INSTITUTIONAL CAPACITY FRAMEWORK AND ASSESSMENT TOOL
Most efforts to improve community college student outcomes involve relatively small innovations or changes at the margins. After more than a decade of experience, Achieving the Dream (ATD) has learned that improving student success on a substantial scale requires colleges to engage in bold, holistic, sustainable institutional change. ATD’s Institutional Capacity Framework provides a comprehensive framework to identify strengths and capacities institutions will need to plan, design, and implement this change successfully.

The framework is based on the latest applied research and the progress of more than 220 colleges in our National Reform Network. It facilitates reflections about an institution’s trajectory, provides a common language to discuss institutional issues and shared concerns, identifies strengths and helps the college develop priority actions for improvement. Colleges have leveraged their ICAT results to inform their strategic planning process, support accreditation efforts, and to assess their readiness to undertake large scale reform work such as guided pathways.

“...The ICAT provides a structure for stakeholders from all areas of the college to collectively examine critical elements necessary to support student success and determine how we are doing in relation to these elements. With a broad focus that extends beyond individual initiatives, we were able to use the tool to identify college strengths within capacity areas and develop a foundation on which to build future efforts.”

– Margaret Annuzziata, Vice President, Academic Programs and Services, Davidson County Community College (NC).

**ATD’S INSTITUTIONAL CAPACITY FRAMEWORK**

The framework has seven essential capacities that must be in place for colleges to create the student-focused culture that promotes student success. Our approach integrates and aligns existing college success efforts such as redesigning gateway education, engaging faculty and staff in student success, putting data and information in the hands of faculty and advisors, implementing pathways, preparing for accreditation, integrating planning and advising systems, and going the extra mile to address students’ financial challenges to help them continue their studies.

**The seven capacity areas are:**

1. **Leadership & Vision** — The commitment and collaboration of the institution’s leadership with respect to student success and the clarity of the vision for desired change.

2. **Data & Technology** — The institution’s capacity to collect, access, analyze and use data to inform decisions, and to use powerful technology to support student success.
The capacities reflect a heightened focus on what happens in the classroom and the academic and non-academic supports that are essential to student success. A culture of evidence and ongoing improvement is also embedded into all seven capacities, reflecting the need for colleges to incorporate data-informed decision making across their systems. Finally, the principle of “systemic improvement” is embedded throughout these capacities, reinforcing an institution’s long-term commitment to a process that builds and sustains holistic change.

The framework aligns improvement efforts under one cohesive umbrella. It allows in Network colleges to interweave the best thinking from the student success movement with successful strategies underway on campus. ATD learning events, such as DREAM and the annual Data & Analytics Summit, and other initiatives also provide Network colleges opportunities to learn more about field progress, and new tools and resources.

Each college undertakes the work differently, but the Institutional Capacity Framework and other ATD support services provide a practical approach to creating an institution that systemically supports the success of all students. ATD works closely with college leadership, faculty, and staff to strengthen their ability to adopt high impact policies and practices to redesign the way students experience college, both inside and outside the classroom.

“At the end of the day, the ICAT is really all about the student experience. It is a tool and a strategy that helps us examine what we do as we implement it. It’s also a way to think about where we are in terms of capacity, what we are doing well, and what we need to do more of. The ICAT is an opportunity to look at the seven capacities and understand where we are strong and where we need to improve.”

– Matthew Campbell, VP of Learning and Student Success, Pierce College (WA).

The ICAT helps us see the big picture. It allows us to see how our work at the classroom level, the department level, and the division level align with the overall institutional goals. It helps us understand where we are strong and where we need to improve. It’s a tool that helps us build the student success movement.”

– Erin Latoya, Arts and Humanities Coordinator, Pierce College (WA).
**THE INSTITUTIONAL CAPACITY ASSESSMENT TOOL:**
**A DIAGNOSTIC FOR ASSESSING STRENGTHS AND AREAS FOR IMPROVEMENT**

ATD also developed a diagnostic tool to complement the Institutional Capacity Framework. The Institutional Capacity Assessment Tool (ICAT) is a self-assessment that helps colleges identify strengths and areas for improvement in each capacity area. The assessment asks a broad range of college stakeholders to assess their institution’s capacity using a scale from minimal to exemplary. Colleges report that engaging a cross-section of representatives from the board of trustees, president’s cabinet, administrators, full-time and adjunct faculty, staff, and student success teams results in rich conversations that surface critical issues.

We recommend that colleges collaborate with their ATD Leadership and Data Coaches to review the results, identify strengths, discuss areas in need of bolstering and generate actionable ideas for advancement that align with the overall student success agenda and goals. ATD’s Leadership and Data Coaching services have been enhanced to create customized support to colleges based on their current capacity levels, strategic goals, and constraints.

ICAT findings also help colleges prioritize their Action Plans, identifying areas where resources can be reallocated and/or leveraged to achieve improved outcomes. It also can be taken regularly to measure progress. Colleges preparing for accreditation find the ICAT can be an important tool. Some accrediting agencies want colleges to use more than one form of assessment and to use qualitative and quantitative measures in the initial accreditation of reaffirmation. Although the ICAT was not intended to be a psychometric tool, it produces a numeric result with qualitative feedback from faculty and staff who participate in accreditation processes.

**INSTITUTIONAL CAPACITY ASSESSMENT TOOL IN ACTION**

Changing campus culture and improving student outcomes is a challenging task that requires self-reflection, critical thinking and feedback, and coordinated action across the institution. ICAT is a tool that supports this work. Colleges that completed the ICAT are leveraging the results to guide strategic planning, prepare for accreditation, launch pathways, implement high impact practices, facilitate discussions across the college and drive action. The ICAT is helping colleges examine the critical elements necessary to support student success and build capacity to transform culture and student outcomes.

FOR MORE INFORMATION ABOUT ACHIEVING THE DREAM:
Visit www.AchievingtheDream.org
or contact us at ICAT@achievingthecdream.org or call (240) 450-0075
Follow us on Twitter @AchieveTheDream