

# ST. PHILIP'S COLLEGE STRATEGIC PLANNING RETREAT

**May 21-22, 2014**

# Good to Great



ALAMO  
COLLEGES

ST. PHILIP'S COLLEGE



**The Nation's Only Historically Black College & Hispanic Serving Institution**

- Welcome -

# Practicing the 7 Habits

leadership

7 habits

exercise fulfillment organize self awareness effective

planning goals

Sharpen the saw accountability paradigms

direction Carry your weather

public victory purpose

influence relationships mission decisions

interdependence perspective

action Be proactive

Begin with the end in mind

freedom expectations Synergize renewal balance integrity

Put first things first

vision prioritize principles focus


Seek first to understand then to be understood

imagination creative energy

communication self-awareness service empathy

choices Think win win respect

Loston Welcome  
video



**When we can no longer  
change a situation, we are  
challenged to change  
ourselves.**

**- *Victor Frankl***

# Be Proactive



**Life doesn't "just happen" – it is carefully designed by us and our choices – we control and direct it.**

- [Stone video](#)

# Be Proactive - “Stone”



**Become a “transition person” –  
break unhealthy, harmful, abusive, or unfortunate learned behaviors and  
replace them with proactive, helpful, effective behaviors**

# Be Proactive - “Stone”



- How can we relate the community situation Stone was addressing with our own?
- How do you relate to Stone?

# Be Proactive - “Stone”

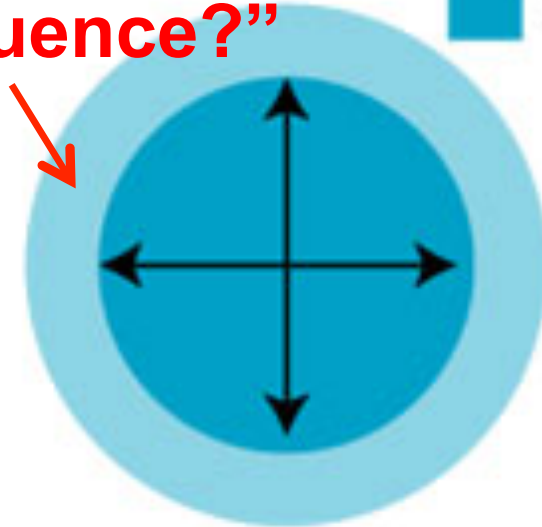


## Table Team Feedback

# Be Proactive:

## Circle of Influence

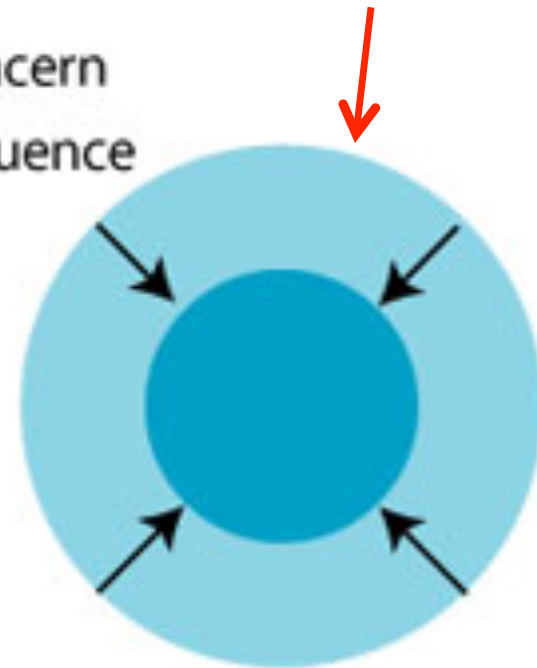
“What can I do?”  
“What can I influence?”



Proactive Focus  
Positive Energy enlarges the  
Circle of Influence

Circle of concern  
Circle of influence

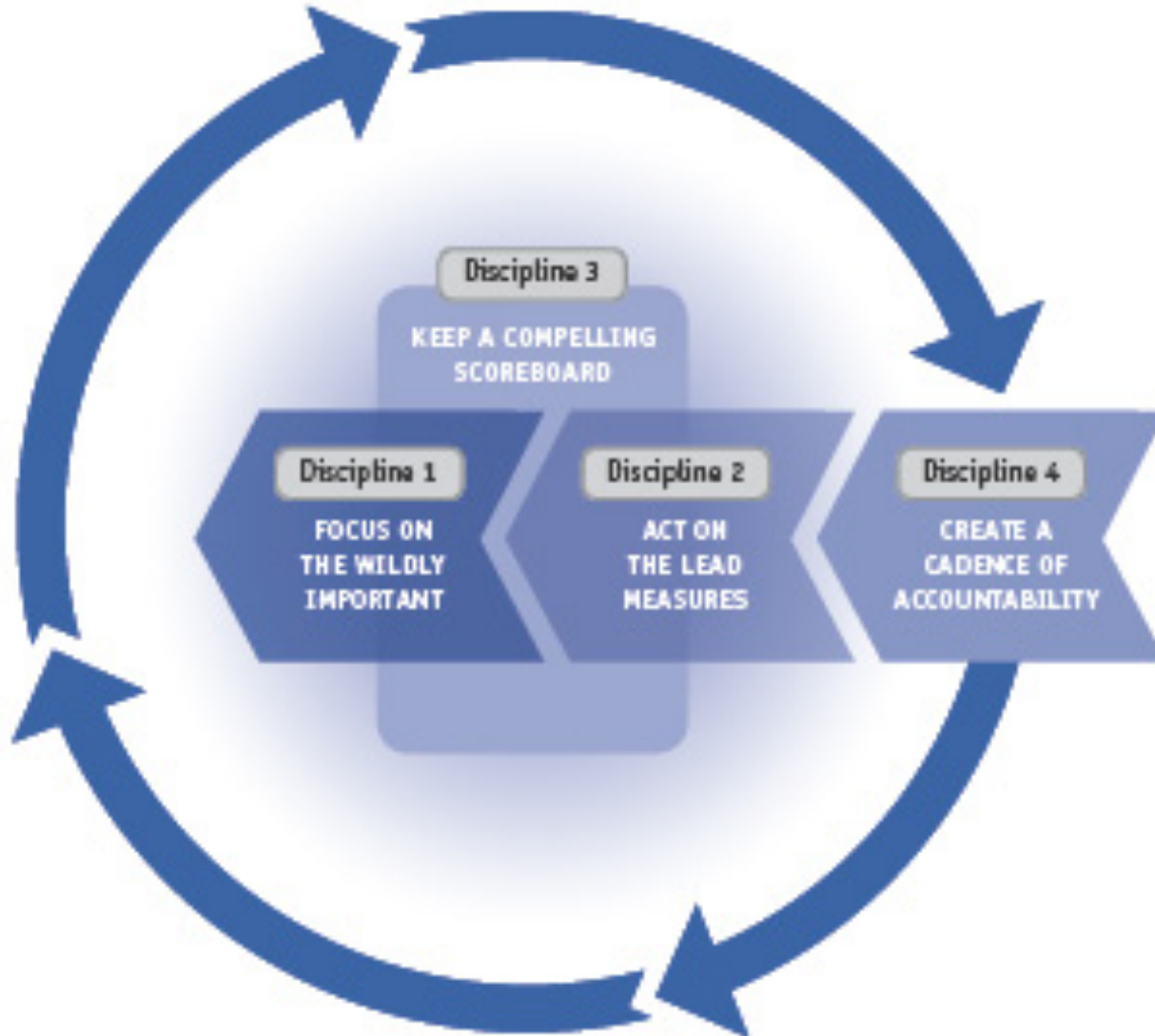
“I have no control”  
“I have no choices”



Reactive Focus  
Negative Energy reduces the  
Circle of Influence



# 4DX – Being Proactive



- SPC -

- 4DX -

Student  
Success!



# 4DX – Being Proactive

## Nursing Education WIG 1



## Scoreboard

Faculty/Staff	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10
	4-28	5-5	5-12	5-26	6-2	6-9	6-16	6-23	6-30	7-7
Rita Armstrong	✓	✓	✓							
Melissa Arthur	✓	✓	✓							
Annette Bailey	✓	✓	✓							
Tonya Costello	✓	✓	○							
Connie Cox	✓	✓	○							
Jill DeHoog	✓	✓	✓							
Richard Diaz	✓	✓	✓							
Veronica Furlow	✓	✓	✓							
Dianna Garza	✓	✓	✓							
Janet Hart (Staff)	✓	✓	✓							
Mary Holguin (Staff)	✓	✓	✓							
BJ Jackson	✓	✓	✓							
Joe Jackson	✓	✓	✓							
J. Lara	✓	✓								
Rick Lopez (Staff)	✓	✓	✓							
Blanca Neaves	✓	✓	✓							
Jemal Nelson (Staff)	✓	✓	✓							
Peggy Ortiz (Staff)	✓	✓	✓							
Claudia Pilar	✓	✓	✓							
David Reiff	✓	OUT	OUT							
Ivette Sterling	✓	✓	○							
Susan Thornton	✓	○	○							
Pat Urieqas	✓	✓	✓							
Dana Verette	✓									
Rhonda Webb	✓	✓	✓							

# 4DX – Being Proactive

## Nursing Education

### WIG 1



Lag:

Increase student/ faculty rapport from 25% to 100% by August, 2014

Lead:

All faculty will introduce themselves to one student per day for 16 weeks



# Begin with the End in Mind



Would you tell me please which way I ought to go from here?

That depends a good deal on where you want to get to, said the cat

I don't much care where, said Alice

Then it doesn't matter which way you go, said the cat

– From Alice's Adventures in Wonderland

[Video](#)



## **Texas Award for Performance Excellence**

- Leadership
- Strategic Planning
- Student/Stakeholder Focus

# Begin with the End in Mind



## Texas Award for Performance Excellence STRENGTHS

“Leaders create an organization of open communication and high performance.”

“Good to Great is a well-deployed approach to strategic planning.”

The systematic hiring and orientation process helps SPC meet its mission.”

“The informal process to capture and manage innovation helps SPC proactively leverage its core competencies.”

# Begin with the End in Mind



## Texas Award for Performance Excellence OPPORTUNITIES IMPROVEMENT

“Alignment between OUAP (unit planning) and strategic plan and objectives may increase agility in addressing objectives.”

“Development of key, systematic processes may help SPC address its strategic challenges (data analysis, risk assessment, staff appraisal review across employee groups).”

“Identification of appropriate measures for all key action plans may help SPC assess its effectiveness.”

“Development of a fully deployed systematic approach for learning may reduce waste and variability, improve student learning, and achieve sustainability”.



# Institutional Accomplishments



With your table team, identify 5 major SPC accomplishments over the last year. Input in form on the iPad.

- 1.
- 2.
- 3.
- 4.
- 5.

# Institutional Accomplishments



With your table team, identify 5 major accomplishments you want SPC to achieve in 2014-2015. Input in form on the iPad.

- 1.
- 2.
- 3.
- 4.
- 5.

# IT'S BREAK TIME!!!



[www.gifak.net](http://www.gifak.net)

# Begin with the End in Mind



## SACSCOC Mission Statement Guidelines

“The mission statement is comprehensive, addressing all aspects of institutional function and actively guides the institution.”

The mission statement is the **foundation for planning and assessment processes**. Are we doing what we say we are doing?

The mission statement **guides the faculty, administration and board** in deliberations and policymaking decisions in order to encourage coherence, consistency, and congruence in institutional direction.

# Begin with the End in Mind



## Current Mission Statement

St. Philip's College provides an educational experience that stimulates leadership, personal growth, and a lifelong appreciation for learning.

Does it address all aspects of institutional function?

Does it/Can it serve as a foundation for planning and assessment processes?

Does it/Can it guide the faculty, administration and board in decision-making?

# Begin with the End in Mind



## Revised Mission Statement Recommendations

Each table team develops a recommended SPC mission statement and enters it on the Mission Statement form on the iPad.

Does it address all aspects of institutional function?

Does it/Can it serve as a foundation for planning and assessment processes?

Does it/Can it guide the faculty, administration and board in decision-making?

# Begin with the End in Mind

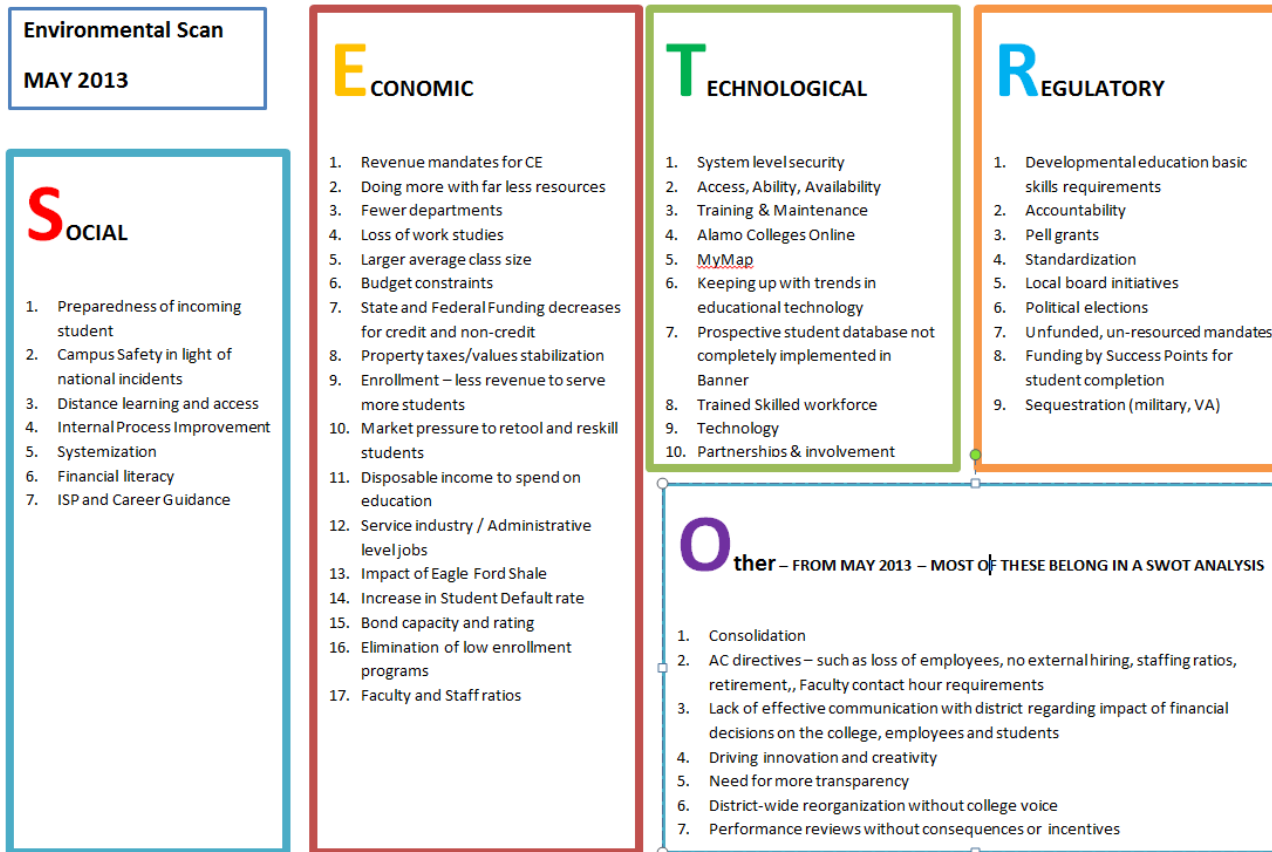


## Revised Mission Statement Recommendations

Recommendations captured  
and to be reviewed Day 2.

# Context Map Feedback

Table teams discuss internal and external factors to consider in this year's context map. Enter recommendations onto iPad.





# SWOT Analysis Feedback

Table teams discuss internal and external factors to consider in this year's SWOT analysis. Enter recommendations onto iPad.



SWOT Analysis - MAY 2013

## Strengths

1. Rich history
2. Workforce, Vocational/Technical Programs
3. Military/veteran friendly
4. Centers of Excellence in Math and Science
5. Cyber Security program, National Center of Academic Excellence
6. Talented and committed faculty and staff
7. Diverse, non-traditional student body
8. Senior leaders, faculty and staff encourage strong community connections and local community engagement through their personal participation

## Weaknesses

1. Low success rates of students progressing through developmental education
2. Low employee morale
3. Lack of a succession plan for all levels of employees
4. Communication/collaboration challenges between the colleges and district
5. Adjunct faculty and CE instructors support, services and expectations
6. Lack of defined processes (standardized processes)
7. Further development and use of AlamoShare for employees

## Opportunities

1. Build a productive and sustainable organization with a focus on employees
2. Expand partnerships with companies and 4 year institutions
3. Capitalize on Niche Market – unique programs in the area
4. Expansion of distance learning opportunities through Alamo Colleges Online (ACOL)

## Threats

1. Budget uncertainties
2. Hiring and Retention, unable to replace critical employees
3. District/College relationship - perception of "I" versus "We" mentality versus a supportive culture

# Put First Things First

## *Savage Chickens*

by Doug Savage



# Put First Things First



**Things which matter most  
must never be at the mercy of  
things which matter least.**

**– Johann Goethe**

[Big  
Rocks  
Video](#)

# The Time Matrix



## URGENT

## NOT URGENT

IMPORTANT

NOT IMPORTANT

CRISES  
PRESSING PROBLEMS  
DEADLINE DRIVEN PROJECTS  
MEETINGS  
PREPARATIONS

I

PREPARATIONS  
PRESENTATIONS  
PLANNING  
TRUE RECREATION  
RELATIONSHIP BUILDING

II

INTERRUPTIONS  
SOME CALLS, MEETINGS  
MANY PROXIMATE PRESSING  
MATTERS  
MANY POPULAR ACTIVITIES

III

TRIVIA, BUSYWORK  
JUNK MAIL  
SOME CALLS  
TIME WASTERS  
ESCAPE ACTIVITIES

IV

# The Time Matrix



	URGENT	NOT URGENT
IMPORTANT	<b>I</b> CRISES PRESSING PROBLEMS DEADLINE DRIVEN PROJECTS MEETINGS PREPARATIONS	<b>II</b> PREPARATIONS PRESENTATIONS PLANNING TRUE RECREATION RELATIONSHIP BUILDING
NOT IMPORTANT	<b>III</b> INTERRUPTIONS SOME CALLS, MEETINGS MANY PROXIMATE PRESSING MATTERS MANY POPULAR ACTIVITIES	<b>IV</b> TRIVIA, BUSYWORK JUNK MAIL SOME CALLS TIME WASTERS ESCAPE ACTIVITIES



Which quadrant do you normally fall within?

Individuals make your selection using the clickers.

# The Time Matrix



Review findings.

At your table, make up to 3 recommendations for moving the institution into Quadrant II as much as possible.

Keep in mind that we want to move from . . .







# *lunch***break**

SPURS SPIRIT CONTEST!





# Put First Things First



## **Put First Things First**

- FY14 Institutional Priorities
  - Financial Literacy
  - Developmental Education (College Prep)
  - Process Improvement

# Put First Things First



## Put First Things First

- FY14 Institutional Priorities
  - Financial Literacy
  - 2013-2014 Academic Year
    - 2247 students utilized the Life Skills modules
    - 19,974 modules completed
    - 29 classroom presentation – 749 students
    - Six game show presentations
    - 84 Students received financial aid exit interviews

[Financial Literacy Video](#)

# Put First Things First



## Put First Things First

- FY14 Institutional Priorities
  - Financial Literacy continued
    - USA Funds Webcast
      - St. Philip's College: Mia Gallegos, Diane Hester, Sherrie Lang
      - Indiana University – Purdue University Indianapolis  
Michele Wedel
    - Results
      - 2010 Student Loan Default Rate: 23.4%
      - 2011 Student Loan Default Rate: 17.2%
      - St. Philip's College Grant Renewal
        - » Awarded \$100,000

# Put First Things First



- **FY14 Institutional Priorities**
  - **Developmental Education (College Prep)**

## **Alamo READY and Alamo PREP**

### **Effective Spring 2014:**

The structure of Developmental Education changed to a two tier system, Alamo READY and Alamo PREP.

- Alamo READY correlates to our current upper levels of developmental education and Alamo PREP is equivalent to the lower developmental or ABE levels.
- Developmental English and Reading have been integrated into a single course identified as INRW.
- Students close to college level in English and/or Reading will take ENGL 1301+ (one hour lab attached to the course).
- There are “Refresher Courses” for both Math and INRW. The refresher course is mandatory for all FTIC students.

# Developmental Education

## Results

### Fall 2012 – Fall 2013 Comparison

#### Fall 2012

		Enrollment	Completers	Success	Completion Rate	Success Rate
ENGL	Total	481	400	296	83.2%	61.5%
READ	Total	511	419	290	82%	56.8%
MATH	Total	1694	1466	783	86.5%	46.2%

#### Fall 2013

ENGL	Total	378	335	249	88.6%	65.9%
READ	Total	393	334	240	85%	61.1%
MATH	Total	1164	1032	653	88.7%	56.1%

#### Fall 2013

MATH	0300	288	270	208	93.8%	72.2%
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# Put First Things First



## **Put First Things First**

### **FY14 Institutional Priorities**

#### **– Process Improvement**

- PBA Cycle –realignment with clearly defined planning, budgeting and assessment cycles
- College Scorecard – alignment district KPIs, leading indicators identified and reviewed weekly
- SACSCOC Reaffirmation Charter / Project Management

# Institutional Priorities



## **Put First Things First**

### FY15 Institutional Priorities

Any priorities that have been fully integrated into our institutional processes can be removed from the priority list.

1. Which, if any priorities should we keep?
2. What other potential priorities are evident?

**Key responses onto iPad.** Recommendations captured and to be reviewed Day 2.





**What do we live for, if it is not  
to make life less difficult for  
each other?**

**– George Eliot**

# Think Win-Win



- **Contemplate: What does “win-win” mean?**
- **Discuss**

# Think Win-Win



**Contemplate: What does “win-win” mean?**

**Merriam Webster:** advantageous or satisfactory to all parties involved



**It DOES NOT mean that everyone gets everything that they want, when, where and how they want it.**

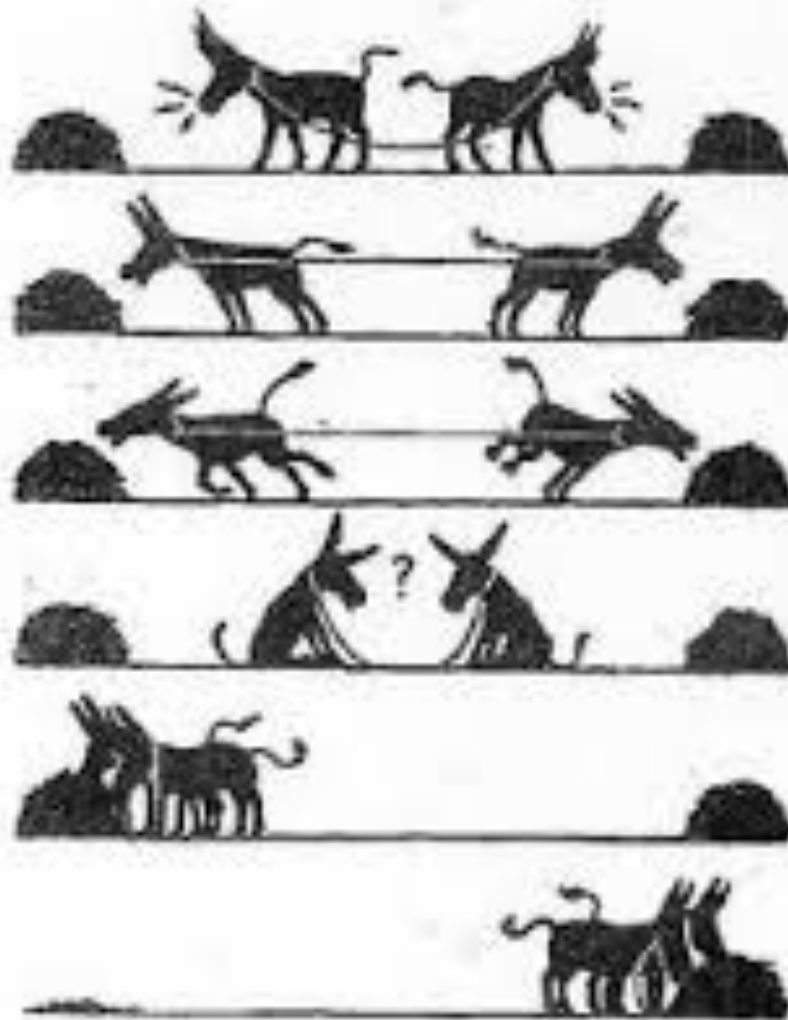
**It does mean that both parties are satisfied with what they are getting and are able to move forward.**



# Think Win-Win



# Think Win-Win



# Think Win-Win



## Extreme Win-Win

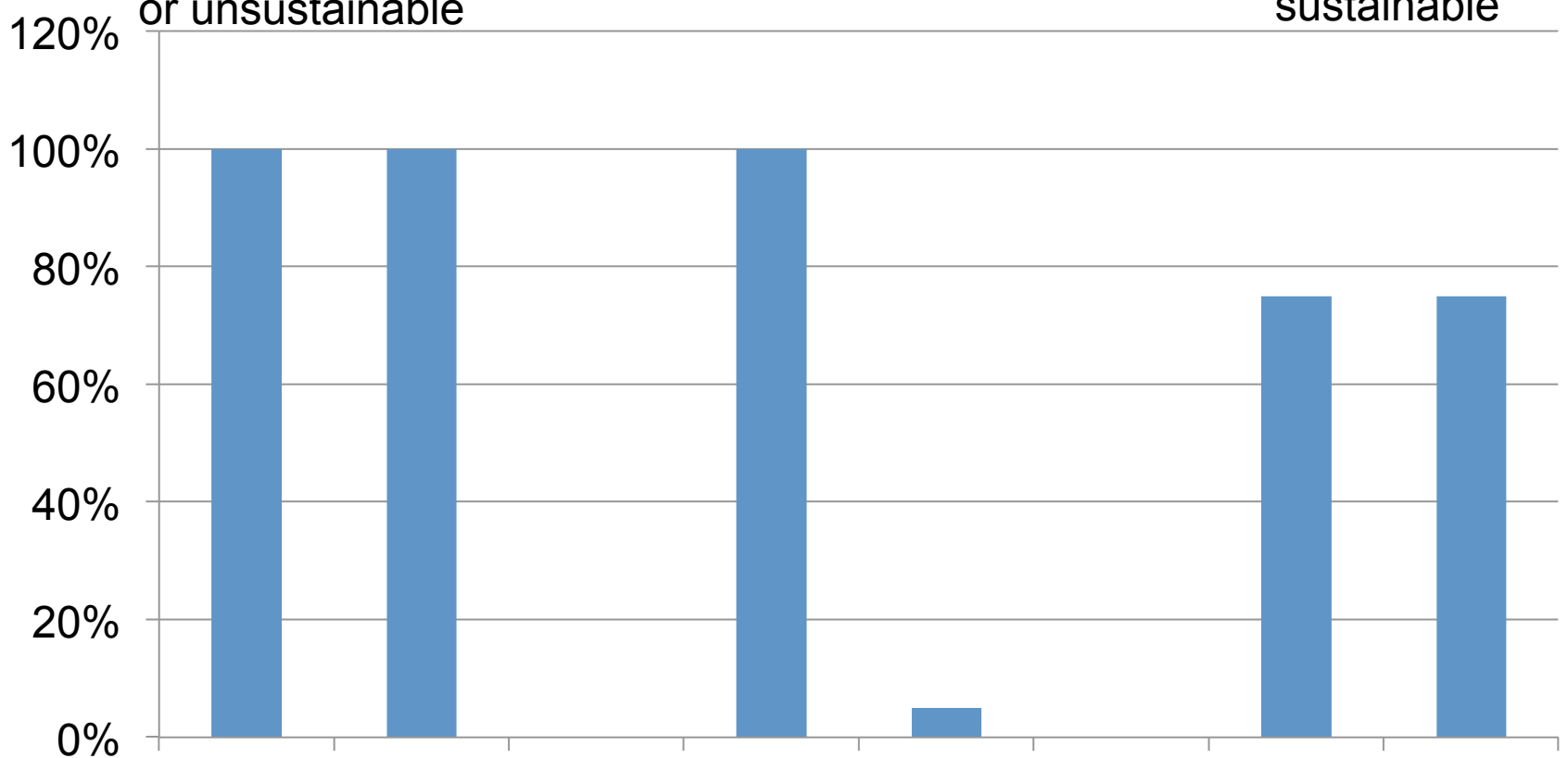
Ideal, although sometimes unrealistic or unsustainable

## Win-Lose

Not ideal, results in "burned bridges"

## Common Win-Win

Everyone wins, result of compromise, sustainable





## **What does “win-win” look like between you and:**

- Students**
- Co-workers**
- Subordinates**
- Leaders**

**Table Team Dialog**



Think Win-Win



THE  
GREAT  
TIE  
AUCTION  
!

WHO WINS?

WE ALL





The image shows five light-colored wooden blocks with rounded corners, arranged in a slightly curved line on a dark, textured stone surface. Each block has a single letter of the word "RELAX" printed on its top face in a bold, black, serif font. The letters are R, E, L, A, and X from left to right. The lighting is soft, creating gentle shadows and highlighting the natural grain of the wood and the rough texture of the stone.

RELAX

- Take a Break -

# Seek First to Understand, then to be Understood



**Listen, or your tongue will  
make you deaf.**

**– Native American Proverb**

[Empathic  
Listening  
video](#)

# Seek First to Understand, then to be Understood



## Alamo Colleges-Wide Communication

Keeping in mind what we just heard in the video, each table group needs to enter on their iPad:

1. One example of what we can do as an organization to practice this habit
2. One example of what we can do as individuals to practice this habit



**The enemy of the best  
is the good.  
– Voltaire**

# Synergize

**SPC has undertaken many steps toward greatness this past year as evidenced by:**

Scorecard with leading indicators

SACSCOC Reaffirmation Project Management process

Quality Student Experience – synthesis of all student focused initiatives [Initial Planning Stages]

Instructional Review **DRAFT**

# Synergize

## SPC Scorecard

GOAL	MEASURE	BENCHMARK	Supporting Documents Leading Indicators	RESULTS						TARGET
GOAL 1 Access to Higher Education	Enrollment		<ul style="list-style-type: none"> <li>Labor Market Demand Data</li> <li>Weekly Enrollment Report for Current/Upcoming Semester</li> </ul>	Fall 09	Fall 10	Fall 11	Fall 12	Fall 13	Fall 14	
				10,280	10,828	10,710	10,313	10,245	TBD	
	Productive Grade Rate	AC baseline (Fall 2006) = 67.3% Dual Credit = 93.8% Non-Dual Credit = 75.3%	<ul style="list-style-type: none"> <li>SLO Assessment Results (QEP and ETS)</li> <li>Early Alert</li> <li>Tutoring</li> <li>Student Engagement (CCSSE Survey)</li> </ul>		Fall 09	Fall 10	Fall 11	Fall 12	Fall 013	
					72.5%	71.4%	75.2%	77.4%	79.1%	
GOAL 2 Success / Completion	Course Completion	AC baseline (Fall 2006) = 80.2% Dual Credit = 96.9% Non-Dual Credit = 89.5%	<ul style="list-style-type: none"> <li>Early Alert</li> <li>Tutoring</li> <li>Student Engagement and Satisfaction (CCSSE, Noel Levitz, End of Course)</li> </ul>		Fall 09	Fall 10	Fall 11	Fall 12	Fall 13	
					86.3%	85.8%	90.4%	91.7%	92.9%	
	Persistence FTIC Fall-to-Fall	State & VLCC Best LongStar Cy-Fair = 66.5% VLCC Average = 55.7%, Statewide = 52.5% National (Northern Virginia, Fall 2011) = 69.0% AC developmental education = 50.8%	<ul style="list-style-type: none"> <li>Student Satisfaction</li> <li>On-Site Wait Times</li> <li>Student Engagement and Satisfaction (CCSSE, Noel Levitz)</li> </ul>	FY09	FY10	FY11	FY12	FY13*	FY14	
				51.2%	42.0%	41.6%	49.8%	49.6%	55.4%	
	Graduation Rate FTIC 4-year	VLCC Best (South Texas) = 21.9% VLCC Average = 13.9%, State Average = 16.0% State best (Clarendon College) = 32.8% National (Merriopa, 2007 cohort) = 23.4% AC developmental education = 9.1%	<ul style="list-style-type: none"> <li>Enrollment</li> <li>PGR</li> <li>Early Alert</li> <li>Tutoring</li> </ul>	Fall 05 Cohort	Fall 06 Cohort	Fall 07 Cohort	Fall 08 Cohort	Fall 09 Cohort	Fall 10 Cohort	
			9.3%	12.0%	12.7%	11.5%	9.1%	12.3%		
	Degree and Certificates Awarded	VLCC Best (Dallas) = 7,928 VLCC Average = 4,769 National (Merriopa, 2011) = 22,294	<ul style="list-style-type: none"> <li>Enrollment</li> <li>PGR</li> <li>Early Alert</li> <li>Tutoring</li> <li>Regulatory Compliance</li> </ul>	1,284	1,415	1,433	1,434	1,415	TBD	
GOAL 3 Pathways to Success	Employment % technical students employed within six months of graduation	VLCC Best (El Centro- DCCCD) = 82.7% VLCC Average = 74.1%, State average = 76.5% State Best (Brazosport) = 89.3%	<ul style="list-style-type: none"> <li>Graduation Rates</li> <li>SLO Assessment Results (QEP and ETS)</li> <li>Labor Market Demands</li> <li>Licensure Pass Rates</li> </ul>		63.7%	79.0%	75.9%	76.1%	78.3%	
	Transfer % FTIC students transferred to a senior institution in six years	VLCC Best (Collin) = 31.6% VLCC Average = 24.4% Statewide = 28.0% State Best (Baylor College) = 49.4%	<ul style="list-style-type: none"> <li>Graduation Rates</li> <li>Persistence</li> <li>SLO Assessment Results (QEP and ETS)</li> <li>Labor Market Demands</li> </ul>		FY09	FY 10	FY 11	FY 12	FY13	
				10.5%	9.5%	10.0%	12.3%	16.3%		
	Licensure Passage	State Best (Austin) = 100% State Average = 91.4%	<ul style="list-style-type: none"> <li>SLO Assessment Results</li> <li>PGR</li> <li>Tutoring</li> </ul>		88.1%	93.3%	90.1%	Pending	93.5%	
GOAL 4 Performance Excellence	Best in the Nation		<ul style="list-style-type: none"> <li>Regulatory Compliance</li> <li>Good to Great Implementation (Context Map, SWOT Analysis, Strategic Objectives, Action Plans, PBA Cycle Adherence)</li> <li>Cycles of Improvement</li> <li>College Climate (PACE Survey)</li> <li>Student Engagement and Satisfaction (CCSSE, Noel Levitz)</li> <li>SLO Assessment Results (QEP and ETS)</li> <li>OUAPs completed and on time</li> <li>TAPE Band Level Improvement</li> <li>Employee professional development satisfaction</li> <li>Funds spent appropriately and timely</li> <li>Emergency Preparedness Assessments</li> <li>On-Time, On-Budget Facilities Completion</li> </ul>				FY12	FY13	FY14	
							TAPE Band # 2	TAPE Band #4	TAPE Band #4	
GOAL 5 Organizational Communication	Fundraising	2012/13 AC: SAC \$422,507 PAC \$185,825 NLC \$114,140 NVC \$196,244	<ul style="list-style-type: none"> <li>Monthly Status Reports</li> <li>Golf Tournament weekly reports</li> </ul>				\$405,269	\$492,991	\$350,000	



## SACSCOC Reaffirmation Project Management

PHASE 2 – Project Management Kickoff  
February 4, 2014

### SPC SACSCOC Reaffirmation Charter

- Overview of Project
- Scope
- Deliverables
- Boundaries
- Stakeholders
- Key Milestones
- Roles and Responsibilities
- Tracking Mechanisms

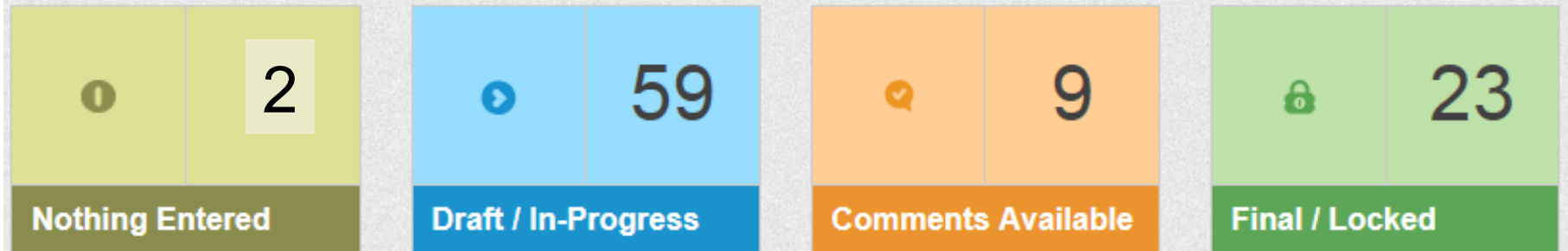


# Synergize

## SACSCOC Reaffirmation Project Management

### Dashboard

Days remaining until submission | 291



You have a Manager role for all Standards and Reports.

### **23 Issues Logged In:**

- 5 completely and satisfactorily resolved
- 5 have a plan for satisfactory resolution
- 13 active issues
  - Of the 13 active issues, 5 are being addressed “in-house” and 8 are being addressed as part of district policy/procedure/practice issues



# Synergize

## Quality Student Experience



**Processes**

**Goal**



## Instructional Review

**DRAFT**

- September 30 Chairs informed of programs scheduled for review
- September 30 Departments identify faculty for the Instructional Review Committee (IRC). Ratio - one faculty per 4 programs for each department
- October 31 Review materials available in WEAVE
- November 30 VPAS Office convenes initial IRC meeting to elect a chair
- February 28 Instructional programs complete review in WEAVE
- March 31 IRC teams evaluate documents and complete rating forms
- April 30 IRC meets for team findings and vote on recommendations
- May 31 IRC findings are sent to the chairs and deans
- Sept - October Annual Unit and Instructional Review Report Out

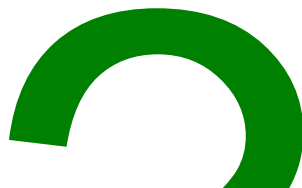
# Synergize



How do we keep the momentum going?

How

By taking care of ourselves and others . . . . .



# Sharpen the Saw



**A long, healthy and happy life is the result of making contributions, of having meaningful projects that are personally exciting and contribute to and bless the lives of others.**

**– Hans Selye**

[Survival](#)  
[Revival](#)  
[Video](#)

# Sharpen the Saw



## Personal Commitment to Sharpen the Saw

What are you doing now to sharpen your saw?

What do you want to do going forward?



Each table enters onto the iPad what they want to share

# happy

[Video –  
Happy by  
Pharrel  
Williams](#)



THE  
GREAT  
TIE  
AUCTION  
!

**Sharpen the  
Saw!**

**Synergize!**





# Facilities Overview



# Dinner



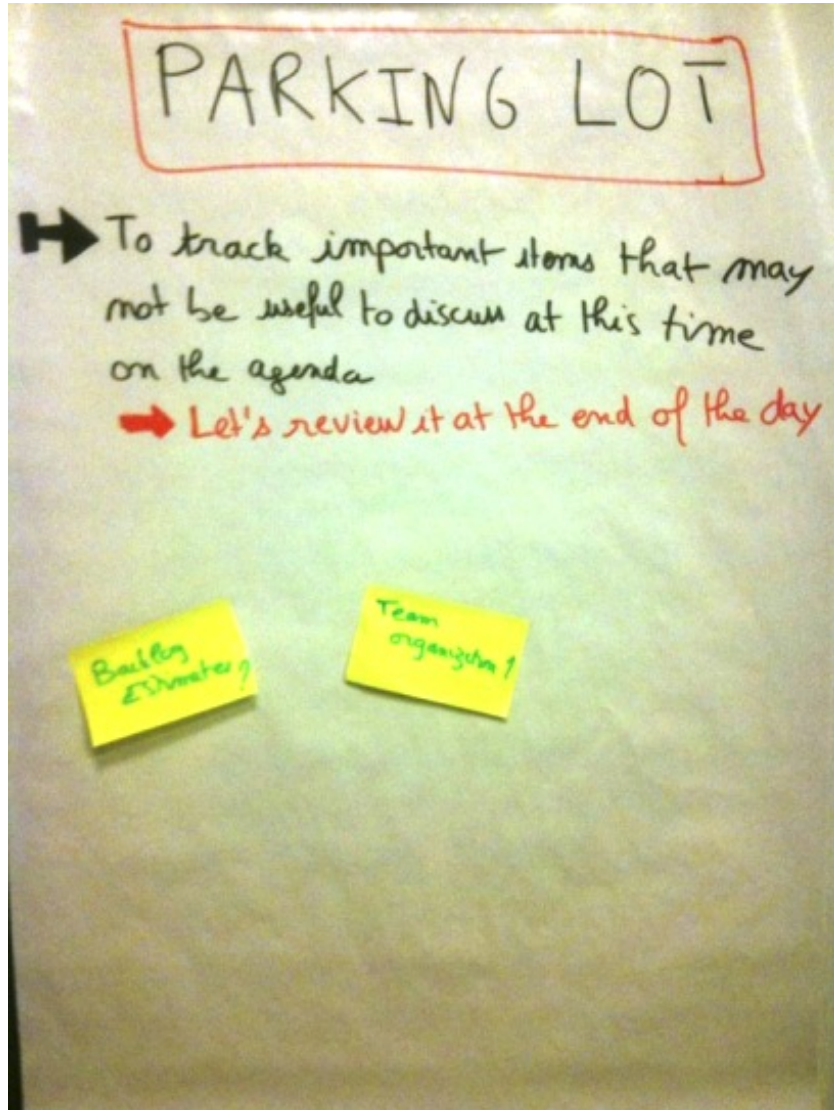


[Happy  
Video](#)



**A learning organization is one that is able to change its behaviors and mind-sets as a result of experience.**

# Feedback



## Parking Lot Issues

# Mission Statement Review

Table Teams review mission statement recommendations from all teams.

Develop a new mission statement that meets SACSCOC recommendations and that synthesizes the views of the other tables.

Does it address all aspects of institutional function?

Does it/Can it serve as a foundation for planning and assessment processes?

Does it/Can it guide the faculty, administration and board in decision-making?

# BREAK



[www.gifak.net](http://www.gifak.net)



# NEW Priorities

Table Teams review institutional priorities recommendations from Day 1.

Create a preferred list of 3 priorities and enter onto iPad.



# NEW Strategic Objectives



Table Teams review proposed strategic plan that is in alignment with the district strategic plan. Identify strengths and concerns.

Make recommendations for additions or minor edits.

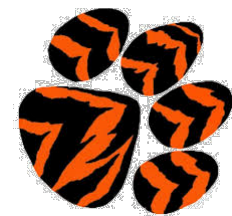
Strategic Objective 1:  
Student Success

Strategic Objective 2:  
Leadership

Strategic Objective 3:  
Performance  
Excellence

1 let's do 1  
lunch

# Show your TIGER spirit!





# NEW College Action Plans

Table Teams review proposed college action plans that are in alignment with the district strategic plan. Identify strengths and concerns.

Make recommendations for additions or minor edits.

Strategic Objective 1:  
Student Success  
Action Plans a - g

Strategic Objective 2:  
Leadership  
Action Plans a - c

Strategic Objective 3:  
Performance  
Excellence  
Action Plans a - f

# NEW - PBA Cycle

**Planning Cycle**  
November - February

Unit Plan Report Outs  
October-November

Strategic Planning  
December

Budget Planning and  
Development  
December – January

Unit Planning  
January - February

**Budgeting Cycle**  
February - May

Resource Allocation  
Requests for  
Equipment/Staffing-  
January – February

Resource Allocation  
Approvals  
March

Process Approved  
Allocations for  
upcoming year  
February - May

**Assessment Cycle**  
May - November

Good to Great Retreat  
May

Degree Program and  
Core Student Learning  
Outcomes  
June

Student Learning  
Outcomes Assessment  
Part 1 (Standardized Testing)  
October - November

Student Learning  
Outcomes Assessment  
Part 2 (Assessment Day for  
QEP and Core Curriculum)  
February

Unit Plan Report Outs  
October-November



ALAMO  
COLLEGES

ST. PHILIP'S COLLEGE

The image shows five light-colored wooden blocks with rounded corners, arranged in a slightly curved line on a rough, textured stone surface. Each block has a single letter of the word "RELAX" printed on its top face in a bold, black, serif font. The letters are R, E, L, A, and X from left to right. The stone background has various shades of brown and tan, with some darker spots and cracks.

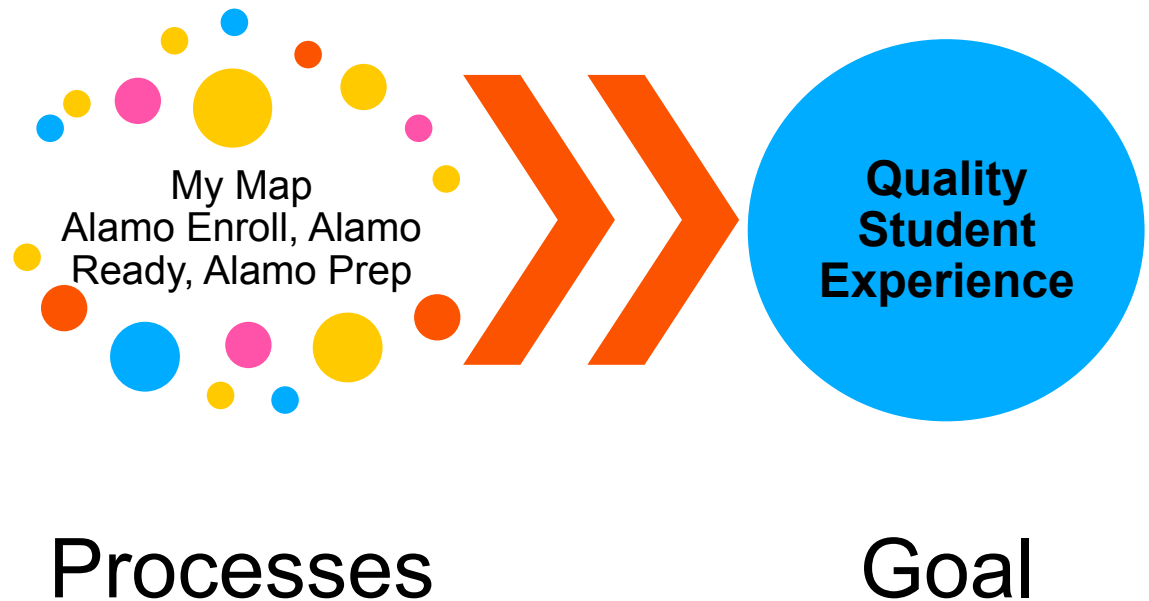
- Take a Break -



# NEW - QSE

## Quality Student Experience

What is the Quality Student Experience?  
How can we communicate the QSE to the broader community?



# Reflections



1. Table teams identify 3 most significant institutional learning experiences over the last year.

2. Table teams identify 3 most significant learning experiences they have engaged in during the course of this retreat.

**Enter information onto the iPad.**

# Reflections



What crucial conversations do you feel are needed in the coming year?

What are your projections of critical issues?

crucial  
conversations

# Good to Great 2014



## Closing Remarks

A word cloud centered around the word "leadership". The word "leadership" is the largest and most prominent. Other large words include "balance", "principles", and "habits". Smaller words include "purpose", "influence", "action", "vision", "prioritize", "principles", "focus", "habits", "service", "empathy", "respect", "communication", "self-awareness", "choices", "Think win win", "imagination", "creative energy", "Seek first to understand then to be understood", "vision", "prioritize", "principles", "focus", "habits", "service", "empathy", "respect", "communication", "self-awareness", "choices", "Think win win", "imagination", "creative energy", "Seek first to understand then to be understood", "vision", "prioritize", "principles", "focus", "habits", "service", "empathy", "respect", "communication", "self-awareness", "choices", "Think win win", "imagination", "creative energy", "Seek first to understand then to be understood".

leadership

exercise  
fulfillment  
organize  
self awareness  
effective

planning  
goals  
accountability  
paradigms  
freedom  
renewal  
integrity

Sharpen the saw  
direction  
Carry your weather  
public victory  
purpose  
Put first things first  
Synergize  
balance

influence  
interdependence  
relationships  
mission  
decisions  
perspective  
Begin with the end in mind  
vision  
prioritize  
principles  
focus  
habits

action  
Be proactive  
Seek first to understand then to be understood  
imagination  
creative energy  
communication  
self-awareness  
choices  
Think win win  
service  
empathy  
respect

# Closing



# TIME TO GO HOME!!!

