



EAB

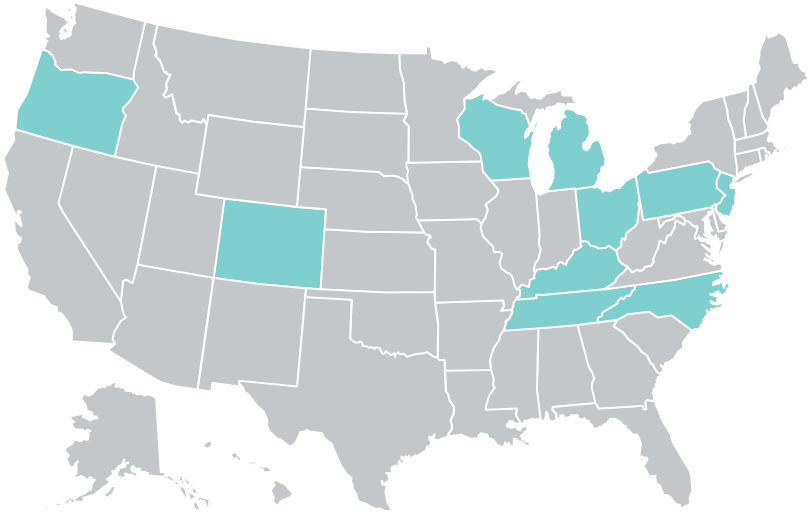
First 100 Days Complete

Prepared for Red Rocks Community College

- 1 Update on National Recruitment
- 2 Best Practice Team Selection
- 3 Change Leadership Recommendations
- 4 Equity Mindedness Recommendations
- 5 Next Steps

Who's Onboard

Nine Regional Ecosystems and Vanguards in a Community



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Current Moon Shot Progress

Phase I

Completing Our Discover Phase

Preparing for Team Activation

Orientation

Information Gathering

1

Leadership Project Planning



Introduce leadership team
Discuss technology progress
Outline first 100 days

2

Part II Self-Assessment and Data Agreement



Refine self assessments for:

- Change leadership
- Equity-mindedness
- Equity practices

Review outcomes data collection

3

Part II Self-Assessment Collection and Communication



Gather information from multiple stakeholders to supplement information already attained on current priorities, key individuals and region-specific needs

4

Part II Self-Assessment Findings Review



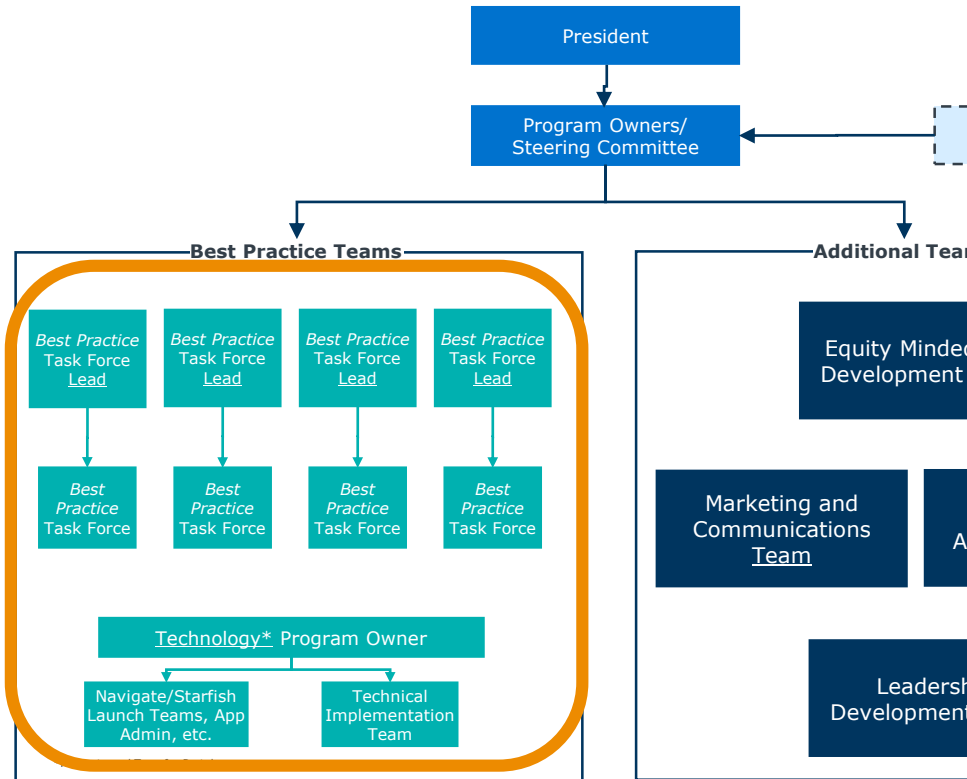
EAB team summarizes findings from across institutions and provides initial recommendations



Best Practice Team Selection

Insights from Equity Best Practice Diagnostic

Establishing Your Moon Shot Infrastructure



GPA Results by Practice

Category	n = 13
Registration Hold Reform	Tried, 1.00
Retention Grants and Emergency Aid	In Progress, 1.
Academic Pathways	In Progress, 1.
Meta-Majors and Specific Majors	In Progress, 1.
Remediation and Developmental Education Reform	Almost Done, 2
Aligned Math	Almost Done, 2
Transfer Process and Pathways	Tried, 1.51
Access to a 2 nd Chance	In Progress, 2.
Proactive Advising by Tech	In Progress, 2.
<i>Advising Model</i>	<i>Open ended resp</i>
<i>Coordinated Care Network</i>	<i>Open ended resp</i>
Confidence Building & Belongingness	In Progress, 2.

GPA Scale: **Never Tried, 0.0-0.59** | **Tried, .6-1.59** | **In Progress, 1.6-2.59** | **Almost Done, 2.6-3.59**

Takeaways from Advising Open Response

*"Appointment driven by pathway.
Inconsistent in-person and remote.
No clear relationship between faculty and SA in terms of where to send students. If there is then there is no clear "shared" document for all SA Staff to know. We don't even have an updated and easily accessible Dean/dept. chair/faculty list to refer to when helping students. Also, **no clear communication path to assistance besides pathway.**"*

*"Current advising model is a pathway model, where each advisor has a caseload. Those caseloads are not equitable...**some advisors have 300 students and some have 700.**"*

Areas for

- Caseload across p advisors
- (In)form in advis
- Effective hybrid s

Practices for Year 1

Steering Committee assisting with team formation

Equity Best Practice	Rationale
Hold Reform	<ul style="list-style-type: none">• Audit inequitable policies on campus• Remove and reform unnecessary holds
Retention grants	<ul style="list-style-type: none">• Ensure financial resources for students• Align with hold strategy
Transfer Pathways	<ul style="list-style-type: none">• Prepare to engage 4-year partners by co-process mapping and data mining• Partner with CCD for requests of CCCS
Coordinated Care	<ul style="list-style-type: none">• Create a holistic support model for students by technology• Complete a student support relationship



Change Leadership Diagnostic

Key Takeaways

GPA Results

Change Leadership Diagnostic

Category	(n=9)
Approach to Leading Change <i>Do respondents feel leaders have an equitable approach to leading change?</i>	Neutral, 1
Leadership Capacity Development <i>Do respondents feel leaders understand the capacity needs of stakeholders?</i>	Disagree,
Current Leader Ongoing Development <i>Do respondents feel leaders provide ongoing professional development?</i>	Disagree,

Change Leadership Results Overview

Approach to Leading Change

GPA Average **1.81**

(1.11): Every new initiative has an evaluation plan built into the implementation

(1.43): Leaders understand how to map out the interdependencies of processes and policies that they intend to reform

Leadership Capacity Development

GPA Average **1.33**

(0.88): When we start new initiatives, we intentionally plan to sunset other activities or add project management and leadership capacity to ensure the new initiative succeeds

(1.00): Initiative and permanent leaders receive guidance on balancing broad communication with the need for efficient decision making among a dedicated group

Organizational Change

GPA Average

(1.14): Training and development programs are designed to support individual and organizational growth and equity from the perspective of a stakeholder

(1.25): Support is provided for leaders to receive lessons learned from transition planning and implementation, even if change is not successful

Approach to Leading Change

Qualitative Feedback

Change Management Development:

"...having some training in the change process would be beneficial, if the leaders will follow the steps that are effective in promoting systemwide change."

Need for Communi

"There's a lot of one- operate independent opposed to coordinat larger goal..."

Strengths to Build On:

"We are in an interesting spot with pockets of excellent DEI work occurring."

Culture of Assessm

"While we've certain and do more with ev assessment, it still d expected way we op institution."

3 Takeaways: Change Leadership Diagnosis



Multi-Modal Communication

- Moon Shot Website
- Moon Shot "Road show"
- Campus Convening



Coaching & Support

- Leadership institute
- On-going coaching and development
- Project management support
- Semesterly team reports



Initiative Alignment

- Audit existing initiatives/teams
- Repurpose existing teams where appropriate