

Demystifying Guided Pathways One: Exploring Ten Commonly Asked Questions about Implementing Pathways




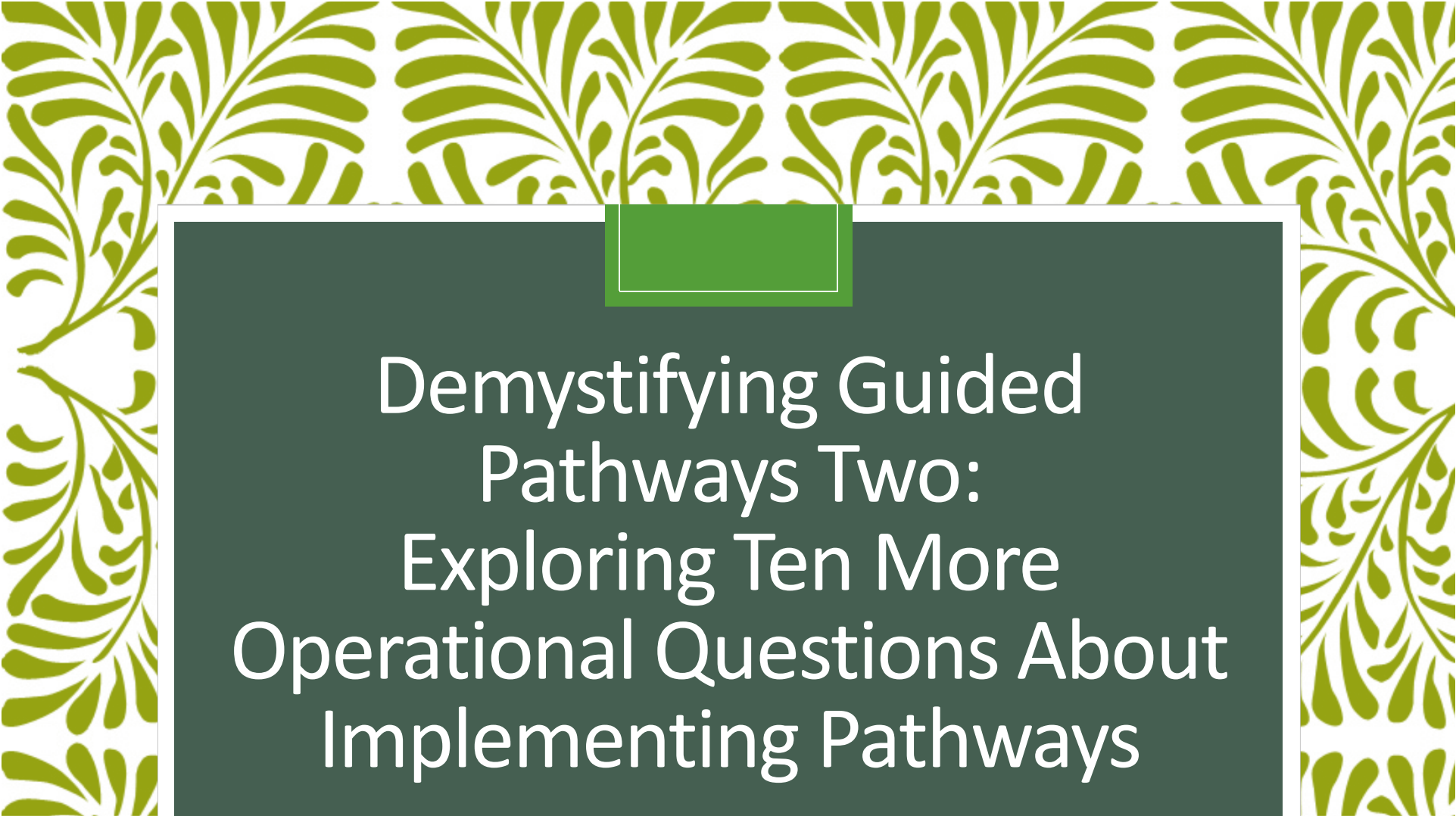
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Demystifying Guided Pathways Paper

- Released November 2015 by NCII
- Companion to excellent CCRC Book
- Available at <http://www.inquiry2improvement.com/publications-resources>
- Designed to address questions NCII, CCRC, JFF, and Public Agenda have heard in hundreds of guided pathways sessions with faculty, student services professionals and administrators
- Not the defining word – just food for thought!





Demystifying Guided Pathways Two: Exploring Ten More Operational Questions About Implementing Pathways



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Mel Brooks' *History of the World Part 2*: I give You These 10...No...20 Questions...

- But wait, are there more?
- Collected questions for a sequel, given my profit margin on the first paper...
- Title - *Guided Pathways Demystified II: Addressing New Questions as the Movement Gains Momentum*
- Explored starting in Aug 2016 in CBD Blog posts
- Paper Released October 2017





What are Practitioners Top Questions about Guided Pathways?



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First 10 FAQs - Redesigning for Completion

- Q1 - Isn't college a meritocracy, where the strong / smart succeed, and the weak / underprepared don't succeed?
- Q2 - Isn't "free choice" the cornerstone of American higher education?
- Q3 – Won't we sacrifice quality when we move to guided pathways?
- Q4 – Won't we lose the heart of a liberal arts education when we make students' journeys more structured?
- Q5 – Won't faculty lose control over what is taught in their discipline?



First 10 FAQs - Redesigning for Completion

- Q6 – Won't we lose enrollment if we decrease swirl with increased structure or by making things mandatory?
- Q7 – Isn't all of this "hand-holding" going to create graduates that can't navigate the workplace / real world?
- Q8 – Don't students benefit when they "find themselves" by what looks like wandering to an observer?
- Q9 – How can students be expected to make career decisions at age 18?
- Q10 – Don't students change careers 4 to 7 times – why then guided pathways?



The Next 10 Questions about Guided Pathways


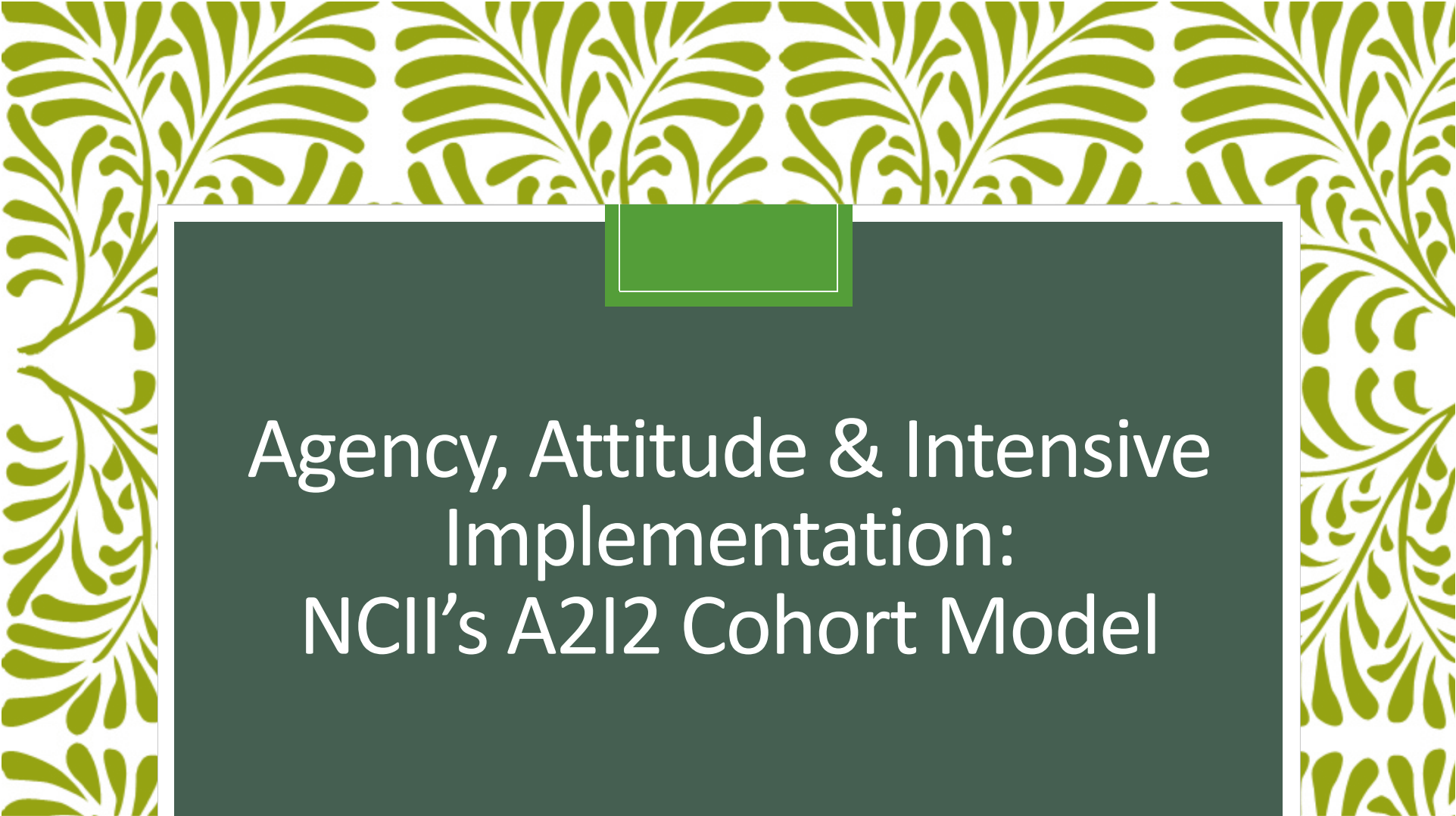
- Q11 - Isn't guided pathways just the next educational fad?
- Q12 -How do we further emphasize equity and inclusion in the pathways approach?
- Q13 - How do we build effective guided pathways for part-time students?
- Q14 - What happens when students are below transferrable English and Math?
- Q15 - What happens if students change their minds? Do they have to start over?



The Next 10 Questions about Guided Pathways

- Q16 - What should the institution do when students fall off their guided pathway?
- Q17 - How does a focus on teaching & learning need to evolve / shift under a guided pathways approach?
- Q18 - Doesn't faculty workload go up under a guided pathways model? Aren't we already overworked enough?
- Q19 - How do we best use technology to keep students on the pathways?
- Q20 - How can we get all the work necessary to plan and execute guided pathways done by (insert date here)?





Agency, Attitude & Intensive Implementation: NCII's A2I2 Cohort Model



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Colleges Have Made Progress...

- State-level and regional projects – if they are available – are useful to colleges: JFF's Student Success Centers, other state-level GP efforts like CAGP Demonstration
- National projects like AACC Pathways also can provide professional development, thought capital and catalytic support
- Colleges have a history of internal improvement efforts with varying degrees of success at scale



But...increasingly colleges are asking for:

- Support customized to their unique college context and improvement trajectory – not off-the-shelf
- Support provided on campus, in the college environment, with a broad range of potential participants
- Support provided by national experts who've been leading this hard, on-the-ground institutional change work for over a decade



Why NCII?

- NCII has worked with over 350 colleges in the past 15 years – both directly serving colleges and on state and national projects such as:
 - ✓ Completion by Design
 - ✓ The Aspen Prize for Community College Excellence
 - ✓ AACC Pathways Project 1.0 and 2.0
 - ✓ JFF'S Student Success Centers – with specific guided pathways & student financial stability support in AR, CA, CT, MI, OH, NJ, NC, NY, OR, TX, VA, WA & WI
 - ✓ California Guided Pathways Demonstration Project
 - ✓ Beyond Financial Aid



Why NCII?

- A belief in customized support – there is no binder, color-coded change model or Staples “easy button” for this design & implementation work
- Ability to leverage a wide range of partners who are recognized as national experts on guided pathways and student financial stability
- Resonance with practitioners – faculty, student services, administrators
- Adaptive throughout the change process



NCII's A2I2 Model Features

- Six on-campus visits over two years
- 2-3 NCII consultants, led by Dr. Rob Johnstone
- Office hours between visits
- Document review
- Key Performance Indicator (KPI) support
- Return-on-Investment modeling
- A2I2 Cohort Webinars
- NCII materials designed to support change process



NCII's A2I2 Model – Key Steps


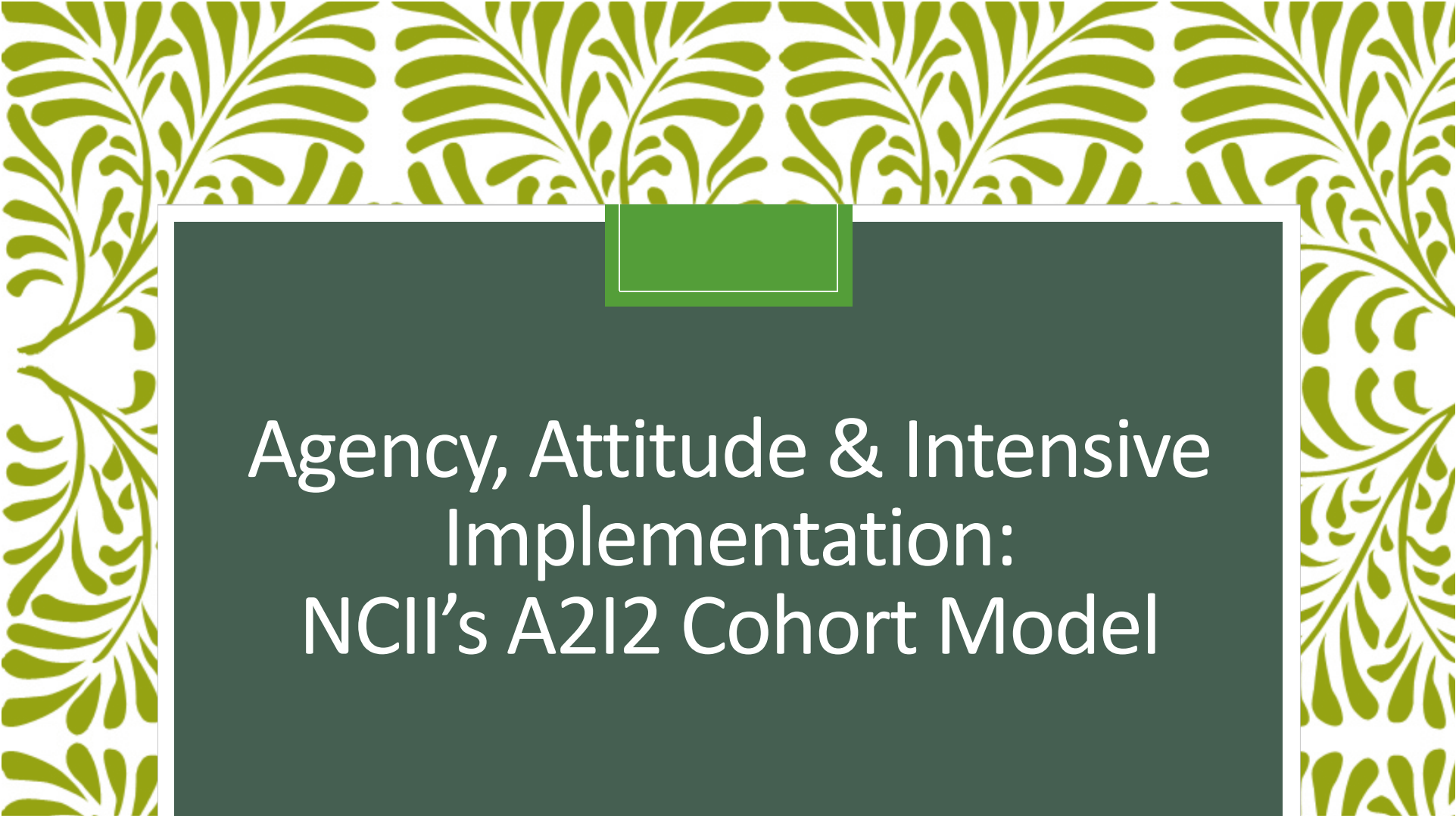
- Making the Case on Campus
- Starting the Next Phase of the College Journey
- Establishing the Foundation
 - ✓ GP & SFS Self-assessments
 - ✓ Visit 2 Interview Day
- Forming and Kicking Off Customized Workgroups
- Supporting Steering Committee & the Progress of Individual Workgroups
- Transitioning to Sustainability & the Path Forward



NCII's Key Consultants

- In addition to NCII VP of Strategy Priya Chaplot, NCII's A2I2 visit teams draw from a pool of the top national experts with deep experience and expertise in guided pathways and student financial stability, including:
 - ✓ Chris Baldwin, Baldwin Consulting; Ed Bowling, GIRC; Davis Jenkins, CCRC; Alison Kadlec, Sova; Melinda Karp, Phase Two Advisory; Paul Markham, Sova; Kay McClenney, AACC; Gretchen Schmidt, AACC; Sarah Zauner, Ada Center
- NCII also utilizes a network of college practitioner experts to provide on-the-ground experience





Agency, Attitude & Intensive Implementation: NCII's A2I2 Cohort Model



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Conclusion

- Economic mobility matters – and it matters most to your FTIC and low-income students
- Guided pathways can be a strong lever for helping more students complete college and enter the workforce and achieve family security, personal growth and professional advancement.
 - ✓ Strengthening the financial stability of students can improve their chances of staying on path and succeeding
- Excitement about the next five years – especially when we tie guided pathways reforms to financial stability (teeing up the next session!).



Find Out More

- **NCII & NCII A2I2 websites:**

www.ncii-improve.com & www.ncii-improve.com/A2I2

- **Dr. Rob Johnstone, Founder & President, NCII**

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