

Institutionalizing High-Impact Practices

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Session Abstract:

Within a context emphasizing educational attainment and student outcomes, institutions have focused increased attention on the adoption and scaling of high-impact practices to improve student success and enhance student learning. This session will include: (1) data regarding student achievement and the adoption of high-impact practices as QEP topics, (2) institutional strategies that have been effective in making a difference, and (3) a framework for institutionalizing high-impact practices.

Intended Audience:

Senior administrators implementing strategies for improving student success and enhance student learning

Discussion questions:

1. What is the one area where you believe your institution could implement a change that would make a significant difference for student success?
2. How will you know if your institution has been effective in making that change (i.e., what metrics will you use to assess effectiveness)?
3. What do you anticipate will be the most significant challenge that your institution must address in making this change?
4. What strategies can be used to meet this challenge?
5. How can the institutional alignment grid be applied to the specific high-impact initiative identified by your institution for implementation?

High-impact initiative: _____

Institutional Alignment Grid

For each cell in the grid below, answer questions 1 & 2. In your groups, discuss 3 & 4:

1. Which of these components are currently in place to support my institution’s implementation of the high impact practice identified?
2. Which of these components are most essential to the success of my institution’s successful implementation and maintenance?
3. Which of these components are likely to be the most challenging/difficult to implement?
4. What are some strategies you have found beneficial in tackling the most difficult of these items?

	Institution	College/ Division	Department/ Academic Unit	Faculty and Staff	Students
1. Clear Vision, mission, and values					
2. Effective planning and goal setting					
3. Collective commitment to success (not fear of risk taking)					
4. Student & Learning centered culture					
5. Financial & Physical resources: Support, Facilities, environment					
6. Supportive Internal policies and procedures					
7. Leadership selection, evaluation, and development					
8. Organizational structure					
9. Faculty and staff: recruitment, selection, orientation, and professional development; prioritize student connection					
10. Individual incentives and rewards (extrinsic / intrinsic)					
11. Unit-level incentives and rewards (extrinsic / intrinsic)					
12. Rituals, awards, and ceremonies					
13. Curriculum and student educational opportunities					
14. Library and learning resources					
15. Co-curricular activities, academic and student services					
16. Information and reporting systems					
17. Evaluation and accountability					
18. Communication					
19. Partnerships and collaboration					
20. Public policy and accreditation					

Adapted from: Beere, C. A., Votruba, J. C., & Wells, G. W. (2011). *Becoming an engaged campus: A practical guide for institutionalizing public engagement*. San Francisco: Jossey-Bass.

NOTE: Complete institutional alignment as outlined in the above framework is NOT a requirement under the *Principles of Accreditation*.