Enter the 'T Zone!'

Transforming

Guam Community College

for 100% Student-Centered Success

Presenters

- **Marlena Montague**, Assistant Director, Assessment, Institutional Effectiveness and Research, Guam Community College

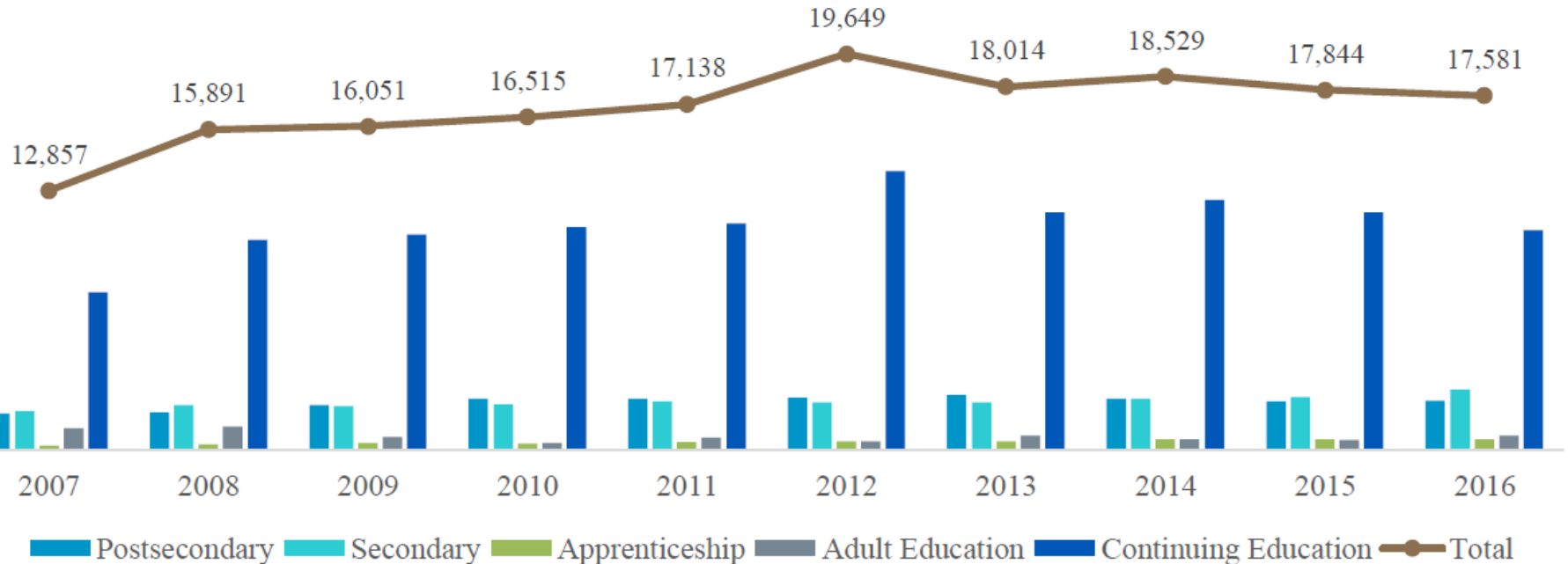- **R. Gary Hartz**, Associate Dean, Technology and Student Services, Guam Community College

Guam
"Where America's Day Begins"

- Guam is an unincorporated territory of the USA
- The largest and most developed island of Micronesia, a region of small islands and atolls in the western Pacific Ocean
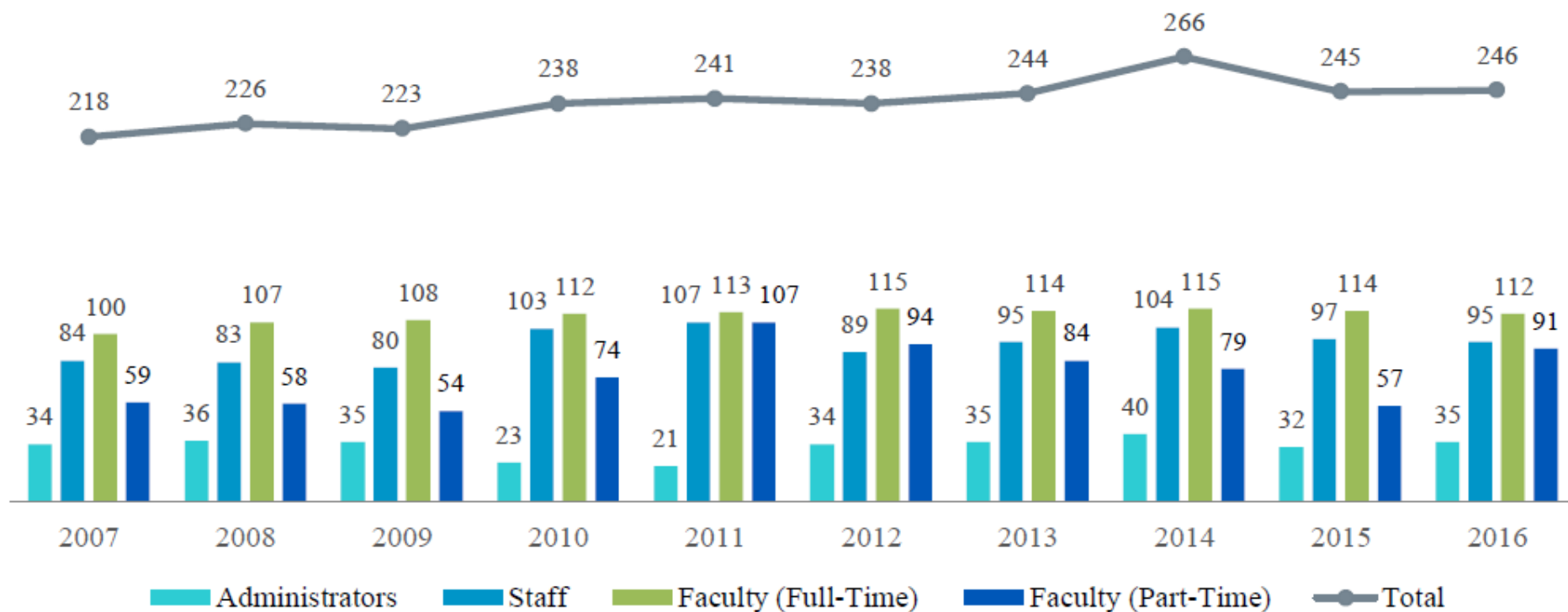- 8,950 miles from Washington DC

Guam Community College

Total Students Served in Fall of each Year

- 2428 Postsecondary
- 2978 Secondary
- 546 Apprenticeship
- 718 Adult Education
- 10,911 Continuing Education

Employee Classification

Year	Total	Administrators	Staff	Faculty (Full-Time)	Faculty (Part-Time)
2007	218	34	84	100	59
2008	226	36	83	107	58
2009	223	35	80	108	54
2010	238	23	103	112	74
2011	241	21	107	113	107
2012	238	34	89	115	94
2013	244	35	95	114	84
2014	266	40	104	115	79
2015	245	32	97	114	57
2016	246	35	95	112	91

Continuous Quality Improvement (CQI)

- GCC is committed to Continuous Quality Improvement to serve its students.

- GCC engages all of its programs and departments in a two-year assessment cycle.

- GCC's institutional decision-making is linked to assessment.

- For GCC to serve students as best as possible, we have committed ourselves to a Transformation initiative.

Transformation at GCC

Transformation Vision: Guam Community College is engaged in transformation to ensure 100% student-centered success.

- The Transformation initiative is an effort to engage faculty, staff, and administrators in guiding GCC's organizational change process and leading transformation.

- Focus is on continually identifying areas of underperformance and overcoming barriers to serve students as effectively as possible.

Transformation Participants

- **Breakfast of Champions**: Fall 2015
- **Transformation Leadership Academy** Cohorts I and II: Spring and Fall 2016, Cohort III: Spring / Summer 2016
- Participants are challenged to develop a 'transformation mindset' and to develop critical skills for leading transformational change.

Examples of Transformational Efforts

- All-Campus Assemblies:
  - Fall 2016: All GCC employees divided into focus groups to identify barriers to student success, and explore strategies to overcome them.
  - Spring 2017: All GCC employees met again in the same groups to focus on a specific barrier and to identify specific strategies to overcome it.
  - The Assemblies were effective and were seen positively by GCC community members.

Breakout Session:
100% Student-Centered Success

1. When you think of student-centered success, what key words/phrases come to mind?

2. What successes do you feel you have already accomplished at this point?

3. What barriers exist that you need to address for realizing the full promise of 100% student success?

4. Identify 3 strategies that can further promote and strengthen student-centered success in the following work areas: faculty, staff, and administration.

STUDENT-CENTERED SUCCESS

Support 26% | Growth 22% | Achievement 18% | Involvement 16%
Learning 9% | Career Opportunities 8% | Continued Education 1%

N=180

ACCOMPLISHMENTS

Student Services
43%

Achievement/ Learning
18%

GCC Growth
16%

Career/ Networking
14%

Infrastructure
9%
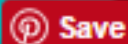
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Examples of Transformational Efforts

- Administrators' Performance-based Evaluations each now include transformational goals.

- Chalani 365 and the CLYMER project are examples of initiatives that have emerged from administrators' evaluation goals.

With the use of assessment data, I will create the baseline requirements for the alternative placement policy that will support student achievement and redefine the institutional process of placing students directly into college level Math and/or English courses upon graduating from high school. Implement the alternative placement policy by Fall 2017. **Successful indicator of performance will be measured by:**

Mid Year: *Completion of development of baseline requirements and guidelines for students to be immediately placed into college level Math/English.*
YearEnd: *Implementation of alternative placement policy for Fall 2017 registration.*

(Aligned with Standard I.B.4)

GCC
GUAM COMMUNITY COLLEGE

CHALANI 365

A YEAR-ROUND PATH TO SUCCESS AT GCC!

Register once for an entire academic year. Guarantee your spot for required classes. Avoid the hassle of having to register each semester.

REGISTRATION

How many credits can I register for per semester?
Register for up to 9 credits for summer term, and up to 15 credits per semester for fall and spring.
[Anything over requires approval from an advisor or department chair.]

Can I still change my schedule for each term?
Yes – each term has posted dates for the last day of registration and for schedule adjustment.

PAYMENT

When do I pay for terms for which I have registered?
Pay by the posted last day for payment for each term.

How will Chalani 365 affect my financial aid?
Check the Financial Aid priority date deadlines posted for each semester.
[Please visit the Financial Aid Office or call 735-5543/44 for information.]

PREREQUISITES

Can I still register if there's a prerequisite?
Yes.

What happens if I drop or fail a prerequisite class?
You will be dropped from all classes requiring that prerequisite.

HOLDS

What happens if I have a hold on my account?
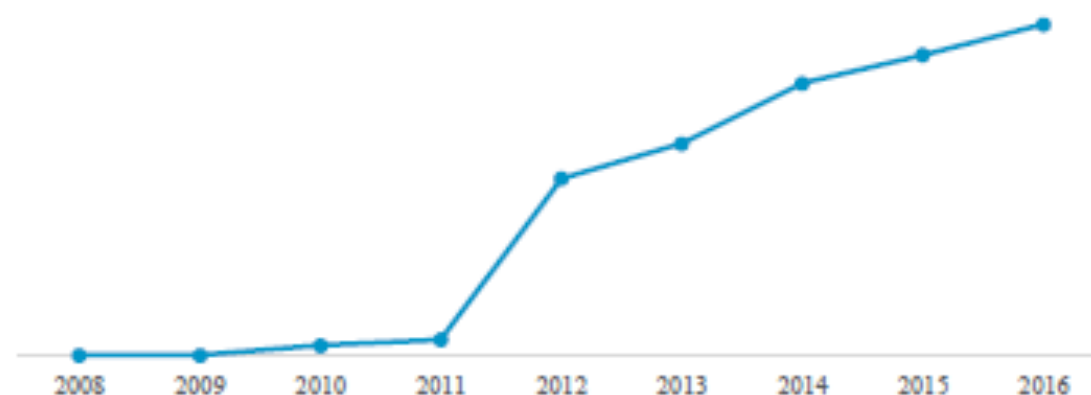Students must clear all holds (Admissions, Financial aid, Library, etc.) before registering for classes.

	Summer 2017	Fall 2017	Spring 2018
Registration Dates	March 31 – May 25	March 31 – August 9	March 31, 2017 – January 3, 2018
Financial Aid Priority Deadline	May 4	July 6	December 6, 2017
Last Day for Payments	May 25	August 9	January 3, 2018
First Day of Classes	June 2	August 16	January 10
Schedule Adjustment Period	June 2 - 5	August 16 - 22	January 10 - 16

For more information, see your advisor, or visit or call the
GCC Admissions & Registration Office   735-5531 | gcc.registrar@guamcc.edu

Examples of Transformational Efforts

- **'T' Zone Meetings**: GCC leadership team members regularly lead 'T' Zone meetings with their employees.
  - In these meetings, focus is on student success, and non-hierarchical space is created for all to work together across lines of authority and responsibility.

Unduplicated Fall Enrollment by Veteran Type

Program (Chapter)	2008	2009	2010	2011	2012	2013	2014	2015	2016
Montgomery GI Bill (30)	0	0	0	0	3	3	2	1	1
Veterans Vocational Rehabilitation Program (31)	0	0	0	0	4	2	6	4	2
Post-9/11 GI Bill (33)	0	0	4	8	80	107	156	176	204
Survivors' and Dependents' Educational Assistance (35)	0	0	3	1	15	18	24	23	21
Montgomery GI Bill (1606)	0	1	1	3	19	11	7	11	8
Reserve Education Assistance Program (1607)	1	0	0	0	0	2	0	0	1
Veterans Retraining Assistance Program*	0	0	0	0	6	9	-	-	-
Total	1	1	8	12	127	152	195	215	237

Key "Take-Aways"

- We are here to serve students, so students should be at the center of our decisions and actions.

- To succeed, we must be engaged in transformation ourselves, and at minimum must not put up barriers to transformation.

- Transformation necessitates in-depth training, reflection and application.

- The best decisions are collaborative and inclusive in nature.

Students First,
Mission Always.