

SWOC Analysis

Good to Great April 2024



ALAMO COLLEGES DISTRICT
St. Philip's College

Strengths



- Rich history spanning 126 years
- HBCU and HSI status
- Strong industry and community partnerships
- Safe work environment
- Professional development and training opportunities
- Workforce Programs
- Focused on students first
- Student Advocacy and wrap around services
- HEERF and Title III funding enhanced campus capacity
- Affordable
- Fundraising activities – over \$3.3M raised in FY23
- Brand Image

Weaknesses



- Recruiting faculty with specialized credentials for high wage/high demand instruction & programs
- Too much DSO oversight – more SPC autonomy wanted
- ACD-wide budget management
- Communication – how information shared within the institution
- Change management – either not enough communication or some are resistant to the change
- Perceptions regarding innovation, collaboration and equity
- Needs assessment – resources to support CTE growth
- Sufficient dining facilities, especially at SWC

Opportunities



- HB8 Formula Funding Model – credentials of value (high demand), transfer and dual credit
- Enhance change management communications plan
- Expand workforce (CTE) programs
- Expand online/remote services
- Operationalize and document procedures and discuss barriers/obstacles that may occur, regardless of where those barriers/obstacles may exist
- Evaluate professional development process: practical application, funding and benefits
- Student housing options to assist housing insecure students

Challenges



- Texas Senate Bill 17 prohibits diversity, equity and inclusion offices, programs and training on public college campuses
- Potential enrollment impact as the COVID relief funds begin to dwindle; projected enrollment cliff of 2025
- Sustaining technology after HEERF dollars are spent
- External limitations (DSO) on program marketing
- Reduced funding, budget, vacancies, inflation
- Duplicated program offerings at sister colleges
- DSO mandates – enrollment increases, holiday staffing schedules, dual credit and high wage, high demand stipend funding
- Competitive for-profit schools