Pasco-Hernando State College

Performance Funding Improvement Plan

Spring 2016 Update

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President, Pasco-Hernando State College

April 13, 2016

Spring 2016

Executive Summary

Pasco-Hernando State College (PHSC) continues to strive for improvement in retention, persistence, completion and employment of students. Four areas were identified in the 2015-2016 Performance Funding Improvement Plan to assist the College with student success via the following initiatives: community and economic development partnerships; development of a faculty alert program facilitating intervention strategies; improvement in the success rates of students on academic suspension; and increasing student use of instructional labs. The following is a summary of evidence demonstrating PHSC is on target to exceed end of year Performance Funding Improvement Plan goals.

In the past 12 months, PHSC has hired an Executive and Associate Director for the President's Institute for College Preparation, Completion, Certification and Leadership Development. This Institute, in collaboration with the College's academic departments, has facilitated communication with local workforce entities to identify employment challenges and needs for recent PHSC student completers and to plan for the development of new programs and modification of existing ones. Additionally, the College has implemented a highly successful Faculty Alert Program which facilitated student success and retention alerts submitted by faculty teaching developmental education, "gateway" and additional courses with traditional low grade performance among students. All students who received a faculty alert were provided appropriate intervention strategies. Students are demonstrating slight improvement in final grades compared to the previous year in those courses. Furthermore, academically suspended students who completed a newly created Academic Success Seminar are demonstrating a five percent increase in academic success. Finally, PHSC significantly increased the use of the Academic Success Centers.

PHSC continues to systematically monitor the objectives in the Performance Funding Improvement Plan through the Retention Behavior Inventory (RBI) data reporting program. The RBI Program has been hosted weekly since August in an on-line format enabling college administrators, staff and faculty to log in from any location and receive a 20-minute update on the progress of the objectives in the Performance Funding Improvement Plan and other data related to student retention, persistence and completion. The appendixes in this report provide examples of the Performance Funding Improvement Plan RBI data. To date, over 120 administrators, faculty and staff have participated and several campuses and departments host weekly "watch parties". Watch party participants view the 20 minute call and meet afterward to discuss the data and brainstorm on interventions for student success.

PHSC is confident these efforts will facilitate higher performance in retention, persistence, completion and employment of students and is proud to share this progress report with the Division of Florida Colleges and Florida State Board of Education.

Measure	Retention and Completion
Strategy 1	Develop the President's Institute for College Preparation, Completion, Certification and Leadership Development
Activity	Creating the President's Institute for College Preparation, Completion, Certification and Leadership Development **May 2016:** • Hire Executive Director of the President's Institute for College Preparation, Completion, Certification, and Leadership Development. • By means of alumni surveys and information from Career Source and Workforce Board, identify employment challenges and needs for recent PHSC student completers.

	Evidence of progress (150 words or less) **Supporting documentation may be attached.**	The Executive Director was hired on August 31, 2015. PHSC completers have performed well securing employment in their fields of study. Completers in 2013-14 reported a 91% employment score in high demand areas of technology, business and health. While employment is high for completers, higher salaries are the challenge. Discussions with Career Source leaders identified a need for better soft skills training among PHSC student completers. PHSC will enhance the opportunities for interview workshops and career coaching sessions to address this need. Additionally, PHSC has filed two grants to raise the level of initial employment opportunities to a minimum $16.75 per hour pay. One grant is with Pasco-Hernando Workforce Board and will involve stackable credentials in high wage, high need areas. The other with CareerSource Florida is centered on "Exploratory Lab Boot Camp Workshops" offered by area employers to discover students who exhibit exemplary practical skills in high salary workforce positions.

Status (check one)	On target for May completion	YES
	Not on target for May completion	

Spring 2016

Measure	Retention and Completion
Strategy 2	Faculty Early Alert Program
Activity	Implement the Early Alert Program that faculty teaching developmental education and "gateway" courses can use to notify the Student Development Department **May 2016:** • Increase, from the fall term, in the early alerts received for students at risk for withdrawal or failure • Provide follow-up with all students from received Faculty Early Alerts • Increase the success rate as indicated by a final grade of "C" or better in the developmental education and "gateway" courses.

	Evidence of progress (150 words or less) **Supporting documentation may be attached.**	As of April 8th, 1,129 spring term alerts were received from faculty teaching developmental education and "gateway" courses. This is a significant increase from the 589 alerts received in the fall term. Academic Advisors and Academic Success Center Staff provided follow-up interventions to 100% of the students for whom early alerts were received. Prior to implementation of the Early Alert Program, 69% of developmental education and gateway course students were demonstrating success as indicated by a minimum final grade of "C". End of term grades are not yet available for spring term, however, fall term grade data indicated a 1% increase (over 100 students) in the success rates of students achieving "A", "B", "C" in these courses. Additionally, in the unsuccessful grade categories, there was a 1% decrease in the percent of "F" grades, a .7% increase in D grades and a .3% increase in withdrawals which indicated interventions assisted students.

Status (check one)	On target for May completion	YES
	Not on target for May completion	

Spring 2016

Measure	Retention and Completion
Strategy 3	Improvement in the Success of Academic Suspension Students
Activity	Students who are placed on academic suspension will be required to enroll in an online Academic Success Seminar **May 2016:** • Increase, compared to last spring term, the percent of the students completing new Academic Success Seminar appeal process achieving a 2.0 or higher grade point average the following term. • All of the students granted an academic suspension appeal will be contacted by the Coordinator of Retention to reinforce academic support services of the Academic Success Centers, tutoring, and academic coaching.

	Evidence of progress (150 words or less) **Supporting documentation may be attached.**	Beginning fall 2015, students placed on academic suspension were required to enroll in an Academic Success Seminar. To date, 162 students completed the online course and were allowed to enroll after review of their written appeal, a meeting with the assistant dean, and final approval by the campus provost. All students granted academic suspension appeal were contacted by the Coordinator of Retention to offer academic coaching support and to reinforce the use of Academic Success Centers and tutoring. The Academic Success Seminar and follow-up strategies have proven to be successful. Sixty-six percent (66%) of the students receiving an academic appeal in the fall term achieved a 2.0 or higher grade point average which was a 5% increase over the baseline of 61%. As of the date of this report, spring end of term grade data is not available for additional analysis.

Status (check one)		On target for May completion	YES
		Not on target for May completion	

Spring 2016

Measure	Retention and Completion
Strategy 4	Increased Use of Academic Success Centers
Activity	Pasco-Hernando State College will improve the student use of instructional labs through classroom visits, peer mentor reach out, campus engagement, marketing initiatives and academic support plans. **May 2016:** • Provide Academic Success Center services to an additional 7% (above the baseline) of students per month.

Evidence of progress (150 words or less) **Supporting documentation may be attached.**	During the spring 2016 term, Academic Success Center (ASC) staff made 120 classroom visits, attended 102 faculty/campus meetings, and attended 123 other campus events to promote ASC services. The College printed 10,000 ASC marketing cards which were distributed at various events. The ASC worked with students and faculty to generate 137 Academic Referrals (Academic Support Plans) in spring 2016. The College's Peer Mentors made 15,262 contacts with students to assist them in their academic success. This data is current as of April 8, 2016. The spring 2016 7% target increase for ASC average monthly student usage rate is 3,099. Classroom visits, peer mentor reach out efforts, attendance at campus engagement events and marketing initiatives, and the use of academic support plans contributed to a spring 2016 ASC average monthly student usage rate of 4,271. This was 1,172 visits above the College's 7% target. This data is current as of April 8, 2016.

Status (check one)	On target for May completion	YES
	Not on target for May completion	

APPENDIX A

Spring Term Faculty Alert Data

FACULTY ALERTS

20162 Faculty Alerts
Term to Date

Pasco-Hernando State College

Alert Type	Count
ABSENT	146
FAILED MAJOR ASSIGNMENT	78
MAT0022 - RISK NOT COMPLETING	179
MISSED MAJOR ASSIGNMENT	234
NEEDS ADDITIONAL PHSC SERVICES	12
NEEDS TUTORIAL SERVICES	142
RISKING COURSE FAILURE	173
RISKING WITHDRAWAL	165
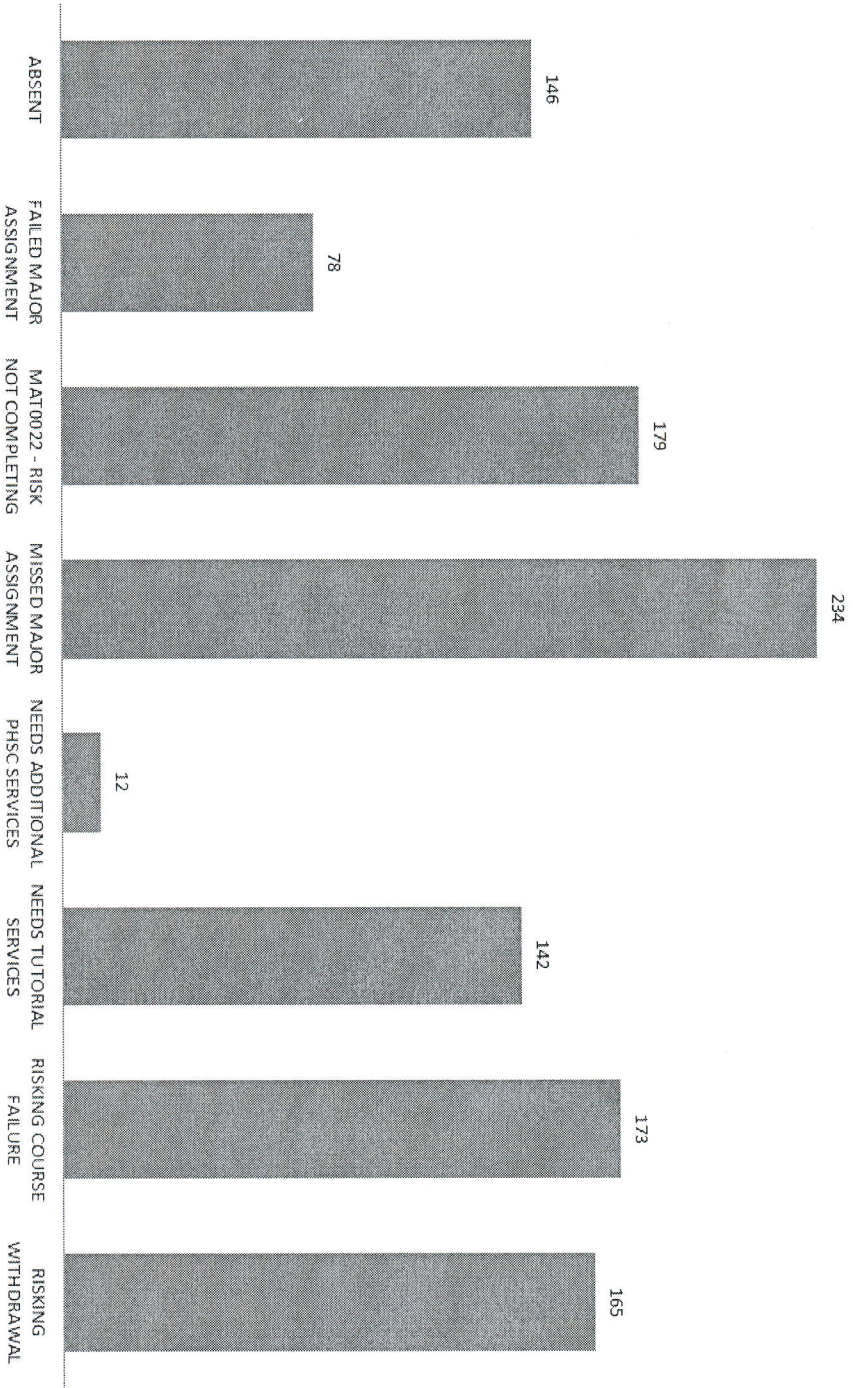
FACULTY ALERTS BY COURSE

20162 Faculty Alerts
Total by Course

Course	Alerts
CGS1100 - CGS1100 online	101
CGS1100 F2F or Hybrid	225
ENC0021	15
ENC1101 - ENC1101 Online	29
ENC1101 F2F or Hybrid	154
MAC1105	76
MAT0022	373
MAT1033	57
MAT1100	33
PSY1012 - PSY1012 Online	27
PSY1012 - F2F or Hybrid	20
REA0011	19
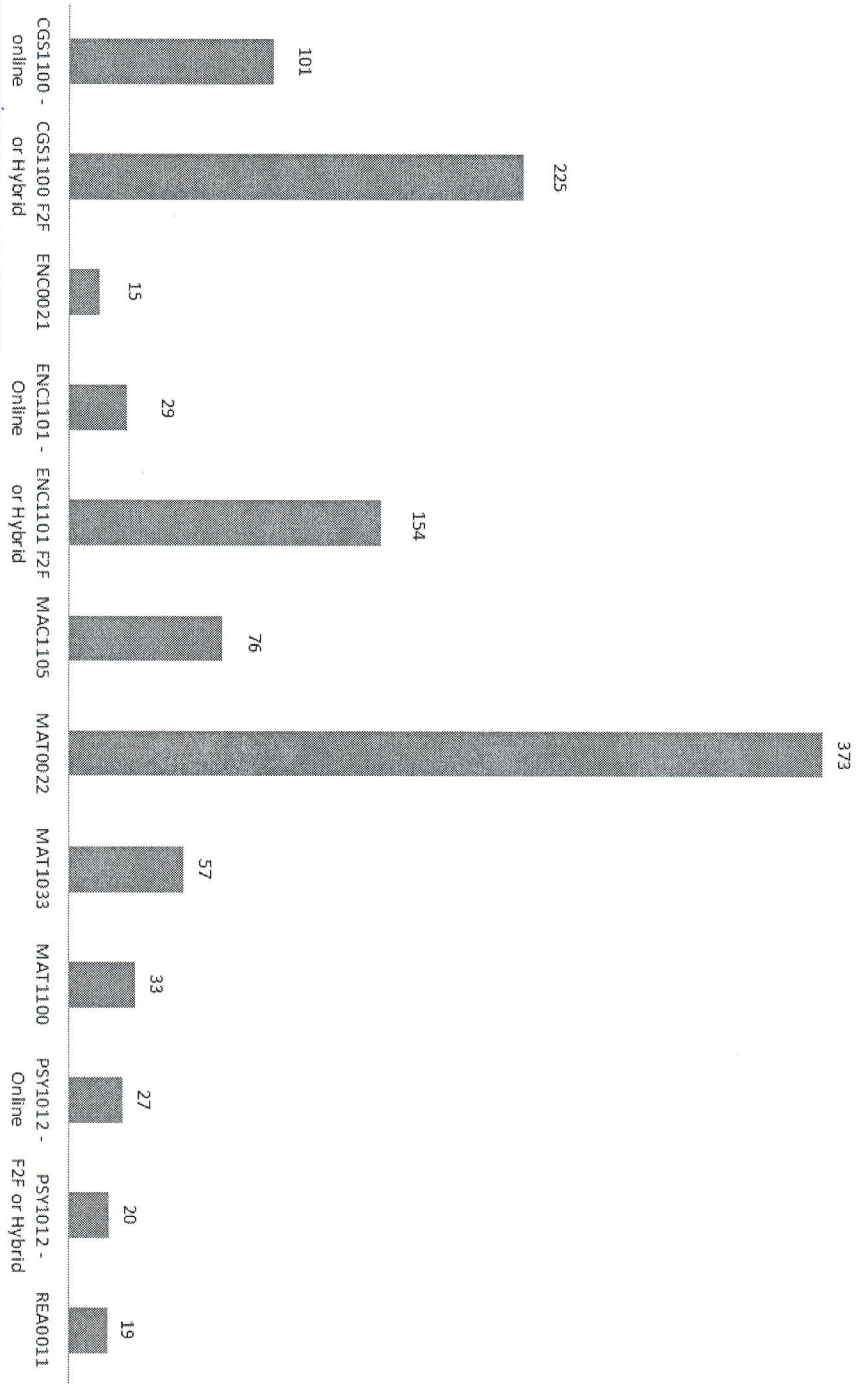
FACULTY ALERTS BY COURSE

Percentage of Students receiving Faculty Alerts

Course	Percentage
CGS1100 - online	11.23%
CGS1100 F2F or Hybrid	16.79%
ENC0021	10.64%
ENC1101 - Online	10.36%
ENC1101 - F2F or Hybrid	18.27%
MAC1105	7.52%
MAT0022	48.57%
MAT1033	6.80%
MAT1100	23.74%
PSY1012 - Online	8.18%
PSY1012 - F2F or Hybrid	2.83%
REA0011	12.58%
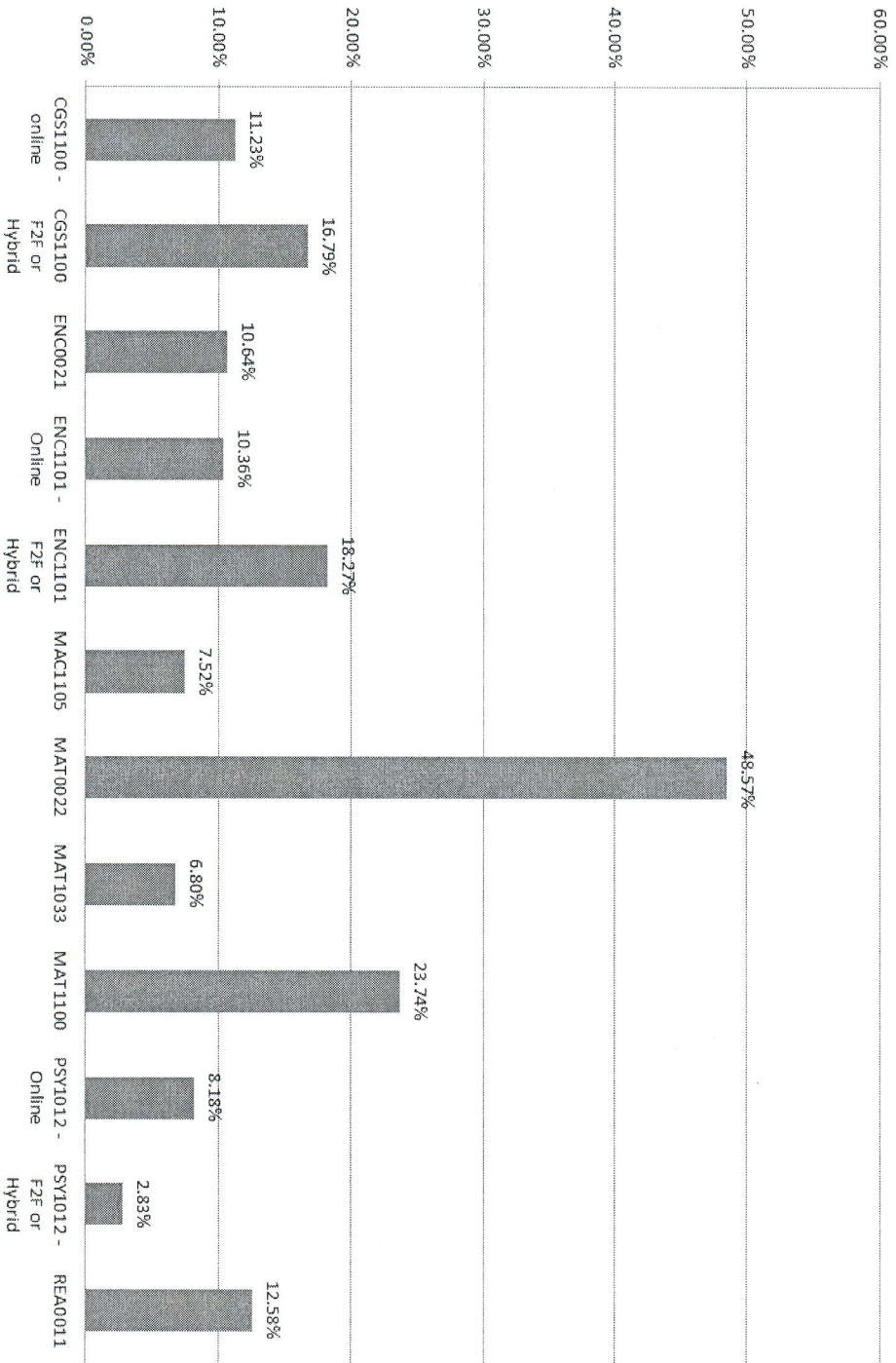
FACULTY ALERT ACTIONS

Faculty Alert Actions

Pasco-Hernando State College

	Communicated via e-mail	Contacted by phone	Met with Student	Referred to Instructor/Department Chair	Referred to SAP	Referred to Academic Success Center	Referred to Testing	Scheduled an Advising Appointment
# of Actions	271	530	17	48	75	95	5	3
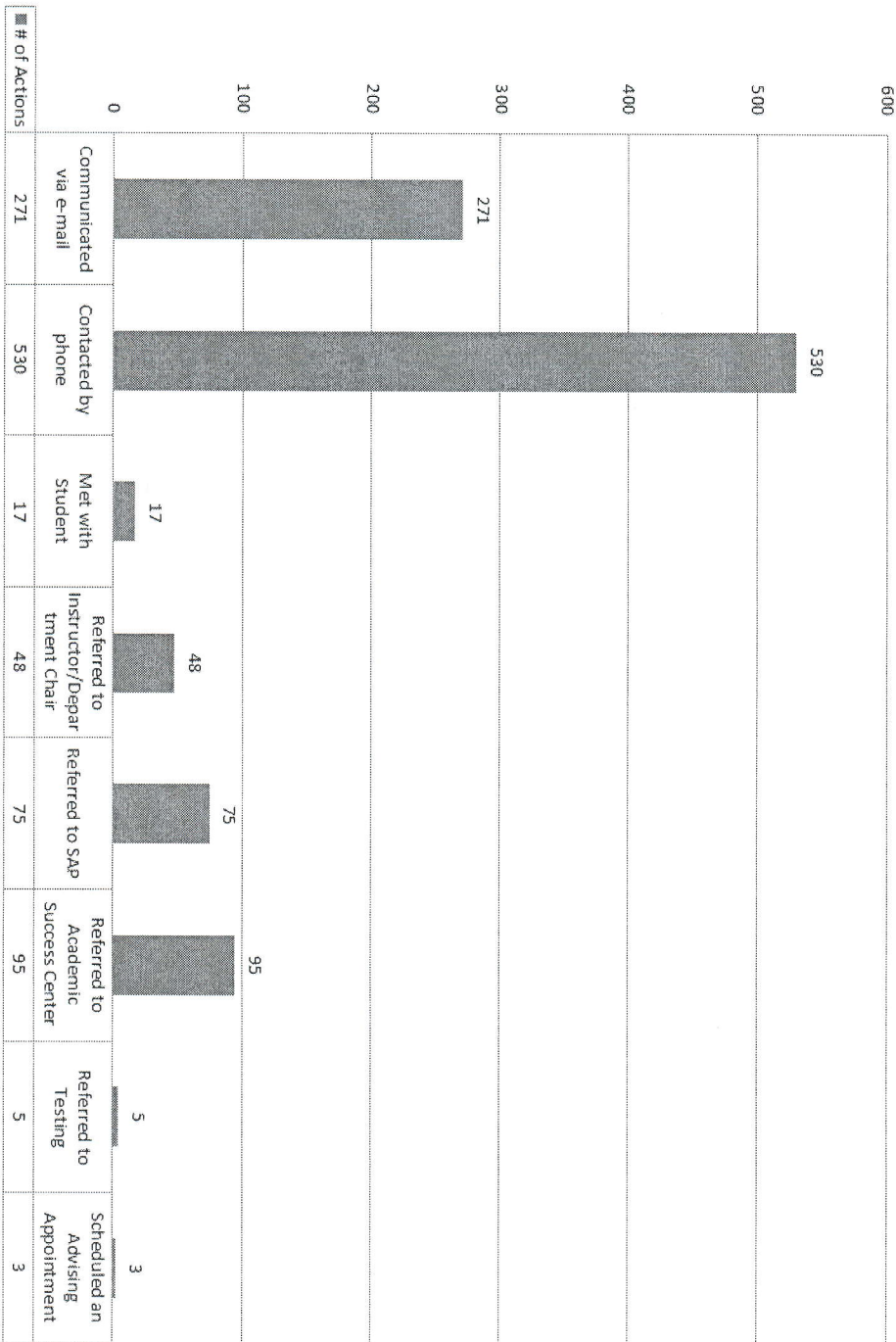
Appendix B

Spring Term
Academic Success Center Usage

ASC Total Student Usage
(Spring 2016)

Avg. month: 2,896
2016-2 Avg. month: 4,271
(data current as of 4.8.16)

Date	#	Value
1/11/2016	1	947
1/18/2016	2	845
1/25/2016	3	1084
2/1/2016	4	1129
2/8/2016	5	1159
2/15/2016	6	1122
2/22/2016	7	1313
2/29/2016	8	1116
3/14/2016	9	995
3/21/2016	10	974
3/28/2016	11	1023
4/4/2016	12	1106

Pasco-Hernando State College
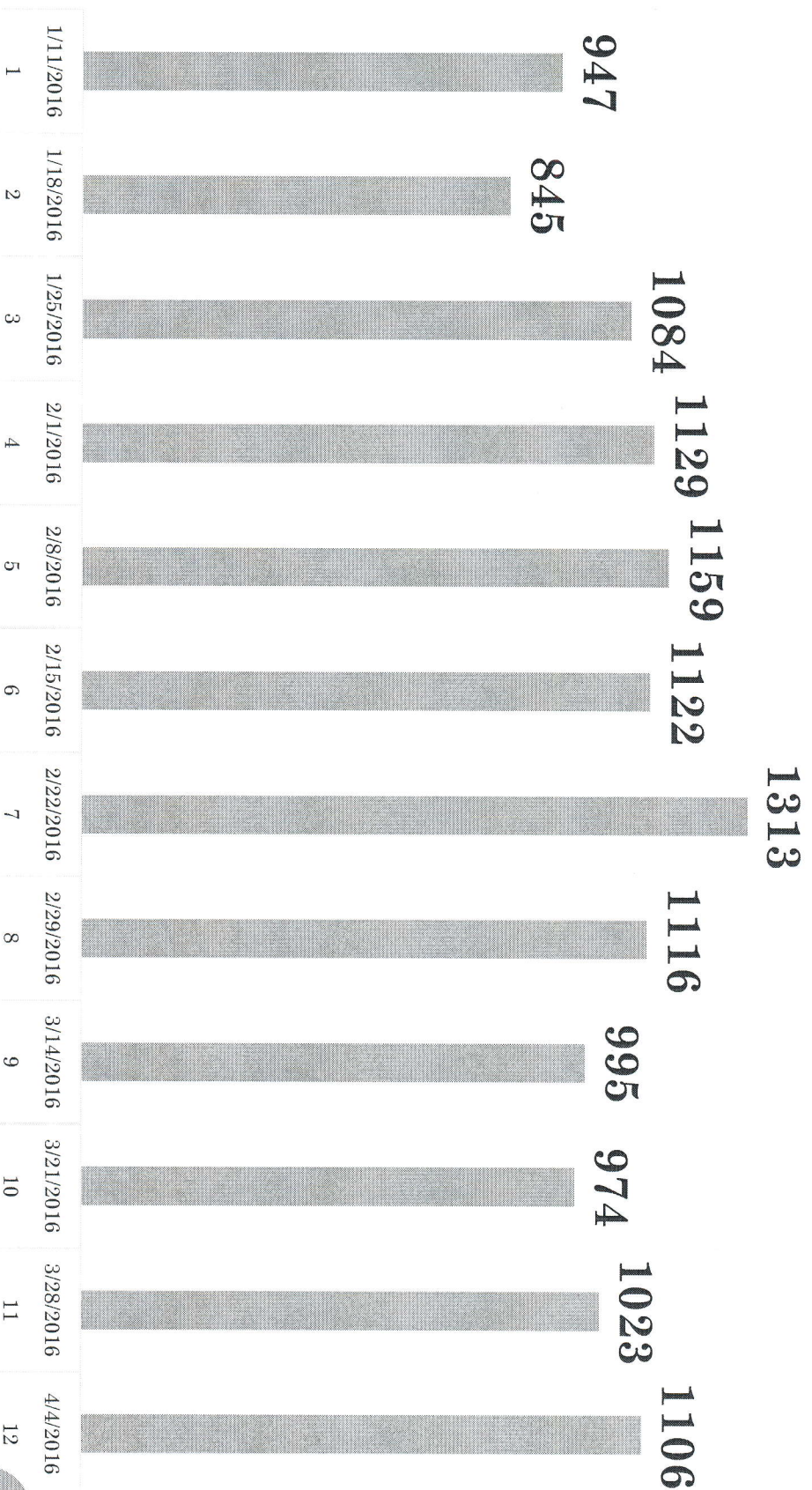
Events attended by ASC staff promoting/marketing ASC services to students & departments
(2016-2; spring 2016) (data current as of 4.8.16)

Pasco-Hernando State College

	ASC Orientations	Faculty/Campus Mtg.	Other Events	TOTAL
East	45	24	26	
North	22	10	23	
Porter	10	38	7	
Spring Hill	36	29	66	
West	7	1	1	
TOTAL	120	102	123	345

Number of Academic Referrals
(Academic Support Plans) Generated
(2016-2; spring 2016) (data current as of 4.8.16)

	From Faculty Alerts	From Non-Faculty Alerts		TOTAL
East	1	7		
North	53	0		
Porter	20	14		
Spring Hill	28	8		
West	6	0		
TOTAL	108	29		137

Weekly Peer Mentor Contacts
(Spring 2016)

Total PM Contacts: 15,262
(data current as of 4.8.16)

Week	Value
Week 1 RBI: 1/11/16	1048
Week 2 RBI: 1/18/2016	1171
Week 3 RBI: 1/25/2016	1340
Week 4 RBI: 2/1/2016	1589
Week 5 RBI: 2/8/2016	1422
Week 6 RBI: 2/15/2016	1314
Week7 RBI: 2/22/2016	1224
Week 8 RBI: 2/29/2016	1552
Week 9 RBI: 3/14/2016	1120
Week 10 RBI: 3/21/2016	841
Week 11 RBI: 3/28/2016	1341
Week 12 RBI: 4/4/2016	1300