

Closing the Achievement Gap



Board of Trustees Study Session
January 16, 2013

Minnesota State Colleges and Universities

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Outline

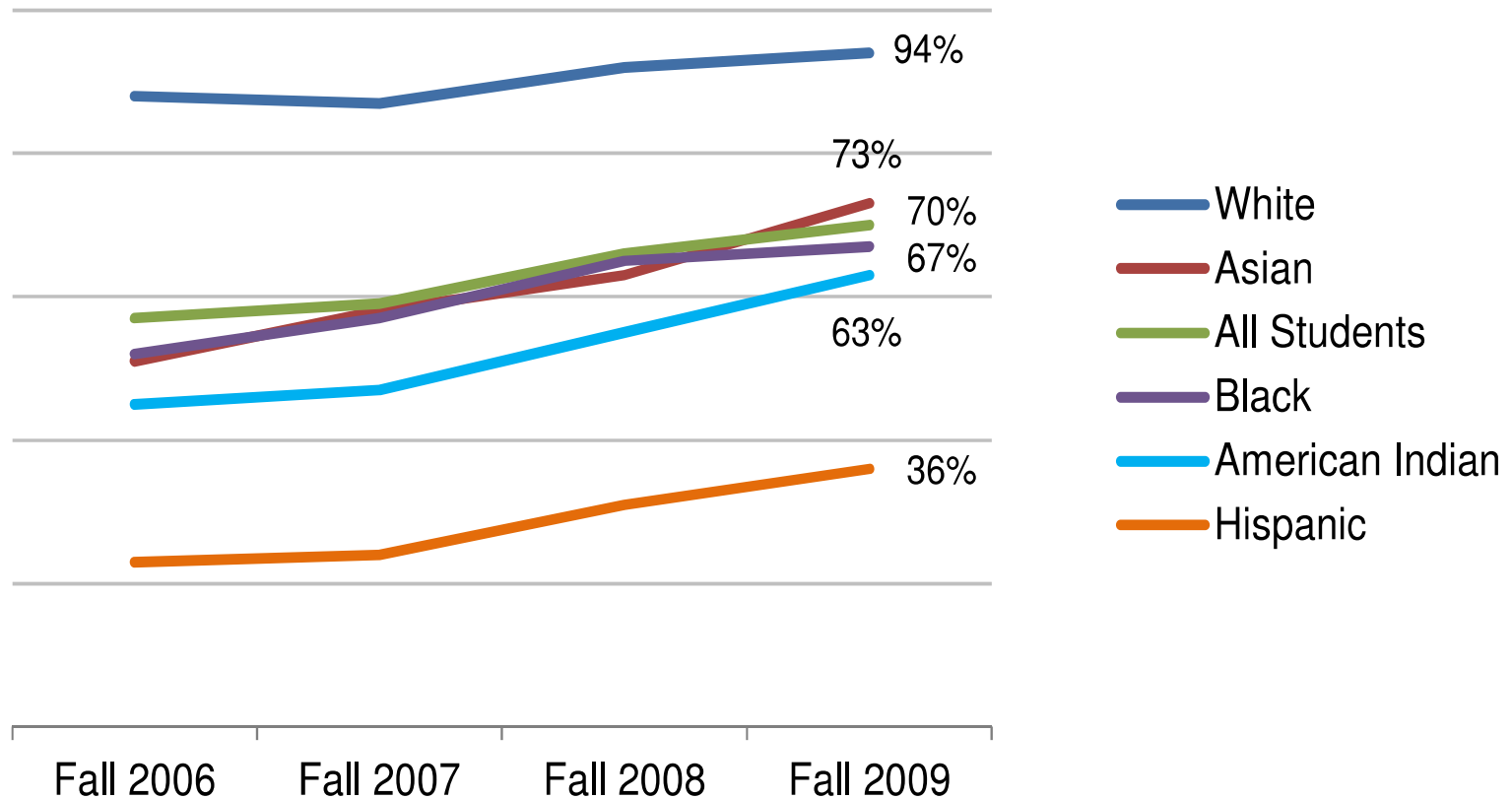
- Gaps in college readiness
- Gaps in persistence and completion
- Goals
- Metrics
- Challenges to achieving our goals
- Strategies for closing the achievement gap
- Questions and discussion

Achievement gap - definition

The **achievement gap** refers to the disparity between the educational performance of groups of students, especially groups defined by gender, race/ethnicity, and socioeconomic status. The achievement gap can be observed on a variety of measures including standardized test scores, grade point average, participation, completion and persistence rates.

Gaps start early...

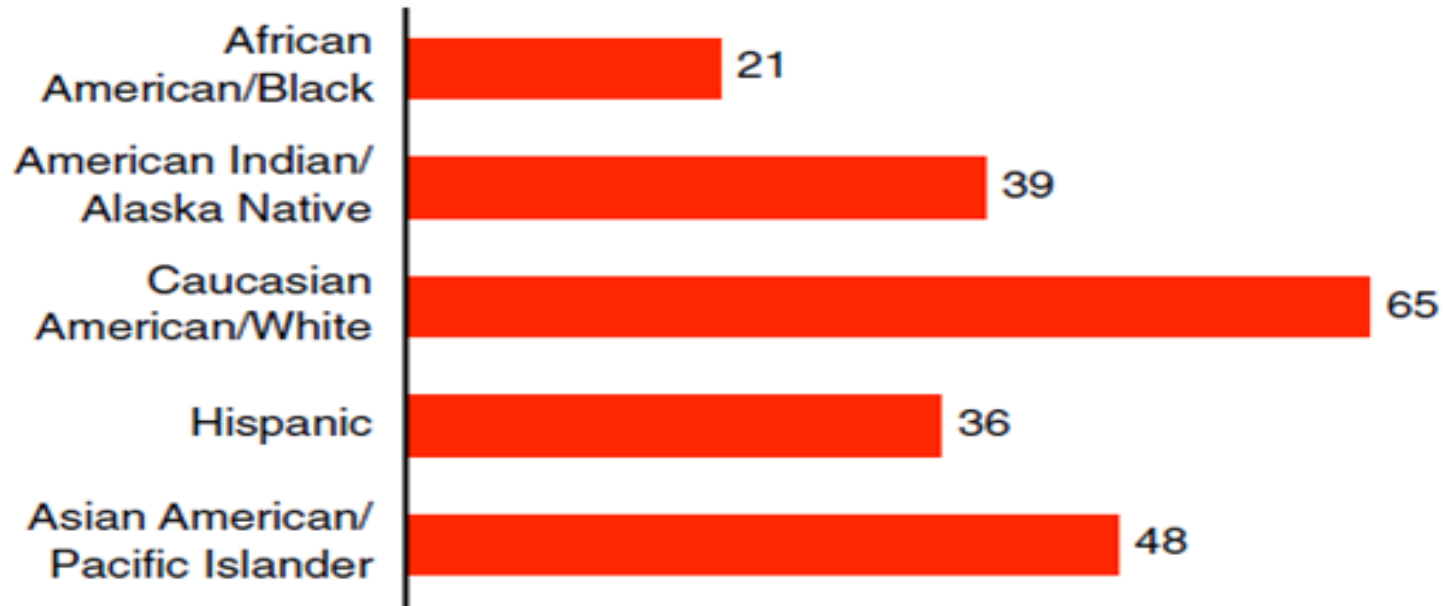
% of Minneapolis kindergarteners ready for school



Source: *One Minneapolis: Community Indicators Report, October 2011, The Minneapolis Foundation and the Wilder Foundation*

...and persist through high school

% of Minnesota Students Meeting ACT College Readiness Benchmark in Math



Source: ACT, *Minnesota: The Condition of College and Career Readiness Class of 2010*

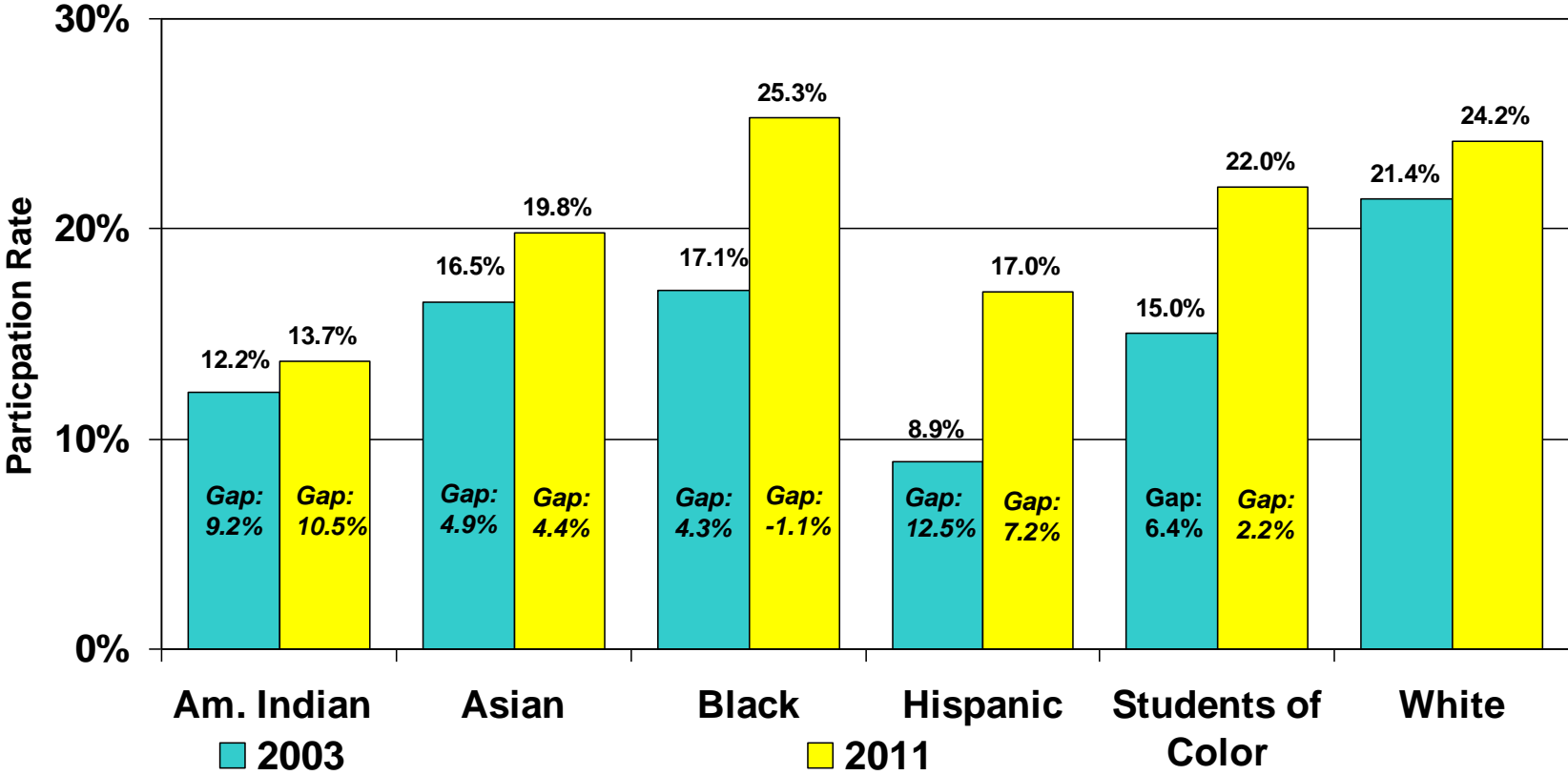
Minnesota's 4-year high school graduation rates are shockingly low

Here is how the class of 2011 compares to other states:

- White students: tied for 23rd in the nation (84%)
- Black students: 2nd to last in the nation (49%)
- Asian students: last in the nation (72%)
- Hispanic students: last in the nation (51%)
- American Indian students: last in the nation (42%)

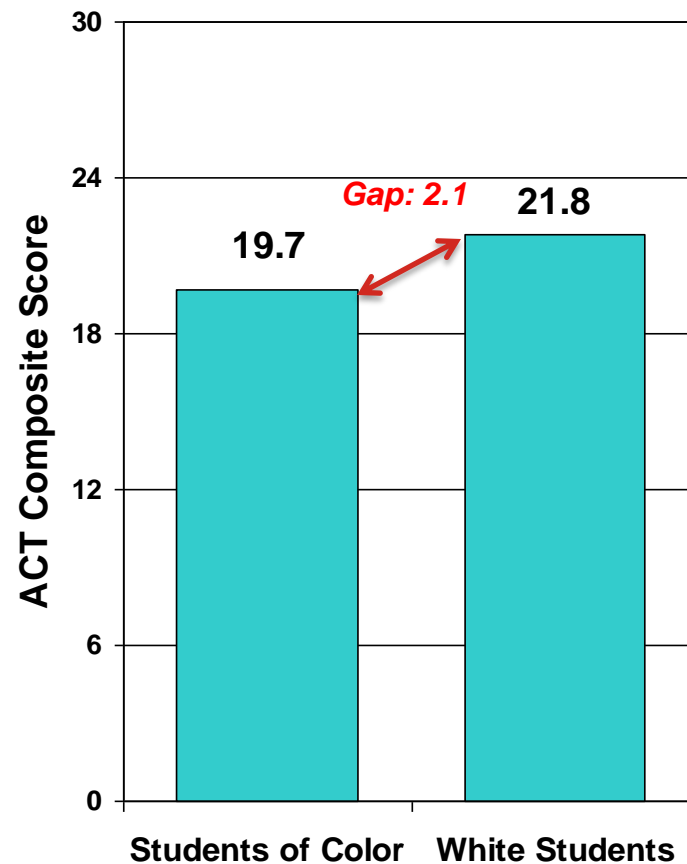
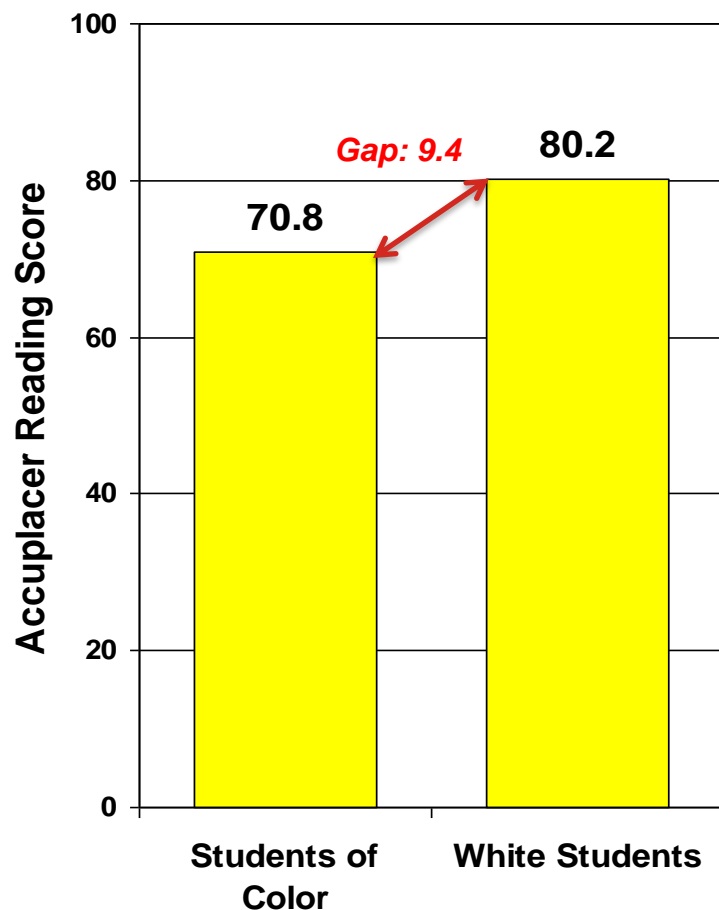
Provisional Data File: FY 2010-11 Four-Year Regulatory Adjusted Cohort Graduation Rates

Participation at MnSCU has increased and the participation gap for students of color has narrowed



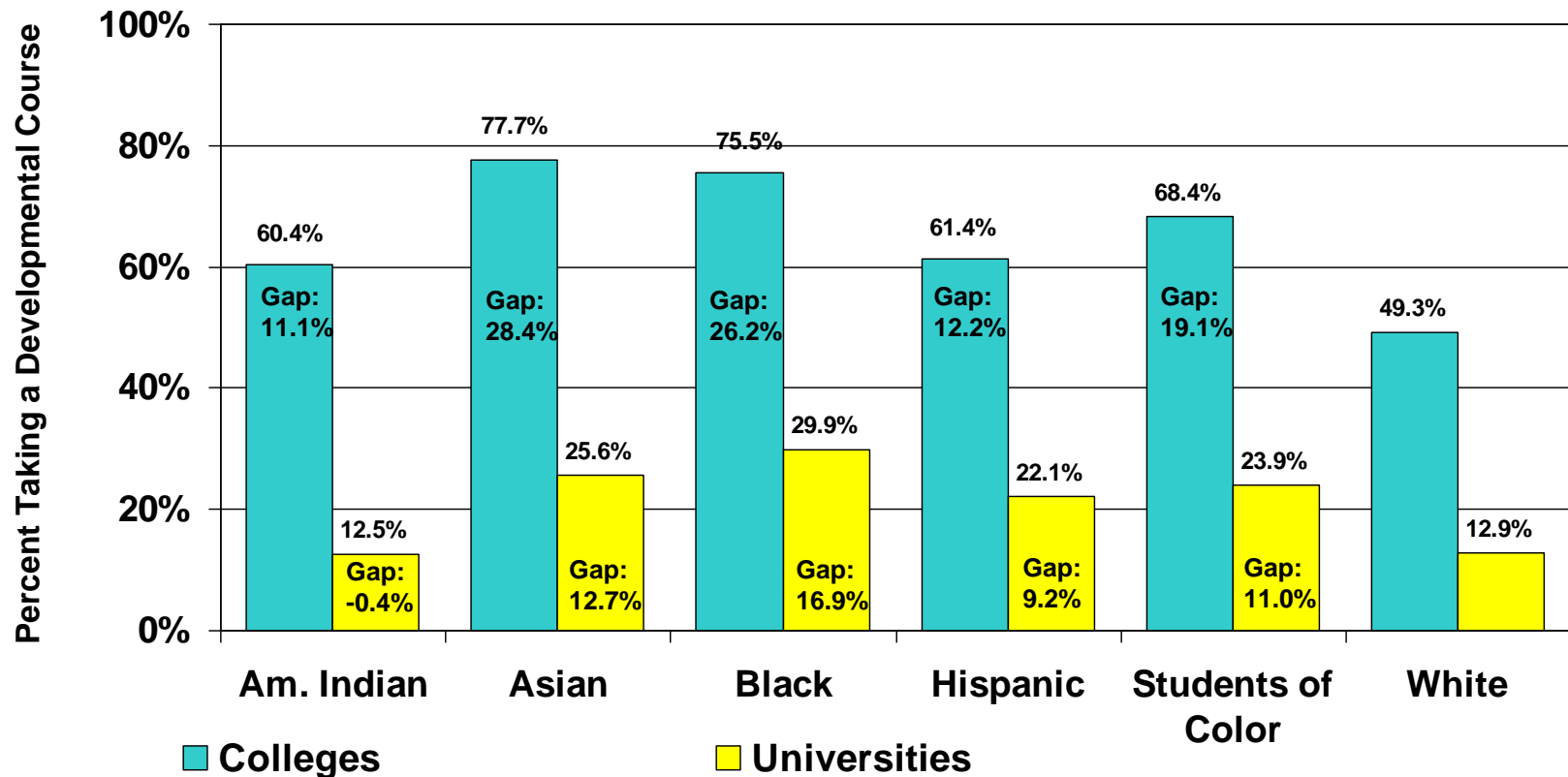
* MnSCU Minnesota resident students of as a percent of the state's population aged 18 to 24.
 Source: System Office Research and Planning analysis

Gaps in college readiness: students of color have lower ACT and accuplacer scores than white students



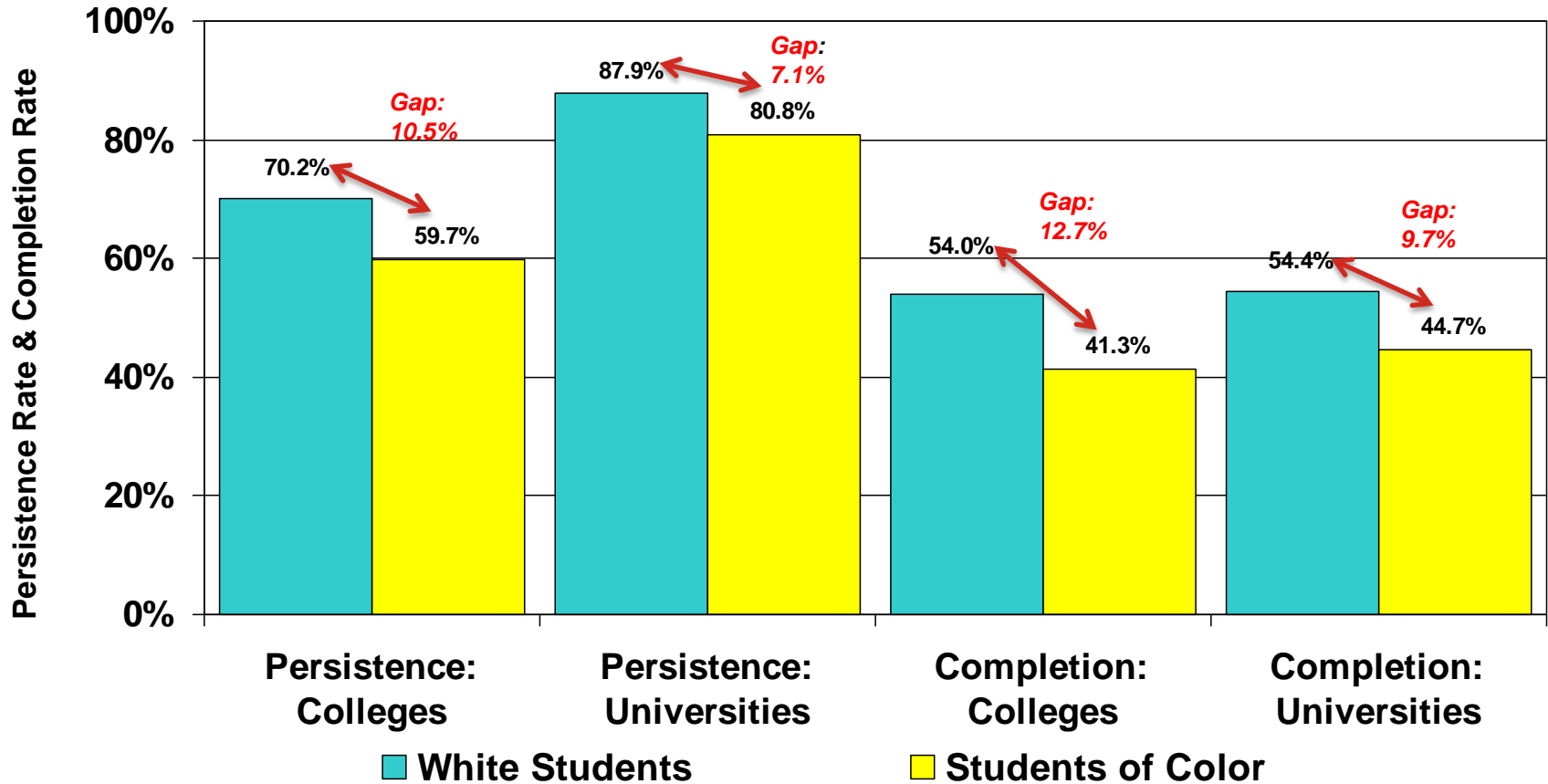
Source: System Office Research and Planning analysis

Gaps in college readiness: students of color more likely to take developmental courses than white students*



* Percent of first-time entering students who take one or more developmental courses in their first two years. Source: System Office Research and Planning analysis

Gaps in persistence and completion: students of color have lower second fall persistence rates and lower completion rates than white students



Second fall persistence rate, third spring completion rate for colleges and sixth spring completion rate for universities. Source: System Office Research and Planning analysis

Modest success in closing the achievement gap

	Students of Color Gaps in Preparation*		Students of Color Gaps in Completion
Colleges:	19.1%	→	12.7%
Universities:	11.1%	→	9.7%

** As measured by need to take developmental education courses.
Source: System Office Research and Planning analysis*

Set ambitious goals

In 5 years, by 2018, we will:

- Eliminate the participation gap
- Reduce the persistence gap by one-half
- Reduce the completion gap by one-quarter

In 10 years, by 2023, all gaps will be eliminated

Metrics used to measure our success

- Student diversity: percent students of color
- Student success: students of color compared to white students on second fall persistence rate
- Completion rate: students of color compared to white students on:
 - third spring graduation and transfer for colleges
 - sixth spring graduation for universities
- Campus diversity climate: student opinion of extent to which college or university promotes contact with an understanding of diverse populations

Challenges to achieving our goals

- Academic preparedness of students at time of admission
- Student's financial resources
- Institutional resources to support high impact practices
- More diverse and culturally competent MnSCU faculty and staff
- On-going collaboration with communities of color to support the strategies

What accounts for the achievement gap in completion?

	Colleges	Universities
Gap in Preparation*	4.0%	4.4%
Gap in Financial Resources	4.9%	1.9%
Other	3.8%	3.4%
Total Gap in Completion:	12.7%	9.7%

** As measured by need to take developmental courses education courses.
Source: System Office Research and Planning analysis*

Strategy for closing the achievement gap

- 1) Improve academic preparedness
- 2) Meet student's financial needs
- 3) Implement state-wide effective academic strategies
- 4) Increase student support services
- 5) Create more supportive climate

1) Improve academic preparedness

- Partner with K-12 to close the gap and achieve college readiness for all students
 - Generation Next
 - Minnesota P-20 Education Partnership

2) Meet student's financial needs

- Increase scholarships
- Provide access to the state grant program for part-time students with financial needs
- Keep tuition increases modest

3. Implement effective academic strategies state-wide

- Increase access to learning communities
- Redesign developmental courses
- Expand supplemental instruction
- Use predictive analytics to track student progress and target interventions

4) Increase student support services

- Enhance range of TRIO programs
- Add summer bridge or transition programs
- Expand the numbers of first-year experience or extended orientation programs
- Initiate increased intrusive advising
- Additional resource centers for specific populations
- Increase relevant co-curricular activities and engagement in student organizations

5) Create more supportive climate

- Increase communication and deeper partnerships with underserved communities including: low-income, American Indian, recent and new immigrant populations, and communities of color.
- Increase the diversity of employees to provide more role models, culturally competent/experienced mentors and advocates

Examples of best practices

North Hennepin Community College

- TRIO Student Support Services

Minnesota State University, Mankato

- College Access Program

Elements of the 2014-2015 legislative priorities that will help address the achievement gap

- Scholarships, modest tuition increases
- Access to the state grant programs for part-time students with financial need
- Student persistence and completion initiatives
- Alignment of high school academic assessments with measures of college readiness

Questions and discussion

- Are the proposed goals, metrics and timelines to eliminate the achievement gap appropriate?