**Team Strategy Time #1: Cadre 3**

**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 scale 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. |

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| **Institutional Capacity** | |
| **Question** | **Answer** |
| What major strengths does the college leadership possess for scaling Talent Strong Texas Pathways? |  |
| What gaps exist in institutional capacity to scale Talent Strong Texas Pathways? |  |
| 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 scale pathways 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 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? |  |
| How does the college leadership share the alignment of processes, policies, and practices with the Talent Strong Texas Pathways framework with:   * Faculty? * Staff? * Administrators? * Students? |  |

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| **Leadership** | |
| **Question** | **Answer** |
| What language has the college leadership team found most effective in communicating the “why” for pathways for student success? |  |
| How does the college leadership team rethink the college transformation of scaling pathways to expand an inclusive nature of reform efforts, thereby creating the college’s culture of caring and sense of belonging for all students? |  |

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