



**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?



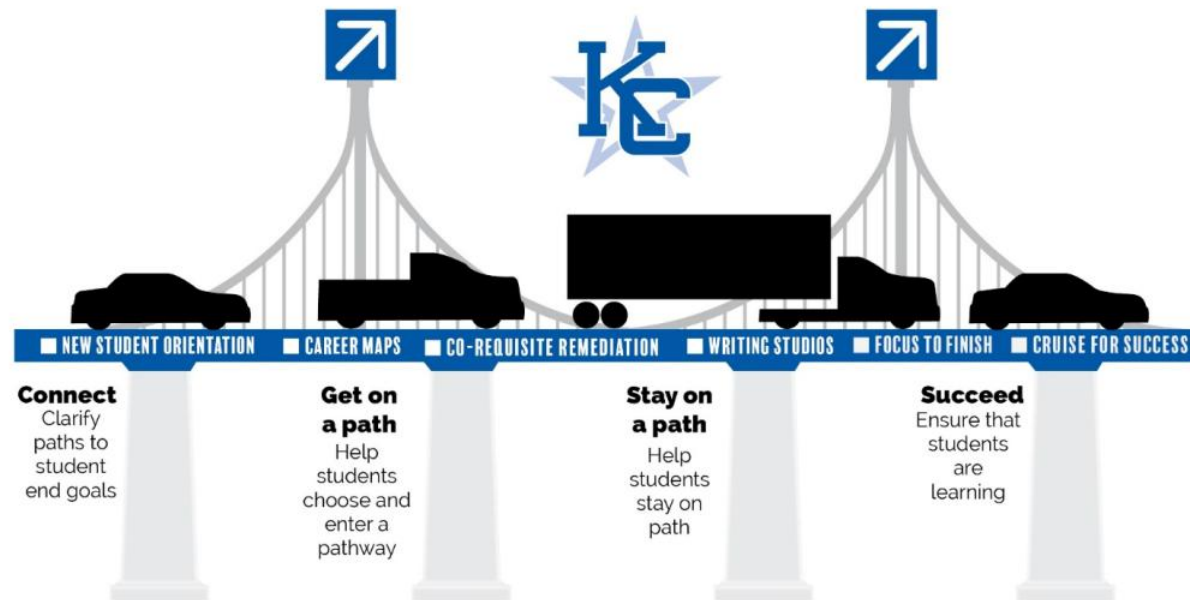
Communication

- Communication Plan: Pathways Institute #1 – November 2016
- Convocations, President's Column in Employee Newsletters, New Employee Orientation

Focus on Culture Change



Communication



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

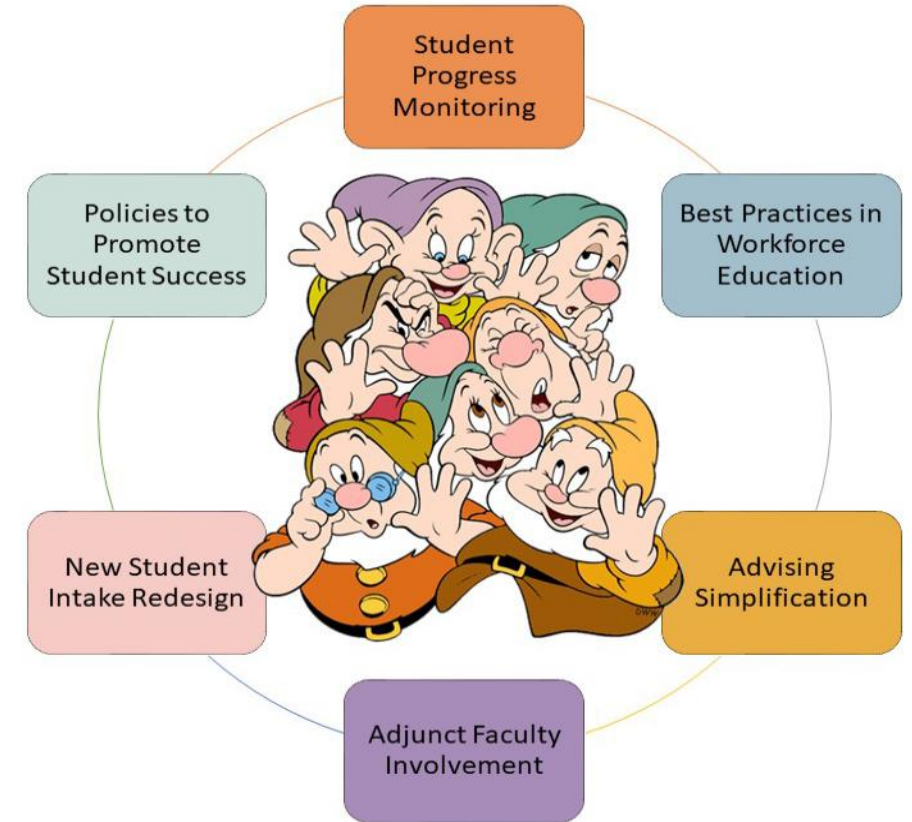
- “I ♥ Data”
 - Introduction to examining data to facilitate change
- Featured several key data points for timed/rotating roundtable discussions
 - 0 Credit Hours Earned
 - Persistence Fall to Spring
 - Early Momentum – Hours Earned
 - Hours Earned at Graduation
 - Student Success Points
 - Distribution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

**I ♥
DATA**



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

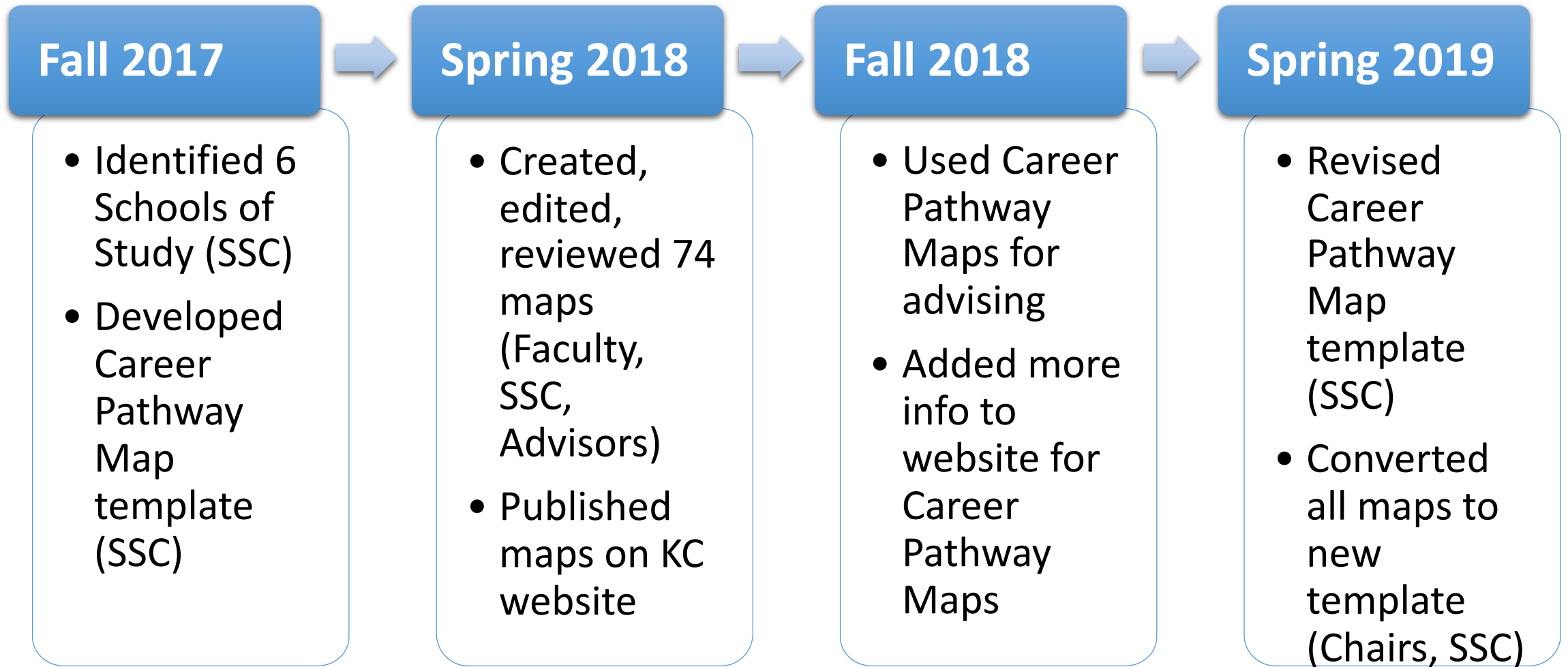


Career Pathway Maps

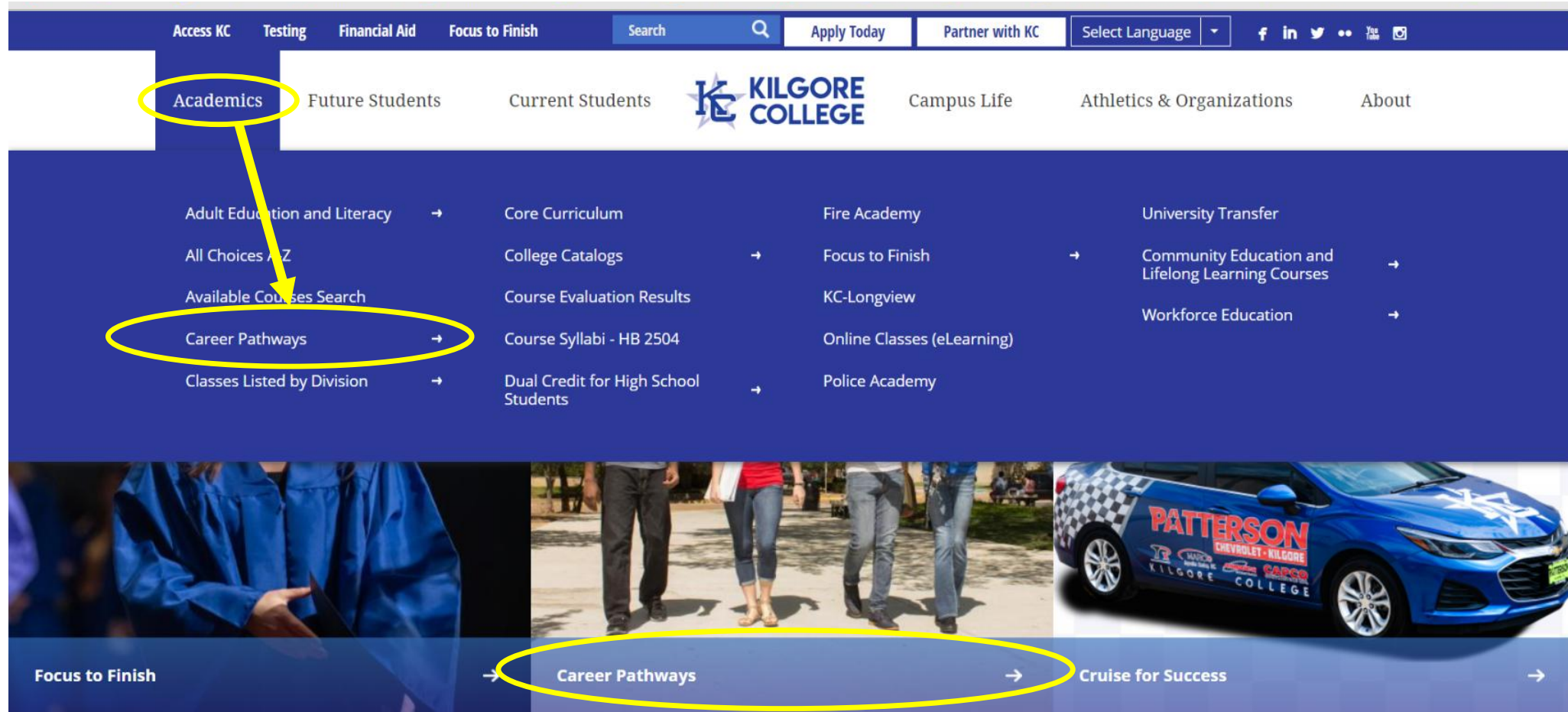
- Advising tools developed by faculty and advisors
- Used to communicate to students –
 - Recommended course sequences
 - Information about courses – semesters offered, SCH, prerequisites, mandatory vs required
 - Certificates and degrees possible
 - Career opportunities
 - Who to contact for more information



Our Process



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



List of Courses

- ☐ BCIS 1305+*
- ☐ CHEM 1411
- ☐ COSC 1336
- ☐ COSC 1337
- ☐ COSC 2336
- ☐ ENGL 1301
- ☐ ENGL 1302**
- ☐ GOVT 2305
- ☐ GOVT 2306
- ☐ HIST 1301
- ☐ HIST 1302
- ☐ MATH 2413
- ☐ MATH 2414
- ☐ MUSI 1306*
- ☐ PHIL 1301*
- ☐ PHYS 2425
- ☐ PHYS 2426
- ☐ PSYC 2301*
- ☐ SPCH 1315

COMPUTER SCIENCE FOS CAREER PATHWAY MAP

Suggested Course Sequence [^]		YEAR 2
Fall		Fall
	BCIS 1305+*	COSC 2336
	COSC 1336	ENGL 1302**
	ENGL 1301	GOVT 2305
	HIST 1301	PHIL 1301*
	MATH 2413	PHYS 2425
	16 credit hours	
Spring		Spring
	CHEM 1411	GOVT 2306
	COSC 1337	MUSI 1306*
	HIST 1302	PHYS 2426
	MATH 2414	SPCH 1315
	14 credit hours	

NOTES:

- * Refer to Core Curriculum and General Catalog for all possible course options.
- **ENGL 2311 may be taken in place of ENGL 1302.
- + Computer Competency Requirement must be met in order to earn an AS Degree.
- [^] See catalog for AS Degree requirements.
- a) Courses in **bold** have a pre-requisite (Previous course required).

ADVANCED DEGREE/CREDENTIAL OPPORTUNITIES
B.S. in Computer Science
B.S. in Software Engineering
B.S. in Computer Engineering

CAREER OPPORTUNITIES
Computer Programmer
Database Administrator
Information Security Analyst

COMPUTER SCIENCE FIELD OF STUDY CAREER PATHWAY MAP

RECOMMENDED COURSE SEQUENCE		SEMESTERS OFFERED	CREDIT HOURS
<input checked="" type="checkbox"/>	1. BCIS 1305 Business Computer Applications +	F, Sp, Su	3
<input type="checkbox"/>	2. COSC1336 Programming Fundamentals I	F, Sp, Su	3
<input type="checkbox"/>	3. ENGL 1301 Composition I	F, Sp, Su	3
<input type="checkbox"/>	4. HIST 1301 United States History I	F, Sp, Su	3
<input type="checkbox"/>	5. MATH 2413 Calculus I	F, Sp, Su	3
<input type="checkbox"/>	6. CHEM 1411 General Chemistry I	F, Sp, Su	4
<input type="checkbox"/>	7. COSC 1337 Programming Fundamentals II	F, Sp, Su	16 hours
<input type="checkbox"/>	8. HIST 1302 United States History II	Sp	4
<input type="checkbox"/>	9. MATH 2414 Calculus II	F, Sp, Su	3
<input type="checkbox"/>	10. COSC2336 Program Fundamentals III	F, Sp	4
<input type="checkbox"/>	11. ENGL 1302 Composition II*	F	30 hours
<input type="checkbox"/>	12. GOVT 2305 Federal Government	F, Sp, Su	3
<input type="checkbox"/>	13. PHIL 1301 Introduction to Philosophy*	F, Sp, Su	3
<input type="checkbox"/>	14. PHYS 2425 University Physics I	F, Sp, Su	3
<input type="checkbox"/>	15. COSC 2325 Computer Organization	F, Sp, Su	4
<input type="checkbox"/>	16. GOVT 2306 Texas Government	Sp	46 hours
<input type="checkbox"/>	17. PHYS 2426 University Physics II	F, Sp, Su	3
<input type="checkbox"/>	18. PSYC 2301 General Psychology*	F, Sp, Su	3
<input type="checkbox"/>	19. SPCH 1315 Public Speaking*	F, Sp, Su	3
<input type="checkbox"/>	20. MUSI 1306 Music Appreciation **	F, Sp, Su	62 hours
*** FIELD OF STUDY IN COMPUTER SCIENCE DEGREE EARNED ***			3
NOTE: Check with the Office of Financial Aid as aid may not be available beyond degree completion and/or 60 hours.			65 hours

READ ALL NOTES CAREFULLY:

- * Refer to Core Curriculum and KC Catalog for all possible course options.
- ** A creative arts elective such as MUSI 1306 is not required for the Field of Study degree, but is required for the core curriculum.
- + Computer Competency Requirement must be met in order to earn an AS Degree.
[Click Here For Computer Competency Information](#)
- a) Courses in **bold** have a pre-requisite (previous course required).
- b) Courses in *italics* can be taken in any order.
- c) ENGL 1301 and the first MATH class may require a co-requisite and/or developmental course depending on TSI Scores.
- d) Refer to KC Catalog for Field of Study and AS Degree Requirements.

CAREER OPPORTUNITIES
Computer Engineer
Computer Programmer
Game Developer

ADVANCED DEGREE/CREDENTIAL OPPORTUNITIES
B.S. in Computer Science
B.S. in Software Engineering
B.S. in Computer Engineering

Revised

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

5,426

Fall 2018

5,695

Fall 2019

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

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?

