

Strategic and Business Plan Workshop
Dr. Francisco Solis- San Antonio College
El Paso, Texas – October 19, 2018

Learning Outcomes of the Session:

- Institutional research
- Strategic planning
- Learning assessment
- Unit review

Why Should The Institution Be Involved?

- Institutions must be the forefront leaders in have college-related conversations with male students across the P-12 pipeline.
- The institution should serve as role models to male students of color.
- The institution should work towards creating opportunities to increase male students of color self-agency.
- Institutions should be advocates for male students of color
- Reflect and incorporate own education experiences, to improve male students of color educational experiences
- Institutions should incorporate more asset-based perspectives towards “at-risk” male students of color.

Justification as to Why An Institution Needs To Be Involved?

- Institutions involvement will help distribute education resources (financial support) across different offices/departments.
- Institutions have the power to influence and transform students within the communities. Institutions can accomplish this goal:
 - Place the Latina/os with terminal degrees front and center of the issue or serve as role models for these students.
 - 9 of 10 parents that go through the district office, only 1 of 10 fathers are involved in their child’s educational development.
 - Examining policies, practices, and programs that help increase father/male involvement across the P-12 education pipeline.
- Institutions must provide support for male students of color programs and initiatives (Capacity Building Tools & Activities CBTA).

Goals of the Consortium Institution

1. A statewide P-16 educational, professional learning community focused on male students of color across educational sectors.
2. Provide development and capacity building for consortium members’ institution in their efforts to support male students of color.
3. Establish a leading research center on Latino males to include other male students of color, to disseminate research findings and best practices.

Scorecard Discussion Session:

- Why are these initiatives important to financially support? Why does the institution need to provide X amount of money? These are questions that an individual/team must provide evidence of support to gain institutional support.

- The purpose of the scorecard is to help create an action plan to help support student success for Latino male students. The scorecard helps create an action plan that can align and support the institution’s mission.
- Also, this scorecard helps identify low-hanging fruit. The scorecard allows one to look at things that have been completed or are in place at the institutions that are increasing the success rates of Latino male students.
 - For example- Goal 1: Objective 1.2 – 1.2B Leadership summit (\$5000)
 - Why does the institutional team need financial support from the institution?
 - Rationale: It is in the Texas Education Consortium for Male Students of Color strategic plan, and it is a state initiative. How can the institution’s strategic plan be aligned with the state’s initiative?

Group Session Reporting:

- **Northeast Lakeview College** is committed to CBTA development they are currently doing with TAMU team where they are looking at male students of color in developmental Math and English courses. They are also committed to getting leadership more involved in the conversation focused on improving male students of color education outcomes.
- **El Paso ISD** collected and passed out 600 blankets along with can goods to the local communities. The district wants to increase their community involvement and engagement by painting homes in the community, help people out more in the community, and partner with other schools.
- **Eastwood High School** is working towards doing a better job at tracking and build data on college enrollment and just college admissions and scholarships. The high school would like to begin tracking where they enroll in college and if they complete their intended degree.
- **The University of Texas at San Antonio** would like to increase and ease male students of color transitions at the institution. The institution looks forward to working with TAMU to develop a CBTA focused on improving the academic experiences of male students of color such as our first-year seminar program at Tomas Rivera Center. The institution would like to visit with San Antonio College and Palo Alto College to gain insights on how to improve the academic experiences of male students of color. UTSA hopes to have an immediate impact and simple action items that can achieve in the near future.
- **San Antonio College** developed a program for their athletes that are a majority of women and men of color. They are required to go to tutoring (4 hours total) to complete the program. These student-athletes realized they received this service in high school, but they were not getting this service as part of their transition to SAC.
- **Dr. Valdez shared on behalf of EPCC students** that institutions should identify other advocates or champions that focus on male students of color work. These male students of color need more than one advocate beyond one program to support them. EPCC needs to find other advocates and champions on campus. EPCC needs to make it an institutional-wide initiative— it is for the good of the district/institution? If a Dean, VP, CEO includes service in recognition of their faculty. Faculty needs to be reminded of the importance of service because sometimes only a few faculties or the same faculty who focus on service and need to be rewarded.
- **El Paso Middle School** should focus on reframing middle school students’ mindsets to a more asset-based narrative. Initiatives need to be pushed down all the way to the middle school level. The idea of transition should not start in high school. Saying “they drop out

in middle school and walk out in high school.” Need to promote best practices at the middle school level, so they are ready to go to the high school level. Want to begin conversations/initiatives at the middle school level.

- **El Paso Community College** increase faculty and student involvement at the Texas Education Consortium for Male Students of Color Institute. The development and implementation of surveys need to include faculty. Increase faculty involvement within the Consortium since they are in the classrooms with students.