



Alamo Colleges District
CHARGES TO THE CHANCELLOR
2017-2018

The Board of Trustees of the Alamo Colleges District works with its Chancellor, Dr. Bruce Leslie, to provide a road map to excellence each year. The points along the way on this map are called Charges and are communicated to all stakeholders. The following Charges for 2017 – 2018 are built upon the previous years' Charges in order to encourage continuous improvement and innovation:

- 1) **AlamoENGAGE** – Expand implementation and refinement of the AlamoENGAGE model and its various components, including but not limited to Faculty Development and the inclusion of Decision-Making models within our Principle-Centered Leadership policy.
- 2) **Alamo Way** – Expand implementation and refinement of continuous improvement

activities, including but not limited to the three elements of the Alamo Way:

- a. Expand utilization of the Baldrige Model for Performance Excellence among the entire District, submitting the National Baldrige application in 2018 as a single system;
- b. Expand our Principle-Centered Leadership efforts, including the provision of The 7 Habits of Highly Effective People, to all students providing them the opportunity to achieve certification and thereby increase their academic success and job market competitiveness into high demand, high wage jobs;
- c. Maintain status as a Leader College within the national Achieving the Dream program and expand 4DX and all related initiatives designed to increase student success and achieve our annual degree/certificate WIG (Wildly Important Goal) each year.

3) Project Management – Expand implementation of Project Management as a key performance and communications strategy.

- 4) **General Obligation Bond** – Successfully complete sale of the first tranche of the GO Bond. Begin employment process of engineers, architects and other teams, begin design of the buildings within the first tranche and acquire property as stipulated in the CIP. Work with the Chair of the Board to implement oversight of the GO Bond.

- 5) **Workforce Needs of the City/County and Service Area** – Continue to collaborate with the Mayor, County Judge and SAWorks Board to co-lead with the San Antonio Chamber of Commerce the region’s Workforce Development effort including establishing employer driven pathways that align with the AlamoINSTITUTES and provide 9th grade through baccalaureate guided pathways in conjunction with our ISD and University partners that meet the needs of local employers:

- a. Fully develop AlamoCONFIDENCE in order to improve student, employer, university and citizen confidence in the Alamo Colleges,
- b. Expand development of our Access and Completion Regional Advising collaborative,
- c. Expand development of our Regional University Transfer Compact,
- d. Expand development of our Student Support initiative with the United Way.

6) District Support Building – proceed with the construction and opening of a District Support Organization facility that provides a safe, healthy and inclusive work and meeting space for the Alamo Colleges District staff and our citizens.

7) Achieving Higher Graduation and Completion Rates – Expand and improve implementation of the Alamo Way, our Strategy Map and the various models and strategies including 4DX, PDCA, The 7 Habits and Crucial Conversations, to achieve increased levels of graduates and

completers as set forth in our WIG. Achieve the 60X30TX goal early at 13,200 to 13,500 graduates/certificated students.

- 8) **Alamo Colleges On-Line (ACOL)** – Enhance our ACOL program along the model utilized by nationally successful on-line providers such as Maricopa’s Rio Salado College, Arizona State University, Southern New Hampshire University and Dallas County Community College to provide an effective and competitive delivery system that reaches the expanding demand by our regional students but also meets the requirements of our employers and international partners. Employ the staff budgeted, complete a 2-yr assessment of program and equipment needs and develop and implement a communication plan at the 100% level.

- 9) **System of Metrics** – Utilize a systems approach to more rigorously disaggregate data, including a focus on Equity, to more accurately quantify student barriers and

successes and develop interventions/strategies to increase success.

- 10) **Implement the AlamoINSTITUTES –**
Implement the AlamoINSTITUTES fully by fall 2018 and present to the Board periodically data that affirms the beneficial impact of the pathways model coupled with AlamoADVISE. Ensure this year that 80% of our students are assigned into the appropriate AlamoINSTITUTE through AlamoADVISE and that our five community-based strategies: SAWorks, Access and Completion, the Regional ISD Compact, the Regional University Transfer Compact, and our emerging United Way Student Support Compact continue to work in tandem to effectively increase student access, success and employment in high demand, high wage careers. Also, ensure that transfer advising guides are developed by March 2018 in at least 6 of the 7 local transfer compact universities (UTSA, TAUMSA, St. Mary's, OLLU, UIW, Texas State and UT Health Center)

- 11) **Educational Materials** – Expand our strategies to reduce the costs of educational materials with Open Educational Resources (OER's), electronic books and related strategies and continue to pursue collaborative strategies to ensure all Alamo Colleges' students have wifi access both at the Alamo Colleges and at home or in their neighborhood.

- 12) **Emergency Responsiveness Strategy (ERS)** – Assess the current state of ERS at the Alamo Colleges and pursue improvements to achieve national best practice standards. Work collaboratively with community agencies as appropriate and necessary and prepare to host programs for ISD and University Partners to assist them to achieve the same national best practice standards.

- 13) **SACSCOC Accreditation** – Complete reaffirmation for SAC, SPC, NVC, and PAC and complete accreditation for NLC.

- 14) **Communication Plan** – Develop and distribute a Communication Plan that achieves 90% distribution for the media, ISDs, business community, alums and other colleges/ universities.

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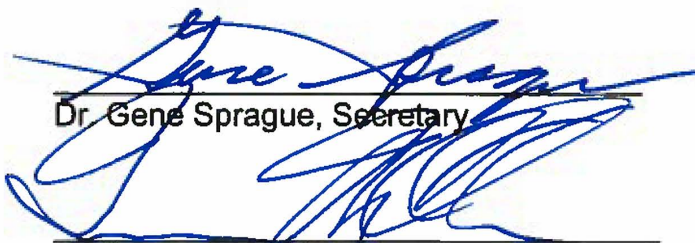
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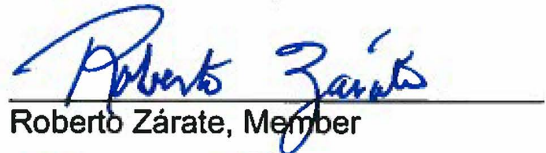
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