**Unit Strategic Plan**

**2019 – 2021**

**Name of Program**: Adult Education/GED Preparation Program

**Mission Statement**

The mission of the Adult Education/GED Preparation program at Jefferson State is multifaceted: 1) to continue to provide critical services in assisting adults in the attainment of a secondary school diploma; 2) to play a vital role in assisting participants in the transition to postsecondary education and training through the use of career pathways; 3) to assist non-native English speakers to improve their English proficiency; and 4) to develop local partnerships with agencies that are vital to our participants’ success.

**Summary of Access, Productivity and Effectiveness:**

Literacy is a critical determinant of an individual’s life chances and quality of life. A 2012 U.S. Census Bureau Special Study documented that the average estimated annual earnings for a high school dropout with a full-time job is $20,241, while a high school graduate had an average income of

$30, 627. This represents a 50% increase in earnings each year. Considering the impact of the increased earnings over a lifetime, programs that promote improved literacy are much needed.

Jefferson State Community College’s service area includes Jefferson, Shelby, St. Clair and Chilton counties. The adult education service region includes Chilton, Jefferson, Shelby and St. Clair counties. The College’s well-positioned offerings in these counties were invaluable in the transferring of adult education and literacy services from the Jefferson County School System to Jefferson State Community College in 2002. The availability of campuses and instructional sites in Jefferson, Shelby and St. Clair counties allowed the establishment of three comprehensive adult education and literacy service centers at College facilities. Partnerships with other agencies allowed for classes to be established based on the needs of the communities. The program provided 30 adult basic education and GED classes at 13 locations. Additionally, the program provided four English literacy classes at two locations. The program also has one Ready to Work class at the Jefferson Campus with plans to implement Ready to Work classes at both the Shelby and St. Clair Campuses during the 2019-2021 strategic planning period.

The program serves a diverse population. The four-county Birmingham-Hoover Metropolitan Statistical Area (BHMSA) includes Jefferson, Shelby, Blount and St. Clair counties in north central Alabama. The total population of just over a million residents per the 2010 U.S. Census Report is concentrated in Jefferson, the largest county in the state, and in Shelby, the fastest growing county in the state. The most recent data show that over 13 percent of county residents and nearly 24 percent of Birmingham City residents are below the national poverty level. According to the Birmingham Business Alliance 2009 data, both are higher than the national figures. More than one third of Jefferson County (40.9%) and 73.5% of Birmingham City residents are African-American. The service area continues to have a growing Hispanic population.

**Internal Conditions**

**Technology**

The Adult Education/GED Preparation program has computers, printers, and scanners at each site. Equipment is funded by state and federal grants awarded by Alabama Community College System. A listing of inventory by site is available in the director’s office.

Instructional software programs are available to support academic gains for learners. Available programs include KET Fast forward, GED Academy, AZTEC, PLATO, English Discoveries, ITTS, Kuder and Microsoft Office.

**Budget**

Funds are provided through a grant from the Alabama Community College System. Non-grant expenditures include state, local, and in-kind expenses provided by the College.

|  |  |  |
| --- | --- | --- |
|  | **Federal Budget** | **State Budget** |
| 2017-2018 | $ 653, 058 | $ 877, 500 |
| 2018-2019 | $ 784,732 | $ 985,944 |

**Staffing**

Staffing for the program consists of eight full-time employees and 48 part-time employees. The director, program coordinator, office manager and data management personnel provide administrative support for the program. The other staff positions are comprised of instructors and instructional support who work directly in the classrooms.

**Enrollment**

|  |  |
| --- | --- |
| 2017-2018 | 1,310 |
| 2018-2019 | 1,297 |

**Facilities**

The Adult Education/GED Preparation program has seven offices in addition to classrooms at twelve sites. The director, program coordinator, adult education advisor, office manager, data management staff, and Jefferson Campus orientation coordinator occupy these offices. An additional workroom and computer lab are available for testing purposes. These offices are located on the first and second floors of Lurleen B. Wallace Hall. Offices are equipped with desks, chairs, filing cabinets and other furnishings making offices fully functional and accessible to program staff and participants.

**Site Locations**

The Adult Education/GED Preparation Program offered classes and supportive services at 13 locations. A listing of available classes and staff assignments follow.

| **JEFFERSON STATE COMMUNITY COLLEGE** **Adult Education & ESL Classes** |
| --- |
| **County** | **Class** | **Location** |
| Chilton  | Pre-GED/GED PreparationInstructor M. Blair: Monday-Thursday 8:00 am- 12:00 pm) | Jefferson State Community College1850 Lay Dam RoadClanton, AL 35045 |
| Jefferson | Pre-GED/GED PreparationInstructor N. Stanley: Monday – Thursday (8:00 am – 12:00 pm) | Jefferson State Community College2601 Carson RoadBirmingham, AL 35215 |
| Jefferson | Pre-GED/GED PreparationInstructor N. Stanley: Monday – Thursday (12:30 pm – 4:30 pm) | Jefferson State Community College2601 Carson RoadBirmingham, AL 35215 |
| Jefferson | Pre-GED/GED PreparationInstructor M. Gross: Monday – Thursday (8:00 am – 12:00 pm) | Jefferson State Community College2601 Carson RoadBirmingham, AL 35215 |
| Jefferson | Pre-GED/GED PreparationInstructor M. Gross: Monday – Thursday (12:30 pm – 4:30 pm) | Jefferson State Community College2601 Carson RoadBirmingham, AL 35215 |
| Jefferson | Pre-GED/GED PreparationInstructor M. Jett: Monday – Thursday (8:00 am – 12:00 pm) | Jefferson State Community College2601 Carson RoadBirmingham, AL 35215 |
| Jefferson | Pre-GED/GED PreparationInstructor M. Jett: Monday – Thursday (12:30 pm – 4:30 pm) | Jefferson State Community College2601 Carson RoadBirmingham, AL 35215 |
| Jefferson | Pre-GED/GED PreparationInstructor B. Wood: Monday – Thursday (8:00 am – 12:00 pm) | Jefferson State Community College2601 Carson RoadBirmingham, AL 35215 |
| Jefferson | Pre-GED/GED PreparationInstructor B. Wood: Monday – Thursday (12:30 pm – 4:30 pm) | Jefferson State Community College2601 Carson RoadBirmingham, AL 35215 |
| Jefferson | Pre-GED/GED PreparationInstructor S. Jefcoat & C. Denard: Monday – Thursday (8:00 am – 12:00 pm) | Jefferson State Community College2601 Carson RoadBirmingham, AL 35215 |
| Jefferson | Pre-GED PreparationInstructor D. Cox/S. Noyes: Monday – Thursday (8:00 am – 11:00 am) | Jefferson State Community College2601 Carson RoadBirmingham, AL 35215 |
| Jefferson | Pre-GED PreparationInstructor D. Cox/S. Noyes: Monday – Thursday (11:00 am – 2:00 pm) | Jefferson State Community College2601 Carson RoadBirmingham, AL 35215 |
| Jefferson | Pre-GED/GED PreparationInstructor C. Oberneder & J. Davis: Monday – Thursday (4:30 pm – 8:30 pm) | Jefferson State Community College2601 Carson RoadBirmingham, AL 35215 |
| Jefferson | Pre-GED/GED PreparationInstructor D. Ware & P. Smith: Monday – Thursday (4:30 pm – 8:30 pm) | Jefferson State Community College2601 Carson RoadBirmingham, AL 35215 |
| Jefferson | ESLInstructor A. Scott & L. Callins: Monday – Thursday (4:30 pm – 8:30 pm) | Jefferson State Community College2601 Carson RoadBirmingham, AL 35215 |
| Jefferson | Pre-GED/GED PreparationInstructor P. Vinson: Monday – Thursday (9:00 – 1:00) | Literacy Council2301 1st Ave NorthBirmingham, AL 35203 |
| Jefferson | Pre-GED/GED PreparationInstructor L. Rea: Monday – Thursday (8:00 – 12:00) | Birmingham North2020 12th Ave NorthBirmingham, AL 35203 |
| Jefferson | Pre-GED/GED PreparationInstructor R. Eichhorn: Tuesday – Thursday (8:00 – 12:00) | St. Mary’s on the Highlands1910 12th Ave SouthBirmingham, AL 35205 |
| Jefferson | Pre-GED/GED PreparationInstructor L. Sheikh: Tuesday – Thursday (12:30 – 4:30) | UAB625 19th Street SouthJefferson Towers – J623Birmingham, AL 35233 |
| Jefferson | Pre-GED/GED PreparationInstructor J. Stewart: Monday – Thursday (8:00 – 12:00) | Kingston81 46th Street NorthBirmingham, AL 35212 |
| Shelby | Pre-GED/GED PreparationInstructor K. Wiggins: Monday – Thursday (8:00 am – 12:00 pm) | Jefferson State Community College4600 Valleydale RoadHoover, AL 35242 |
| Shelby | Pre-GED/GED PreparationInstructor K. Wiggins: Monday – Thursday (12:30 pm – 4:30 pm) | Jefferson State Community College4600 Valleydale RoadHoover, AL 35242 |
| Shelby | Pre-GED/GED PreparationInstructor K. Snider: Monday – Thursday (4:30 pm – 8:30 pm) | Jefferson State Community College4600 Valleydale RoadHoover, AL 35242 |
| Shelby | ESLInstructor D. Hays: Monday & Wednesday (4:30 pm – 8:30 pm) | Jefferson State Community College4600 Valleydale RoadHoover, AL 35242 |
| Shelby | ESLInstructor D. Hays: Tuesday & Thursday (4:30 pm – 8:30 pm) | Jefferson State Community College4600 Valleydale RoadHoover, AL 35242 |
| Shelby | Pre-GED/GED PreparationInstructor B. Wiginton: Monday - Thursday (8:00 am – 12:00 pm) | Alabaster Career Center109 Plaza CircleAlabaster, AL 35007 |
| St. Clair | Pre-GED/GED PreparationInstructor C. Brand: Monday – Friday (8:00 am – 11:30 am) | Ashville Day Program470 10th StreetAshville, AL 35953 |
| St. Clair | Pre-GED/GED PreparationInstructor C. Moore & R. Skalac: Monday - Thursday (4:00 pm – 8:00 pm) | Leeds High School1771 Whitmire StreetLeeds, AL 35094 |
| St. Clair | Pre-GED/GED PreparationInstructor H. Sweatt: Monday - Wednesday (3:30 pm – 7:30 pm) | St. Clair County High School16700 US Highway 411Odenville, AL 35120 |
| St. Clair | Pre-GED/GED PreparationInstructor S. Ellard: Monday – Thursday (8:00 am – 12:00 pm) | Jefferson State Community College500 College DrivePell City, AL 35128 |
| St. Clair | Pre-GED/GED PreparationInstructor N. Porter: Monday – Thursday (12:30 – 4:30) | Jefferson State Community College500 College DrivePell City, AL 35128 |
| St. Clair | Pre-GED/GED PreparationInstructor M. Spraberry, G. Wood: Monday – Thursday (4:30 pm – 8:30 pm) | Jefferson State Community College500 College DrivePell City, AL 35128 |

**Equipment**

The Adult Education/GED Preparation program has computers, printers, and scanners at each site. Equipment is funded by state and federal grants awarded by the Alabama Community College System. A listing of inventory by site is available in the director’s office.

**External Conditions (such as funding, accrediting agencies, advisory committees, postsecondary policy changes):**

The Adult Education/GED Preparation Program receives a grant from the Alabama Community College system under Title II of the Workforce Investment Act of 1998. Federal funds are administered by the U.S. Department of Education in accordance with the Adult Education and Family Literacy, Act, Title II, Workforce Innovations and Opportunity Act, 2014. Funds are a combination of federal and state resources. The program is required to comply with federal and state laws applicable to the Adult Education and Family Literacy Act. Performance goals are established by the Alabama Community College System. A performance-based funding formula is utilized to determine actual allocations per year.

**July 1, 2017 – July 30, 2018 Accomplishments**

A review of enrollment demographics for the period July 1, 2017 – June 30, 2018 supports the premise that the program serves a diverse population. A total of 1,310 learners were served with 481 (37%) in the 16-24 age range, 632 (48%) in the 25-44 range, 117 (9%) in the 45-54 range, with the remaining learners being ages 55 or older. All learners reported the need to obtain the GED to enhance employability as a motivating factor for their enrollment. Enrollment verifications were provided to more than 60 agencies, including the Alabama Department of Industrial Relations-Unemployment Division, Jefferson County Food Stamp Program, Bessemer Housing Authority, Alabama State Vocational Rehabilitation Services, Birmingham Housing Authority, DHR Child Support, and Social Security Disability Benefits Services. The range of agencies suggests that the program provides access to a diverse population in need of assistance.

Jefferson State Community College’s Adult Education Program continues to provide quality services in Region 4. A total of 1,310 earners were served and of this, 75% (994) of these learners needed adult basic education services and 15% were entered in GED preparation classes. The remaining learners enrolled in English Literacy classes. A total of 53.89% of students were employed within four quarters of their exit; 10.77% obtained a secondary school diploma/recognized equivalent and enrolled in postsecondary education or training within one year of exit; 1% obtaining a secondary school diploma/recognize equivalent within one year of exit; and 24.56% obtained any credential during the 2017-2018 operating year.

Adult Education Programs are evaluated based on achievement of educational gains as defined by the National Reporting System. The Alabama Community College System established state performance goals. Specific outcome data related to adult basic education (ABE), adult secondary education (ASE), and English literacy (ESL) for the period of July 1, 2017 – June 30, 2018 are as follows:

| **July 1, 2017 – June 30, 2018**  |
| --- |
| **Entering Educational Functioning Level** | **Alabama’s Goal** | **Jefferson State’s Performance** |
| ABE Beginning Literacy | 45% | 27.27% |
| ABE Beginning Basic Education | 44% | 30.98% |
| ABE Intermediate Low | 43% | 27.65% |
| ABE Intermediate High | 38% | 23.72% |
| ASE Low | 42% | 37.04% |
| ASE High-attain GED or equivalent  | 343 (actual number) | 125 (actual number) |
| Beginning ESL Literacy | 43% | 37.04% |
| Low Beginning ESL | 52% | 66.67% |
| High Beginning ESL | 51% | 46.15% |
| Low Intermediate ESL | 45% | 24% |
| High Intermediate ESL | 42% | 18.52% |
| Advanced ESL | 25% | 11.11% |

**July 1, 2018 – June 30, 2019 Accomplishments**

Between July 1, 2018 and June 30, 2019, 1,297 learners were served with 445 (34%) being in the 16-24 age range; 635 (48%) were in the 25-44 range, and 129 (10%) were in the 45-54 range with the remaining learners aged 55 or older. A further breakdown of the learners served had 77% (1,219) of learners in need of adult basic education services and 12% entered in GED preparation classes. The remaining learners enrolled in English Literacy classes. According to Adult Education’s updated database, AAESAP, 76% of learners earned a secondary credential, and 16.25% enrolled in postsecondary.

During the 2018-2019 Operating Year, Jefferson State Community College’s AE Program served 1,297 learners. From this number 28% obtained employment after four quarters; 10.81% obtained a secondary school diploma/recognized equivalent and enrolled in postsecondary education or training within one year of exit; 35.14% obtained a secondary school diploma or equivalent and were employed within one year of exit; 66.10% obtained a postsecondary credential while enrolled or within one year of exit; and 50.57% attained any credential during the 2018-2019 operating year.

Specific outcome data related to adult basic education (ABE), adult secondary education (ASE), and English literacy (ESL) for the period of July 1, 2018 – June 30, 2019 are as follows:

| **July 1, 2018 – June 30, 2019 (need to add this information)** |
| --- |
| **Entering Educational Functioning Level** | **Alabama’s Goal** | **Jefferson State’s Performance** |
| ABE Beginning Literacy | 42% | 31.67% |
| ABE Beginning Basic Education | 43% | 24.92% |
| ABE Intermediate Low | 42% | 28.53% |
| ABE Intermediate High | 44% | 22.27% |
| ASE Low | 52% | 11.50% |
| ASE High-attain GED or equivalent | 435 (actual number) | 120 (actual number) |
| Beginning ESL Literacy | 33% | 46.43% |
| Low Beginning ESL | 36% | 45% |
| High Beginning ESL | 40% | 52.63% |
| Low Intermediate ESL | 36% | 32.14% |
| High Intermediate ESL | 39.75% | 30.77% |
| Advanced ESL | 18% | 14.29% |

**Considerations for Development of Unit Strategic Plans**

**What can be done to improve the operation of the unit?**

The Adult Education/GED Preparation program will continue to work with college representatives, Alabama Department of Postsecondary Education staff, and other literacy providers to establish best practices as well as identify communities with limited access to adult basic education and literacy services. Analysis of educational attainment levels, high school dropout rates, and poverty will be conducted for specific communities in the service area. Based on all information examined, the program will expand partnerships with other agencies to provide services as well as establish new classes as needs are identified. Participation in discussions with these stakeholders will support a continuous improvement of the program. In addition, we will continue to adhere to the new WIOA guidelines.

Professional development and in-service meetings will be available at least once per quarter. The goal of these activities will be to enhance the program’s effectiveness.

**What are the desired Service Unit Outcomes for the unit?**

* The Adult Education/GED Preparation Program will secure federal and state funds through a competitive grant application process.
* The Adult Education/GED Preparation Program will promote access to instructional assistance and supportive services at key locations in the program’s established service region.
* The Adult Education/GED preparation Program will work with key stakeholders/partners in providing needed services to participants.
* The Adult Education/GED Preparation Program will promote advancement in educational functioning levels for adults enrolled in the program.
* The Adult Education/GED Preparation Program will respond to community needs to provide literacy services in areas not currently served or underserved.

**What equipment/resources are needed to accomplish the unit’s goals and objectives?**

Computers, instructional software, and print-based instructional materials continue to be needed in order to accomplish the unit’s goals and objectives. In addition, equipment such as tablets are needed to stay current in today’s technology-rich environment. Keeping the unit’s infrastructure up-to-date is also vital to the unit’s success, as it allows the use of more advanced technologies. Another key component to the unit’s success is quality personnel; AE instructors, access to college personnel (i.e., community education staff, recruiters, advisors, financial aid staff, etc.) and relationships developed with our strategic partners all contribute to the unit’s success.

The program will continue to seek adequate funding from Alabama Community College System to cover expenses and will continue to seek collaboration and partnership with key personnel.

**Are there any goals or objectives that were not completed from previous year that should be included in new plan?**

The program’s goals are based on standards established by the Alabama Community College System. The program did not meet all the established goals for the period July 1, 2017 – June 30, 2019. Jefferson State’s performance aligned with the performance of other programs in the state and the overall state percentages. The state percentages did not meet the established goals. The change of the GED test has resulted in a decrease in testing and in people seeking to attend class. However, this trend, as observed in the past, is usually short-lived. As people become more comfortable with the changes, and with the benefits that the adult Education Program can provide, it is expected that enrollment will increase. The Assessment Policy protocols continue to be a challenge, but efforts will continue to improve the program’s performance. Also, the TABE test has changed and now all students are required to take a more rigorous version of the TABE. The previous baseline was a 9/10 level and the newest TABE version is 11/12. Learners that began on 9/10 now have to post-test on TABE 11/12.

**Unit Goal (2019 – 2020)**

The overall goal of the Adult Education/GED Preparation Program will be to provide quality instructional assistance and other supportive services to adults seeking to improve literacy skills for the purposes of gaining/retaining employment, entrance into postsecondary, completion of a secondary school education, and self-sufficiency.

**Unit Goals/Service Unit Outcomes**

**Goal 1:** *The Adult Education/GED Preparation Program will secure federal and state funds through a competitive grant application process.*

**Measurable Objective**: Program staff will complete and submit a grant application as required by the Alabama Community College System.

**Method of Assessment**: Achievement will be measured based on receipt of an award notice.

**Resources Needed**: Federal and state grant funds awarded by the Alabama Community College System will be utilized. No institutional funds are requested.

**Estimated Cost**: None

**Goal 2:** *The Adult Education/GED Preparation Program will promote access to instructional assistance and supportive services at key locations in the program’s established service region.*

**Measurable Objective**: Day and evening classes at convenient locations within the service region will be advertised and provided.

**Method of Assessment**: Program staff will maintain a roster of available classes offered by the program as well as classes offered by other programs. Staff will maintain logs of inquiries related to available classes. Records will be maintained to document potential sites for new classes based on lack of currently available classes. These records will be reviewed as funds are available to support implementation of new classes.

**Resources Needed:** Federal and state grant funds awarded by the Alabama Department of Postsecondary Education will be utilized. No institutional funds are requested.

**Estimated Cost**: None

**Goal 3**: *The Adult Education/GED Preparation Program will promote advancement in educational functioning levels for adults enrolled in the program.*

**Measurable Objective**: Program staff will provide orientation, assessment, and instruction for adults seeking to increase their literacy skills and earn the secondary school credential.

**Method of Assessment**: Analysis of student data maintained in AAESAP, the adult education database. A report will be reviewed with the expectation that at least 70% of learners will advance at least one educational functioning level~~.~~

**Resources Needed**: Federal and state grant funds awarded by the Alabama Department of Postsecondary Education will be utilized. No institutional funds are requested.

**Estimated Cost**: None

**Goal 4:** *The Adult Education/GED Preparation Program will respond to community needs to provide literacy services in areas not currently served or underserved.*

**Measurable Objective**: Program resources will be allocated to implement or expand literacy services in communities not currently served or underserved.

**Method of Assessment**: Program staff will participate in community discussions, such as those conducted by the GED Network and The Literacy Council, to identify communities with limited access to adult basic education and literacy services. Analysis of educational attainment levels, high school dropout rates, and poverty will be conducted for specific communities in the service area. Based on all information examined, the program will expand partnerships with other agencies to provide services as well as establish new classes as needs are identified.

**Resources Needed**: Federal and state grant funds awarded by the Alabama Department of Postsecondary Education will be utilized. No institutional funds are requested.

**Estimated Cost**: None

**Unit Goals (2020 – 2021)**

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**Unit Goals/Service Unit Outcomes**

**Goal 1:** *The Adult Education/GED Preparation Program will promote access to instructional assistance and supportive services at key locations in the program’s established service region.*

**Measurable Objective**: Day and evening classes at convenient locations within the service region will be advertised and provided.

**Method of Assessment**: Program staff will maintain a roster of available classes offered by the program as well as classes offered by other programs. Staff will maintain logs of inquiries related to available classes. Records will be maintained to document potential sites for new classes based on lack of currently available classes. These records will be reviewed as funds are available to support implementation of new classes.

**Resources Needed:** Federal and state grant funds awarded by the Alabama Department of Postsecondary Education will be utilized. No institutional funds are requested.

**Estimated Cost**: None

**Goal 2**: *The Adult Education/GED Preparation Program will promote advancement in educational functioning levels for adults enrolled in the program.*

**Measurable Objective**: Program staff will provide orientation, assessment, and instruction for adults seeking to increase their literacy skills and earn the secondary school credential.

**Method of Assessment**: Analysis of student data maintained in AAESAP, the adult education database. A report will be reviewed with the expectation that at least 70% of learners will advance at least one educational functioning level~~.~~

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**Estimated Cost**: None

**Goal 3:** *The Adult Education/GED Preparation Program will respond to community needs to provide literacy services in areas not currently served or underserved.*

**Measurable Objective**: Program resources will be allocated to implement or expand literacy services in communities not currently served or underserved.

**Method of Assessment**: Program staff will participate in community discussions, such as those conducted by the GED Network and The Literacy Council, to identify communities with limited access to adult basic education and literacy services. Analysis of educational attainment levels, high school dropout rates, and poverty will be conducted for specific communities in the service area. Based on all information examined, the program will expand partnerships with other agencies to provide services as well as establish new classes as needs are identified.

**Resources Needed**: Federal and state grant funds awarded by the Alabama Department of Postsecondary Education will be utilized. No institutional funds are requested.

**Estimated Cost**: None