



IBHE Board Presentation March 15, 2022

Partnership for College Completion

Mission

The Partnership for College Completion champions policies, practices and systems that increase college completion and eliminate degree completion disparities for low-income, first generation, and students of color in Illinois – particularly Black and Latinx students.

Vision

PCC envisions a state where equitable opportunities to access and complete a college education lead to greater degree attainment, racial equity and socioeconomic mobility for Illinoisans.

Our Work

PCC advances solutions that address historic inequities in our higher education system.



Public Policy

We advocate for bold equity-centered policies that improve college access and affordability and address structural barriers to persistence and completion.



College and University Partnerships

We partner with Illinois colleges and universities to provide support as they develop and deploy equity-centered strategies on campus.



Research and Data

We use data and research to advance both transformational equity change on college and universities campuses and through state policy efforts in Illinois.



ILLINOIS EQUITY IN ATTAINMENT

-
- Diverse group of 25 colleges and universities
 - Public commitment to eliminate racial & socioeconomic inequities
 - Working within a community of practice
 - Sharing disaggregated data over time
 - Evolving supports from PCC

ILEA Core Beliefs

Colleges are responsible for graduating

all of their degree-seeking students

All college students can graduate

with the right information, tools, and supports

Racial and socioeconomic completion inequities are unacceptable

and should be eliminated with urgency

Solutions and resources exist to address disparities

in higher education outcomes

The actions that colleges take or fail to take can determine a student's ultimate trajectory in college

21 ILEA colleges and universities published equity plans that aim to **eliminate gaps in degree completion by race and Pell-status** in the fall of 2020 after 1+ year of organizing, planning, and level setting around equity.





ILEA Equity Plan

ILEA Equity Plan



Table of Contents	
1	Signature/Endorsement
2	Introduction
3	Current State
4	Future Vision & Goals
5	Institutional Strategies
6	Evaluation Plan
7	Budget Implications

- National Scan
- Clear & Concise
- Local Customization
- 1 Among Many Plans
- Public-Facing





ILEA Equity Plan

- **Signature/Endorsement**
 - Highest level of administration
 - Trustees
 - Other key parties
- **Introduction**
 - Who we are
 - Equity statement
 - Definitions
 - Clarity of purpose

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ILEA Equity Plan

- **Current State**
 - Background
 - Initiatives, pilots
 - Target student populations
 - Disaggregated data
- **Future Vision & Goals**
 - Goals – disaggregated by student population
 - Interim benchmarks
 - Connection to institutional goals and other plans (SP, SEM)

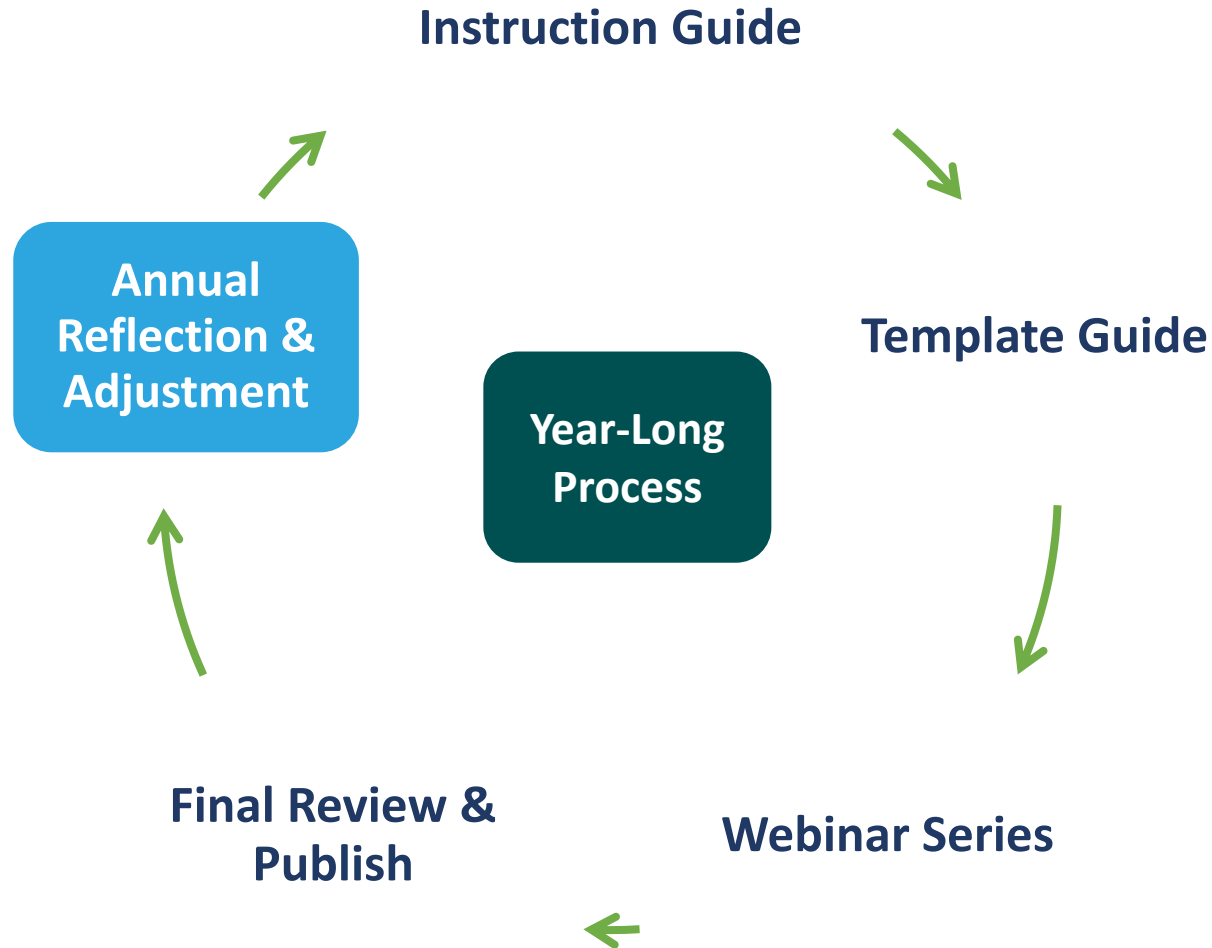
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ILEA Equity Plan

- **Institutional Strategies**
 - High level strategies
 - Tactics on some level
 - Priorities
- **Evaluation Plan**
 - Qualitative & quantitative
 - Institutional & strategy level
- **Budget Implications**
 - Dedicated resources
 - Institutionalizing support

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ILEA Equity Plan Development Process



Assessment 1: Community of Practice

Equity Speaks Group 1 Q&A

Questions for Panelists

- ▶ What is the primary equity challenge your institution's equity plan is addressing?
- ▶ How is your institution engaging faculty in closing equity gaps?
- ▶ What are the funding sources that support your equity plan work?
- ▶ How does your institution plan to measure success (formally or informally)?
- ▶ What are some key lessons that your team learned while developing your equity plan?
- ▶ What is one obstacle that your team encountered while developing your equity plan? How did you address it?

Mary Daniels

41:22

2020 ILEA Virtual Fall Summit

Assessment 2: Annual Evaluation & Reflection

At the conclusion of each academic year, each institution submits a reflection assessing progress made during the academic year and what adjustments will be made to the plan will be made.

- An assessment of the impact of each strategy based on the evaluation plan within the Equity Plan (strategy & institutional level)
- A detailed description of next steps for each strategy (created, changed, scaled, or discontinued based on the team's assessment & data)

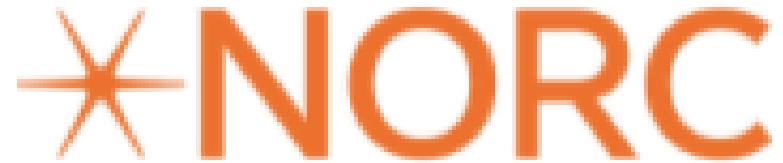
Starting in the fall of 2022, PCC will release an annual report of the ILEA Initiative and our collective progress



Assessment 3: Formal ILEA Evaluation



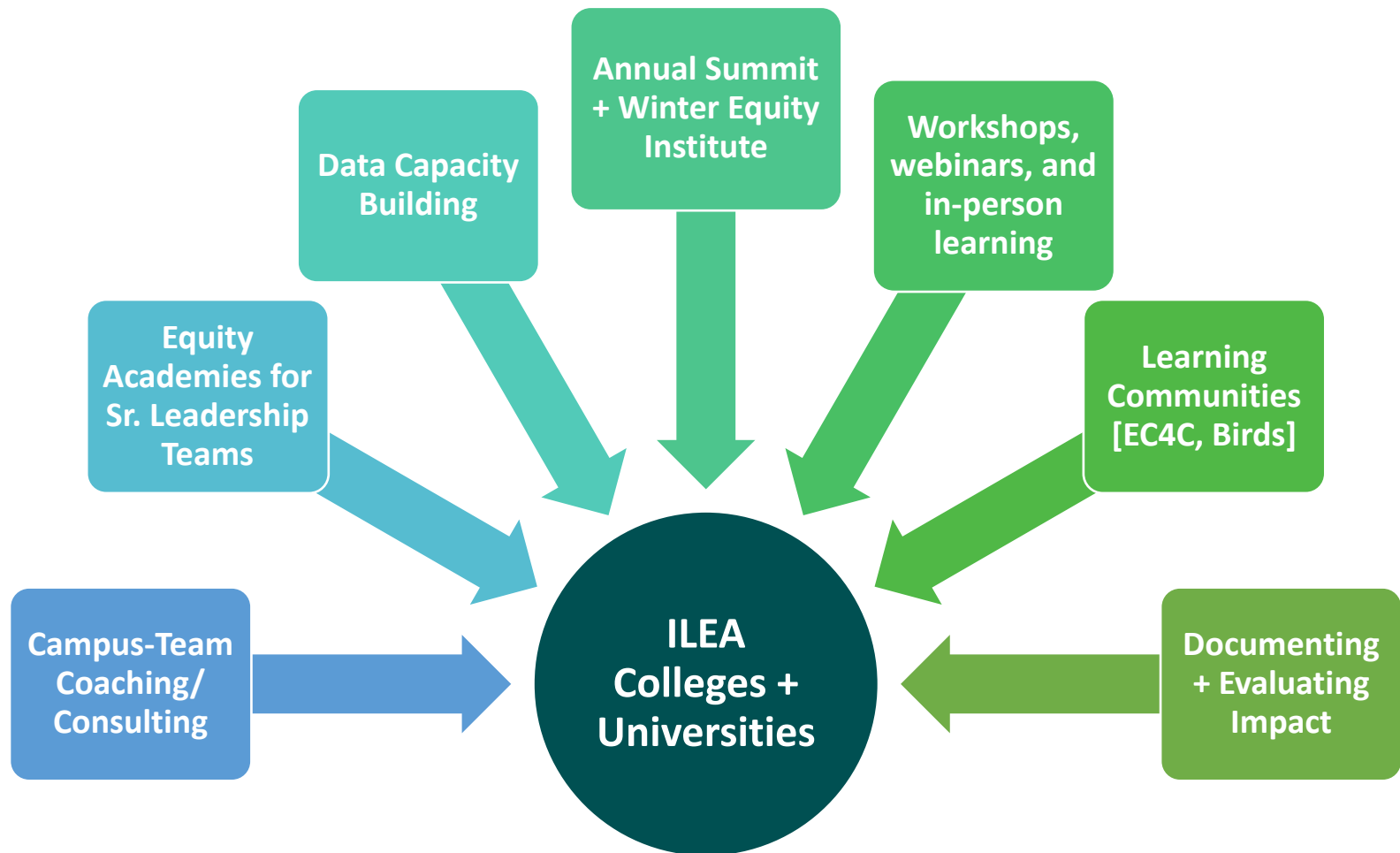
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Program Model

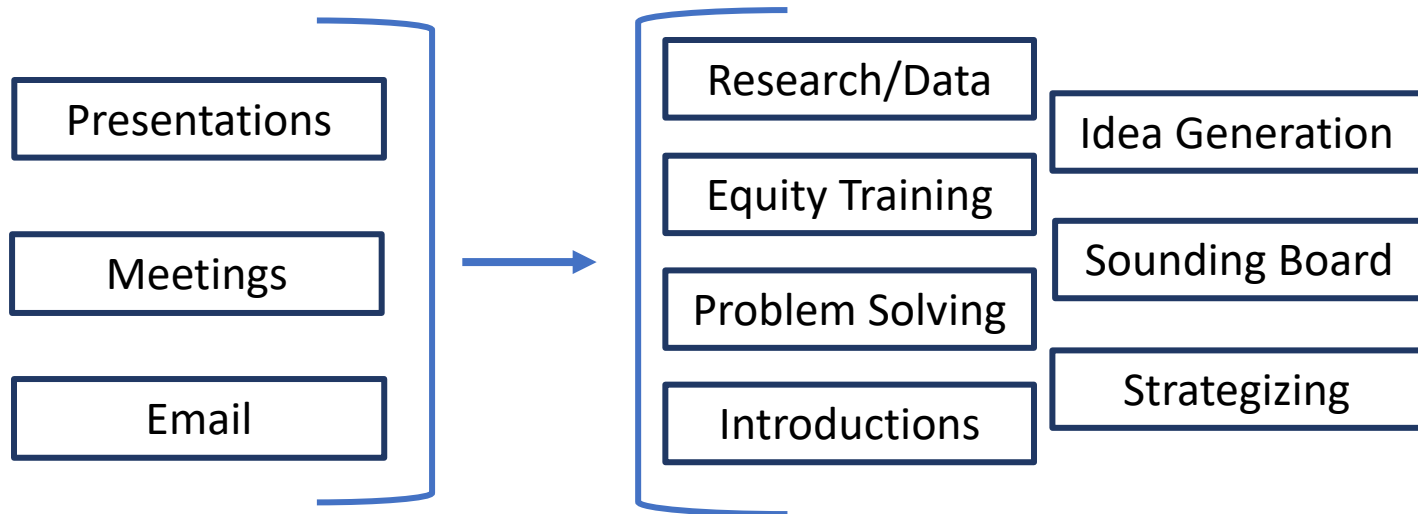
The background of the slide is composed of several overlapping diagonal stripes. A large, solid dark blue stripe runs from the top-left towards the bottom-right, covering the left half of the image. To its right, there are two more stripes: a light blue one and an orange one, both running parallel to the dark blue stripe. The light blue stripe is positioned above the orange one. The right side of the slide is white, with a faint, blurred image of a person's legs in the background.

PCC Supports for ILEA Institutions



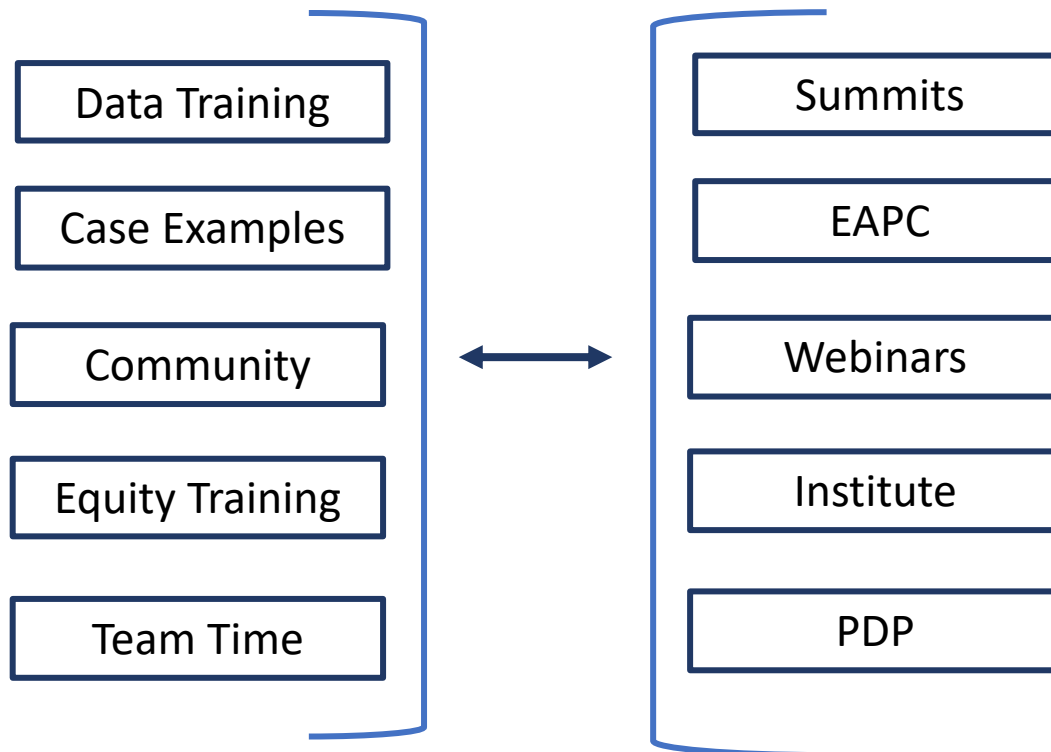
Where Does Coaching Support Happen?

Targeted resources to aid ILEA partners in eliminating disparities in degree completion on their campus.



How Does Coaching Inform Supports?

Connect ILEA partners to existing/develop new content, programs, connections, and other resources that are aligned with their needs.



What Makes Coaching Possible?

- ① Build and maintain relationships with ILEA partners, researchers, and university and college practitioners – understand the context of local and national efforts.
- ② Develop understanding of each ILEA partner's institutional culture and context.
- ③ Develop expertise on higher education **D. E. I.** matters, with emphasis on the ***“E”***.



Thank You!

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