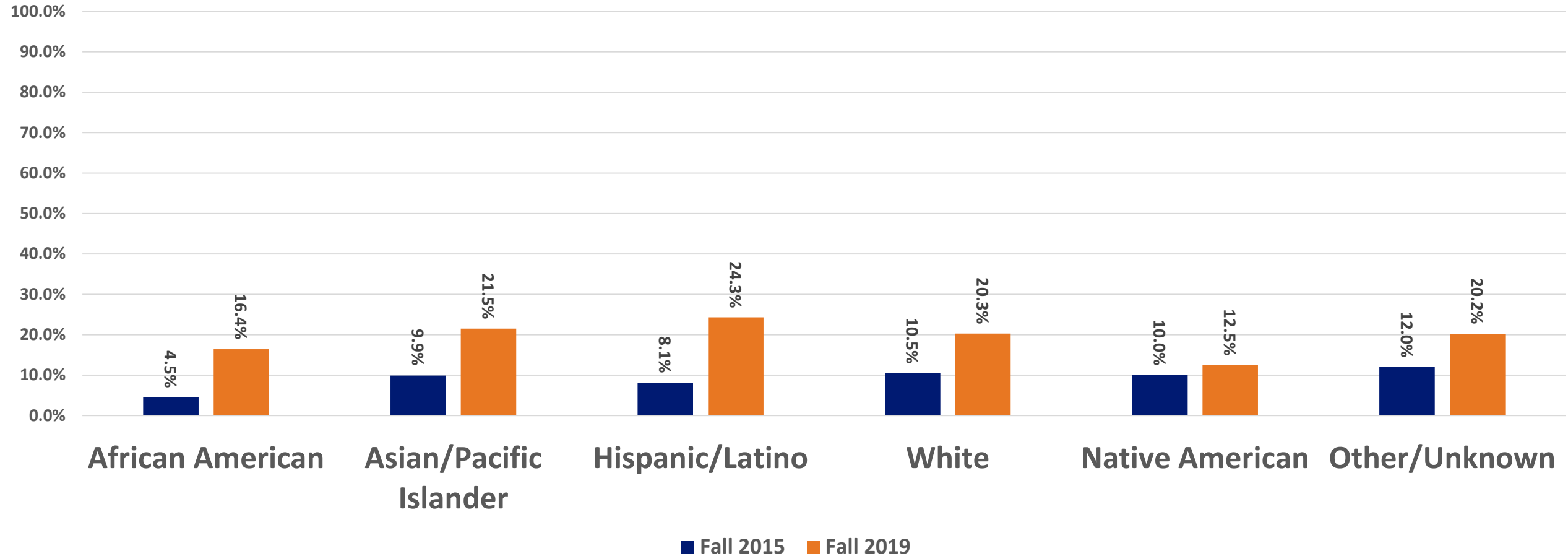
Average Number of Units Enrolled 1st Term By Race/Ethnicity



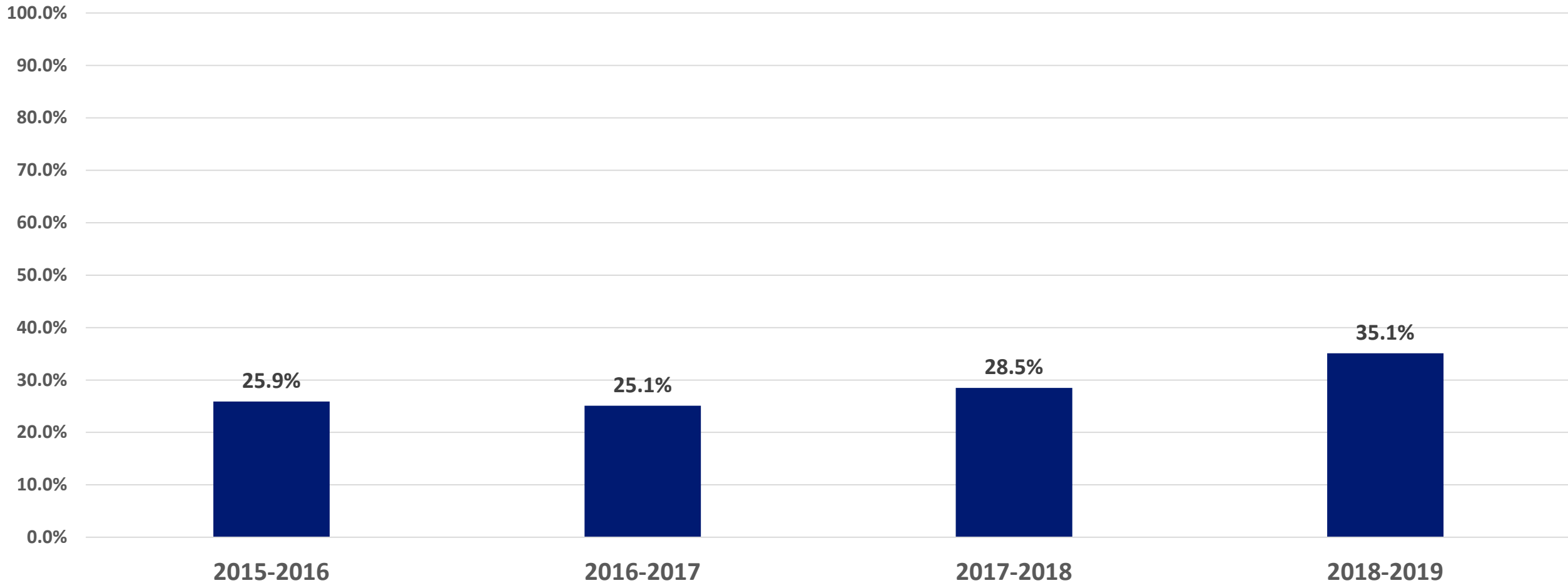
1st Term 15 Unit Enrollment Rate



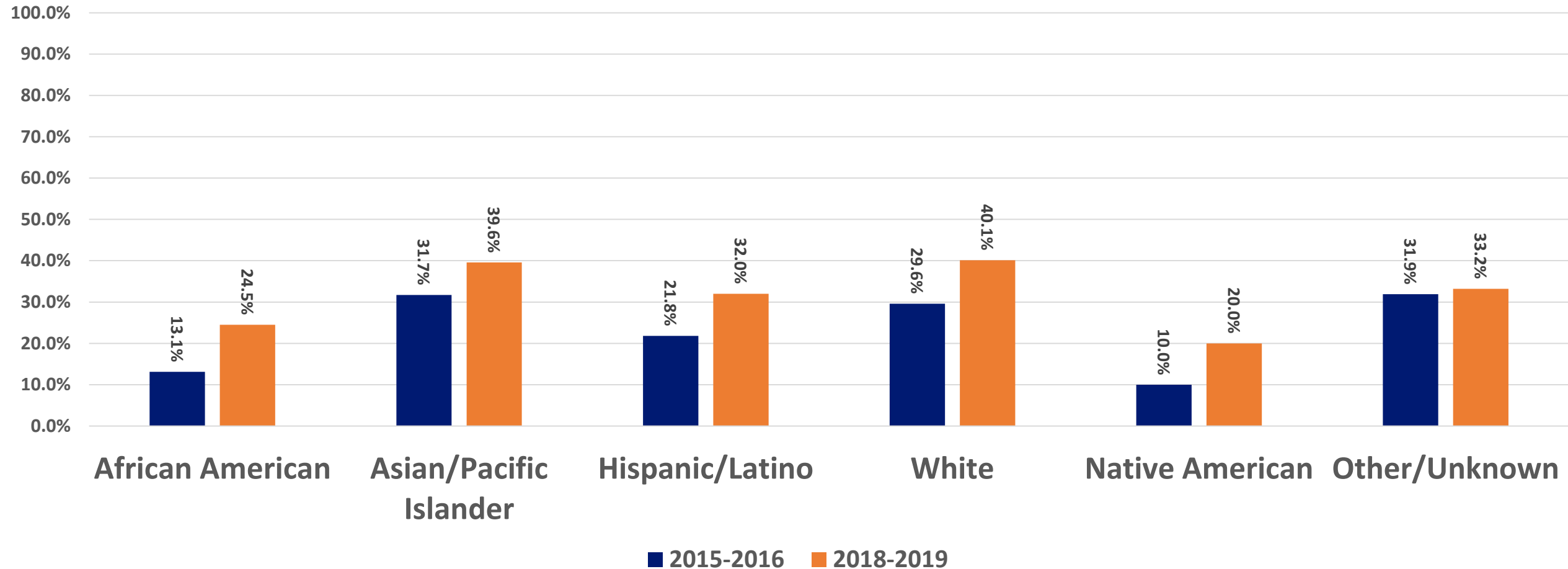
1st Term 15 Unit Enrollment Rate By Race/Ethnicity



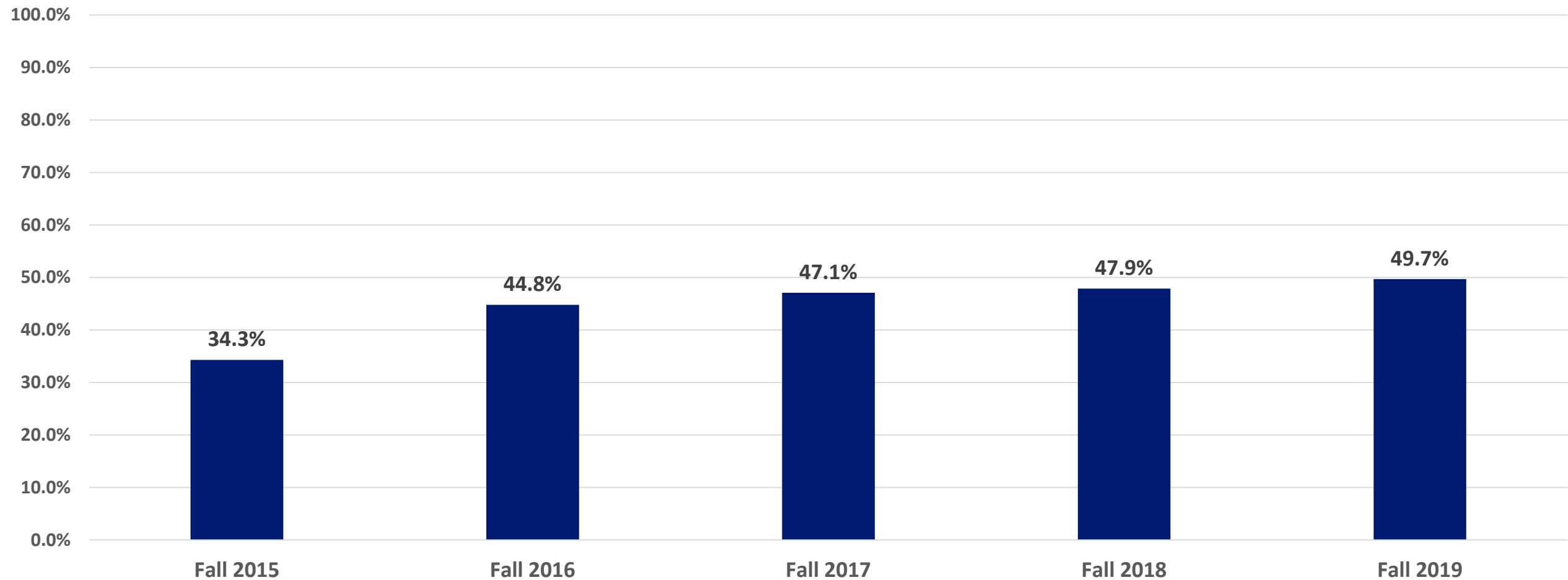
1st Year 15 Transfer Unit Completion Rate



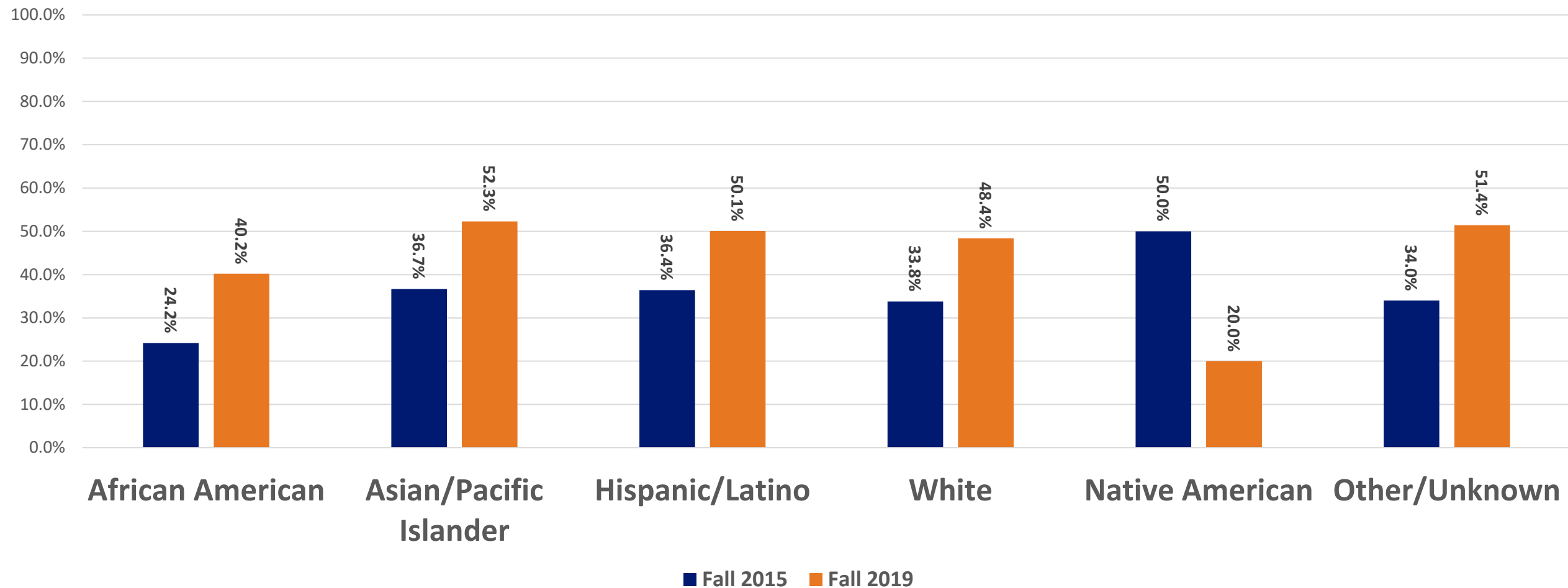
1st Year 15 Transfer Unit Completion Rate By Race/Ethnicity



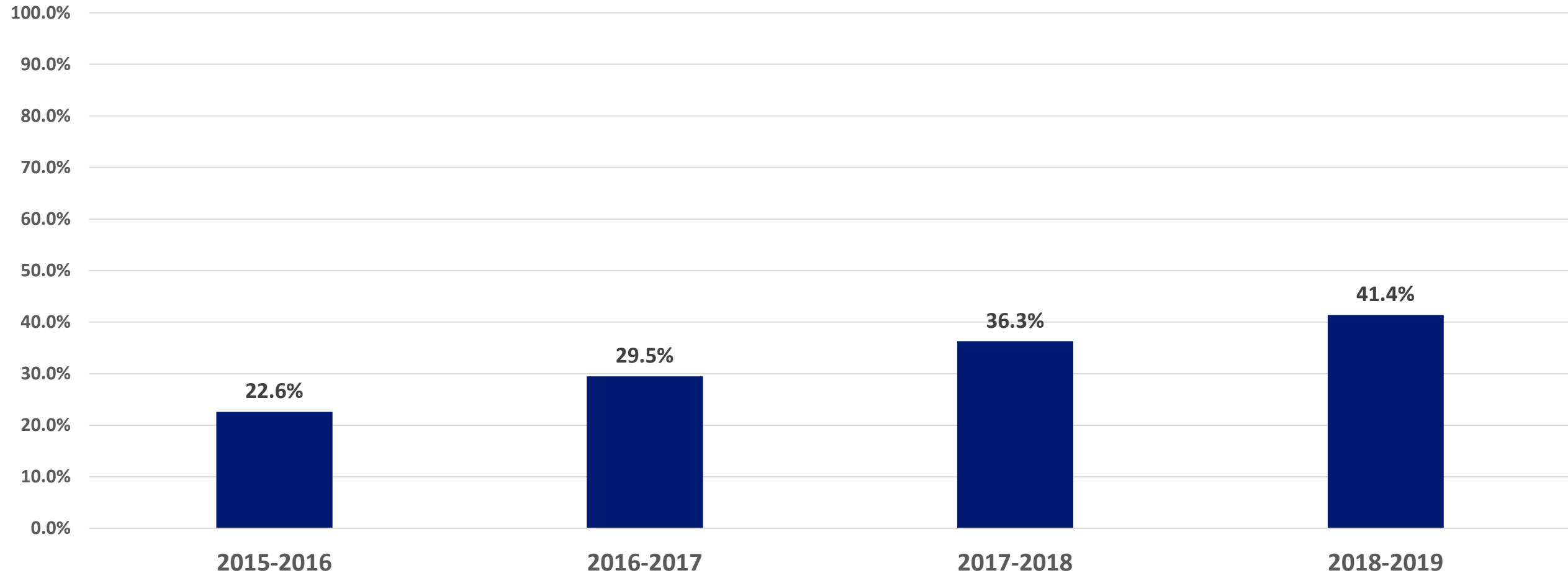
1st Term English Enrollment Rate



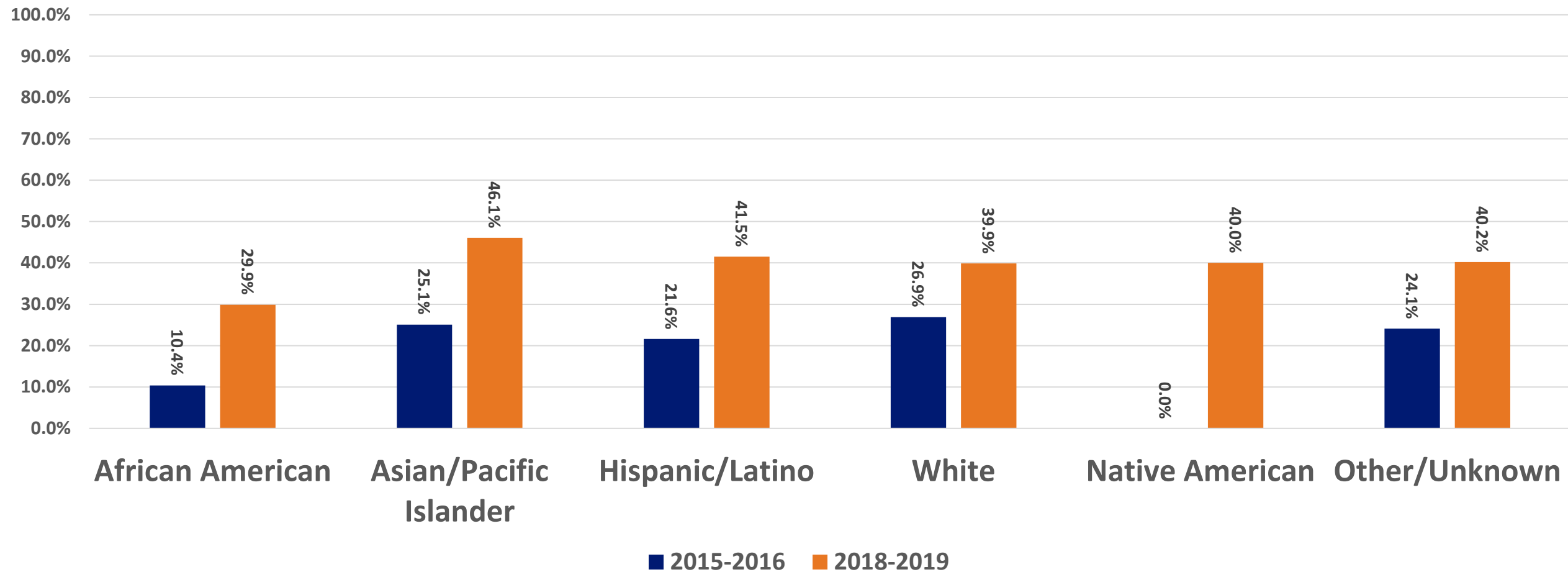
1st Term English Enrollment Rate By Race/Ethnicity



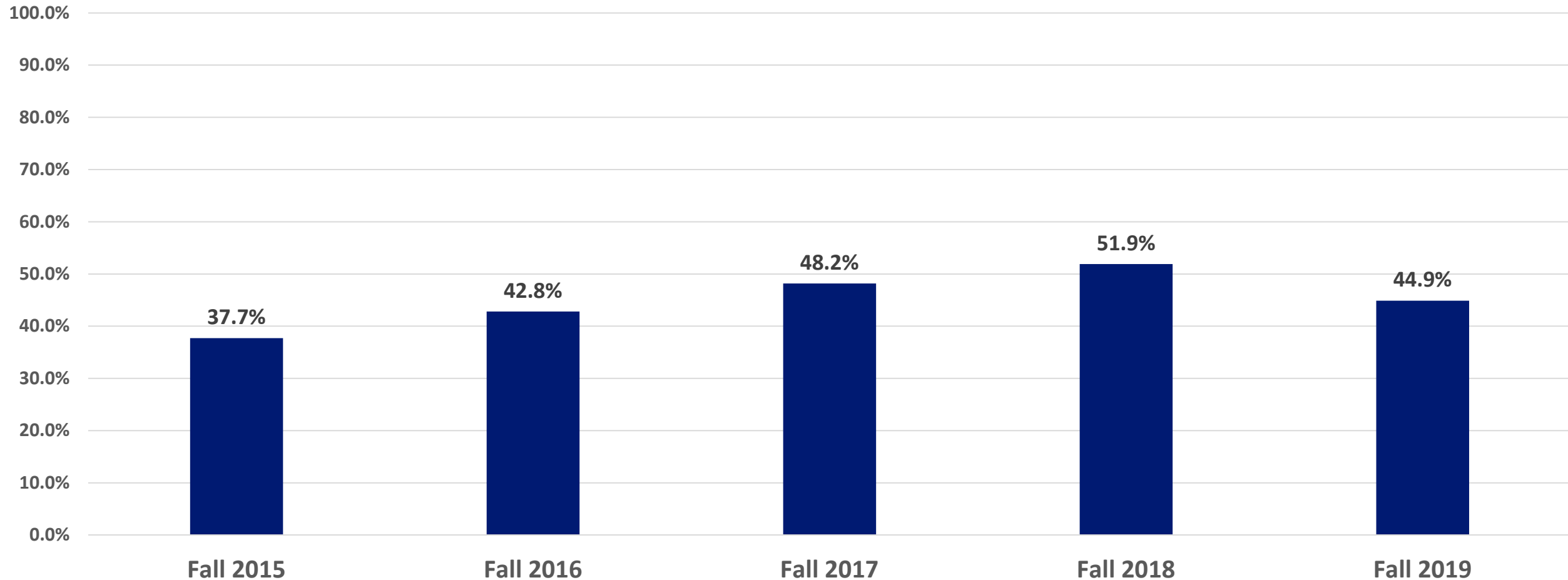
1st Year Transfer-Level English Completion Rate



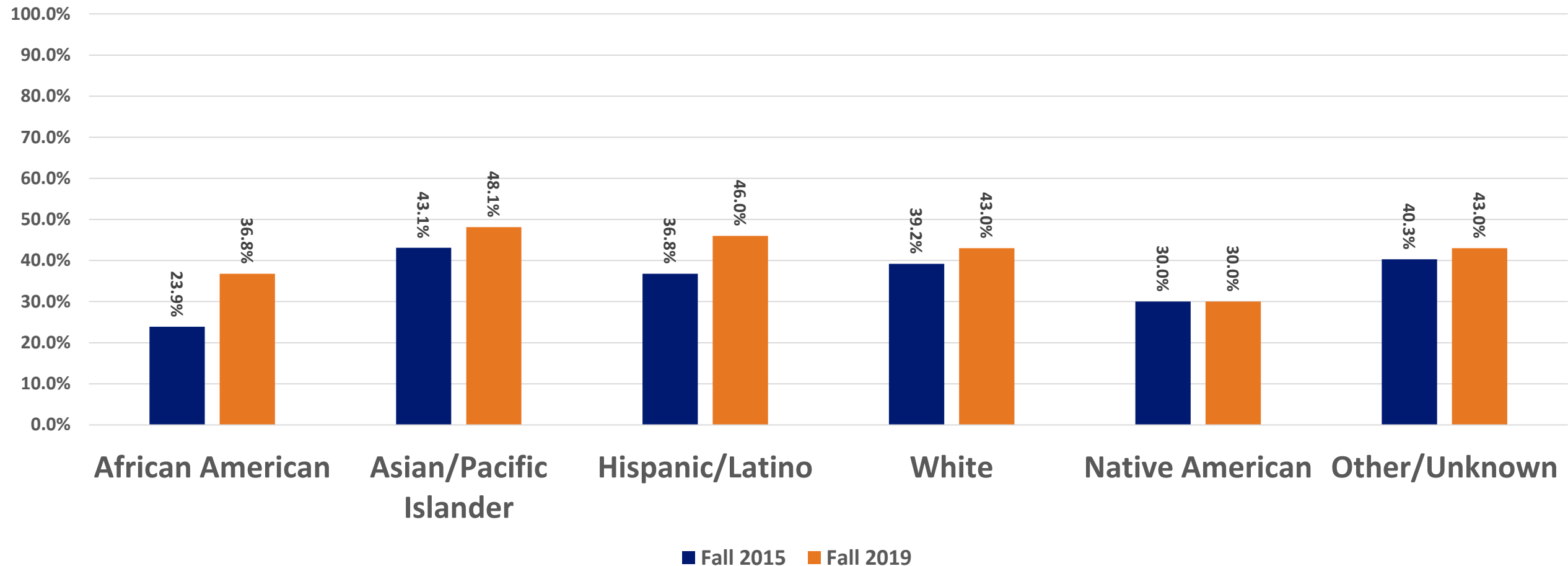
1st Year Transfer-Level English Completion Rate By Race/Ethnicity



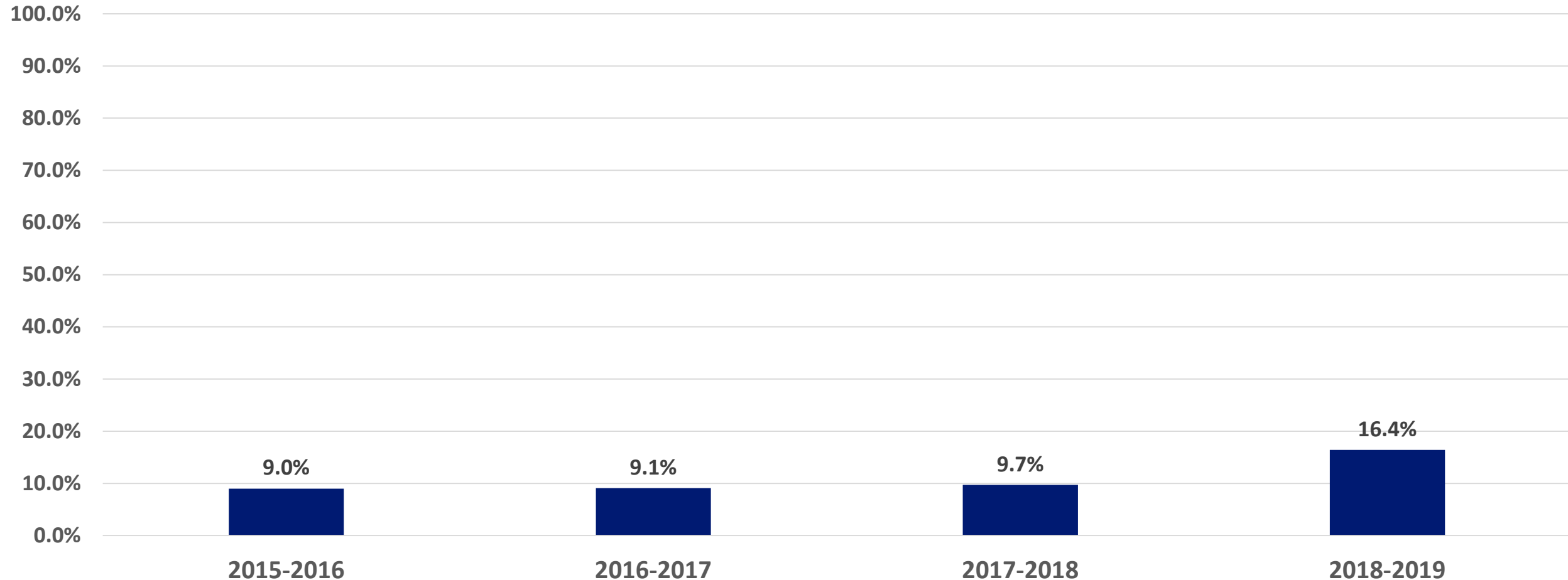
1st Term Math Enrollment Rate



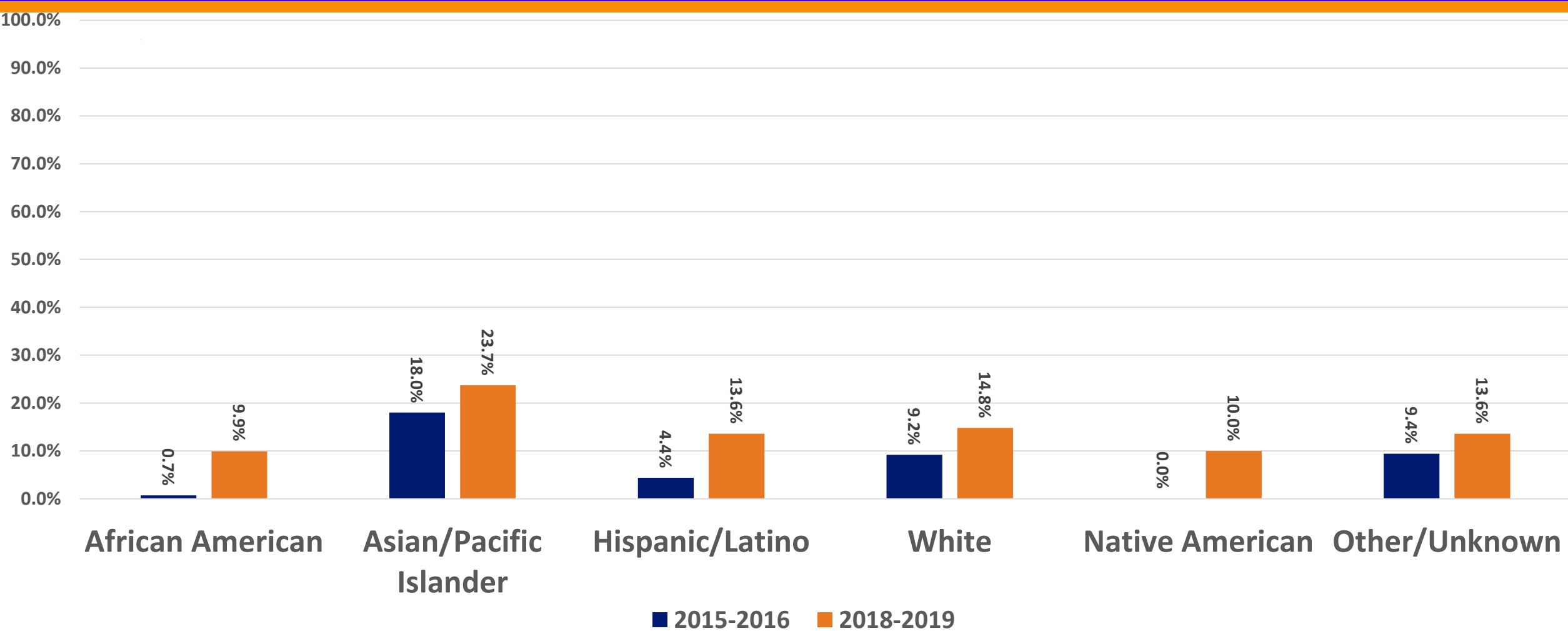
1st Term Math Enrollment Rate By Race/Ethnicity



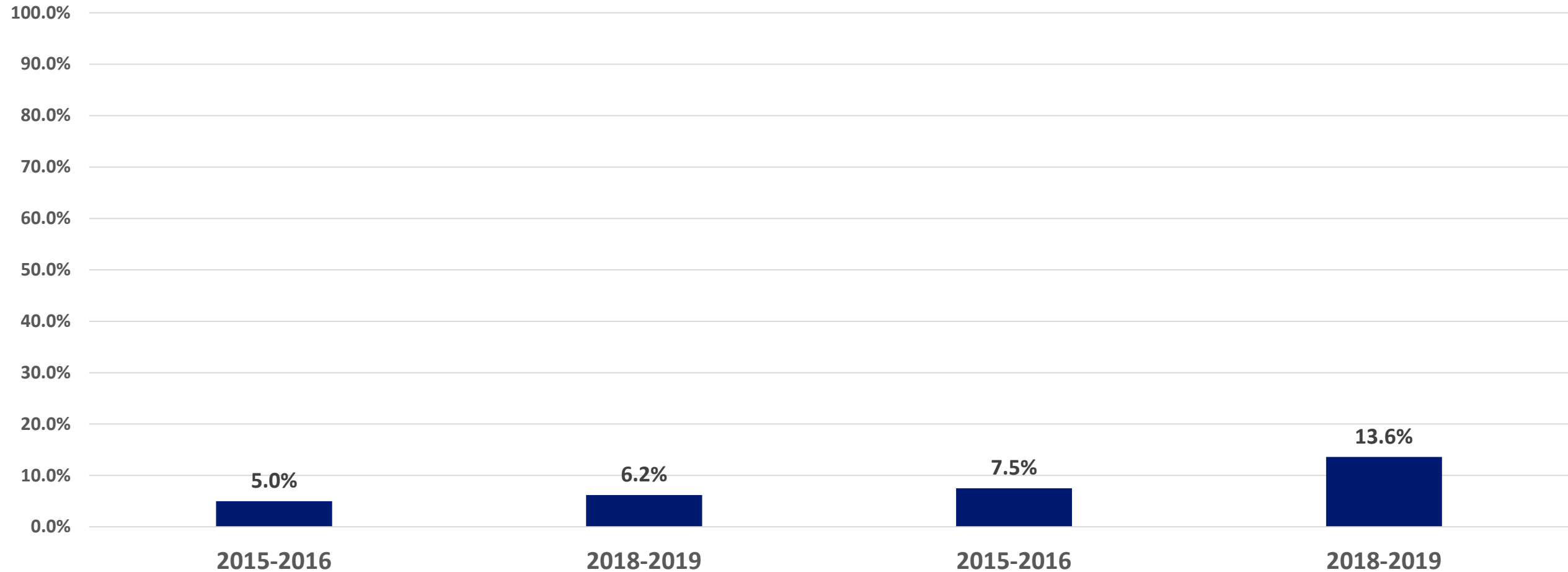
1st Year Transfer-Level Math Completion Rate



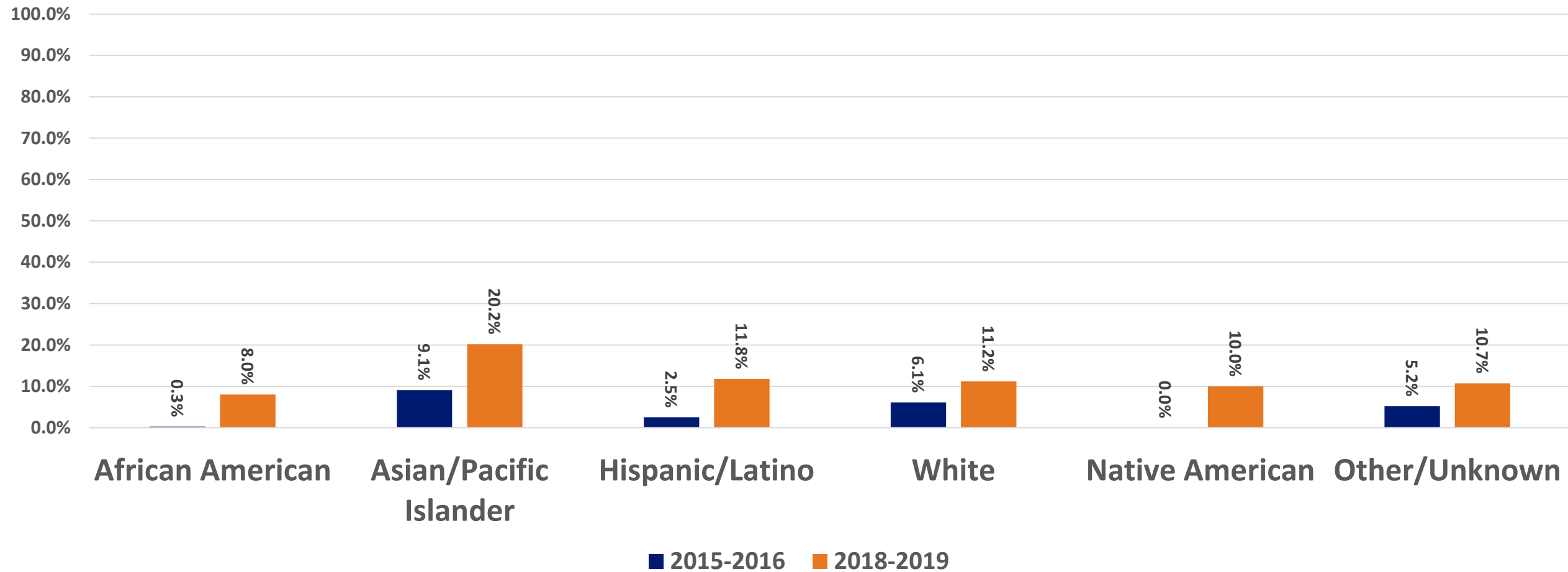
1st Year Transfer-Level Math Completion Rate By Race/Ethnicity



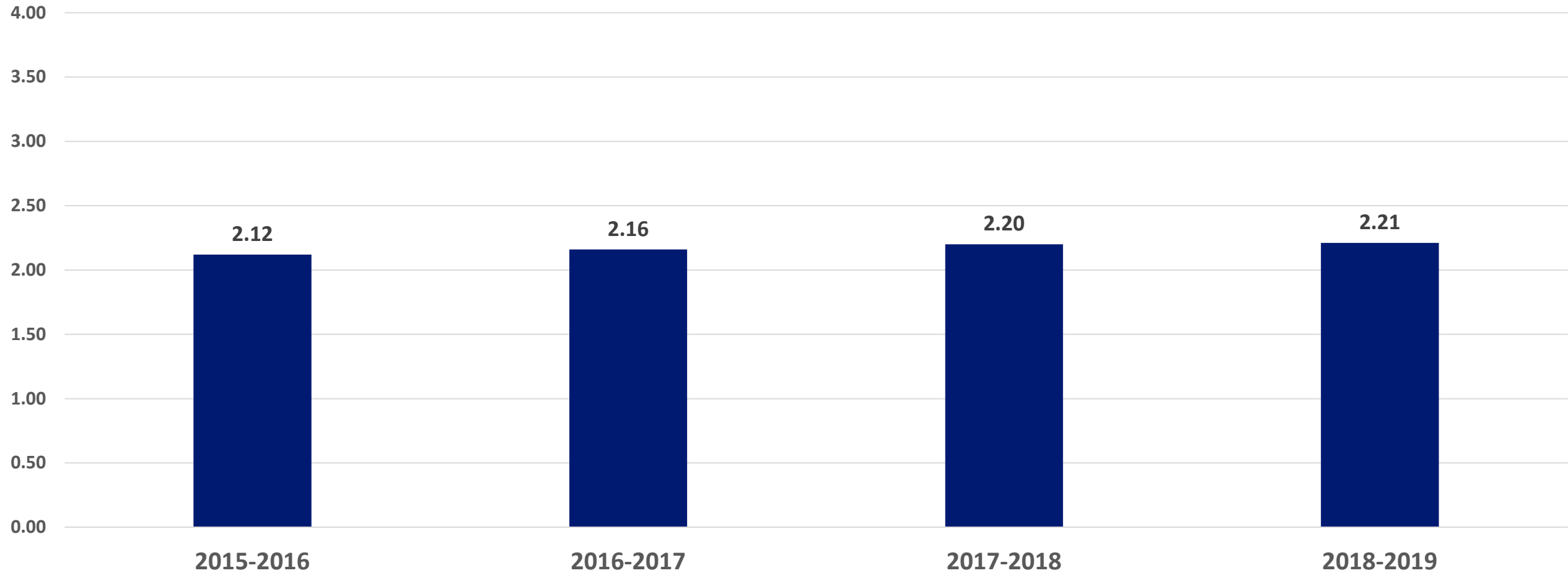
1st Year Transfer-Level Math and English Completion Rate



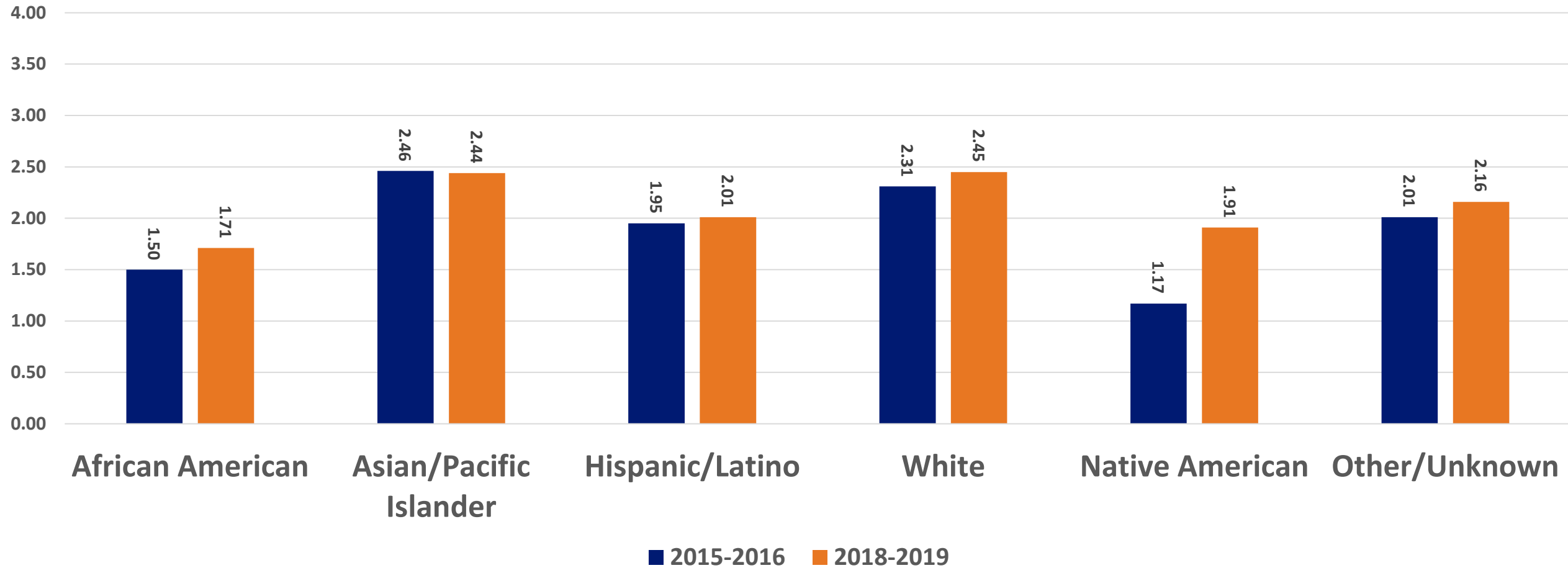
1st Year Transfer-Level Math & English Completion Rate By Race/Ethnicity



Average 1st Year GPA



Average 1st Year GPA By Race/Ethnicity



Lessons Learned

- Celebrate the Wins
- Disruptive work is exhaustive
- Case making never ends
- Organizational Cultural Shift vs Organizational Strategies
- Management and Instructional Leadership

Next Iterations

- Expanding Case management to all students
- Adoption & Integration of new technology
- Classroom centered support & intervention
- Opt out Schedule 2.0
- Distributed Professional Development Support for Classified Professionals