Student-Ready
STRATEGIES

# WHO HAS THE TIME?

## Overcoming Capacity Challenges to Fuel Your Adult Learner Success Efforts

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**Student-Ready Strategies**

# Session Outcomes

- Understand the components of capacity

- Explore the impacts of limited capacity on our students

- Learn tactics for bolstering capacity

# EVERY STUDENT CAN SUCCEED

*Core belief 1*

**Disparities in outcomes based on race, age, income level, and other demographic factors are not acceptable or inevitable.**

*Core belief 2*

Students determine that they are "college-ready" when they apply to college. This is validated when they are admitted.

*Core belief 3*

# COLLEGE-READY

Students must adapt to the systems put in place by the college

# STUDENT-READY

The college has redesigned systems to equitably serve every student

# FOUR CORNERSTONES
## of an institution ready to serve today's students

- **Systems Thinking**
- **Leadership**
- **Policy**
- **Capacity**

Capacity

# Who has the time?!

Read our blog!

# Three universal truths.

- Colleges and universities are the **unit of change** in the effort to make higher education more student-ready

- Higher education professionals are **busy and short on the capacity** needed for intentional transformation

- The in-depth capacity support institutions need is **expensive**

# True capacity requires:

Time

Expertise

Creativity

Motivation
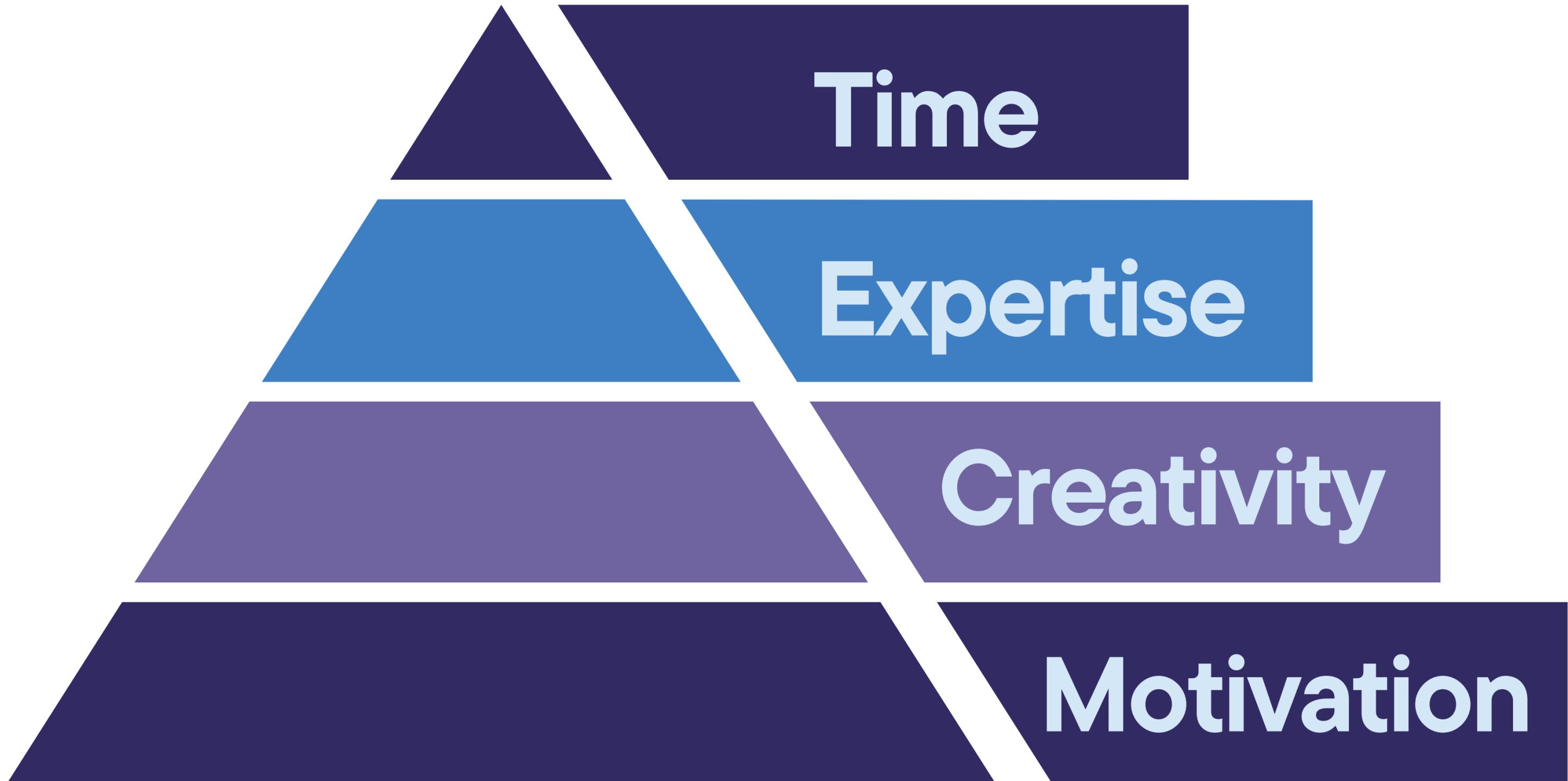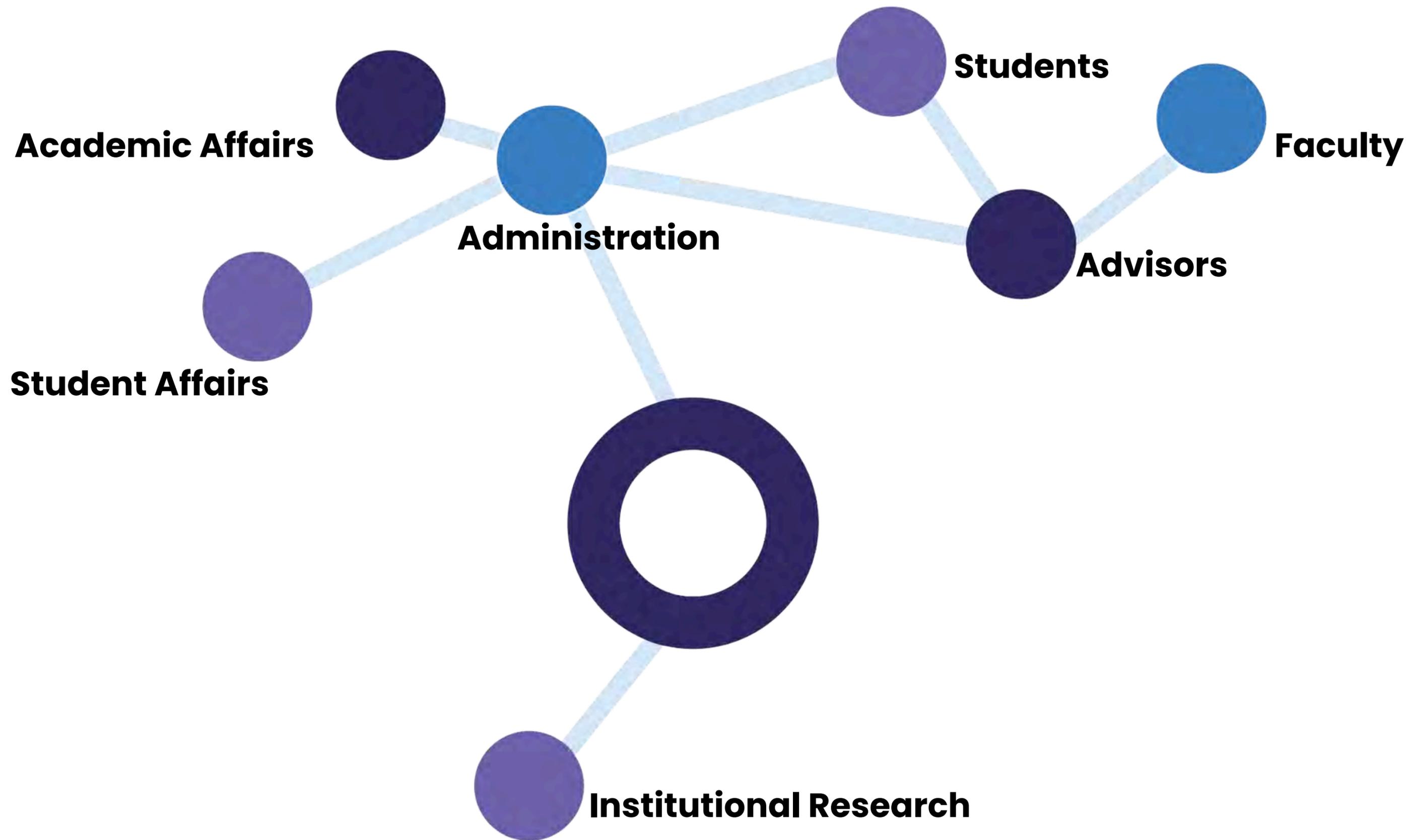
# Exercise

At your table, imagine you are a committee charged with **implementing an adult learner strategy** and you need to **schedule your first meeting**.

Get out your actual calendars and find the **first 2-hour time slot** you are all available.

Debrief as a group.

# Group Discussion

Have you seen any of the **four components of capacity** act as a **barrier** to your adult learner success efforts? Talk it through with your table.

# Challenges for institutions

*Under pressure to change, without any additional support*

| In response, institutions might... | However, this often results in... |
| --- | --- |
| Ask faculty and staff to do more | Initiative fatigue, burnout, turnover |
| Rush to implement something | Frustration over lack of results |
| Set modest goals | A slow pace of progress |
| Stay the course | Persistent inequity and ineffective system |

# Bolstering Capacity

# SRS Equity Statement

At SRS, we believe inequities in student outcomes will persist as long as there are inequities among the higher education institutions that serve them.

We know the institutions enrolling the largest percentage of Black, Latinx, Indigenous, adult, and poverty-affected students often have the fewest resources and most limited capacity to innovate and transform.

We believe our postsecondary system must equitably support institutions as they evolve to ensure the success of diverse students with complex lives.
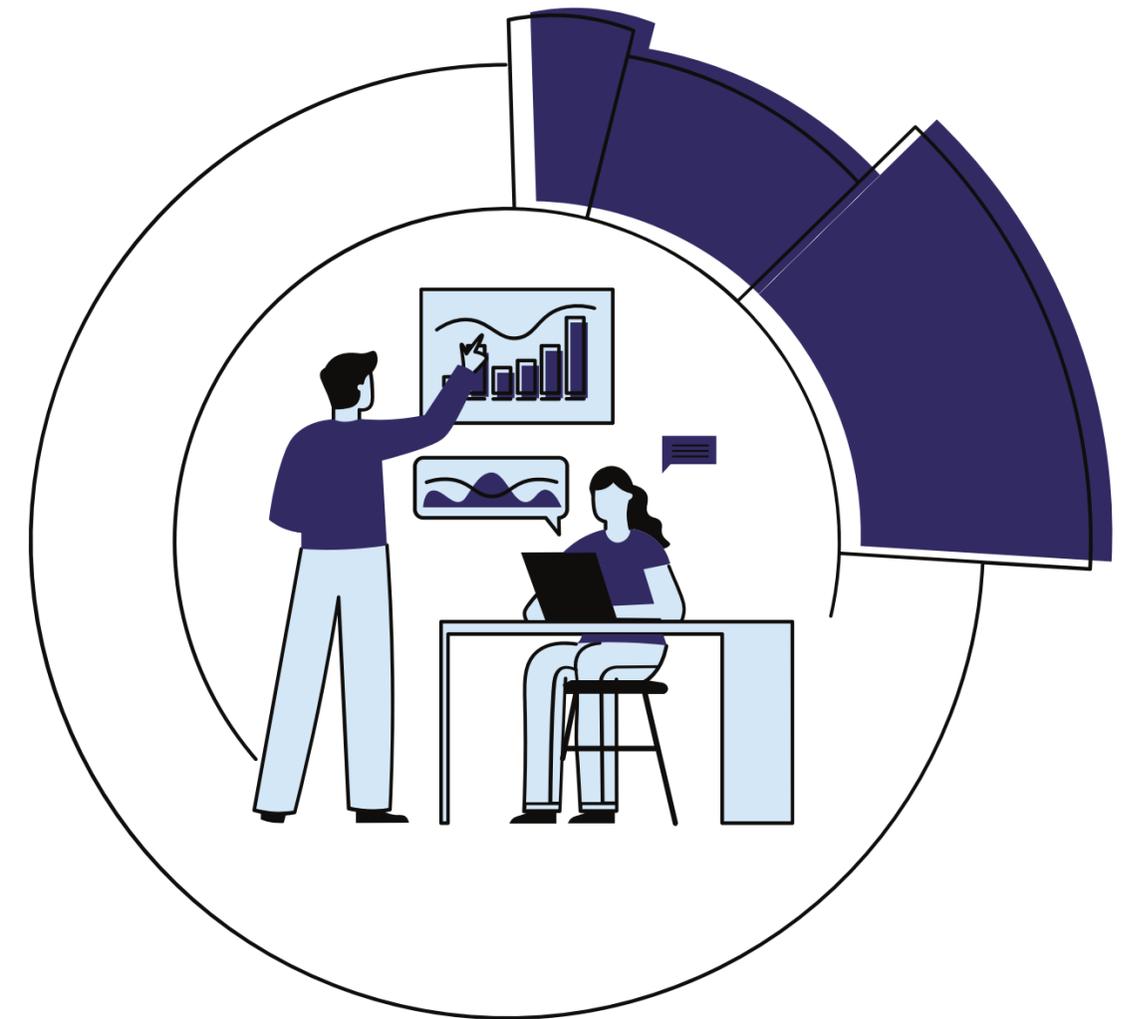
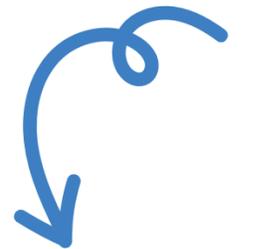**If you have extra money or can allocate some, bolster your capacity by:**

**Hire consultants who *do the work for you* versus just helping you figure out what YOU need to do**

# Three types of services:

- **Consulting:** We help you figure out what to do.

- **Professional Development:** We teach you how to do it.

- **Technical Assistance:** We do the work for you.

Read our blog!

**If you have extra time, bolster your capacity by:**

Look for *toolkits that contain actual tools* versus just sharing reports and case studies

Participate in *communities of practice.*

# Some time?!

# Some money?!

To provide more equitable support to institutions, we built a first of its kind virtual platform that is accessible and affordable, and STILL takes things off your plate.

# Constellation ED

## powered by Student-Ready Strategies

**Watch the promo video!**

# ConstellationEd

## Accessible, affordable TA that addresses capacity challenges:

| Time | Teams can collaborate asynchronously - when each person has the time |
|------|----------------------------------------------------------------------|
| **Expertise** | Deep knowledge base and best practices built into the infrastructure of the TA in one place -  no searching for it |
| **Creativity** | Creates near-final drafts of everything you need to implement change - policy, processes, slide decks, press releases, etc. |
| **Motivation** | Can't create initial motivation, but helps sustain it by lightening the load and accelerating progress |

# Exercise

What are 1-3 things you can do following this session to bolster your own capacity or that of your institution?

# How can we partner to create a more **student-ready world**?

## Join our mailing list.