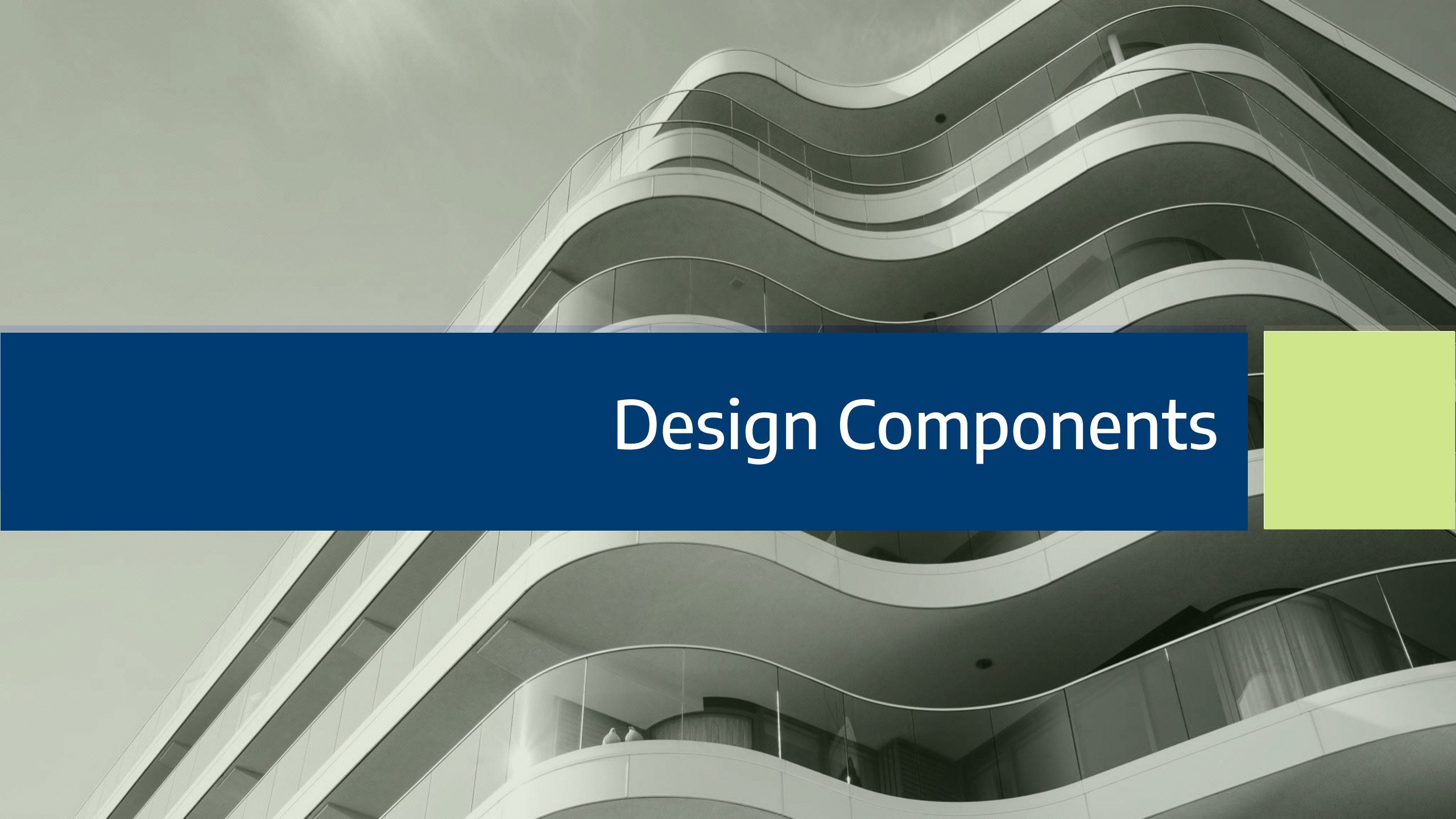
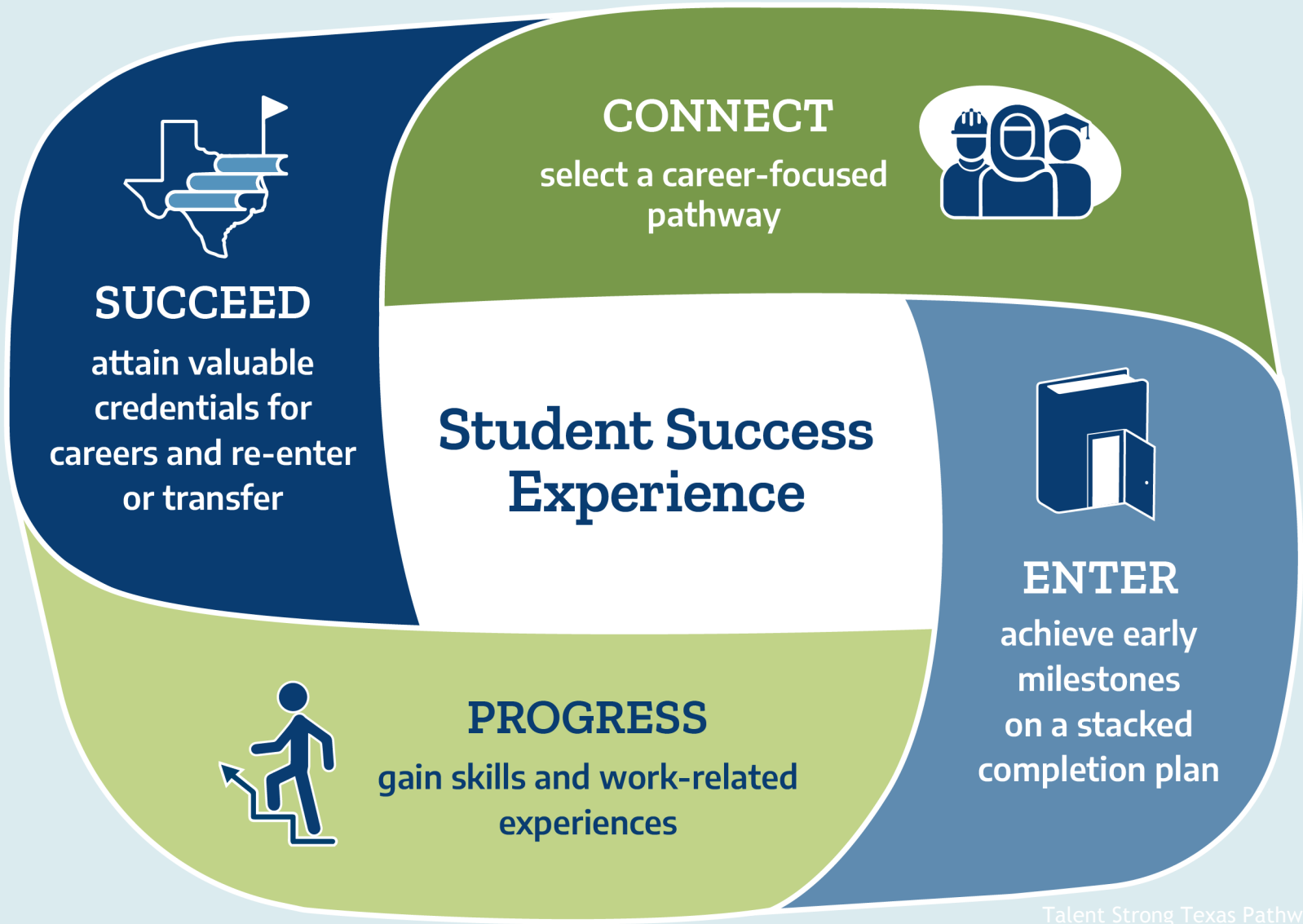
Building for Completion

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



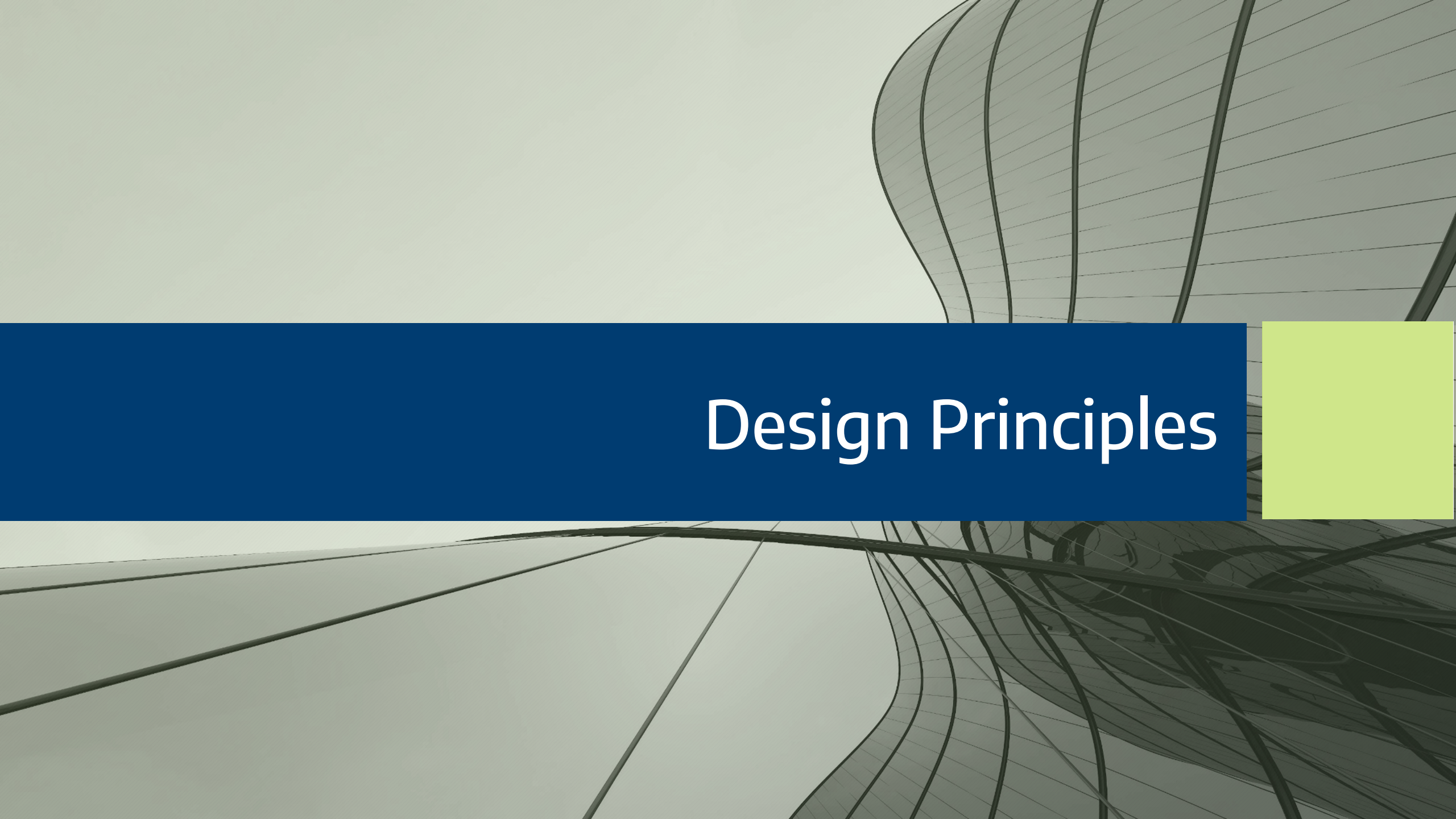
Design Components

Talent Strong Texas Pathways Framework



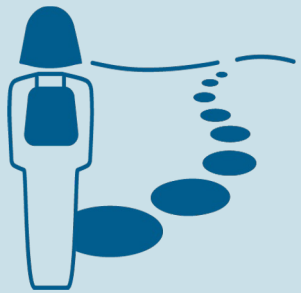
Talent Strong Texas Pathways

Talent Strong Texas Pathways



Design Principles

Leadership and Vision



Strong Programs

Advising

Partnerships

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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.

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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

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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

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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

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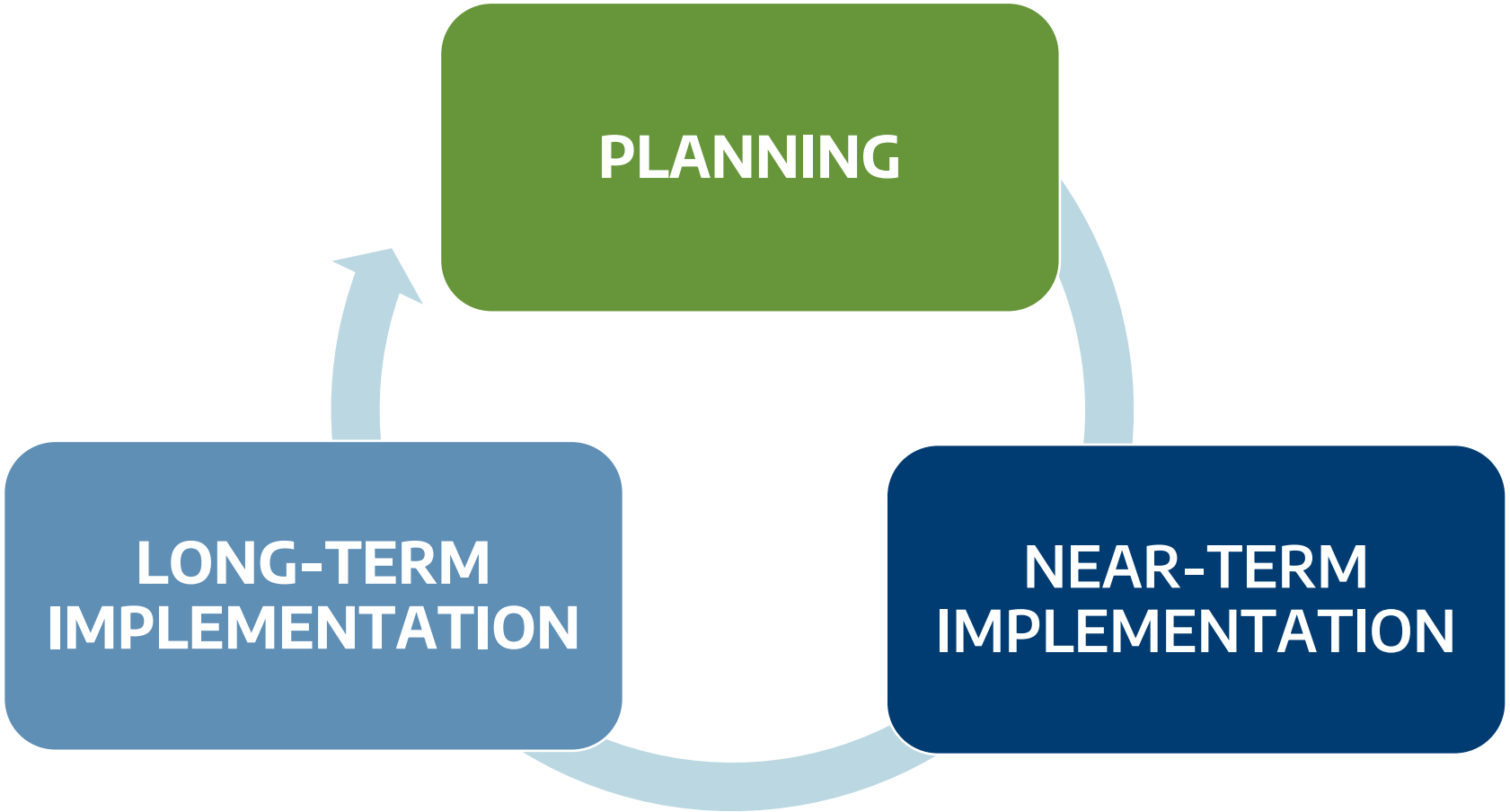
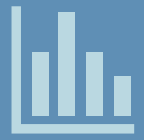
From Design to Implementation

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

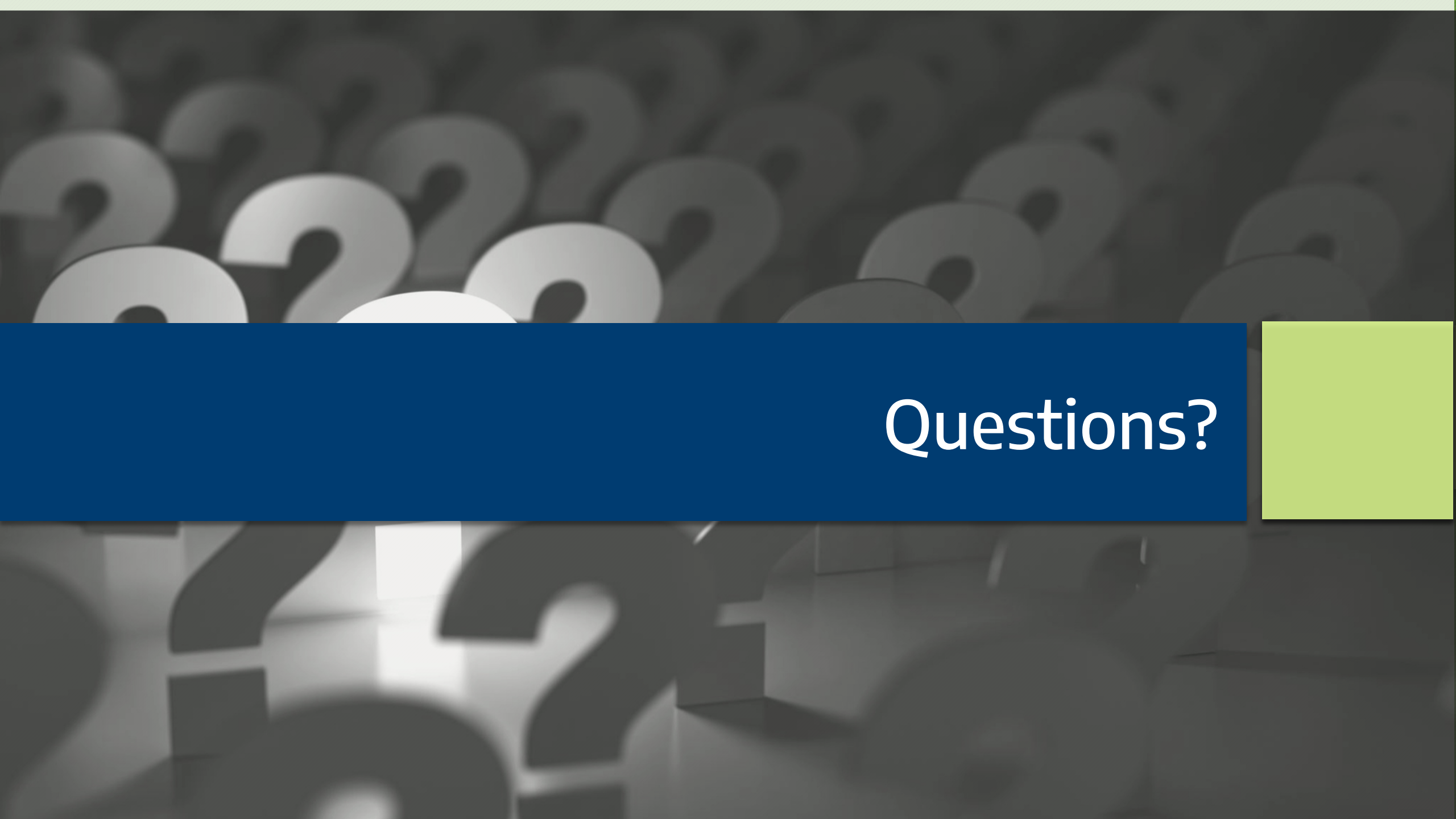
COMMUNICATE

INVEST, ALLOCATE, AND REALLOCATE

ENGAGE STAKEHOLDERS

PRIORITIZE AND SET TARGETS

EXERCISE ACCOUNTABILITY


Questions?