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 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

![Graph showing employee classification over years]
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.
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%

N=152
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)
GUAM COMMUNITY COLLEGE

CHALANI

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?
Registration for up to 12 credits for regular, non-second year students. Six credits per semester for regular, non-first year students. Additional registration requires approval from an advisor or department chair.

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

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

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.

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

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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.