

A group of graduates in black gowns and caps are celebrating, with confetti falling around them. The graduates are smiling and raising their hands, some holding diplomas. The background is a blue-tinted image of a graduation ceremony.

Supporting Urgent Community College Equity through Student Services (SUCCESS)

A collaboration among MA's 15 community colleges, the legislature, MACC, and the Department of Higher Education



SUCCESS

Goals

SUCCESS was created to improve *persistence, retention, and completion* for students at Massachusetts' 15 community colleges who face systemic barriers by strengthening and scaling evidence-based, high impact educational practices, wraparound supports and services.

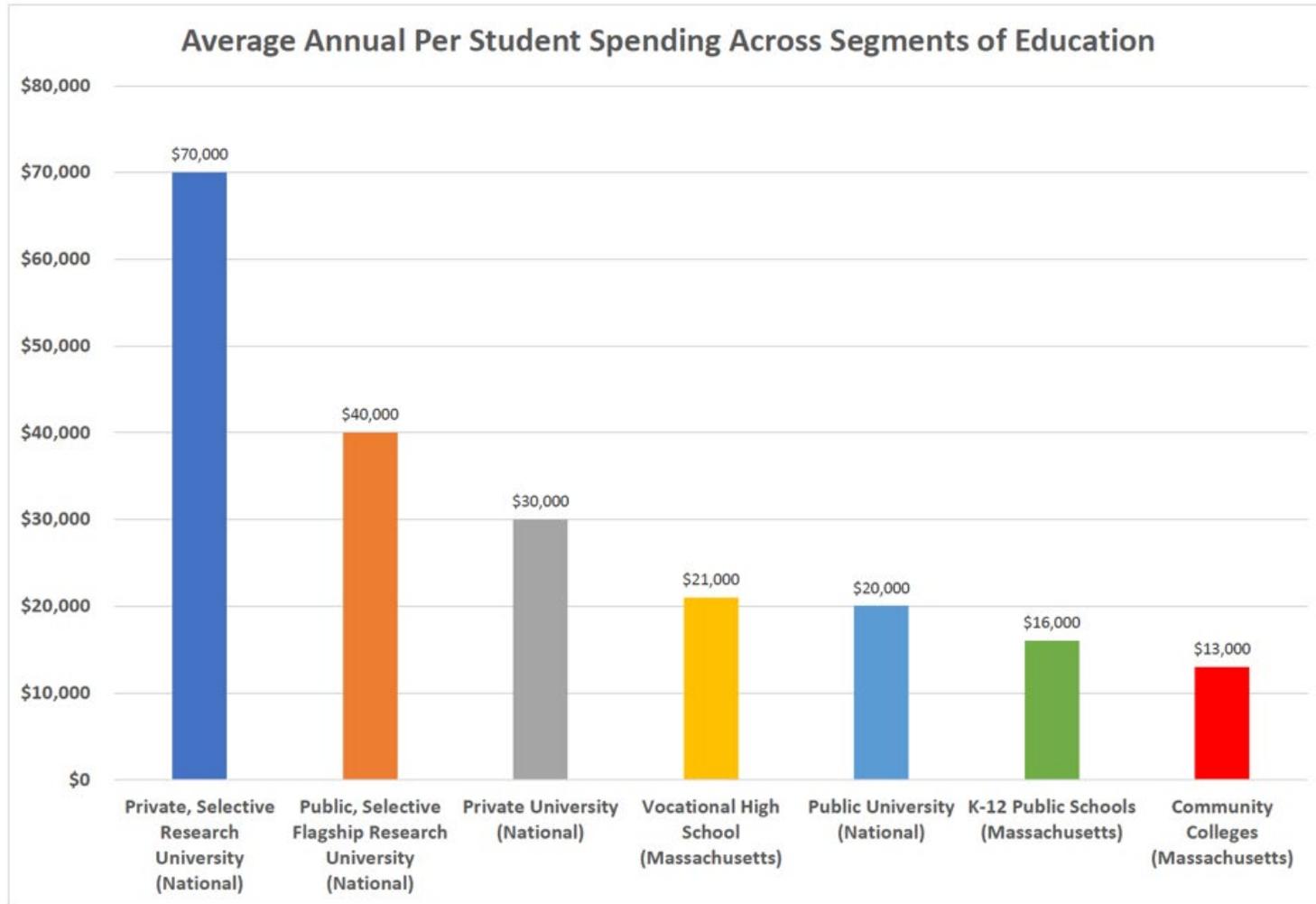
Foundations for SUCCESS



SUCCESS was founded on three ideas:

1. Community colleges are underresourced.
2. When community colleges have resources, they know how to use them to achieve student success.
3. Provide community colleges with more resources and we will demonstrate improved student success.

Community colleges are underresourced



The students who need the least get the most, and the students who need the most get the least.

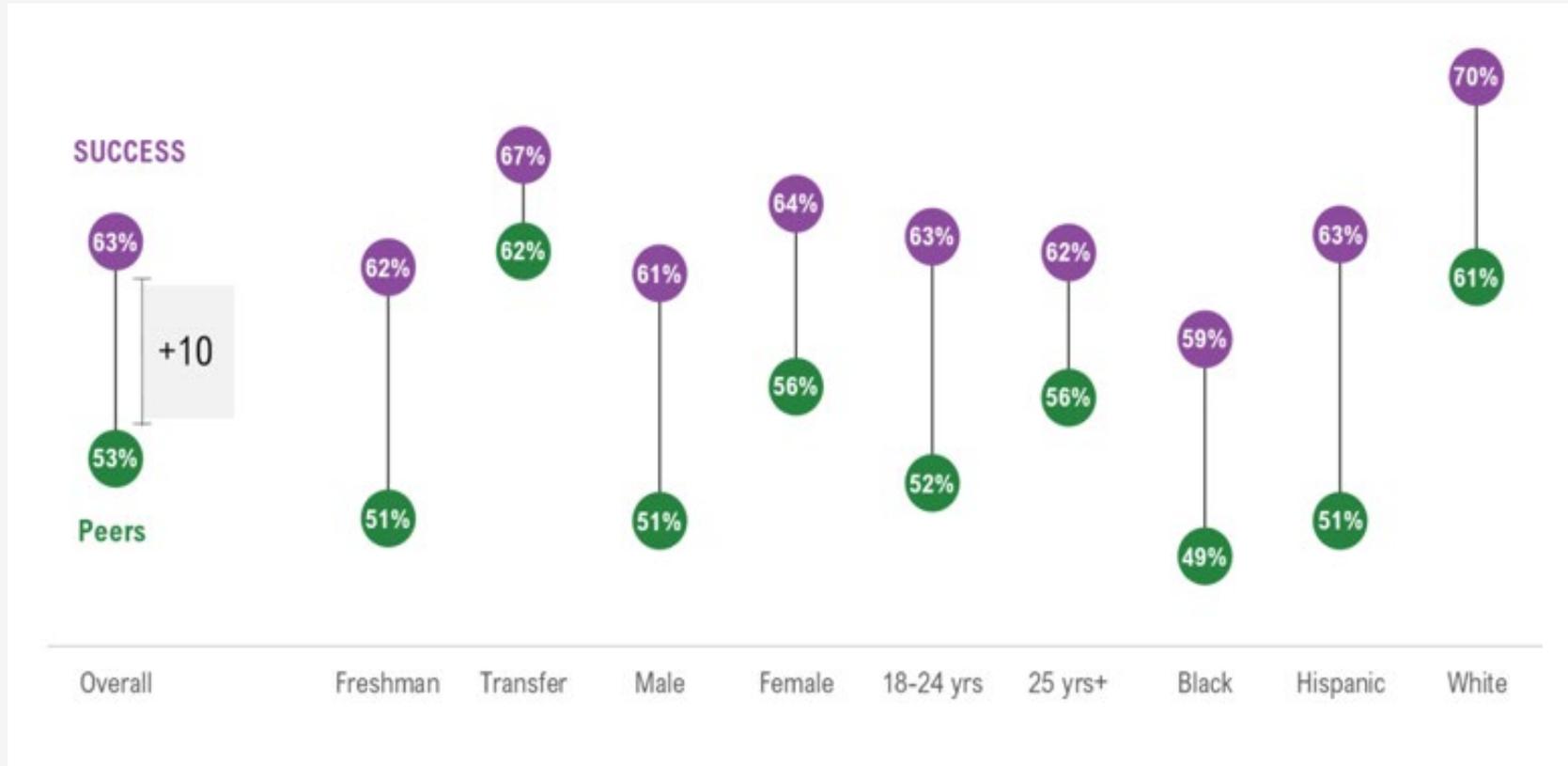
2019 data from the Delta Cost Project, the MA Department of Higher Education, and the MA Department of Elementary and Secondary Education

When community colleges have resources, they use them to improve student success

1. Hispanic Serving Institution (HSI) Title V Grants at Northern Essex Community College
2. Holyoke Community College's TRIO-funded STRIVE
3. City University of New York (CUNY)'s Accelerated Study in Associate Programs (ASAP)

All three = Persistence, Retention and Completion rates 10-30% higher

With more resources, community colleges will demonstrate improved student success



Across all cohorts, SUCCESS students achieved an average 10-point improvement in Fall-to-Fall retention in 2022-2023

From the SUCCESS 2022-2023 Program Year Report

Leadership, Quality & Accountability

SUCCESS is a partnership among the state's fifteen community colleges, the Massachusetts Association of Community Colleges (MACC), and the Department of Higher Education (DHE)



SUCCESS Statewide Leadership



A SUCCESS Charter established:

- A Leadership Team with two college presidents, the DHE Deputy Commissioner of Academic Affairs and Student Success, and representatives from MACC and five campuses
- A Coordinating Committee with representatives from all campuses, the DHE, and MACC

These groups meet regularly to ensure alignment, analyze data, share best practices, provide professional development, etc.

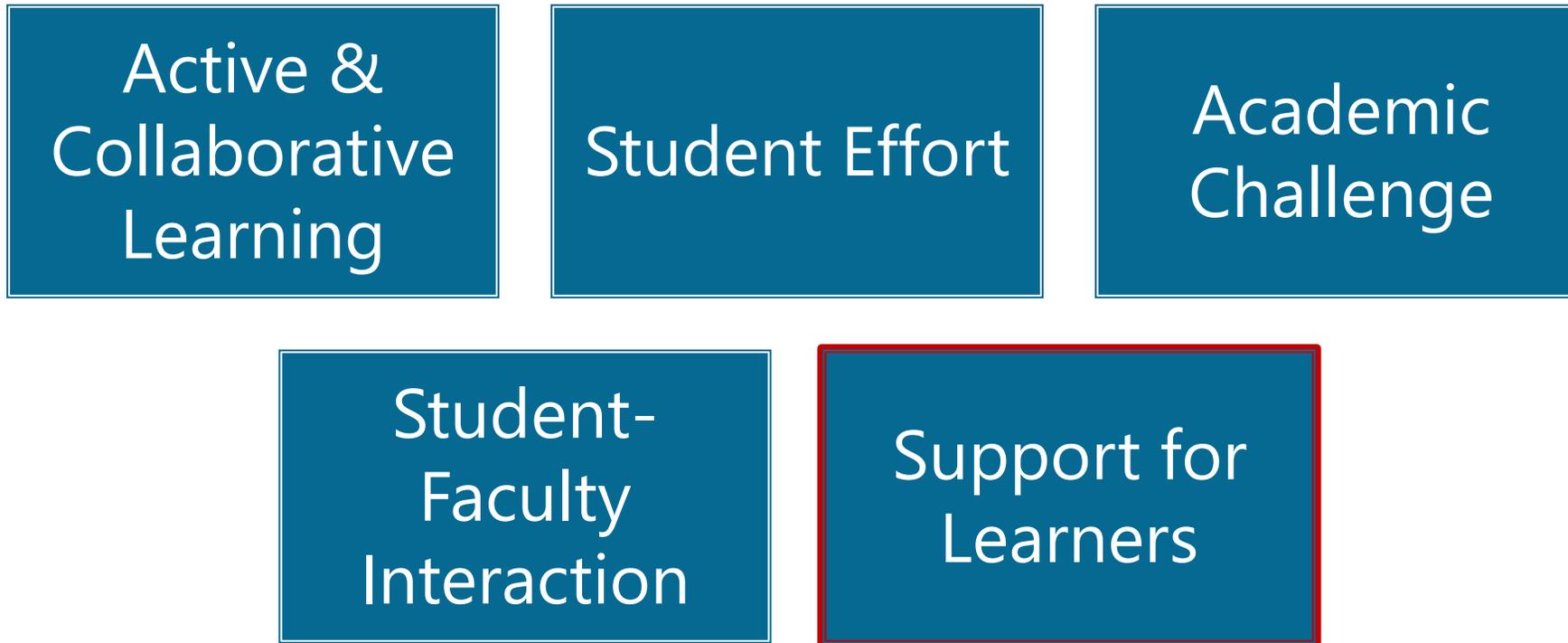
SUCCESS Start-Up



”

- **Student populations are different at each community college and may have different needs.**
- **Research has demonstrated some evidence-based, high impact practices work across student populations.**
- **From its inception in 2020, colleges have been guided to create or scale up programs that are evidence-based.**

Evidence-Based High Impact Educational Practices



SUCCESS emphasizes the importance of using evidence-based, high impact educational practices in its programs, such as those supported by the *Community College Survey of Student Engagement's* five "Benchmarks for Effective Educational Practice."

Effective Practice:

Affinity-Based Mentoring

- Springfield Technical Community College offers two affinity-based programs for SUCCESS eligible students: the **Male Initiative for Leadership & Education (MILE)** and the **Female Leadership & Mentoring Program (Lead)**. Both offer peer mentoring.
- 76% of STCC's 215 new freshmen and transfers who engaged with SUCCESS in Fall 2022 persisted to Fall 2023.





Effective Practice: Intensive Advising

- MWCC's **SUCCESS Scholar Program** provides intensive first-year advising and support, including regular student meetings and check-ins (3x/semester).
- 66% of MWCC's 187 new freshmen and transfers who engaged with SUCCESS in Fall 2022 persisted to Fall 2023.

Effective Practice:

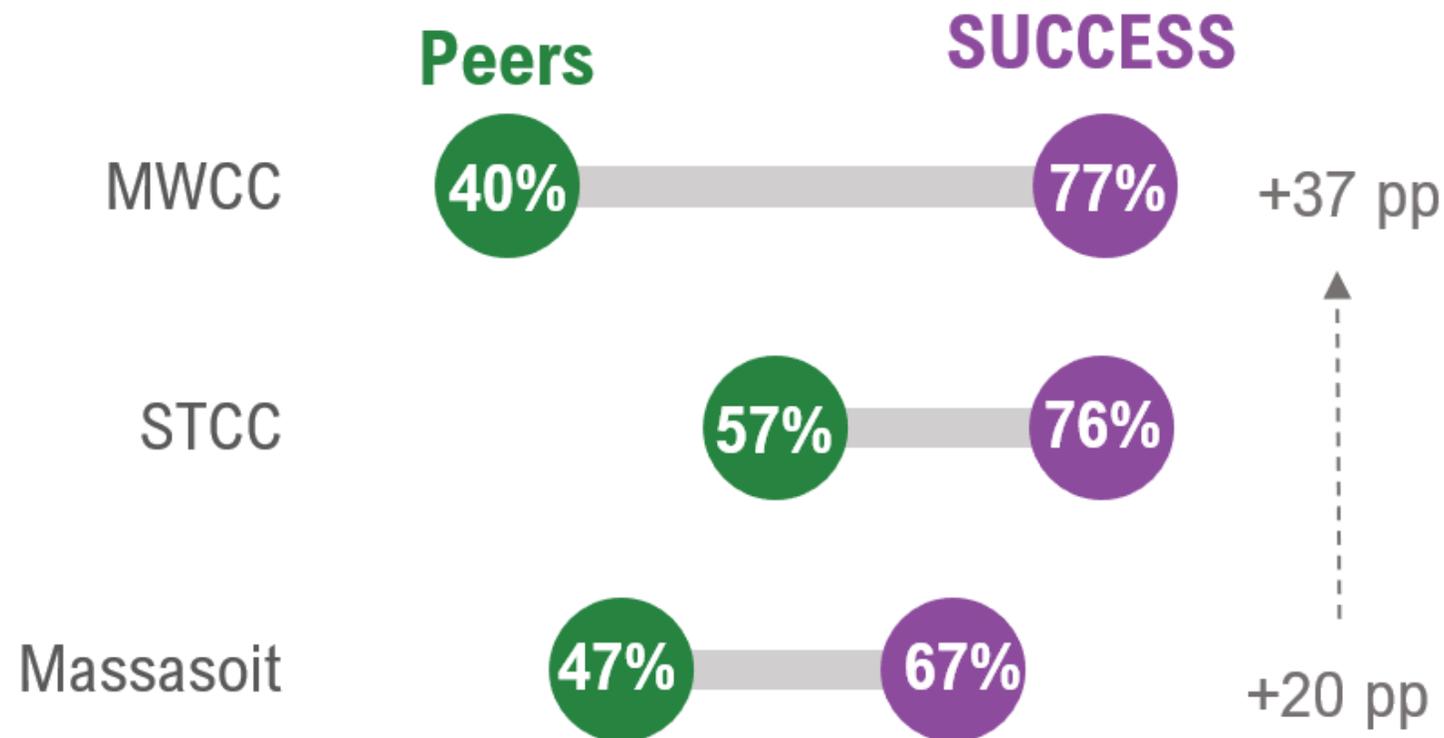
Peer Support

- The **Participatory Action Research (PAR) Institute** at Massasoit Community College is a student-led project, guided by a faculty advisor, where students collaborate to research issues affecting their lives.
- Massasoit's SUCCESS program serves only part-time students, who tend to experience lower persistence rates.
- 65% of Massasoit's 262 new freshmen and transfers who engaged with SUCCESS in Fall 2022 persisted to Fall 2023.



Matched Comparison Findings

Fall 2022 to Fall 2023 persistence rates for new freshmen & transfers were 20 to 37 percentage points higher for SUCCESS.





SUCCESS Funding Formula

Through consultation with Department of Higher Education leadership, and following the principles of the DHE's *Strategic Plan for Racial Equity*, the SUCCESS Funding Formula provides:

- A “Base Allocation” of \$450,000 to each college (sufficient to serve approximately 250 students)
- An “Equity Allocation” based on each college’s proportion of Pell Recipient, Black, and Hispanic students (ranges from \$300,000-600,000)
- FY25 campus budgets range from \$762K - \$1.2M



SUCCESS: Personal Support Matters

Colleges are guided to spend 80% of their SUCCESS allocations on staffing, 12% on non-personnel, and up to 8% on institutional overhead.

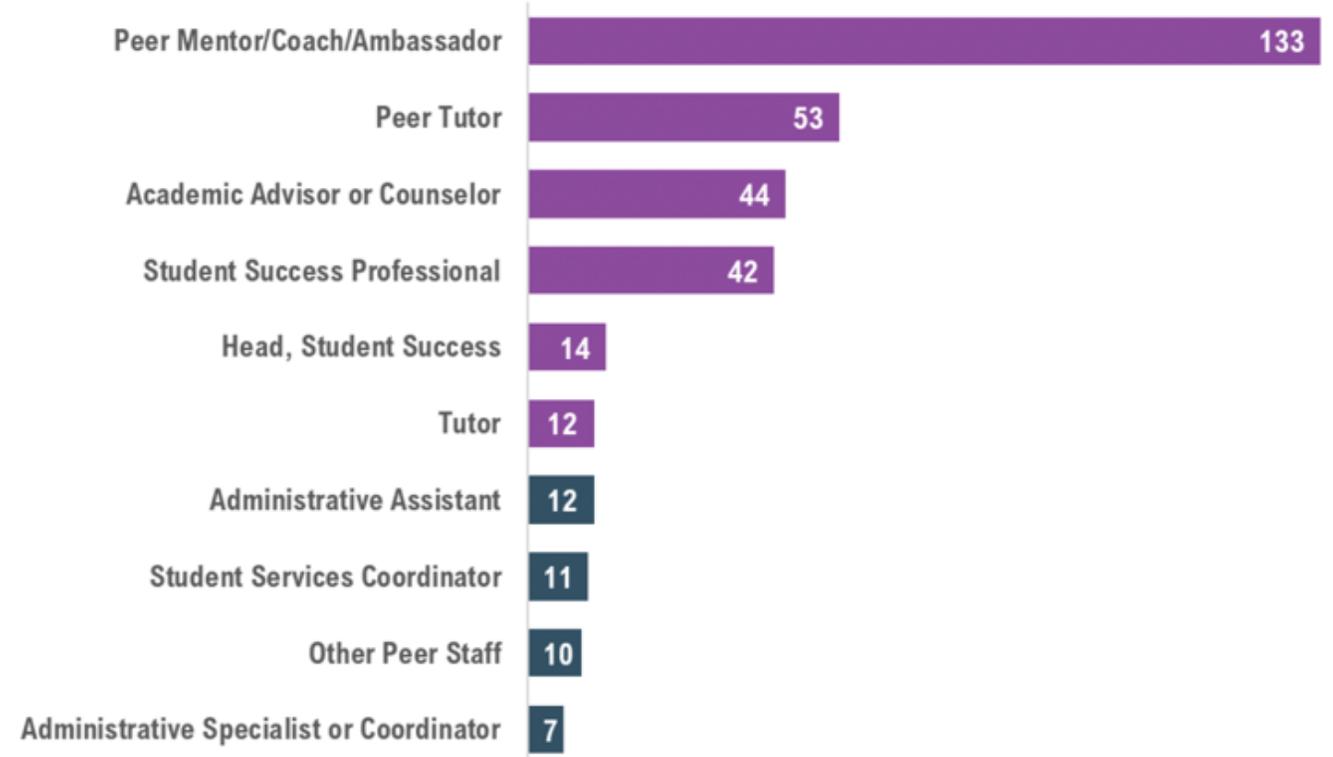


FY23 SUCCESS expenditures (in millions \$)

SUCCESS Focuses on Direct Student Support



Count of positions by type for the top ten positions funded by SUCCESS in FY23

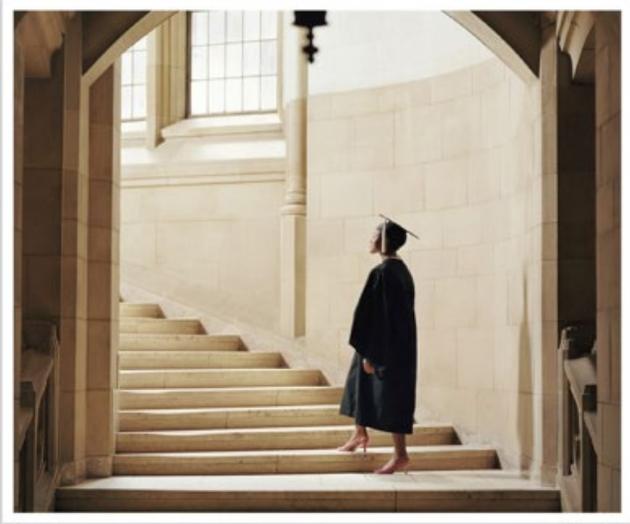


Quality & Accountability



In 2022-23
SUCCESS served
8,491 students
statewide

SUCCESS
Supporting Urgent Community College
Equity through Student Services

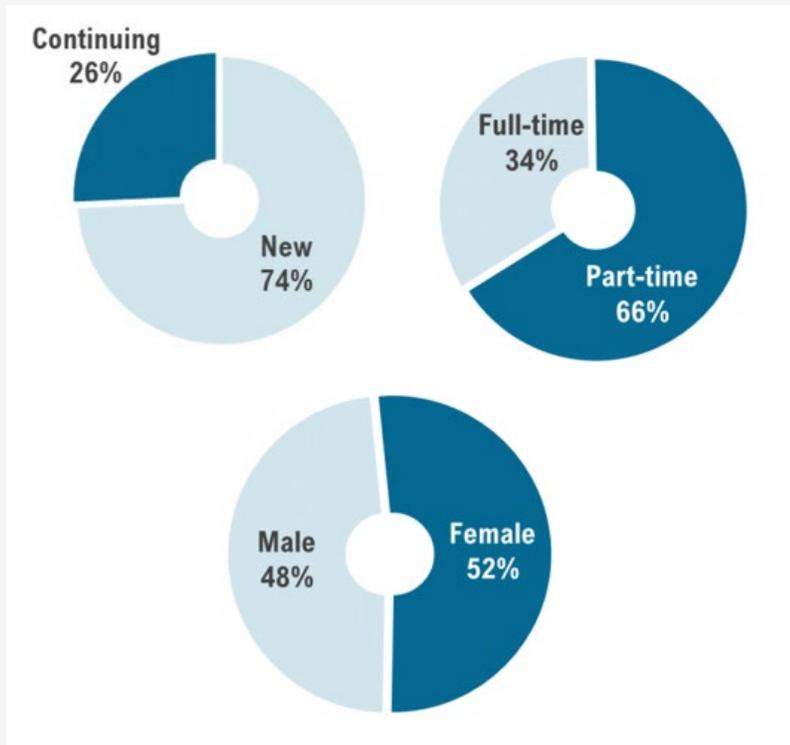


2022-2023 PROGRAM YEAR REPORT

Spring 2024 | Massachusetts Association of Community Colleges

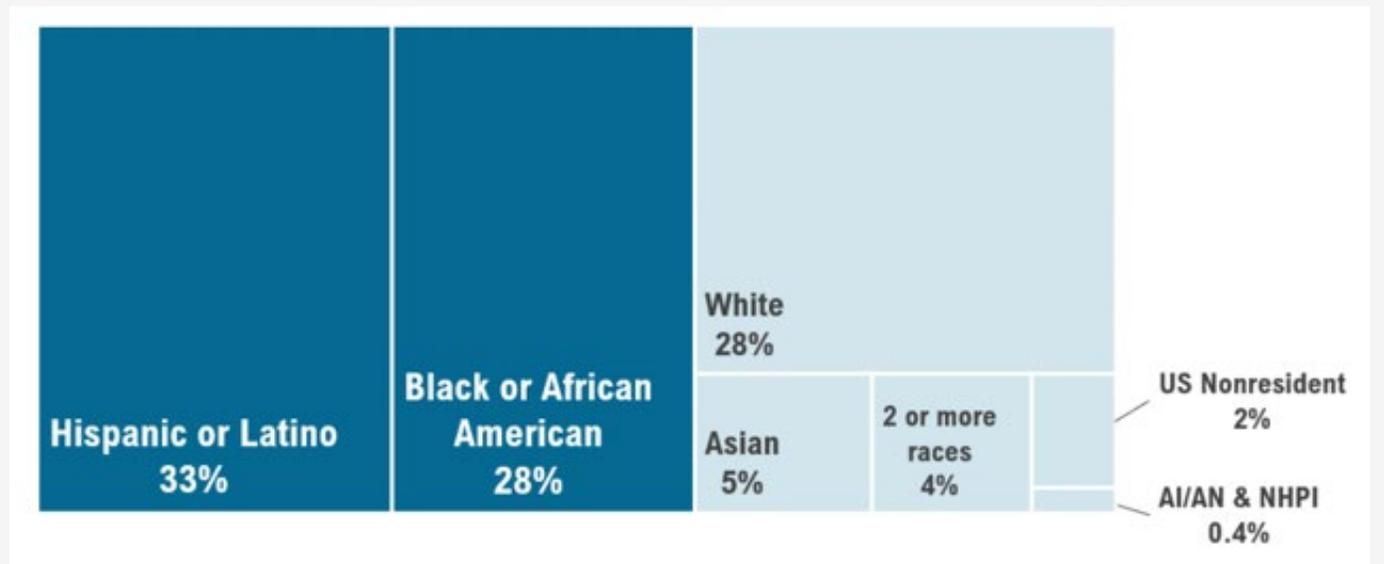


SUCCESS Student Profile



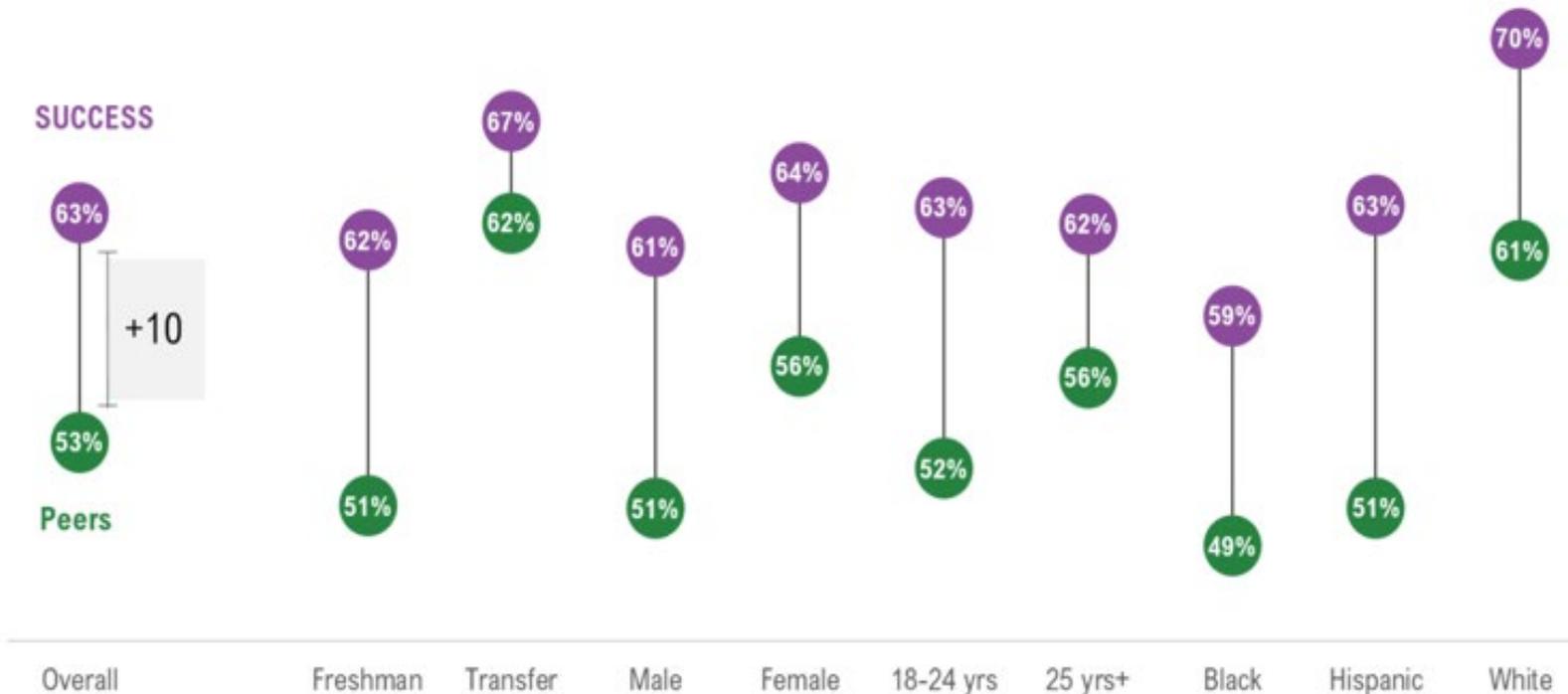
Like the general MA community college student population, two-thirds of SUCCESS participants are *part-time*.

61% of SUCCESS participants are Black or Hispanic.



Data from the *SUCCESS 2022-23 Program Year Report*

SUCCESS Results: Persistence & Retention



Across all cohorts, SUCCESS students achieved an average 10-point improvement in Fall-to-Fall retention in 2022-2023

From the SUCCESS 2022-2023 Program Year Report

SUCCESS Results: Completion

The Department of Higher Education and the state's community colleges use the Voluntary Framework of Accountability (VFA) methodology to track long-term (i.e. six-year) success rates for community college students.

The most recent VFA success rate data available is for the 2017 entering cohort.

SUCCESS programs were initially launched on all fifteen community college campuses in 2021.

Early momentum metrics such as on-time credit accumulation and retention after the first year point toward significantly improved VFA success rates for community colleges with each future cohort.

SUCCESS Differences



SUCCESS	ASAP / ACE
<ul style="list-style-type: none"> • Focused on specific student populations (i.e., Black, Hispanic, low-income, first-generation, disabled, LGBTQ+) at community colleges 	<ul style="list-style-type: none"> • Open to all full-time students at community colleges and state universities
<ul style="list-style-type: none"> • \$1,648 per student in program year 2022-23 	<ul style="list-style-type: none"> • Between \$1,850-3,400 per student
<ul style="list-style-type: none"> • Part-time students are eligible 	<ul style="list-style-type: none"> • Requires full-time attendance
<ul style="list-style-type: none"> • Not time-limited 	<ul style="list-style-type: none"> • ASAP students must complete within six semesters / ACE students must complete within eight semesters
<ul style="list-style-type: none"> • Focus on “high-touch,” evidence-based, high impact practices (e.g., intensive advising, peer tutoring, career coaching, etc.) 	<ul style="list-style-type: none"> • Focus on “high-touch,” evidence-based, high impact practices (e.g., intensive advising, peer tutoring, career coaching, etc.)
<ul style="list-style-type: none"> • Does not provide direct financial assistance to students 	<ul style="list-style-type: none"> • Provides direct financial assistance to students (e.g., MetroCards for public transportation, tuition waivers, textbook stipends)



Q&A

