

College Action Project Worksheet for CAP Projects – October 2016 Update

CAP: CAP #1.3.4: Support a leadership development program (Alpha Beta Omega) to support the success of the College's most challenged students

- Increase student participation
- Increase persistence and completion rates for students participating in the program

CAP Champions:

- 1) Chris Sain
- 2) Andre Fields

Current CAP Team Members:

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|-------------------------|--------------------------------|
| 1) Andre Fields | (Counselor/Advisor) |
| 2) Chris Sain | (Retention Coordinator) |
| 3) A.J. Hoff | (Assistant Coordinator) |
| 4) Mansfield Matthewson | (Dir. Of Purchasing) |
| 5) Brandon McBride | (Success Coach) |
| 6) Eric Williams | (Exec. Dir. Of Equity Affairs) |

1. Describe the **purpose** of this project including a description of the associated activities. (100 words or fewer)

PROGRAM DESCRIPTION

In the spirit of Equity and Inclusion, this College Action Project seeks to further optimize the structure and functioning of the ABO program. ABO serves the specific purpose of reversing the trend of academic underachievement on the part of Black male students at Grand Rapids Community College. The ABO program is going into its 5th year of operation. During this period, the ABO program has consistently demonstrated success as it relates to measures of 1. Successful Course Completion 2. Fall-to-Fall Retention 3. Grade Point Average and 4. Graduation Rates. It is anticipated that this program will continue to demonstrate consistent success in the upcoming years.

2. Describe the **goals** of this Action Project (in 100 words or fewer)

DESIRED IMPACT OF THE ASSISTANT COORDINATOR POSITION

1. **Recruitment and Program Enrollment Goals:** 100 active members by the conclusion of the Fall 2016 semester. 150 active members by the conclusion of the Winter 2017 semester.
 2. **Life Skill Development Activity Engagement:** Increased student participation in social, cultural, personal, and professional development activities.
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3. **Orientation Facilitation Goals:** Assist in the facilitation of 21 new-member orientations (7 per semester).
4. **Service Learning Coordinator Goals:** Engage 75% of active ABO members in community outreach and service learning opportunities.
5. **Weekly Direct Student Contact Goals:** 75-100 direct student contacts per week via phone or face-to-face.
6. What **measurable criteria** will be used to determine this project's success?

Criteria #1: 100 active members by the conclusion of the Fall 2016 semester. 150 active members by the conclusion of the Winter 2017 semester.

Criteria #2: Increased successful course completion rate (78%) of the collective ABO student body.

Criteria #3: Increased grade point average (2.9) and fall to fall retention rate (70%) of the collective ABO student body.

3. Please provide **results for your lead measures** to date (either tables or charts).

4-Year Academic Performance Summary

The below student subgroup *comparisons* comes from GRCC Fall 2013 successful course completion data. The ABO data below represents a 3-year, semester-by-semester breakdown of the program's successful course completion data.

Successful Course Completion Equals C- or Higher

ALL Students	Number of Students	Courses Attempted	Courses Successfully Completed	Completion Rate (C- or Higher)
ALL Students	16,566	146,192	105,571	72%
Asian	594	5,587	4,315	77%
White	11,493	101,560	76,238	75%
Hispanic	1,383	11,877	8,102	68%
American Indian	158	1,413	880	62%
Black (All)	1,956	16,638	9,256	56%
Black (Male Only)	860	7,640	3,982	52%
ABO Fall 2012	15	52	37	71%
ABO Winter 2013	28	95	59	62%

ABO Summer 2013	17	35	28	80%
ABO Fall 2013	44	159	110	69%
ABO Winter 2014	61	205	143	70%
ABO Summer 2014	37	84	64	76%
ABO Fall 2014	64	212	158	75%
ABO Winter 2015	71	234	164	71%
ABO Summer 2015	32	67	36	54%
ABO Fall 2015	57	163	111	68%
ABO Winter 2016	52	187	130	70%

Grade Point Average Summary

Student Subgroup comparison data gathered by the GRCC Institutional Review Board.

All GRCC Students	2.74
Black Males	1.85
ABO 3-Year GPA	2.60

Student Persistence Summary

Student Subgroup comparison data gathered by the GRCC Institutional Review Board.

Measure	ABO Members	Black Male Students	All GRCC Students
Fall-to-Winter Persistence (PT Students)	79%	63%	66%
Fall-to-Winter Persistence (FT Students)	88%	77%	83%
Fall-to-Fall Persistence (PT Students)	52%	34%	41%
Fall-to-Fall Persistence (FT Students)	75%	38%	50%

4. What **Indicators of Success** will this project most likely impact? Please indicate whether the project will directly or indirectly impact the measure.
- *This project will directly impact the successful course completion rates, grade point averages, and fall to fall retention rates of ABO students.*
 - *This project will directly impact the consistency of outcomes and longevity of the ABO program.*
5. What **personnel resources** will be required to deliver the project successfully?
- *The ABO Program will operate under the direction and administration of Andre Fields, Christopher Sain, and AJ Hoff. The Tutoring Department will also provide a staff person who is assigned to the program (25 hours per week). Active ABO student members (Approximately 5) will serve as peer coaches.*
6. What **additional resources** will be required to develop and/or sustain the project?
- *No additional college resources will be required to develop and/or sustain the project.*
7. Will this project require any **additional budget dollars** for the 2016-2017 academic year that have not already been secured? X NO ___ Yes

8. Provide a 12-month work plan for this project:

Month	Activity	Person Responsible	Status as of October 2016
August, 2016	Initiated search for Qualified Asst. Coordinator	Andre Fields	Search Completed: AJ Hoff has been hired to serve as Asst. Coordinator. Start date will be 9/26/16.
September, 2016	Initiated search for Qualified ABO Peer coaches	Andre Fields and Christopher Sain	Search remains in process.
October, 2016			
November, 2016			

December, 2016			
January, 2017			
February, 2017			
March, 2017			
April, 2017			
May, 2017			
June, 2017			

9. When will your Team meet? Please provide **Team meeting dates** for August 2016 to June 2017

Team will meet monthly (Fridays) throughout the 2016-2017 academic year.

10. What **new CAPs** would your CAP team suggest as natural next steps to your current project?

A potential project that focuses on enhancing and expanding the ABO peer coaching model currently being developed.
