

### RSCC Strategic Plan Objective 2.1.5

<b>Student Success Objective #2.1</b>		
RSCC will increase student retention and persistence through targeted initiatives to enhance the first-year experience and academic advisement and improve scheduling and delivery options to facilitate timely completion.		
<b>Strategy 2.1.5: Develop and implement student success/completion plan per Achieving the Dream best practices/templates</b>		
<b>Owners: Completion Committee, ATD Data Committee, ATD Core Team Leader, President, President's Cabinet</b>		
<b>Indicator: Implementation plan on track per established timelines; ATD coach recommendations implemented as appropriate; Percent students with academic plan/major at 24 credit hours; increased progression, awards (10%), awards per FTE and graduation rate (disaggregated by sub-population; compared to "traditional" students);</b>		
<b>Baseline: Core ideas discusses with ATD Coaches at Kick-off Institute</b>		
Year	Benchmark	Progress
<b>2015/16</b>	Complete Achieving the Dream Implementation Plan per April 2016 due date	Roane State's ATD Implementation Plan was completed and submitted on schedule. Two overarching goals, Transforming Student Support and Transforming Academic Success, provide the foundation for the plan. Strategies include the success coach model, mandatory advisement, required COLS 1010, co-requisite model for remediation, student-centered course scheduling
<b>2016/17</b>	Incremental achievement of strategies per ATD Implementation plan and Title III grant objectives	RSCC was selected to present a webinar on our first-year ATD Experience. 2016-17 Reflection Report was submitted on schedule. Additional success coaches were hired and trained for a total of eleven; a model for mandatory advisement for all students was developed and preparations made for faculty training; the parameters were established for making COLS 1010 an aid-eligible requirement for first-time students; revisions to the co-requisite model of remediation were instituted for students with ACT scores below 15; Infosilem scheduling software was purchased; and Title III grant funds were allocated for faculty to enhance courses with high impact instructional practices. Additionally, the college administered ATD's newest tool, the ICAT (Institutional Capacity Assessment Tool) in March, 2017. RSCC remains #1 community college in awards per 100 FTE at 27.3. IPEDS data for 2016-17 shows 150% graduation rate of 19%. THEC data on 6-yr. graduation rate shows RSCC at 32%. Progression benchmarks for 12ch and 24ch declined; increased for 36ch.
<b>2017/18</b>	Conduct World Café to engage in college-wide conversation about ICAT results; implement mandatory advisement per plan; select QEP topic that will align with student success plan and support high impact instructional practices.	RSCC continued to implement its ATD plan per schedule, including hiring additional success coaches, implementing mandatory advisement, installing Infosilem, making COLS 1010 a requirement, and increasing utilization of Academic Alerts. Title III funds were used to send additional faculty to the ATD DREAM conference. A "2-in-20" session on RSCC program maps was presented at the conference. Roane State's coaches encourage the college to apply for Leader College status. A World Café was conducted and brought over 100 faculty and staff members together to discuss the results of the ICAT survey. Improved communication and further identification of strategies to define and develop equity strategies emerged from those discussions. Over the course of the year, the equity issue emerged as a need to provide additional assistance to low-income students, particularly those with food insecurity. Numerous communication venues were utilized to select a topic for the SACSCOC Quality Enhancement Plan (QEP). Following faculty forums and surveys, a student

		<p>survey, discussions with program advisory boards, a World Café-style faculty conversation, and a college-wide vote, the Learning in Action project was selected. The plan is to enhance the classroom experience with collaborative and real-world, problem/project based learning. Roane State continued to have the highest awards per FTE rate of any community college in the state; TBR data dashboard shows RSCC 150% graduation rate at 28%, the 2<sup>nd</sup> highest among community colleges. IPEDS data for 150% graduation rate calculates RSCC at 25%, three percentage points above the cohort (TN community colleges) median. Disaggregated by ethnicity, RSCC meets or exceeds cohort rate with slight exception of Hispanic.</p>
<b>2018/19</b>	<p>Apply for Leader College status; continue implementation of ATD plan; develop QEP Learning in Action project</p>	<p>RSCC was awarded Leader College status and recognized at the DREAM conference in February, 2019. Continuing implementation of our ATD plan, this year's focus was on continuous improvement of the transition process from success coach to faculty advisor, utilization of Infosilem for course scheduling, and exploration of equity issues. With a highly homogeneous student population, the college would be remiss to solely focus our understanding of equity barriers on minority students. Our data coach, Linda Serra Hagedorn, helped us explore the issue of poverty as a major factor impacting equity for a significant percentage of our students. With her guidance we have begun preparations for a data summit using an equity lens to study student retention and academic success. The college has also taken significant steps to address student food insecurity, with the establishment of full-service food pantries at two campuses and cabinets with shelf-stable snacks at smaller, satellite campuses. The two pantries have community partners to give us access to Second Harvest food; the Oak Ridge Branch Campus has similar plans for implementation fall 2019. The Learning in Action QEP plan is in development for submission to SACSCOC in September, 2019. So far, approximately 30 faculty have been trained to integrate collaborative learning activities into their classrooms and are having very positive results. Roane State was first introduced to the SCALE Institute at Patrick Henry Community College at the 2015 ATD Kick-off Institute, and our relationship with PHCC has been one of the most beneficial aspects of ATD membership. Training will continue this summer for all faculty teaching the freshman learning strategies course, COLS 1010. Roane State continued to have the highest awards per FTE rate of any community college in the state; TBR data dashboard shows RSCC 150% graduation rate at 29.2%, the 2<sup>nd</sup> highest among community colleges. IPEDS data for 150% graduation rate calculates RSCC at 30%, seven percentage points above the cohort (TN community colleges) median. Disaggregated by ethnicity, RSCC meets or exceeds cohort rate with slight exception of Asian.</p>
<b>2019/20</b>	<p>Hold official grand opening of main campus food pantry, continue plans for Oak Ridge Branch campus pantry; conduct series of data summits; submit and implement year 1 of QEP.</p>	
<b>2024/25 Target</b>	<p>Maintain Awards per FTE rate above threshold; 150% graduation rate of 22.9%; 300% at 32.1% per TBR targets; credit hour progression benchmarks met (12=1,900; 24=1,503; 36=1,284); continuation of Leader College status</p>	