Leading through Guided Pathways Implementation

Your Role in Supporting Your College’s Destiny

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Transformational Change

Transformational Change For Student Success Depends on:

- Common Cause
- Committed Leadership
- Coordinated Change
Common Cause

Enrolling, retaining & graduating students is a common cause that we all share! Working together to provide both personal and professional growth services programs for students throughout their academic careers will lead to an increase in numbers and greater student success.
Committed Leadership

Collaboration by invitation simply does not work. While developing a collaborative culture may be viewed as a worthwhile goal, in the day-to-day culture of colleges and universities, autonomy almost always trumps collaboration. Unless developing a collaborative culture is clearly articulated as a high priority goal, the necessary structural and cultural shifts are unlikely to occur.

(Cook, Eaker, Ghering & Sells, p. 27, 2007)
The key to a college’s effectiveness is not whether it adopts particular policies or practices, but how well it aligns and manages all of its programs and services to support student success.

(Kanter, 2010)
It’s Time To Change

let’s talk. change
DO YOU NEED COLLEGE?
Student Debt
New Students Enter College Exhibiting Historically Risky Profiles

Snapshot of Community College Students

Education and Business Perception Gap

96% of college academic officers said they are confident in their institution's ability to prepare students for the workforce.

but only 11% of business leaders agree that today's college graduates have the skills and competencies that their business needs.
5 Trends Shaping The Future of Work

- Globalization
- Mobility
- New Behaviors
- Technology
- Millennials / Demography

Source: “The Future of Work: Attract New Talent, Build Better Leaders, and Create a Competitive Organization” by Jacob Morgan
AUTOMATION
The risk of jobs being replaced by automation varies by country

47% of US jobs are at risk from automation, but not all cities have the same job risk
Source: Berger, Frey and Osborne (2015)

Least at risk
- Boston: 38.40%
- Washington D.C.: 38.40%
- Raleigh: 39.70%
- Baltimore: 40.40%
- New York: 40.70%
- Bridgeport: 41.10%
- Toms River: 41.20%
- Richmond: 41.40%
- Minneapolis: 41.40%
- Denver: 41.50%
- San Francisco: 41.70%

Most at risk
- Houston: 45.80%
- Sacramento: 45.90%
- Dayton: 46.00%
- Los Angeles: 47.00%
- Harrisburg: 47.10%
- Oklahoma City: 47.10%
- Grand Rapids: 47.90%
- Reading: 48.40%
- Greensboro: 48.50%
- Las Vegas: 49.10%
- Fresno: 53.80%
REPLACED BY ROBOTS
Jobs with high probabilities of being automated in the near future

- Mail Carrier: 68%
- Jeweler: 68%
- Logging Worker: 79%
- Farm Laborer: 97%
- Drill Press Operator: 94%
- Insurance Underwriter: 99%

SOURCE: CAREER CLUSTER, FREY AND OSBORNE, CITI RESEARCH
IT'S GOOD TO SEE THE SAFETY NET STILL FUNCTIONING.
Chinese Food
You are cordially invited to attend the grand opening of the Kin-Chu Cafe

At 137 South Brand Blvd. on Saturday, June 15
Open 9 A.M.

Real Chinese Food and American Dishes
C. P. Lee, Manager

FREE—CHINESE CANDY TO ALL
REAL CHINESE MUSIC AT 8 P.M.

Chinese and American Dishes Every Day—75c
Business Men's Lunch—45c

A LA CARTE SERVICE—We specialize in catering and arranging special dinners for parties. Phone and we will deliver hot dishes direct to you.

We employ Chinese cooks direct from Shanghai, China.

KIN-CHU CAFE IS THE ONLY PLACE ON THE WEST COAST MAKING AND DELIVERING REAL CHINESE DISHES

Special delivery: Service 11 A.M. to 1 A.M.—Phone Douglas 5276

Tomorrow will be a great day at this opening—but don't forget to give Dad a real treat by taking him out for dinner to the new Kin-Chu Cafe on Sunday!

Fathers' Day
Diners' Club credit card, 1955. The first modern credit cards of the type now commonly used were paper booklets issued by Diners' Club to be used for eating at restaurants. Each booklet bore the credit card holders personal information, the card number, and, inside, a list of the restaurants that accepted the card. Diners' Club issued its first cards in 1951, and was followed by organizations such as Esquire and Duncan Hines.
Electronic cash
Register 1973
Welcome to PizzaNet!

PizzaNet is Pizza Hut's Electronic Storefront and is brought to you by Pizza Hut® and The Santa Cruz Operation®. You may click on the Pizza Hut logo on any page to submit comments regarding PizzaNet to webmaster@PizzaHut.COM.

If you would like to order a pizza to be delivered, please provide the following information:

Name

Street Address
New CC Business Model

- Key to recruitment and retention is offering affordable programs, not cheap courses
- Ensure programs lead to student goals
- **Recruit** students into programs
- **Monitor/support** progress thru programs
- Ensure students master essential skills
- Build regional “talent ecosystems” in fields of regional economic importance
Entire Student Pathway

Connection
From interest to application

Entry
From entry to passing gatekeeper courses

Progress
From program entry to completion of program requirements

Completion
Completion of credential of value for further education and labor market advancement
Guided Pathways College

- Intake redesigned as an on-ramp
- Clear roadmaps to student goals
- Students progress closely tracked
- Learning outcomes assessments aligned across programs

Results:
- Churning
- Early Transfer
- Completion
- Excess Credits
- Time to Degree
- Skill Building
Refining The Student Experience
2009 - Present

Provide education & guidance to every student according to need at every point along a clearly defined pathway from admission to graduation.
Why we are changing?

To help students:

• Strong Start
• Stay on Track
• Finish
• Progress
How are we going to do this?

- Right people
- Right place
- Right things
- Right way
What will the change look like?

- Silos
- Collaboration
- Professional development & career ladders
- Successful students
What will it mean for me? What is my role in this?

- Managers Role
  - Support
  - Opportunity

- Staff Role
  - Participation
  - Proactivity
Defining Your Destiny

• What one change will make the biggest difference in advancing your student success agenda?

• Who has the power to make it happen?
“People who act as leaders, whether they have a title or not, in some measure serve as merchants of hope.”

“They have the ability to focus on what’s right and on overcoming what’s wrong.”
You Don’t Need A **Title** To Be A Leader
by Mark Sanborn

ROI- Not Return On Investment

- Relationships
- Outcomes
- Improvements
\[ P_0 = \text{earnings} \]
\[ P_1 = 997.50 \]
\[ P_2 = 995.50 \]
\[ P_3 = 993.35 \]

Example 62: No

Salary for monthly, and how to calculate the annual salary?

- The annual salary is divided by 12.
- The annual salary is 997.50.
- The annual salary is $997.50.

(Prospective) 

(26 prospective day)

Favorable: 70%
Average Earnings

$1,099,600 with a professional degree

$894,400 with a doctoral degree

$623,300 with a master’s degree

$522,200 with a bachelor’s degree

$382,200 with an associate’s degree

$368,000 with some college

$30,400 with high school degree

$23,400 with some high school
Education is the most powerful weapon which you can use to change the world.

- Nelson Mandela
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