

# **Board of Trustees**

## **Education and Workforce Development Committee Meeting**

**Tuesday, March 07, 2023**

**3:00 p.m.**

**Ann Richards Administration  
Building Board Room  
Pecan Campus  
McAllen, Texas**



**SOUTH TEXAS  
COLLEGE**

***In the Making!***

**Online Copy**

**South Texas College  
Board of Trustees  
Education and Workforce Development Committee  
Ann Richards Administration Building Board Room  
Pecan Campus, McAllen, Texas  
Tuesday, March 7, 2023 @ 3:00 p.m.**

**AGENDA**

“At anytime during the course of this meeting, the Board of Trustees may retire to Executive Session under Texas Government Code 551.071(2) to confer with its legal counsel on any subject matter on this agenda in which the duty of the attorney to the Board of Trustees under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with Chapter 551 of the Texas Government Code. Further, at anytime during the course of this meeting, the Board of Trustees may retire to Executive Session to deliberate on any subject slated for discussion at this meeting, as may be permitted under one or more of the exceptions to the Open Meetings Act set forth in Title 5, Subtitle A, Chapter 551, Subchapter D of the Texas Government Code.”

- I. Approval of Minutes for Tuesday, January 17, 2023 Committee Meeting ..... 3 - 6
- II. Presentation on the South Texas College *Regional Promise Strategy* ..... 7 - 9
- III. Overview and Discussion of *Guided Pathways* at South Texas College..... 10 - 20

## **Approval of Minutes for Tuesday, January 17, 2023 Committee Meeting**

The Minutes for the Education and Workforce Development Committee meeting of Tuesday, January 17, 2023 are presented for Committee approval.

**South Texas College  
Board of Trustees  
Education and Workforce Development Committee  
Ann Richards Administration Building, Board Room  
Pecan Campus, McAllen, Texas  
Tuesday, January 17, 2023 @ 3:00 p.m.**

**MINUTES**

The Education and Workforce Development Committee Meeting was held on Tuesday, January 17, 2023 in the Ann Richards Administration Building Board Room at the Pecan Campus in McAllen, Texas. The meeting commenced at 3:06 p.m. with Mrs. Victoria Cantú presiding.

Members present: Mrs. Victoria Cantú, Mrs. Dalinda Gonzalez-Alcantar, and Mr. Danny Guzman.

Other Trustees present: None

Members absent: None

Also present: Dr. Ricardo J. Solis, Dr. Anahid Petrosian, Dr. David Plummer, Dr. Rodney Rodriguez, Mrs. Olivia de la Rosa, Dr. Jayson Valerio, Ms. Sara Lozano, Dr. Rebecca De Leon, Mr. Serkan Celtek, Dr. Rachel Sale, Ms. Shannon Perales, Ms. Lynda Lopez, Ms. Amanda Sotelo, Dr. Sylvia Flores, and Mr. Andrew Fish.

**Approval of Minutes for Monday, November 7, 2022 Committee Meeting**

The Minutes for the Education and Workforce Development Committee meeting of Monday, November 7, 2022 were presented for Committee approval.

Dr. Alejo Salinas, Jr., had notified administration that the Minutes incorrectly listed himself, Mr. Paul R. Rodriguez, and Mr. Rene Guajardo as “absent” from that meeting even those they did not serve on that Committee.

A corrected set of Minutes was provided, which no longer listed those trustees as absent.

Upon a motion by Mr. Danny Guzman and a second by Mrs. Dalinda Gonzalez-Alcantar, the Minutes for the Education and Workforce Development Committee meeting of Monday, November 7, 2022 were approved as corrected. The motion carried.

## **Presentation on the Summit for Dual Credit Programs**

Dr. Rebecca De Leon, Dean for Dual Credit Programs & School District Partnerships, presented on the Summit for Dual Credit Programs. The Summit would be held from Sunday, February 19 – Tuesday, February 21, 2023 at the South Padre Island Convention Center, in partnership with the National Alliance of Concurrent Enrollment Partnerships (NACEP). This was the second annual Summit in partnership with NACEP, and built upon a fantastic inaugural conference in 2022.

The Summit is a premiere conference for higher education institutions, school districts, and state/national entities that serve dual credit programs. It provides South Texas College and its peers from across the nation with the opportunities to share information and insights on college readiness and successful dual credit programs.

Dr. De Leon discussed the keynote speakers and sessions planned for the Summit, and current registration information.

No action was requested. This information was presented to the Education and Workforce Development Committee for discussion and feedback.

## **Overview and Discussion of South Texas College Initiatives in Western Hidalgo County & La Joya ISD**

In 2010, South Texas College partnered with La Joya ISD to open the South Texas College Higher Education Center in La Joya. This Center occupies the 2<sup>nd</sup> floor of the Jimmy Carter Building at La Joya ISD. The Center was opened to support early college high school and traditional students in western Hidalgo County.

In Spring 2012, the College was approved to offer 50% or more of coursework leading to a degree at the Center. To support the increased offerings, the 2013 Bond Election included over \$2M in designated improvements, including computer labs, science labs, lecture rooms, a welding facility, and support spaces.

Dr. Anahid Petrosian, Vice President for Academic Affairs, provided an overview and led the discussion of the College's past and current initiatives to support the communities in western Hidalgo County in general, and at the South Texas College Higher Education Center in La Joya.

Dr. Petrosian's discussion included an update on a December 9, 2022 leadership meeting between South Texas College and La Joya ISD, focused on improving traditional and dual credit enrollment as well as continuing education opportunities in the region.

Dr. Petrosian also outlined next steps, including an updated community survey and potential facilities available to support non-credit programs.

No action was requested. This information was presented to the Education and Workforce Development Committee for discussion and feedback.

### **Adjournment**

There being no further business to discuss, the Education Workforce Development Committee Meeting of the South Texas College Board of Trustees adjourned at 3:29 p.m.

I certify that the foregoing are the true and correct Minutes of the January 17, 2023 Education and Workforce Development Committee of the South Texas College Board of Trustees.

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Mrs. Victoria Cantú  
Presiding

## **Presentation on the South Texas College *Regional Promise Strategy***

Mr. Matthew Hebbard, Vice President for Student Affairs and Enrollment Management, and Dr. Rodney Rodriguez, Vice President for Institutional Advancement and Economic Development, will present on the South Texas College Regional Promise Strategy.

Promise Programs are an innovative strategy to support student enrollment, primarily through financial aid. At South Texas College, this will include developing better tools to work with partnering school districts and give targeted support at the high schools to assist graduates with the transition to South Texas College. The first-year goal is to increase enrollment of this cohort of students by 5% over the prior year.

The presentation will begin with an overview of the Promise Program concept by Dr. Eric J. Ban, Executive Director, Dr. Anabel Romero-Juarez, Director of Regional Talent Networks, and Ms. Karen M. Quintero-Vasquez, Manager of Partner Support, with Economic Mobility Systems (EMS) from Dallas, TX. EMS was a key partner in the development of the Dallas Promise initiative, which has served as a model for Texas and institutions in other states. EMS will highlight components of a Promise Program and discuss how they will support South Texas College and the South Texas College Foundation to launch a regional program.

Mr. Hebbard and Dr. Rodriguez will then provide an overview of the proposed strategy for the Regional Promise Program, including the collaboration between the College and the Foundation that will be necessary to support this endeavor.

The support of the South Texas College Board of Trustees and the Foundation's Board of Directors will be vital in helping champion this exciting new initiative with school district leadership and other community partners.

No formal action by the Education and Workforce Development Committee is requested. This information is presented as an update to the Committee, for feedback to administration, and to help the trustees advocate in support of the program.

# REGIONAL PROMISE STRATEGY



## STC Regional Enrollment HS Graduates

	2019	2020	2021
HS Seniors	14,223	14,257	13,885
STC Enrollment	3,889	2,384	2,370
Other 2-Year	276	220	294
4-Year Partners	3,934	4,018	4,154
Higher Ed Total:	7,903	6,437	6,560
Not Found:	6,320	7,820	7,325

Data Source: TX Higher Ed Coordinating Board





## Promise Projected Enrollment

Regional Promise Strategy Cost (Year 1)	\$1 Million
Projected Enrollment Increase	5%



## Timeline

1. Finalize Grant Budget

2. Finalize Grant Narrative

3. Seek Funding: Spring 2023

4. Implementation Planning:  
Summer 2023

5. Program Start – Fall 2023



## **Overview and Discussion of *Guided Pathways* at South Texas College**

Dr. Anahid Petrosian, Vice President for Academic Affairs, and Dr. Christopher Nelson, Dean for Liberal Arts, will provide an overview and lead a discussion of *Guided Pathways* at South Texas College.

Since 2016, South Texas College has been a leader college in the Texas Pathways Project, under the Texas Success Center and built upon a national Pathways Project model. The Pathways Project seeks to improve student success by shortening the time and cost to students in completion of their college credentials. National trends show that community college students take too much time and spend too much money to complete their field of study at community colleges. This is often due to:

- accumulating excess credits that do not contribute to their degree plan;
- delayed enrollment in courses necessary for their degree plan; or,
- having to withdraw from and/or repeat courses that are part of their degree plan.

South Texas College has implemented its *Guided Pathways* in response to the call to action posed by the Texas Pathways Project.

South Texas College has partnered with local school districts to identify high school endorsements and map those to programs of study at the College. These programs are clustered into 10 Meta-Majors, which are then used to help guide students towards courses that satisfy their career interests, while still providing flexibility to the student to grow and pursue their interests in related programs of study.

Dr. Petrosian and Dr. Nelson will discuss the Texas Pathways Project and the College's implementation through *Guided Pathways*, including Key Performance Indicators of student success, and the essential practices that have helped achieve successes at better than the state average.

They will also discuss the Texas Pathways Institutes and the future of the College's work with the Texas Success Center.

The support of the South Texas College Board of Trustees will be crucial in supporting the College's continued Pathways work, including our collaboration with partnering school districts and community members.

No formal action by the Education and Workforce Development Committee is requested. This information is presented as an update to the Committee, for feedback to administration, and to help the trustees advocate in support of the program.

# Guided Pathways

*Creating a Clear Path  
to Student Success*

Education & Workforce Development Committee Meeting  
March 7, 2023

Presented by: Dr. Anahid Petrosian, Vice President for Academic Affairs  
and Dr. Christopher Nelson, Dean for Liberal Arts



## Overview

- Background & Purpose
- Key Performance Indicators
- Guided Pathways Highlights
- Moving Forward



## Background & Purpose



Texas Success Center

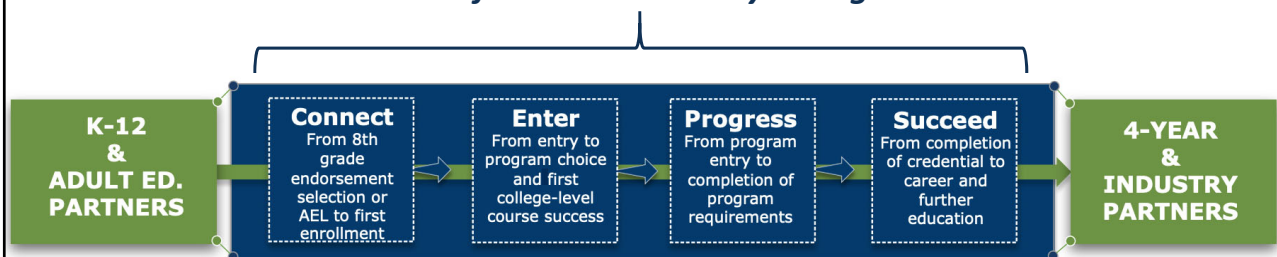
- Multiple year project that began in 2016
- Built upon the foundation of the American Association of Community Colleges' Pathways Project
- Originally designed to contribute to the THECB's 60x30TX plan
- Since 2016, STC has participated in the Texas Pathways Project as a Leader College and attended 12 Texas Pathways Institutes:
  - Round 1 (6 Institutes): Fall 2016 to Spring 2019
  - Round 2 (6 Institutes): Fall 2019 to Fall 2022
  - Round 3: Begins 2023 to 2025

## Texas Pathways Project



*An integrated, system-wide approach to student success:*

### Role of Texas Community Colleges



Source: Texas Success Center

*The Texas Success Center relies on every community college across our State to successfully implement the pathways strategy due to our strong partnerships with high schools, transfer institutions and industry.*

# Why Guided Pathways



*Trends Community Colleges are experiencing on the National Level:*

## Issues: Students are...

- Taking too much **time**
- Taking too many **credits**
- Spending too much **money**
- **Not graduating** on time

## Outcomes: Students are...

- Accumulating **excess credits**
- Not enrolling in the **right courses**
- **Withdrawing or repeating courses**



## Key Performance Indicator (KPI) Highlights

**KPI data indicates that STC has out performed the State of Texas average in each of the following categories.**

Key Performance Indicator	2015	2019	2021	2021 State Average
Average attempted credit hours students earning associate degrees	<b>82</b> Credit Hours	<b>74</b> Credit Hours	<b>76</b> Credit Hours	<b>80</b> Credit Hours
Average time to degree years to earn an associate degree	<b>4.0</b> Years	<b>3.7</b> Years	<b>3.6</b> Years	<b>3.8</b> Years
Graduation rate (3 year rate) full time – first time in college students	<b>19.0%</b>	<b>28.1%</b>	<b>28.5%</b>	<b>25.7%</b>

Source: THECB Accountability System

# GUIDED PATHWAYS HIGHLIGHTS

Dr. Christopher Nelson  
Dean for Liberal Arts

## Guided Pathways at South Texas College *Essential Practices*



Help students choose  
and enter a pathway

2



4

Ensure that students  
are learning


3

Help students  
stay on a path

1

Clarify paths to  
student end goals

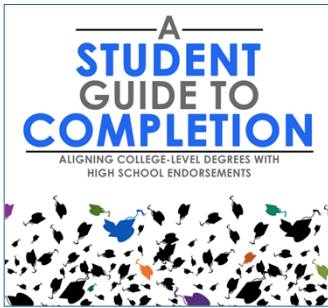
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## Guided Pathways Highlights

*Clarify paths to student end goals*

- Organized 127 programs into 10 Meta-Majors
- Aligned dual credit courses and college level degree plans with high school endorsements
- Updated transfer maps for top transfer universities



## 10 Meta-Majors

Program Clusters  
Categorized by Division



## Guided Pathways

Business, Public Safety & Technology Division

Business

Public Safety

Technology

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Liberal Arts Division

Fine & Performing Arts

Humanities

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Math, Science, Information Technology & Bachelor Programs Division

Computer & Information Technology

Math, Science & Engineering

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Nursing & Allied Health Division

Health Sciences

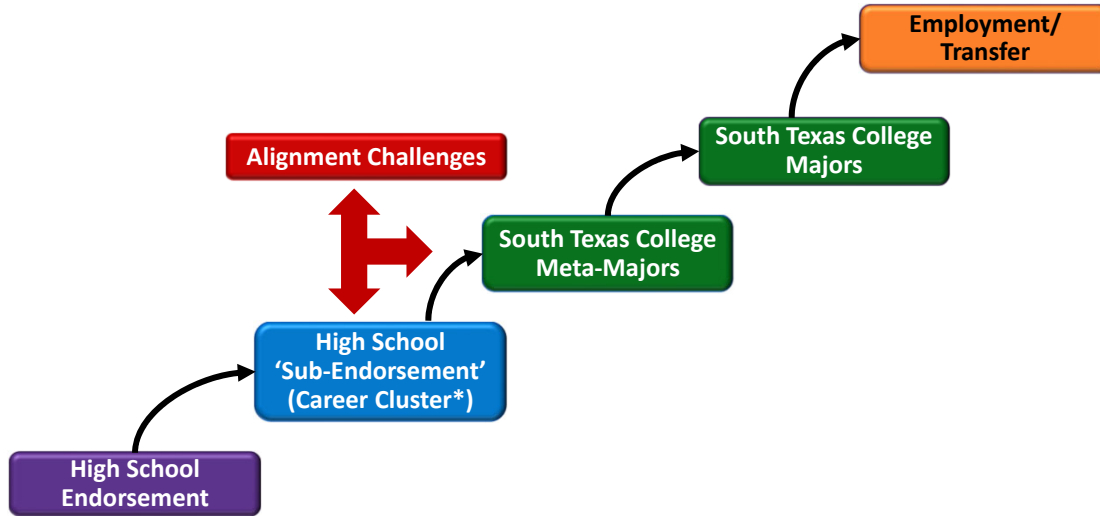
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Social & Behavioral Sciences Division

Education & Kinesiology

Social & Behavioral Sciences

## Aligning Endorsements with STC Meta-Majors



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### Guided Pathways Highlights

*Help students choose and enter a pathway*

- **Developed mandatory advising for FTIC students**
- **Re-designed the College's academic webpages**
  - Purpose: To increase the ease and functionality of discovering educational pathways and career opportunities by Meta-Major
- **Implemented GUIDE for Exploring Meta-Majors**
  - Fall 2022 FTIC students (over 3,700) were invited to attend one or more informational sessions to explore each major within the Meta-Majors
  - Discussion topics included degree options, career pathways, and relative salary information



2



**First Session: October 4, 2022**  
**BUSINESS Meta-Major Day**



## Explore your Meta-Major

Not sure which Meta-Major is right for you, or which career path to choose? We can help!

Start today and explore a Meta-Major that matches your interests and career goals!

### FALL 2022 SESSION DATES FOR META-MAJORS

October 4	Business
October 5	Computer & Information Technology
October 6	Education & Kinesiology
October 11	Fine & Performing Arts
October 12	Health Sciences
October 13	Humanities
October 17	Math, Science & Engineering
October 18	Public Safety
October 19	Social & Behavioral Sciences
October 20	Technology

**JOIN US**  
**2 - 4 PM**

**Meta-Majors**  
**Information Sessions**  
 Zoom link provided after registration



Scan the QR Code to register or visit the website at:  
<https://forms.office.com/r/58WbsXrmRJ>

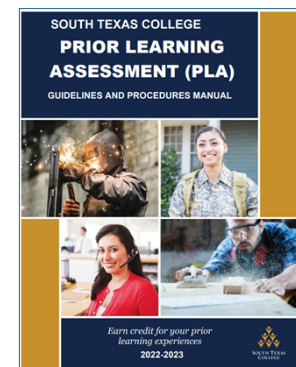


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## Guided Pathways Highlights

*Help students stay on a path*

- Expanded student support services for FTIC students through the Early Alert System (Starfish)
- Established the Financial Literacy Program
- Established procedures to provide credit for prior learning
- Expanded Basic Needs Supports

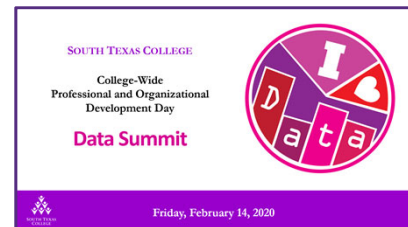


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## Guided Pathways Highlights

*Ensure that students are learning*

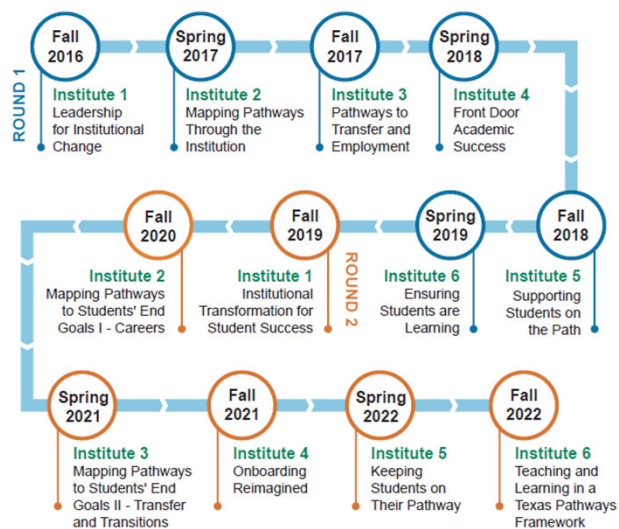
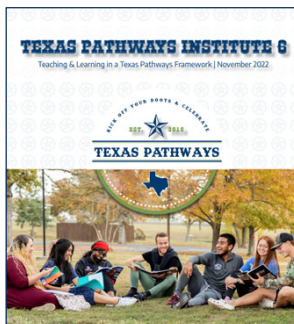
- Expanded professional development opportunities for full-time and part-time faculty
- Developed and institutionalized annual Data Summit
  - Purpose: To dedicate time for department faculty to review and reflect on program data and student success metrics
  - Held in Spring Semesters: 2020-2023



## Texas Pathways Institutes

**ROUND 1: Institutes 1-6**  
Fall 2016 – Spring 2019

**ROUND 2: Institutes 1-6**  
Fall 2019 – Fall 2022



# Texas Pathways Coach – Site Visit

February 28, 2023

- Coach met with STC Leadership and Pathways Team
- Reviewed the College's progress on Round 2 of the Texas Pathways Project
- Discussed the College's Key Performance Indicators related to the Pathways Project
- Planned Next Steps for Round 3



## Moving Forward

"The Texas Success Center is pleased to launch the next phase of our joint Texas Pathways work with an **updated five-year strategic plan** and refined *Talent Strong Texas Pathways* strategy."

★ South Texas College application for Round 3 (2023-2025) accepted to participate as a Leader College

### UPCOMING EVENT:

**ROUND 3: Institute 1**

April 12-14, 2023 in Dallas, Texas

*"Leading Talent Strong Texas Pathways"*



Texas Success Center

