ST. PHILIP’S COLLEGE WELCOMES QUALITY TEXAS EXAMINERS
Our Culture -

Our Foundation
St. Philip’s was started by the Episcopal Church as a cooking and sewing school for young girls of recently emancipated slaves.

The school was led by Artemisia Bowden, the daughter of a former slave.
“It takes faith, hope and persistence to make a dream a reality.”

“Learn to do something and do that something well.”

“I think the best of people. They appeal to me ..... on the basis of their personal worth, and not from the aspect of race, color or creed. Among my most valued friendships I count people of all races and creeds.”

“Stand up. You have so much to live for.”
In her 52 years of leadership, Ms. Bowden developed St. Philip’s into a fully accredited, integrated and comprehensive community college serving the intellectual and workforce needs of San Antonio.
St. Philip’s is the only institution in the United States with dual federal designations of
Historically Black and Hispanic Serving.

Through the Great Depression, the Civil Rights movement and Brown versus the Board of Education, St. Philip’s survived and continues to thrive.

The College has held true to its legacy of faith, hope and persistence as it makes its dream, its vision of excellence, a reality.
GOOD TO GREAT began in May of 2007 with the first annual G2G retreat. Participants include department chair faculty, professional staff and administrators as well as representatives of student government, staff council, faculty senate and the community.

### May 2012 Objectives
- Celebrate Accomplishments for 2011-2012
- Cycle of Learning - Update Mission/Vision/Values, Context Map, SWOT Analysis, College Action Plans and Scorecard
- 2012 - 2013 Strategic Action Plans - Begin development based upon Cycle of Learning findings
Evolution of the St. Philip’s College pursuit of Performance Excellence through Good to Great
Performance Excellence Journey
Key Accomplishments since 2007

* Reaffirmation of Mission, Vision, Values, “A Point of Pride in the Community”
* Annually updated Strategic Plan
* The President’s Academy
* Reinstitution of Operational Unit Plans
* Annual Unit Plan Report Outs
* Resource Allocation Process
* Call to Conversation
* Planning, Budget and Assessment Cycle
* Annual Institutional Context Mapping
* Annual Institutional Level SWOT analysis
* Quarterly College Scorecard
* Ongoing integration of Baldrige framework
Our Vision
St. Philip’s College will set the standard for achieving excellence in student success to build a vibrant, cohesive, and sustainable community.
Our Mission
St. Philip’s College provides an educational experience that stimulates leadership, personal growth, and a lifelong appreciation for learning.
Our Values
LIVING OUR VALUES
Honoring Our Employees

COMMUNICATION  ACCOUNTABILITY
INTEGRITY  CREATIVITY  COMMUNITY

John Braxton  Rusty Boyd  Blanca Padilla  Charleen Brammer
2012-2013
Priorities
<table>
<thead>
<tr>
<th>PRIORITIES</th>
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</thead>
<tbody>
<tr>
<td><strong>Financial Literacy</strong></td>
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<tr>
<td>* Improve default rate</td>
</tr>
<tr>
<td>* Educate</td>
</tr>
<tr>
<td><strong>Developmental Education</strong></td>
</tr>
<tr>
<td>* Increase student success rates</td>
</tr>
<tr>
<td>* Implement required tutoring</td>
</tr>
<tr>
<td><strong>Process Improvement</strong></td>
</tr>
<tr>
<td>* Develop improvement plans</td>
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<tr>
<td>* Plan - Do - Check - Act</td>
</tr>
</tbody>
</table>
Strategic Objectives
<table>
<thead>
<tr>
<th>STRATEGIC OBJECTIVES</th>
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</thead>
<tbody>
<tr>
<td>1. Provide access to resources and programs to fulfill individual educational goals.</td>
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<tr>
<td>2. Improve educational services for all students.</td>
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<tr>
<td>3. Build a world-class workforce through education and training.</td>
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<tr>
<td>4. Develop employees and strengthen financial, technological, and physical capacities.</td>
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<tr>
<td>5. Foster organizational communication to consistently promote the positive impact and value of SPC to the community.</td>
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</tbody>
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Focus on Results
Recognition of Excellence
Texas Higher Education Coordinating Board

Core Competencies:
• Business and Industry Responsiveness
• Quality instruction

Strategic Objective:
• Build a world class workforce

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
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<tbody>
<tr>
<td>Aircraft PowerPlant Technology/Tech</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Aircraft Mechanics and Aircraft Maintenance</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Physical Therapy Assistant</td>
<td>95%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Texas Higher Education Coordinating Board (THECB)

*KEY Results - Leadership*
## United Way Campaign

<table>
<thead>
<tr>
<th>Year</th>
<th>% Participation</th>
<th>Amount donated</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>12.4%</td>
<td>$20,436</td>
</tr>
<tr>
<td>2009</td>
<td>8.7%</td>
<td>$14,700</td>
</tr>
<tr>
<td>2010</td>
<td>13.8%</td>
<td>$19,115</td>
</tr>
<tr>
<td>2011</td>
<td>16.3%</td>
<td>$20,330</td>
</tr>
<tr>
<td>2012</td>
<td>19.4%</td>
<td>$23,982</td>
</tr>
<tr>
<td><strong>Total Amount</strong></td>
<td></td>
<td><strong>$74,851</strong></td>
</tr>
</tbody>
</table>

### Core Competencies:
- Community Engagement

### Strategic Objective:
- Employee Development
New Programs/Majors

- Power Generation & Alternative Energy
- Biotechnology
- Chemistry Research Assistant
- Health Mgt. Medical Lab Tech Specialty
- Health Mgt. Radiography Tech Specialty
- Health Mgt. Occupational Therapy Specialty

Source: Office of Planning, Research, and Effectives (OPRE)

NEW PROGRAMS BASED ON DOCUMENTED NEED

Core Competency - Business and Industry Responsiveness

Strategic Objective: Build a world class workforce

*Key Results - Strategic Planning*
Strategic Objective:
* Access to resources and programs

Key Results - Strategic Planning
Excellence!

Fall 2010 to Fall 2012

- Pinnacle Award
- 3 Star to 5 Star Status
- Shirley B. Gordon Award
- Distinguished Chapter
- Community Service - 847.75 to 1,059.25 volunteer hours

PHI THETA KAPPA Recognition

Core Competency:
* Support for Learners
* Community Engagement

Key Results - Student Focus
Q1: Encouraging contact among students from different economic, social, and racial or ethnic backgrounds

Q2: Providing the support you need to thrive socially

Key for Figure

Q1: Encouraging contact among students from different economic, social, and racial or ethnic backgrounds
Q2: Providing the support you need to thrive socially

Source: Community College Survey of Student Engagement (CCSSE)

*Key Results - Student Focus*
Strategic Objective - foster internal and external organizational communication

Key Results - Workforce Focus
Quality Enhancement Plan Process

SACSCOC Accreditation
• QEP Reaffirmation in 2006
• QEP 5th Year Report Confirmation

Students have significantly improved demonstration of critical thinking skills over the last 5 years.

Strategic Objective: Quality Instruction

*Key Results - Workforce Focus - Student Focus*
Why Did St. Philip’s apply for the TAPE?
1. Document organizational processes and results

2. Receive objective feedback on organizational processes and practices

3. Benchmark against other high-performing organizations

4. Obtain recognition
Embedded Approach
Baldrige Principles into Practice
1. Integrate TAPE /Baldrige broad principles into organizational practices

2. Designate Senior Leaders to manage and Champion TAPE related activities

3. Incorporate best practices of other leading organizations

4. Continuous improvement focus
St. Philip’s College

A Point of Pride in the Community

“It takes hope, faith and persistence to make a dream a reality.”

Artemisia Bowden

“Savior of St. Philip’s”
THANK YOU!  ENJOY YOUR VISIT

A Historically Black College & Hispanic Serving Institution