

## Achieving the Dream Institutional Change Teams

Achieving the Dream (ATD) is a “team-led process” for institutional change, and as a result, the college will be establishing two teams, representing a composition inclusive of all college constituents, that will work on specific activities as outlined below.

Core Team: The college’s existing Student Success Committee, a standing committee of the College Council, serves as the Core Team for the ATD. The core team:

- develops a vision and oversees and integrates the Achieving the Dream work;
- develops and manages a process for college-wide dialogue about Achieving the Dream data findings, goals, and strategies; and
- works with and through the college shared governance committees, departments and divisions to adopt priorities for improving student success, especially among groups that currently experience low rates of success.
- *2010-11 Committee Co-Chairs*
  - Marcy Drummond, Vice President of Academic Affairs
  - Jess Guerra, Faculty
- *Membership*
  - *1 Dean (appointed by Teamsters)* – Dorothy Smith
  - *3 VP’s (1 Student Services VP; 1 Academic Affairs VP; 1 WED VP)* – Ramon Castillo, Marcy Drummond, Leticia Barajas
  - *4 Faculty (2 appointed by Senate and 2 appointed by the AFT Faculty Guild)* – Carole Anderson (AFT), Jess Guerra (AFT), Lourdes Brent (Senate), and Lorna Bukasa (Senate)
  - *2 Department Chairs (1 Liberal Arts; 1 CTE)* – Jan Gangel-Vasquez (Liberal Arts) and Bill Elarton (CTE)
  - *1 Classified Staff Person (appointed by AFT Staff Guild)* – Lori Hunter
  - *1 Student (appointed by the ASO)* – Arlene Castillo
  - *1 Basic Skills Committee Representative (any discipline; to be elected by Basic Skills Committee)* – Allison Tom-Miura (elected 10.20.11)

Data Team: The Data Team has been established as a taskforce in accordance with the LATTC College Governance Handbook. More specifically the handbook indicates a taskforce is formed with a number of people who are called together to complete a temporary task that involves area or college-wide coordination, which may include non-committee members (see page 44 of LATTC College Governance Handbook). Below is the composition of the Data Team taskforce [note: this composition is in accordance with ATD recommendations].

- *2011-12 Co-Chairs of the Data Team Task Force*: Anna Badalyan and Marcy Drummond will co-chair the Data Team given their collective and extensive experience with research and data analysis.
- *Information Technology Representative from MIS*: The IT person is particularly important for the discussions on data delivery and web solutions. This position also represents the Administrative Services Division. - Mauricio Zelaya (appointed by Staff Guild)
- *Instructional Dean and/or Division Representatives* – Luis Dorado, Associate Dean of Student Services (appointed by Teamsters)
- *Student Representative Appointed by the ASO (1)* – Simona Daniels
- *Staff Guild Representative* – Lori Hunter
- *Faculty representative as follows*: Kelly Dozier (AFT), John McDowell (AFT), Diane Murphy (AFT), Mara Bentley (Senate), Chini Johnson-Taylor (Senate), Nii-Boye Simpson-Rodgers (Senate), Martin Diaz (Senate), and Tayebah Meftagh (Senate).

The data team:

- conducts in-depth examinations of data on student outcomes, sorted by race, ethnicity, gender and other characteristics to diagnose institutional strengths and weaknesses in student achievement;

- develops simple graphic presentations to share with the core team, faculty, key academic and student support staff and administration; and
- works with the core team to recommend institutional priorities for strategy development.

Both teams engage faculty, staff, students and the community in diagnosing institutional strengths and weaknesses and developing strategies for improving institutional and student performance.