

Student Achievement

The **Talladega College (TC)** evaluates student achievement in a way that is consistent with our mission, especially in relation to our aim of “equipping graduates for the global community through academic excellence, moral values, community service and professional development”. Talladega College also instills in its graduates the values of intellectual excellence, hard work, and morality.

Talladega College evaluates success, especially with respect to an appropriate consideration of job placement rates, placement in graduate school, course completion, and licensure examination.

Graduation and Retention Rate

The College monitors graduation rates and reports them in the U. S. Department of Education’s Integrated Postsecondary Education Data System(IPEDS) Graduation Rate Survey. Talladega College has an annual goal of 60 percent graduation rate. The College desires to maintain a graduation rate that meets or exceeds the average graduation rate of a set of peer institutions. The Talladega College has gradually improving their graduation rate to meet the goal. This information details the graduation rate of a cohort over a six-year period.

The graduation rates are as follows:

IPEDS Graduate Rate Submission year /Cohort Year	2012/2006	2013/2007	2014/2008	2015/2009	2016/2010	2017/2011
150% Graduation Year	25%	44%	44%	44%	43%	50%

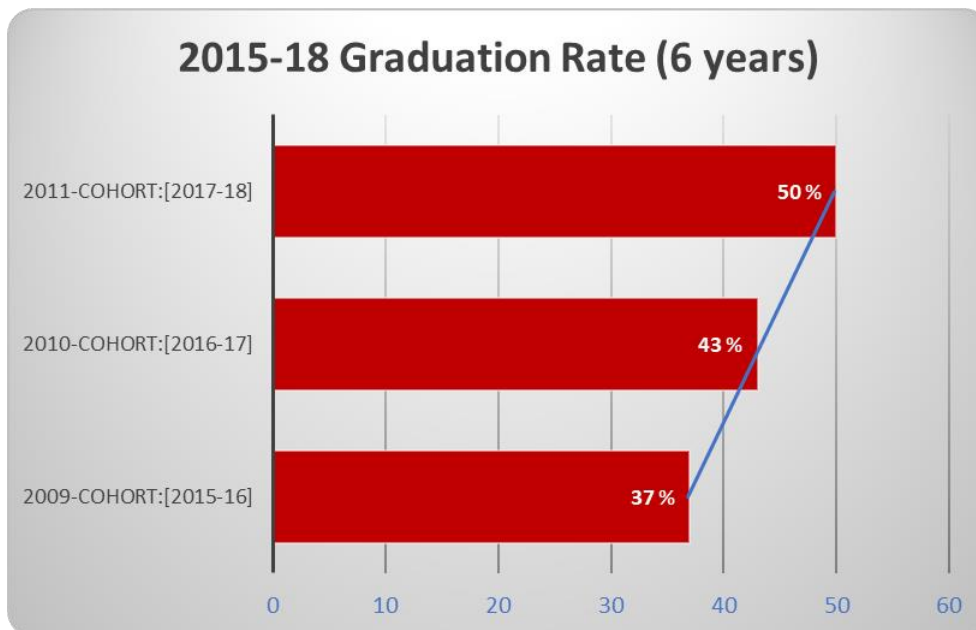
The College also monitors fall-to-fall retention rates for first-time students and reports them in IPEDS. Talladega College has set a goal of a retention rate of at least 60 percent. The College desires to maintain a graduation rate that meets or exceeds that of the average graduation rate of a set of peer institutions. The college has increased 4% retention rate as per their benchmark data. The retention rates are as follows:

IPEDS Fall Enrollment Year Submission	Fall 2012	Fall 2013	2015-16 Fall 2014	2016-17 Fall 2015	2017-18 Fall 2016
First-time, full-time bachelor’s seeking student Retention Rate	33%	45%	59%	57%	64%

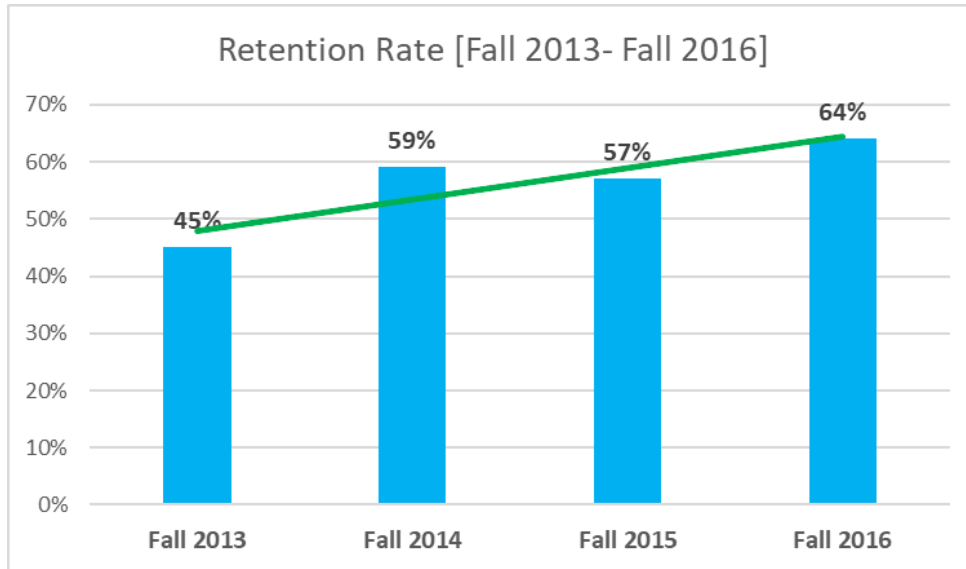
Talladega College Comparison to Peer Institutions (**Ref: College Navigator Website: <https://nces.ed.gov/collegenavigator/>**)

Institution	150% (6-Year Graduation Rate)2010 Cohort	First-time, full-time bachelor's seeking student Retention Rate 2016
Talladega College	43%	57%
Concordia College	11%	48%
Miles College	17%	56%
Oakwood University	47%	74%
Stillman College	18%	40%
Tuskegee University	46%	70%

The peer institutions were selected based on similar characteristics to include institutions with a church affiliation, HBCU status, and competitors for students. The full-time retention rate is the retention benchmark for freshman cohort fall to fall. Talladega College desires to maintain a graduation rate and retention rate that meets or exceeds that of the average graduation rate and retention rate of a set of peer institutions.



Retention Rate:



Fulfilling the mission of Talladega College:

Data Driven Approach:

In 2015, the Office of Institutional Effectiveness and Research took the Data driven initiative by developing different reports based on student success in courses, graduation rate, retention rate and student’s achievement within their tenure with us and upon graduation their success either in graduate school or employment.

Course Completion Rates for last Six semesters

The College also monitors course completion rates to study student success rates for each course taught at the College and analyze trends on a semester by semester basis. The college has established an **overall passage rate of 80% across all courses**. The table below summarizes course completion data for all courses at the College for the last six semesters in Table 8.1

Grade	A	B	C	D	F	Passing Rate (excluded D grade)
Fall 2014	37%	24%	18%	9%	12%	79%
Spring 2015	31%	22%	19%	10%	18%	72%
Fall 2015	34%	22%	18%	10%	16%	74%
Spring 2016	31%	24%	19%	8%	17%	74%
Fall 2016	31%	23%	18%	9%	20%	72%
Fall 2017	32%	23%	20%	9%	16%	75%
Spring 2018*	43 %	15 %	12%	5%	18%	70%

*5% students withdraw the courses and 2% has the “I” (incomplete grade).

Fall 2014 to Spring 2018, the average course completion rate is **approximately 74%** which is 6% less than our benchmark course completion arte (80%). The following plan of action will be used to reach our benchmark indicator.

The success criteria were based on multiple performance indicators such as

- 1) Pass and falling ratio in the courses.
- 2) Graduation rate for 3 years
- 3) Referral form received by Student Success center for tutoring to identify the courses and increase the tutors
- 4) Credit Hour overload -> This process will trigger intrusive advising and support QEP initiative
- 5) Student Debit: Project Success: Provide the student to understand the financial management
- 6) Early Alert System: Identify the "At Risk Students"

The benchmark data will be compared yearly to identify the above mentioned key to support college's mission and core values ("Student First") & "Academic Excellence"

Fulfilling the mission of Talladega College:

The Graduating Senior Survey is an indicator used to determine an overall rating of the program (major) which a student completes at Talladega College and their overall satisfaction with the College and their willingness to recommend a potential student.

In the **May 2017 Graduating Senior Survey** with 99 respondents, 78.79% (78 out of 99) agreed about their overall satisfaction with the education as stated in (**Q31**. Overall, I am satisfied with the education received at Talladega College). Sixty-two (62%) with 100 respondents (62 out of 100) students are willing to recommend a potential incoming student to Talladega College (**Q30**. I would recommend Talladega College potential, the incoming student). Another question in the survey asked (**Q5**. Quality of instruction in your program), and 84% (90 out of 106) students admitted that they are very satisfied with the programs while 11% (12 out of 106) was dissatisfied.

Graduate School & Job Placement:

In the Alumni Survey and Graduating Senior Survey, there is no clear indicators to identify the job placement rate. Office of Institutional Effectives and Research are planning few question to identify job placement rate among Talladega College Alumni.

In May 2018: Graduating Senior Survey, 34% students are very satisfied with the discipline specify instruction while 50% are stratified as show below

Q2

How satisfied are you with the following items at Talladega College?

Answered: 59 Skipped: 0

	VERY SATISFIED	SATISFIED	DISSATISFIED	VERY DISSATISFIED	HAVE NOT USED	TOTAL	WEIGHTED AVERAGE
Admission Process	27.12% 16	50.85% 30	11.86% 7	8.47% 5	1.69% 1	59	2.93
Tutorial Services	21.43% 12	39.29% 22	16.07% 9	5.36% 3	17.86% 10	56	2.41
Registration Process	23.21% 13	42.86% 24	12.50% 7	21.43% 12	0.00% 0	56	2.68
Quality of Instruction in your program	33.90% 20	50.85% 30	5.08% 3	8.47% 5	1.69% 1	59	3.07
Accessibility of instructors outside of class time	47.46% 28	35.59% 21	10.17% 6	6.78% 4	0.00% 0	59	3.24

In 2018 Graduating Senior Survey, Q5. Do you plan to apply later? 85%(45 students out of 53) admitted that they will apply while 5% (8 out of 53) did not have plan to apply for graduate school. Two students has already accepted at the graduate school.

In the **May 2016 Graduating Senior Survey**, 31% (22 out of 71) applied to graduate schools, while (**Q3**. Where you accepted to a graduate/professional school?) 14% (9) have been accepted into a graduate/professional school. 89.23%(58) admitted that they have plans to apply later (**Q5**. Do you plan to apply later?).

In the **May 2017 Graduating Senior Survey, pg 32**, 11% (10 out of 91) applied to graduate school, while **Question 3**. Were you accepted to a graduate/profession school? 4% (3) has been accepted to graduate/profession school. 79.12% (72) admitted that they have plans to apply later. (**Q5**. Do you plan to apply later?). Talladega College has set a goal of at least 50% of its graduates will enroll in graduate-level programs.

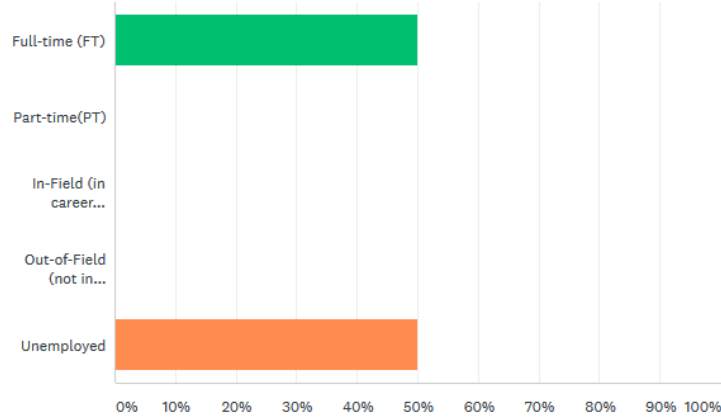
Talladega College are using the "Student Clearinghouse" program to track their students upon graduation since 2015 but student clearinghouse report did not show either they are employed or not. There is no fixed process to identify employment rate of our students other than social media or Alumni Office connection with their alumni. Therefore, Office of Institutional Effectiveness and Research has developed a Survey named "Graduate Tracking Survey Data System" to Track students with they are doing Full time or part time job and the reason not to join Graduate school. Sample survey attached.

Q4

Customize Export

Employment Status:(If employed, please indicate full-time or part-time and in-field or out-of-field)

Answered: 4 Skipped: 0



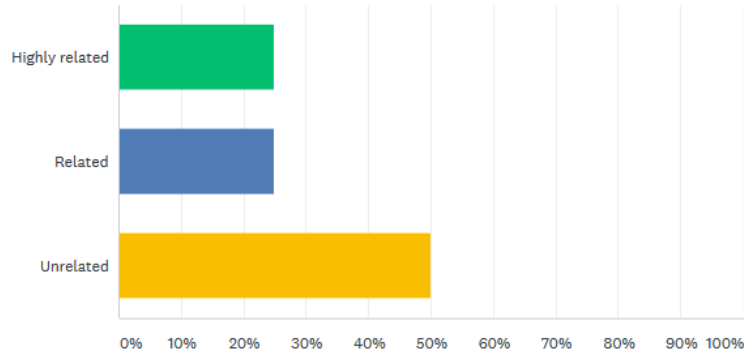
ANSWER CHOICES	RESPONSES
Full-time (FT)	50.00% 2
Part-time (PT)	0.00% 0
In-Field (in career field)(I)	0.00% 0

Q6

Customize Export

How would you describe the relationship between your current job and your desired career?

Answered: 4 Skipped: 0



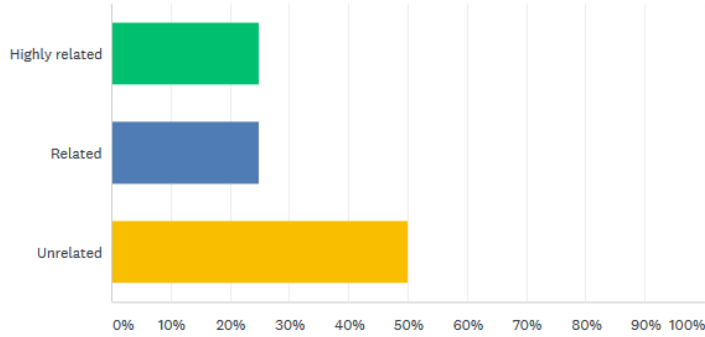
ANSWER CHOICES	RESPONSES
Highly related	25.00% 1
Related	25.00% 1
Unrelated	50.00% 2
TOTAL	4

Q7

Customize Export

How would you describe the relationship between your field of study(in career field) and your current job?

Answered: 4 Skipped: 0

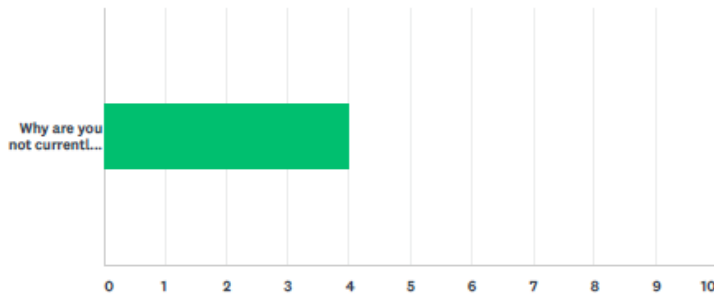


ANSWER CHOICES	RESPONSES
Highly related	25.00% 1
Related	25.00% 1
Unrelated	50.00% 2
TOTAL	4

Graduate Tracking Survey Data System

Q10 If you are currently not working for pay and not a student, please answer the following questions:

Answered: 1 Skipped: 3



	I AM VOLUNTEERING MY SKILLS AND TIME	I AM RAISING A FAMILY	I AM TAKING CARE OF AN ILL RELATIVE	I AM LOOKING FOR WORK	I AM TAKING TIME OFF TO DECIDE WHAT TO DO	I AM TAKING TIME OFF FOR PERSONAL REASONS	I AM DISCOURAGED ABOUT MY JOB SEARCHES	I AM CONCERNED WITH REPAYING LOANS AND/OR PAYING FOR GRADUATE SCHOOL	TOTAL
Why are you not currently working?	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1

Evaluation of the performance of graduates on licensing examinations, determination of job placement rates, and determination, of course, completion/graduation rates relates to the College's mission of producing graduates who exhibit competency in their academic discipline. These measures are reasonable and appropriate to Talladega College because they are commonly acceptable measures in higher education across the state and the nation.

Improvement in Student Achievement:

Based on the data above, Talladega College has implemented and continues to implement a number of interventions and strategies to improve student achievement. The College has faculty and peers tutoring available through Student Success Center and Career Pathway Initiative Program and Career Center.

The College Orientation course is mandatory for all first-time students. The course provides training in goal setting, time management, financial management and financial aid, note-taking skills, study skills, and other topics critical to student success. The Early Alert System was implemented in January 2015 to improve retention, graduation rates, and overall student success.