

Guided Pathways 101



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SUNY Guided Pathways Institutes Cohort II

Introductions

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Team Facilitators' Learning Sessions Series

May: Guided Pathways 101

June: Establishing your "home team" / institute #1 early preview

July: Project Management and facilitating team meetings

July: Key Performance Indicator Reporting (for Data Contacts)

August: Campus Engagement

September: Project resources and institute #1 overview

Look for invitations to each session from Renee soon.

Today's Session

- Why guided pathways?
- How did we get here?
- What is guided pathways?







Why guided pathways?

What we know after more than a decade of reform....

- The proportion of community college students completing community college and earning a credential has not changed
- Every college is perfectly designed to produce precisely the results it is currently getting
- Challenges in institutional transformation Institutions not prepared to restructure
- Demographic and economic changes Declining enrollment and declining state appropriation

INSTITUTES

Culture change vital to implementation and sustainability – Culture trumps strategy every time

New Students Want to Know...

- What are the education paths to my desired career?
- What will I need to take?
- How long will it take and how much will it cost?
- How much financial aid can I get?
- Will my credits transfer?

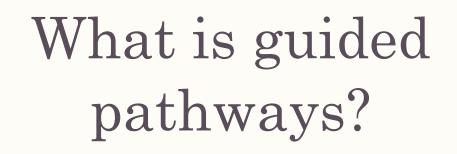
From Community College Research Center

Returning Students Want to Know...

- How far along am I toward completing my program? Am I on-schedule?
- How much more will I have to pay?
- What will I need to take next term and what will my scheduled be?
- What if I want to change programs?
- How can I get work experience in my field of interest?

From Community College Research Center



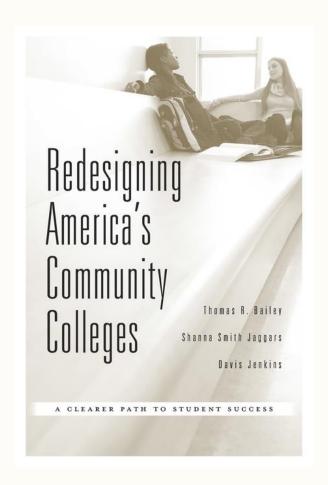




The Foundation

Research-based reform developed by national experts including the Community College Research Center (CCRC) and work with colleges by Completion by Design, NCII, AACC, ATD and others

Although this reform began in the community college sector, an increasing number of 4-year institutions are adopting it.





"The idea behind guided pathways is straightforward. College students are more likely to complete a degree in a timely fashion if they choose a program and develop an academic plan early on, have a clear road map of the courses they need to take to complete a credential, and receive guidance and support to help them stay on plan."

Bailey, Thomas, Shanna Smith Jaggars, Davis Jenkins. 2015. "What We Know About Guided Pathways." New York, NY: Community College Research Center.

http://ccrc.tc.columbia.edu/publications/what-we-know-about-guided-pathways-packet.html



Guided Pathways: Planning, Implementation, Evaluation

Creating guided pathways requires managing and sustaining large-scale transformational change. The work begins with thorough planning, continues through consistent implementation, and depends on ongoing evaluation. The goals are to improve rates of college completion, transfer, and attainment of jobs with value in the labor market — and to achieve equity in those outcomes.

PLANNING

IMPLEMENTATION

ESSENTIAL CONDITIONS

Make sure the following conditions are in place – prepared, mobilized, and adequately resourced – to support the college's large-scale transformational change:

- Strong change leadership throughout the institution
- Faculty and staff engagement
- Commitment to using data
- Capacity to use data

- Technology infrastructure
- Professional development
- Favorable policy (state, system, and institutional levels) and board support
- · Commitment to student success and equity

PREPARATION/AWARENESS

Understand where you are, prepare for change, and build awareness by:

- Engaging stakeholders and making the case for change
- Establishing a baseline for key performance indicators
- Building partnerships with K-12, universities, and employers
- Developing flowcharts of how students choose, enter, and complete programs
- Developing an implementation plan with roles and deadlines

CLARIFY THE PATHS

Map all programs to transfer and career and include these features:

- · Detailed information on target career and transfer outcomes
- · Course sequences, critical courses, embedded credentials, and progress milestones
- . Math and other core coursework aligned to each program of study

HELP STUDENTS GET ON A PATH

Require these supports to make sure students get the best start:

- · Use of multiple measures to assess students' needs
- First-year experiences to help students explore the field and choose a major
- Full program plans based on required career/transfer exploration
- Contextualized, integrated academic support to help students pass program gateway courses
- K-12 partnerships focused on career/college program exploration

EARLY OUTCOMES

HELP STUDENTS STAY ON THEIR PATH

Keep students on track with these supports:

- Ongoing, intrusive advising
- . Systems for students to easily track their progress
- Systems/procedures to identify students at risk and provide needed supports
- A structure to redirect students who are not progressing in a program to a more viable path

SUSTAINABILITY

Commit to pathways for the long term and make sure they are implemented for all students by:

- Determining barriers to sustainability (state, system, and institutional levels)
- Redefining the roles of faculty, staff, and administrators as needed
- Identifying needs for professional development and technical assistance
- Revamping technology to support the redesigned student experience
- · Reallocating resources as needed
- Continuing to engage key stakeholders, especially students
- Integrating pathways into hiring and evaluation practices

Measure key performance indicators, including:

- Number of college credits earned in first term
- Number of college credits earned in first year
- Completion of gateway math and English courses in the student's first year
- Number of college credits earned in the program of study in first year
- . Persistence from term 1 to term 2
 - Rates of college-level course completion in students' first academic year
 - · Equity in outcomes

ENSURE STUDENTS ARE LEARNING

Use these practices to assess and enrich student learning:

- · Program-specific learning outcomes
 - Project-based, collaborative learning
 - · Applied learning experiences
 - Inescapable student engagement
 - · Faculty-led improvement of teaching practices
 - Systems/procedures for the college and students to track mastery of learning outcomes that lead to credentials, transfer, and/or employment

Revisit conditions, sustainability, and implementation. Continuously improve pathways by building on elements that work and adjusting or discarding elements that are not serving all students well.

EVALUATION

The guided pathways Pillars

Clarify the Paths

Help Students get on a Path

Help Students Stay on their Path

Ensure Students are Learning



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Guided pathways is not:

- A detailed checklist/set of instructions/big box program
- Implemented the same ways at every college
- A way to standardize SUNY community colleges
- An excuse/reason for eliminating programs or positions



Guided pathways is:

- A framework
- A way to focus cultural change
- A way to think about solutions to problems that already exist at your institution
- Data-driven
- Tested
- Worth the effort







Getting to SUNY Guided Pathways Institutes cohort II



AACC Pathways Project Colleges



Dare to Dream. Prepare to Lead."







www.broward.edu Community College



COLUMBUS STATE

COMMUNITY COLLEGE



COMMUNITY COLLEGE











of Philadelphia













SAN JACINTO





















SUNY Guided Pathways

Cohort I

- 6 institutes, March 2018-June 2019
- 10 SUNY community colleges
- State coaches assisting teams
- Alumni network taking shape

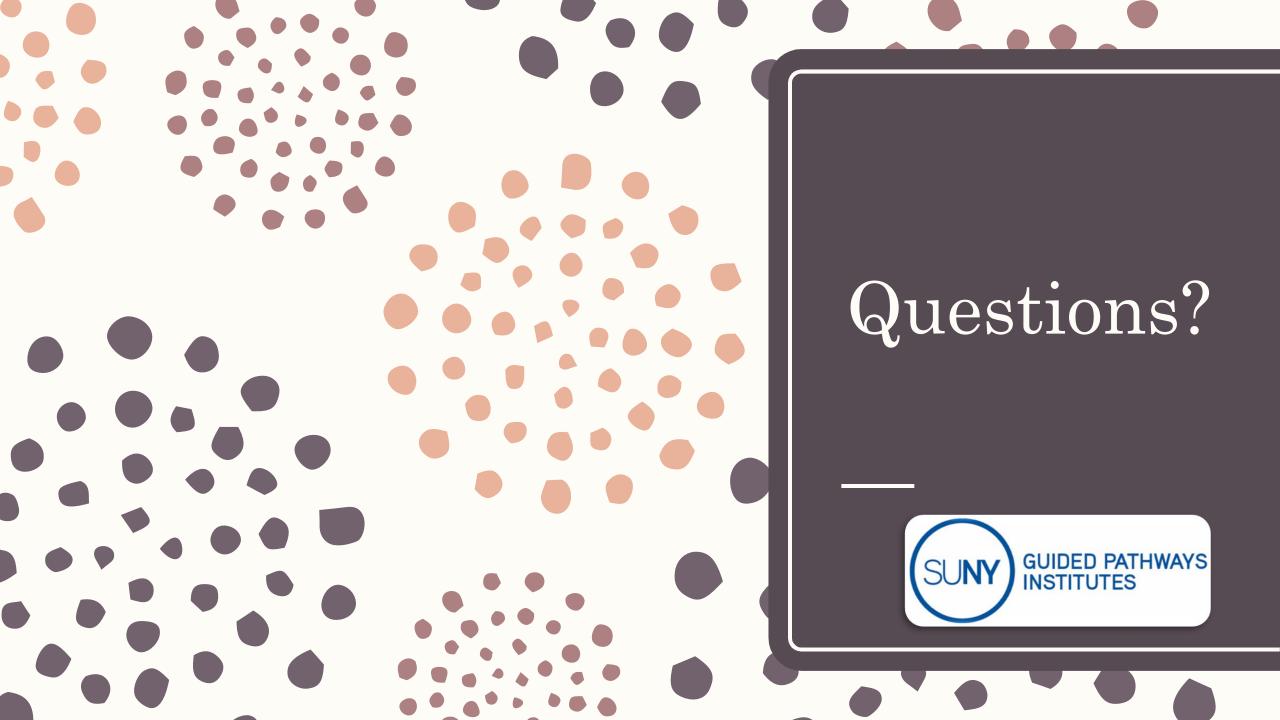


SUNY Guided Pathways

Cohort II

- 5 institutes, October 2019-October 2021
- Webinars focused on discrete facets of the project and on guided pathways implementation elements
- 7 new community colleges, cohort I colleges returning at varying levels
- State coaches assisting teams
- Alumni network will incorporate cohort II





Thank You!

Have more questions?

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