



**ST. PHILIP'S COLLEGE  
WELCOMES  
QUALITY TEXAS  
EXAMINERS**



**ALAMO  
COLLEGES**

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ST. PHILIP'S COLLEGE

**Our Culture -**

**Our Foundation**



# 1898 - The Journey Begins

St. Philip's was started by the Episcopal Church as a cooking and sewing school for young girls of recently emancipated slaves.

The school was led by Artemisia Bowden, the daughter of a former slave.



**Artemisia Bowden**  
**“Savior of St. Philip’ s”**

*“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.”*



In her 52 years of leadership, Ms. Bowden developed St. Philip's into a fully accredited, integrated and comprehensive community college serving the intellectual and workforce needs of San Antonio.

# The Journey

## Continues

St. Philip's is the only institution in the United States with dual federal designations of *Historically Black and Hispanic Serving*.

Through the Great Depression, the Civil Rights movement and Brown versus the Board of Education, St. Philip's survived and continues to thrive.

The College has held true to its legacy of faith, hope and persistence as it makes its dream, its vision of excellence, a reality.

# Good to Great

## Creating a Pathway to 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.

### **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 - Begin development based upon Cycle of Learning findings



**Evolution of the St.  
Philip's College pursuit  
of Performance  
Excellence through Good  
to Great**

# 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
- \* Planning, Budget and Assessment Cycle
- \* Annual Institutional Context Mapping
- \* Annual Institutional Level SWOT analysis
- \* Quarterly College Scorecard
- \* Ongoing integration of Baldrige framework

# 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.





# Our Values

# LIVING OUR VALUES

## Honoring Our Employees

COMMUNICATION

ACCOUNTABILITY

INTEGRITY

CREATIVITY

COMMUNITY



John Braxton



Rusty Boyd



Blanca Padilla



Charleen Brammer

# **2012-2013 Priorities**



# PRIORITIES

## Financial Literacy

- \* Improve default rate
- \* Educate



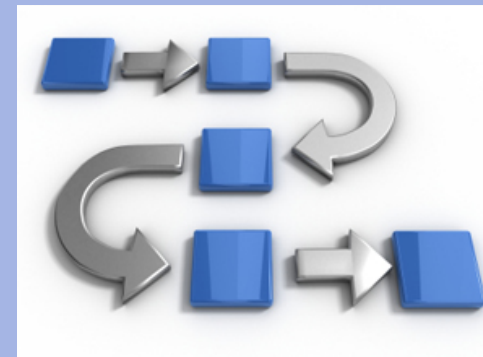
## Developmental Education

- \* Increase student success rates
- \* Implement required tutoring



## Process Improvement

- \* Develop improvement plans
- \* Plan - Do - Check - Act



# 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.



**Focus on Results**

# Recognition of Excellence

## Texas Higher Education Coordinating Board



**Excellence!**

Core Competencies:

- Business and Industry Responsiveness
- Quality instruction

Strategic Objective:

- Build a world class workforce

% of Students Passing Licensure Exam	2009	2010	2011
Aircraft PowerPlant Technology/Tech	100%	100%	100%
Aircraft Mechanics and Aircraft Maintenance	100%	100%	100%
Physical Therapy Assistant	95%	100%	100%

*Source: Texas Higher Education Coordinating Board (THECB)*

**\*KEY Results - Leadership**

# Social Responsibility

## United Way Campaign

<i>Year</i>	<i>% Participation</i>	<i>Amount donated</i>
2008	12.4%	\$20,436
2009	8.7%	\$14,700
2010	13.8%	\$19,115
2011	16.3%	\$20,330
2012	19.4%	\$23,982
<b>Total Amount</b>		<b>\$74,851</b>

Core Competencies:

- Community Engagement

Strategic Objective:

- Employee Development

**\*KEY Results - Leadership**



# New Programs/Majors

- Power Generation & Alternative Energy
- Biotechnology
- Chemistry Research Assistant
- Health Mgt. Medical Lab Tech Specialty
- Health Mgt. Radiography Tech Specialty
- Health Mgt. Occupational Therapy Specialty

*Source: Office of Planning, Research, and Effectives (OPRE)*

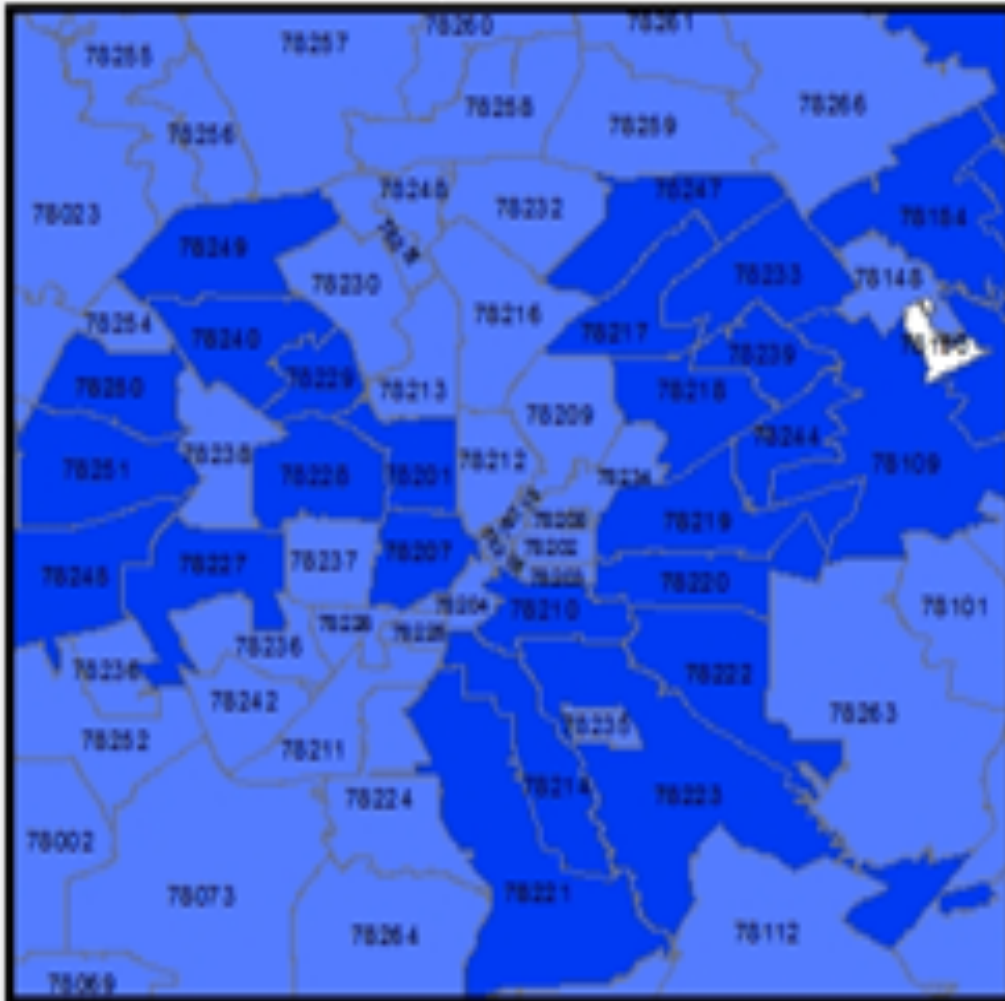
## **NEW PROGRAMS BASED ON DOCUMENTED NEED**

**Core Competency - Business and Industry Responsiveness**

**Strategic Objective: Build a world class workforce**

**\*Key Results - Strategic Planning**

## Central Bexar County Zip Codes



## Strategic Objective:

- \* Access to resources and programs

Students per Zip Code	Zip Codes in Range	Percent of Zip Codes	Students within Zip Codes	Percent of Students
0	7	6%	0	0%
< 251	94	86%	7,659	72%
251 - 500	8	7%	2,746	26%
501 - 750	0	0%	0	0%
751 - 1,000	0	0%	0	0%
1,000 - 2,000	0	0%	0	0%
** Out of Area	-	-	305	3%
<b>Total</b>	<b>109</b>	<b>100%</b>	<b>10,710</b>	<b>100%</b>

Source: Alamo Colleges Institutional Planning and Effectiveness

# \* Key Results - Strategic Planning

# Excellence!

Fall 2010 to Fall 2012

- Pinnacle Award
- 3 Star to 5 Star Status
- Shirley B. Gordon Award
- Distinguished Chapter
- Community Service - 847.75 to 1,059.25 volunteer hours



## PHI THETA KAPPA Recognition

**Core Competency:**

- \*Support for Learners
- \*Community Engagement

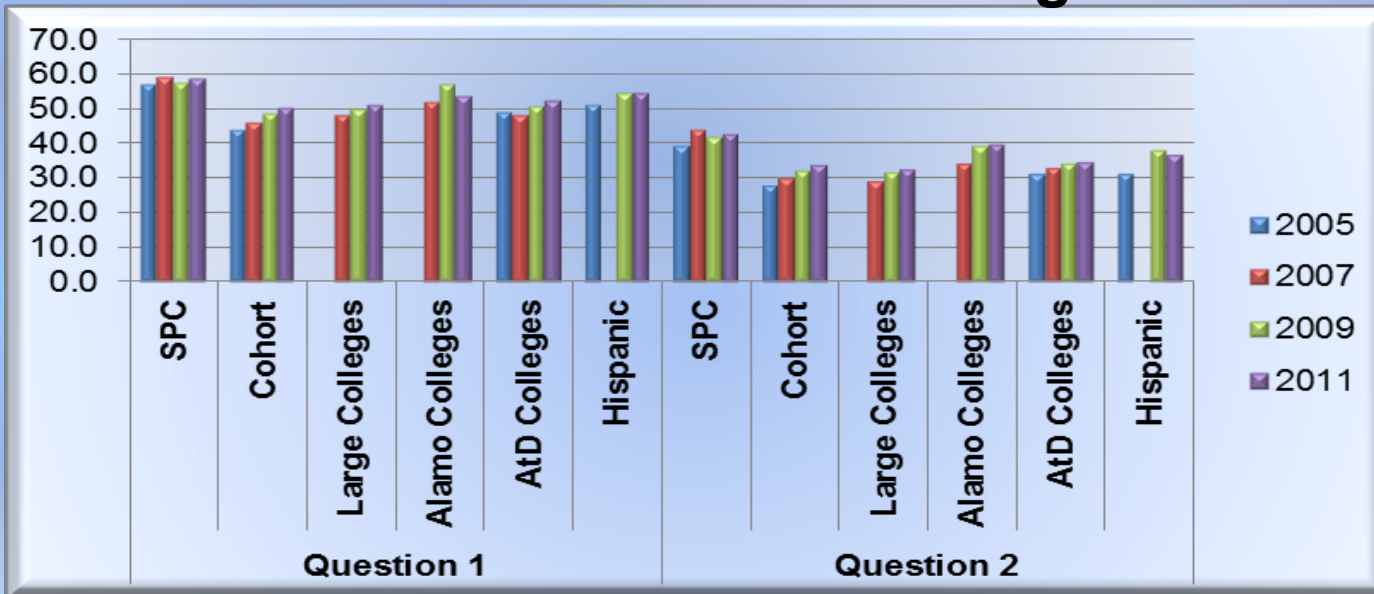
# \*Key Results - Student Focus



# Excellence!

## Student Engagement and Social Growth

### Best among local and national peers



**Strategic Objective:**  
Provide access to resources and programs

**Core Competency:**  
Support for students

#### Key for Figure

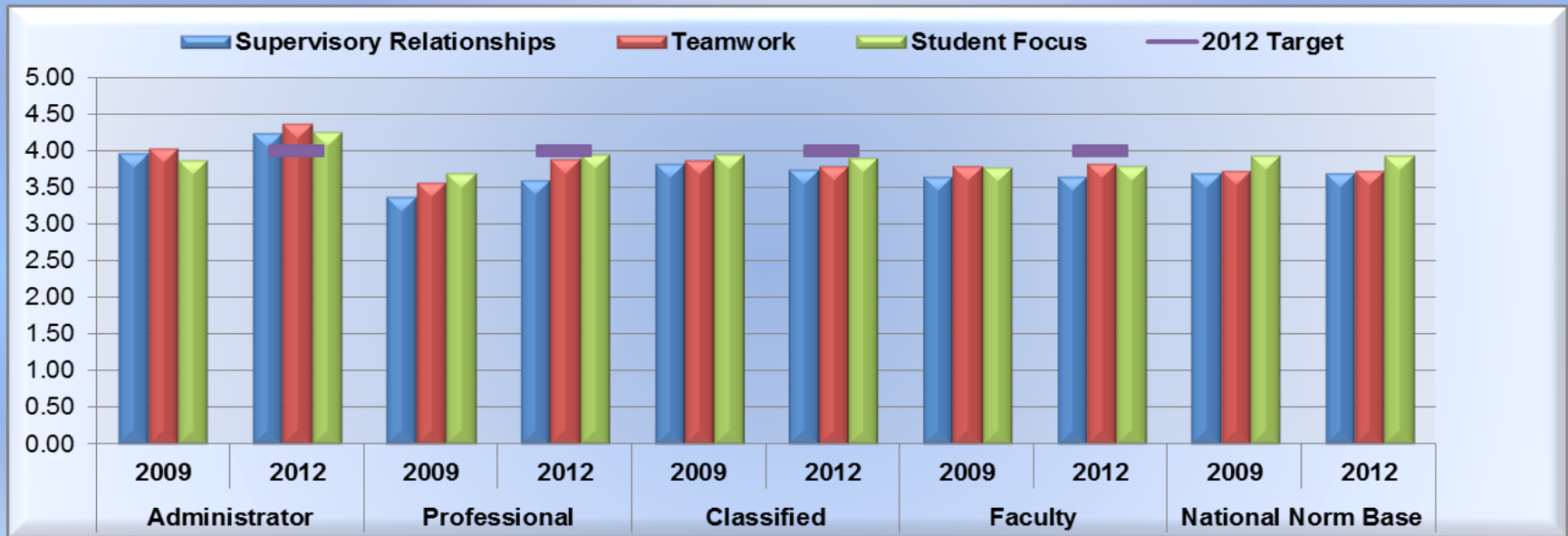
**Q1: Encouraging contact among students from different economic, social, and racial or ethnic backgrounds**

**Q2: Providing the support you need to thrive socially**

Source: Community College Survey of Student Engagement (CCSSE)

# \*Key Results - Student Focus

# Workforce Climate, Supervisory Relationships, Teamwork and Student Focus

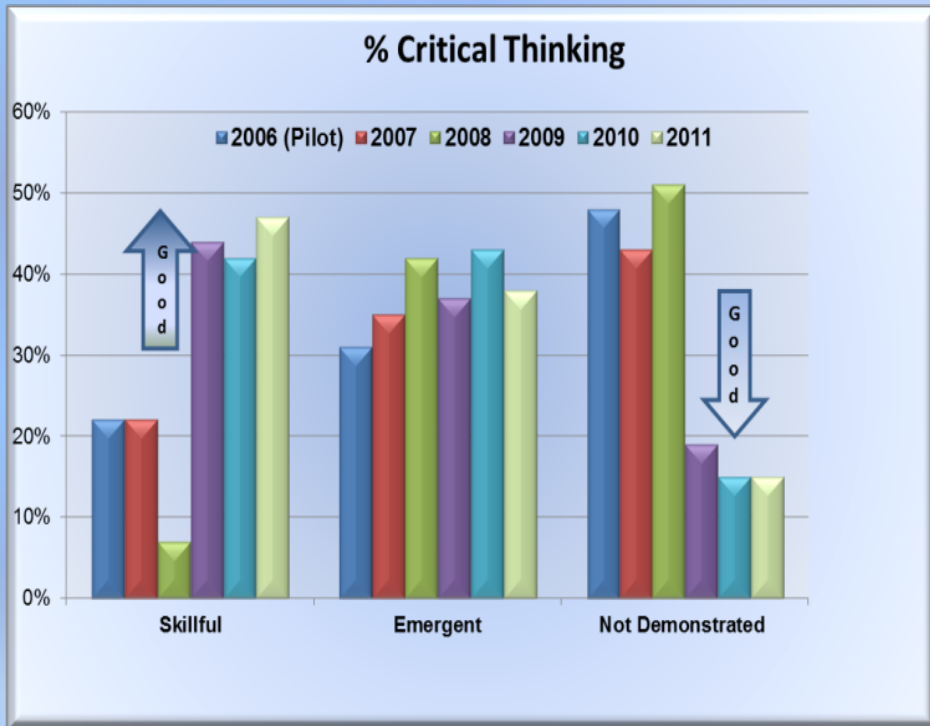


Source: Personnel Assessment of College Environment (PACE)

Strategic Objective - foster internal and external organizational communication

\*Key Results - Workforce Focus

# Quality Enhancement Plan Process



## SACS Accreditation

- QEP Reaffirmation in 2006
- QEP 5<sup>th</sup> Year Report Confirmation

Students have significantly improved demonstration of critical thinking skills over the last 5 years.

**Strategic Objective: Quality Instruction**

**\*Key Results - Workforce Focus  
- Student Focus**



**Why Did St. Philip's apply for  
the TAPE?**

1. Document organizational processes and results
2. Receive objective feedback on organizational processes and practices
3. Benchmark against other high-performing organizations
4. Obtain recognition

# **Embedded Approach**

## **Baldrige Principles into Practice**



# Strategy for Performance Excellence

1. Integrate TAPE /Baldrige broad principles into organizational practices
2. Designate Senior Leaders to manage and Champion TAPE related activities
3. Incorporate best practices of other leading organizations
4. Continuous improvement focus

# St. Philip's College

*A Point of Pride in the Community*



**Artemisia Bowden**  
**“Savior of St. Philip’s”**

“It takes hope, faith  
and persistence to  
make a dream a  
reality.”

Artemisia Bowden



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ST. PHILIP'S COLLEGE

THANK YOU! ENJOY YOUR VISIT



*A Historically Black College & Hispanic Serving Institution*





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