B.9.1 (Policy) Educational Philosophy
Responsible Department: Office of the Chancellor
Board Adoption: 7-26-11
Last Board Action: 7-26-11

Purpose
A Theory of Action has been selected as the overarching model for improvement to be used throughout the Alamo Colleges. The purpose of this policy is to describe the process that continues to drive increased student performance and greater efficiency and effectiveness at the Alamo Colleges.

Continuous Improvement as A Theory of Action

The Board holds that the Baldrige Criteria for Performance Excellence, called the Alamo Way (“Always Inspire, Always Improve”), provides a comprehensive, integrated systems perspective of overall organizational performance management to promote student success. The seven categories include the following:

- Category 1  Leadership
- Category 2  Strategic Planning
- Category 3  Customer Focus
- Category 4  Measurement, Analysis, and Knowledge Management
- Category 5  Workforce Focus
- Category 6  Process Management
- Category 7  Results

These seven concepts bring together an integrated leadership and management system that drives success across the Alamo Colleges, providing a strategic focus on overall organizational competitiveness and sustainability. To this end, the Board adopts the Alamo Way (“Always Inspire, Always Improve”) as its improvement theory, providing a framework to advance and align goals, strategic plans, policies, budgets, and administrative actions to improve the Alamo Colleges.

Role of the Board and Administration

The Board is committed to the use of the Alamo Way (“Always Inspire, Always Improve”) as a means to provide a stable, long-term framework for improving student achievement, as well as organizational performance. Board members shall inform stakeholder groups of the underlying
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philosophy for all Alamo Colleges initiatives. The theory of continuous improvement shall be established in Alamo Colleges’ publications and on the District and Colleges web sites. Staff members shall receive training on this policy as part of staff orientation.

The Chancellor shall monitor continuous improvement throughout the Alamo Colleges. The Chancellor and administrative staff shall provide regular (fall and spring semester) progress reports on academic results and other performance data. These reports shall provide data necessary to identify gaps and make mid-course corrections.

Reference:
B.5.1 (Policy) Board Responsibilities