



# Accomplishments: 2023 Recognition

## SPC's PRESIDENT

### Dr. Adena Williams Loston, Appointed

Commissioner for the Presidential  
Advisory Commission on Advancing  
Educational Equity, Excellence, and  
Economic Opportunity for Black  
Americans



# Great Places to Work Survey

Faculty Senate President



Staff Senate President





# Complete TODAY: Annual Compliance Trainings for All Alamo Colleges Employees (10:30-12 p.m.)

- Login to Alamo Talent from the ACES Employee tab
  - Click My Learning (in the ribbon)
  - Select Compliance Training from the dropdown menu

- [Alamo Information Security Awareness](#)

Estimated time: 25 minutes

Launched October 2023

- [FERPA: Family Educational and Privacy Rights Act 2023-2024](#)

Estimated time: 45 minutes

Launched October 2, 2023

**REQUIRED**





# Annual Compliance Trainings for All Alamo Colleges Employees

- Login to Alamo Talent from the ACES Employee tab
  - Click My Learning (in the ribbon)
  - Select Compliance Training from the dropdown menu

- **Preventing Harassment & Discrimination 2023**

Estimated time: 45 minutes

Launch date: 9-12-2023

- **Active Shooter Training Video 2023-2024**

Estimated time: 45 minutes

Launch date: 11-1-2023

- **Infectious Disease Prevention**

Estimated time: 45 minutes

Launch date: Pending

- **Protecting Youth: Abuse and Neglect Prevention**

Estimated time: 30 minutes

Launch Date: pending

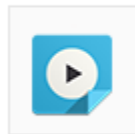
**REQUIRED**



# Required Viewing of the Alamo Colleges Mobile App

- **Login** to Alamo Talent from the ACES Employee tab
- **Click** on “My Learning”
- **Click** on “Events Calendar” to access it
- In the top right corner of the screen, **Enter** “Alamo Colleges Mobile App” in the **Search** box
- **Click** the “Alamo Colleges Mobile App” hyperlink

## Training results

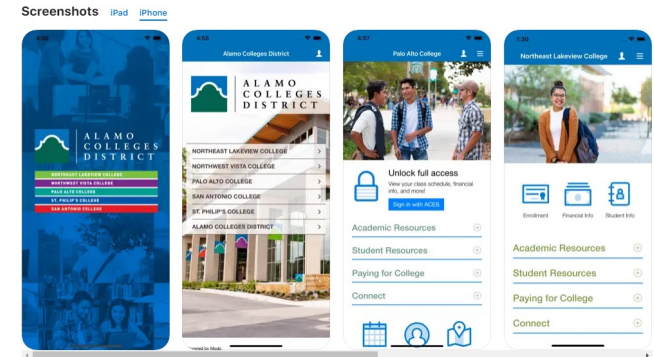


### Alamo Colleges Mobile App

Video | DST Student Success | \$0.00 ★★★★★ (0)

The Alamo Colleges District has an all-new mobile app that provides current students with easier mobile access to college resources and student account information. Learn more on SharePoint at [https://share.alamo.edu/SitePages/Mobile\\_App.aspx?web=1](https://share.alamo.edu/SitePages/Mobile_App.aspx?web=1).

- **Click** the **Launch** button to play the video
- **Mark** “complete” at the conclusion of the video



ALAMO COLLEGES DISTRICT  
St. Philip's College



ALAMO  
COLLEGES  
DISTRICT



# Employee Giving Campaign

The Employee Giving Back campaign will run until **October 31, 2023**.

We encourage employees to participate in the SPC Employee Giving Campaign at a level that will help us reach our goal of 51% employee participation.

<https://www.alamo.edu/spc/employeesgive>

### SPC's Top 5 Funds

1. Artemisia Bowden Memorial Endowed Scholarship (420014)
2. Dr. Adena Williams Loston Endowed Scholarship (420039)
3. Clarence W. Norris, Sr. Endowed Scholarship (420093)
4. SPC Alumni Association Scholarship (620175)
5. SPC General Scholarships (620064)



**Current District Picture as of October 19, 2023**

College	Total	Goal	# Employees	# Donors	Participation Rate
SPC	\$25,791.00	\$70,000.00	502	63	12.55%
DSO	\$83,847.00	\$115,000.00	901	247	27.41%
PAC	\$27,478.00	\$50,000.00	312	93	29.81%
SAC	\$30,916.00	\$60,000.00	593	92	15.51%
NVC	\$26,287.00	\$45,000.00	386	58	15.03%
NLC	\$35,586.00	\$35,000.00	187	62	33.16%



# Marketing and Communications

How to Maximize Your Marketing Using Digital Signage

<https://forms.monday.com/forms/dee9882f400978cf95afa92ad8cccad6?r=use1>



**READ ALL ABOUT IT!!!**



# *Keynote Address*



# Pre-Keynote Instructions

## How to Respond to Questions using our App

### SLIDO Instructions

- A QR code will be available for you to scan with your phones to respond to questions during the keynote and a QR code to submit questions at the end.

OR

- Participants can join at **slido.com** with **#4143354**  
or anytime at <https://app.sli.do/event/rK3KW35NnZcCvYDCXd6uCS>





# Keynote Speaker



**Dr. Bola King-Rushing**  
**Associate Vice President, Caring Campus**





INSTITUTE *for* EVIDENCE-BASED CHANGE  
Informing Decisions · Improving Practice · Increasing Student Success

# Caring Campus at SPC: Why a Sense of Belonging Matters in Student Success

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St. Philip's College  
October 27, 2023

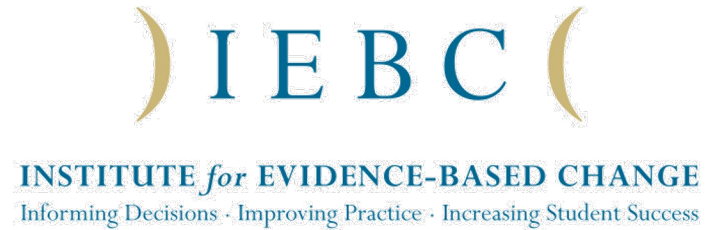
Bola King-Rushing, Ph.D.  
Associate Vice President, Caring Campus



**Welcome**

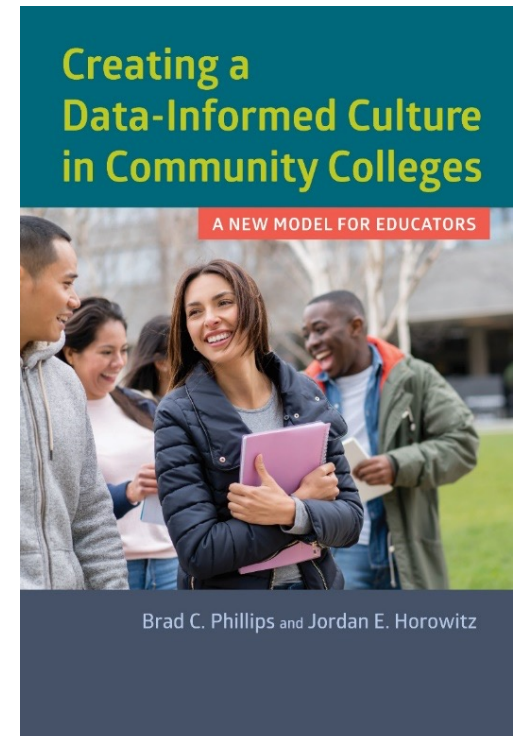


# About the Institute for Evidence-Based Change



Caring Campus

- Over 15 years as a 501(c)3
- Work in 31 states
- Started the Cal-PASS Program in California
- Authors of *Creating a Data-informed Culture in Community Colleges*
- Over 130 colleges participating in Caring Campus across the country, including over a dozen in Texas



# Caring Campus and SPC

- IEBC is here *because* SPC cares
- Partnering to take your accomplishments to the next level
- Student success is our shared goal



# An Exercise, Part 1

- Think of a time when you helped a student.
- How did it make you feel to help them?





# An Exercise, Part 2

- Think of a time when you helped a student.
- How do you think they felt after you helped them?



# What is Caring Campus?

- Intentionally prioritizes making the students feel welcome
- Engages everyone in student success efforts
- Creates behavioral change that flows through the entire campus
- Connects employee groups with each other
- Causes the college to examine barriers to student success

# What is a “Sense of Belonging”?

“A ‘sense of belonging’ for college students can be broadly interpreted as a subjective perception of inclusion, connectedness, and integration in three primary dimensions: social, academic, and institutional.”

(Beauchamp et al.)



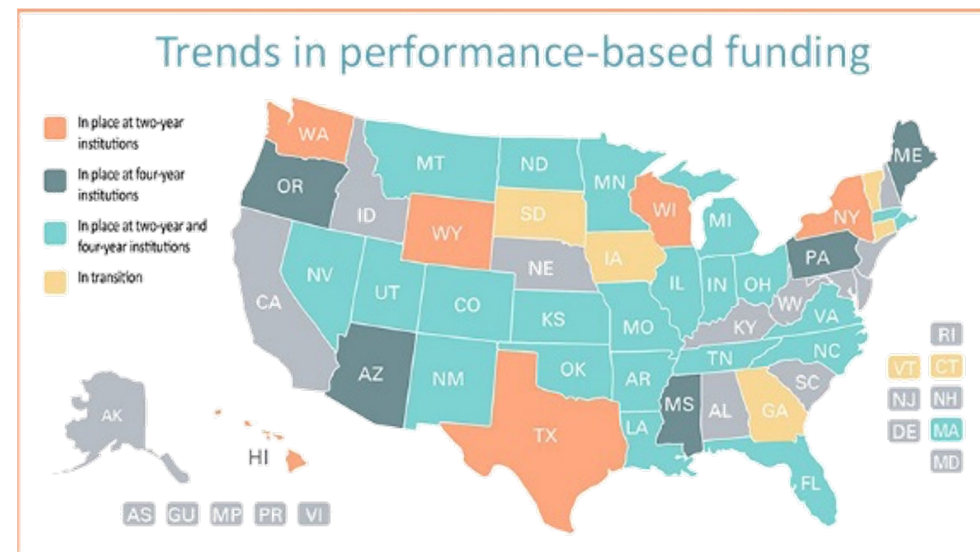
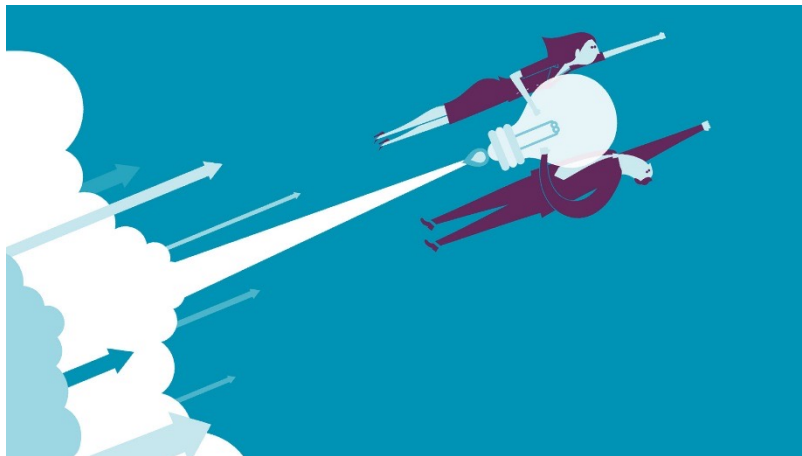
# Sense of Belonging Research

“Decades of research has demonstrated that students who have a strong sense of belonging at their institutions are more likely to persist and graduate, especially true for students from lower-income and first-generation backgrounds and communities of color.”  
(Beauchamp et al.)





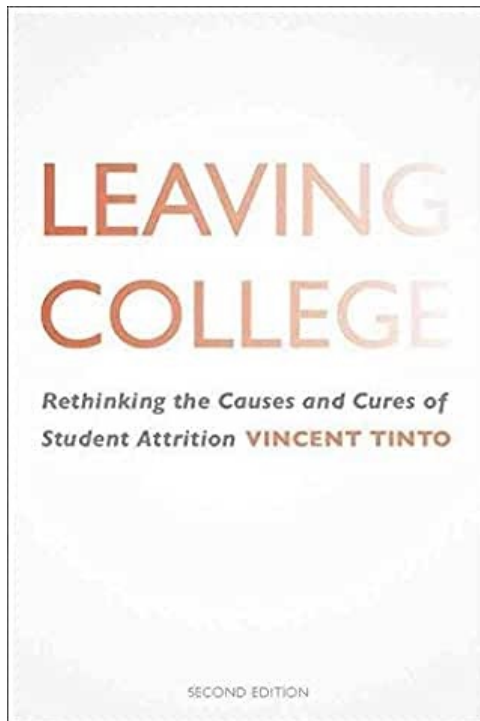
# Improving the Impact of Major Community College Initiatives



# Why Focus on Engagement?

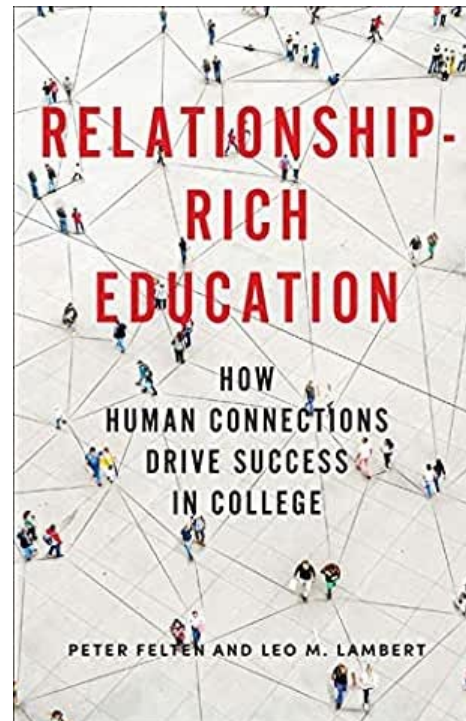
- **Doing good and doing well**
  - **The best way to do well (increase our funding) is by doing good (helping students be successful)**
    - HB8 funding is mostly based on outcomes even if enrollment is decreasing
    - Retention is key: students can't graduate if they drop out
- **Sense of belonging matters**
  - **Supported by decades of research**
    - Self-efficacy, sense of belonging, and perceived value of the curriculum (Tinto)
    - Engaging with a faculty/staff member is key to persistence (Light)
    - CCRC's direct research on Caring Campus

# Research on Retention and Success



1993

“...the secret of effective retention lies not in the types of programs institutions construct for their students, but in the underlying commitment to students that inspires these programs” (1993)



2020

“Decades of research demonstrate that peer-to-peer, student-faculty, and student-staff relationships are the foundation of learning. Belonging and achieving in college...effects are particularly strong for students of color and first-generation students.” (2020)

# What Matters in the Classroom?





# Instructors Focus on Specific Behavioral Commitments

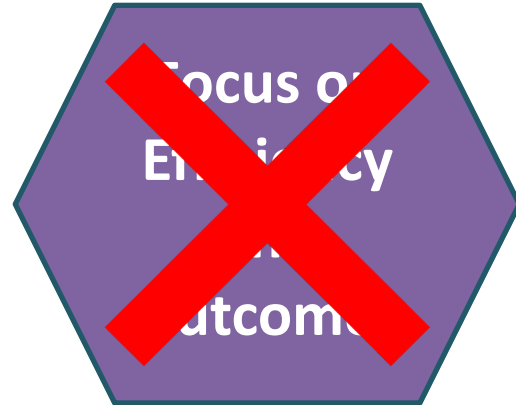
Interact with  
students by  
name

Closely monitor  
student  
progress

One on one  
meetings

Situational  
fairness

# What Matters in Student Service?



# Intent and Goals of Staff Behavioral Commitments

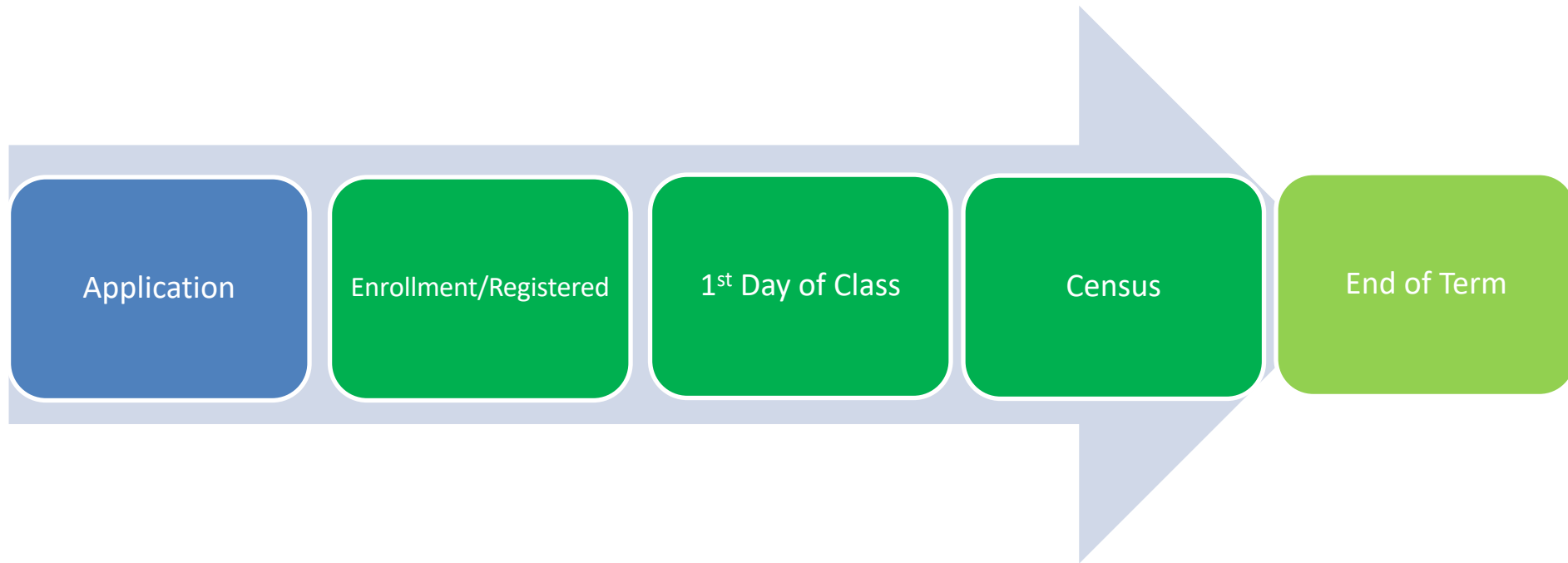
Treat students as people, not numbers or tasks

Make students feel seen and heard by the college

Make students feel welcome

Build a community that students belong to

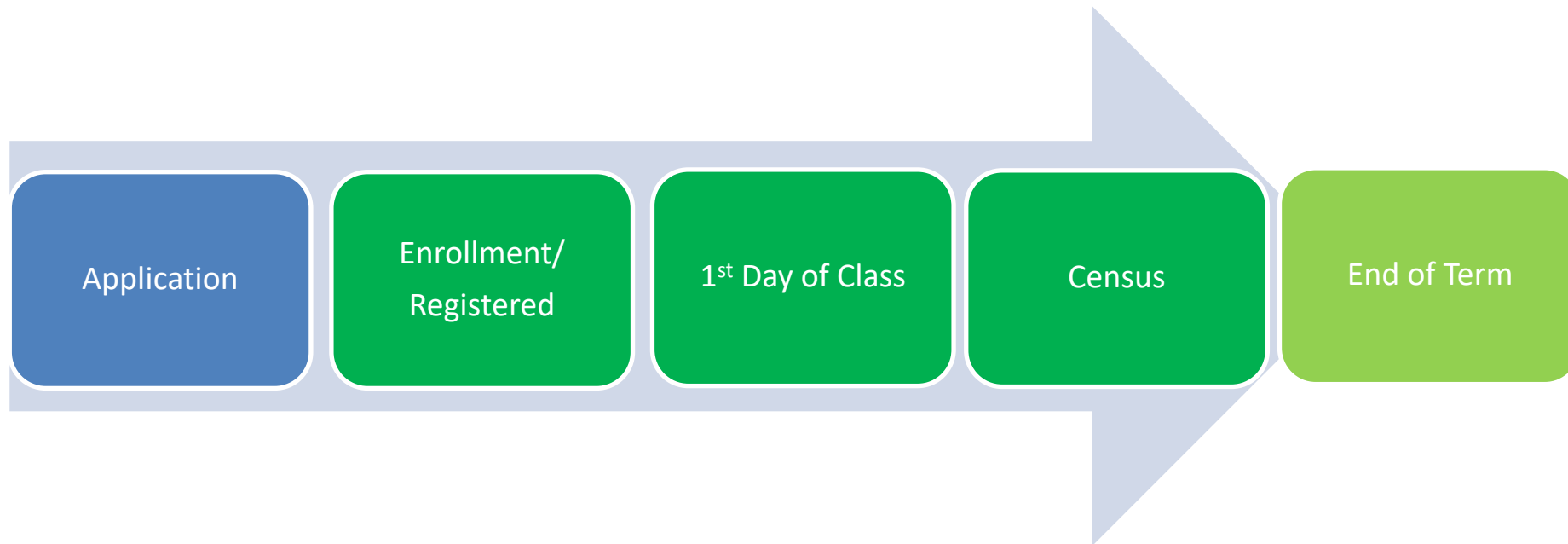
# The Student Experience





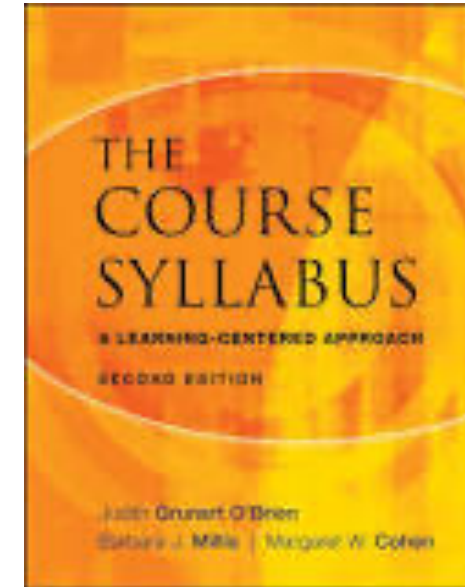
# The Timing of Behavioral Commitments

- Before the 1<sup>st</sup> day of class
- 1<sup>st</sup> day of class
- Within the first two to three weeks of each term (Census)
- Throughout the semester to end of term



# Before the First Day of Class: Instructors communicate course info

- *Description* – The purpose of this strategy is to ensure students have a complete understanding of course expectations, their responsibilities, and course requirements through the course syllabi and other vehicles—including in-class discussions.
- *Overall Message* – We want students to have a complete understanding of student expectations and instructor commitments.



# Before the First Day of Class: Instructors have an intro assignment

- *Description* – The purpose of this strategy is to ensure students connect with you and their classmates. Faculty share their story as do students.
- *Overall Message* – We care about who you are and your experiences.



# Before the First Day of Class: Staff reach out to students

## *Outreach and welcome*

Contact each student shortly after they enroll to answer questions and connect them with services.

Reach out to new students to make sure they are prepared—and *feel* prepared—to enter college.





# Before the First Day of Class: Staff connect with each other

## *Cross-department awareness*

Learn about other departments so you know where to send students. Maintain accurate and up-to-date detailed directories.



# First Day of Class: Instructors provide a 1<sup>st</sup> day experience

- *Description* – The purpose of this strategy is to create a sense of welcome and community in your course. Helping students understand the colleges resources
- *Overall Message* – We are on this journey together and together we will bond and have a great experience. We have support for you when you need it.



# First Day of Class: Staff welcome students

## *First week greetings*

During the first week of classes set up information tables, meet students where they are, and welcome students to the college.



# First Day of Class and Beyond: Staff acknowledge students

## *Ten-foot rule*

Whenever a student is within 10' and seems to need assistance take the initiative to approach them. Say hello, smile, and use a positive tone.



# First Day of Class and Beyond: Staff continue student outreach

*Keep students informed and in touch*

At key times such as the first week of classes, as course drop dates and filing for degrees approach, ensure they have the information they need, especially first-time college students .





# First Day of Class and Beyond: Staff wear name tags at all times

## *Nametags*

Wear name badges or lanyards with the college name on them so that students will know who to approach with questions.

**HELLO**  
my name is

Top five reasons to wear a name badge:

- An invitation for friendliness
- Is a disarming gesture
- Personalizes & humanizes staff
- Reduces psychological distance
- Is a mini-sacrifice

# First Day of Class and Beyond: Staff treat every contact with care

*Give your information up front*

**Start each contact with your name. On the phone, ask for the student's name and contact info in case you get disconnected.**



# First Day of Class and Beyond: Staff provide warm handoffs

## *Warm Referrals*

Call ahead or walk student to the office they need to get to. Follow up to ensure the student got there.

On the phone or online, provide the student's callback info to the receiving office, make the connection on the student's behalf, ask them to contact the student. Follow up.



# Before the Census: Instructors learn and use students' names

- *Description* – The purpose of this strategy is to show students the instructor acknowledges them as individuals and expects them to be actively engaged in the learning process.
- *Overall Message* – Students are more likely to stay involved when they feel recognized, represented, and have a sense of belonging.



# Before the Census: Instructors create moments that matter

- *Description* – The purpose of this strategy is to establish an initial personal contact with each student through an informal one-on-one conversation to help connect with the students to promote a consistent sense of belonging, inclusion, and connectedness.
- *Overall Message* – Student-instructor connections lead to student success.





# Before the Census: Instructors assign and assess early and often

- *Description* – The purpose of this strategy is 1) to provide early detection of student preparedness through assignments and assessment for you and the student and 2) to provide early feedback to students about their preparation and performance.
- *Overall Message* – We want students to have ample opportunities to practice meeting course expectations, and to get feedback early in a course about their performance.



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## Before the Census: Staff keep in touch

### *Contact students to check in*

**The first two weeks of a term are where students are most vulnerable. Check in with them about their engagement.**



## Throughout the Term: Instructors continue with moments that matter and practice situational fairness

- *Description* – The purpose of this strategy is to recognize and address students' unique and varying challenges and needs through focused efforts and support. We should be aware of such conditions, empathize, and adjust accordingly so *students know* instructors care.
- *Overall Message* – We are increasing retention, one student at a time. We build relationships to promote educational success and equity in the classroom.

U r  
Unique



# Leadership's Responsibilities and Behavioral Commitments

Model and emphasize the behaviors

Recognize and celebrate the good work

Help keep everyone accountable

Provide resources and other support for the behaviors

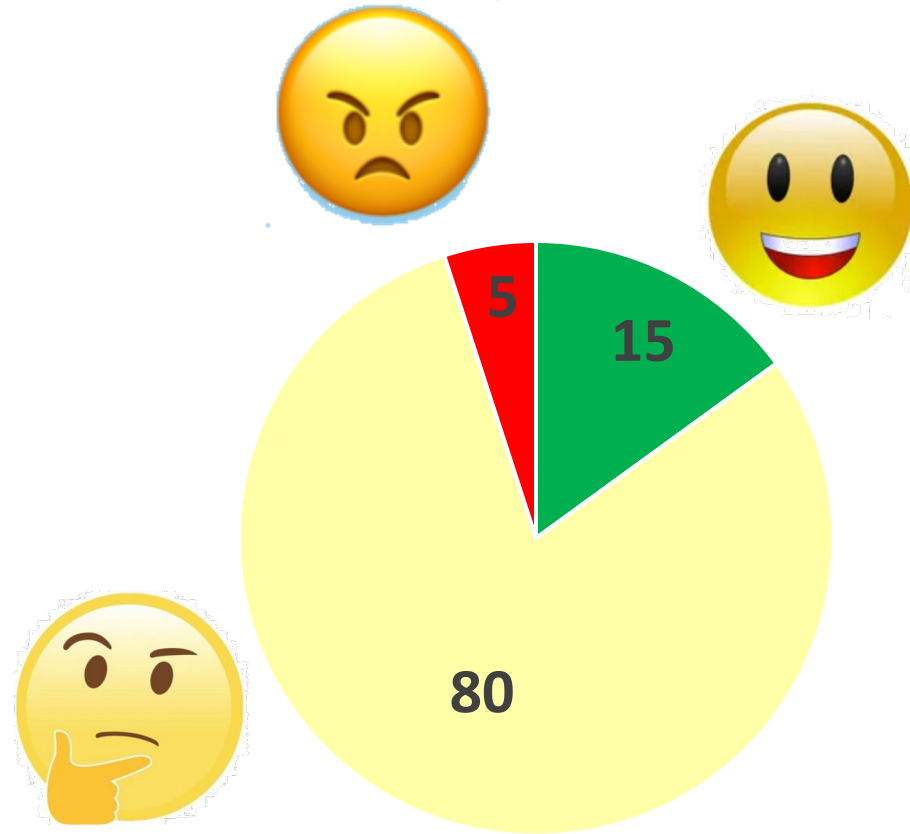


# Caring Campus: Bringing it all together

- Ensuring that every student has the caring, support and the connections they need to succeed
- Coaches help you shape the commitments to fit your college
- Aligns with Talent Strong Texas Pathways
- Raising retention and success rates for all while closing the achievement gaps is our goal



# Working with Colleagues

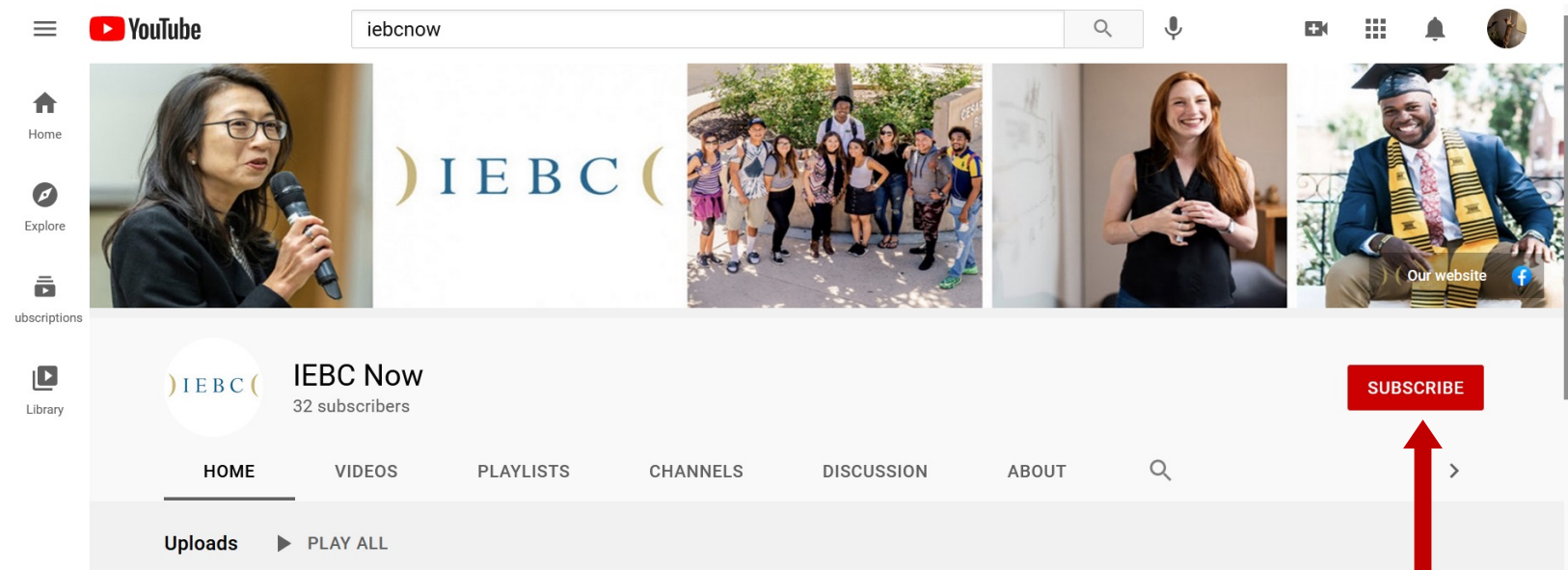


# Questions?



# IEBC's YouTube Channel

<https://www.youtube.com/iebcnow>



Please subscribe

# Caring Campus: What's Next



**Caring Campus Academy**

**Caring Campus Network**



# CONTACT INFORMATION

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Caring Campus Coach
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- 951-455-7709



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# Q&A for our Keynote Speaker: Dr. King Rushing

Please ask your question.

slido

Join at  
**slido.com**  
**#2470 482**

