**Team Strategy Time #1: Cadre 1**

**A review of the college application for Talent Strong Texas Pathways: How are Texas community colleges continuing to reimagine the student experience?**

*“Transformational leaders must rethink how to develop new ideas and action plans to inspire institutional leaders, faculty members, students, and communities to transform their community colleges and improve students’ belongingness, wellness, and success.”*

**- Dr. Luis Ponjuan, 2023**

The community college mission of providing students the opportunity for social and economic mobility is more important than ever. How can community college leaders transform their colleges to expand the paths to a postsecondary credential for all types of learners?

Using your Talent Strong Texas Pathways application, answer the following questions about the leadership necessary to extend pathways into Talent Strong Texas Pathways over the next three years.

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| **Reflection** | |
| **Question** | **Answer** |
| Name three systemic transformational changes that were most impactful to the college during the last five years of Texas Pathways. | 1.  2.  3. |
| What three areas remain as challenges for the full transformation of the student experience in the college’s Talent Strong Texas Pathways work? | 1.  2.  3. |
| **Institutional Capacity** | |
| **Question** | **Answer** |
| What major strengths does the college leadership possess for transformational change in extending pathways into Talent Strong Texas Pathways? |  |
| What gaps exist in institutional capacity to implement the extension of pathways into Talent Strong Texas Pathways? |  |
| In what ways will the college look different in the future if the college provides varied credentials for students from 15 to 65 years of age?  What student supports are needed for diverse-age student populations entering the college through AEL, continuing education, dual credit, and/or the workforce? |  |
| Implementing Talent Strong Texas Pathways will take a coordinated effort from a diverse Pathways team able to engage a broader set of stakeholders across the institution.  What leadership practices are strengths for creating change by the college’s Pathways team?  What leadership practices will college leaders target for growth within the college’s Pathways team to lead change? |  |
| What professional development is needed to plan, implement, and scale multiple targeted workforce and transfer programs that begin with short-term or micro-credentials aligned with further education and meaningful career placement for:   * Faculty? * Staff? * Administrators? |  |

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| **Alignment** | |
| **Question** | **Answer** |
| How does the senior leadership team align all student success strategies within the Talent Strong Texas Pathways framework to span college silos and create a coherent experience for each student? |  |
| Review the success strategy alignment chart in your application.  What student success strategies that show impact need to be added to this chart?  Are there initiatives and strategies at the college which do not align with any of the 4 pillars? |  |
| How does the senior college leadership team communicate the alignment of initiatives, processes, policies, and practices with the Talent Strong Texas Pathways framework with:   * Faculty? * Staff? * Administrators? * Students? |  |
| **Leadership** | |
| **Question** | **Answer** |
| How do college leaders across areas and at various levels navigate the college environment/structure to achieve the shared vision for the college’s future? |  |
| How does the senior college leadership team communicate its commitment to the Talent Strong Texas Pathways framework with:   * Faculty? * Staff? * Administrators? * Students? |  |
| How are college leaders developing the culture, structures, and accountability measures that will enable administrators, staff, and faculty to expand the inclusive nature of reform efforts, thereby deepening the college’s culture of caring and sense of belonging for all students? |  |

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