SUNY Guided Pathways Institute #4

Guided Pathways and Professional Development

Building a Campus Structure for Professional Development related to Guided Pathways

SUNY GUIDED PATHWAYS INSTITUTES

TOMPKINS CORTLAND COMMUNITY COLLEGE

EdPros consulting group

Presenters

Katrina Campbell

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- *President, EdPros Consulting Group*
- *Previously Vice President, Strategic Impact, St. Petersburg College*

Session Description

- *To implement Guided Pathways effectively, it's important to have broad engagement across all campus groups and for everyone, regardless of their role on campus, to understand how they can best support the success of students in getting and staying on the path.*

- *To that end, professional development is a critical tool to foster engagement and to move Guided Pathways forward. In this session, you will hear about a variety of ideas for building a campus structure for professional development related to Guided Pathways. And, of course, there will be discussion of how to deal with challenges (e.g., money, time, follow-up).*

Why is PD Important?

- Greatest asset of an educational institution is the people who work there

- Institutions need to invest in their own staff to be successful

- Best ideas will always fail unless staff understand their role and are trained to perform the expected role

Why is PD Important?

- Change is hard for most

- Moving to Guided Pathways is a different way than most have traditionally thought about education

- PD helps staff understand the rationale for Guided Pathways and engages them in the process

Types of Professional Development

- Conference attendance

- Internal trainings and workshops

- Bringing speakers/experts to campus

- Webinars

- Industry Certifications

  - Considerations of each (expertise, preparation, costs, scheduling, follow-up) for what you are trying to achieve
  - Who are the various stakeholders for Guided Pathways, and what are the differences in approach to professional development for each?

College Events & Structures

- Fall Faculty Welcome Back
- All College Day
- Faculty Dinner Conversations
- Lunches introducing guided pathways
- Summer Institutes for program administrators and Faculty
- Student Services discussions and planning sessions
- Campus Pathways Forums
- Advisory Committee Meetings
- Centers for Teaching & Learning
- Faculty Learning Communities

Career Development Facilitator (CDF) Training

- 120 hour train-the-trainer model for advisors

- CDF training introduced an ecosystem that fostered a learning community among staff, faculty, and employers, cultivating internship and employment opportunities alike

- Advisors are equipped with the knowledge and confidence to identify students' career needs and ask students the right questions to assist them with career guidance

- Integrated career exploration into advising sessions

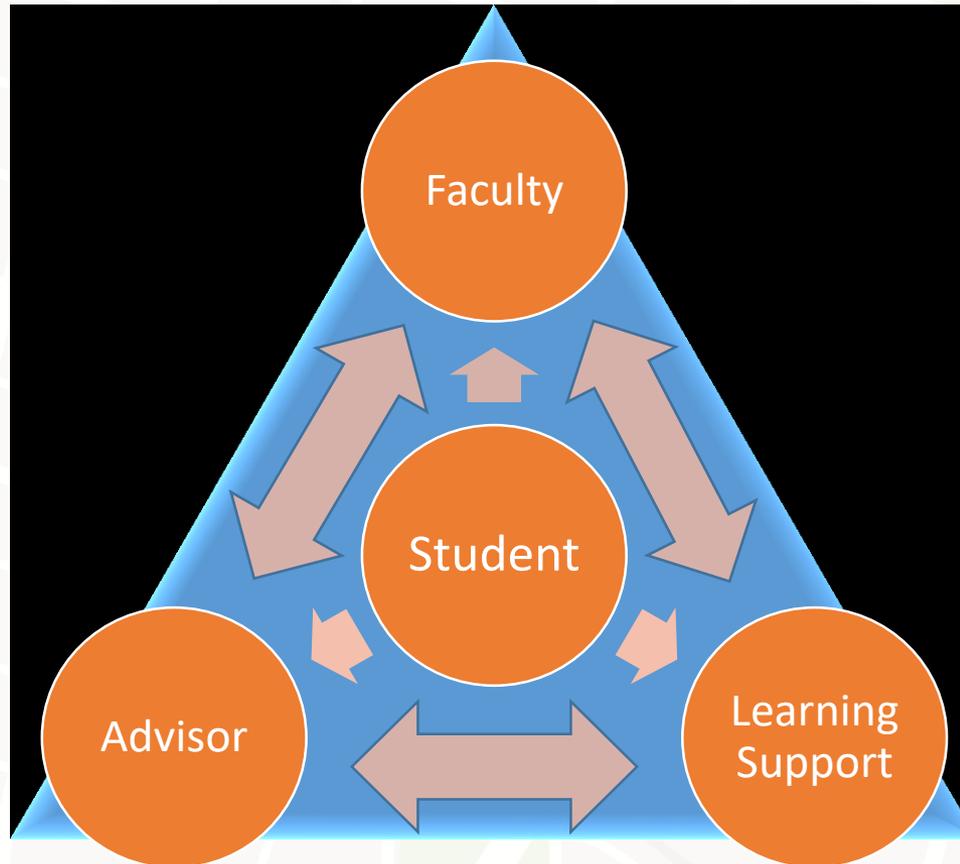https://www.ncda.org/aws/NCDA/pt/sp/facilitator_overview

Leadership Models

Leadership SPC and Delta Academy
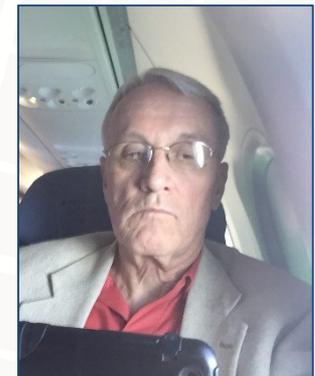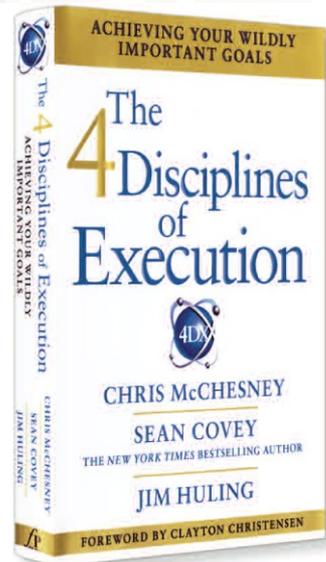
Leadership Models

Triad Leadership Model

Empowering the Front Line

Shared Ownership

http://www.spcollege.edu/collegeexperience/#tab=3

Empowering Front Line Staff

Ryan Marsh, Student Support Advisor, CL New Student Orientation

John Crane, Student Support Advisor, HEC Early Alert/Student Coaching System

Annie McGregor, Student Support Advisor, SE Integrated Career & Academic Advising

Matthew Bodie, Associate Director of Learning Resources, CL Out of Class Support

David Wilburn, Student Support Advisor, TS My Learning Plan

Anamarie Root, Manager, Professional Development, EP Training

http://www.spcollege.edu/collegeexperience/#tab=3

Small Group/Pair Discussion

What Professional Development events have been held (or are being planned) by your campus to support Guided Pathways implementation?

Guided Pathways PD Resources

- AACC Pathways
  - https://www.pathwaysresources.org/
- California Community Colleges Guided Pathways
  - http://cccgp.cccco.edu/library-of-resources
- Community College Resource Center
  - https://ccrc.tc.columbia.edu/our-research.html
- Florida Student Success Center
- https://www.floridacollegesystem.com/student_success_center/guided_pathways.aspx
- National Center for Inquiry and Improvement
  - http://ncii-improve.com/publications/
- SUNY Student Success Center
  - https://nysssc.org/resources/

Other PD Resources

- SUNY resources and support
  - https://cpd.suny.edu/
  - PIF grants
  - Communities of Practice
  - Workplace

- Mini-Grants

- Perkins funding

Questions?