

ATD Institutional Designations

Evidence of Institutional Transformation

Please provide evidence of institutional transformation showing how the institution approaches improving student outcomes through interventions, policies, and procedures. Evidence should focus on impact, including structural, behavioral, and attitudinal changes, and how such strategies were scaled. Institutions may use this section to complement and augment their responses to narrative questions and the Data Template. Materials may include additional charts and tables or other summary material that helps to clarify and deepen understanding of the college's progress.

You will submit your Evidence of Institutional Transformation by uploading a PDF document via [Survey Apply](#). This response should not exceed 11 pages.

- The first page is a cover page and should include the institution's name, the president's signature indicating authorization of the application, and a table of contents that lists the titles of charts, tables, or other materials with corresponding page numbers.
- Your institution may choose to include up to 10 pages of clearly labeled and annotated documents as evidence of institutional transformation that is improving student outcomes.
- If any additional evidence covers a different time period than what is presented in the data template, please provide an explanation of the relevance of such evidence.

Stronger evidence increases the competitiveness of your institution's application. Consider providing the following types of evidence in your response.

- *Evidence of changes in institutional policies and practices to improve student success.* For example, you might include making successful strategies — such as orientation or student success courses — mandatory, streamlining the graduation transfer process, eliminating late registration, etc. To save space in the narrative, you may wish to provide a chart summarizing these changes, providing information on what the policy was before and what changes occurred to promote student success better.
- *Evidence of scaling successful interventions, modifying interventions based on learning about their impact, or eliminating unsuccessful ones.*



- *Data demonstrating faculty or staff development.* For example, you might include data showing the broad level of engagement of faculty and staff in particularly successful professional development opportunities or evidence of how faculty/staff put their training into practice.
- *Student, faculty, or staff feedback that indicates improvement of programs, processes, or services.* For example, you may wish to provide results from focus groups, surveys, or interviews where students, faculty, and staff assess instruction, services, or the institution.
- *Evidence of external stakeholder engagement and the impact of these partnerships on the student experience.* For example, you might include partnerships with local K–12 institutions, four-year institutions, local nonprofit organizations, or businesses.
- *Evidence of increasing students' economic and social mobility.* For example, you may wish to provide data on the mobility rate, which is the fraction of students from low-income backgrounds who achieve economic success.
- *Evidence of equity-centered work.* For example, you might include evidence of fostering an inclusive climate.
- *You may include up to two letters of support from a governing board and/or a community stakeholder. If included, they must be submitted as part of the 10 pages of evidence.* Testimonials from ATD leadership or data coaches will not be accepted as evidence.

Note: Achieving the Dream has your institution's ICAT results (if completed), so there is no need to include these documents with your evidence section submission.