

STATE BOARD OF COMMUNITY COLLEGES
State Board Reserve and Perkins Funding for Student Services Academies
FY 2018-19

Request: The State Board of Community Colleges (SBCC) is asked to approve \$10,000 from State Board Reserve and \$ 9,800 of Perkins Career and Technical Education funds to develop two additional academies to The North Carolina Community College System (NCCCS) Student Services Leadership Academy for fiscal year 2018-19 – The Chief Student Development Administrators Leadership Academy and The Disability Services Leadership Academy. Because these professional development activities are consistent with the Carl D. Perkins Act of 2006 to provide staff and administrators with skills in serving community college students including special and underrepresented populations enrolled in career and technical education programs, Perkins funding will supplement the State Board Reserve Funds to meet the start-up costs. The request for funding will be used to cover the cost of hiring personnel to develop the course materials for this professional development activity.

Strategic Plan Reference:

Theme: System Effectiveness

Goal: Advance organizational effectiveness, operations, and decision making to support a cohesive system of nimble, empowered, and community driven colleges.

- Objective 4.3: Enhance and support workplace environments that value and engage employees and provide opportunities for growth and development.
 - Strategy 4.3.1: Assess and address the professional development needs across the System.

Background: In 2016 the NCCCS was asked by a representative from the North Carolina Association of Community College Presidents (NCACCP) to create a Financial Aid Task Force. The purpose of the Financial Aid Task Force was to develop a Financial Aid Succession Plan to address the issue of high turnover in Financial Aid Director positions within the NCCCS. The Financial Aid Task Force created Financial Aid Leadership Academy and the SBCC supported the academy by allocating start-up funding at the November 17, 2017 meeting (FC 11). The Financial Aid Leadership Academy inaugural class finished December 2018. Assessment results indicate that the program was successful, and another class is planned for 2019.

Anticipating the success of the Financial Aid Leadership Academy, System Office staff identified other critical student services functional areas needing leadership development for new or future leaders. These activities are consistent with professional development under Perkins V. Advisory committees were formed to govern development and implementation. The Chief Student Development Administrators Leadership Academy and the Disability Services Leadership Academy are positioned to begin the development of course materials. Both academies are planned to start Fall 2019.

Perkins V legislation, “Strengthening Career and Technical Education for the 21st century” emphasizes support services for special populations including chronically unemployed, underemployed, individuals with disabilities, individuals from economically disadvantaged families, out of work individuals, youth who are in or have aged out of foster care system, and homeless individuals. These professional

development academies will help provide knowledge, skills, and cohesive leadership in leveling the playing field for these special populations.

Rationale: Leadership development at our colleges is paramount to meeting the mission of NCCCS and each community college. The purpose of the Student Services Leadership Academies is to support colleges' succession plans and employee onboarding through professional development designed to meet the following objectives.

- Obtain entry- and advanced-level skills for functional area.
- Understand laws, policies, and regulations impacting functional area.
- Obtain resource management skills (e.g., fiscal, facilities, etc.).
- Obtain supervisory techniques and skills.
- Obtain project management techniques and skills.
- Obtain leadership techniques and styles.
- Provide professional-networking opportunities.
- Gain a working knowledge of federal programs such as Perkins V, its stakeholders, local flexibility and support services for individuals enrolled in CTE programs of study at community colleges.

Modeled after the Financial Aid Leadership Academy, these academies will utilize participant registration fees to maintain and sustain the academies.

Budget: Funding is needed to pay personnel to develop the course materials. The requested start-up funding for the Academies is \$19,800. State Board Reserve funds of \$10,000 and Perkins funds of \$9,800 are requested (See Table 1).

Table 1: Academies

Academy	Number of Modules	Cost per Module	Cost per Academy	Perkins	State Board Reserve
Chief Student Development Administrators	7	\$900	\$6,300	-	\$6,300
Disability Services	15	\$900	\$13,500	\$9,800	\$3,700
Totals			\$19,800	\$9,800	\$10,000

Fund Source and Availability: FY 2018-19 funding is available from the State Board Reserve Fund from February 1, 2019 through June 30, 2019. Perkins Career and Technical Education funds are available from February 1, 2019 through June 30, 2019.

Contact:

Dr. James "JW" Kelley
Associate Vice President for Student Services

Dr. Bob Witchger
Director, Career and Technical Education