

## Reflective Questions for Coaches and Community Colleges on Evidence-based Coaching for Change

### WHY Change

- What is the college's history with change, and how do we perceive that change may happen in the college's current context?
- What problems is the college trying to solve, and how can evidence-based reforms (such as guided pathways) help the college improve?
- What problems show potential to change, and how can we support the college's change initiative?

### WHAT to Change

- What do the college's data show about the experiences and outcomes of students of color and other underserved groups? (What are the equity gaps, and how can they be addressed?)
- What does the college know about how well students are learning, and how students are benefiting from their learning? (What are the equity gaps, and how can they be addressed?)
- What solutions (adaptive and technical) may lead to improvements in student success for our college? (What are the equity gaps, and how can they be addressed?)

### HOW to Change

- What conditions can we create to promote active engagement in our change initiative?
- How will we know when change is happening, and how will we know when it is positively impacting student success?
- What processes can we use to continuously learn and improve, understanding that change is on-going and evolutionary?