Modeling the Future—How do you Move an Institution From What it Currently IS to What it OUGHT to Be?

Leading the Way to College Completion
2013 USA Funds Symposium

Dr. Adena Williams Loston, President
St. Philip’s College
February 19, 2013
ST. PHILIP’S COLLEGE WELCOMES QUALITY TEXAS EXAMINERS
Our Culture -

Our Foundation
1898 - The Journey Began

A cooking and sewing school for young girls of recently emancipated slaves

Led by Artemisia Bowden, the daughter of a former slave

Bishop James Steptoe Johnson
Son of a former slave owner
“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.”
Evolution of the St. Philip’s College pursuit of Performance Excellence
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.

- Recognize and Celebrate Accomplishments Annually
- Conduct Cycle of Learning - Update Mission/Vision/Values, Context Map, SWOT Analysis, College Action Plans and Scorecard
- Develop Strategic Action Plan - Based upon Cycle of Learning findings
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
* Ongoing integration of Baldrige framework
* Planning, Budget and Assessment Cycle
* Institutional Context Mapping
* Institutional Level SWOT analysis
* College Scorecard
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.
LIVING OUR VALUES
Honoring Our Employees

ACCOUNTABILITY
COMMUNICATION
INTEGRITY
CREATIVITY
COMMUNITY

John Braxton
Rusty Boyd
Blanca Padilla
Charleen Brammer
2012-2013 Priorities
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<th>PRIORITIES</th>
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<tr>
<td><strong>Financial Literacy</strong></td>
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<tr>
<td>* Improve default rate</td>
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<td>* Educate</td>
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<td><strong>Developmental Education</strong></td>
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<tr>
<td>* Increase student success rates</td>
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<td>* Implement required tutoring</td>
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<td><strong>Process Improvement</strong></td>
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<td>* Develop improvement plans</td>
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<td>* Plan - Do - Check - Act</td>
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Strategic Objectives
STRATEGIC OBJECTIVES

1. Provide access to resources and programs to fulfill individual educational goals.

2. Improve educational services for all students.

3. Build a world-class workforce through education and training.

4. Develop employees and strengthen financial, technological, and physical capacities.

5. Foster organizational communication to consistently promote the positive impact and value of SPC to the community.
Principles of Leadership
Rules of Engagement
Focus on Results
Embedded Approach
Baldrige Principles into Practice
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 - Developed based upon Cycle of Learning findings
ST. PHILIP’S COLLEGE

A POINT OF PRIDE IN THE COMMUNITY