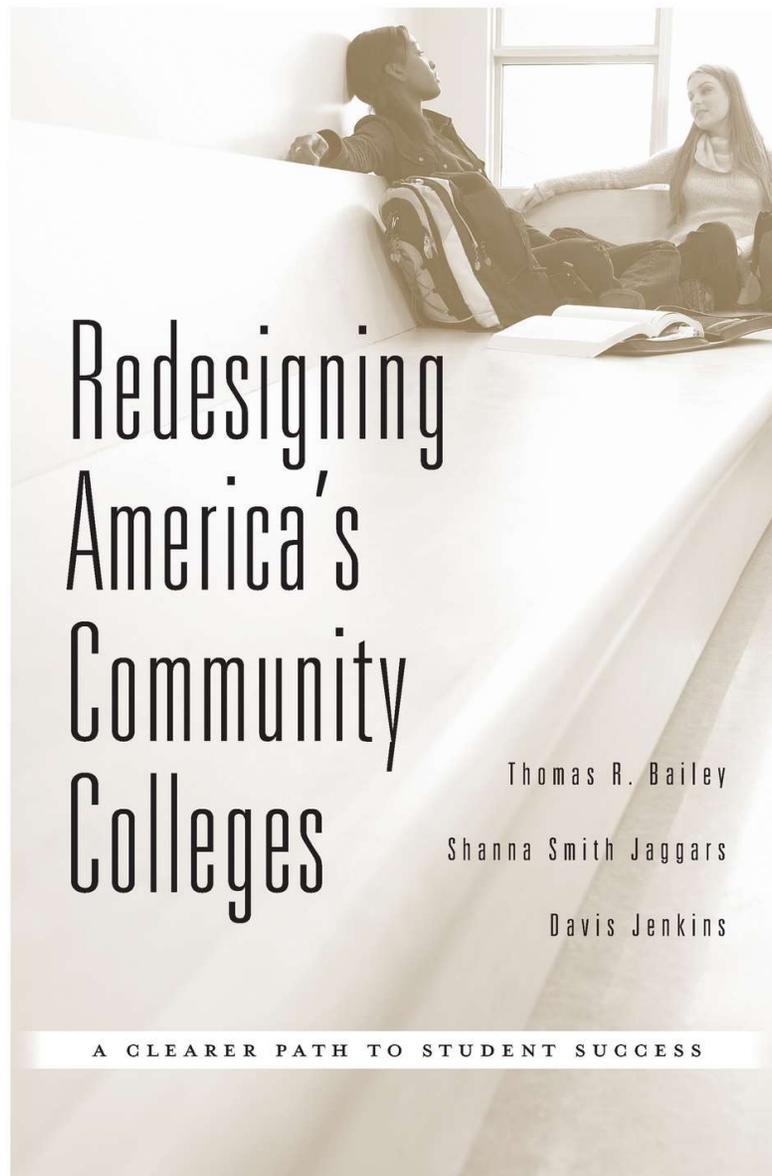


Redesigning College for Student Success: Using the Scale of Adoption Assessment for Planning and Improvement

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Guided Pathways Practice Areas

1. Mapping Pathways to Student End Goals
2. Helping Students Choose and Enter a Path
3. Keeping Students on their Path
4. Ensuring that Students are Learning



Redesigning America's Community Colleges

Thomas R. Bailey

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A CLEARER PATH TO STUDENT SUCCESS

Purpose of the SOAA

- For colleges:
 - To reflect on current practices and how current reforms and efforts align with the guided pathways framework and can address equity gaps in student outcomes
 - To assess college-wide understanding of pathways practices
 - To develop a plan for next steps and implementation at scale
 - To learn from other colleges
- For the New Jersey SSC:
 - To gather information about colleges activities, practices, & challenges
 - To design coaching, workshops, and technical assistance activities
 - To track colleges' progress over time; re-assess college needs and challenges

SOAA: A Six-Step Process

1. Individuals review the SOAA
2. College leadership team completes the SOAA
3. Colleges engage in follow-up interviews with NJ SSC
4. NJ SSC synthesizes and summarizes the data from the SOAA assessment and call
5. NJ SSC reports back findings from the SOAA to the colleges
6. NJ SSC uses findings to design coaching, workshops, and technical assistance activities to support scale implementation

Who should be involved in completing the SOAA?

- New or existing cross-functional, college-wide leadership team including the following recommended participants:
 - Chief academic officer
 - Chief student affairs officer
 - Chief diversity officer
 - Deans (Career/Technical and Transfer/Arts & Sciences)
 - Faculty (Career/Technical, Transfer/Arts & Sciences, and dev ed)
 - Director of Advising and advisors/success coaches/counselors
 - Registrar
 - Information Technology representative
 - Institutional Research representative
 - Financial Aid representative
 - Others?

What is the recommended process for completing the SOAA?

- Prior to leadership team meeting:
 - Survey additional college stakeholders for input on the SOAA, specifically column 2 and 3 (scale and progress to date)
 - Leadership team members individually review the SOAA, add notes to column 3 related to her/his area/department, select rating (column 2)
- At leadership team meeting:
 - Review the essential practices
 - Discuss progress to date (column 3), drawing on feedback from extended stakeholder group
 - Come to consensus on current scaling status
 - Develop a preliminary timeline for next steps, getting to initial scale implementation
- Plan for 2-3 hours to complete the SOAA

How to decide your college's scaling status

Scaling Status	Official Definition	Description
Not occurring	College is currently not following, or planning to follow, this practice	College is either <u>not currently planning</u> to implement a practice, <u>but may in the future</u> ; or has <u>no plans to implement</u> the practice.
Not systematic	Practice is incomplete, inconsistent, informal, and/or optional	For any number of reasons, practice currently <u>affects, happens for, happens to, or is accessible to some, but not all students</u> (e.g. it's optional, informal, inconsistent, etc.)
Planning to Scale	College has made plans to implement the practice at scale and has started to put these plans into practice	College, with support of leadership, faculty, etc. has <u>committed to implementing the practice</u> and has a <u>plan and timeline</u> for implementation.
Scaling in Progress	Implementation of the practice is in progress for all students	College has piloted or tested the practice (not required for all practices), and is currently scaling it for all students, with a timeline for being at scale (currently at around 50%)
At Scale	Practice is implemented at scale—that is, for all students in all programs of study	Practice is in place for all <u>entering</u> students in a given semester.

What types of information should you consider when completing the SOAA?

START HERE	STEP 3	STEP 2	STEP 4
<u>Column 1:</u> Guided Pathways Essential Practices	<u>Column 2:</u> Scale of Adoption at our College	<u>Column 3:</u> Progress to Date Implementing Practice	<u>Column 4:</u> Next Steps, Timeline for Planning & Implementation
<ul style="list-style-type: none"> • Read through all 19 Guided Pathways “essential practices” by practice area (e.g. Mapping pathways to student end goals, etc.). • These are idealized statements of guided pathways practices; what a practice would look like at scale. 	<ul style="list-style-type: none"> • Based on what your team wrote in Column 3, what is your current scaling status? • (Review the SOAA scale on page 1) • Remember, this tool is for improvement and planning purposes – you’ll be doing this again in a year or so! 	<ul style="list-style-type: none"> • What is the college currently doing related to the essential practice? • What current efforts/reforms/practices relate to the GP practices and how? • Which students are currently affected by the practice? • Who (people or depts.) within the college is currently doing this practice? 	<ul style="list-style-type: none"> • If a practice is “not systematic” or “not occurring,” what will it take to move into planning? • Who from the college should be involved in the planning and design of the practice? • Who is the lead? • Which external partners (e.g., universities, HS, employers) should be engaged in the planning, design, and implementation? • What resources and support does the college need to move this practice forward? • Lay out a preliminary timeline.

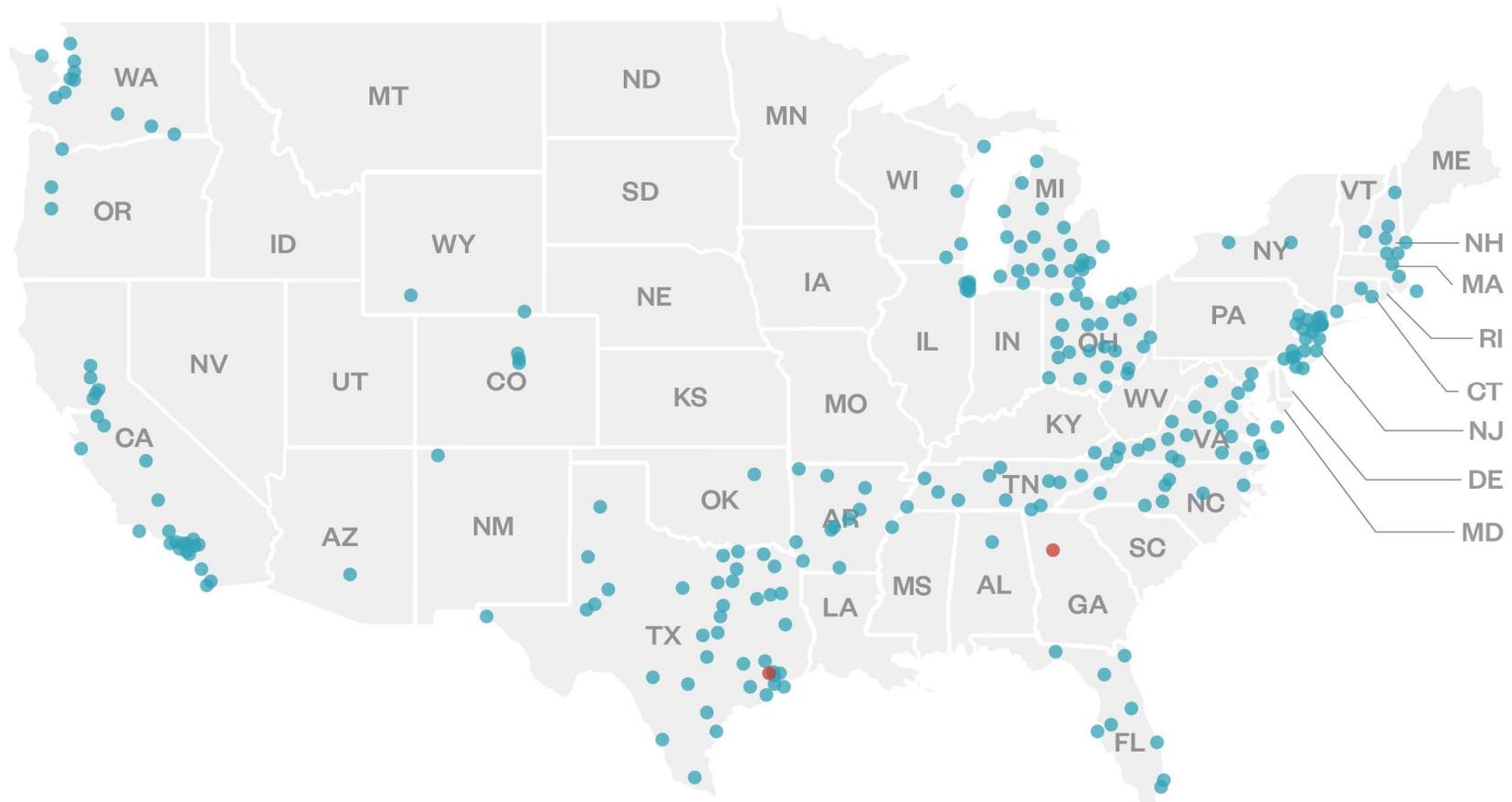
Follow-up interviews with college teams

- To review college's progress to date implementing the guided pathways essential practices, next steps, and timeline
- To learn about colleges' processes to implement reforms to address equity gaps
- To answer questions about the practices, discuss any challenges
- To determine what assistance the college requires

Who should be included in the interview?

- 2-3 members of the leadership team that completed the SOAA
- Interview is 2 hours
- Interview will be led by NJ SSC staff
- Interviews will be conducted after submission of the SOAA

A National Movement: Colleges Implementing Guided Pathways



Institution Type

● Community College

● University

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Questions?

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Thank you!

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