Beginning Moon Shot

The First 100 Days

Your EAB Leadership Team

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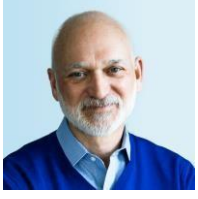

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Setting Us Up For Success

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Establish Leadership Expectations

Become Self Aware

Listen and Learn from Each Other

Engage Others

Communicate Transparently

Create (and Sustain) Constant Forward Progress

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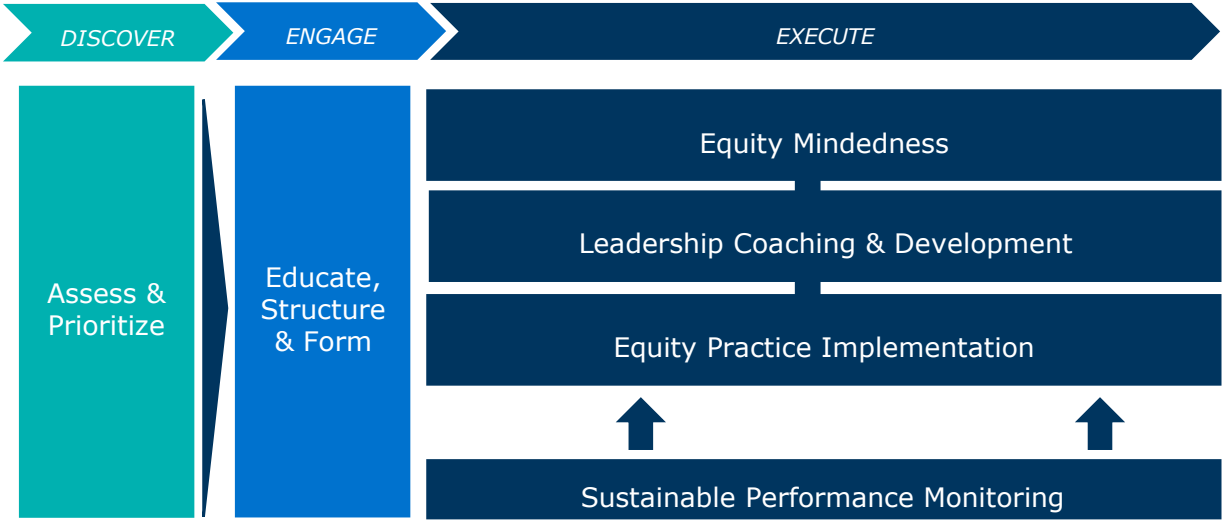
Our Initial Project Phases



Bringing Technology in to Support

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Leveraging Variety of "Resources"

EAB Toolkits/Playbooks	EAB Technology Support	Community Advisory	National Mentors
EAB Experts	EAB Research Examples	Institutional Experts	Convenings

College Greenlight is the leading college admissions advocacy network for professionals who support and recruit first-generation, lower-income, and underrepresented students on their journey to and through college.

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Our Moon Shot partners will get membership to College Greenlight which includes:

1 Branded profile on Cappex.com

2 Inquiry generation from Greenlight students

3 Networking access to the community-based organizations (CBOs) under Greenlight

More Details on Getting Started in the Coming Weeks!

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Orientation	Information Gathering	Launching

Preparing for First Convening in February

1	2	3	4	5
Leadership Team Selection	**Part II Self-Assess Communication**	**Part II Self-Assess Collection**	**Part II Self-Assess Findings**	**Action Project Planning Prioritization & Data Agreement**

- Introduce, Refine, Gather information EAB team Leverage the leadership team assessments for: from multiple summarizes assessment results
- Discuss • Change stakeholders to findings from across to determine technology leadership supplement institutions and practice priorities progress • Equity- information already provides initial and select team
- Identify Gaps in Perspective, Skills, and Practices

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Current Status and Progress of Your Technology Enablement

	UW Milwaukee	UW Parkside	MATC	Carthage
Navigate – Core	LIVE	LIVE	May 2021	TBD
Navigate – Milestone Guidance	LIVE	LIVE	May 2021	TBD
Navigate – Academic Planning	~May 2021	~May 2021	~May 2021	TBD

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Prospective Student Portal	Begins Year 1 – Date is TBD	Begins Year 2 – Date is TBD	Begins Year 1 – Date is TBD	N/A

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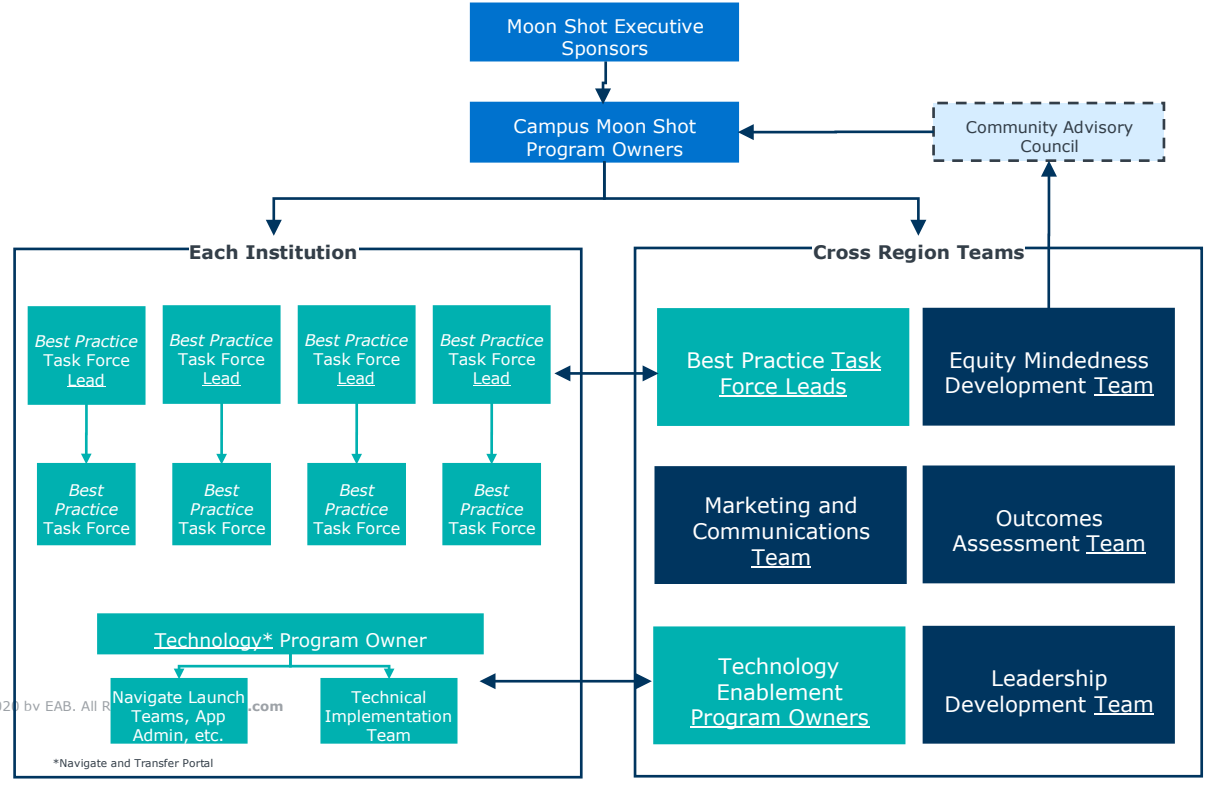

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Preparing for a February meeting on organizing for change

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Who?

- Executive Sponsors
- Moon Shot Program Owners
- Best Practice Task Force Leads
- Technology Program Owners
- Marketing and Communication Team
- Institution Research Team
- Equity Development Team
- Leadership Change Team

Moon Shot Orientation

Share our "Why" behind the partnership and the role of technology

Equity Best Practice Education (Optional)

Orientation to the 14 key equity best practices

Self-Assessment Findings

Discuss findings from self-assessments and how they are informing next steps and team charters

Launch Work Teams

Complete launch kickoffs with each team including introductions, charter review and project plan

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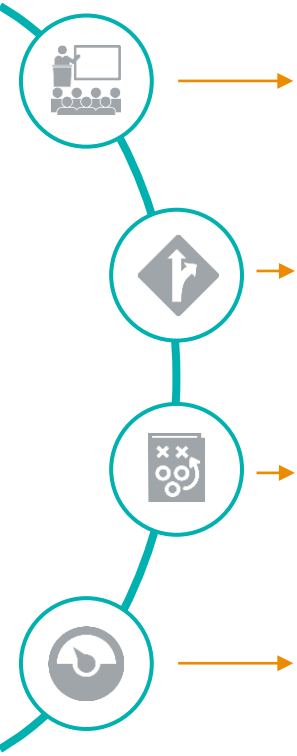

Driving Proven Practices with EAB, National, and Regional Expertise

Equity Best Practice Assessment

- Best practice campus-specific diagnostics
- EAB and national advisor guidance on current-state
- Best practice prioritization matrix
- Best practice "EdTalks" to kickstart change

Prioritization

- Moon Shot technical assistance guide (external, EAB, internal ecosystem, Moon shot ecosystems)
- Team selection guides

Practice

- Implementation toolkits and project plans

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Implementation

- National Partner and Exemplar calls and materials
- Shared accountability and support calls/meetings

Tracking and

- Common metric alignment by practice

Monitoring

- Tracking and reporting for leading indicators of success, institutional metrics, and ecosystem metrics

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Core Skills Training Required for Moon Shot Regional Partners

- Understand the role race, identity, and inequity plays in the past, present, and future of higher ed
- Build language and strategy to address structures, cultures, policies, and norms that perpetuate inequity
- Identify and eliminate barriers to equity, including within pedagogy, learning environments, and campus climate
- Activate a student success strategy that enables diverse identities to thrive
- Understand student barriers to success outside of the walls of institution in your region

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Aligning Metrics and Definitions to Measure Outsized Impact

1 Launch Outcomes Assessment Team

- Recurring meeting of representatives from Institutional Research from each institution
- Manage creation of Ecosystem Moon Shot Scorecards and recurring update

2 Designing the Levels of Metrics and Demographic Groupings

- Identify required metrics for ecosystem institutions (by level)
- Determine availability of metrics
- Establish common definitions

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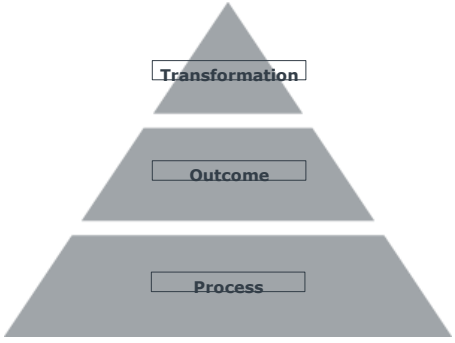

Representative, all disaggregated by demographic

Transformation Metrics *(Overall) Examples:*

- Retention & graduation for different populations (socioeconomic status, first-generation status, gender, race/ethnicity)

Outcome Metrics *(Overall/Practice) Examples:*

- Credit completion %
- Credits at graduation
- Re-enrollments
- Holds cleared

Process Metrics *(Practice) Examples:*

- Total appointments
- Dollar amount of microgrants provided
- % of students with academic plans

Investing in Your People to Advance Institutional and Regional Change

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Leadership Institute Development

- Leadership training to support campus leaders to implement the policies and practices

Example topics include:

- Leadership fundamentals
- Understanding the higher ed ecosystem through different lens
- Driving change and motivating teams
- Getting the most from your team's talent
- Building a data-informed culture and ensuring accountability in the imagined future

Develop Change Leaders

Educational leaders' work is further

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complicated by current needs for the fundamental and systemic change required for dramatically increasing student learning and achievement. Responding to these needs means that educational leaders are often engaged in running schools while they are also working to reinvent them. Essentially, **we are asking higher education leaders to build the plane while flying it**. The task of reinventing schools as it relates to equity will require intentional leadership and change development.

Source: Helsing, D., Howell, A., Kegan, R., & Lahey, L. (2008). Putting the" development" in professional development: Understanding and overturning educational leaders' immunities to change. Harvard educational review, 78(3), 437-465.

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The Change Formula

Dissatisfaction x **V**ision x **F**irst Steps **>** **R**esistance to Change

Soure: Dick Beckhard & Reuben Harris attribute this formula to David Gletcher, as noted in: Jacobs, RW (1994). Real Time Strategic Change. San Fransisco: Berrett-Koehler Publishers.

Next Steps

- Schedule call (week of October 12th) with Moonshot owners to review assessments, determine audience, confirm timeline
- Schedule recurring leadership calls with Owners
- Review Shaun Harper Equity proposal follow up with Tom on donor approach
- Celebrate Milwaukee as the first Moon Shot region at CONNECTED 2020 (details forthcoming)!!!

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