The Power of Execution: The Greatest Secret for a Successful Student Success Agenda

- Video-Franklin Covey 4 Rules of Execution
- Broward College- one of the 1st and leader College and Top 10 institution
- Book- the 4 Disciplines of Execution-provide a sound framework for successfully achieving your vision using a simple and straightforward process
- Sometimes we are too busy to listen to some really good sound advice
- Not just about data but about changing the way we do things-“we cannot solve problems with the same thinking we used when we created them.”-Albert Einstein
- What are we going to change? Everyone is a change agent including students

4 Rules:

1. Focus on the “wildly important” rather than on what is urgent
   a. Figure out what we can accomplish and what we can be successful
   b. “WIG’s “Wildly important Goals-Are created across the District
      i. Summer 2013 WIG: Increase Fall 2013 enrollment by 5%
      ii. FTIC-(First Time in College) you get more return on your investment, Fall 2013 WIG 1a: Increase Fall 2013 course success rate for FTICs
      iii. Fall WIG 1b.: Increase course retention for FTICs look at this on a week by week basis
      iv. Fall WIG 2: Increase course success rates for all students in the 15 targeted gateway courses for Fall 2014 and Fall 2013. Set up measure, engaged the faculty in discussions about what was successful and what wasn’t. What are the patterns?

2. Act on the “lead measures: i.e. (progress of what is done) rather than “lag measures”
   a. A lead measures of what is done to get to the lag- declaring a major -inputs
   b. A lag measure is when the student graduates- outputs
      i. Student Affairs: Early Alerts- referral system for the top 15 courses and other courses with the heavy concentrations via early warnings
      ii. 80% of student referred to EW who meet with the success coaches will identify individual level of GRIT and behaviors to embrace that can lead to academic success
      iii. Academic Affairs:
         1. # of students attending faculty-led face to face tutorials: Text anxiety, APA writing Style, Study Tips
            a. # of biology lectures recorded and posted on social media
            b. SI instruction: # new courses initiated and students participating
            c. Students receiving departmental advising from AD, Program Managers and or Advisors
            d. Connect at risk students with Mentors
            e. Facilitate group orientations session on the LRC
            f. EW students served in the LRC
            g. Students will increase their use of academic support services across campus during winter 2014 as compared to winter 2013 usage
h. Facilitating study groups, skills building workshops and other co-curricular learning opportunities
i. Student participating in information literacy sessions offered by librarians
j. Questions answered by technical services staff

3. Keep a “compelling” scoreboard (i.e.: on the simply cannot be ignored)
   a. We have to wait an amount of time before we can look at the number= lag measure
   b. Therefore we have to id lead measures-those that you can influence and control
      i. For example if you want to lose weight the lead measures would be the amount of time spent exercising and the food you eat. The lead measure will influence the lag measure.
      ii. FTICs for retention- they looked at retention rates on a weekly basis
      iii. Increasing registrants retained
      iv. Unduplicated Withdrawals

4. Create a “cadence” of accountability, i.e. cycle and rhythm of frequent accounting
   a. Once college mentality
   b. Cadence is related to rhythm
   c. Every Monday morning they are on the phone reporting to the college president the progress you have made. This creates shared accountability as opposed to top down accountability. We go around the room, quick round robin reports, report on what you committed too and the progress you made.
   d. Every Wednesday they have a senior management meeting
   e. Every Friday they review to prepare for the following week