

**2017-18 Strategic Planning Report  
ICC Strategic Planning Teams' Update  
May 10, 2018**

<b>Innovation Teams</b>
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**College and Career Readiness Team**

The College and Career Readiness Team has spent the last several months looking at data, trends, and other information to decide which projects to take on first. The Team decided that the two projects that would have the most impact on the largest number of students, help most with completion rates, and streamline ICC processes are: (1) *Electronic High School Transcript Sharing and Articulation*, and (2) *Multiple Measures for Math Placement*. Both projects were approved by the Champion Team in April 2018 and will be included in the Institutional Operation Plan for next FY19. The committee has been diligently working on both initiatives.

For the *Electronic High School Transcript Sharing and Articulation* project, the Team will investigate the interest and capacity for batch uploads of high school transcript data from district high schools to automate transcript evaluation and streamline academic placement. In the coming year, the Team plans to:

- Expand data sharing agreements with interested high schools;
- Identify the Math and Science courses for building prerequisite mapping in PeopleSoft;
- Create a crosswalk that maps district high school courses that fulfill ICC Math and Science prerequisites;
- Build capacity for transcript batch uploads and automated transcript evaluations in PeopleSoft;
- Beta-test the above processes with one district high school.

The *Multiple Measures for Math Placement* project has been expanded to include English placement. For this project, the Team will—on a retroactive basis—analyze the effect of multiple measures (e.g., high school performance data, placement test scores) in predicting successful gateway course completion in Math and in English. As part of the project, independent variables will be identified for testing, data will be manually entered from a sample of ICC’s imaged transcript files, and statistical analyses will be conducted to identify significant predictors of success.

<b>Team Members</b>	
Joe Bergman	Math, Science, & Engineering
Pete Fandel	Agriculture & Industrial Technologies
Blake Lehman	Agriculture & Industrial Technologies
Brad Finley	Enterprise Systems
Brian Weaver	Agriculture & Industrial Technologies
Ed Stermer	Math, Science, & Engineering
Edna Jimenez-Lugo	Humanities
Fallon Allison	Academic Support Center
Jolonda Young	TRiO
Judy Dietrich	College & Career Readiness
Kelly Thannum	Math, Science, & Engineering
Rich Fields	Testing Center
Stacia Lyons	Agriculture & Industrial Technologies
Stan Mendenhall	Humanities
Sue Sinclair	Athletics & Physical Education

**Completion Team**

The Completion Team has spent the past six months in the investigation phase. The Team has taken time to learn about the various pockets of advising that happen at ICC, including general advising, faculty advising, departmental advising, TRiO, and athletics. In addition, the Team brought back a great toolkit from one of

the ATD pre-workshops, including a rubric to assess where ICC’s advising process is and the vision for where ICC would like it to be.

Many facets of advising have been discussed:

- Technological tools to help offset high caseloads
- Predictive analytics and a potential dashboard (high, moderate, low risk) to place students
- Case management advising
- Common touch points when students would be required to see an advisor
- Things that should and should not be included in an advising session (what are the key tasks and what can happen elsewhere)
- How advising contributes to student satisfaction, success, and completion

During this time, the Completion Team has also explored other advising models at ATD schools, and has reached out to several that have undergone an advising redesign. The Team wanted to learn how these schools redesigned their own advising models by asking questions such as:

- How long did it take you to launch your advising redesign?
- What resources did you discover that you needed during the process?
- What component of technology did you utilize?

This information has been compiled and will serve as a valuable resource on advising practices and process design.

<b>Team Members</b>	
Kari Schimmel	Arts & Behavioral Sciences
Mary Beth Cregger	Health Careers
Beth McClain	Enrollment Management
Dana Williamsen	Financial Assistance
Dawn Gries	Career Services
Heather Doty	Athletics
Janell Brooks	Agriculture & Industrial Technologies
Jennifer Ritchie	Testing Center
Karhmen Feurtado	Advising
Ken Mellendorf	Math, Science, & Engineering
Liane Bisanz	Health Careers
Lynn Mauer	Health Careers
Margot Vance	Humanities
Mary Phelps Clayton	Arts & Behavioral Sciences
Renee Prunty	Health Careers

### **Curriculum Alignment Team**

The Curriculum Strategic Team began with the charge, based on the college’s Institutional Operational Plan, to develop transfer templates that would be common for all plans of study and include each program’s top three transfer schools. The Team quickly found that this was a bigger job than it was prepared to do. So this task was passed off to a committee led by Dr. Awuah but which also included the Team co-chairs. Then, as suggested by ICC’s Achieving the Dream (ATD) coaches, the Team took time to *learn*.

Five members of the Team attended the ATD conference and learned a lot about what other schools are doing in terms of workforce and transfer alignment. Meanwhile, the rest of the Team looked at The Aspen Institute’s “Transfer Playbook: Tool for Assessing Progress toward Adoption of Essential Transfer Practices for Community College.” Some of the topics of interest, and where the Team may concentrate its efforts, are as follows:

- How could ICC better design the catalog to enhance communication with our students?
- Contextualized sections of courses: where, how, who, and when?

- Course sequencing for different types of students: what would a full-time sequence versus a part-time sequence look like? What about evening-only? Online-only?
- What is ICC currently doing with prior learning assessment? What more could the college do to engage adult students with work experience?

The Team plans to continue to learn this next year but is considering coming back next fall and conducting panel discussions with students surrounding the topic of the ICC catalog. The Team plans to examine how students use the catalog. What are they looking at when they view the catalog? Do they find the catalog easy or difficult to understand and follow? How could we improve our online catalog?

The Team is considering including “Alignment” in the team name, as a more descriptive word for the Team’s activities.

<b>Team Members</b>	
Julie Howar	Business, Legal, & Information Systems
Corinne Brown	Agriculture & Industrial Technologies
Aaron James	Humanities
Corey Lyons	Enterprise Systems
Elizabeth Kellington	Advisement & Counseling Services
James Decker	Humanities
John Armon	Math, Science, & Engineering
Lesley Cooper	Curriculum & Scheduling
Megan Foster-Campbell	Arts & Behavioral Sciences
Mindi Miller	Advising
Rosalie James	Humanities
Sandi Kokotek	Health Careers
Tara Lindsay	Diversity
Wendee Guth	Health Careers

### **Employee Engagement and Support Team**

The Employee Training Team began this past year by reviewing survey data and best practices relating to engagement, communication, and professional development. Takeaways from the ATD conference, Strategic Planning Retreat, and meeting with the ATD coaches have generated great discussions centered on change management, communication challenges, and training opportunities.

The Team identified its primary roles: (1) to engage employees across the college in ICC’s strategic initiatives, and (2) to initiate training and development to support those strategic initiatives. In preparation, the Team is currently exploring various training subjects, focusing on those that provide important general knowledge that builds a good understanding of college processes and a solid foundation for future strategic planning initiatives. College finances / budget is one subject being explored now, and employee suggestions for others are welcome. The Team has made recommendations about communication methods for updates from strategic planning teams as well as an employee survey for preferred communication. The Team has also made the request for a name change to the “Employee Engagement and Support Team,” so the goals of the Team are better illustrated.

<b>Team Members</b>	
Cate Kaufman	Library
Megan Ames	Humanities
Al Audo	Enterprise Systems
Connie Smith	Truck Driver Training
Ellen George	Corporate & Community Education
Erika Schwiderski	Campus Police
Gregory Herron	Facilities
Jessica Trad	Agriculture & Industrial Technologies
Jessie Meardy	Human Resources
Kim Ritchhart	Health Careers
Nick Graff	Business, Legal, & Information Systems
Ryan Paluska	Facilities
Ted Lane	Document Services

### **Student Engagement Team**

The Student Engagement Team submitted a project request to investigate a *Common Student Experience*, which was approved by the Champion Team in November 2017. The request focused on the stated result: A systematic approach that places student need first will be developed. Identifying what students need to be successful and removing identified barriers will drive the common student experience. The results are meant to impact first-time students and provide a program plan to completion. The design of this program is included in the Institutional Operational Plan for FY19. This common student experience is meant to increase persistence, retention, and success rates.

The Team's next steps are:

- 1) Respond to data that will be collected and analyzed through the Student Focus Group process taking place in two phases, set to deploy in Fall 2018; and
- 2) Plan an approach for a First Semester Experience.

The Team continues to engage in substantive work that identifies barriers and areas for improvement centered on the student learner.

<b>Team Members</b>	
Dave Smit	Arts & Behavioral Sciences
Jill Wright	Academic Affairs
Angie Pacotti-Long	Food Services
Arnitria Shaw	TRiO
Emily Points	Advisement & Counseling
Ericson Beck	Admissions
Ethan Hedman	Academic Support
Jennifer Swartout	Humanities
Jeri Dietrich-Clark	Arts & Behavioral Sciences
Kelly Crawford-Jones	Health Careers
Kristin Jacobson Flex	Math, Science, & Engineering
Laurel Frautschi	Arts & Behavioral Sciences
Pradeepa David	Math, Science, & Engineering
Sue Sanders	Athletics
Tod Daniels	Diversity

### **Support Teams**

#### **Accountability and Data Team**

During the first year, much of the work of the Accountability and Data Team has focused on training the Team to become "data experts" on campus by investigating internal and external data sources. Sources have

included ICC's Business Intelligence Center as well as the Integrated Postsecondary Education Data System (IPEDS), the ISBE Illinois Interactive Report Card Site, U.S. Census Data, and EMSI labor market analytics.

Members of the Accountability and Data Team have partnered with each of the five Strategic Goal teams, and going forward the work will focus on helping these teams determine what data is important and then assist in accessing and interpreting this data for each project. In addition, the Team plans to work with Institutional Research and the Employee Training Team to provide campus-wide opportunities for faculty and staff to learn about data sources and current student success data.

<b>Team Members</b>	
David Cook	Institutional Research
Megan Bomer	Math, Science, & Engineering
Amy Young	Finance
Brandy Thatcher	Institutional Research
Crystal West	Student Services
Daniel Kelly	Business, Legal & Information Systems
Dawn Peterson	Math, Science, & Engineering
Ed Babcock	Finance
Evelyn Berry	Enterprise Systems
Monica Arbuckle	IDOT/ICCB Grant
Rachel Pace	Financial Aid
Scott Paulsen	Business, Legal & Information Systems
Stan Abel	Math, Science, & Engineering
Tony Jones	Arts & Behavioral Sciences
Valerie Moore	Health Careers

### **Champion Team**

This year, the Champion Team reviewed its role. In addition to providing leadership to the strategic planning process, the Team provides a quality check-point as team projects progress through each stage of the IDID Model. Specifically, the Champion Team reviews project proposals from the five innovation teams as they seek to advance to the investigative phase, the design phase, the implementation phase, and the delivery/scaling phase.

This year, the Champion Team reviewed and approved three project proposals, all for the investigative phase:

- *Common Student Experience* (Student Engagement Team);
- *Electronic High School Transcript Sharing and Articulation* (College and Career Readiness Team); and
- *Multiple Measures for Math Placement* (since expanded to include English placement; College and Career Readiness Team).

<b>Team Members</b>	
Sheila Quirk-Bailey	President
Rita Ali	Cabinet
Emmanuel Awuah	Cabinet
Andrew Bonvicini	Humanities
Bruce Budde	Cabinet
Elizabeth Carrico	Math, Science & Engineering
Julie Clemens	Arts & Behavioral Sciences
Laura Friesenborg	Cabinet
Brent Goken	Current Faculty Senate President; Arts & Behavioral Sciences
Grant Grebner	Agriculture & Industrial Technologies
Tracy Morris	Cabinet
Terri Punke	Health Careers