September 13, 2019

September Meeting Highlights—What to Expect and Why

Your first meeting of FY20 occurs on Monday, September 23. Following are major items and topics planned at this time.

Oath of Office. The county clerk of courts will administer a ceremonial oath of office to start the year.

Constituent Conversation. Our Constituent Conversations kick off with the theme of the changing nature of work. You will be joined by members of the Staff Council. The session begins at 5:45 p.m. and will feature a brief presentation by Dr. Kevin Long, director of planning and policy. The conversation will be facilitated by Marcus Peanort, associate dean of Germantown student affairs, and Christine Tracey, Rockville Campus library manager.

My Monthly Written Report. Connecting to the theme of the changing nature of work, my September report will introduce a year-long exploration of the topic and its potential to affect Montgomery College.

Performance Accountability Report. The annual Performance Accountability Report comes to you for your consideration. Upon your acceptance of the report, it will be submitted to MHEC.

Award of Contract. A contract will be presented for the abatement of asbestos-containing materials and associated air monitoring services in the Falcon Hall and Science South buildings at Takoma Park/Silver Spring. These are slated to be demolished to make room for the construction of the new Leggett Math and Science Building.

Renewal of Contracts. Two contract renewals will be presented: (1) Checkpoint Gateway Appliance Software, and (2) F5 Network Premium Services. These provide for protection and maintenance of the College's networks and IT assets.

Contract Change Orders: Two contract change orders are on the agenda: one would increase the spending authority for professional development training services, and the other would increase the spending authority for sign language interpreter services.

The following items are on your consent calendar:

Personnel Actions Confirmation Report. This monthly review of personnel actions documents actions taken during May, June, and July.

Ratification of Summer Graduates. Before student graduations become official, the Board must ratify their completion status. Fall and spring graduates are ratified in advance, but summer graduates must be ratified after the fact.

New Academic Area of Concentration. This action would establish a new criminal justice area of concentration, which is designed for students planning to transfer to a four-year institution.

Policy Modifications. Two minor modifications of policies will be presented. The first is a modification of the policy covering tuition waiver for non-employees of the College so that certain waivers may be implemented. The second modification is being made to a recently adopted policy in order to broaden language to reflect that all students—not just student athletes—are encouraged to report concerns about suspected wrongdoing in athletics.

Data Focus of the Month

The theme of the Data Focus page this year will be to examine various aspects of the student academic journey through a disaggregated lens and to gauge how College efforts are making a difference.

Montgomery College has always tracked academic achievement of students, but the Student Success Score Card, which was launched five years ago, has provided attention to each phase of the academic journey. In addition to the "final outcomes"—graduation and transfer—the Score Card has included "leading indicators," which are factors that influence final outcomes. Five leading indicators of interest are shown in Figure 1.
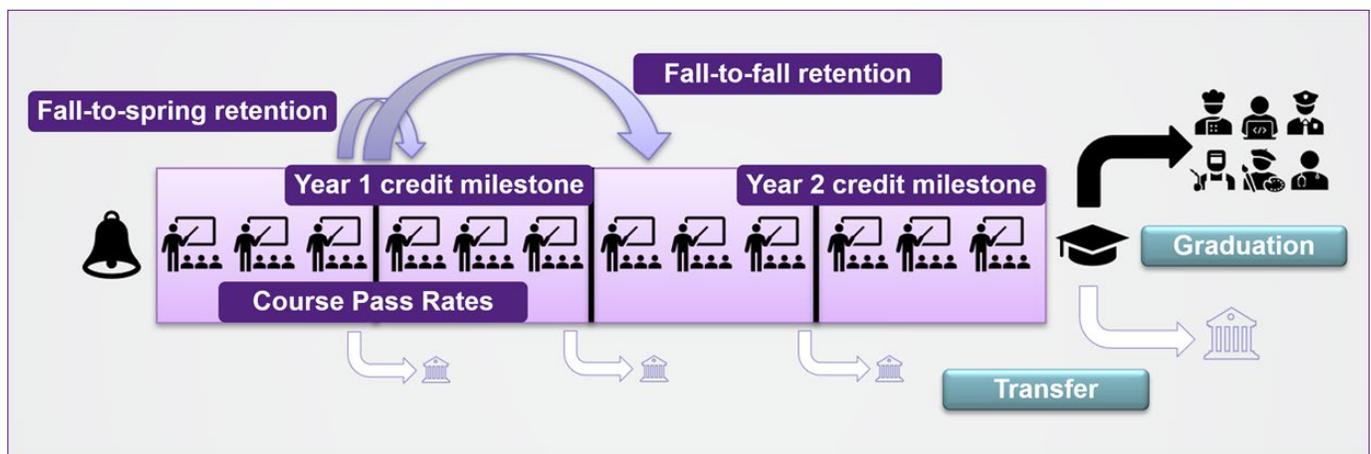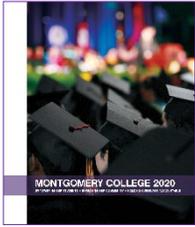

Figure 1. *The student academic journey, noting leading indicators in purple and final outcomes in green.*

Taken in sequence, these indicators provide a window on student progress toward graduation and/or transfer. As students pass their courses (**course pass rate**), they move forward in their academic journeys. Returning to school the following term (**fall-to-spring retention**) is an indicator of momentum and that they are staying on track. Reaching a credit milestone, which is earning 24 credits by the end of their first year for a full-time student (**Year 1 credit milestone**), shows good progress. Then, coming back in the second year (**fall-to-fall retention**) is a critical factor toward completion. Completion of at least 48 credits by the end of the second year (**Year 2 credit milestone**) indicates strong progress.

In 2013, a College taskforce conducted an extensive examination of disaggregated academic achievement data. The taskforce's Closing the Achievement Gap report led the College to launch a series of action steps and reinvigorate efforts to help all students succeed. The College joined the Achieving the Dream (ATD) network, an organization dedicated to assisting schools as they develop at-scale strategies and practices to improve student success. The work with ATD led to a Student Success Model and inspired collective and individual efforts to improve Montgomery College's student success. The 2014 reorganization of the Academic Affairs division has allowed the College to address student needs functionally in a new way. The College's Academic Master Plan and Student Affairs Master Plan are focused on improving student success. Indeed, the strategic plans that drive the overall College direction have student success as their main objective, as will be the case with *Montgomery College 2025*.

This year's editions of Data Focus will mark the fifth anniversary of the Score Card and examine specific points along the student academic journey, one each month, and present these factors with disaggregated data.

Montgomery College 2020 Update of the Month

Since 2012, the *Montgomery College 2020* strategic plan has driven significant changes in support of student success. As we come to the end of *Montgomery College 2020* this year and prepare to launch a new strategic plan, this is an ideal time to look back on how the College has grown towards the goals envisioned in 2012. A broad vision has framed the goals of *Montgomery College 2020*: provide excellent education, serve as an engine for the local economy, and create the space and energy for innovation. I will examine these factors in greater detail in this space throughout the year. I will look at some of the very specific goals in academics, student affairs, and workforce development that were included in the *Montgomery College 2020* plan, along with the metrics of student success. I will also discuss the progress towards some broader goals related to the impact of the College on the community. To what extent has the College successfully moved forward in creating an institution where "students of all races and ethnicities succeed academically at the same high rate," as was envisioned in *Montgomery College 2020.* How have we enhanced the life of the local community?

At the same time that the College crafted ambitious, transformational goals for itself in 2012, certain conditions beyond our reach impacted our mission. Increased state and federal accountability created more requirements for assessment and reporting. Accountability for outcomes rose and the possibility of performance-based funding hovered. Demographics also changed during this time period, with Montgomery County becoming even more racially and ethnically diverse. An increase in income inequality also made it harder for low income people to pay for college, while more jobs require a college degree. To what extent has the College successfully confronted these challenges in an effort to accomplish the original goals? This year's look back at *Montgomery College 2020* will examine this question in the context of the College's response to these changes.

Finally, a specific comparison of several variables from 2012 to 2019, including enrollment, budgeting, and completion will allow us a snapshot of three critical change metrics. I will also examine three signature accomplishments: academic innovation, ACES, and the MC2020 Campaign. In keeping with the original plan, I will examine each of the five themes of the plan for progress: educational excellence; access, affordability, and success; economic development; community engagement; assessment and institutional effectiveness. While drafting the *Montgomery College 2025* plan has been an important institutional focus recently, examining how far we have come is a valuable exercise in self-assessment. I look forward to exploring this with you in the coming months.

Be well,

DeRionne P. Pollard, PhD

We empower our students to change their lives, and we enrich the life of our community. We are accountable for our results.