



ALAMO
COLLEGES

NORTHEAST LAKEVIEW COLLEGE



Northeast Lakeview College
Strategic Plan Status Report
FY15

Right from the Start



Mission Statement

Northeast Lakeview College is a public community college within the system of Alamo Colleges, established in partnership with its communities, that is focused on student success through the offering of Associate degrees and continuing education, promoting engagement in civic activities and organizations, and encouraging participation in cultural and enrichment programs.



Northeast Lakeview College (NLC) identifies college-level general education competencies and the extent to which students have attained them. These general education competencies are:

Critical Thinking Skills: The NLC core curriculum will advance students' critical thinking, innovation, inquiry, and analysis, evaluation and synthesis of information.

Communication Skills: The NLC core curriculum will advance students' effective development, interpretation and expression of ideas through written, oral and visual communication.

Empirical and Quantitative Skills: The NLC core curriculum will advance students' ability to manipulate and analyze numerical data or observable facts resulting in informed conclusions.

Teamwork: The NLC core curriculum will advance students' ability to consider different points of view and to work effectively with others to support a shared purpose or goal.

Personal Responsibility: The NLC core curriculum will advance students' ability to connect choices, actions and consequences to ethical decision making.

Social Responsibility: The NLC core curriculum will advance the students' intercultural competence, knowledge of civic responsibility, and the ability to engage effectively in regional, national, and global communities.



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NORTHEAST LAKEVIEW COLLEGE

Northeast Lakeview College Annual Plan Progress Update FY 2015



**NORTHEAST LAKEVIEW COLLEGE
PRESIDENT
Dr. Tom Cleary (Interim)**

**Executive Assistant to the President
Jennifer Osborn**

**Administrative Assistant to the President
(Vacant – Pending)**

**Project Facilitator
Vinnie Khosla**

**Vice President
for
Academic Success
Dr. Donna Wood**

**Vice President
for
Student Success
Dr. Debbie Hamilton**

**Vice President
of
College Services
Dr. Tangila Dove**

**College Director
of Public Relations
Kathleen Labus**

**Coordinator of
Communication
Elsa Cantu**

**Senior Multimedia
Specialist
Thomas Raymond**



Vice President for Student Success
Dr. Debbie Hamilton
(Located in Student Commons)

Admin Assistant to VP
Monea Jones

Dean of Student Success
Belinda Rivera

Business Office
Vanessa Demont

Student Financial Services
Elizabeth F. Alvarado

Director of Student Success
Marlon Anderson

Director of Student Success
Tracy Floyd

Personal Counselor Student Success
Faye Halford

Admin Services Spec.
Stephanie Estrada

Interim Director of Advising
Marlon Anderson

Director of P-16 Initiatives
Phillip Hicks

Senior Advisor Career Services
Gilbert Palomo

Associate Director of Student Success
A&R/Assessment
Bridgette Keys

Sr. Coordinator Student Success
Rosalinda Almanza-Martinez
Veterans Affairs

Data Analyst
Brandi Solar

Certified Advisor
Alex Araiza

Sr. Coordinator Recruitment
Interviews
Completed 12/8/15

Senior Advisor Job Placement
Edgar Medina

Senior Spec. Student Success
Belinda Carter-Newton

Coordinator 1 Assessment
Sara Leal

Intramural Specialist
Tyler Artley

Certified Advisor Jasmine Mathis
Foundations of Excellence (FoE)

Certified Advisor Mark Harris
Web Advising

Certified Advisor Ofelia Garcia
GPS/ISP

Certified Advisor Michelle Moreno

Certified Advisor Omar Mendoza
Group Advising

Sr. Specialist Student Success
VACANT

Advisor
VACANT

Assoc. Director Student Success
Campus Activities/Student Organizations
Crystal Willis

Certified Advisor Kelle Muse

Certified Advisor
VACANT

Senior Spec. Student Success
Cynathia Broadnax

Senior Advisor Student Success
Student Development
Chastity Richmond

Advising Team Support Specialist
Jasmine Saldana

Certified Advisor Sara Passemont
Graduation

Certified Advisor Tamika Washington-James
Early Alert/
Academic Dismissal

* Vacant Position Detail Page 66

Note: District Functions



ALAMO COLLEGES

NORTHEAST LAKEVIEW COLLEGE

Vice President of College Services
Dr. Tangila Dove
(Located in Library)

College Services
Organization Chart

Admin Assistant to VP
Jessica Santos

Director of Information Technology
Ken Bray

Admin Services Specialist
(Institutional Support)
Tammy Toney

Director of College
Resource Development
Patrick Murray

College Facilitator
Vanessa Mayfield
(Operations)

Coordinator of
College Tech
Les Germer

Tech Support Manager
Alejandro Chapa

College Services
Coordinator
Janet Clakley
(Operations/Budget)

Client Support Spec
STCM
Bulmaro Barajas

Help Desk Specialist
M-F 8:00-5:00
Josh Pena

College Events Coordinator
Terrance Dunkley
(Operations/Emergency & Facilities
Management)

Client Support Spec
ACA1
Rodolfo Fuentes

Computer Support Spec
LIB 2nd Floor M-T1:00 3:30
STCM 204 M-T 4:30-10:00;
S 9:00-1:00
Daniel Breeden

Public Safety
Corporal Jason Santos

Client Support Spec
NPAC,
CATE, SCIN, WLNS, FA
Adam Saucedo

HR Partner
Lori Manning

Client Support Spec
NLIB
Jesus Cardenas

Computer Support Spec
STCM 204 M-F 7:30-4:30
Carlos Galindo

Benefits Coordinator
Debra Brandon

Facilities
Sherry Toliver

Note: District Functions

Right from the Start



Vice President for Academic Success
Dr. Donna Wood

Academic Success Academic Support
Organization Chart

Admin. Assistant to VP
Sylvia Davis

Academic Support Specialist
Tara Daugherty

Dean Prof/Tech Ed
(vacant)

Director of College
Institutional Research
Martin Fortner

Dean of Learning
Resources
Tracey Mendoza

Dean of Arts and Sciences
Dr. Alan Cottrell

CE Specialist-Com Ed
(Vacant -)

IT Data Analyst
Sarah Schramek

Admin Services Spec
Daisy Gonzales

Admin Services Spec
Alicia Beaudoin

Workforce Prg Mgr
Anthony Andrade

Library Assistant III
Azucena Rodriguez-Guerra
Robert Vaughn
Angela Fondren

Academic Program
Coordinator
Regina Horne-Espree

Workforce Program
Specialist
Norma Gutierrez

Librarians
Julie Nichols
Laura Tull
Linda Plevak

Academic Chairs
Dr. Frank Maldonado
Dr. Robert Yowell
Dr. Mark Sadler
Neil McCrary
Jason Malcolm
Kathy Mayer

Academic Program Coordinator
Lia Lamm

Academic Program Coordinator
Vacant

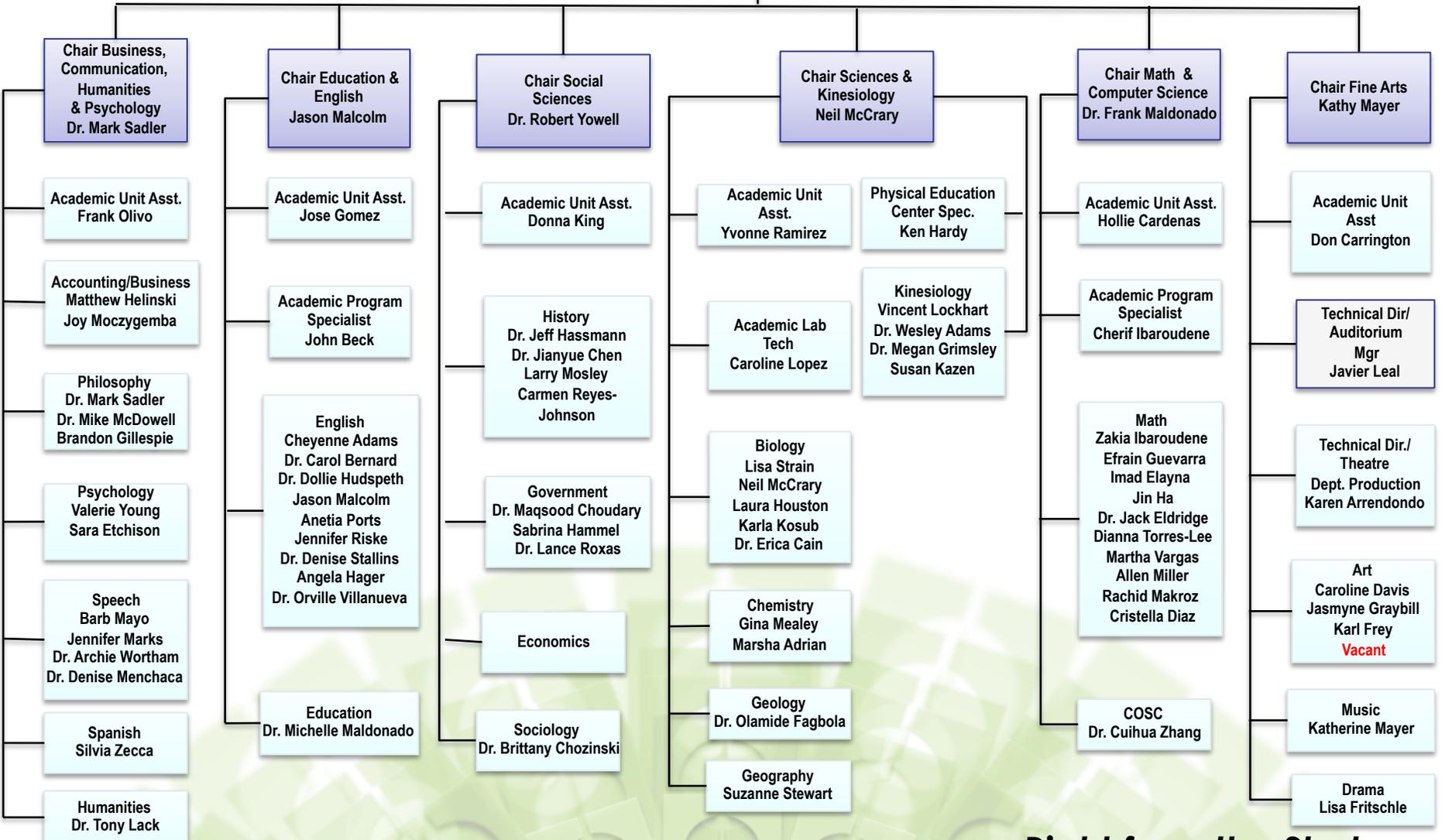


Vice President for Academic Success
Dr. Donna Wood
(Located in Academic 1)

Admin. Assistant to VP
Sylvia Davis

Admin Services Spec
Alicia Beaudoin

Dean of Arts and Sciences
Dr. Alan Cottrell





Executive Summary: Strategies

- Ensure college receives SACSCOC Candidacy by Fall of FY16
- Increase overall number of certificates and degrees
- Increase number of core completers (42 hours of core curriculum)
- Utilize AlamoADVISE case management system to ensure ALL students receive advising services
- Expand degree planning via GPS/ISP beyond FTIC population to ensure all students have a degree pathway
- Implement a Male of Color initiative
- Monitor Dual Credit/Early College Initiative (JECA)
- Implement 4DX and our execution strategy
- Implement Alamo Institutes
- Facilitate ongoing faculty/staff development
- Accelerate students duration in remediation
- Increase course success rate to District target
- Increase course completion rate duration in remediation
- Increase course success rate to District target
- Increase course completion rate to District target
- Increase persistence rate from fall to District target spring 2015-16 from 2014-15
- Increase opportunities for academic support
- Increase CCSSE results to National Average
- Increase average lecture class size to 27 as appropriate by rubric and lab size to 24
- Conduct budget monitoring & management to ensure NLC operates within the 2015 budget allocation
- Complete final drill by 12/14/15 and implement 5 drills by 12/31/15 to be in compliance with state directive
- Improve exterior way-finding signage to enable easy navigation of the campus
- Increase the number of college-sponsored events on campus
- Increase civic participation and the number of partnerships with external entities
- Increase the number of NLC leaders and employees engaging with and serving external entities in short-term or long-term leadership capacities

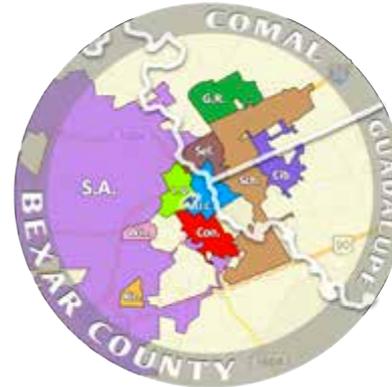


Northeast Lakeview College Socio-Economic Profile

Overview

Northeast Lakeview College (NLC) is located in Universal City and Live Oak, Texas, in the Randolph Metrocom area of San Antonio, which includes Randolph Air Force Base and the following nine cities:

- Cibolo
- Converse
- Garden Ridge
- Kirby
- Live Oak
- Schertz
- Selma
- Universal City
- Windcrest



According to the 2010 Census, more than 115,500 people live in the Randolph Metrocom area. NLC is one of four higher education institutions in the Randolph Metrocom area.

Educational Attainment

- Approximately 27% of the population of the Randolph Metrocom area has a bachelor's degree or higher.
- The percentage of the population in each city in the Randolph Metrocom area with a bachelor's degree or higher ranges from 12% (Kirby) to 48% (Garden Ridge).

Demographic Profile

- Service area population: 115,500
- Percentage of population that is minority ranges from 13% (Schertz) to 70% (Kirby)
- Median Household Income for the service area ranges from \$40,105 (Kirby) to \$102,174 (Garden Ridge)
- The unemployment rates in the service area range from 4.5% (Schertz) to 5.5% (Cibolo, Converse, Kirby, Live Oak, Selma, Universal City, and Windcrest)

Sources:

U.S. Census Bureau: State and County QuickFacts. Data derived from Population Estimates, American Community Survey, Census of Population and Housing, State and County Housing Unit Estimates, County Business Patterns, Nonemployer Statistics, Economic Census, Survey of Business Owners, Building Permits



Northeast Lakeview College is one of five colleges in the Alamo Community College District. Northeast Lakeview College serves a student body of diverse academic, cultural, and economic backgrounds by offering three degrees: Associate of Arts - AA, Associate of Science - AS, and Associate of Arts in Teaching – AAT. In addition, Northeast Lakeview College offers Continuing Education courses that serve the businesses in our community.

Headcount Enrollment Trend, Fall 2009 - Fall 2014						
Instructional Area	2009	2010	2011	2012	2013	2014
Credit						
NLC by Owner	573	1,312	1,010	850	1,260	2,325
NLC by Location	5,053	5,571	5,825	5,322	5,399	5,131
Continuing Ed.	100	552	542	321	477	606
Total*	5,153	6,123	6,367	5,643	5,876	5,737

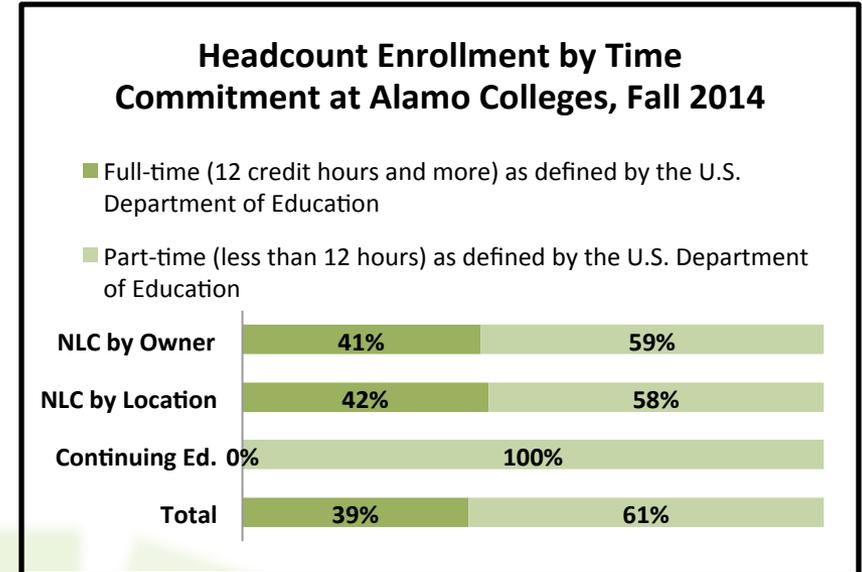
*Total is the sum of NLC by Location and Continuing Ed.

FTE* Enrollment Trend, Fall 2009 - Fall 2014						
Instructional Area	2009	2010	2011	2012	2013	2014
Credit						
NLC by Owner	341	561	430	334	421	808
NLC by Location	2,560	2,791	3,151	2,691	2,723	2,529
Continuing Ed.	11	61	50	28	55	57
Total*	2,571	2,852	3,201	2,719	2,778	2,586

*Full-time equivalent (FTE) is a calculation of the total number of student credit hours divided by 15, as defined by the Texas Higher Education Coordinating Board (THECB).

Note

NLC by Owner includes students registered in NLC owned courses (COR).
NLC by Location includes students taking classes on NLC's campus (COA).



Headcount Enrollment by Semester Hours Enrolled at the Alamo Colleges, Fall 2014					
Instructional Area	1-3	4-6	7-11	≥12	Total
Credit					
NLC by Owner	45%	26%	21%	8%	2,325
NLC by Location	29%	23%	23%	26%	5,131

Right from the Start



Student Characteristics (Student Self-declared)

Headcount Enrollment by Gender Fall 2014			
Instructional Area	Male	Female	Total
Credit			
NLC by Owner	41%	59%	2,325
NLC by Location	41%	59%	5,131
Continuing Ed.	76%	24%	606
Total*	45%	55%	5,737

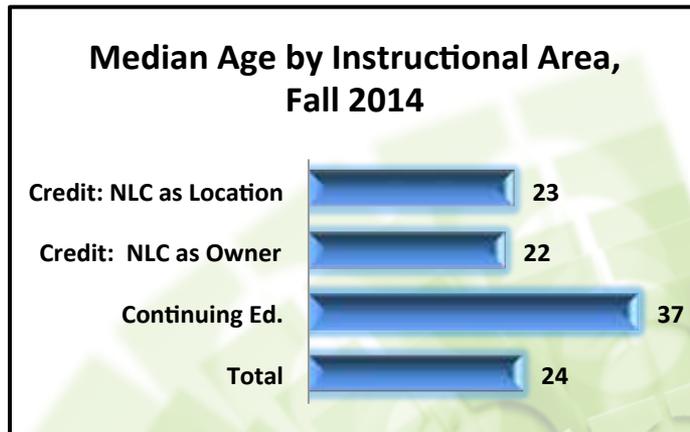
Headcount Enrollment by Race/Ethnicity, Fall 2014						
Instructional Area	Asian	Black	Hispanic	White	Other	Total
Credit						
NLC by Owner	3%	11%	48%	36%	3%	2,325
NLC by Location	3%	12%	47%	34%	3%	5,131
Continuing Ed.	4%	5%	26%	50%	16%	606
Total*	3%	11%	45%	36%	4%	5,737

Headcount Enrollment by Age, Fall 2014					
Instructional Area	≤21	22-30	31-35	≥35	Total
Credit					
NLC by Owner	69%	21%	4%	6%	2,325
NLC by Location	63%	25%	6%	7%	5,131
Continuing Ed.	1%	27%	25%	48%	606
Total*	56%	25%	8%	11%	5,737

*Total is the sum of NLC by Location and Continuing Ed.

Headcount by Declared Intent, Fall 2014					
Instructional Area	Earn Associates	Earn Certificate	Transfer	Other*	Total
Credit					
NLC by Owner	49%	1%	39%	10%	1,260
NLC by Location	49%	1%	35%	15%	5,399
Continuing Ed.	0%	0%	0%	0%	606
Total*	46%	1%	32%	21	5,737

*Other includes: Improve Skills, Enrichment, and No Response.



Headcount Enrollment for New and Continuing Students, Fall 2014					
Instructional Area	FTIC	Transfer	Continuing	Dual Credit	Total
Credit					
NLC by Owner	33%	6%	61%	0%	2,325
NLC by Location	20%	5%	67%	9%	5,131

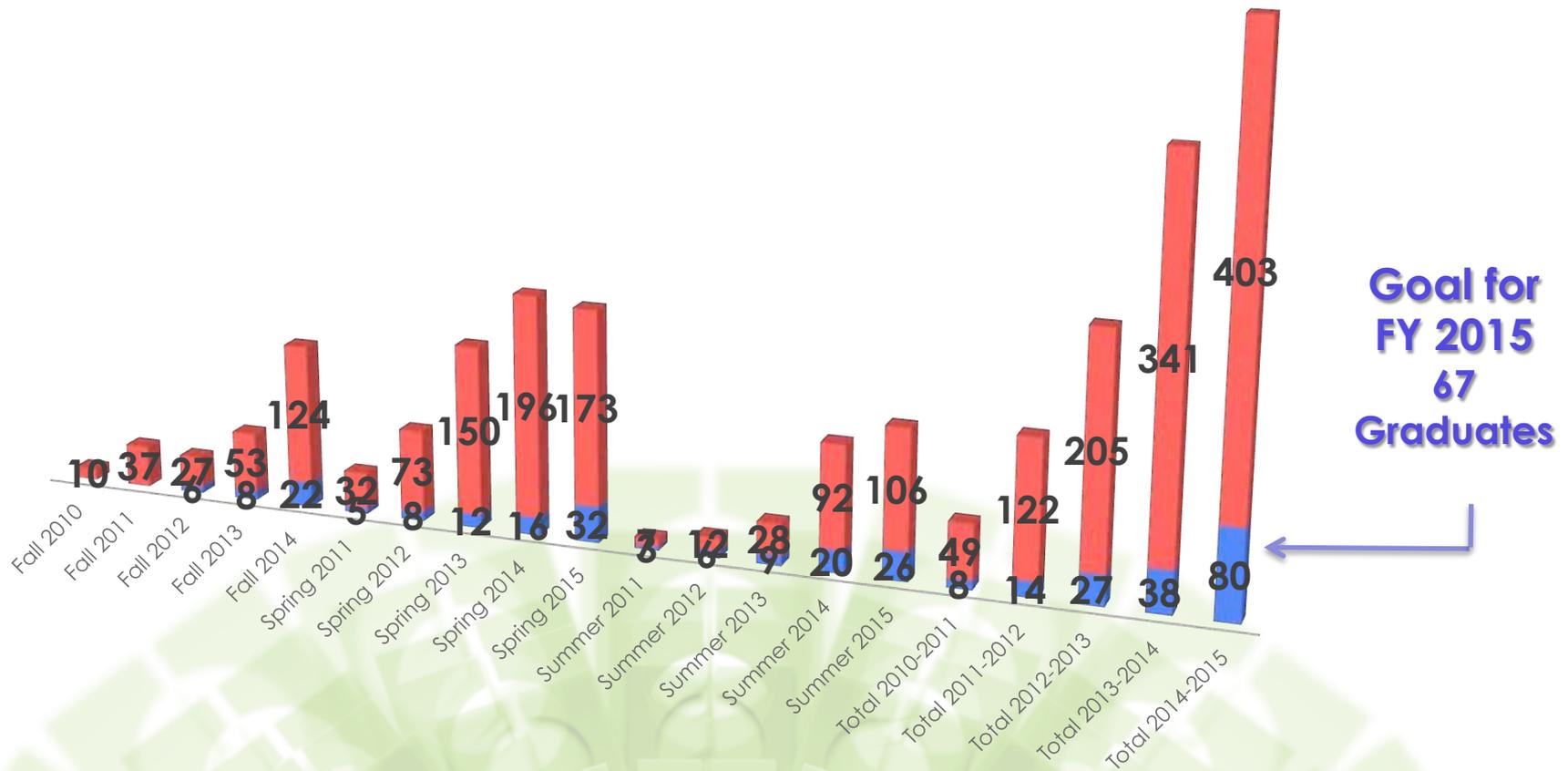
Note

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NLC by Location includes students taking classes on NLC's campus (COA).



Graduation

■ NLC Graduates ■ SAC Graduates



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Graduation 2015





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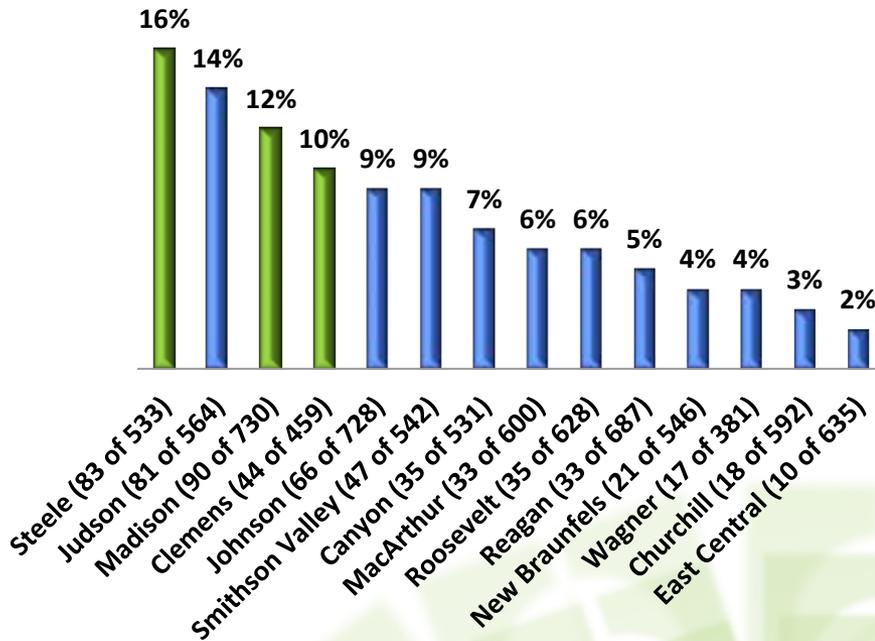
Graduation 2015



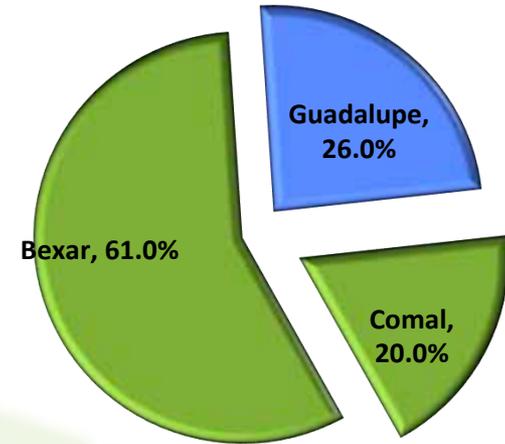


Sender Schools for NLC

Top Ten Sender High Schools in 2015



County of Graduating High School for FTIC Students at NLC in 2015



Note: Numbers following High School names represent number enrolled at NLC of total number of graduates.

Aggregated by ISDs

Middle and Elementary Sender Schools

Middle Schools That Feed Sender High Schools
(Average Enrollment: 1,145)
***28,625**

Elementary Schools that Feed Sender High Schools
(Average Enrollment: 750)
***55,500**

***84,125**

Bush	Krueger	Arlon Seay	Elof	Kinder Ranch	Olympia	Stahl
Canyon	Schlather (5-6)	Bill Brown	Encino Park	La Vernia Primary	Park Village	Steubing Ranch
Church Hill	La Vernia	Bulverde Creek	Fox Run	Las Lomas	Paschall	Stone Oak
***Corbett (7-8)	Lopez	Camelot	Franz	Longs Creek	Rahe Bulverde	Thousand Oaks
Dobie (7-8)	Metzger	Candlewood	Freiheit	Masters	Redland Oaks	Timberwood Park
Driscoll	Smithson Valley	Canyon Ridge	Goodwin Frazier	Maxine & Lutrell Watts	Regency	Tuscany Heights
Garner	Spring Branch	Cibolo Green	Garden Ridge	Miller's Point	Roan Forest	Vineyard Ranch
Harris	Tejeda	Clear Spring	Green Valley	Montgomery	Rolling Meadows	Walzem
Hill	White	Clear Springs	Hardy Oak	Morningside	***Rose Garden	Wetmore
Jordan (5-6)	Wilder (5-6)	Converse	Hartman	Norma J. Paschal	Royal Ridge	Wilderness Oak
Judson	Wood	Copperfield	Hoffmann Lane	Northern Hills	Salinas	Wilshire
Kirby	Woodlake Hills	Coronado Village	Hopkins	Northwood	***Schertz	Windcrest
Kitty Hawk		Crestview	Indian Springs	O.G. Wiederstein	Serna	Woodlake
		East Terrell Hills	John A. Sippel	Oak Creek	Specht	Woodstone
		El Dorado	Johnson Ranch	Oak Grove	Spring Meadows	

*Approximate potential pool ** NLC adopted schools for 2015-2016

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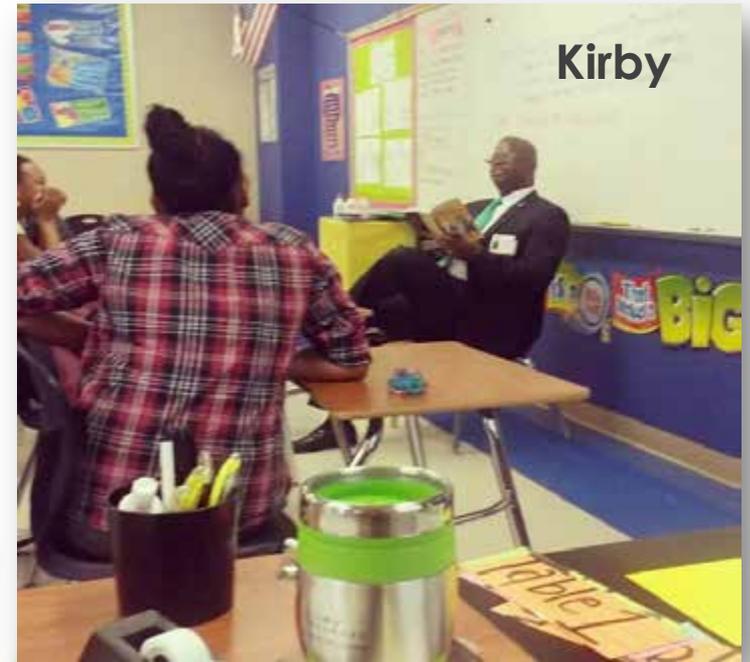
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Dr. Follins volunteers at NLC adopted schools

Salinas



Kirby



Spring Meadows



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Adopt-a-School

Spring Meadows Visits NLC



Adopt-a-School League for Innovation Winner for 2015



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Student Success Team Volunteers at NLC Adopted School



Student Success Team Volunteers at NLC Adopted School



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Spring Meadows Visits NLC





Nico and Friends



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Convocation

8/19/14 - Terri Manning, Associate Vice President for
Institutional Research and Director, Center for Applied
Research Central Piedmont Community College



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Northeast Lakeview College: Number of Associate Degrees Awarded for Fiscal Years

Associate Degrees	2009	2010	2011	2012	2013	2014	2015
<i>Core Completers</i>	0	6	8	34	55	100	169
Associate of Arts (AA)	1	5	7	14	24	31	66
Associate of Science (AS)	0	2	1	0	1	3	2
Associate of Arts in Teaching (AAT)	0	1	0	0	2	4	12
Degree Totals (AA+AS+AAT)	1	8	8	14	27	38	80/67



**Goal for FY 2015
67 Graduates
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Degrees Awarded





The overarching goal for all areas is degree completion

Goal 1: Increase persistence and degree completion

Student Success & Retention

Recruitment/Retention

Core Completion

Student Engagement (CCSSE/SENSE)

Achieving the Dream

Academic Success

Developmental Education

Teaching Excellence

Culture of Assessment

Course-based Success

Student Academic Support

Goal 3: Provide exemplary academic programs for our students

Workforce Development

New Program Development

Work Force Alignment

Goal 2: Increase number of students earning college credentials of economic value

Transfer

Transfer Agreements

Goal 4: Increase rate of transfer to bachelor's degree programs following NLC graduation

Organizational Health Goals

- Excellence in teaching and learning
- Much greater degree of student and customer focus
- Excellent financial management at every level of the organization
- Operational discipline with focus on clear, high behavioral and performance standards
- Create excellent strategic clarity and alignment
- Targeted innovation
- Ensure a safe learning environment

Institutional Advancement & Public Relations

Special Interest

Safety & Security

Efficiency (Baldrige) & Execution (4DX)



Northeast Lakeview College: Overview of Targets for the Alamo Colleges

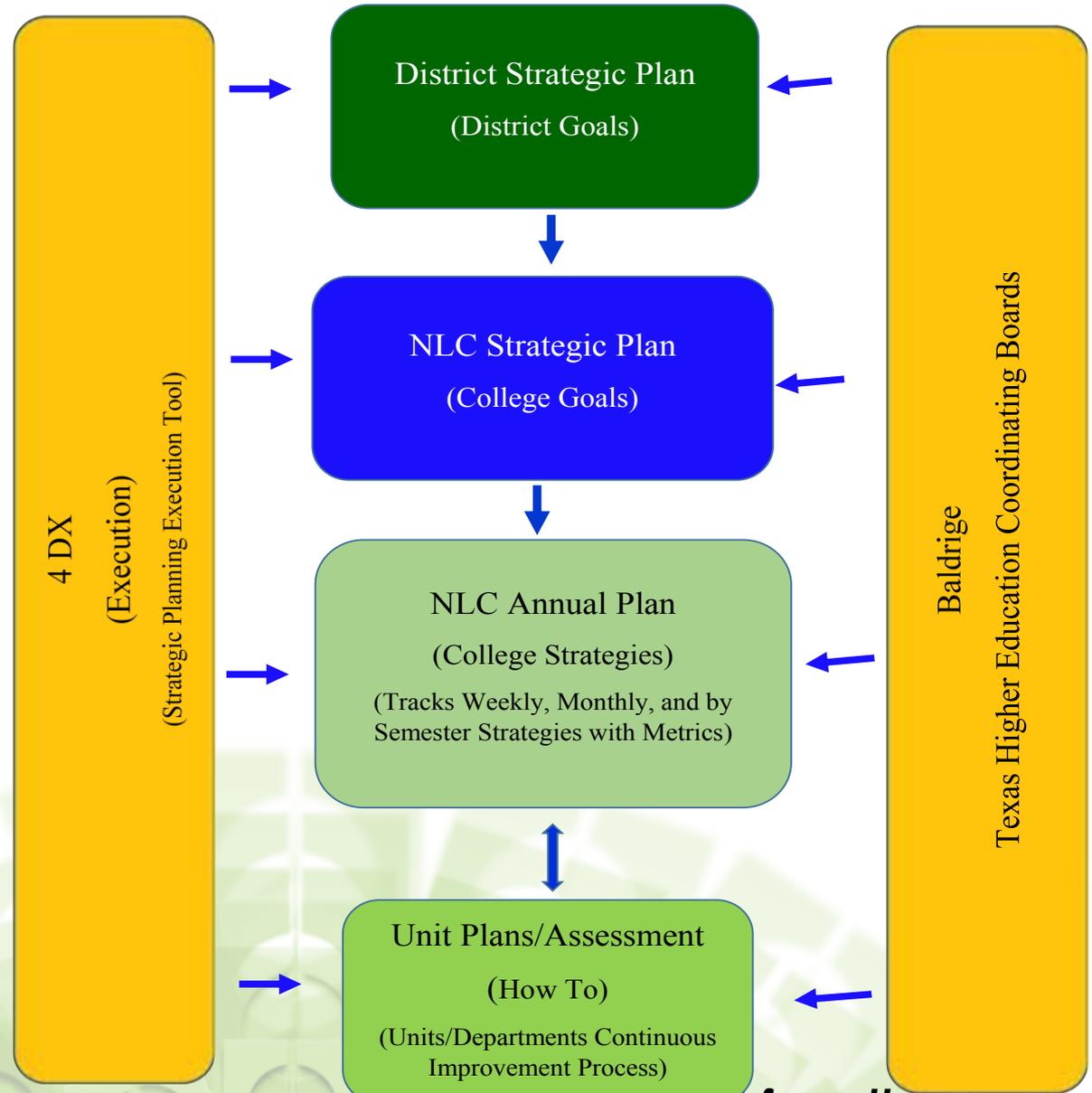
		FY 12	FY 13	FY 14	FY 15	FY 16	FY 17	FY 18	FY 19	FY 20
IPEDS 150		N/A	N/A	N/A	N/A					
FTIC Transfer - 6 years rate		N/A	35.6%	27.8%	44.8%					
FTIC F2S Retention	Full-Time	50.0%	61.0%							
	Part-Time	40.8%	34.7%							
Credit Enrollment	By Owner	1,715	1,618	3,708						
	By Location	10,895	10,465	9,459						
AE Enrollment		0	0	0						
Continuing Education Enrollment		1,888	2,045	3,170						
Total Enrollment (By Location + CE)		12,783	12,510	12,629						
Total Degrees		14	27	38	67	90	115	135	150	170
Total Certificates		0	0	0	0	0	0	0	0	0
Total Awards		14	27	38	67	150	300	400	500	600
Full-time to 30 C.H. in 1 Year		In Progress	In Progress							
Part-time to 15 C.H. in 1 Year		In Progress	In Progress							
% of FTIC Students Successful in Gatekeeper Math Within 3 Years of Completing Dev. Math		67.7%	75.3%	68.7%						
% of FTIC Students Successful in Gatekeeper English Within 3 Years of Completing Dev. English		71.4%	100.0%	87.0%						
% of FTIC Students Successful in History 1301 Within 3 Years of Completing Dev. Reading		70.8%	82.4%	59.1%						
% of FTIC Students Successful in Biology 1408 Within 3 Years of Completing Dev. Reading		50.0%	71.4%	66.7%						



Performance Goals FY/15



Northeast Lakeview College Strategic Planning Process



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Strategic Plan Institutional Goals (IG) and Effectiveness Indicators (EI)

(IG 1) NLC will deliver support services to facilitate enrollment and ensure student success.

- EI 1 Creative and effective recruitment
- EI 2 Exemplary retention based advising
- EI 3 Comprehensive use of online services
- EI 4 Accessible support services
- EI 5 Relevant student organizations

(IG 2) NLC will be a responsible steward of resources and facilities.

- EI 1 Acquire and monitor financial resources
- EI 2 Hire and train qualified and diverse personnel
- EI 3 Ensure environmental compatibility and sustainability
- EI 4 Maintain facilities
- EI 5 Capitalize on internal and external use of facilities

(IG 3) NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.

- EI 1 Focus on student success data
- EI 2 Embedded, academic special initiatives
- EI 3 Library and academic support
- EI 4 Distance learning
- EI 5 Learning centered environment

(IG 4) NLC will serve the community as the primary educational resource and as a responsible civic partner.

- EI 1 Community awareness within district and in special service region
- EI 2 Community partnerships
- EI 3 Community engagement activities at NLC
- EI 4 NLC participation and support of community events and organizations

(IG 5) NLC will maintain a culture of collegiality, open communication and professional excellence.

- EI1 Provide a team environment that encourages cooperative interaction
- EI 2 Monitor levels of employee well-being and satisfaction
- EI 3 Recognize and reward employee contributions toward achieving college goals
- EI 4 Promote personal growth and high performance
- EI 5 Encourage and contribute to employees' continual improvement and goal achievement



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Completion





Completion - Increase
persistence and the number of
students earning college
degrees



NLC FY 2015 Annual Plan Update: *Completion*

Increase persistence and the number of students earning college degrees

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2014 Baseline	FY 2015 Target	Current Status	Comments
IG 1 NLC will deliver support services to facilitate enrollment and ensure student success	EI 2 Exemplary retention based advising	1. Increase the number of core completers reported to the THECB.	100 (65% increase)	150	Total: 169	Data certified THECB 10/15/15
IG 1NLC will deliver support services to facilitate enrollment and ensure student success	EI 2Exemplary retention based advising	2. Utilize AlamoADVISE case management system to ensure ALL students receive advising services.	200 : 1	350 : 1	350:1 JECA: 455	FTIC; VA students; Early Alerts; Potential Graduates
IG 1NLC will deliver support services to facilitate enrollment and ensure student success	EI 2Exemplary retention based advising	3. Utilize the 30+ and 45 hour report to identify potential completers.	38 (20% increase)	67	Total: 80 22 graduates for Fall 2014 32 graduates for Spring 2015 26 graduates for Summer 2015	Data certified THECB 10/15/15
IG 11NLC will deliver support services to facilitate enrollment and ensure student success	EI 2 Exemplary retention based advising	4. Expand degree planning via GPS/ISP beyond FTIC (SDEV) population to ensure all students have a degree pathway.	100% SDEV Classes	100% SDEV + Gatekeeper courses	Looking at data to identify NLC Gatekeeper courses	Gatekeeper = High Enrollment/High Failure



NLC FY 2015 Annual Plan Update: Completion

Increase persistence and the number of students earning college degrees

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2014 Baseline	FY 2015 Target	Current Status	Comments
IG 11NLC will deliver support services to facilitate enrollment and ensure student success	EI 1 Creative and effective recruitment	5. Increase the yield rate from College Connections High Schools	Judson: 80 (13%) Samuel Clemens: 46 (11%) Steele: 64 (13%) Wagner: 20 (4%)	10% increase	Judson – 81 (14%) Clemens – 44 (10%) Steele – 83 (16%) Wagner- 17 (4%)	As of Fall 2015 Steele – 8% increase Other College Connection High School – did not meet target goal
IG 11NLC will deliver support services to facilitate enrollment and ensure student success	EI 1 Creative and effective recruitment	6. Increase the yield rate from Top 10 Feeder High Schools	1. Steele: 64 (14%) 2. Madison: 97 (13%) 3. Judson: 80 (13%) 4. Samuel Clemens: 46 (11%) 5. Roosevelt: 43 (8%) 6. Johnson: 48 (7%) 7. Smithson Valley: 37 (7%) 8. New Braunfels: 27 (6%) 9. Reagan: 34 (5%) 10. MacArthur: 29 (5%)	10% increase	1. Steele – 83 (16%) 2. Judson – 81 (14%) 3. Madison – 90 (12%) 4. Clemens – 44 (10%) 5. Johnson – 66 (9%) 6. Smithson Valley – 47 (9%) 7. Canyon – 35 (7%) 8. MacArthur – 33 (6%) 9. Roosevelt – 35 (6%) 10. Reagan – 33 (5%)	As of Fall 2015 Johnson – 14% increase Smithson Valley – 13% increase MacArthur – 11%



NLC 4DX Summit 2015

Achievement awards presented to teams that completed their WIGs





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NLC 4DX Summit 2015

Achievement awards presented to teams that completed their WIGs



Right from the Start

AlamoADVISE

THE ADVISING LIFE OF AN ALAMO COLLEGES STUDENT
ACADEMIC & CAREER ADVISING SHARED VISION—BUILDING MOMENTUM TO COMPLETION

VISION	Alamo Colleges will provide every student with an exemplary, effective and personalized pathway to success through academic and career advising.
MISSION	At the Alamo Colleges, academic and career advising build a culture of integrated practices and shared responsibilities. Through collaborative teaching and learning, the advising process empowers our diverse student populations to explore and navigate their academic and career pathways.
DEFINITION	Academic and Career advising is a series of ongoing and intentional conversations among students, faculty, and staff that establish a pathway to the realization of educational, career, and life goals.

Connection WELCOME/ADVISING CENTERS	Entry COLLEGE SUCCESS	Progress FACULTY ASSIGNED WITH MAJOR	Completion CAREER & GRAD. CENTERS	
PRE-COLLEGE—0 HOURS	0–30 HOURS		31+ HOURS	
<ul style="list-style-type: none"> • AlamoENROLL—Provides enrollment guidance to prospective students through cross-college website including: <ul style="list-style-type: none"> – Steps to Enrollment Checklist – Open Modules – Ready, Set, Apply – Intro to College and AlamoINSTITUTES – Financing Your Future – Test 101 – Resources/Computer labs • AlamoINSTITUTES—Provide advising information regarding career pathways <ul style="list-style-type: none"> – Health & Biosciences – Advanced Manufacturing & Logistics – Science & Technology – Public Service – Creative & Communication Arts – Business & Entrepreneurship • Early Colleges/Academies—Course enrollment in Fr/Sr through assigned advisor. • Dual Credit—Course enrollment in Jr/Sr year through assigned Advisor. • College Connection—Guide through enrollment process, including completion of ApplyTexas, FAFSA Application, TSI and AlamoENROLL modules. • Grad Guru downloaded 	<p style="text-align: center;">INITIAL ENROLLMENT—1ST SEMESTER</p> <ul style="list-style-type: none"> • New Student Orientation/Convocation—Orient students to the Alamo Colleges. <ul style="list-style-type: none"> – Provide Academic Advising Syllabus (0-30 hours) & introduce assigned Advisor – Assist with scheduling & registering for classes (including SDEV) – Orient students to Degree Plans via Alamo GPS—ACES account – Online Web Registration assistance available – AlamoINSTITUTES / major course of study chosen – Identify ACOL/PLA • Post Assessment Advising—TSI score interpretation and placement (ie I-Best) • Academic Refreshers—INRW and math • Post Refresher Advising <p style="text-align: center;">1ST SEMESTER</p> <ul style="list-style-type: none"> • Instruction on College Success (SDEV Course). Begin E-portfolio • Advisor utilizes Canvas to connect with assigned students. Use E-portfolio • Assist students in choosing their major using appropriate career assessment tools. • MyAlamoCareer.org and Career Coach—virtual career and placement center links workforce centers, Alamo Colleges and local job market • AlamoINSTITUTES utilized • Provide students with a plan to earn a certificate or degree. <ul style="list-style-type: none"> – Complete ISP via Alamo GPS. • Advise and register students into appropriate courses for following semester • Early Alert & Smart Start utilized • Advisor determines Faculty integration (12-30 Hrs range) <p style="text-align: center;">2ND SEMESTER</p> <ul style="list-style-type: none"> • Confirm students' plan to earn a certificate or degree and review ISP via Alamo GPS. • Advise and register students into appropriate courses for following semester. • Early Alert & Smart Start utilized 		<p style="text-align: center;">2ND YEAR—GRADUATION</p> <ul style="list-style-type: none"> • Faculty teamed with an advisor through Degree or Certificate completion via GPS. • Provide Academic Advising Syllabus (31+ hours) • Advising regarding course selection is offered through Group or Individual Sessions to understand the requirements of chosen major at transfer university. • Major Mixers/Major Mania Events <p style="text-align: center;">ADVISING CENTERS (19 Teams)</p> <ul style="list-style-type: none"> • Advising regarding course selection is offered through Group or Individual Sessions to understand major requirements. 	<p style="text-align: center;">2ND YEAR—GRADUATION</p> <ul style="list-style-type: none"> • Assist students (42+ Hours/ Core Complete) in Degree Audits via Alamo GPS • Faculty advise students during semester on how to be successful in classes. • Coordinate the Academic Achievement Events, Career/ Scholarship Fairs, Transfer Fairs, and Graduation Event/ Festival. • Graduation Survey • Reverse Transfer
ACTIONS: Assign Connection Advisor	Certified Advisor Assigned/PIN Given, Institute Chosen		Faculty Mentor Assigned	
METRICS: Number of Apply Texas Submitted [Analyst] Number of DC/EC Enrolled DC/EC Term Retention	FTIDS Enrolled Productive Grade Rate (PSRI)	Fail to Spring Retention Fail to Fall Retention	# of Certificate & Core Completers Number of Art. Agreements Number of Degrees Number of Certificates	

BADGES:  Welcome	 College Ready, 15 Hours, 30 Hours	 Core Complete	 Cert., Degree, Alum
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RESOURCES: AlamoENROLL | Academic Advising Syllabi | alamo.edu | Alamo GPS (Degree Plans) | College E-Catalog/Schedule | MyAlamoCareer.org | Career Coach | Canvas | Grad Guru



Occupational – Increase the number of students earning college credentials of economic value



NLC FY 2015 Annual Plan Update: Occupational

Increase the number of students earning college credentials of economic value

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2014 Baseline	FY 2015 Target	Current Status	Comments
IG 4: NLC will serve as the primary community educational resource and a responsible civic partner.	EI 2 Community partnerships	1. Will increase marketing with social media and contacts with employers to determine training needs and provide training for employees.	Number of individuals trained: 3018	Number of individuals trained: 3168	Number of individuals trained: 2259	Social Media marketing efforts are ongoing. A large customer reduced training efforts in Nov-Jan. Submitting for 2 new grants in spring 2015.
IG 4: NLC will serve as the primary community educational resource and a responsible civic partner.	EI 2 Community partnerships	2. Department staff will attend chamber events and other related events in the area. Will contact new employers to discuss opportunities.	Number of employers served: 12	Number of employers served: 24	Number of employers served: 26	<p>Military Organization: Air Education Training Command -340 FTG/DPMD Air Force Personnel Operations Agency Army North -Ft. Sam Houston Ft. Sam Network Enterprise Center Lackland 318th OSS USAF Lackland 92 IOS USAF Lackland AFB Cryptologic and Cyber Systems Division (LAFB) Randolph Air Force Base 902 FSS-FSDET "ISC" Consulting Group Inc.</p> <p>CBO: Alamo Workforce Solutions Judson Early College Academy (JECA) Judson ISD Project Quest</p> <p>Companies/Employers: Barnett Engineering Becton Dickson Medical City of San Antonio-COSA Consolidate Telecom Services Dice Communications Enova Concepts Jana Corporation Rackspace Randolph Brooks FCU Sandtech Solutions Silotech</p>



Colonel Jack Eldridge (Math Professor) providing instruction to student on surveying equipment.





Academics –
Provide exemplary academic
programs for our students



NLC FY 2015 Annual Plan Update: Academics

Provide exemplary academic programs for our students
(Academic Advancement)

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2014 Baseline	FY 2015 Target	Current Status	Comments
IG 3: NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.	El 3: Library and academic support	1. Increase students' access to and use of tutoring and instructional support. Expand metrics and referrals to all learning support centers (ASC, SLC, MLC, RWSC, Reference).	a) Participation in f2f tutoring (students/visits): 900 / 4,000	Participation in face-to-face tutoring: Students / visits: 2% increase Increase Participation in online tutoring: 2% increase	a) 878 / 4,498 b) 260 / 567 c) 8,163	data gathered at the end of the month (August 2015)
	El 2: Embedded, academic special initiatives		b) Participation in online tutoring (hours/sessions): 200 / 475 c) Ref/Research & Citation Queries and support: 7500			
IG 3: NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.	El 3: Library and academic support	2. Increase students' ability to apply information literacy concepts and critical thinking by increasing their access to library instruction, research support, and resources.	a) # of instruction students taught: 8770 b) E-resources uses: 880,000 c) # of LibGuide uses: 200,778 d) Gate Count: 235,000	a) Increase access by 2% b) Increase uses by 2% c) Increase uses by 2% d) Increase access by 2%	a) 8,622 b) 1,201,183 c) 235,489 d) 212,272	data gathered at the end of the month (August 2015)



NLC FY 2015 Annual Plan Update: Academics

Provide exemplary academic programs for our students
(Academic Advancement)

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2014 Baseline	FY 2015 Target	Current Status	Comments
IG 3: NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.	EI 3: Library and academic support	3. Support student learning/core program outcomes through the delivery of course embedded info lit instruction through LIBR 0001 / ENGL 1301 linked courses.	a) Pre-to-post LIBR 0001 scores: on average 5 points gained from pre-to-post b) Completion rates for LIBR 0001: 80%	Demonstrate 5 points or higher pre-to-post test gain Increase completion rates by 2%	Fall 2014: a) Pre-to-post gain was 8.04 points b) Completion 85.5 Spring 2015: a)Pre-to-post gain 8.78	data gathered at the end of the semester
IG 3: NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.	EI 1 Focus on student success data	4. Academic Divisions will increase PGR and retention rates by 2% in aggregate (comparing Fall to Fall & Spring to Spring)	a) 79% b) Academic division Staff and Faculty are committed to advising a minimum of 1 student per week	All academic divisions have met the commitment as of October 27, 2014	The following disciplines/ departments reached or surpassed the F '14 District Goal of PGR at 79.4% for Spring 2015. ACCT, ANTH, ARTS, BCIS, BIOL, COMM, COSC, CRIJ, DRAM, ECON, EDUC, GEOG, GERM, HUMA, KINE, MUAP, MUEN, MUSI, PHIL, SDEV, SPCH The following disciplines for reached or surpassed the F '14 District Goal of Course Completion Rate for Spring 2015 at 92.9%. ARTS, BCIS, BIOL, COMM, CRIJ, DRAM, ECON, GEOG, GERM, HIST, HUMA	data will be gathered through end of semester Spring 2015—76.3%



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NLC Library



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Opportunity Rush Fair Fall 2014



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Fiesta at NLC 2015





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Fiesta at NLC 2015



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NLC FY 2015 Annual Plan Update: Academics

Provide exemplary academic programs for our students (Ongoing Faculty Development)

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2014 Baseline	FY 2015 Target	Current Status	Comments
IG 3: NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.	El 5: Learning centered environment	6. Increase CCSSE results to National Average by: 1) increasing student engagement learning strategies (group work, presentations, technology usage, service learning, hands-on activities, essays) 2) sharing professional development strategies for student engagement in learning	77% faculty use student engagement teaching and learning strategies (181 FT and PT faculty) 23 faculty attending teaching and learning professional development venues	80%	77% 8 attended Assessment Conferences* 37 approved PD applications *	data will be gathered through end of semester TCD - data as of 5/4/15 includes SACSCOC Registered.
IG 3: NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.	El 5: Learning centered environment	7. Increase student acceleration through developmental education refresher courses.	INRW - 77 students enrolled 61 moved up 1 level 12 moved up 2 levels 4 moved up 3 levels MATH – 142 students enrolled	INRW – students will increase levels of refresher courses by 2% MATH -students will increase	INRW – 64 students Moved up one level-45.164% Moved up two levels-11.29% Moved up three levels-6.15%	data will be gathered through end of semester; This initiative will also help with remedial high risk courses.



NLC FY 2015 Annual Plan Update: Academics

Provide exemplary academic programs for our students (Ongoing Faculty Development)

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2014 Baseline	FY 2015 Target	Current Status	Comments
IG 3: NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.	EI 1: Focus on student success data EI 5 Learning centered environment	8. Increase the number of faculty who apply for professional development funds to attend workshops, seminars, and conferences in their fields.	Total awards: 58* Individual faculty member awards: 36 *reflects duplicate awards to single faculty	Faculty will implement prof development learning to teaching strategies & share with academic community	8 attended Assessment Conferences* 33 total Professional Development Conferences paid by Initiative Funds*	data as of 8/31/15 includes SACSCOC Registered.
IG 3: NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.	EI 3: Library and academic support EI 4 Distance Learning	9. Support faculty/ staff in their development of instruction, course design, and instructional skills with access to ILC developed workshops, training artifacts, and consultations	a) Number of workshops and trainings: 44 b) Number of consultations: 1,300	Increase workshops by 2% Increase # of consultations by 2%	a) 48 b) 2,954	*Data gathered at the end of the
IG 3: NLC will offer innovative methodologies and resources to enhance student learning in instructional courses.	EI 1: Focus on student success data	Increase student success rates through the Student Learning Outcomes assessment process by the academic divisions from Fall to Spring 2014 for program outcomes	Data currently aggregated	Increase student success rate in program outcomes by 2%		

Achievement of Program Learning Outcomes: Associate of Arts Students

	Overall Mean Score	
	Fall '14	Spring'15
Critical Thinking Skills	2.84	2.42
Communication Skills	2.41	2.46
Empirical & Quantitative Skills	3.17	3.31
Teamwork	3.12	3.07
Personal Responsibility	2.57	2.53
Social Responsibility	2.24	2.41

Achievement of Program Learning Outcomes: Associate of Science Students

	Overall Mean Score	
	Fall '14	Spring'15
Critical Thinking Skills	2.84	2.42
Communication Skills	2.41	2.46
Empirical & Quantitative Skills	3.17	3.31
Teamwork	3.12	3.07
Data and Technological Skills	2.77	2.88
Scientific Communication	2.52	2.13

Achievement of Program Learning Outcomes: Associate of Arts in Teaching Students

	Overall Mean Score	
	Fall '14	Spring'15
Critical Thinking Skills	2.84	2.42
Communication Skills	2.41	2.46
Empirical & Quantitative Skills	3.17	3.31
Teamwork	3.12	3.07

John & Suanne Roueche Excellence Award Recipients Julie Nichols and Susan Kazen



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Adjunct Academy





Transfer – Increase rate of transfer to bachelor's degree programs following NLC graduation



“Baylor Bound” Agreement



- ❑ Baylor University and Alamo Colleges are proud to announce the creation of a formal [Baylor Bound](#) transfer agreement that will help students transfer more easily between the two institutions and continue to expand educational opportunities for young people all across Texas.
- ❑ Alamo Colleges Chancellor Bruce Leslie, Ph.D., the five Alamo Colleges' Presidents and Baylor President and Chancellor Ken Starr signed the partnership agreement during a ceremony in the Killen Center – Board Room at Alamo Colleges on Monday, May 11, 2015.



NLC FY 2015 Annual Plan Update: *Transfer – Increase rate of transfer to bachelor’s degree programs following NLC graduation*

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2014 Baseline	FY 2015 Target	Current Status	Comments
IG 1 NLC will deliver support services to facilitate enrollment and ensure student success	El 1 Creative and effective recruitment E2 Exemplary retention based advising	1. Capture the number of students participating in one-on-one recruitment sessions.	164	200	347	112% increase from previous year.
IG 1 NLC will deliver support services to facilitate enrollment and ensure student success	El 4 Accessible support services	2. Increase the number of students participating in transfer fairs.	372	500	Fall 2014 participation: 437 Spring 2015 participation: 236 673 Students participated	80.9% Increase in student participation. This cycle is complete.
IG 1 NLC will deliver support services to facilitate enrollment and ensure student success	El 2 Exemplary retention based advising	3. Increase number and diversity of transfer institutions participating in on-campus events.	Number of visits: 196 Breakdown of diversity: In State: 37 Out State: 5 Public: 20 Private: 10 Online: 7 Proprietary: 9	220	Current number of visits: 149* Breakdown of diversity: In State: 37 Out State: 5 Public: 20 Private: 10 Online: 7 Proprietary: 9	11% decrease in frequency. Institutions are coming out less but staying longer periods of time.



List of Universities who Participate in NLC Events

In-State Universities

Angelo State University
 Baptist Health System-School of Health Professions
 Baylor University
 Brown Mackie College
 Concordia University
 DeVry University
 Excelsior College
 Howard Payne University
 Our Lady of the Lake University
 Prairie View A&M University
 Sam Houston State University
 Schreiner Univeristy
 Strayer Univeristy
 St. Edward's University
 St. Mary's University (ROTC)
 Stephen F. Austin University
 Sul Ross State University
 Tarleton State University
 Texas A&M International University
 Texas A&M University-College Station
 Texas A&M University-Corpus Christi
 Texas A&M University-Kingsville
 Texas A&M University-San Antonio
 Texas Lutheran University
 Texas State University
 Texas Tech University
 Texas Women's University
 Troy University
 University of Houston
 University of North Texas
 University of Texas-Arlington
 University of Texas-Austin
 University of Texas-Dallas

In-State Universities

University of Texas-Pan American
 University of Texas-Permian Basin
 University of Texas Health Science Center-San Antonio
 University of the Incarnate Word
 University of the Incarnate Word-ADCAP
 Wayland Baptist University

Private Universities

Baylor University
 Our Lady of the Lake University
 Schreiner University
 St. Edward's University
 St. Mary's University (ROTC)
 Texas Lutheran University
 Texas Women's University
 University of the Incarnate Word
 University of the Incarnate Word-ADCaP
 Wayland Baptist University

Online University

American Public University
 Baptist Health System-School of Health Professions
 Capella University
 Colorado University
 Concordia University
 Southern New Hampshire University
 Strayer University
 Troy University

Out of State Universities

American Public University
 Capella University
 Colorado State University
 Fashion Institute of Design & Merchandising
 Grand Canyon University
 University of Northern Iowa

Public Universities

Angelo State University
 Prairie View A&M University
 Sam Houston State University
 Sul Ross State University
 Tarleton State University
 Texas A&M International University
 Texas A&M University-College Station
 Texas A&M University-Corpus Christi
 Texas A&M University-Kingsville
 Texas A&M University-San Antonio
 Texas State University
 Texas Tech University
 University of Houston
 University of North Texas
 University of Texas-Arlington
 University of Texas-Austin
 University of Texas-Dallas
 University of Texas-Pan American
 University of Texas-Permian Basin
 University of Texas-San Antonio (ROTC)



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Dr. Craig Follins &
Dr. Louis Agnese Jr.,
President University
of the Incarnate
Word





Community Relations &
Continuing Education –
Strategically align community
and special interest
programming with community
need.



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Friends of Nighthawks



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Friends of Nighthawks President's Advisory Council

- Council Members:
 - Kim Turner, Chair (Universal City)
 - Lisa Mochel, Co-Chair (eESI)
 - Jennifer Osborn, Communications Liaison,
(Northeast Lakeview College)
 - Kathleen Labus (Northeast Lakeview College)
 - Ed Cimics (Live Oak)
 - Claudia Walker (Schertz ISD)
 - Elmer "Smiley" Williams (USAF)
 - Hadassah Molina (Northeast Lakeview College)



Friends of Nighthawks



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Friends of Nighthawks President's Advisory Council

Council Members:

- Joe Britan (Garden Ridge)
- Jackie Jackson (UTSA)
- Kate Silvas (Converse)
- Larry Carlton (Cibolo)
- Milton R. Fields, III (Judson ISD)
- Monique Vernon (Kirby)
- Omar Mendoza (Northeast Lakeview College)
- Robert Colunga (Windcrest)
- Tom Daly (Selma)
- Pamela Lucas (Northeast Lakeview College)

911 Remembrance at NLC



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Communities of Excellence Luncheon



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Math Workshop for Kirby Middle School Teachers



NLC's Summer Robotics Program





NLC FY 2015 Annual Plan Update: *Community Relations & Continuing Education*

Strategically align community and special interest programming with community need

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2014 Baseline	FY 2015 Target	Current Status	Comments
IG 4 NLC will serve the community as the primary educational resource and as a responsible civic partner.	EI 3 Community Engagement Activities at NLC	1. Increase the number of college-sponsored events on campus.	25	35	25	See slide 60
IG 4 NLC will serve the community as the primary educational resource and as a responsible civic partner.	EI2 Community Partnerships	2. Increase the number of partnerships with external entities.	69	80	14 14 WDCE	Academic ISD Visits, Business Trainings, Leadership Lab, Chamber Meetings, Business Luncheon, Student Success ISD Visits. (Ongoing list on slide 60) Increased by 14%
IG 4 NLC will serve the community as the primary educational resource and as a responsible civic partner.	EI 1 Community awareness within district and in special service region	4. Organize community listening sessions.	3	3	1	Sept. at Olympia Hills These will not be scheduled until early Spring/Summer 2015
IG 4 NLC will serve the community as the primary educational resource and as a responsible civic partner.	EI 4 NLC participation and support of community events and organizations	3. Increase the number of NLC leaders and employees engaging with and serving external entities in short-term or long-term leadership/	26	36	16	Requested from VP's community events attended by them and their teams Updated as of 5/04/2015 (Ongoing list on slide 60) Increased by 28%



Community Partnerships & Memberships

College-sponsored Events on Campus:

- Veterans Day Celebration: 11/11/14
 - Created Equal 10/7/14
- VPAS and Director IR Welcome Reception 11/14/14;
 - CIP Celebration 10/28/14
 - Kirby Day at NLC 10/23/14
- Community members/Friends of Nighthawks Meeting 12/03/2014
 - Scholarship Signing Ceremony 8/21/14
 - scholarship judging 9/19/14
- Employee giving campaign donor appreciation event 10/16/14
 - Tuesday Film Series - Scrooge – 12/02/14
- Community Members/Friends of Nighthawks Meeting 1/28/15
- Community Members/Friends of Nighthawks Meeting 2/25/15
- Leadership and Success Speaker: Arianna Huffington -3/17/15
 - Women's History Month Poetry Slam – 3/19/15
 - Danville Chadbourne Reception – 3/19/15
- NLC Council Meeting at Texas Lutheran University – 3/24/15
- Community Members/Friends of Nighthawks Meeting– 3/25/15
 - Green Eggs and Ham Easter Egg Hunt – 3/27/15
 - Outdoor Movie: The Equalizer – 4/07/15
- NLC Council Meeting at Kirby Middle School – 4/07/15
 - Career and Summer Job Fair – 4/08/15
 - Sugar 101 – 4/08/15
 - Financial Aid Saturday – 4/11/15
 - Earth Day – 4/15/15
- Community Members/Friends of Nighthawks Meeting 4/22/15
 - NLC Fiesta on the Plaza 4/23/15
 - Student Forum – 4/30/15
 - Pizza with the President – 5/07/15
- JECA College Signing Ceremony – 5/07/15

Community Partnerships & Memberships

NLC leaders and employees engaging with and serving external entities in short-term or long-term leadership/ member capacities

Dr. Craig Follins

National Forum for Black Public Administrators, Tri-County Partnership, Texas Alliance of Black School Educators, NE Partnership, Texas Diversity Council, National Council on Black American Affairs, Texas Association of Black Personnel in Higher Education, North SA Chamber of Commerce, San Antonio Food Bank Board of Directors, American Association of Community Colleges-Commission on Economic and Workforce Development

Dr. Tangila Dove

Executive Board CCBO, Member of NACUBO, Women *Leadership Texas*. To Join SACUBO

Kathi Ashworth

Current/Past-President TACE, TACTE, NCCET, NCWC

Dr. Debbie Hamilton

Delta Sigma Theta Sorority, Inc., National Council of Negro Women, San Antonio Area Foundation/African-American Fund, Texas Consortium for Men of Color

Kathleen Labus

North Chamber Alumni Association; Public Relations Society of America - San Antonio Chapter

Angela Hager

Board Member-Tri County Chamber

Dr. Donna Wood

Texas Community College Instructional Administrators; HLC Specialized Reviewer; National Council of Instructional Administrators; Texas Community College Teachers Association; Texas Association of College Technical Educators (TACTE)

Tracey Mendoza

TexShare Advisory Board, Texas Library Association, Consortia of Research Area Libraries, American Library Association, Bexar County Libraries



Community Partnerships & Memberships

Partnerships with External Entities

- TX Consortium Men of Color 10/24/14; NAACP Dinner 10/24/14
- Adopt-a-School Proclamation Ceremony 10/31/14
- MacArthur College Day 11/21/14
- Judson Football game 09/14 and 10/14
- Schertz Gala 11/14/14;
- Tri County Gala 12/6/14;
- Live Oak 5K Run 11/22/14;
- Walk to Cure Arthritis 5/17/15;
- Embodi Men of Color 5/2/15;
- City of Schertz Interview Panel (Public Affairs Department) – 09/14
- North Chamber Leadership Lab Sessions
- NEISD on 12/04/15
- Schertz Festival of Angels 12/04/15
- Adopt-a-School Mathematics Workshop with Kirby Middle School Math Faculty on 01/10/2015
- Adopt-a-School Transition Ceremony 5/29/15
- San Antonio Area Foundation – AA Fund Gala – 08/22/15

WDCE:

- 9/4 & 10/2 Community Listening Session
- 9/9 JISD Game Day
- 9/11 NEP Economic Development Comm.
- 10/7 P16 Council Strategic Comm.
- 10/7 National Night Out - Roosevelt H.S.
- 10/24 NAACP Freedom Dinner
- 11/14 Schertz Chamber Gala
- 12/6 Tri County Chamber Gala
- 1/15/15 Hosted Retail Industry Breakfast
- 1/27/15 Attended Mayors's Workforce Summit
- North Chamber Technology Group breakfast & Chamber Luncheon
- San Antonio Area Foundation
- National Assoc. of Female Executives-We Lead Luncheon
- Monthly Schertz and Tri-County Chamber Luncheons



Our Live Oak City Council



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San Antonio Airport Rotary



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San Antonio Food Bank



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NLC Team visit to Judson High School





Lunch with the President

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Women's History Month



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Women's History Month



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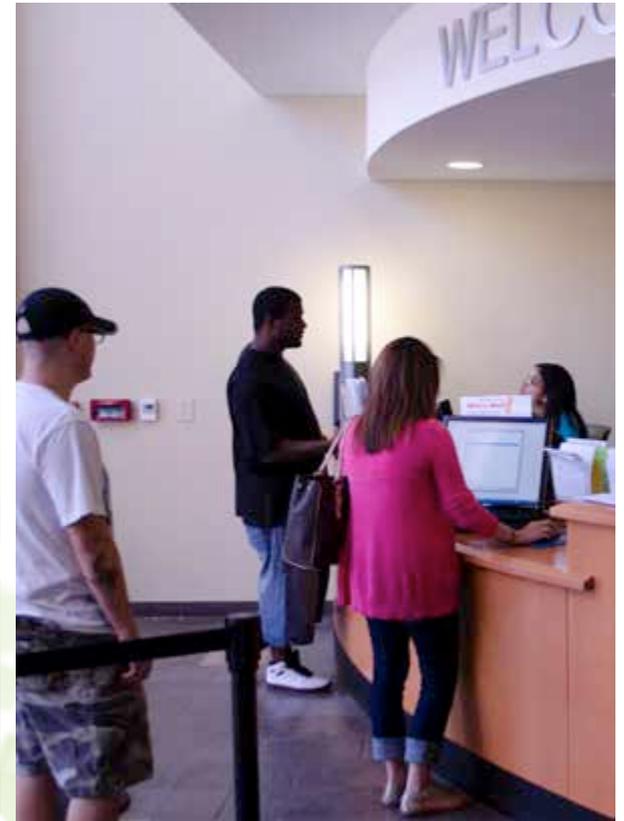


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Student Services – Increase the quality and effectiveness of student services and support

Right from the Start





Opportunity Mall

- Welcome Center
- Honors
- Learning Community
- Service Learning
- Career Advising
- Job Placement
- Transfer Center
- International Education
- Student Organization & Recreational Sports

Right from the Start



NLC FY 2015 Annual Plan Update: *Student Services*

Increase the quality and effectiveness of student services and support

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2014 Baseline	FY 2015 Target	Current Status	Comments
IG 1 NLC will deliver support services to facilitate enrollment and ensure student success.	EI 1 Creative and effective recruitment.	1. Implementation & Execution of MyMap (Monitoring Academic Progress).	79% contact rate with FTIC students to complete the enrollment process (5% increase)	81% contact rate	90% contact rate	
IG 1 NLC will deliver support services to facilitate enrollment and ensure student success.	EI 2 Exemplary retention based advising.	2. Implement post-assessment advising.	100% of students placing in remediation will be referred to refresher course	100%	<p>MATH 1,524 students tested 981 required DEV MATH</p> <p>English 1,489 students tested 196 required DEV English</p> <p>Note: The students tested number is after we took out duplicates (i.e. students who took that portion of the test more than once).</p>	



NLC FY 2015 Annual Plan Update: *Student Services*

Increase the quality and effectiveness of student services and support

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2014 Baseline	FY 2015 Target	Current Status	Comments
IG 1 NLC will deliver support services to facilitate enrollment and ensure student success.	EI 4 Accessible support services.	3. Provide career and job readiness opportunities for students.	Fall 2013 Participation: 380 Spring 2014 Participation: 432 812 Total Students Participated	800 students	Fall 2014 participation: 471 Spring 2015 Participation: 425 896 Total Students Participated	10.3% increase in student participation.
IG 5 NLC will maintain a culture of collegiality, open communication and professional excellence.	EI 1 Creative and effective recruitment.	4. Have timely follow-up of all SOBI and code-of-conduct reports.	5 day investigation & resolution	5 day investigation & resolution	Fall & Spring average time from incident to resolution is 12 days	



NLC FY 2015 Annual Plan Update: Student Services

Increase the quality and effectiveness of student services and support

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2014 Baseline	FY 2015 Target	Current Status	Comments
IG 2 NLC will be a responsible steward of resources and facilities.	EI 5 Capitalize on internal and external use of facilities.	5. Provide training for faculty and staff in alignment with DSS and counseling needs of NLC students.	Number of Trainings: 4 Employee and Staff Participation: 100	Number of Trainings: 5 Employee and Staff Participation: 120	Number of Trainings: 6 Employee & Staff Participation: 283	
IG 1 NLC will deliver support services to facilitate enrollment and ensure student success.	EI 5 Relevant student organizations	6. Increase the number of students participating in clubs and student organizations.	Overall: 1,461	Increase to 1534	Fall 2014 – 904 students Spring 2015 – 476 students	Fall 2014 – 14 student organizations 4 interest groups Spring 2015 – 13 student organizations 3 interest groups
IG 1 NLC will deliver support services to facilitate enrollment and ensure student success.	EI 4 Accessible support services.	7. Increase job placement rates.	62	80	Fall 2014 Students Placed: 33 Spring 2015 Students Placed: 61 94 students total	52% increase in job placement rates.



ALAMO
COLLEGES

NORTHEAST LAKEVIEW COLLEGE

Safety and Security – Ensure safe and secure teaching and learning environments

Right from the Start



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NORTHEAST LAKEVIEW COLLEGE



Corporal Jason Santos
Patrol Division
Department of Public Safety



NLC FY 2015 Annual Plan Update: Safety and Security

Ensure safe and secure teaching and learning environments

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2014 Baseline	FY 2015 Target	Current Status	Comments
IG 2: NLC will be a responsible steward of resources and facilities.	El 4 Maintain facilities	1. Improve customer satisfaction with the Department of Public Safety. (Increase 2013-2014 survey favorable responses above the 2012-2013 favorable responses.)	Favorable ratings on Customer Satisfaction Survey: 90%	Favorable ratings on Customer Satisfaction Survey: 100%	100%	Complete , results received 12/8/14
IG 5: NLC will maintain a culture of collegiality, open communication and professional excellence.	El 1 Provide a team environment that encourages cooperative interaction	2. Implement 5 drills by 12/31/15 to be in compliance with state directive: Evacuation (EVAC), Lockdown Drills (LD), Severe Weather (SW), Shelter-in-Place (SIP), Reverse Evacuation (RVAC)	<p>EVAC Time to Evac: 4 min Time to All-Clear: 2 min Duration of Drill: 7 min</p> <p>LD Duration of Drill: 8 min</p> <p>SW/RVAC Building Time to Evac: 5 min Reverse Time to Evac; to new building: 4 min Time to All-Clear: 2 min Duration of Drill: 14 min</p> <p>SIP Time to Evac: 10 min Time to All-Clear: 4 min Duration of Drill: 14 min</p>	<p>EVAC Evac. Time: 3 min All-Clear Time: 17 min Drill Duration: 20 min</p> <p>LD Drill Duration: 7 min</p> <p>SW/RVAC Building Time to Evac: 3 min Reverse Time to Evac; to new building: 4 min Time to All-Clear: 3 min Duration of Drill: 15 min</p> <p>SIP Evac. Time: 6 min All-Clear Time: 4 min Drill Duration: 11 min</p>	<p>EVAC Science (3/25/15) Evac. Time: 2 min All-Clear Time: 39 min Drill Duration: 41 min</p>	<p>Update 8/31/15</p> <p>Remaining Drills LD, SW/RVAC, and SIP must be complete by 12/31/15.</p> <p>8/31/15 -To be completed Fall 2015</p>



NLC FY 2015 Annual Plan Update: *Safety and Security* *Ensure safe and secure teaching and learning environments*

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2014 Baseline	FY 2015 Target	Current Status	Comments
IG 5: NLC will maintain a culture of collegiality, open communication and professional excellence.	EI 1 Provide a team environment that encourages cooperative interaction	3. Implement final drill for FY 14 by 12/31/14 to be in compliance with state directive. (Create 2014 Evacuation Drills schedule to be in compliance with state directive.)	<u>SW/RVAC</u> Building Time to Evac: 5 min Reverse Time to Evac; to new building: 4 min Time to All-Clear: 2 min Duration of Drill: 14 min	Completion of FY 2014 mandatory Drills (2014 Baselines to be used)	11/21/14 NLIB & STCM: Building Time to Evac: <u>3 min</u> Reverse Time to Evac; to new building: <u>4 min</u> Time to All-Clear: <u>3 min</u> Duration of Drill: <u>15 min</u>	Completed.
IG 1: NLC will deliver support services to facilitate enrollment and ensure student success.	EI 4 Accessible support services	4. Improve exterior way-finding signage to enable easy navigation of campus.	Finalize types and location of signs; Bid project for completion	Finalize types and location of signs; Bid project for completion	On Hold until Parking Utilization Study is complete	8/31/15 Report received will update President and Exec Team



Efficiency and Execution –
Improve operational discipline
with a focus on high
performance standards
including excellent financial
management



NLC FY 2015 Annual Plan Update: Efficiency and Execution

Improve operational discipline with a focus on high performance standards including excellent financial management

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2014 Baseline	FY 2015 Target	Current Status	Comments
IG 2: NLC will be a responsible steward of resources and facilities	EI 1 Acquire and monitor financial resources	1. Conduct budget monitoring and management to ensure NLC operates within the 2014 budget allocation (Excluding SSFAC; Capital Funds; and Chargebacks – Computer/Communication)	Including CE Revenue Generated FOAPS: 95%	Including CE Revenue Generated FOAPS: 95% or more expended	95.2%	As of 8/31/15.
			Excluding CE Revenue Generated FOAPS: 100%		83.6%	
IG 2: NLC will be a responsible steward of resources and facilities	EI 1 Acquire and monitor financial resources	2. Increase average class size to 27 to maintain funding allocation through budget model.	Fall (Sections by Rubric): 26 Fall (Budget by Fund Code): 26 Fall (Fund Code Trend by Rubric): 26	Fall (Sections by Rubric): 27 Fall (Budget by Fund Code): 27 Fall (Fund Code Trend by Rubric): 27	Fall (Sections by Rubric): 25 Fall (Budget by Fund Code): 24.9 Fall (Fund Code Trend by Rubric): 25	As of 8/31/15 Awaiting summer avg class size data
			Spring (Sections by Rubric): 26 Spring (Budget by Fund Code): 26 Spring (Fund Code Trend by Rubric): 26		Spring (Sections by Rubric): 27 Spring (Budget by Fund Code): 27 Spring (Fund Code Trend by Rubric): 27	



NLC FY 2015 Annual Plan Update: Efficiency and Execution

Improve operational discipline with a focus on high performance standards including excellent financial management

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2014 Baseline	FY 2015 Target	Current Status	Comments
IG 2: NLC will be a responsible steward of resources and facilities.	EI 1 Acquire and monitor financial resources	3. Meet contact hour projections to maintain funding allocation through the budget model.	Location: 1,709,712 Owner: 434,488	Location: 1,788,368 Owner: 447,092	Location: <i>Fall: 655,824</i> <i>Spring: 693,520</i> <i>Summer:</i> Owner: <i>Fall: 211,824</i> <i>Spring: 277,792</i> <i>Summer:</i>	Updated 8/31/15 Awaiting Summer Certified numbers
IG 2: NLC will be a responsible steward of resources and facilities.	EI 1 Acquire and monitor financial resources	4. Meet fall enrollment projections to maintain funding allocation through the budget model.	Fall(Location): 5,399 Fall(Owner): 1,260	Fall(Location): 5,789 Fall(Owner): 1,737	Fall(Location): 5131 Fall(Owner): 2,325	Complete Based on Alamo January 2015 Report Total enrollment down Updated 8/31/15
IG 2: NLC will be a responsible steward of resources and facilities.	EI 2 Hire and train qualified and diverse personnel	5. Ensure timely hire of budgeted FT positions.	40 day average	35 day average	Report in process of being generated	Pending reports in Alamo talent 8/31/15
IG 2: NLC will be a responsible steward of resources and facilities.	EI 2 Hire and train qualified and diverse personnel	6. Ensure timely hire of budgeted PT positions.	25 day average	20 day average	Report in process of being generated	Pending reports in Alamo talent 8/31/15
IG 2: NLC will be a responsible steward of resources and facilities.	EI 2 Hire and train qualified and diverse personnel	7. Implement a new employee on boarding process.	New Initiative	Create and Implement by May 2015	Reviewing onboarding procedures and checklist from other institutions.	Northwestern Univ., UNC Charlotte, & NC State Univ. Updated 8/26/14



NLC FY 2015 Annual Plan Update: Efficiency and Execution

Improve operational discipline with a focus on high performance standards including excellent financial management

Institutional Goal	Effectiveness Indicator	Strategy/Activity	FY 2014 Baseline	FY 2015 Target	Current Status	Comments
IG 2: NLC will be a responsible steward of resources and facilities	EI 1 Acquire and monitor financial resources	8. Analyze course schedule for efficiency and impact on parking.	Under Development	Complete Utilization Study to determine efficiency	Complete	Presented results at May 2015 First Friday Will be included in 14/15 unit plan 8/31/15
IG 2: NLC will be a responsible steward of resources and facilities.	EI 2 Hire and train qualified and diverse personnel	9. Develop mid-level management with the potential to fill key business I positions and promote succession planning.	New Initiative	Engage mid-level managers (especially leadership lab and ALAS completers) to serve on special project taskforces.	6/1/5 - Open Gym Pilot begin	8/31/15 June Total Visitors: 66 Total = \$330 July Total Visitors: 39 Amount Paid: \$195 August numbers pending
IG 5: NLC will maintain a culture of collegiality, open communication and professional excellence.	EI1 Provide a team environment that encourages cooperative interaction	10. Capture the number of employees completing Active Shooter Training	50	50	Data under review for FY 2014.	Pending 8/31/15 report from HR
IG 2: NLC will be a responsible steward of resources and facilities.	EI 4 Maintain facilities	11. Track and account for tagged inventory assets.	100%	100%	100%	Certification signed. (Completed 1/15/15)

NLC Campus



Right from the Start



NLC FY 2015 Annual Plan Update: Efficiency and Execution

Efficiency and Execution – Improve operational discipline with a focus on high performance standards including excellent financial management
(continued) **Status of Vacancies**

Division	Position Number	Position	Status
SS	Director of Advising	P50569	Closed. Interim Director – Marlon Anderson.
SS	Certified Advisor	P50612	Applicants being reviewed, Interviews scheduled for week of January 4.
SS	Certified Advisor	P50565	Kelle Muse – Start date January 11, 2016
SS	Advisor - Stu Success	P50560	Applicants being reviewed. Interviews scheduled for week of December 14.
SS	Sr. Specialist – Student Success	C50981	Applicants being reviewed. Interviews scheduled for week of December 14.
SS	SR. Coordinator – Recruitment	P50591	Interviews held 12/8/15.
AS	IT Data Analyst	P50603	Pending Approval from HR.
AS	Dean Arts & Sciences	A50076	5/27/15 – Search reopened; interviews scheduled 9/04/15
AS	Academic Lab Tech	C50983	Position reopened – active search
PRES	Project Facilitator	P50613	Interviews being held – September 2015
AS	Instructor (Accounting)	F50960	Linked to FT Adjunct; Request advertising; Pending Avg. Class Size review
AS	Assistant Professor (Psychology)	F50973	Linked to FT Adjunct; Request advertising; Pending Avg. Class Size review
AS	Assistant Professor (Art)	F50961	Linked to FT Adjunct; Request advertising; Pending Avg. Class Size review
AS	Academic Pgm Coord	P50595	
PRES	Administrative Assistant to the President		Position posted internally and externally, closes on 10/15/15



NLC FY 2015 Annual Plan Update: Efficiency and Execution

Efficiency and Execution – Improve operational discipline with a focus on high performance standards including excellent financial management
(continued) **Status of Vacancies**

Division	Position Number	Position	Status
AS	Part-time program specialist conversion to part-time instructional designer		FY 15-16
AS	Request to add FT academic program specialist for ENGL/ WRITING in the ASC and part-time program specialist MATH in the ASC		FY 15-16 (Per agreement in VP Meeting discussion a part-time ASC position would be created from reduction of funding identified in Academic Success budget. Position will be created 9/1/15 to advertise. No FT position was approved based on lack of funding. TCD)
AS	Vacant Multimedia Specialist (Part-time) vacancy	Req813 TOUF (req813)	Posted



Summary of Key Performance Indicators (KPIs) for Academic Success Strategic Activities

PERSISTENCE/ COMPLETION	FY2012	FY2013	FY2014 (Goal)	FY2014 (YTD)	FY2015 (Goal)
1. Within Term Retention (Total Population) for Fall by Campus of Section Owner	94.5%	93.9%	*	94.9%	95%
2. Fall to Spring Persistence FT FTIC by Campus of Section Owner	50.0%	61.0%	78.5%	70.5%	78.5%
3. Fall to Spring Persistence PT FTIC by Campus of Section Owner	40.8%	34.7%	66%	46.1%	66%
4. Fall to Fall Persistence FT FTIC by Campus of Section Owner	27.6%	35.6%	53.9%	54.5%	68.7%
5. Fall to Fall Persistence PT FTIC by Campus of Section Owner	18.0%	18.9%	46.3%	27.5%*	46.3%
6. 2-Year Fall to Fall Persistence FT FTIC by Campus of Section Owner	8.2%	13.3%	43.9%	12.3%	43.9%
7. 2-Year Fall to Fall Persistence PT FTIC by Campus of Section Owner	5.6%	7.2%	*	13.0%	15%
8. Core Curriculum Completers	34	55	66	100	150/169
9. Degrees Awarded	14	27	30	38	67/80

*Requested Preliminary data from District



Summary of KPIs for Remedial Education Strategic Activities

STUDENT SUPPORT SERVICES	FY2012	FY2013	FY2014 (Goal)	FY2014 (YTD)	FY2015 (Goal)
1. Percentage of FTIC Students successful in Gatekeeper Math within 3 years of completing Dev. Math	67.7%	75.3%	77%	68.7%	70%
2. Percentage of FTIC Students successful in Gatekeeper English within 3 years of completing Dev. English	71.4%	100.0%		87.0%	*
3. Percentage of FTIC Students successful in History 1301 within 3 years of completing Dev. Reading	70.8%	82.4%	84%	59.1%	86%
4. Percentage of FTIC students successful in Biology 1408 within 3 years of completing Dev. Reading	50.0%	71.4%	73%	66.7%	75%

*Requested Preliminary data from District



Summary of KPIs for Student Success Strategic Activities

STUDENT SUPPORT SERVICES	FY2012	FY2013	FY2014 (Goal)	FY2014 (YTD)	FY2015 (Goal)
1. Percentage of FTIC students who transfer to a Texas senior institution within 6 years	N/A	35.6%	44.8%	27.8%	44.8%
2. Core Curriculum completers	34	55	66	100	Goal: 150 Final: 169
3. Percentage of students who would recommend Northeast Lakeview College to a friend or family member	93.6%	95.4%	CCSSE not administered	CCSSE not administered	Scheduled for April 2015
4. Percentage of students who would rate their NLC experience as good or excellent	84.8%	86.8%	CCSSE not administered	CCSSE not administered	95.4%
5. Number of currently enrolled students who have education plans	Not yet collected	857	1,260	1,205	1,173

*Requested Preliminary data from District



Summary of KPIs for Baccalaureate/Transfer Strategic Activities

STUDENT SUPPORT SERVICES	FY2012	FY2013	FY2014 (Goal)	FY2014 (YTD)	FY2015 (Goal)
1. Course Success	Fall: 73.1% Spring: 74.1%	Fall: 78.7% Spring: 76.3%	80%	Fall: 81%	82%
2. Course Completion	Fall: 91.2% Spring: 90.0%	Fall: 92.1% Spring: 91.6%	93% (Best in District)	Fall: 92.5%	93% (Best in District)
3. FT FTIC 3-Year Graduation Rate	5.7%	13.1%	13.9%	6.6%	13.9%
4. FT FTIC 4-Year Graduation Rate	6.3%	13.3%	17.7%	19.6%	17.7%
5. FT FTIC 6-Year Graduation Rate	N/A	32.0%	36.2%	16.1%	36.2%
6. Percentage of FTIC students who transfer to a Texas senior institution within 6 years	N/A	35.6%	44.8%	27.8%	44.8%

*Requested Preliminary data from District