



A Historically Black College & Hispanic Serving Institution

Modeling the Future—How do you Move an Institution From What it Currently IS to What it OUGHT to Be?

Leading the Way to College Completion
2013 USA Funds Symposium

Dr. Adena Williams Loston, President
St. Philip's College
February 19, 2013



**ST. PHILIP'S COLLEGE
WELCOMES
QUALITY TEXAS
EXAMINERS**

Our Culture -

Our Foundation

1898 - The Journey Began

A cooking and sewing school for
young girls of recently
emancipated slaves

Led by Artemisia Bowden, the
daughter of a former slave

Bishop James Steptoe Johnson
Son of a former slave owner



Artemisia Bowden
“Savior of St. Philip’s”

“It takes faith, hope and persistence to make a dream a reality.”

“Learn to do something and do that something well.”

“I think the best of people. They appeal to me on the basis of their personal worth, and not from the aspect of race, color or creed. Among my most valued friendships I count people of all races and creeds.”

“Stand up. You have so much to live for.”

**Evolution of the St.
Philip's College pursuit
of Performance
Excellence**

Good to Great

Creating a Pathway to Excellence

GOOD TO GREAT began in May of 2007 with the first annual G2G retreat

Participants include department chair faculty, professional staff and administrators as well as representatives of student government, staff council, faculty senate and the community.

- Recognize and Celebrate Accomplishments Annually
- Conduct Cycle of Learning - Update Mission/Vision/Values, Context Map, SWOT Analysis, College Action Plans and Scorecard
- Develop Strategic Action Plan - Based upon Cycle of Learning findings

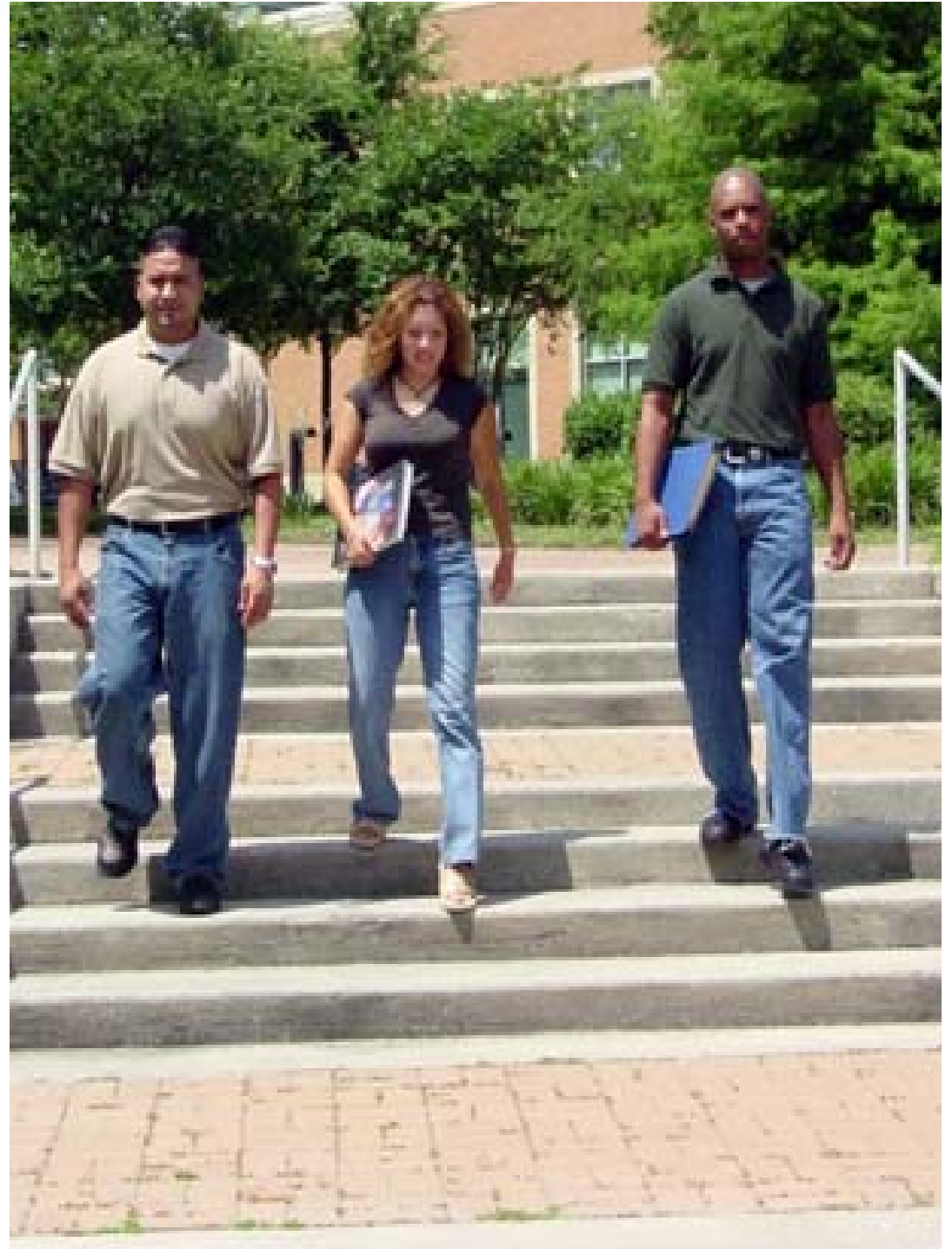
Performance Excellence Journey

Key Accomplishments since 2007

- * Reaffirmation of Mission, Vision, Values, “A Point of Pride in the Community”
- * Annually updated Strategic Plan
- * The President’s Academy
- * Reinstitution of Operational Unit Plans
- * Annual Unit Plan Report Outs
- * Resource Allocation Process
- * Call to Conversation
- * Ongoing integration of Baldrige framework
- * Planning, Budget and Assessment Cycle
- * Institutional Context Mapping
- * Institutional Level SWOT analysis
- * College Scorecard

OUR VISION

St. Philip's College will set the standard for achieving excellence in student success to build a vibrant, cohesive, and sustainable community.



OUR MISSION

St. Philip's College provides an educational experience that stimulates leadership, personal growth, and a lifelong appreciation for learning.



LIVING OUR VALUES

Honoring Our Employees

COMMUNICATION

ACCOUNTABILITY

INTEGRITY

CREATIVITY

COMMUNITY



John Braxton



Rusty Boyd



Blanca Padilla



Charleen Brammer



2012-2013 Priorities

PRIORITIES

Financial Literacy

- * Improve default rate
- * Educate



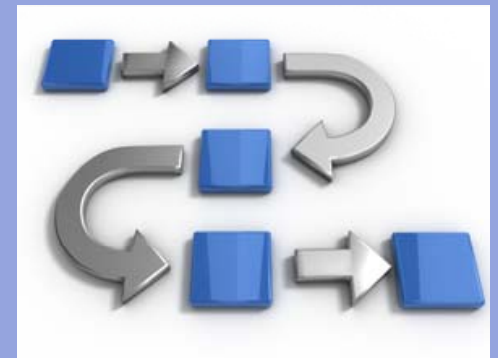
Developmental Education

- * Increase student success rates
- * Implement required tutoring



Process Improvement

- * Develop improvement plans
- * Plan - Do - Check - Act



Strategic Objectives

STRATEGIC OBJECTIVES

1

Provide access to resources and programs to fulfill individual educational goals.

2

Improve educational services for all students.

3

Build a world-class workforce through education and training.

4

Develop employees and strengthen financial, technological, and physical capacities.

5

Foster organizational communication to consistently promote the positive impact and value of SPC to the community.



Principles of Leadership

Rules of Engagement

Focus on Results



Embedded Approach
Baldrige Principles into Practice

Good to Great

Creating a Pathway to Excellence

May 2012 Objectives

- Celebrate Accomplishments for 2011-2012
- Cycle of Learning - Update Mission/Vision/Values, Context Map, SWOT Analysis, College Action Plans and Scorecard
- 2012 - 2013 Strategic Action Plans - Developed based upon Cycle of Learning findings



A Historically Black College & Hispanic Serving Institution

ST. PHILIP'S COLLEGE

**A POINT OF PRIDE IN THE
COMMUNITY**