The Greek Academic Achievement Plan (GAAP) formed as a collaboration between the Office of Greek Affairs and the Academic Success Center to improve and sustain individual and Chapter academic performance within the Greek Community. The purpose of the GAAP is to outline for Chapters how to implement effective academic policies, develop and host successful academic programs, and design and support academic improvement plans for individual students.

**Goals:**
- To improve academic achievement for all Greek students
- To address obstacles hindering individual student’s academic achievement
- To establish a positive, educational environment within each Greek Chapter
- To help align Chapter goals and expectations with behaviors, attitudes and choices related to academic challenges.

**Resources created include:**
A GAAP worksheet to guide Chapter leaders in a quest for academic improvement/recovery for both struggling individuals and Chapters including topics such as:
- A leaders role in the Chapter’s academic achievement
- How to create an academic achievement plan for a struggling Chapter
- Resources to assist a Chapter in bouncing back from marginal standing
- Building an educational environment in the Chapter/house

A BlackBoard organization to assist Chapter leaders as they support individual student academic recovery, which includes resources surrounding topics such as:
- Time management
- Prioritization
- Goal setting & motivation
- Learning preferences/styles and corresponding learning strategies,
- Resources & help seeking
- GAAP planning documents

A sample GAAP plan that outlines individual goals, chapter goals and a timeline for achieving those goals.

**Target Populations:**
- At risk students
- Students on Academic Warning or Probation
- First year students
- Non Facility Chapters
- Chapters who fall below a set academic standard

Contact Jill C. Kramer with questions (jillck@iastate.edu)
Greek Academic Achievement Plan (GAAP) Outline
Brainstorming, Planning & Assessing Academic Progress

Chapter: ______________________ Date: ______________________

Collaborators: ____________________, ____________________, ____________________

STEP 1: Brainstorm a Plan!
Below are a few questions to consider when determining where your Chapter is presently and where you would like to see it go. Remember, a culture change or GPA change can feel more like turning the Titanic rather than a speed boat...slow, steady persistence is required. Plan to complete all sections with the assistance of your VP of Scholarship as well as someone from the Academic Success Center and Office of Greek Affairs, if needed.

1. What are the greatest concerns regarding your Chapter’s academic achievements?
2. How would you describe the academic culture within your Chapter?
3. Develop academic goals for your Chapter over the next 1-3 semesters.
4. Who could support your efforts to achieve those goals and change the academic culture?
5. How can you support individual academic achievement?
6. How can you support your Chapter’s academic achievement?
7. What are other Chapter needs or challenges at this time?

STEP 2: Create a Plan!
Based on the information you brainstormed above, begin setting goals. The goals should be ‘SMART’ goals (specific, measurable, achievable, realistic and timely). (See sample GAAP on page 6.)

1. Academic Goals: Large-scale GPA goals, culture change goals, etc.
2. Individual Academic Achievement Plan: Determine academic support opportunities for students through one-on-one discussions with those who are struggling.
3. Chapter Academic Achievement Plan: Implement chapter-wide changes to support individual and chapter academic progress and success.
4. Timeline: Determine when you will introduce various changes into chapter and individual academic support programs. This section can include general deadlines or specific dates.

STEP 3: Assess & Revise the Plan!
Reflecting upon the GAAP plan and academic changes you implemented this semester/year:

1. What worked well? Why? What feedback did you receive?
2. What didn't work as well? Why do you think that is? What feedback did you receive?
3. How has the academic culture within your Chapter changed?
4. What is one example of an academic success within your Chapter as a whole AND one student’s individual success story?
5. Brainstorm new academic goals for next year.

Use the worksheet that begins on page 3 to brainstorm and plan your GAAP.
Greek Academic Achievement Plan (GAAP) Worksheet
Brainstorming, Planning, & Assessing Academic Progress

Chapter: ___________________    Date: ___________________

Collaborators: ____________________,  ____________________,  ____________________

**STEP 1: Brainstorm a Plan!**

What are the greatest concerns regarding your Chapter’s academic achievements?

1)

2)

3)

4)

How would you describe the academic culture within your Chapter?

________________________________________________________________________
________________________________________________________________________

Develop academic goals for your Chapter over the next 1-3 semesters.

1)

2)

3)

4)

Who could support your efforts to achieve those goals and change the academic culture?

________________________________________________________________________
________________________________________________________________________

How can you support *individual* academic achievement?

1)

2)

3)

4)
How can you support your Chapter’s academic achievement?

1) 

2) 

3) 

4) 

Other Chapter needs or challenges:

1) 

2) 

3) 

4) 

STEP 2: Create a Plan!

Academic Goals

1) 

2) 

3) 

4) 

Individual Academic Achievement Plan

1) 

2) 

3) 

4) 

Chapter Academic Achievement Plan

1) 

2) 

3) 

4) 

Timeline
STEP 3: Assess & Revise the Plan!

Reflecting upon the GAAP plan and academic changes you implemented this semester/year:

1. What worked well? Why? What feedback did you receive?

2. What didn’t work as well? Why do you think that is? What feedback did you receive?

3. How has the academic culture within your Chapter changed?

4. What is one example of an academic success within your Chapter as a whole AND one individual student success story?

5. Brainstorm new academic goals for next year.
Alpha Alpha Alpha
Greek Academic Achievement Plan (GAAP)
Spring 2012

Academic Goals
- Increase Chapter cumulative GPA from a 2.70 to a 3.0 or higher
- Increase all Chapter member’s individual cumulative GPA to a 2.50 or higher
- Develop Chapter goals beyond the cumulative GPA to establish ‘buy-in’ from each member in an effort to increase individual accountability towards reaching Chapter goals.
- Further develop Chapter’s educational environment and focus upon academic achievement
- Build peer-to-peer academic support through study tables and celebrating achievements

Individual Academic Achievement Plan
- Require all members with a cumulative GPA of a 2.49 or below to attend 2 or more Academic Coaching Appointments with the Academic Success Center (ASC). As a result, individuals will:
  - develop an academic plan for success including course action plans, course grade goals and overall semester GPA goal.
  - share the academic plan with the Scholarship Chair and/or President to increase accountability for their goals.
  - consent (in writing) to communication between the ASC and the Chapter regarding student follow-through with coaching appointments (no session details to be shared).

Chapter Academic Achievement Plan
- Establish Chapter goals to increase buy-in by all members including a Chapter GPA goal and several smaller goals including first exam averages, study table attendance, etc.
- Host a 4 session workshop series presented by the Academic Success Center. (See example below.)
- Promote completion of the ‘assignments’ provided by the ASC to increase academic success.
- Implement study tables designed to assist with accountability and support
- Develop an ‘effort’ recognition and achievement recognition ‘pot’ for members to submit their ‘SMALL WINS’ on a weekly/monthly basis resulting in a drawing for gift cards/other small prizes.
  - Ex: Drop a slip in the bucket for an ‘A’ or ‘B’ exam/quiz scores or for completing 5 hours of study tables/tutoring/SI attendance, etc.

Workshop series ideas/dates:
1. February 6 – 6-7pm: Time Management- Planning to be Successful!
   Topics to cover: Time management, organization, supporting each other, campus resources
2. February 27 – 6-7pm: Motivation: Choosing to be Successful!
   Topics to cover: Choosing to be Successful vs. Self-Sabotaging, Motivation/Procrastination, Manage Distractions (creating a supportive, educational environment in the house)
3. March 19 – 6-7pm: Balance: Managing everything to be Successful! (Greek Week: March 26-30)
   Topics to cover: Time management during busy weeks, Planning ahead, Prioritizing
4. April 23 – 6-7pm: Perseverance: Crossing the Finish Line Successfully! (VEISHEA: April 16-22)
   Topics to cover: Finals Preparation (Finals Week: April 30-May 4), Time management during Dead Week/Finals Week, Supporting/Helping each other