



# Shifting Perspective: Building an Ecology of Success

Success

Support

Collaboration

What is  
your Role?



Dr. Dana Emerson

98% of Success is Support – I've got your  
back!

El Camino College  
Professional Development  
Day  
August 25, 2016



# Who Am I?

- Mother of the World's Greatest Son
- El Camino College Graduate
- Former PT Faculty at El Camino College
- Dean of Instruction at Coastline
  
- Supporter of Success

“98% of Success is Support – I’ve got your back!” ©



# What is Success?

Success is accomplishing your  
**PURPOSE!**

“98% of Success is Support – I’ve got your back!” ©



# What is Support?

“to help, TO HOLD UP, assist”

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10.1 million students are enrolled in  
community college

(NCES, Digest of Education Statistics, 2014, Table 308.10)

OR

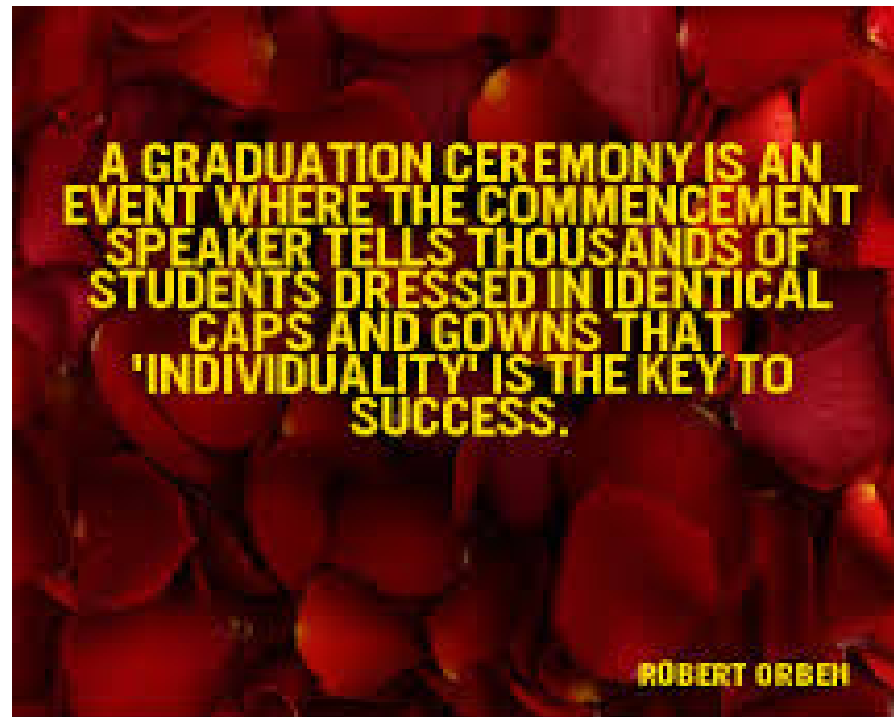
12.3 million students are enrolled in  
community college

(AACC, 2016 [IPEDS Fall 2014 Enrollment Survey Data])



39% of community college  
students complete in 6 years.

(U.S. Department of Education , 2013)



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# Our Charge

We need to explore the changes needed to provide equitable access to high quality learning and success for community college students.

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# Ecology of Success?

- Ecology is the study of relationships and interactions
- **A political movement that seeks to protect the environment, especially from pollution.**
- **An educational movement that seeks to protect the learning environment from processes that make it unsuccessful.**

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# When have Students attained Success?





# Student Success is ...

- ◆ High GPA
- ◆ Graduate from College
- ◆ Transfer to University

Get a Job

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**SUCCESS IN LIFE DOES  
NOT NECESSARILY  
ORIGINATE WITH  
ACADEMIC SUCCESS**

ROBERT STERNBERG

PICTUREQUOTES . com

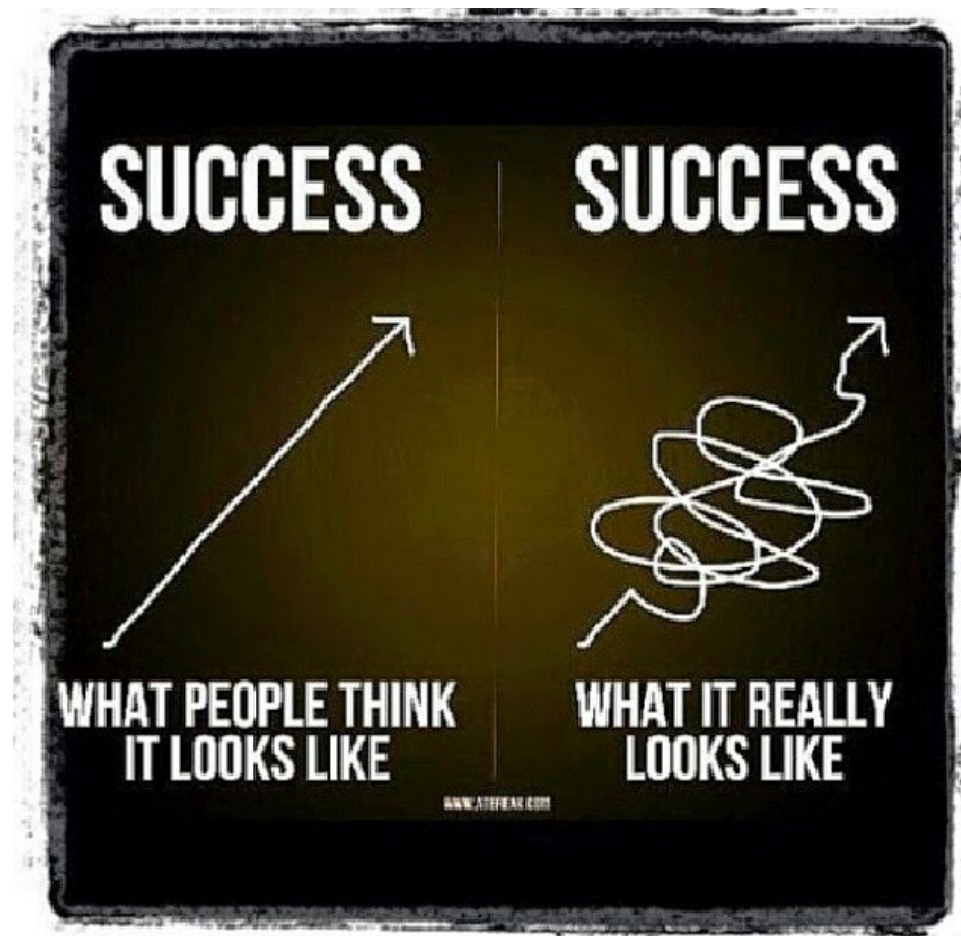
PICTUREQUOTES



# **Student Success is also...**

- ❑ Gaining breadth and depth of Knowledge
- ❑ Integration and Application of learning to new situations
- ❑ Creativity and resilience to face and overcome challenges







# What derails change and innovation?

Emphasizing completion rates over finding ways to improve the quality and experience of student learning

(Finley & McNair, 2013)





**“Learning and Innovation go hand in hand. The arrogance of success is to think that what you did yesterday will be sufficient for tomorrow.”**

**-William Pollard**



# Create Success Teams





Most Effective Teams have 5-9  
people and NO Leader.

A team works best when the  
Listening and Talking is done in  
**EQUAL** Measure!



**SUCCESSFUL PEOPLE  
BUILD EACH OTHER UP.  
THEY MOTIVATE, INSPIRE,  
AND PUSH EACH OTHER.  
UNSUCCESSFUL PEOPLE  
JUST HATE, BLAME,  
AND COMPLAIN.**

INSTAGRAM - THEGOODQUOTE

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# Challenges & Opportunities



- How can faculty, staff, and students collaborate to support student success?
- How can community partners influence new practices that encourage student success?

**How can the goals of all parts of the learning environment (system) be aligned to support high quality learning and student success?**

# + Innovation Strategies

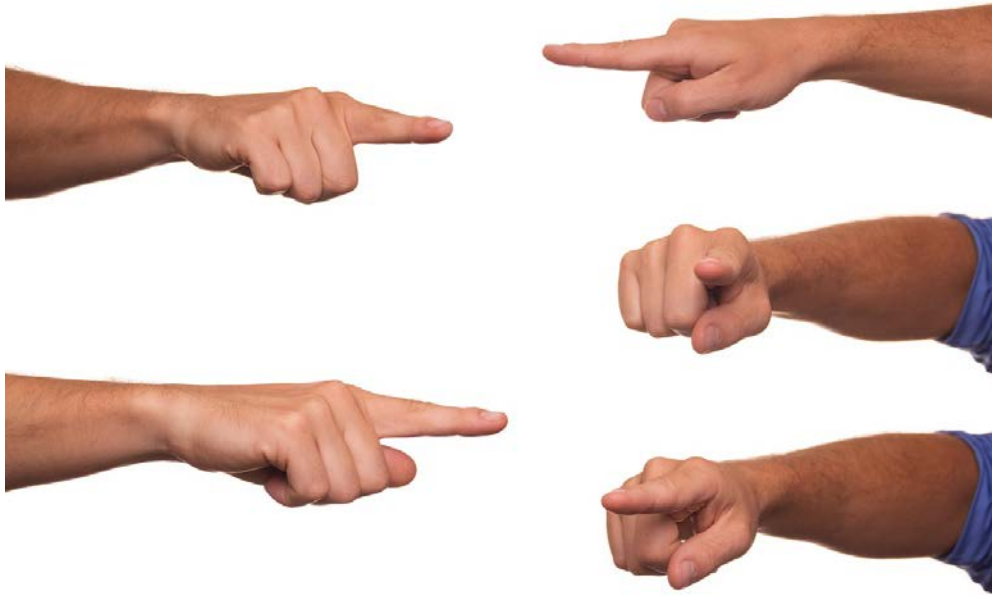


Sustaining Innovation	Disruptive Innovation
Problem is well understood	Problem is not well understood
Innovation improves performance and changes incrementally	Innovation is dramatic & game-changing
Satisfies current needs	Satisfies future needs
Traditional methods are sufficient	Traditional methods fail



- Which policies, programs, and procedures do we keep ?
- Which policies, programs, and procedures do we discard?
- Which innovative policies, programs, and procedures will allow the ecosystem to thrive in a new challenging environment?

(Heifetz, Grashow & Linsky, 2009)







What is your personal Role in  
the Success of a Student?

How do you **Inspire Success**?



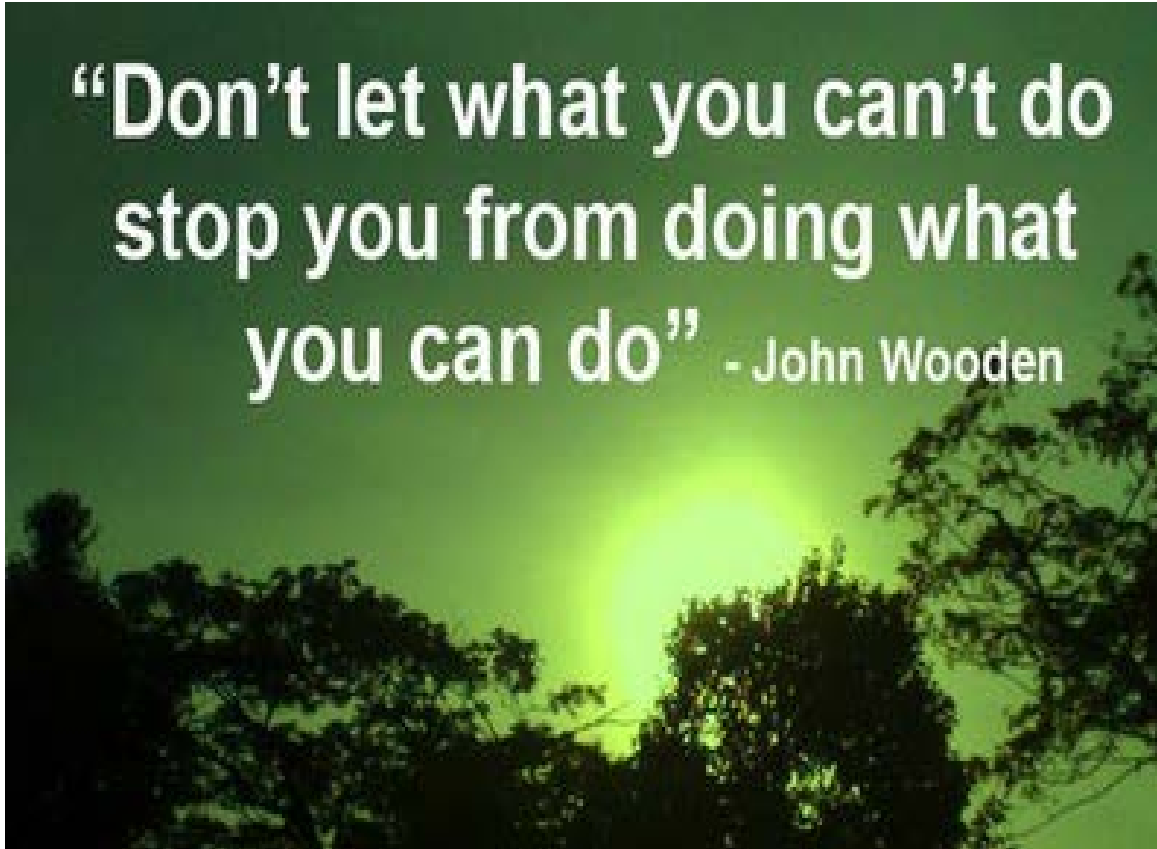
“The roots of  
education  
are bitter,  
but the fruit is  
sweet.”

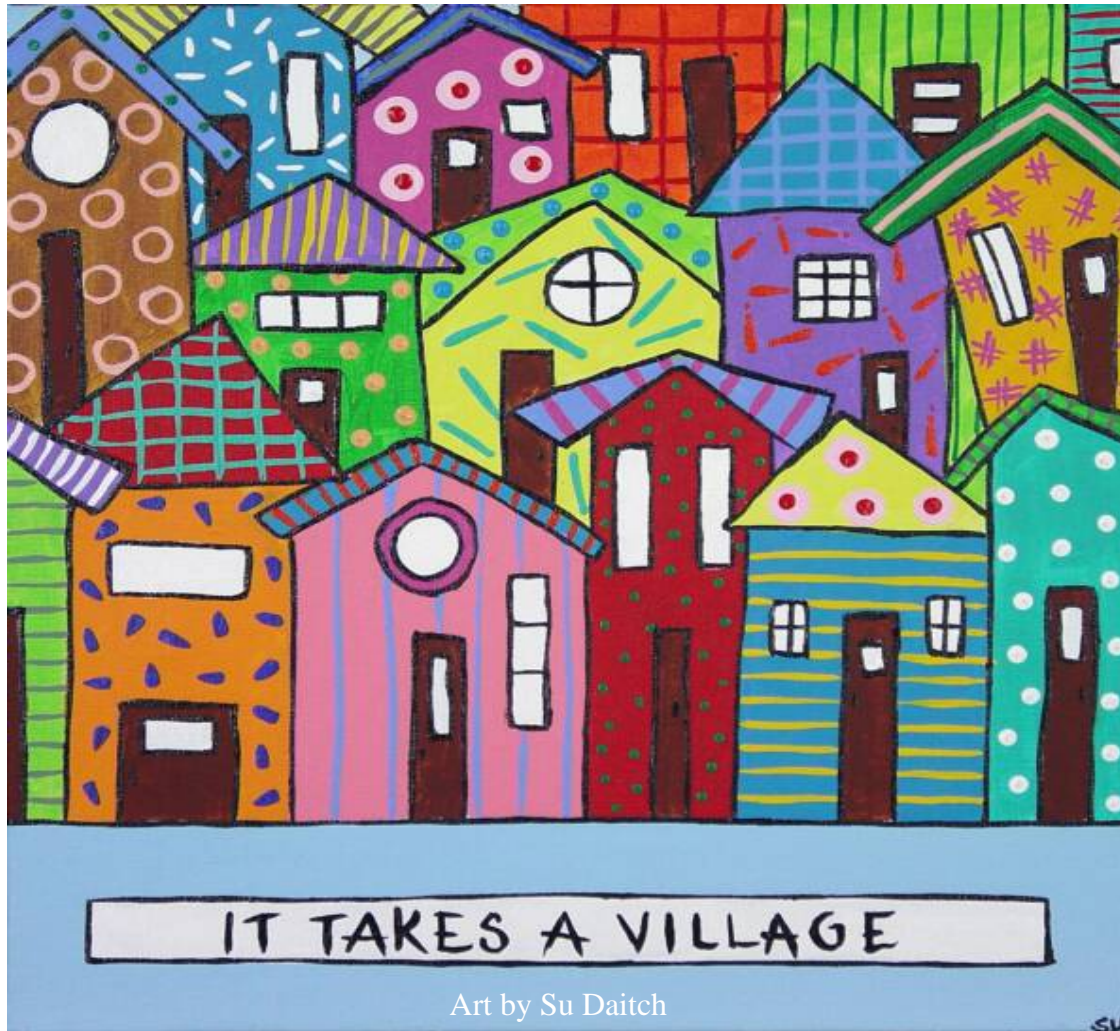
*-Aristotle*





**“Don’t let what you can’t do  
stop you from doing what  
you can do” - John Wooden**







If it Takes a Village, then  
build one.

However, it can't be  
done alone.



be yourself

[www.facebook.com/beyourself09](http://www.facebook.com/beyourself09)  
**Team means  
Together  
Everyone  
Achieves  
More!**



**“ SUCCESS ALL  
DEPENDS ON THE  
SECOND LETTER. ”**

  
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got your back!

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Thank you!





# References

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# Images

Clockwork by Aviva Sokolow

Graduation Success – Robert Orben from [thequotepedia.com](http://thequotepedia.com)

Ecology Tree – [www.gcgp.co.uk/how-can-we-help/](http://www.gcgp.co.uk/how-can-we-help/)

Shadows on Grass – [wallpapercraft.com](http://wallpapercraft.com)

Blame Team – [insidethestar.com](http://insidethestar.com)