

2022

Report *to the* Community

1993-2023
30
YEARS

CHANGING THE NARRATIVE

alabamapossible 



Greetings,

On behalf of Alabama Possible's *small but mighty* team...thank you! During 2022, we spent the year **re-imagining** strategies to breaking down barriers to prosperity in Alabama. With many organizations and industries focusing on **diversity, equity and inclusion** (DEI), we went a step further and focused on **belonging**.



The level of support received in 2022 was monumental because of you. We were afforded the opportunity to meet the increased demands of our high school counselors, career coaches, and educators as they supported students and families in completing the Free Application for Federal Student Aid (FAFSA). Their hard work positioned Alabama to be **second in the nation** in year-over-year **FAFSA** completion improvement! Your support makes all our resources and trainings available at no cost! More students know they belong and can afford a postsecondary journey.

The work of Alabama Possible has expanded beyond postsecondary access to postsecondary success. In 2022, we hosted the Higher Education Alliance's inaugural Presidents' Luncheon for Alabama's 2- and 4-year college presidents with Gov. Kay Ivey as the guest speaker. We continue to engage neighbors across the state in our Break It Down discussions empowering them to move from meaningful deliberation to action in closing equity gaps in their community.

This is just a snapshot of what was accomplished in 2022. Did I mention we also hosted our very first cooking show! I hope you enjoy walking through 2022 as you read this end-of-year report. It is my hope you see your return on investment and find great pride in knowing you are the reason why so many lives are being changed in Alabama.

After you review 2022, I hope you are inspired to join us in celebrating Alabama Possible's **30th Anniversary** this year! We will celebrate our past and shape the future of this organization as we continue to **change the narrative** on prosperity in Alabama.

Again, on behalf of the Alabama Possible Board of Directors and team, thank you for an amazing year of re-imagining, and we look forward to you joining us in changing the narrative in Alabama to one that embraces prosperity for all.

Yours in service and gratitude,

A handwritten signature in black ink, reading "Chandra C. Scott". The signature is fluid and cursive, with a large initial "C" and "S".

Chandra C. Scott
Executive Director

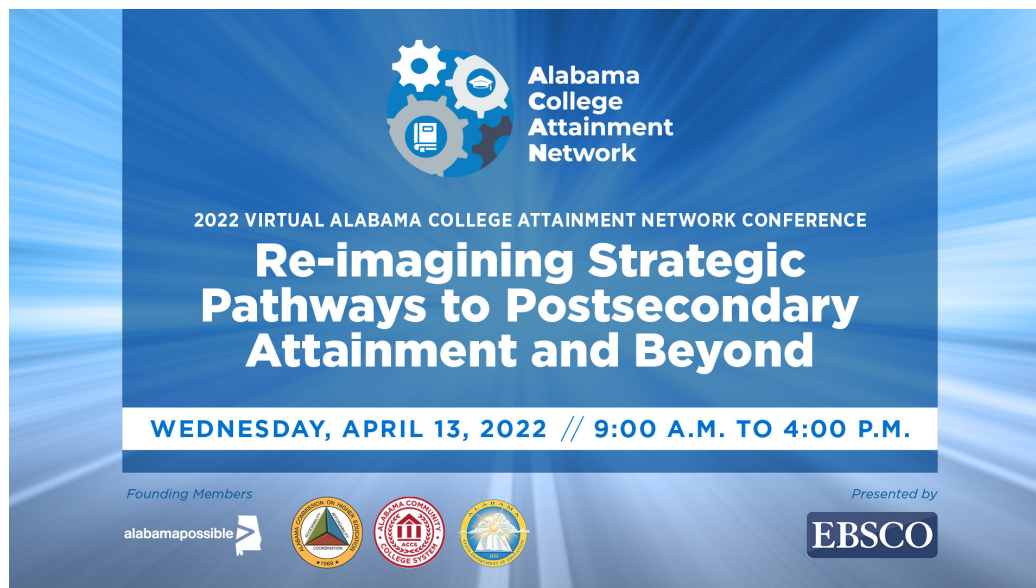
Alabama College Attainment Network (AlabamaCAN) Virtual Spring Conference 2022

On Wednesday, April 13, 2022, the Alabama College Attainment Network hosted its second statewide virtual conference focused on *Re-Imagining Strategic Pathways to Postsecondary Attainment and Beyond*. The virtual event empowered, engaged, and educated over 150 participants. The conference included presentations from local and national speakers who covered a variety of topics including equity and opportunity, postsecondary access, postsecondary success, and workforce development. Keynote speakers included Jack Hess, the President and Co-Founder of CivicLab and Dr. Amber Garrison Duncan, the Executive Vice President of the Competency-Based Education Network. Closing remarks were given by Dr. Eric Mackey (Alabama State Superintendent), Dr. Jim Purcell (Alabama Commission on Higher Education), Olivier Charles (Alabama Community College System), Dr. Robin McGill (Alabama Commission on Higher Education), and MorraLee Keller (National College Attainment Network).

This conference continues our effort to break down silos and increase collaboration across various professions to meet the workforce demands of our state.

All virtual participants received conference swag which included an AlabamaCAN journal and other promotional and informational items. Registrants also received an UberEats lunch voucher sponsored by AT&T.

The 2022 AlabamaCAN Spring Conference was made possible by the presenting sponsor – EBSCO.



**Alabama
College
Attainment
Network**



alabamapossible 

/// Alabama Goes to College






Alabama Goes to College equips Alabamians with tools and connects them with relationships so that every student can plan for, pursue, and complete valuable postsecondary credentials. Most career pathways require these credentials including technical certificates and academic degrees. Alabama Goes to College provides resources for students and families to explore college options, find financial aid opportunities, and successfully transition from high school to college.

The Alabama Goes to College Campaign combines Alabama College Application Week, Cash for College, and College and Career Decision Day. Through these three initiatives we:

- ✓ **encourage** every graduating senior to complete their FAFSA (Free Application for Federal Student Aid) so they can access federal, state, and institutional aid to pay for their education after high school.
- ✓ **offer** high school seniors in Alabama an opportunity to apply to participating colleges for free.
- ✓ **celebrate** students committing to pursue their education past high school, whether to obtain a two-year degree, a four-year degree, a certificate or industry-recognized credential; enter the military; or pursue a skilled trade.



DID YOU KNOW?

				
<p>The maximum Pell Grant is</p> <p>\$6,895</p>	<p>The average Pell Grant for Alabama students is</p> <p>\$4,343</p>	<p>Pell Grants do not need to be paid back</p>	<p>Pell Grants can be used for technical and academic education</p>	



↑ 56.6 percent of Alabama students qualify for Pell Grant aid

**ALABAMA
GOES TO
COLLEGE**

2021-22 IMPACT

The campaign reached

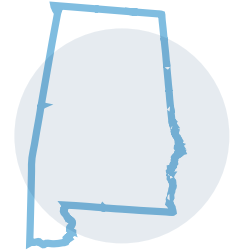


360

schools

67

Alabama
counties



Through Alabama College Application Week,



71

colleges and
universities across
the country waived
their application fees
for Alabama students

25,911

high school seniors
applied to college



By the summer after their high school graduation,



31,000+

seniors completed their
FAFSA and leveraged over

\$80 million

in Pell Grant aid

Alabama Goes to College
partners include



Alabama Possible announced its partnership with the Common Black College Application, a platform allowing students to apply to over 65 Historically Black Colleges and Universities (HBCUs) at one time. With financial support from the Regions Foundation, this partnership provides Alabama students free access to the platform.

2021-22 Cash for College Winners

The six schools which had the highest and most improved FAFSA completion rates earned cash incentives to support a college- and career-ready culture. We recognize winners at small, medium, and large high schools.



MVP

- Hartselle High School
- Ramsay High School
- Geneva County High School

Most Improved

- Decatur High School
- Woodlawn High School
- Barbour County High School



Alabama Possible Fellows

Julia Laico, *Southern Education Leadership Initiative Fellow*

Julia served as the Southern Education Leadership Initiative Fellow with Alabama Possible. During her fellowship at Alabama Possible, Julia gained a strong understanding of the importance of completing the Free Application for Federal Student Aid in later life outcomes and successes. While working for the Alabama Goes to College campaign, her research around the barriers to education faced by students of color, under-resourced students, and first-generation students left an impact on her. She produced a document “Not 13th Grade” that is an essential part of our comprehensive resources. Julia also had the opportunity to participate in the virtual Break It Down discussions we held in select counties across the state and got a better understanding of the barriers to prosperity from the perspective of citizens within the community. Julia graduated from Emory University in 2022.



Micaela Oer, *University of Alabama Intern*

Micaela is a master’s student from The University of Alabama School of Social Work. While interning with the Alabama Possible team this school year, she is supporting the Alabama Goes to College campaign and Help Desk and collecting stories from community members who have used Alabama Possible resources and tools. Micaela is also a Program Manager at ¡HICA! where she oversees the Empowering Community Program. When she isn’t working, Micaela enjoys going for walks, working on puzzles, and spending time with her husband and son.



Luncheon & Conversation

On Thursday, October 27, 2022, Alabama Possible hosted its Lunch and Conversation featuring **Secretary Fitzgerald Washington**, Alabama’s Secretary for the Department of Labor and **Marta Self**, Executive Director for the Regions Foundation/Head of Corporate for Regions Bank.

Over 80 people were in attendance to hear them discuss access to workforce opportunities in Alabama and sustaining the workforce pipeline. Those in attendance also enjoyed a visual gallery walk depicting the past thirty years of Alabama Possible’s statewide work. The Host Committee for the lunch was comprised of ten members.



Coffee & Conversation

On November 3, 2022, Alabama Possible hosted the virtual Coffee & Conversation cooking show for our statewide supporters at the wonderful culinary school at Lawson State Community College! Special guest speakers included **Secretary Fitzgerald Washington**, Department of Labor; **Marta Self**, Executive Director for the Regions Foundation/Head of Corporate for Regions Bank; **Dr. Cynthia Anthony**, President of Lawson State Community College; and **Chefs Daniel and Elliott**, Lawson State Community College.

The Coffee & Conversation supported Alabama Possible’s mission to break down barriers to prosperity for under-resourced students and students of color across the state of Alabama. Thanks to the generosity of our sponsors, this virtual event was free to over 240 registrants statewide. A special thanks to the students at Forest Hill Elementary School for lending their hands to make beautiful artwork on the aprons.



(Re)Engage Alabama launched

To advance the state’s commitment to supporting adult learners, Alabama Possible in partnership with Alabama Commission on Higher Education (ACHE), Governor’s Office, and Third Sector (a national organization) launched Re-Engage Alabama in August 2022. This initiative is an adult-attainment focused continuous improvement meeting series that will align and connect multiple adult-focused initiatives under a set of common enrollment, completion, and labor force participation goals. We have met with ten public colleges and universities in Alabama three times now (once virtually and twice in-person) and are excited about the momentum these institutions have put behind this work. Their intentional focus is going to be a game-changer for adult students across the state. Our mission is to break down barriers to prosperity and the work of this group gives us confidence that Alabama is creating an eco-system designed to end generational poverty.



HBCC/PBCC

On May 9, 2022, Alabama Possible hosted the **Historically Black Community College (HBCC) and Predominately Black Community College (PBCC) Network Forum** with Alabama's eight HBCCs/PBCCs in partnership with Complete College America (CCA), Lumina Foundation, and Kresge Foundation. This network of institutional leaders, faculty, and staff are learning student-centric practices and targeted supports to re-engage students who have paused or “stopped out” of their studies. Institutions attended CCA's annual convening in Atlanta and shared their successes and challenges with CCA's executive leadership team. Throughout the year, CCA has been providing technical assistance and webinars on a variety of student success topics to the institutions.

Degrees When Due: Community of Practice to Policy

Alabama Possible along with representatives from ACHE, Jacksonville State University, and Miles College are participating in our state's Community of Practice to Policy team. Students who have some college, but no degree are benefitting from re-engagement and completion strategies that institutions in Alabama have implemented as part of the **Institute for Higher Education Policy (IHEP) Degrees When Due (DWD)** initiative. As institutions across the nation and Alabama look to sustain their efforts, advocating for policy supports has become increasingly important.

Inaugural Higher Education Alliance Presidents' Luncheon

Alabama Possible hosted its inaugural Higher Education Alliance College President's Luncheon. The luncheon was held at the Capital City Club in Montgomery, AL, where 80 invitees, including 23 two- and four-year college/university presidents and their guests, were engaged in a keynote address from Governor Ivey on progress made toward the state's Success Plus Plan. This luncheon embodied the collaboration across both public and private partnerships that are working to meet the increasing workforce demand of our state. Equipping and celebrating those on the front line to postsecondary access and success is essential to ensuring Alabama gains 500,000 highly skilled citizens by 2025.

State and Federal Advocacy

Alabama Possible's advocacy efforts led to the passing of the Free Application for Federal Student Aid (FAFSA) completion policy which resulted in the high school graduating class of 2022 ranking **9th in the nation** in FAFSA completion and 2nd in the nation in year-over-year FAFSA completion improvement. Prior to the policy, Alabama had not ranked in the top 20.

On November 8, 2022, Alabama Possible's executive director joined representatives from IHEP and Education Counsel on a Zoom call with Sen. Richard Shelby's office in advocating for an increase in Federal funding for the Postsecondary Student Success Grants. This effort resulted in a 9X increase in the grant program that is designed to support individuals who have started but not completed postsecondary education. This opportunity will lead to degrees, certification, and credentialing, while simultaneously re-engaging individuals with higher education and providing essential wrap-around services.

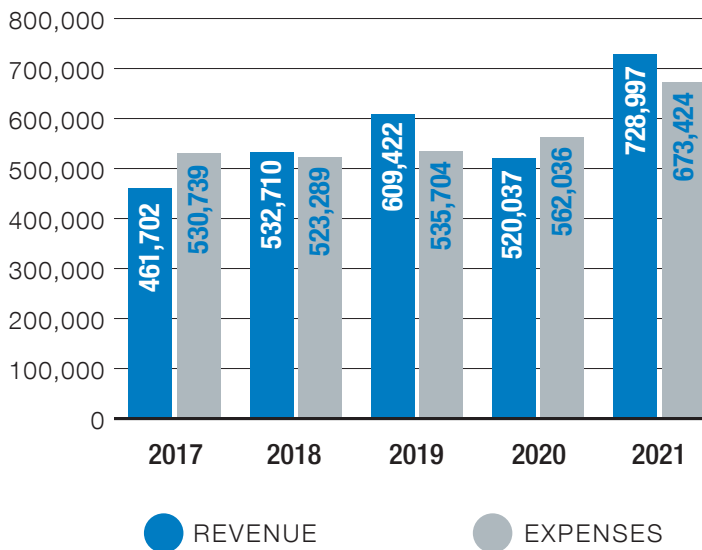
VISION

To ensure that all Alabamians have the opportunity to lead prosperous lives.

MISSION

To break down barriers to prosperity in Alabama through education, collaboration, and advocacy.

Stewarding investments to remove barriers to prosperity



Source: Alabama Possible Form 990
Alabama Possible stewards community and organizational sustainability by maintaining an operating reserve fund.
Alabama Possible's 990 is available at alabamapossible.org/990

Staff

Chandra Scott, *Executive Director*
Manisha Mishra, *Program Director*
Mae Whiting, *Data and Research Manager*
Sandra Jackson, *Partnerships Manager*
Keila Lawrence, *Programs and Communications Specialist*

Fellows and Interns

Julia Laico
Micaela Oer, *Intern*

Board

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Allie Tucker, JD, MBA, *Commercial Real Estate Attorney, Maynard, Cooper and Gale*
Archie Tucker II, PhD, *Senior VP of University Development, University of Texas at Tyler*
Jill Warner, CPA, CIA, CISA, CFSA, *Senior Audit Director, Regions Bank*

Emeritus

Wayne Flynt, PhD, *Auburn University (retired)*
Leon Frazier, EdD, *Alabama State University (retired)*

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“We cannot seek achievement for ourselves and forget about progress and prosperity for our community...”

– CESAR CHAVEZ

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