



Pasco-Hernando State College

**Performance Funding Improvement Plan
2015 Mid-year Report**

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December 15, 2015

Pasco-Hernando State College
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Executive Summary

Pasco-Hernando State College (PHSC) continues to shape its history and expand its future by continuing to strive for improvement in retention, persistence and completion of students. In furtherance of these efforts, four areas were identified in the 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.

To ensure successful implementation of the Performance Improvement Plan, PHSC began weekly systematic monitoring of student success through the Retention Behavior Inventory (RBI) data reporting program. The RBI program has been hosted weekly since September 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 Improvement Plan and other data related to student retention, persistence and completion. The RBI program began with eight staff reporters and twenty participants on the President's Administrative Leadership Team. Success of the program is evidenced by additional staff and faculty who have joined the weekly updates. To date, over 80 administrators, faculty and staff have participated during the fall term. Several campuses and departments host weekly "watch parties" where the participants view the updates and meet afterward to discuss the data and brainstorm on interventions for student success.

These efforts have produced excellent results for the PHSC Performance Improvement Plan. The following is a summary of evidence that shows PHSC has exceeded mid-year Performance Improvement Plan goals. In the past three months, PHSC has hired an Executive and Assistant 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 helped the department to strengthen communication with local workforce entities to plan for 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 Fall term developmental education and "gateway courses". All students who received a faculty alert were provided appropriate intervention strategies. Furthermore, academically suspended students who completed the newly created Academic Success Seminar demonstrated a three percent increase in academic success. Finally, PHSC significantly increased the use of the Teaching Learning (Academic Success) Centers. The aforementioned demonstrates the College's positive impact on student retention related behaviors and in strengthening opportunities for our students and community.

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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 (CPCCLD)	
	<p>Evidence of completion (150 words or less)</p> <p>Supporting documentation may be attached.</p>	<p>Pasco-Hernando State College (PHSC) President's Institute for CPCCLD began this Fall by hiring an executive director and assistant director. The CPCCLD has met with several members and organizations in the community, staff/faculty, students, and local leadership. These meetings are fostering innovative strategies, partnerships, and other support systems to enhance enrollment, retention, and completion.</p> <p>PHSC has collaborated with several organizations about new and revised training programs that will strengthen workforce and economic development in our service district.</p> <p>Eight programs are being considered as potential new programs.</p> <ul style="list-style-type: none"> • Professional Pilot Technology – AS Degree • Aviation Maintenance Management – AS Degree • Aviation Administration – AS Degree • Fire Fighter – PSAV • Electrical Line Service – PSAV • Building Construction Technology – PSAV • Medical Assistant – PSAV • Medical & Clinical Laboratory Technologists – AS Degree <p>Seven existing programs are being considered for revision or expansion.</p> <ul style="list-style-type: none"> • Engineering Technology • Welding • Nursing • Dental Hygiene • EMT/Paramedics • Pharmacy Technician • Nursing Assistant <p>Community partners are provided in the supplemental documentation.</p>
Status (check one)	Accomplished	v
	Not Accomplished	

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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		
	<p>Evidence of completion (150 words or less)</p> <p>Supporting documentation may be attached.</p>	<p>In the Fall term, 589 alerts were received from faculty teaching developmental education and "gateway" courses. This well exceeded the goal of 100 early alerts. Academic advisors provided follow-up phone call and e-mail interventions to 100% of the students for whom early alerts were received. Forty-nine percent (49%) of alerts received were for students risking course failure/withdrawals.</p> <p>Preliminary data in Fall 2015 indicates a 1% increase in students with a minimal final grade of "C". 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 indicates some interventions may have assisted students.</p>	
Status (check one)	<input type="checkbox"/> Accomplished <input checked="" type="checkbox"/> Not Accomplished		v

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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	
	<p>Evidence of completion (150 words or less)</p> <p>Supporting documentation may be attached.</p>	<p>Beginning Fall 2015, students placed on academic suspension were required to enroll in an Academic Success Seminar. One hundred and forty-eight 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.</p> <p>One hundred percent of the students granted an academic suspension appeal waiver received an email from the Coordinator of Retention inquiring about their academic status and encouraging academic success. Additionally, Peer Mentors promoted Teaching Learning Center (TLC) usage, tutoring, and academic coaching on a weekly basis.</p> <p>The Academic Success Seminar has proven to be successful. Sixty-six percent (66%) of the students achieved a 2.0 or higher this term which is a 5% increase over the baseline of 61%.</p> <p>Evaluation survey data is being obtained and will be utilized to make additional refinements to the Academic Success Seminar.</p>
Status (check one)	Accomplished	<input checked="" type="checkbox"/>
	Not Accomplished	<input type="checkbox"/>

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Measure	Retention and Completion		
Strategy 4	Increased Use of Teaching-Learning 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.		
	Evidence of completion (150 words or less) Supporting documentation may be attached.	<p>During the Fall 2015 semester, Teaching-Learning Center (TLC) staff made 138 visits to classrooms, attended 30 faculty/campus meetings, and attended 71 other campus events to promote TLC services. PHSC printed 10,000 TLC marketing cards which were distributed at various events. The TLC staff worked with students and faculty to create 69 Academic Support Plans. The PHSC Peer Mentors made 13,626 contacts with students to promote and encourage usage of the TLC services and therefore assist students in their academic success.</p> <p>Classroom visits, peer mentor reach out efforts, attendance at campus engagement events, marketing initiatives, and the use of Academic Support Plans contributed to a Fall 2015 TLC average monthly student usage rate of 4,484. This usage rate well exceeded PHSC's 3% targeted increase by 1501 additional visits.</p>	
Status (check one)	Accomplished		v
	Not Accomplished		



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Supporting Documentation:
Strategy 1



Pasco-Hernando State College

Collaborating Workforce and Community Agencies

CareerSource
Hernando County Office of Business
Development
Hernando County School District
Pasco County Fire Rescue

Pasco County School District
Pasco County Sheriff's Office
Pasco Economic Development Council
University of South Florida
Withlacoochee River Electric Cooperative

Collaborating Health Care Organizations

BayCare Health Systems
Bayfront Health
Bayonet Point Hospital
CareerSource
Consulate Health

Florida Hospital North Pinellas
Florida Hospital Wesley Chapel
Florida Hospital Zephyrhills
Oak Hill Hospital
Trinity Medical Center

Collaborating Business and Manufacturing Organizations

Accuform Signs *
Adams Arms
Aircraft Tooling & design, Inc.
Alumi-Guard *
AME International
American Aviation
Anexa Biomedical
Bay Tech Industries
Cal-Maine Foods, Inc. *
Cemex
Chapman Tool & Mold
Chasco Machine & Manufacturing
Clark Dietrich Building Systems
Composite Motors
Creative Inst. of Dental Arts
DC Morrison Inc,
Earthworks Environmental
Emery Thompson Machine & Supply Co
Equipment Supply Company
EXSYS Tools
Flagstone Pavers
Florida Custom Molds
Leggett & Platt
Intrepid Machine
Joni Industries *
JTD Enterprises
Manzi Metals

Mary Lane Wrought Iron & Aluminum
Micro Matic USA
Monster Transmission
Morrow Steel
Old Castle
Pall Aeropower *
Pharmaworks
Polaris Connectors
Preferred Materials, Inc.
Premier Pharmacy Labs, Inc.
Promation Engineering
Qorvo
Rochester Electro-Medical
Rotors of America
Seaway Plastics
SEL, Inc.
Southeast Bottling Company*
Sparton Electronics
Surge Suppression
The Ruck Shop
Turin Aviation Group
Twin Star Optics & Coatings, Inc.
Topline Energy Systems
VLOC
Zephyrhills Water
Zymol

* Manufacturing Advisory Board Members



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Supporting Documentation:
Strategy 2

Early Alert Program

The baseline success rate of the students in developmental education and gatekeeper courses was originally calculated at 69.65%. This included students with a minimum final academic grade of "C" and "N" grades. "N" grades are given to students taking developmental math who have not completed all the modules within the course but were passing the modules that were completed. Since the "N" grade does not designate overall success we recalculated the baseline data to exclude the "N" grade. The new baseline success rate (prior to the Early Alert Program) is 64.8%. Preliminary Fall 2015 data shows the success rate at 65.8%--a 1% increase.

FACULTY ALERTS

Absent
Failed Major Assignment
Needs Tutorial Services
Tardy

- These alerts are informational only, students will receive emails specific to the alert type.

Risking Course
Failure
Risking Withdrawal

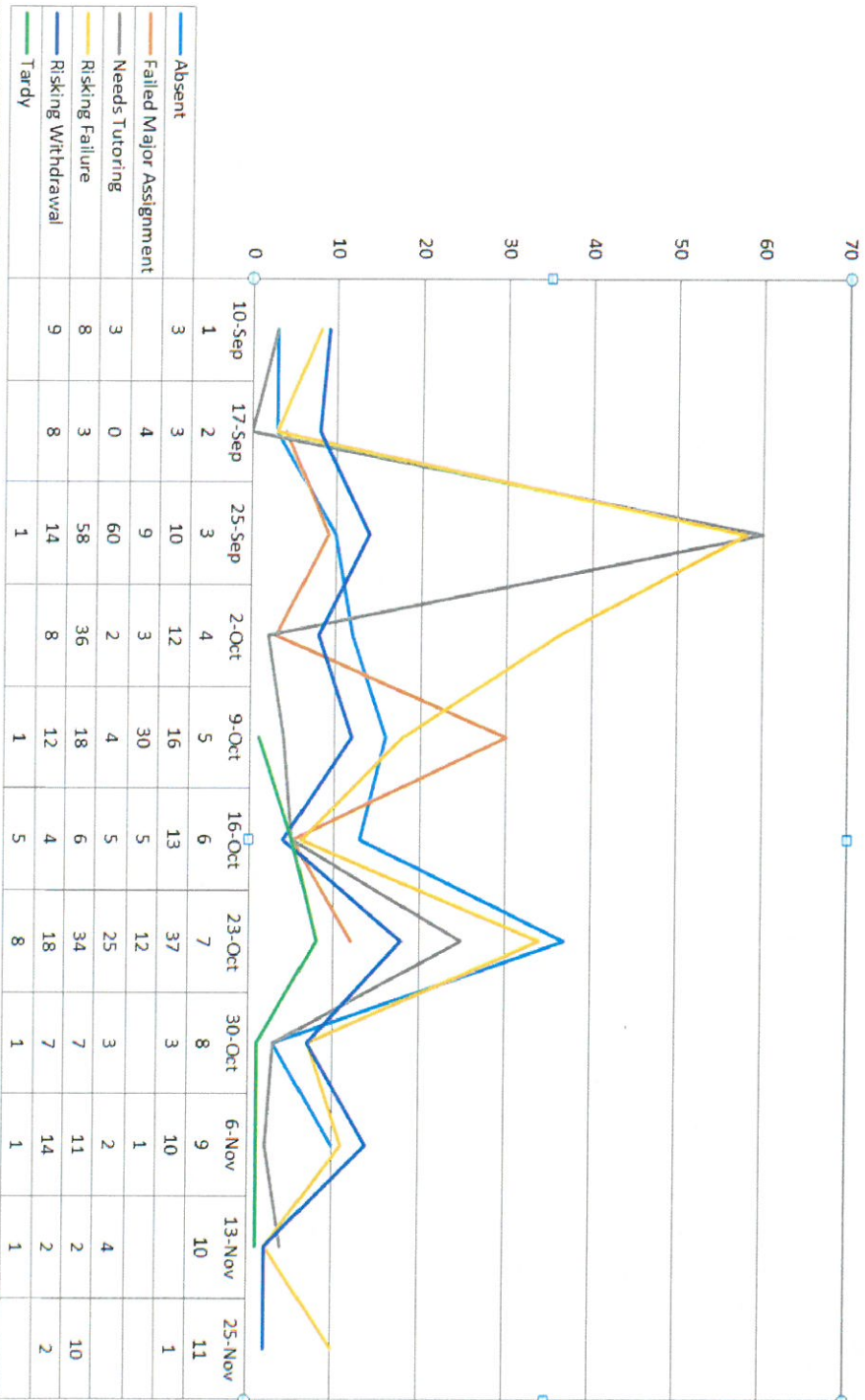
- These alerts are Referrals to the student development staff. Assistant Deans, Students and Faculty receive emails. Assistant Deans assign the alerts to an Advisors for intervention.

Referrals

- Advisors contact students and log activity in myCSRS.

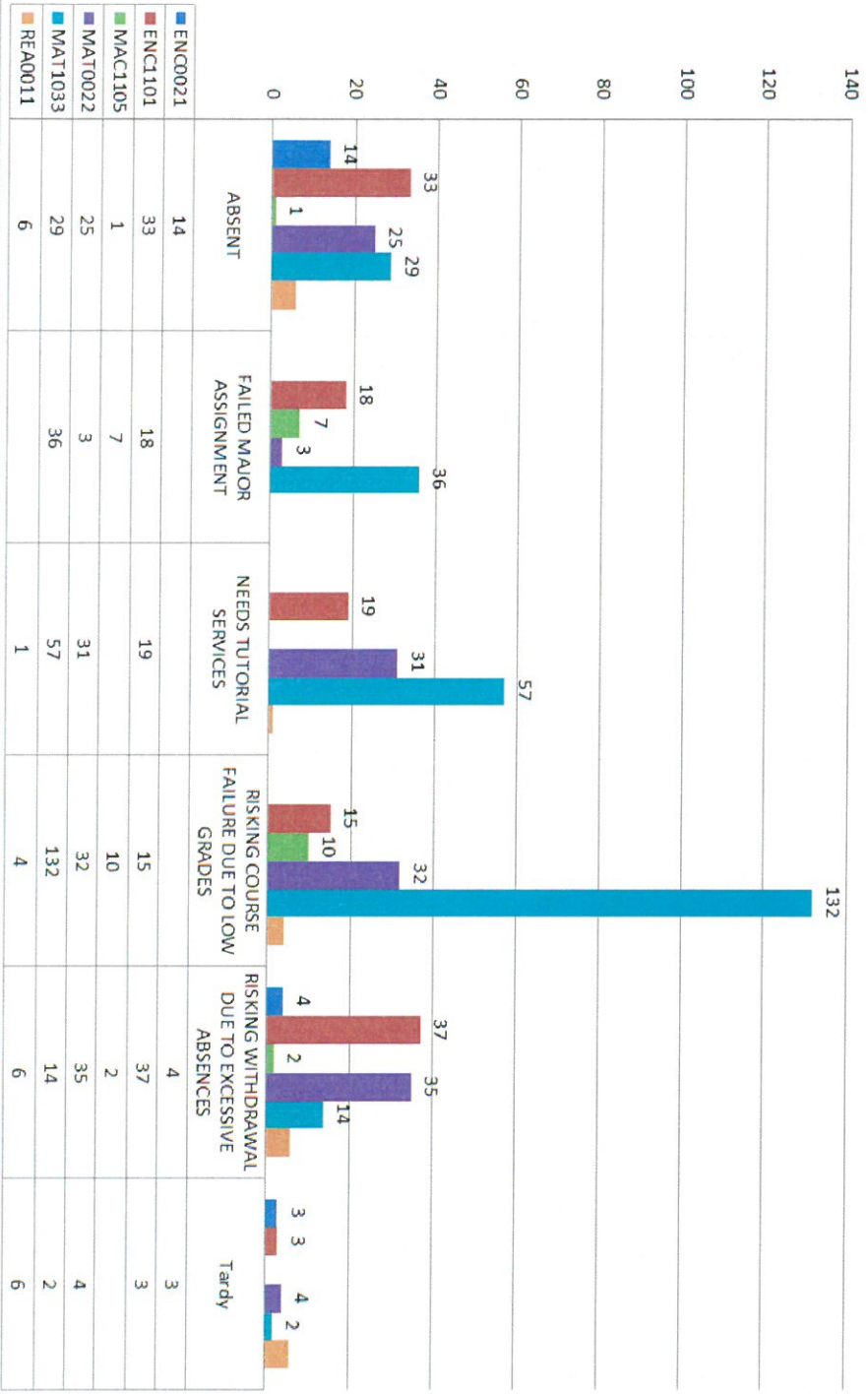
FACULTY ALERT WEEK-BY-WEEK

Early Alert Trends
Term to Date



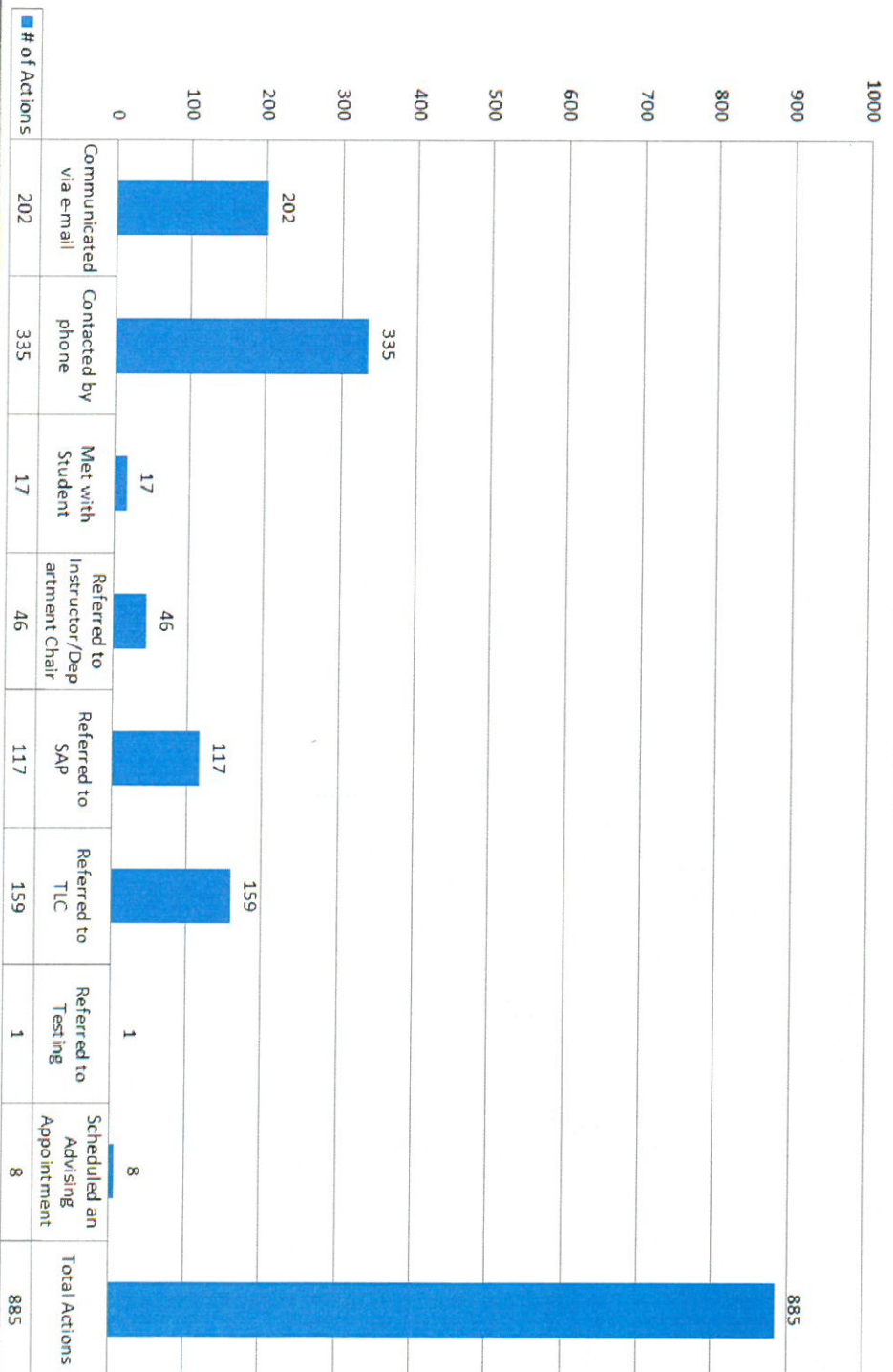
FACULTY ALERTS BY COURSE

20161 Faculty Early Alerts
Term to Date



FACULTY ALERT ADVISOR ACTIONS

Early Alert Actions



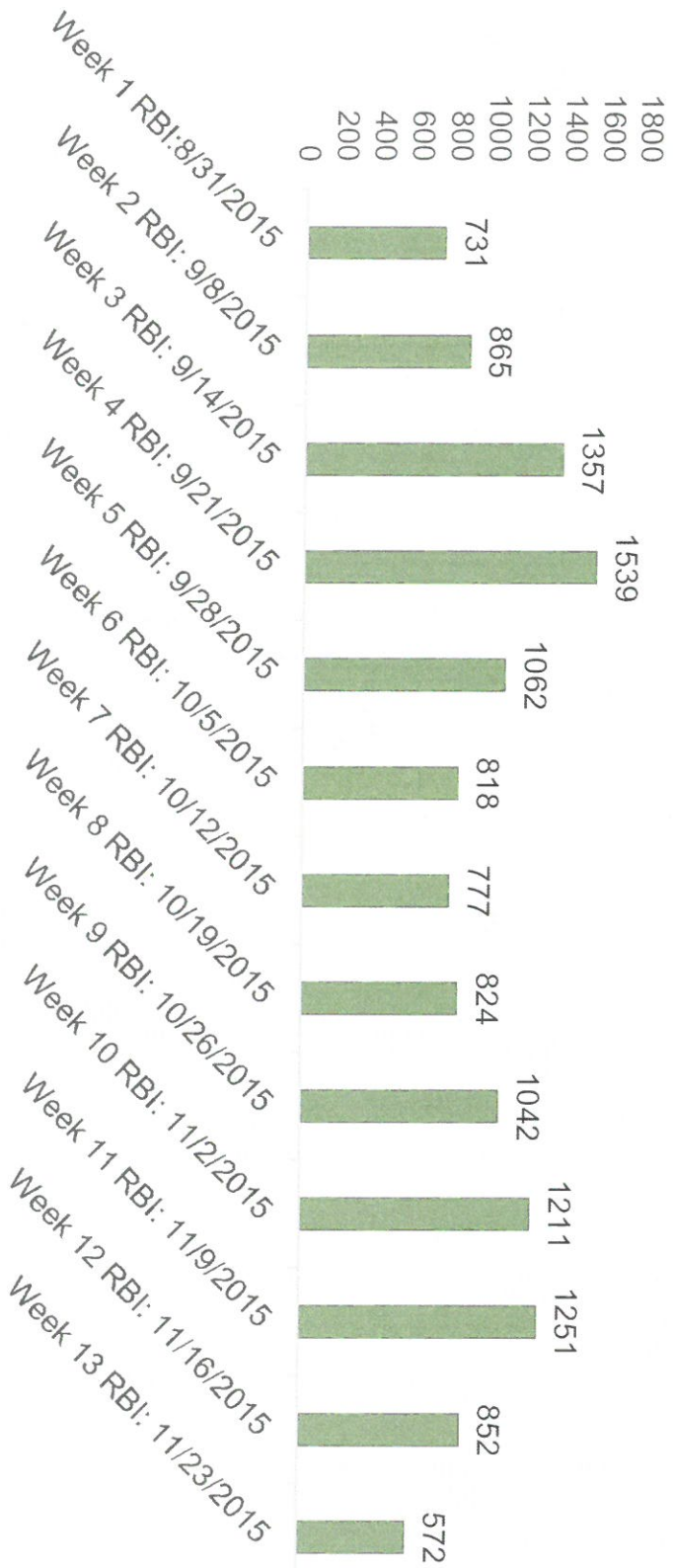


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Supporting Documentation:
Strategy 3

DISTRICT WIDE

Raw Weekly Peer Mentor Contacts



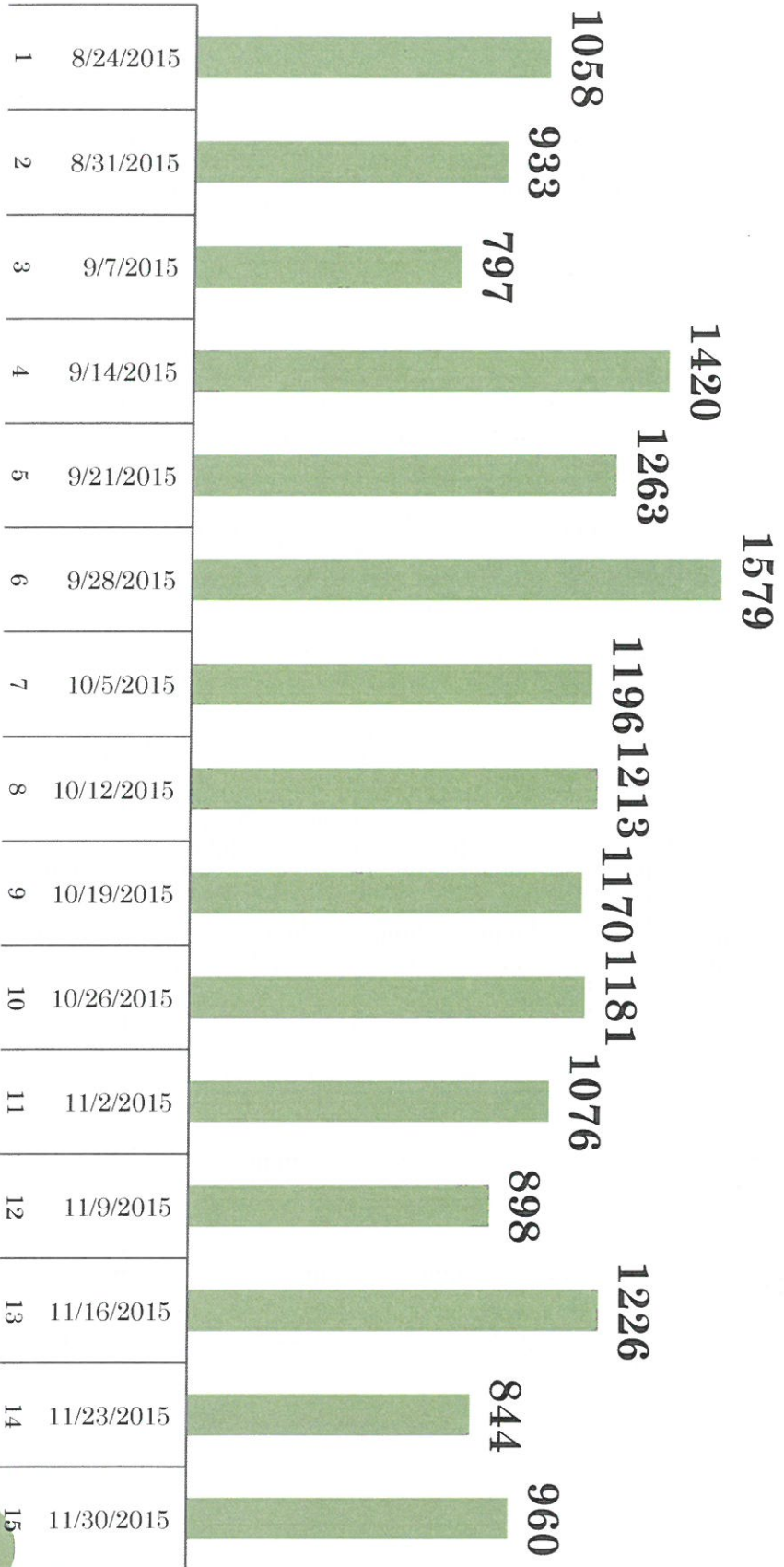


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Supporting Documentation:
Strategy 4

Avg. month: 2,896
2016-1 Avg. month: 4,484

Total Student Usage



Events attended by TLC staff promoting/marketing TLC services to students & departments (2016-1; fall 2015)

	TLC Orientations	Faculty/Campus Mtg.	Other Events	
East	38	10	15	
North	27	6	24	
Porter	15	2	21	
Spring Hill	48	11	9	
West	10	1	2	TOTAL
TOTAL	138	30	71	239



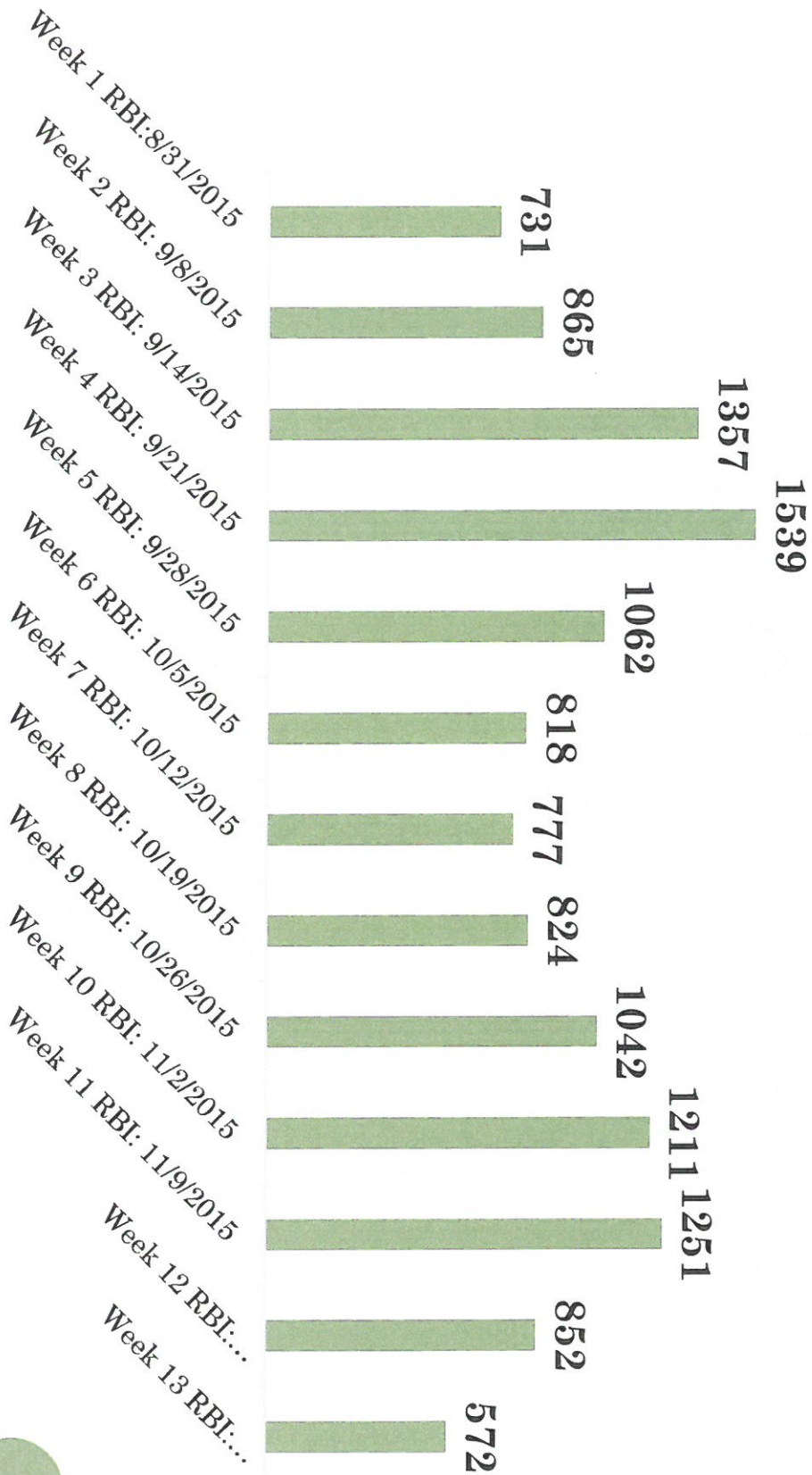
Number of Academic Referrals (Academic Support Plans) Generated (2016-1; fall 2015)

	From Faculty Alerts	From Non-Faculty Alerts	
East	5	0	
North	21	10	
Porter	1	3	
Spring Hill	28	1	
West	0	0	TOTAL
TOTAL	55	14	69



Total PM Contacts: 13,626

Weekly Peer Mentor Contacts



Pasco-Hernando State College

