Framing Student Success
as a Student Ready Campus
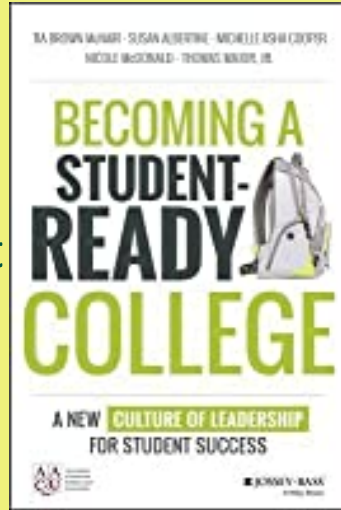### Faculty Development Day
Thursday, January 13th

FITCHBURG STATE UNIVERSITY

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For Our Consideration

"The characteristics of student-ready colleges and universities are not focused on student deficits, but on what educators can, and must, do to change institutions for students."

~ Tia Brown McNair, "Become a Student-Ready Institution", NASPA Leadership Exchange 2018

TIA BROWN McNAIR · SUSAN ALBERTINE · MICHELLE ASHA COOPER · NICOLE McDONALD · THOMAS MAJOR, JR.

BECOMING A STUDENT-READY COLLEGE

A NEW CULTURE OF LEADERSHIP FOR STUDENT SUCCESS

JOSSEY-BASS

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Ecosystem building and transformation must include policies, programs, capacity, and a shared orientation or model for organizing and evaluating the system in its entirety. This ecosystem building and transformation must also consider the human-centered dimensions of the work, including a commitment to student success that is found in programs, attitudes, and values where **equity** [*Education Justice*] and **students** [*Student-Ready Institution*] are at the center.

Student Readiness
and Falcon Student Success

Why Change the Paradigm?

"It turns out the problem was not as much about the students as we thought. It was largely us, uninformed about what it takes to help them succeed or unwilling to allocate the resources necessary to put it into practice."

~ Byron P. White, Inside Higher Ed

March 21, 2016

Student Readiness
and Falcon Student Success

A New Paradigm

"Students arrive with diverse forms of readiness that require varying forms of nurturing and support during college."

~ Schaderman & Thompson

"Are College Faculty and First-Generation Low-Income Students Ready for Each Other?"

Student Ready Campus

- Reverses deficit-minded thinking
- Assumes all students can succeed
- Focuses on what educators can and must do to change institutions to better serve students
- Understands that all those who interact with students are educators

Why Change the Paradigm?

- "College Ready" referred to a fairly narrow population of students

- Student population has been more diverse for decades: we owe it to our students to serve them better

- Pressure from students, lawmakers, employers

- Demographic changes in 18-22 year olds

What ISN'T Part of Being Student Ready?

- Lowering standards
- Grade inflation
- A mandate to pass all students
- Releasing students from self-responsibility in and out of the classrooms

Theme:

Perception that access and student success focus conflicts with academic standards and rigor

Do you share these concerns?

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What IS Part of Being Student Ready?
* Attitudes *

- Employees' personal and institutional responsibility for student success
  - Mentoring, care, empathy
  - Developing authentic relationships
  - "It's the front line people who make all the difference."
- Belief that students can succeed and belong on campus

What IS Part of Being Student Ready?
* Actions Centering Students *

- Understand and affirm students' cultural identities
- Foster a sense of belonging
- Foster a growth mindset
- Take the long view of student development
- Encourage students to develop strong peer relationships

What IS Part of Being Student Ready?
* Departments and Services *

- **Understand our students' barriers and address them**
- Create interactive, engaging, and culturally-relevant classrooms and co-curricular experiences
- Help students navigate academic demands and institutional processes
- Monitor data about students eeds and progress for short-nd long-term supports and utcomes

Theme: Program Tracking & Support

Equitable Advising of All Students *ranked high* [63%]

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Student Readiness
and Falcon Student Success

In what ways are we realizing student readiness?

What IS Part of Being Student Ready?
* Departments and Services *

Early alert & nudge systems

- **61% faculty response rate**
- **205 students w/ MTD** had ACT appointment after the start of campaign (**24% - Highest rate yet**)
- Of students w/ MTD who had any ACT appointments, **46% (114)** had their *very first* FA21 appointment after start of campaign
- Students met with saw **grades increase 1.16 on average** between midterm and final
- **48% passed course** after campaign, the highest pass rate to-date for students marked with concern in this campaign

75% students w/ MTD that had ACT appointment **enrolled SP22 or graduated**

Shared definition of student success

1. Preparation for the Future
   (Inc. Quality of Life and Application of Knowledge)
2. Achieve Goals
3. Sense of Place in Community
   (Inc. Support)
4. Character and Skill Development
5. Academic Learning
6. Holistic Development
7. Graduation

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Falcon Student Success
Key Recommendations

- Culturally aware pedagogy and service provision
- Everyone is an Educator
- Cross-divisional communications
- Maximizing nudge and alert system
- "Student-Ready Institution" in action

THANKS!

HAVE QUESTIONS?
Let's Chat.

FITCHBURG STATE UNIVERSITY

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