"WHERE DO WE START?"

**OBJECTIVES:**

- Review the building blocks of Guided Pathways reform from an institutional context
- Present the journey into Guided Pathways undertaken at two institutions
- Contrast how Guided Pathways implementation differs between institutions
- List best practices for launching institution-wide journeys into Guided Pathways
- Describe best practices for engaging broad, institution-wide communities in this work
“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.”

“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.”

GUIDED PATHWAYS FRAMEWORK

- Large-scale transformational change
- Thorough planning
- Consistent implementation
- Ongoing evaluation

The goals are to improve rate of college completion, transfer, and attainment of jobs with value in the labor market – and to achieve equity in those outcomes.
MONROE COMMUNITY COLLEGE’S JOURNEY TO GUIDED PATHWAYS

START WITH A SPARK

Faculty-Led Initiation
- An MCC faculty member went to AAC&U in early 2013
- Attended a presentation by Queensborough CC on their emerging model
**FAN THE FLAMES**

- The faculty member returned and presented the concept
- The academic deans added their support
- This group served as “champions”

**NUTURE THE GRASSROOTS**

- Ideas received and respected by senior leadership
- College-wide conversations
- Over 100 members of the college community actively engaged during this initial research, design, and implementation processes
CAMPUS COLLABORATION

Fall 2013

- An MCC delegation visited Queensborough CC
- MCC hosted a delegation from QCC

ORGANIZE AROUND BOTH IDEAS AND ACTION

College-wide Steering Committee formed
- Chaired by academic deans and a student services leader
- Main committee of 27 people included faculty members representing cross-divisional perspectives
- Multiple implementation subcommittees that included 70 faculty and staff from across the College
- Decision to go full scale
GO TO THE SOURCE

Fall 2015
- Deployed *Redesigning America’s Community Colleges* reading groups
- Both faculty and staff
- Both face-to-face and online options
LEARN FROM THE BEST

February 2016
- Essential Discussions Focused on Guided Pathways
- Nationally-known speakers
  - Tia Brown McNair
  - Thomas Bailey
- Faculty and students were included as panelists

AACC PATHWAYS PROJECT

30 colleges nationwide
- Individualized guidance in building and implementing Guided Pathways
- From meta-majors to project assessment

Pathways Institutes
- Faculty and staff teams pertinent to the Institute theme
- Pre and post-work that engages data
- Short-term action plans
THE LAUNCH

Fall 2016

- All programs of study were grouped into Schools (metamajors)
- All students were part of a School that aligned with their completion goal
- Liberal Arts students
- Students enrolled in developmental education courses
ALIGN THE ORGANIZATIONAL STRUCTURE WITH THE MODEL

- New roles
  - School Specialists
  - Faculty Liaisons
  - Schools Implementation Lead
- Alignment of administrative structure around the Schools
  - Assignment of Deans to Schools
TACKLE THE NEXT STEPS

- Contextualized Electives
- Semester Sequence Expansion
- Faculty Advising Training
- Integrated Advising Model
- Early Alerts
- Non-Cognitive Assessment and Support
- Multi-Measure Placement

THE TRANSFORMATION CONTINUES
“WHEN THE STUDENT IS READY, THE TEACHER WILL APPEAR.”

So, what does ready look like?
Our First Step
MTP: Seamless Transfer/64 Credits

Followed by:

- Achieving the Dream (2014)
- Title III: Pathways to Graduation Project (2015)

The Data Summit Question

Is anyone OK with these numbers?

<table>
<thead>
<tr>
<th>Graduation rates for:</th>
<th>All Students</th>
<th>Black Students</th>
<th>Hispanic Students</th>
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<td>2012</td>
<td>23%</td>
<td>8%</td>
<td>14%</td>
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THE TEACHER: MONROE COMMUNITY COLLEGE

An AACC Conference Presentation by Monroe…

Can we come to visit?
Are you applying for Guided Pathways 2.0?
We’re Ready!
Accepted for Fall 2017 2.0 Cohort

A LIST OF ENGAGEMENT ACTIVITIES

• Academic Affairs and Student Affairs yoked for GP progress
• Academic-Unit Redesigned
• Group readings of “Redesigning America’s Community Colleges”
• ATD Core Team converted to Student Success Council to support G.P.
• Monroe Guru Jess Wilkie imported to address faculty-only Fall Opening session and Open Forums for all College personnel
• College-wide Curriculum Committee template created for anticipated Pathway curricular proposals
• Rob Johnstone featured in Open Forum for faculty, staff and student leaders Fall 2017
• Johnstone’s Demystifying Guided Pathways I & II widely distributed and discussed
Infinite internal discussions
+
Multiple and diverse teams sent to learn from external teachers at AACC, ATD, GP 2.0 Institutes

AND THEN CAME PIF...
BEST PRACTICES

• Read the book
• Read the Johnstone monographs
• Address early fears and rumors
• Share information broadly
• Be strategic in forming teams
• Assess your strengths
• Build your foundational readiness

MORE BEST PRACTICES

• Use your shared governance structure at every level
• Create urgency supported by data
• Seek broad-based engagement
• Strengthen cross-unit collaboration
• Redesign structure as necessary
• Copy, borrow and imitate the good work of others
• Align funding
• Educate and communicate
Be relentless in moving forward fueled by a commitment to equity and to our students’ success.

P.S.
BY THE WAY...PROGRESS TO DATE
THEN...

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AND WE’RE NOT STOPPING HERE!