



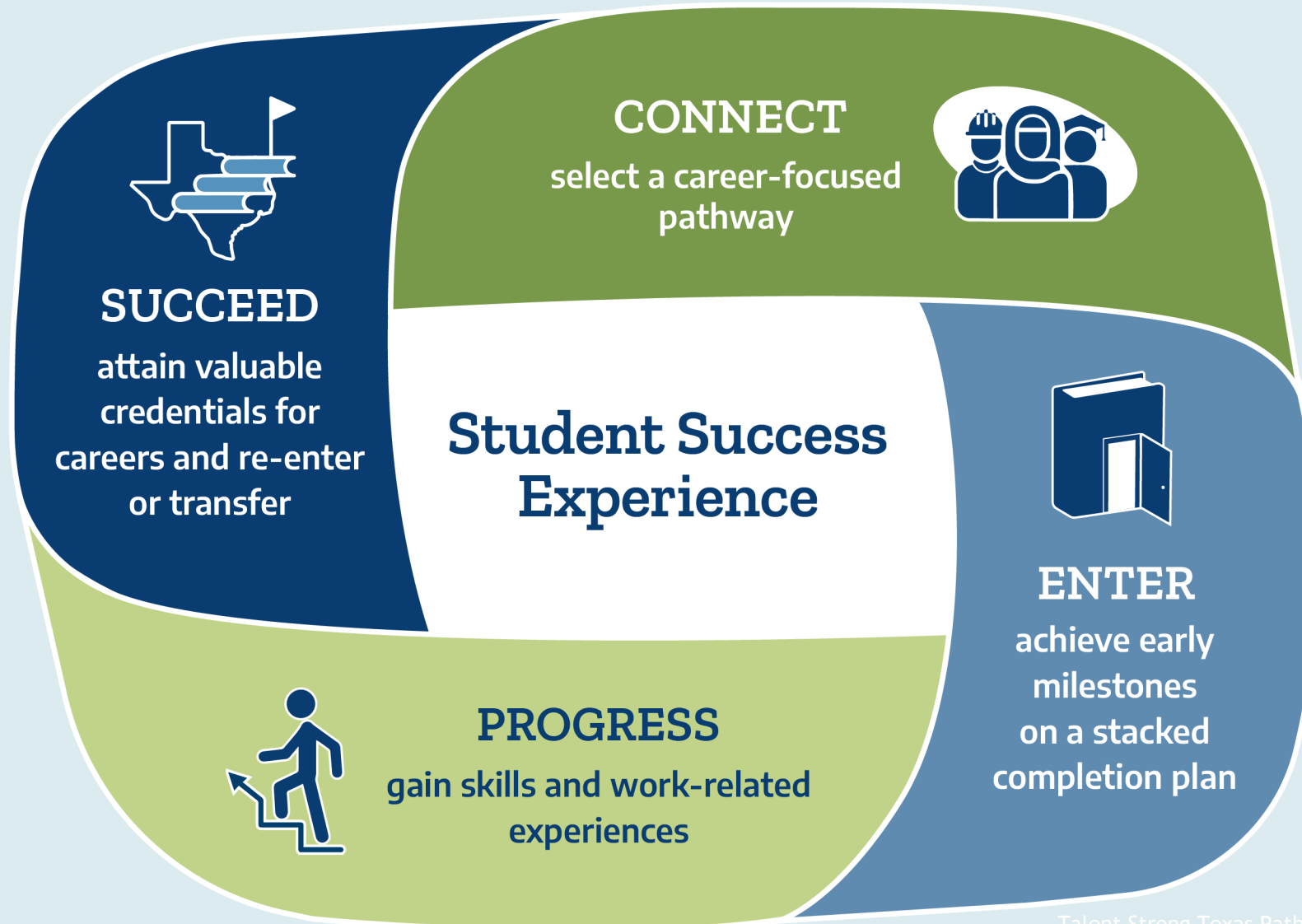
Building for Completion

Lenore P. Rodicio, Ph.D. | Texas Pathways Institute | April 14, 2023



Design Components

Talent Strong Texas Pathways Framework



Success

Accomplishment and
Self-Fulfillment Needs
Students' Career Goals
Socio-Economic Mobility

Belonging
& Wellness

Psychological,
Basic & Safety Needs

The background features a complex, abstract pattern of thin, curved lines in shades of grey and black, creating a sense of depth and movement. A solid blue horizontal banner is positioned across the middle of the image, containing the text 'Design Principles'. To the right of the banner, there is a solid light green square.

Design Principles



**Leadership
and Vision**



Strong Programs



Advising



Partnerships

Leadership and Vision



- Completion agenda is aligned to access and post-graduation agenda in transfer and workforce.
- Completion strategies (distinct from enrollment ones) are embedded within the institution's top priorities
- President and senior team adopt concrete goals and specific priority strategies for improving overall and equity in completion outcomes.
- Leaders adopt limited set of leading/lagging indicators, assess progress, and change institutional strategies.
- Board formally adopts completion goals and regularly assesses progress using leading/ lagging indicators.

Strong Programs



- Clear program maps are in place for all programs
- Detailed program plan is in place for each student
- Programs include course sequences, learning goals, and co-curricular activities that reflect disciplinary priorities and prepare students for transfer/entry into the workforce
- Applied learning opportunities are embedded and inevitable
- Best practice strategies and supports are in place to get students to and through gateway courses
- Modalities fit student needs and likely success
- Micro-credentials, certifications, and other stackable credentials are aligned to programs that lead to post-completion success
- Annual program review processes are in place to review student program outcomes

Advising



- Advising begins with the end in mind—post-grad success
- Students have mandatory/inescapable touchpoints
- Caseload advising (or equivalent) is the default approach to advisement
- College infrastructure supports effective sharing of information about student needs and responsibility for supporting students among faculty, advisors, other staff
- Comprehensive student supports are in place to address nonacademic needs, including mental health and well-being
- Programs are designed to support students of color and low-income students and meet the needs of all students in those populations

Partnerships

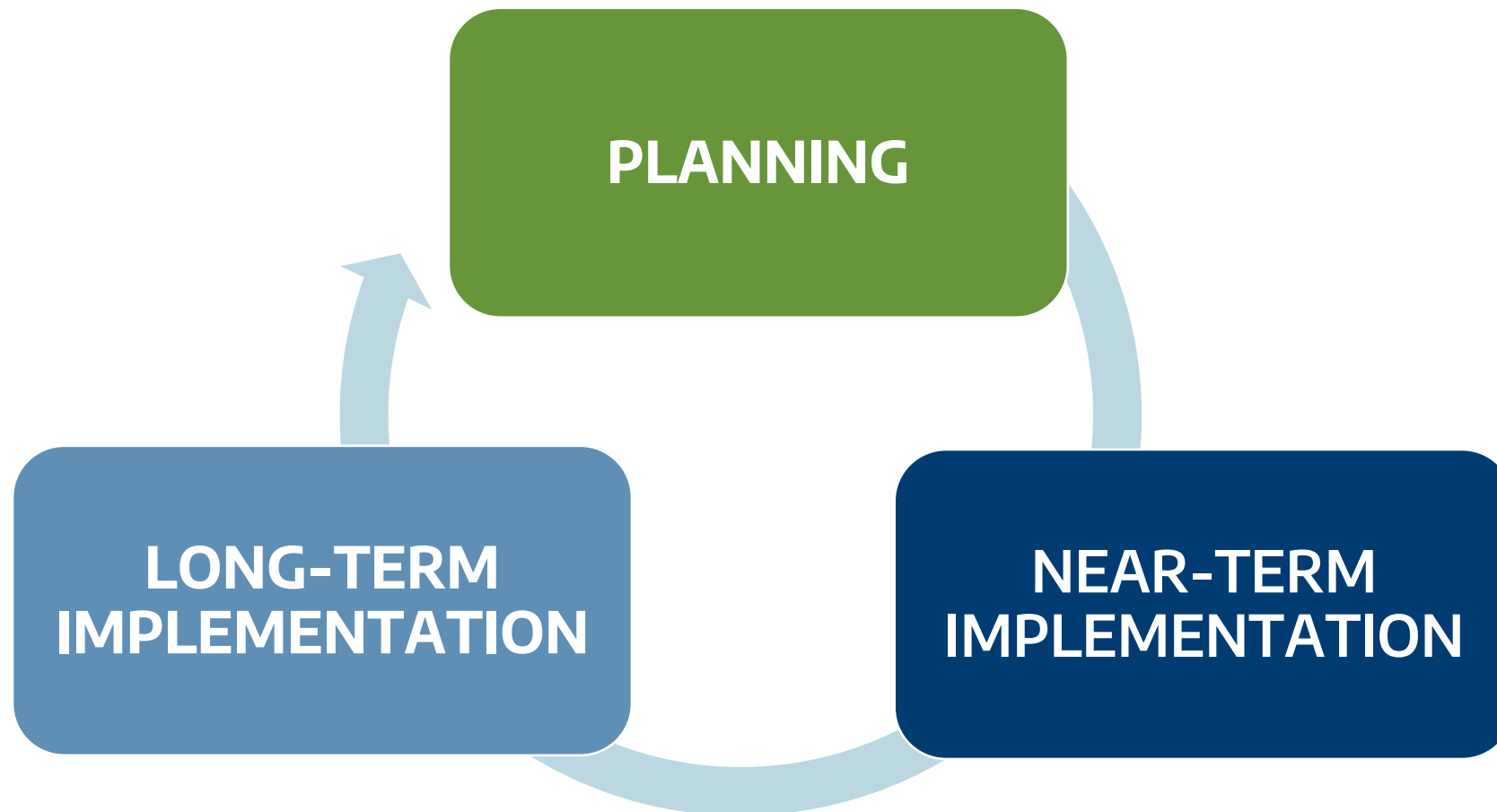


- Connection to robust nonacademic supports (CBOs)
- Program maps that run to major transfer partners by program of study
- Program pathways built with input from employer partners
- Advising that begins in high school (dual enrollment, early college) and includes university and employer advisement
- Colleges should be anchors for revitalizing communities

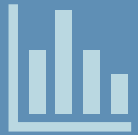
A detailed architectural wireframe drawing of several skyscrapers, showing the intricate grid of windows and structural elements. The drawing is rendered in black lines on a light gray background, creating a sense of depth and complexity. A dark blue horizontal band is overlaid across the middle of the image, containing the title text. To the right of the blue band, there is a solid light green square.

From Design to Implementation

Phases of Implementation



Why is the Planning Phase so Critical?



Analyze disaggregated student data



Identify common themes



Develop near- and long-term strategies

Communication is Your Most Critical Role

Need

Urgency

Common
purpose



The key to implementation:

Focus on learning, improving, and sustaining from day one



Institutionalizing, Sustaining & Scaling

**Transformative
change**

**Inclusive
involvement**

**Data-driven
decision
making**

**Action/results
orientation**

**Flexible,
inclusive team
structure**

**Resource
allocation**

**Capitalize on
partnerships**

**Consistent
communication**

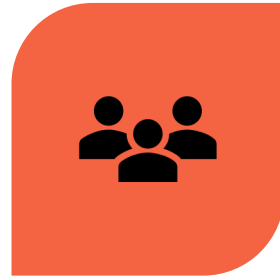
Transformational Leadership to Sustain Pathways



COMMUNICATE



INVEST,
ALLOCATE, AND
REALLOCATE



ENGAGE
STAKEHOLDERS



PRIORITIZE AND
SET TARGETS



EXERCISE
ACCOUNTABILITY

The background features a dark grey field filled with numerous question marks of varying sizes and depths, creating a sense of depth and focus. A solid blue horizontal bar spans across the middle of the image. On the right side of this bar, the word "Questions?" is written in a clean, white, sans-serif font. To the right of the blue bar, there is a solid light green square.

Questions?