

Talent Strong Texas Pathways Institute #3

Problem of Practice - Topics

Join your fellow peers from around the state to discuss an institutional problem of practice in the context of the Talent Strong Texas Pathways strategy.

Presenter & Notetaker: Make sure that your presenter & notetaker for college's Problem of Practice knows which room to go to. They will report back what they learned during Team Strategy Time #3.

All Others: Select a topic/college to join to explore a specific institutional challenge or dilemma associated with Pillar 2. Team members should split up and join as many different conversations as possible to maximize their learnings and their contributions to our community of practice.

Facilitators	Room	Topic	College Assignments						
Kimberly Lowry; Tina Hart	Cypress	2A: Meta-Major Exposure	Blinn College For Developmental Education Students	Lee College Early Connections with Pathways	Clarendon College Orientation & Learning Frameworks Course	Del Mar College For Developmental Education Students	El Paso Community College Onboarding & First-Year Experience	Grayson College Funding and Placement of Student Workers	Hill College Mandatory First Year Experience
Krista O'Neill	Kalahari G	2B: Career Exploration and Advising	Northeast Texas Community College Cohort-Based Advising Model	Coastal Bend College Consistent Quality Advising	Howard College Career & Basic Needs Assessments	Texarkana College Registration Early on in the Registration Cycle	Trinity Valley Community College System for Career Advising		
Linda Welsh; Linda Watkins	Portia	2C: Early Program-Related Course Taking	Alvin Community College TSIA2 Readiness for Non-Traditional Students	Southwest Texas Junior College TSIA2 "Boot-Camp" for High School Graduates	South Texas College Early Program-Related Course Taking	Odessa College Early Program Selection	Frank Phillips College Early Program Selection	Wharton County Junior College TSIA Readiness & Course Pre-Requisites	Galveston College Credit Momentum
Mary Rittling	Kalahari H	2D: Mandatory Educational Planning	Panola College Transitioning General Education Students into Specific Pathways	Tarrant County College Student Commitment to Defined Pathway in First Term	College of the Mainland Process for Pathway Selection	Victoria College Mandatory Educational Planning			
Stephanie Sutton	Kilimanjaro 7-9	2E: Assessing Basic Needs	McLennan Community College Institutionalizing Basic Needs Practices	Paris Junior College Assessing Student's Basic Needs to Prioritize Supports	Ranger College Assessing Student's Basic Needs to Prioritize Supports	Western Texas College Assessing Student's Basic Needs to Prioritize Supports			
Jo-Carol Fabianke	Kalahari F	2F: Student's Sense of Belonging	Amarillo College For Part-Time Students	San Jacinto College Belonging & Pathway Selection	Temple College Belonging & Pathway Connection	Tyler Junior College For Adults & Commuter Students			
Ted Wright; Teresa Leyva Ruiz	Kilimanjaro 10	Pillar 2: Continuous Improvement	Larado College De-siloing Data Systems for Better Usage	North Central Texas College Assessing the Effectiveness of Early Connection Efforts	Vernon College Continuous Evaluation of 1st year experiences across Pillar Practices	Houston Community College Improving Processes and Information for Pathways Selection	Weatherford College Sustainability of Practices & Data Systems	Midland College Customizing Strategies by Student Personas	
Eileen Baccus; Linda Garcia	Crown Palm/ Banyan	Pillar 2: General	Brazosport College Transition of Online Students	Central Texas College Transition of Part-Time Students	Kilgore College Transition of Dual Credit Students	Lamar State College Orange Transition of First-Generation Students	Texas Southmost College		
			Angelina College Transition of FTIC & Student Success Course	Austin Community College Transition of DTC & Student Success Course	Alamo Colleges	Cisco College	Dallas College		

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Problem of Practice - Protocol

The goal of this session is to surface new and unique ways of looking at a complex challenge and to help your peers from other institutions explore new approaches to address issues presented that may inform their strategic action planning during Team Strategy Time. This session provides the opportunity to participate within a trustworthy learning environment, to be vulnerable, and question existing assumptions.

Step 1: Grouping (2 minutes)

- **Move to a Problem of Practice:** Presenter & Notetaker find their college table (via tabletop signage) to host the consultancy. Attendees move to an open table with a problem of practice to explore.

Step 2: Understand Roles in a Consultancy (3 minutes)

- **Facilitator:** The Pathways Coach will explain the roles, keep time, and move consultancy forward.
- **Presenter:** Each college has selected one Presenter from their college to describe a challenge/dilemma for their group to consider.
- **Notetaker:** Each college has selected one Notetaker to join the Presenter to capture the breadth of suggestions provided by the peer Consultants.
- **Consultants:** All members of the group (except the designated Presenter & Notetaker) will serve as a Consultant. Their role is to ask questions of the presenter, and to make suggestions.

Step 3: Consultancy (55 minutes)

- **Facilitator:** Invite each member of the group to introduce their name, college, & title.
- **Presenter:** Provide an overview of the problem of practice. Include a brief summary of the challenge/dilemma, present data to further explain the challenge, how your college has already responded to this challenge, and frame a question for the consultancy group to consider.
- **Consultancy Group:** Ask *clarifying* questions of the Presenter to better understand the challenge/dilemma.
- **Consultancy Group:** Ask *probing* questions of the Presenter to prepare to “take on” the challenge/dilemma.
- **Consultancy Group:** Discuss the challenge/dilemma to recommend potential solutions. (Presenter remains silent and actively listens, while notetaker documents the arc of the consultancy conversation.)

Step 4: Debrief (15 minutes)

- **Presenter:** Summarize what you learned from the conversation, how your thinking has evolved through the consultancy process, and the recommendations you will take back to your college.
- **Presenter/Notetaker:** As time permits, share with the large group a high-level takeaway of your problem of practice conversation and next steps.

Pillar 2 Practices

2A. Meta-Major Exposure

- Mandatory orientation or mandatory first-year experience, AND
- Meta-major content or field-focused events during the first term

2B. Career Exploration and Advising

- All students given career assessments, AND
- All students undergo initial advising

2C. Early Program-Related Course Taking

- All students take a program-related course in the first term

2D. Mandatory Educational Planning

- All students create a full program plan in the first term

2E. Assessing Basic Needs

- All students given basic needs assessment, AND
- All students have access to available supports

2F. Student’s Sense of Belonging

- The college evaluates all students’ perception of belonging/connectedness, AND
- The college builds social integration within first term

Note: This protocol is adapted from Robert Kegan’s original handout (January 2002) and the [Consultancy Protocol: Framing Consultancy Dilemmas](#) (January 2021) published by the School Reform Initiative at the Center for Leadership and Educational Equity.