



Progress Report

Summer 2025



Swim

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COMMUNITY COLLEGE

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Introduction



The HCC Forward Initiative is a coordinated, institution-wide effort to align academic innovation, workforce readiness, and operational excellence in service of student success. Six dedicated task forces, guided by two steering teams, form a unified framework for change at Howard Community College.

The Student Success Steering Team oversees the Accelerated Pathways Task Force, Corequisite Education Task Force, Retention & Completion Task Force, and Strategic Scheduling Task Force; the WCCE (Workforce, Career, and Community Education) Steering Team provides direction for the WCCE Program Alignment and WCCE Student Integration Task Forces.

June and July have been busy months for HCC Forward teams as the task forces have gathered to exchange ideas, tackle challenges, and move projects from concept into reality.

Student Success Task Forces & Updates

Under the global oversight of the **Student Success Steering Team**, there is a coordinated effort to strengthen academic pathways, improve student outcomes, and align institutional processes to better support persistence, completion, and equity, with each of the four below task forces addressing a strategic component of this vision.

Accelerated Pathways Task Force

The **Accelerated Pathways Task Force**, chaired by Dr. Jon Iuzzini, reorganized around a new charge on June 25. Using the [task force operating guide](#) as a resource, the task force continues to refine the 7-week course model in alignment with the Achieving the Dream Action Plan.

Recent data presented by task force member Deb Greenberg show that students enrolled in at least one 7-week course attempt and complete more credits than those in traditional 15-week formats, although completion rates are slightly lower. Task force members are actively documenting the model's impact within their respective areas. These efforts build on ongoing work to improve processes, scale the model, and engage faculty in expanding high-impact practices.

Corequisite Education Task Force

Meanwhile, the **Corequisite Education Task Force**, led by Sylvia Lee, began the next phase of the task force's work on June 25 and is preparing for faculty and adjunct training and development sessions scheduled for the week of August 11. The focus will be on integrating wraparound student supports into corequisite courses.

The group is also defining success metrics and exploring methods to evaluate the effectiveness of corequisite education strategies. This work follows the momentum of the Corequisite Education Summit in May, where faculty and national experts collaborated on inclusive pedagogy and course design innovations.



Retention & Completion Task Force

Following the kick-off on June 5, the **Retention & Completion Task Force**, co-chaired by Zakia Reaves Johnson and Candace dePass, has been utilizing the **task force operating guide** and working toward a comprehensive, institution-wide retention strategy that serves both credit and workforce students.

Current activities include compiling an inventory of existing retention interventions, gathering benchmarking data from peer and for-profit institutions, and researching innovative practices to boost persistence, progression, and completion rates.

Strategic Scheduling Task Force

The **Strategic Scheduling Task Force**, co-chaired by Kismet Flagg-Webster and Dr. Jon Iuzzini, reorganized around a new charge on June 5 and the **task force operating guide** has been an instrumental planning tool in advancing the work on developing coherent two-year sequences for full-time students while maintaining flexible part-time pathways.

The team is currently addressing registration dependencies, reviewing the top 22 enrolled programs for prerequisite accuracy, aligning catalog entries with the self-service planner, and improving program sequencing for clarity. These actions support the broader goal of improved predictability and operational readiness for institutional rollout.

WCCE Task Forces & Updates

The WCCE Steering Team is focused on providing guidance for strengthening connections between non-credit and credit-bearing programs, streamlining student pathways, and aligning enrollment and support processes to create a seamless experience for learners. Two key task forces operate under its purview, each advancing critical components of this vision.

WCCE Program Alignment Task Force

The **WCCE Program Alignment Task Force**, under the leadership of Dr. Darren Gibson, had its kick-off on June 5. Using the [task force operating guide](#) to help organize milestones, the team is actively reviewing draft guidelines for Prior Learning Assessment and nontraditional credit policies while awaiting approval of the Credit for Prior Learning policy.

The team is also identifying programs where students naturally move between non-credit and credit pathways, which will serve as the starting point for developing program-level crosswalks.

WCCE Student Integration Task Force

The **WCCE Student Integration Task Force**, led by Jim Rzepkowski, also had its kick-off on June 5 and the [task force operating guide](#) has helped align next steps to reach milestones. Currently, the task force is focused on aligning enrollment and student support processes across Workforce, Career, and Community Education (WCCE) and credit-bearing programs.

The group also continues mapping enrollment and tracking processes to pinpoint inefficiencies and is defining the student journey from initial inquiry through enrollment as well as wraparound supports available, with the aim of creating a more cohesive and integrated student experience.



Change Management Updates

WCCE Focused Empathy Walk & Partner Survey

Over the summer, Swim facilitated an Empathy Walk designed to help the Change Management Team step into the shoes of diverse student personas and better understand the lived experiences that shape their journeys at HCC. This process illuminated challenges around visibility, trust, and systemic support, while also underscoring the importance of situating the student at the center of all planning. Insights from the walk informed task force discussions, revealing opportunities to reduce barriers and strengthen cross-departmental alignment. Building on these reflections, Swim and HCC launched the Industry & Community Partners Survey to gather direct feedback from local employers, ensuring program evolution continues to meet workforce demands while remaining rooted in empathy and student-centered transformation.

Communication & Engagement Strategy

In addition, Swim's internal Change Management planning session that took place over the summer served as a pivotal step in shaping the next phase of communications. The session clarified the need for a communication and engagement strategy, with an emphasis on a video series that will highlight the work of each task force, explain proposed changes, and showcase early wins. The initiatives that will take place in conjunction with the video series will further equip faculty and staff with clear, consistent tools and foster a shared sense of purpose across the college.

What's Next?

In the weeks ahead, task forces will begin moving from planning into action, including:

Accelerated Pathways Task Force

Develop a modality strategy to guide online, hybrid, and in-person scheduling as well as Identify programs to fully transition into 7-week formats

Corequisite Education Task Force

Implementation of an assessment plan to capture student feedback as well as identify opportunities for faculty trainings and enhancement for future cohorts

Retention & Completion Task Force

Begin to design a full retention plan and identify initial priority strategies

Strategic Scheduling Task Force

Determine a Pilot Program for Spring registration launch as well as analyze program-level course sequences and dependencies, and identify high-demand courses and scheduling bottlenecks

WCCE Program Alignment Task Force

Upon identifying WCCE programs and courses potentially eligible for articulation agreements, begin to develop crosswalks between pilot workforce & academic programs and courses (including conducting a series of curriculum alignment meetings)

WCCE Student Integration Task Force

Process mapping WCCE student stages from inquiry to enrollment with the goal of developing unified WCCE enrollment processes

Want to learn more about the initiatives moving us forward and the dedicated leaders behind them?

Explore the progress being made on a weekly basis within the HCC Forward Corner updates and much more on the HCC Forward Microsite.



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