

# **Barstow College Partnership Resource Team (PRT) Summary Report Institutional Effectiveness Partnership Initiative**

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## **Areas of Focus**

1. Data Integrity
2. Enrollment Management
3. Leadership and Staff Development

## **Summary by Area of Focus**

### Data Integrity

Barstow College had three objectives in their Innovation and Effectiveness Plan:

1. Ensure critical data is reported appropriately
2. Fully implement and use the California Community College version of Banner
3. Ensure data input processes are clearly defined with timelines, accountability and monitoring.

### *Progress*

The college made significant progress in all three objectives through:

1. Establishing a process for reviewing the CCFS 320 for accuracy.
2. Correcting data at the source, instead of as a final step in the reporting process.
3. Conducting a three day visit to evaluate the state of the student information system, and signing a contract with Ellucian to revitalize the Banner system. The college has committed additional funding to conduct the yearlong revitalization process and purchased hardware to complete the project.
4. During the meeting with the Barstow team there was a palpable difference in how the college is working together to ensure they are meeting timelines, accountability, and monitoring. The college is creating a crosswalk to unwind all Banner add ons to data verification and cleaning up shadow systems. Schedule production is on a more effective timeline.
5. Conversation around cross-functional data is resulting in a greater understanding of the college's shared data. Data governance using a more open dialog has improved the validity and quality of institutional data.

### Enrollment Management

Barstow College had three objectives in their Innovation and Effectiveness Plan:

1. Implement data clean up per Area of Focus
2. Development of a Strategic Enrollment Management Plan
3. Facilitate leadership team processes to build internal enrollment management capacity.

### *Progress*

The college leadership made a wise decision to work on the data integrity before embarking heavily into the enrollment management area, as valid and reliable data is critical to strong enrollment management. The Enrollment Management Committee has developed a Mission, Purpose, and Goals, and the team participated in the ACBO Enrollment Management Workshop.

The college constituencies participated in an enrollment management workshop to begin the process of educating college constituencies on good enrollment management practices. They have implemented Argos and are currently evaluating tools for use with Argos and Banner.

Curriculum issues are being addressed and process ownership clarified.

The college is continuing to work on evaluation methods.

### Leadership and Staff Development

Barstow College had one objective in their Innovation and Effectiveness Plan:

1. Facilitation of a leadership workshop from the Board through staff to help everyone understand the importance of staying focused on the big picture goals and how important it is to work together to achieve those goals.

### *Progress*

The PRT observed a visible difference in how the college constituencies were working together. It was evident in the progress they have made on data integrity and enrollment management. It was also evident in the interactions between staff members. The staff, faculty, and management are participating in various training programs outside of the college and at the college. The college constituencies are working together to make the “assumption that everyone is a good person” and cultural inclusion, through reading and discussing *The Anatomy of Peace*. Additional reading and discussion among Barstow staff, faculty and management has included *The Multiplier Effect* as well as *Leadership and Self-Deception*.

The previously vacant Research Director position was filled, which has enabled the college to advance their initiative to “move past the traditional practice of just reporting findings to a new model of examining the evidence...” (See Research and Evaluation web site at Barstow.edu.). In addition, the leadership team is working on updating Board Policy and Administrative Procedures to better reflect their processes and bring these guiding documents up to date.

It appears the college has reached a critical mass that is trying to work together, evidenced by the change in conversations, and even additional support from the Board of Trustees. The PRT comments were:

- Remarkable progress
- Important progress
- Barstow is a model for IEPI as a success story
- The PRT just helped the college take what it knew and implement change

Barstow College should be congratulated and applauded for the incredible change they are making toward a collaborative culture that prioritizes, honors valid and reliable data, and makes a commitment to institutional effectiveness.

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