Strategic Plan
Year Two Report

Board Workshop | April 2021

Dr. Angela Long
Director of Strategic Engagement

Strategic Plan: 2019-2023

STRATEGIC PRIORITIES

ACCESS

Strengthen and expand access by increasing awareness of educational opportunities that are reflective of student, business, and community needs.

STUDENT SUCCESS

Promote a **student-centered environment** that focuses on student achievement, engagement and educational excellence.

PARTNERSHIPS

Nurture collaborative relationships with K-12, universities, businesses, and community partners to develop a cohesive educational strategy that ensures seamless alignment and builds a skilled workforce that leads to economic mobility and increased educational attainment.

WORKFORCE

Achieve regional and statewide recognition as a premier college of choice for providing workforce training by delivering high quality programs and instruction that enables students to grow, succeed, and stay globally competitive.

RESOURCES & EFFICIENCY

Strategically **leverage, grow and utilize resources** to maximize student success and institutional sustainability and effectiveness.

ACCESS

STRATEGIC CHAMPIONS

Gerald Jones
Associate Vice
President, Student
Affairs

Anthony Jones
Associate Vice
President,
Academic Affairs

Access 1.1 and 1.2
Ensure Clear Pathways and Expand DE and Summer Bridge

Year Two Highlights

- **60% more Black students** participated in summer with a culminating dual-enrollment success rate of **94%.**
  - JumpStart
  - Eagles Rise Summer Academy
  - TCC Scholar Program

94%
Dual-Enrolled Success Rate

91%
Scholar Summer to Fall Retention

83%
Eagle's Rise Summer to Fall Retention

JumpStart Program

EAGLES RISE SUMMER ACADEMY

SCHOLAR PROGRAM

Access 1.3

Year Two Highlights

- **TRIO Educational Talent Search: $277,375** in funds for **383 students** in Gadsden County.

- **Take Stock in Children (TSIC): $55,977** grant and **$15,000** for the Community Human Service Partnership**.**

- **Middle School Outreach:** Verizon Innovative Learning Grant awarded TCC **$80,000 to service 100 middle school girls** focused on STEM learning.

Access 1.4
Ensure Programs are Accessible and Affordable

Year Two Highlights

- **Comprehensive review of OER** supported courses.

- TCC was first to create **LIVE Courses**.

- **Faculty Support**: Professional development: "When a Pandemic Strikes" workshops.

- **Student Support**: Provided laptops and hotspots to students with limited or no access.

Retain. Reuse. Revise. Remix. Redistribute.

OER

OPEN EDUCATIONAL RESOURCES

LIVE Courses
Learning
Interactively *in a*
Virtual
Environment

STUDENT SUCCESS

STRATEGIC CHAMPIONS

Sheri Rowland
Vice President,
Student Affairs

Sharisse Turner
Dean, Transitional Studies
Director, Eagles RISE
Summer Academy

Student Success 2.1
Create Comprehensive Student Services Model

Year Two Highlights

- **Refined Advising Process and New Student Onboarding** with Embedded SuperStrong Inventory.
    - Personalized Assessment with Admissions Navigator
    - Assigned Career/Academic Advisor and Success Coach
    - First-Year Experience
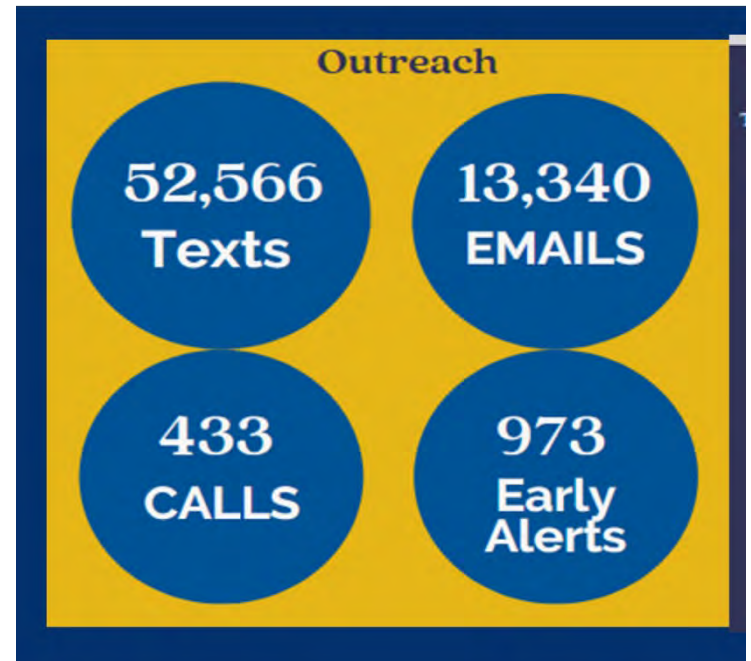- **Developed Faculty – Student Engagement Model based upon CARE initiative.**

Student Success 2.2
Integrated, Targeted Support Services

Year Two Highlights

- Built **critical access points** and **virtual outreach** through Virtual TCC.
    - **94% Veteran's retention rate** and **91%** Student Accessibility retention rate – Fall to Spring.
- Embedded **Academic Support Services**
    - **80%** course success rate in College Algebra with Study Edge**.**
- **Academic Success Coaches**
    - League for Innovation - **2021 Innovation of the Year Award.**

Outreach

52,566 Texts

13,340 EMAILS

433 CALLS

973 Early Alerts

Student Success 2.3
Data-Informed Teaching and Learning Techniques

Year Two Highlights

- Redesigned and launched **Graduating Student Survey** and **Pathways Survey**.
- Researched how to **assess equitable outcomes** in the classroom and end of course evaluations from an equity lens.
- Established **Academic Division Retention Plans.**
- Developed new **Teaching and Learning Framework**.

Student Success 2.4
Equity in Outcomes in Persistence, Degrees, Certificates and Transfer

Year Two Highlights

- **President's Commission on Race and Equity** launched**.**

- Developed **equity-minded syllabus** toolkit with definition.

- **Student success rates** rose nearly **9% college-wide** for all FTIC students.

  - Black and Hispanic student success rates rose by **5%** among all FTIC cohorts.

- **TCC #1 in the nation** for **Best Associate Degrees Program.**

2020 Fall Success Rates

FTIC	Fall 2018	Fall 2019	Fall 2020
Overall	72.0%	70.3%	78.9%
Black	56.0%	56.8%	61.8%
Hispanic	78.0%	75.7%	80.2%
White	79.0%	77.0%	83.8%
Other	76.0%	71.5%	74.4%

WORKFORCE

STRATEGIC CHAMPIONS

Kim Moore
Vice President,
Workforce Innovation
And TCC2WORK

Calandra Stringer
Vice President and
Provost, Academic
Affairs

Workforce 3.1
Ensure High Quality Programs

Year Two Highlights

- **Workforce Development Advisory Committee**

- **Second Chance Initiative**

- **Nursing Program** ranked **#5 in Florida!**

  - TCC's NCLEX-RN pass rate among first-time test-takers is **94.5%**

  - TCC graduates **120 nursing** students annually.

NURSING SCHOOLS Almanac

TOP U.S.

NURSING SCHOOLS

2021

#5 in Florida!

Workforce 3.2
Align Programs to Meet Workforce Needs

Year Two Highlights

- TCC is focused **on building entrepreneurial pathways** and programs to meet the workforce needs **in high-demand, high wage jobs:**
  - Entrepreneurial Certificate
  - Oyster Aquaculture Program
  - Drone Training Certification Program
  - Entrepreneurship Training Small Plot Farming

Workforce 3.3
Adopt a Comprehensive Approach to Career Counseling

Year Two Highlights

- In partnership with the **Aspen Institute College Excellence Program**, TCC is working to develop actionable steps for maintaining **program quality for career counseling**:

  1. **Career and Academic Advisors** serve on Advisory Councils and Boards and assign to specific career pathways.

  2. **Personalized Life Map**: Create a career toolkit for students

  3. Examine **College Success Courses**: What needs to be updated to infuse equitable pathways?

COLLEGE EXCELLENCE PROGRAM
aspen institute

Workforce 3.4
Integrate Critical Employability Skills and Credentials

Year Two Highlights

- TCC offers **more than 70 Job Training Programs**
- Helped over **160,000 people enter high-demand jobs** in the workforce**.**
- **TCC2Work Be Essential Campaign Launched**
  - Offer rapid-credentialing in **1-year**, **6 months** and **90 days or less.**
  - **CARES Funding** provided nearly **half million dollars** to rapid-credentialing program.

PARTNERSHIPS

STRATEGIC CHAMPION

Calandra Stringer
Vice President and
Provost, Academic
Affairs

Christen Givens
Director, Recruiting
and Admissions

Partnerships 4.1
Align College's Engagement with Community Organizations and Businesses

Year Two Highlights

- TCC was selected as **1 of 4 colleges** to partner with **the Aspen Institute** and the **Florida Student Success Center** to focus on developing a deeper understanding of why and how to align guided pathways work with talent development.

  - TCC's work will help to **pilot a new curriculum** that introduces key strategies and concepts for Aspen's research publication, *The Workforce Playbook.*

Year Two Highlights

- TCC is **1 of 3 colleges** to take part in a nationally-led Professional Learning Community (PLC) with **Achieving the Dream.**

  - Goal is to **develop and implement a career pathway(s)** that leads to gainful employment for the **32304 zip code** where poverty is the greatest.

  - TCC awarded **$20,000** to lead this effort with K-12 partners and community partners.

Achieving the Dream™

Community Colleges Count

Year Two Highlights

- Partnered with **the Association of College and University Educators (ACUE)** to prepare, credential, and provide on-going support to TCC faculty in the use of **evidence-based teaching practices.**

  - Nearly **140 faculty** have participated.
  - Faculty **earn certificates** in effective college instruction endorsed by American Council on Education (ACE).

ACUE
Association of College and University Educators

100%
TCC Completion Rate

VS

88%
National Completion Rate

TALLAHASSEE COMMUNITY COLLEGE
Founded 1966

Partnerships 4.4
Lead Community Partners in Efforts to Increase Attainment Rates

Year Two Highlights

- **ASPIRE:** Through a **$20,000 grant,** TCC helped support critical outreach to area high schools to provide virtual FAFSA days, workshops, Zoom into Admissions information sessions, and more.

- Partnered with Gadsden County at Crossroad Academy and Gadsden High School to launch the **Gadsden Entrepreneurship Academy.**

School District

TCC

ASPIRE
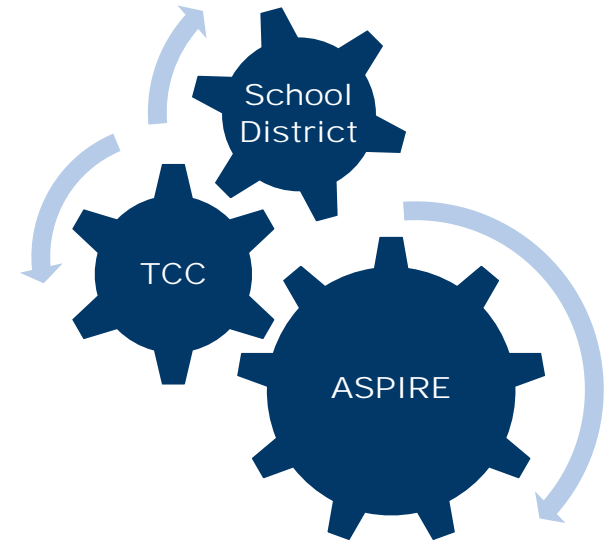
RESOURCES AND EFFICIENCY

STRATEGIC CHAMPIONS

Heather Mitchell
Vice President,
Institutional Advancement,
Executive Director, TCC
Foundation

Barbara Wills
Vice President,
Administrative Services &
CBO

Year Two Highlights

Funds and Revenue

- 2020-2021 Net Assets: **$21,253,343**
- 2020-2021 Total Revenue: **$7,255,427**
- Scholarship Funds Received: **$753,836**
- Program Funds Received: **$600,511**
- Facilities Funds Received: **$149,463**
- Grants Received: **$5,380,470**

Scholarships

- **27% increase** in amount allocated
- **5 new scholarships** created

Resources and Efficiency 5.2
College-Wide Enterprise Resource Planning

Year Two Highlights

- In 2020-21, the College created a **Workday support office** to coordinate business analysts and process improvement across all facets of Workday including Human Capital Management, Finance, Student Workday, Academic and Student Finance.

  - TCC is developing an **online student application portal** through Workday to **streamline new student enrollment**.

Resources and Efficiency 5.3
Invest in Human Capital

Year Two Highlights

- **Launched College-Wide reSTART reIMAGINE Taskforce.** Provided:
  - COVID testing and vaccines, supported employees in remote working, increased mental health services, and professional development and support to all faculty.
- The Foundation raised over **$53,000** for Covid-19 relief for students through the **Eagle Relief Fund.**

$53,000
Raised

100
Laptops
Purchased

1,691
Students Saved
From Eviction

Resources and Efficiency 5.4
Maximize Financial Capacity

Year Two Highlights

- TCC **disbursed $3.8 million in federal CARES** money to students.

- Administered another **$3.8 million** in federal CARES for **campus operations and student support.**

- Additional funds will be administered in the 2021-22 academic year from the federal stimulus.

$3.8 M
Federal CARES
Money to 4,869
Students

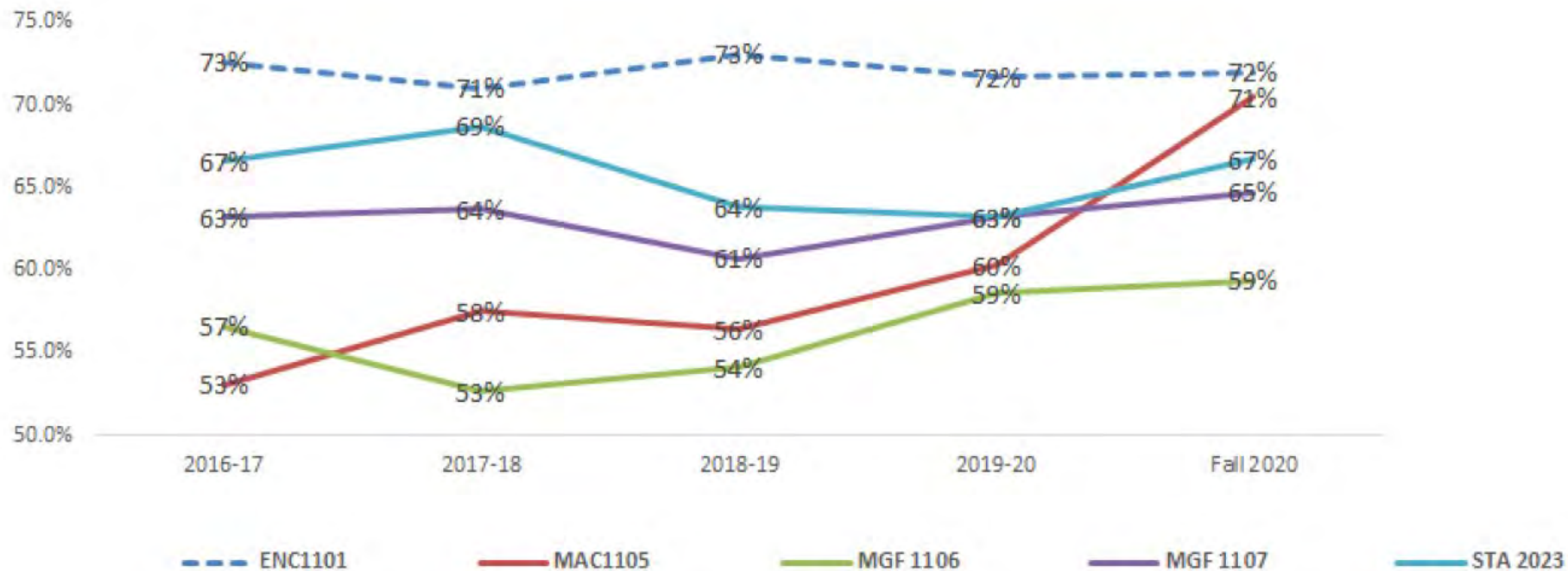# STRATEGIC PLAN
Key Performance Indicators

Key Performance Indicators

1. **Success rates for gateway courses**

2. **Fall-to-Fall retention rates**

3. **Three-year graduation rates**

4. **Continuing education/job placement rate**

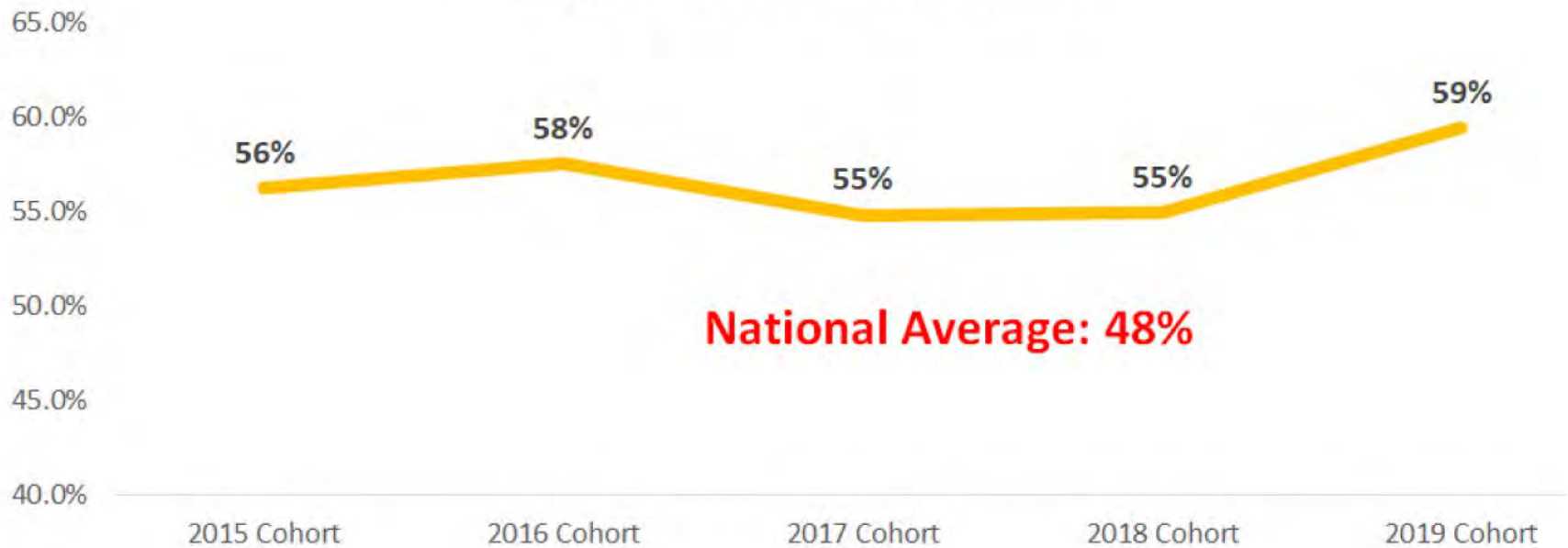How Our Students Perform
KEY PERFORMANCE INDICATORS

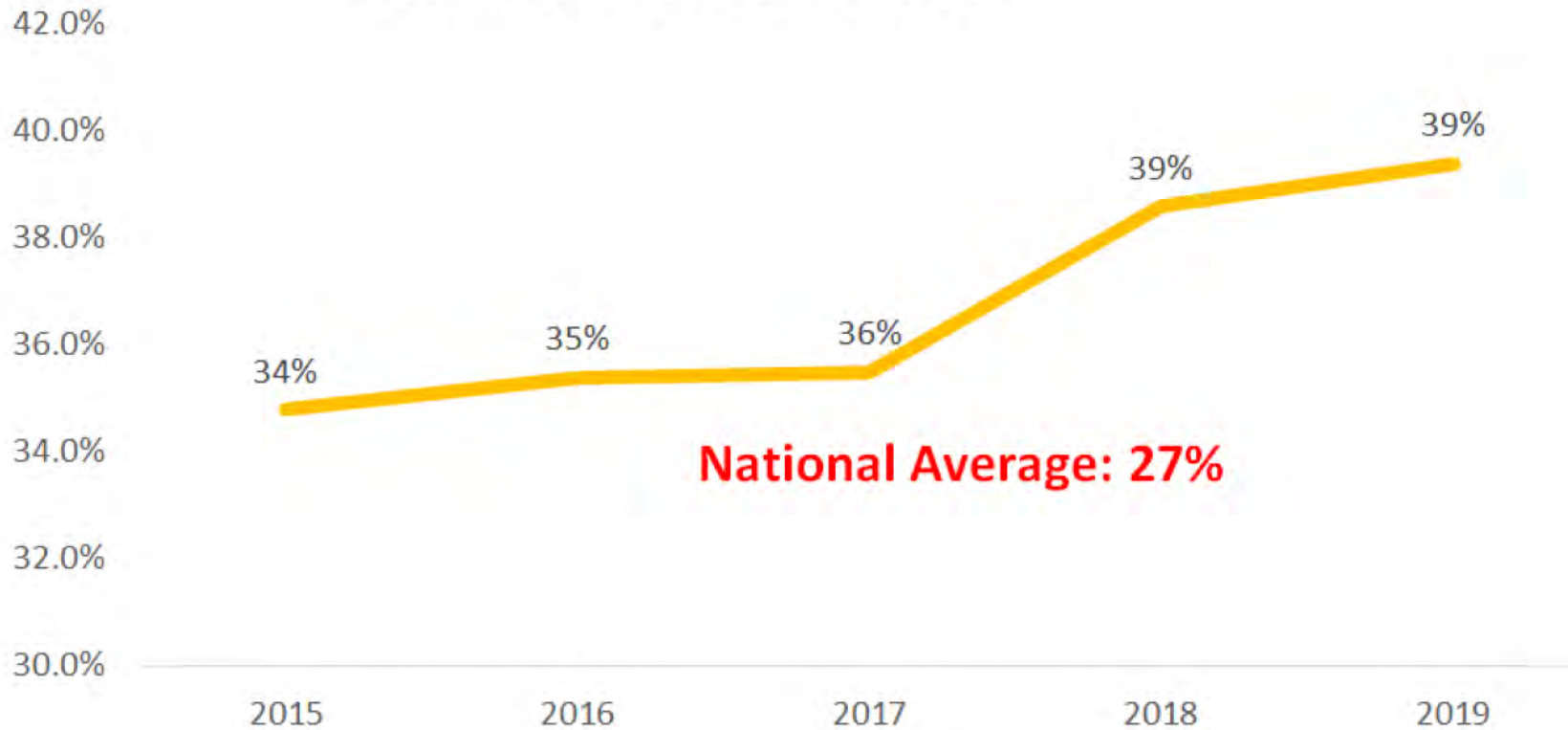## Gateway Courses Success Rates
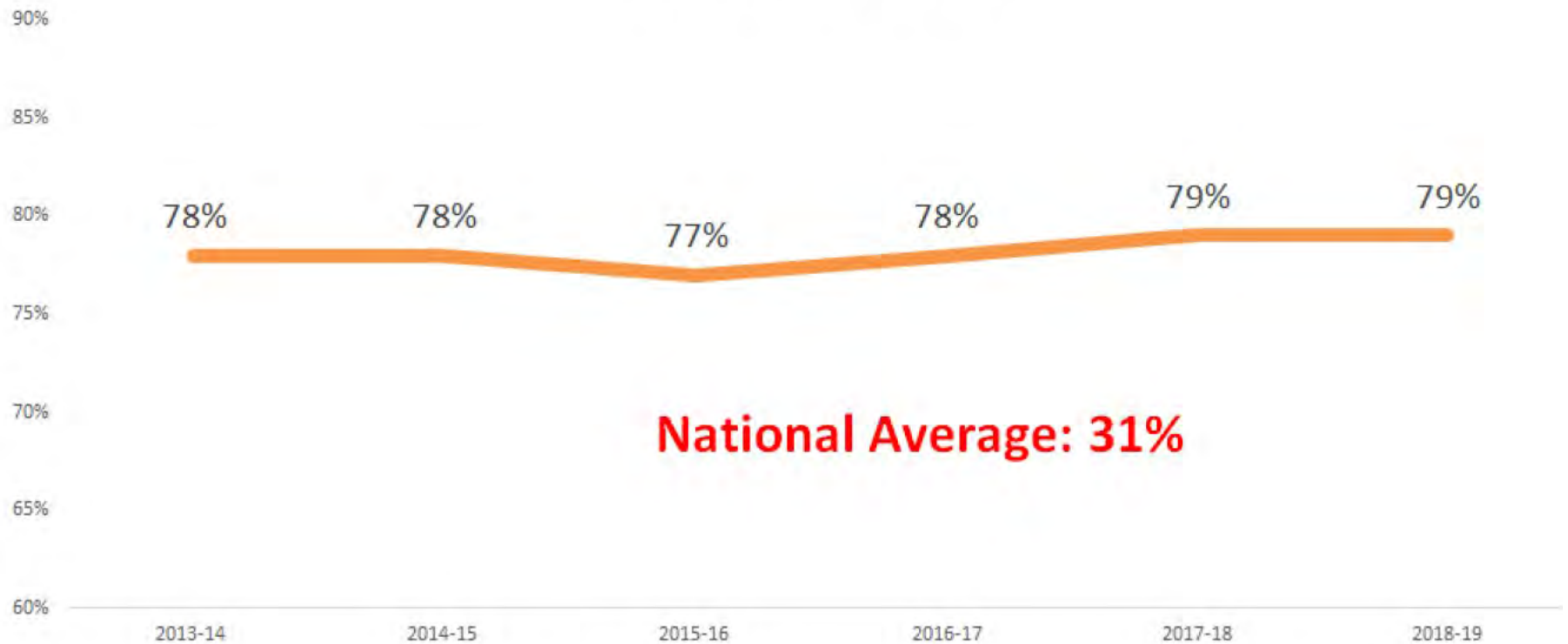
How Our Students Perform
FALL 2020 STUDENT SUCCESS DATA

Overall Course Success Rates			
Fall Success Rates			
All Students	**Fall 2018**	**Fall 2019**	**Fall 2020**
Overall	73.3%	72.4%	75.3%
Black	63.1%	61.8%	65.3%
Hispanic	75.5%	74.6%	78.1%
White	78.2%	78.1%	80.7%
Other	74.6%	74.5%	77.2%

FALL 2020 STUDENT SUCCESS DATA

FTIC Course Success Rates

Fall Success Rates

FTIC	Fall 2018	Fall 2019	Fall 2020
Overall	72.0%	70.3%	**78.9%**
Black	56.0%	56.8%	**61.8%**
Hispanic	78.0%	75.7%	**80.2%**
White	79.0%	77.0%	**83.8%**
Other	76.0%	71.5%	**74.4%**

Thank You!