CONNECTING AND COMMUNICATING PATHWAYS TO STUDENT SUCCESS
Introductions

• Dr. Staci Martin, VP of Institutional Planning
• Mr. Jason Graves, Chair of Language Development
• Dr. Ginger Dennis, Chair of Business & Information Technology
• Dr. Mike Jenkins, Executive VP/Chief Student Affairs Officer
• Dr. Mike Turpin, Vice President of Instruction
Topics

• Communication & Involvement
• Data Summits/Task Forces
• Career Maps
• Support Services
• Instructional Issues
• Does This Really Work?
Communication

• Communication Plan: Pathways Institute #1 – November 2016

• Convocations, President’s Column in Employee Newsletters, New Employee Orientation

Focus on Culture Change
Communication

Connect
Clarify paths to student end goals

Get on a path
Help students choose and enter a pathway

Stay on a path
Help students stay on path

Succeed
Ensure that students are learning
Broad-Based Involvement

• Implementation Was Not “Top Down”
  • Student Success Council
  • Data Summits
• Task Forces
  • 90+ Faculty and Staff Involved, Including Adjuncts
• Career Maps
  • Faculty Led
Data Summits

- Pioneered, organized, and hosted by the Student Success Council
  - Comprised of faculty and staff members
  - Meets regularly to promote student success
- Annual events since 2017
- Organized around a data-related theme/focus
- Celebratory
- Facilitate data-driven change
2017 Data Summit

- “I ♥ Data”
  - Introduction to examining data to facilitate change
- Featured several key data points for timed/rotating roundtable discussions
  - 0 Credit Hours Earned
  - Persistence Fall to Spring
  - Early Momentum – Hours Earned
  - Hours Earned at Graduation
  - Student Success Points
  - Distribution of Majors – Formation of Meta-Majors
- Feedback collected to inform Guided Pathways Task Forces and Career Pathway Maps
2018 Data Summit

• “Pathways to Hospitality”
  • Reinforced our Radical Hospitality Strategy theme
• Introduced Guided Pathways Task Forces in timed/rotating roundtable discussions
• Feedback used to inform development of Guided Pathways Task Force Recommendations
2019 Data Summit

• Focused on student success in the classroom (A,B,C)
• Three-part event
  1. Panel Discussion with faculty  
     “Student Success Champions”
  2. Department/Program Breakout Sessions  
     for student success data deep-dive
  3. Individual Faculty Course Improvement Plans
• Results data to be collected from course improvement plans
2020 Data Summit

- Planned focus on Student Drops/Withdrawal Data
- Planned format similar to 2019 Summit
  - Panel Discussion
  - Breakout Sessions
- To include Faculty and Student Services
Career Pathway Maps

- Advising tools developed by faculty and advisors
- Used to communicate to students –
  - Recommended course sequences
  - Information about courses – semesters offered, SCH, prerequisites, mandatory vs required
  - Certificates and degrees possible
  - Career opportunities
  - Who to contact for more information
Our Process

Fall 2017
- Identified 6 Schools of Study (SSC)
- Developed Career Pathway Map template (SSC)

Spring 2018
- Created, edited, reviewed 74 maps (Faculty, SSC, Advisors)
- Published maps on KC website

Fall 2018
- Used Career Pathway Maps for advising
- Added more info to website for Career Pathway Maps

Spring 2019
- Revised Career Pathway Map template (SSC)
- Converted all maps to new template (Chairs, SSC)
Career Pathways on the KC Website
Schools of Study

- Education, Human & Protective Services
- Health Sciences
- Information Technology, Business & Personal Services
- Liberal & Fine Arts
- Manufacturing, Transportation & Industrial Technology
- Science, Technology, Engineering & Mathematics
# Computer Science FOS Career Pathway Map

## List of Courses

<table>
<thead>
<tr>
<th>Suggested Course Sequence</th>
<th>Year 1</th>
<th>Year 2</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fall</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BCS 1222*</td>
<td>CS 1010</td>
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<td>CSOC 1515</td>
<td>ENGL 1504</td>
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<td>MATH 2414</td>
<td>PHYS 2476</td>
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<td><strong>16 credit hours</strong></td>
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<td><strong>Spring</strong></td>
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</tr>
<tr>
<td>CSCI 1541</td>
<td>CSOC 1515</td>
<td></td>
</tr>
<tr>
<td>ENGL 1504</td>
<td>MATH 2434</td>
<td></td>
</tr>
<tr>
<td><strong>14 credit hours</strong></td>
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<td></td>
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</table>

**Notes:**
- Refer to Core Curriculum and General Catalog for all required courses.
- **CSOC 1541** must be taken in place of ENGL 1502.
- **ENGL 2415** and MATH 2414 must be met in the first year.
- Computer Competency Requirement must be met in the first year.
- **See Catalog for AS Degree requirements.**

## CAREER OPPORTUNITIES

- Computer Programmer
- Data Analyst
- Information Security Analyst

## Advanced Degree/Credit Opportunities

- B.S. in Computer Science
- B.S. in Software Engineering
- B.S. in Computer Engineering

## Field of study in Computer Science Degree Earned

Note: Check with the Office of Financial Aid as all may not be available beyond degree completion and/or transfer.
Career Pathway Maps – Next Steps

• Continue updating every year
• Transition from SSC coordination to chairs/advisors
• Determine best methods for Career Pathway Maps to connect to college catalog/degree plans
• Produce video for students about Career Pathway Maps
Redesign of Student On-Boarding

- Moved from face-to-face new student orientation to online
- Included mandatory career assessment prior to first-time registration
- Require all first-time students to meet with an advisor to be placed on a pathway
- Implemented Ranger Registration Days
Decentralized Advising Services

• Maintained a centralized counseling center that coordinates all advising services

• Embedded advisors into instructional divisions:
  • Advisors are co-located with faculty in instructional buildings
  • Advisors are program experts for those majors within their division
  • Advisors are “first responders” for early alerts, proactively serve to keep students on their pathway, and are advocates for students
Culture Shift to “Radical Hospitality”

1. We Commit to “Smile.”
2. We Commit to Answering Questions Patiently and to Asking Extra Questions for Understanding.
3. We Commit to Treating Others as Unique Individuals.
4. We Commit to Serving as Ushers, not Gatekeepers.
5. We Commit to Partnering with our Students and Other Customers.
Instruction Commitments

- Learning and using students’ names
- Having a one-on-one interaction with each student
- Monitoring students’ behavior and progress and intervening quickly
- Administering highly-structured courses with appropriate levels of rigor
- Being flexible, as needed, to maximize student success
Rethinking Policies and Procedures

• What’s the history?
• Is this an external requirement? – SACSCOC, DOE, THECB
• Who benefits?
• Is it still viable? – Retain, Revise, Remove
Class Schedule

- Timing – When do we do this?
- Scale – How much?
- Decisions – What else does this affect?
- Kilgore, Texas – What does it look like here?
- Preparation – How do we get ready?
- Evaluation – How/when do we know if it’s working?
Does This Really Work?

**Fall Enrollment**

<table>
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<tr>
<th>5,426</th>
<th>5,695</th>
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<tbody>
<tr>
<td>Fall 2018</td>
<td>Fall 2019</td>
</tr>
</tbody>
</table>

5% Increase
Does This Really Work?

Number of Students on Financial Aid Probation/Suspension Decreased by 24% from Fall 2016 to Fall 2018
Does This Really Work?

**Fall to Fall Retention**

- **53%**  
  2016 Cohort

- **55%**  
  2017 Cohort

- **59%**  
  2018 Cohort

*Focus to Finish* 
*Kilgore College*
Does This Really Work?

Number of Students Who Earned 15 Hours in 1st Year & 30 Hours in 2nd Year Increased By 22% From Fall 2016 Cohort to Fall 2017 Cohort
Does This Really Work?

3-Year Graduation Rate

23%
2015 Cohort

30%
2016 Cohort
QUESTIONS?