What We’re Learning About Guided Pathways
And applying these lessons to college redesign efforts

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Washington State Spring Student Success Institute
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Spokane, Washington
Agenda

- Our evolving understanding of the guided pathways model
- Educational plans
- Program maps
- Meta-majors
Our Evolving Understanding of the Guided Pathways Model
A National Movement: Colleges Implementing Guided Pathways
What We Are Learning Through State and National Research Projects
Redesign, Starting with the End in Mind

- **Market program paths**
- **Build pathways into high schools and adult education programs**

- **Help students explore options/make full-program plan**
- **Integrate academic support into critical program gateway courses**

- **Clearly map out program paths**
- **Redesign advising/scheduling around maps/plans**
- **Monitor student progress, provide feedback and support as needed**
- **Align program outcomes with requirements for success in career-path employment and further education**

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**CONNECTION**
From interest and application to first enrollment

**ENTRY**
From entry to program choice and entry

**PROGRESS / COMPLETION**
From program entry to completion of program requirements

**ADVANCEMENT**
From completion of credential to career advancement and further education
## Guided Pathways Essential Practices

<table>
<thead>
<tr>
<th>Step</th>
<th>Practice</th>
<th>Details</th>
</tr>
</thead>
</table>
| 1    | Clarify paths to student end goals | - Meta-majors  
- Program maps  
- Career + transfer information  
- Math pathways |
| 2    | Help students get on a path | - Early career/transfer exploration  
- Academic and financial plan  
- Integrated & contextualized academic support |
| 3    | Keep students on path | - Monitoring progress on plan  
- Intrusive support  
- Frequent feedback  
- Predictable scheduling |
| 4    | Ensure students are learning | - Field-specific learning outcomes  
- Active learning throughout  
- Field-relevant experiential learning |
## Guided Pathways Mindset Shifts

<table>
<thead>
<tr>
<th>FROM:</th>
<th>TO:</th>
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<tbody>
<tr>
<td>Transfer vs. CTE, credit vs. non-credit</td>
<td>Career-connected transfer paths or livable-wage job w/ clear degree path</td>
</tr>
<tr>
<td>Full-time vs. part-time</td>
<td>On-plan vs. off-plan</td>
</tr>
<tr>
<td>Job/transfer support for near completers</td>
<td>Career/transfer exploration and planning for <em>all students</em> from the start</td>
</tr>
<tr>
<td>Standardized placement tests</td>
<td>Multiple measures and in-class diagnostic assessment</td>
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<tr>
<td>Pre-requisite remediation</td>
<td>Integrated/contextualized academic support</td>
</tr>
<tr>
<td>Algebra and English comp “gatekeepers”</td>
<td>Critical program courses (including field-appropriate math)</td>
</tr>
<tr>
<td>In-class vs. co-curricular</td>
<td>Program-relevant active/experiential learning</td>
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Idealized Timeline for Implementing Guided Pathways at Scale

1. **Laying the Groundwork**
   - 3+ Years Prior to Pathways
   - Build capacity to collect, report, and use data
   - Develop strategic goals and plan, focused on improving student outcomes
   - Implement at least one major innovation at scale

2. **Building a Sense of Urgency**
   - Year 1
   - Make the case for change
   - Scrutinize current practice from student perspective

3. **Intake and Advising Redesign**
   - Years 2-3
   - Redesign intake to enable students to explore career/academic options and develop full-program plan by end of term 1
   - Pilot integrated and contextualized academic support for program gateway courses
   - Redesign scheduling and advising to support timely student advancement
   - Plan upgrading of business process and IT systems and begin training staff

4. **Improved Scale Implementation**
   - Years 4-5
   - Evaluate and improve pathways implementation
   - Build academic and career communities within meta-majors
   - Extend program pathways into high schools (start with dual enrollment) and adult ed programs

5. **Mapping Program Pathways**
   - Year 2
   - Organize programs into career-focused meta-majors
   - Backward map all programs to jobs and transfer opportunities

6. **Initial Scale Implementation**
   - Year 3
   - Begin scale implementation of new student intake, planning, scheduling, and advising
   - Reorganize learning outcomes assessment around meta-majors and maps
   - Implement IT systems and business processes to support pathways
   - Plan extension of program pathways into high schools and adult ed programs

7. **Ongoing Improvement**
   - Ongoing
   - Institutionalize program review, improvement, and professional development within and across meta-majors
As our research focus has evolved,

What (essential practices)  →  How (change process)

our understanding of guided pathways implementation has become more complex.

Note: Student program pathways should not resemble this figure.
Lessons on Leading College Redesign

- Redesigning colleges on guided pathways model is a big technical challenge, but even bigger cultural one.
- Effective leaders lay the groundwork: a) engage stakeholders across college in examining barriers the college creates to student success, b) develop vision and goals for improving experience for all students; c) empower teams to plan and design innovations at scale.
- Critical importance to implementation of well-managed cross-functional teams.
- Critical importance to redesign of broad engagement in program and student experience mapping (status quo and desired).
- Challenge: creating time and resources for reflection, design, planning, professional development and evaluation.
- Challenge: sustaining and institutionalizing innovation in face of turnover, uncertain policy/fiscal environment; exhaustion.
Educational plans – a core pathways idea
The goal

Every student is helped to build a full-program educational plan by the end of term 1 (or year 1)
What makes a good educational plan?

- Covers entire program (through completion) and is based on the program maps
- Customized for each student to account for:
  - Prior credits (transfer, APA, DE, PLA, etc.)
  - Educational goals and personal interests (electives)
  - Transfer destination and major
  - Timeline to completion
- Contains at least 1 program course in first term, and 3 program courses in year 1
- Includes experiential learning opportunities
- Easily accessible to students, advisors, faculty
- Is regularly updated to reflect any changes to students’ plan
- Tied to scheduling and registration process and locked into student information system
One student said that his educational plan is “something I look up to, something that is motivating me that if you can do this by fall 2017, you’re going to be at UIC [University of Illinois at Chicago].”
Seeing progress towards completion

I find [the pie-chart] really helpful.... Like you’re on the right track. And it gives you a boost, like, ‘Oh I’m almost done. I’m at 60 percent.’”
Reassuring students that they’re on the right track

One student said that, prior to creating an educational plan, she questioned, “Am I on the right path? Am I missing a class? Am I going to forget something?”

...“[The educational plan] really made me feel at ease because I was able to see my next step and not have to worry.”
Another student described how this assurance was also helpful to her parents: “I remember feeling at peace and being able to go home and tell my parents ‘Okay, so here’s the plan.... Don’t freak out, I’ve got this under control.’ They were like, ‘Cool.’”
Program mapping
Elementary Education (K-5)

Transfer Teaching, Elementary Education (K-5)
Associate of Science in Teaching

A day in the life
Elementary education requires patience, creativity and a passion for helping students learn. Teachers are on their feet a lot and spend hours outside the classroom preparing lessons. Few professions are as rewarding.

Three reasons to consider this program:

- Education is critical for the future of individuals.
- Elementary teachers play a vital role in society.
- The field of education offers diverse career opportunities.

Potential Careers:
- Elementary School Teacher
- Early Education Specialist
- Special Education Teacher
- School Administrator

Course Requirements:

1st Fall
- EDU 101 - Intro to Teaching
- ENGL 1010 - Composition I
- MATH 1530 - Introductory Statistics
- SPCH 1010 - Fundamentals of Speech

1st Spring
- EDU 111 - Intro to Education of Exceptional Children
- ENGL 1020 - Composition II
- BIOL 1110 - General Biology I
- ARTH 1030 - Art Appreciation
- MATH 1410 - Number Concepts/Algebra Structures

2nd Fall
- GEOG 2010 - World Regional Geography
- ENGL 2110 - Survey of American Literature I
- HST 2010 - Survey of US History I
- MATH 1420 - Problem Solving Geometry
- GEOL 1040 - Physical Geology

2nd Spring
- EDU 211 - Educational Psychology
- HST 2020 - Survey of US History II
- POLS 1030 - American Government
- MSC 1012 - Introduction to Physical Science

- Humanities Elective

Key Course: program faculty have identified this course as key to your success
Recommended Elective: check catalog for other acceptable courses
This map assumes completion of course prerequisites.
Palm Beach Community College, Florida

**PBSC 15 to FINISH**

**ASSOCIATE IN ARTS DEGREE > CAREER PATHWAY**

**Biological Sciences**

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**Career and Transfer Outlook**

This recommended AA Plan prepares students to continue their career pathway to a bachelor’s degree program at PBSC or another state of Florida public college or university. Since institutional pre-requisites may change, please consult with your PBSC Academic Advisor to ensure all entry requirements are met for the transfer institution and program of your choice (i.e., minimum GPA, limited access, and additional requirements or pre-requisite courses).

Have you spoken with an advisor? Get on track early!

Take courses in the proper order to stay on track to graduate on time.

Course to earn a Micro-credential (i.e., certificate).

Save time & money by finishing in 2 years. Check for scholarships for those who qualify.

Resources: Student Learning Centers, Counseling, both Veterans and Disability Support Services, plus Wellness Centers and more.

palmbeachstate.edu/15toFINISH
Ideal CC Student Pathways

Source: Crosta, 2013.
Actual CC Student Pathways

Source: Crosta, 2013.
Meta-majors
Prince George’s Community College (MD)
Thank you!

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