Guided Pathways Implementation and the Connection to Rural Economic Mobility

Dr. Gretchen Schmidt Senior Fellow, NCII Broome Community College October 21, 2021



About NCII

Authentic, large-scale improvement begins with colleges' rethinking how their policies, programs, and services come together to create the optimal student experience.

Focus Areas:

- Guided Pathways
- Student Financial Stability



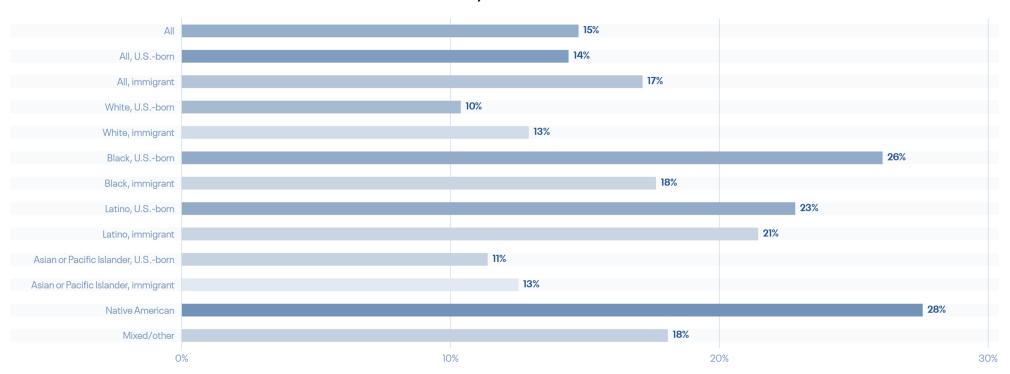
Revisiting the WHY



Poverty by Race

(Data from 2017)

National: Percent people below poverty by race/ethnicity and nativity: 100% of federal poverty line, 2017



The percentage of the population living below the indicated federal poverty threshold based on their family income, size, and composition. The federal poverty threshold in 2017 for a family of four with two children was about \$25,000 per year

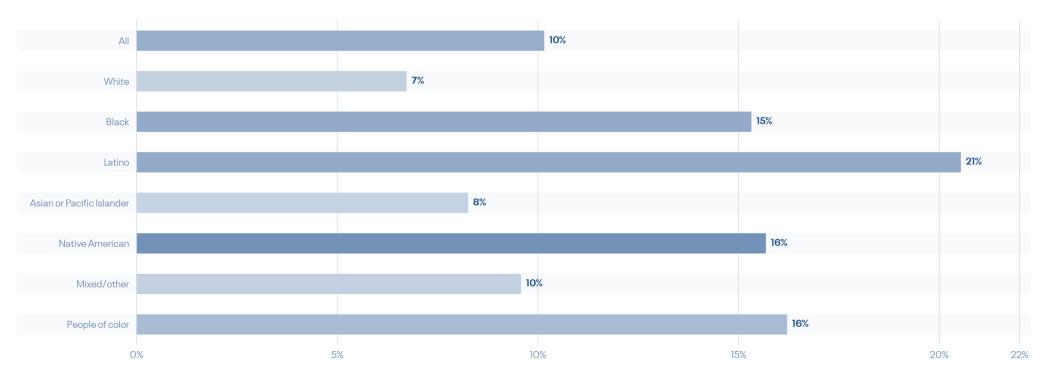
Source: IPUMS, PolicyLink/PERE National Equity Atlas, www.nationalequityatlas.org



Adults Have Been Stranded in Low-Wage Work

(Data from 2017)

National: Percent working poor by race/ethnicity: 200% of federal poverty line, 2017



The percentage of the population living below the indicated federal poverty threshold based on their family income, size, and composition. The federal poverty threshold in 2017 for a family of four with two children was about \$25,000 per year (thus, 200% of the federal poverty threshold was about \$50,000).

Source: IPUMS, PolicyLink/PERE National Equity Atlas, www.nationalequityatlas.org



Many Young Adults Cannot Make Ends Meet

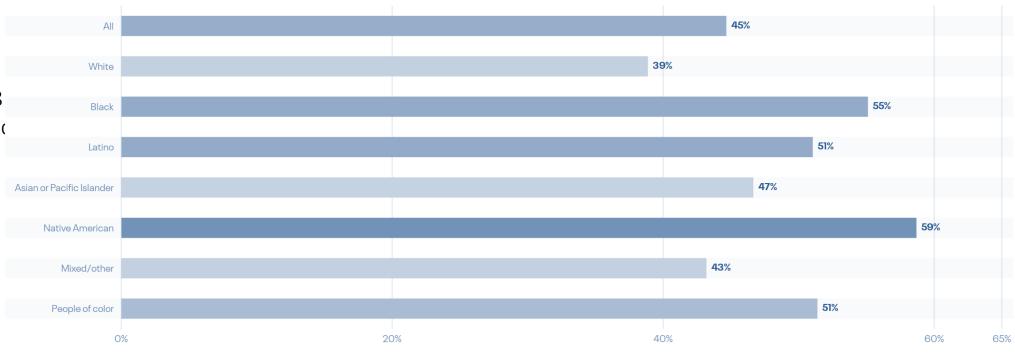
(Data from 2017)

National: Percent of youth (ages 18-24) at or below 200% of the federal poverty level, 2017

4.6 million youth between the ages of 18 and 24 are disconnected from work and school.

(Aspen Institute Forum for Community Solutions, 2018)



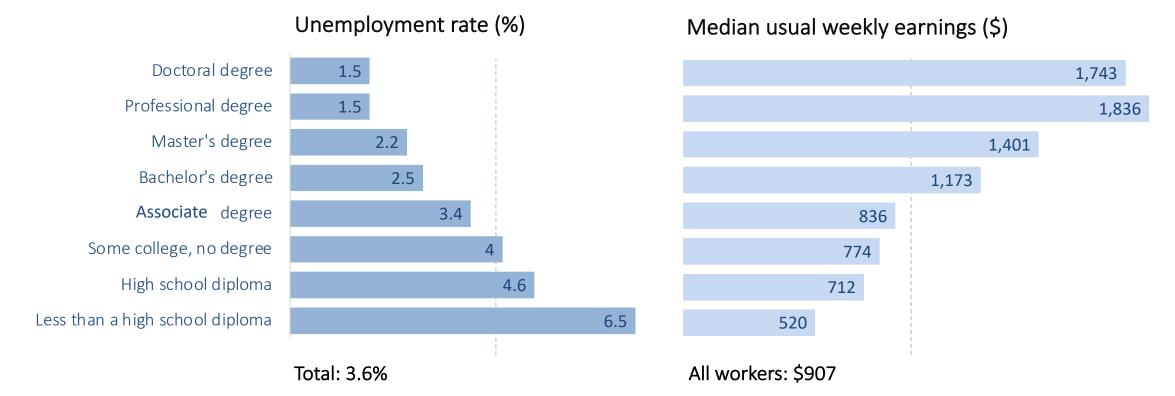


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Higher Education is the Surest Path to Living Wages

Unemployment rates and earnings by educational attainment, 2017



Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers. Source: U.S. Bureau of Labor Statistics, Current Population Survey



The Impact of Family Income on Postsecondary Completion

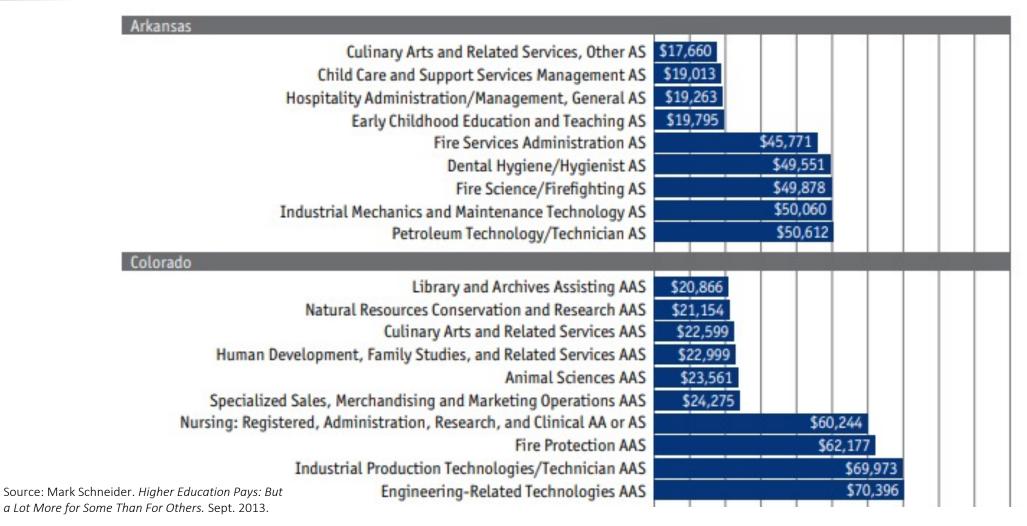
Figure 2: College graduation rates by family income and test scores

	Below-average test scores	Above-average test scores
Richest	30% Complete college	70%
Upper middle	19%	50%
Bottom middle	9%	39%
Poorest	6%	26%

Source: Affluent Students Have an Advantage and the Gap is Widening, December 12, 2012, New York Times based on research from Bowen, W.G., Chingos, M.M., & McPherson, M.S. (2009). Crossing the Finish Line: Completing College at America's Public Universities. Princeton, N.J.: Princeton University Press



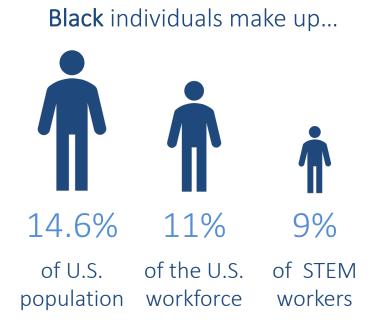
Student Success Includes Post-Graduation Success



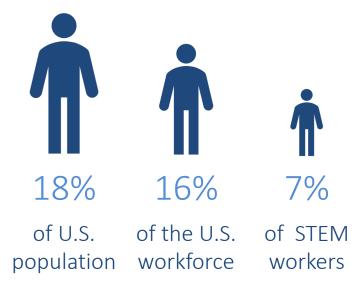


Post-Graduation Success is Inequitable

People of color are underrepresented in STEM majors that lead to high median wages.



Latinx individuals make up...



Source: U.S. Census Bureau, 2017 Report, Pew Research Center



Undergraduate Enrollment Trends by Sector

IPEDS Data, 1996-2019



Select a State/Territory

All

Select an Institution

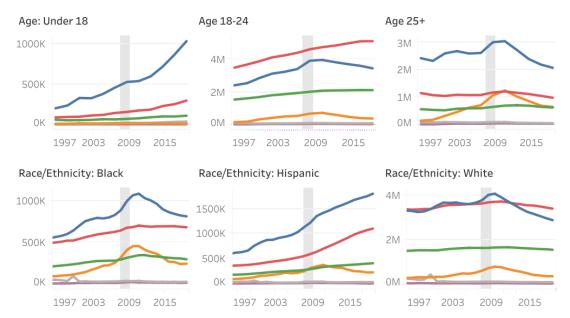
Sector (CCRC Definition)

Community colleges
Public four-years
Other public two-years, less-than...
Private not-for-profit four-years
Other private not-for-profits

Academic Year Headcount Fall Enrollments 12-month unduplicated undergraduates All undergraduates 8M 10M 6M 4M Great Recession 5M 2004 2008 2016 2012 2016 1996 2000 2012 1996 2000 2004 2008

Fall Undergraduate Enrollments

Summary for student age and race/ethnicity



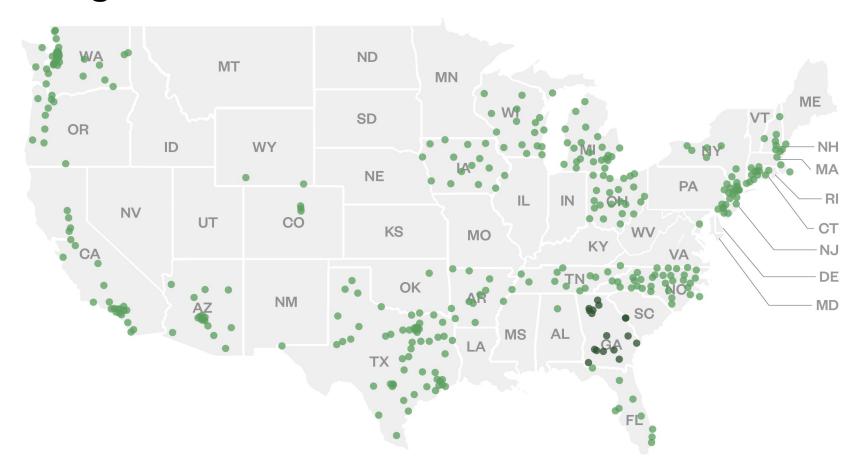


How did we get here?

- Achieving the Dream
 - Over a decade of institutional reform
- Developmental Education Initiative
 - Small pockets of success
- "Get with the Program"
 - Making the connection for students
- Completion by Design
 - Initial investment in structured pathways
- AACC Pathways Project
- Student Success Center Pathways Projects



A National Movement: Colleges in Formal National and State GP Initiatives



- Community colleges implementing guided pathways as part of formal state or national initiatives
- Four-year colleges implementing pathways practices as part of state initiatives

Institutional reform has been.....

Change for small numbers of students

OR

Change for large numbers of students

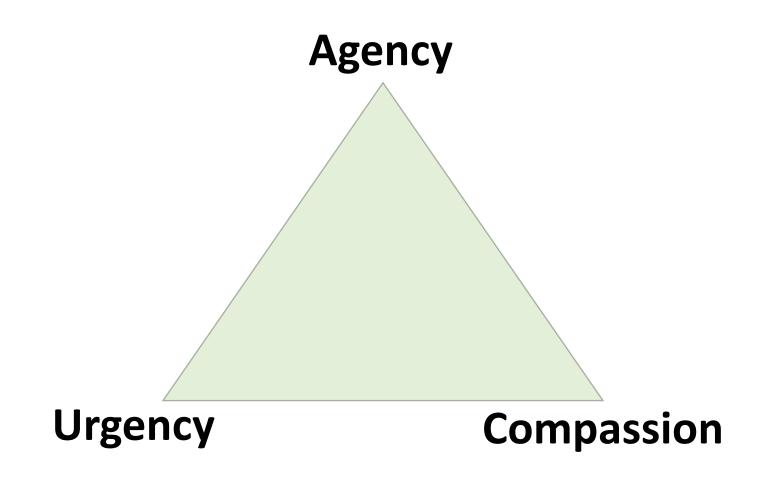


What Pathways Means for Students





Positive Things to Carry Forward from the Pandemic





COVID Challenges for Students and Colleges

- Students will be even less able to afford college so they will expect programs that enable them to achieve goals as quickly and affordably as possible
- Students will want programs that enable them to secure stable jobs in short term and good jobs in longer term—offered in formats/on schedules that work for adults with intense job and family pressures
- Demand for hs dual enrollment offerings that save time and money to earn bachelor's degree in student's field of interest will increase
- Students will face higher levels of stress and anxiety than usual
- Competition from on-line degree completion providers, regional public universities, lessselective privates will intensify
- State funding will likely be cut substantially; colleges will have to break down silos, work collaboratively to respond to challenges

Strategies for Student Success and College Survival Post-Covid

- 1) Program Ensure every student is in high-opportunity program that leads to good job or transfer with junior standing in student's major
- 2) Purpose Help every student explore interests/ strengths and connect with faculty, experienced students, alumni others in fields of interest from the start
- 3) Empower Ensure every student takes a "light the fire" course on topics of interest in term 1
- 4) Plan Help every student (including dual enrollment) develop an educational and financial plan by end of term 1

"The best institutions don't just teach; they empower. They meet students where they are and help them get to where they want to go." -Dr. Jill Biden



Students' early experiences play a critical role in their likelihood of completing.

10-40%

of community college students are lost between application and the first day of classes 50%

of community college students leave higher education by their second year 40%

of community college students nationally complete any credential in 6 years

Loss/Momentum Framework

Completion Connection **Entry Progress COMPLETE ENROLLMENT ENTRY INTO INTEREST COURSE OF THROUGH COURSE OF THROUGH STUDY GATEWAY STUDY** REGISTRATION **THROUGH COURSE THROUGH 75%** TRANSITION TO COMPLETION **OF** LABOR MARKET **CREDENTIAL OR COLLEGE** REQUIREMENTS **TRANSFER** MET Leadership focused on completion and successful student outcomes **Proactive student engagement Technology to support student engagement**

Local and state policies that support student progress



Guided Pathways: Planning, Implementation, Evaluation

Creating guided pathways requires managing and sustaining large-scale transformational change. The work begins with thorough planning, continues through consistent implementation, and depends on ongoing evaluation. Colleges should assess their readiness for intensive, broad-based change before beginning this work.

PLANNING

ESSENTIAL CONDITIONS

Large-scale transformational change requires strong leadership, a commitment to using data, and other key conditions. Make sure these conditions are in place – prepared, mobilized, and adequately resourced – to support the college's pathways effort.

PLANNING/PREPARATION

Understand where you are and prepare for change.

SUSTAINABILITY

Commit to pathways for the long term and make sure they are implemented for all students.

EARLY OUTCOMES

Measure key performance indicators.

IMPLEMENTATION

CLARIFY THE PATHS

Map all programs to transfer and career. Include features that clarify paths, such as detailed outcomes, course sequences, and progress milestones.

HELP STUDENTS GET ON A PATH

Require supports that help students get the best start, including first-year experiences and integrated academic support.

HELP STUDENTS STAY ON THEIR PATH

Keep students on track with supports such as intrusive advising and systems for tracking progress.

ENSURE STUDENTS ARE LEARNING

Use practices that assess and enrich student learning, including program-specific learning outcomes and applied learning experiences.

Revisit conditions, sustainability, and implementation. Continuously improve pathways by building on elements that work and adjusting or discarding elements that are not serving all students well.

EVALUATION

The Pathways Project is led by the American Association of Community Colleges in partnership with Achieving the Dream (ATD), The Aspen Institute, Center for Community College Student Engagement (CCCSE), Community College Research Center (CCRC), Jobs for the Future (JFF), The National Center for Inquiry and Improvement (NCII), and Public Agenda. It is funded with support from the Bill & Melinda Gates Foundation.

Guided Pathways College: Redesigned for Access and Success

- 1. Clarify paths to student end goals by ensuring that every program prepares students for good jobs and further education needed for career advancement
- 2. Help students get on a path by helping all students actively explore options and interests, become part of an academic and career community, and develop a full program completion plan
- 3. Keep students on path by scheduling classes and monitoring student progress based on students' plans to ensure timely and affordable program completion
- 4. Ensure students are learning by strengthening active and experiential learning across programs to ensure students have know-how (including soft skills) required for good jobs and further education



Guided Pathways Mindset Shifts

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

Guided Pathways Cultural Shifts

FROM:	TO:
Are students college- ready?	Are colleges student-ready?
Sanctioned wandering	Purposeful direction
Institutional siloes	Cross-functional teams
Discrete strategies/ boutique programs	Evidence-based practices integrated into coherent student experiences at scale
Support services optional/ by referral	Integrated/contextualized academic support
Teaching classes faculty want to teach when they want to teach them	Teaching classes students need to take when they need to take them
Equity as sidebar	Equity as design principle

Keeping Students in the Center

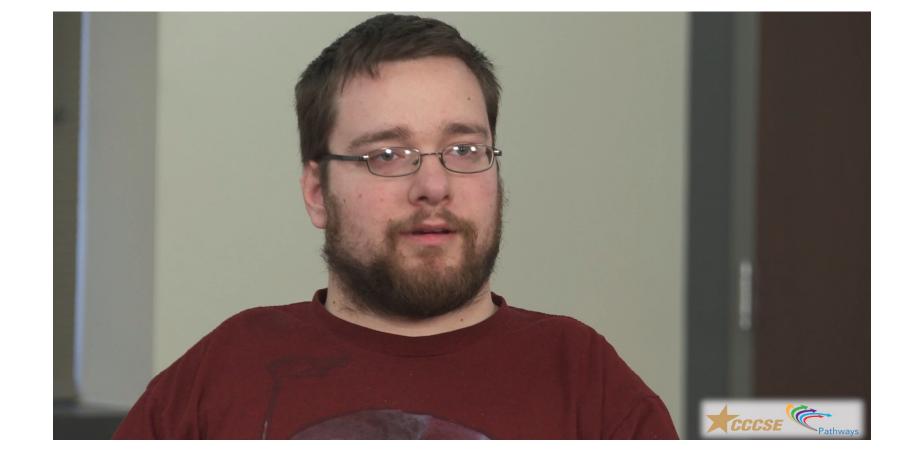




Pathways to What? For Whom?

- A more integrated approach to pathways implementation
- Focusing on post-graduation success, including bachelor's degrees attainment and jobs with a living wage
- Conducting an examination of an institution's program enrollment and completion data with a focus on equity
- Aligning programs with living wage jobs in the region
- Leading difficult conversations about programs that do not lead to a living wage and the implications
- Fostering a more regionalized approach to pathway implementation community college as the intermediary with K12, universities, employers, workforce agencies and CBOs at the table





The Benefits of Having an Academic Plan from the Student Perspective





Associate in Arts

Complete your first two years of college at IRSC, and you're guaranteed the right to transfer as a junior to a Bachelor's Degree program at a Florida public university—or continue in a Bachelor's Degree program at IRSC.



Bachelor's of Science

Increase your earning power, and build on your Associate Degree with more than twenty 2+2 Bachelor's Degree options at IRSC.



A / Programs / Biology

Biologists positively impact the future with rewarding careers in biotechnology, medicine, veterinary, pharmaceuticals, environmental science or research. They study living organisms to advance our understanding of life processes and our ability to solve human health problems by researching the origin, relationship, development, anatomy and functions of plant and animal life.



Once You Complete the Program

Students seeking A.A. degrees go on to complete a Bachelor's Degree in Biology or Secondary Biology Education at IRSC or a university, and then seek employment as a high school teacher or in a government, public or private laboratory.



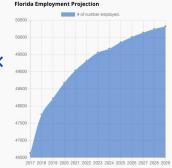


Where Can I Work? · Charter Schools Usa, Inc.

· Academics Ltd · Ef Education First, Inc.

VIPKID

- · Volusia County School District
- · Teach For America, Inc.



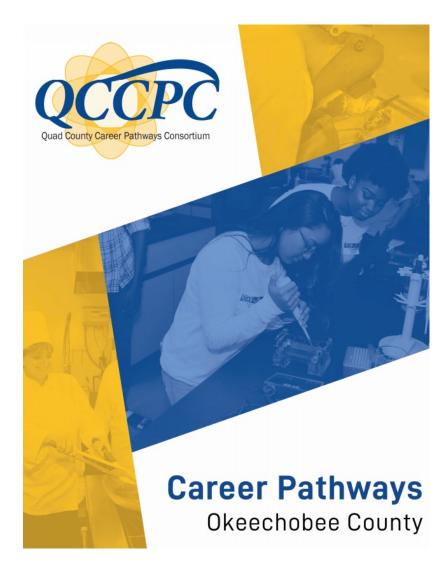
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How Much Can I Earn?

\$52,018.28/yr

Secondary School Teachers

· Pinellas County School Board · Quantum Corporation · Care.com, Inc. · Hillsborough County School District



Get Started on Your Pathway



Explore Career Clusters

Career Clusters are groups of similar occupations and industries. They were developed by the U.S. Department of Education as a way to organize career planning. The sixteen Career Clusters are explained on the pages that follow.

Once you have identified the Career Clusters that interest you, review the offerings at your high school to determine the Career Pathways Academy to pursue.

2 Enter a Career Pathways Academy

Career Pathways students benefit from a clear path to their future and are able to meet graduation requirements, earn college credits and industry certifications, and gain valuable knowledge—making them college and career ready before they leave high school.

To get started in a Career Pathways Academy, high school students should contact the counselor at their school.



3 Advance Your Education and Earnings Potential at IRSC

Every student who successfully completes a Career Pathways Academy will earn college or clock-hour credit at Indian River State College. Follow these steps:

- Contact your high school counselor to enroll in your Career Pathways Academy of interest.
- Complete your high school Career Pathways Academy.
- 3. Complete all IRSC Admission requirements.
 - a. Complete an Application for Admission.
 - Request your transcripts from your high school, and have them sent to the IRSC Office of Student Records.
 - c. Apply for financial aid.
 - d. Complete New Student Orientation.
- Meet with your IRSC advisor to indicate completion of a Career Pathways Academy.
- If courses align with your program objective goal, credit will be verified and applied to your degree or certificate based on your IRSC Academic Plan/Guided Pathway.

Your eligibility for Career Pathways credit is valid for 36 months following your high school graduation date.



Health Science

Planning, managing and providing therapeutic services, diagnostic services, health informatics, support services, and biotechnology research and development.

Pathways:

- · Therapeutic Sen
- Support Service
- Diagnostic Services
 - Services Biotechnology Resea



TRSC

You've Earned College Credit— Now Get Your Degree!

Academy completers have a head start in completing their college studies—100% will receive IRSC credit. If you have interest in the Health Science Career Cluster, consider IRSC programs in the <u>Health Science Meta Major</u>.

Career Pathways Academies

Okeechobee County High School

Nursing Assistant Academy

(Completers earn up to 307 Career Pathways clock hours at IRSC, plus up to 12 additional IRSC General Education credits.)

Electrocardiography (EKG) Technician Academy

(Completers earn up to 182 Career Pathways clock hours at IRSC, plus up to 12 additional IRSC General Education credits.)







Associate in Arts (A.A.) Tracks

- · Biology (General)
- Biology Preprofessional
- Biotechnology
- Chemistry
 Health Science

Associate in Science (A.S.) Programs

- Dental Assisting Technology and Management
- Dental Hygiene
- Emergency Medical Services
- Health Information Technology
- · Health Services Management
- Medical Laboratory Technology
- · Nursing-R.N.
- · Physical Therapist Assistant
- · Radiography
- · Respiratory Care

Bachelor of Science (B.S.) Programs

Biology • Healthcare Management

Nursing

Certificate and Career Training Programs

- Emergency Medical Technician
 Applied Technology
 Diploma
- Medical Administrative Specialist— Quick Job Training
- Medical Assisting—
 Quick Job Training
- Nursing Assistant— Quick Job Training

- Paramedic
- Pharmacy Technician—
 Quick Job Training
- Phlebotomy—
 Quick Job Training
- Practical Nursing— Quick Job Training
- Surgical Technology— Quick Job Training

IRSC graduates get great jobs! What they say:

"I love caring for critically ill patients and their families in their time of need. I feel honored with the trust my patients place in me to care for them at their most vulnerable time. I also was attracted to the career because of the stability and ability to move anywhere and still be employable."

Ayla Messier, B.S.N., R.N.
Cleveland Clinic Martin Health
B.S. Degree in Nursing





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