

# **A Framework for Success**

Increasing Achievement through  
Multi-Year Career Pathways

Title III Grant 2014-2019

TCC Board of Trustees Workshop  
February 16, 2015

# Title III: Strengthening Institutions

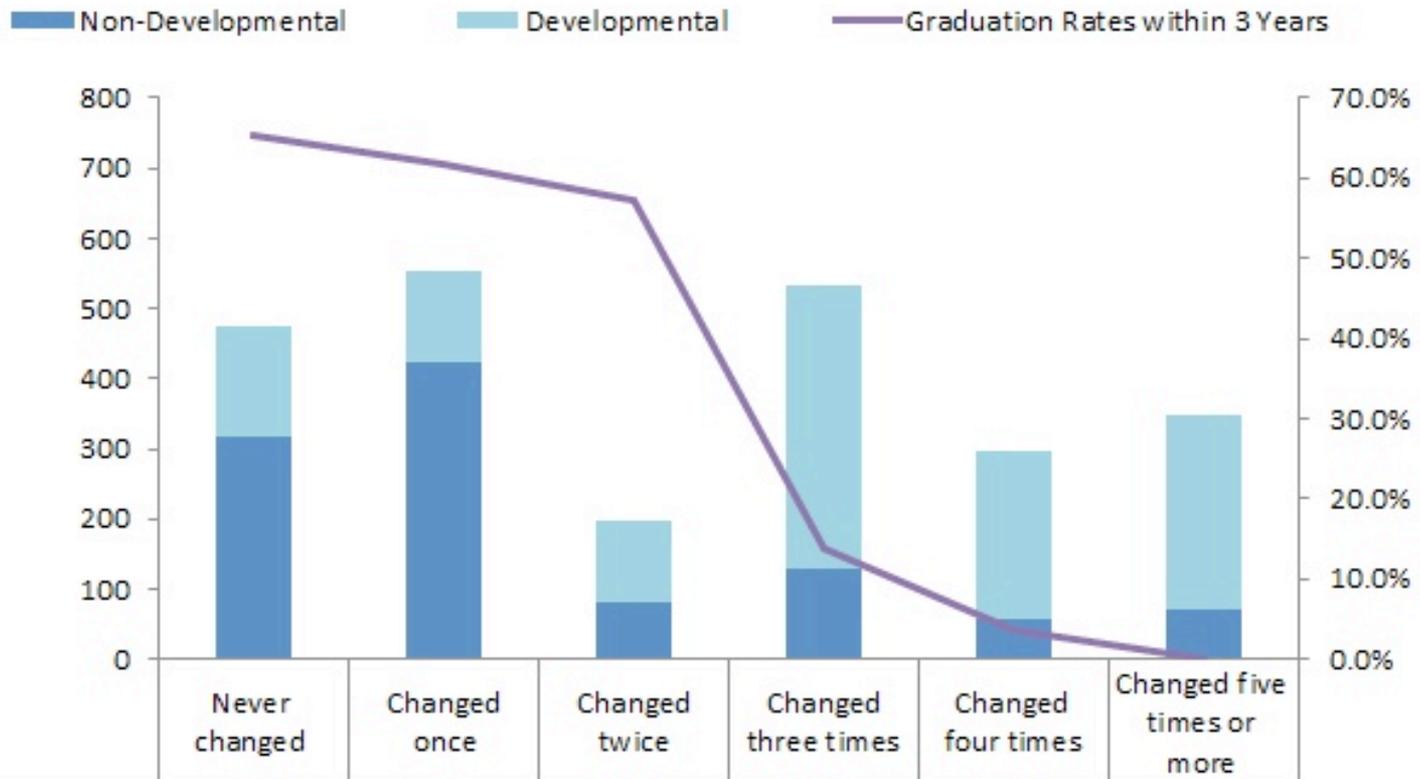
- Eligibility based on first generation, low-income students as defined by those who qualify for federal financial aid
- Grants are to increase success rates of this population
- **\$2,236,536** over five years, 2014-2019

# Educational Research

## Evidence for Success

- Most community college students enter with unclear goals and lack an understanding of linking academic and career plans
- Too many options overwhelm students, create barriers to success
- Giving students a clear path and relevant support improves degree completion
- *Solution: Design pathways to help students enter and progress through a discrete program of study*

# Changing Majors & Graduation Rates



|                                 |       |       |       |       |      |      |
|---------------------------------|-------|-------|-------|-------|------|------|
| Developmental                   | 156   | 133   | 114   | 404   | 238  | 277  |
| Non-Developmental               | 317   | 422   | 82    | 130   | 59   | 70   |
| Graduation Rates within 3 Years | 65.3% | 61.8% | 57.2% | 13.7% | 3.6% | 0.0% |

Three year analysis of Fall 2008 cohort

# Focusing Student Options

- 8 Meta-Major Pathways
  - Arts, Humanities, Communication and Design
  - Business
  - Education
  - Health Sciences
  - Industry, Manufacturing and Construction
  - Public Safety
  - Science, Technology, Engineering and Math
  - Social and Behavioral Sciences and Human Services

# Title III Plan

Three Phases to Student Career Commitment

1. Initial Career Assessment and Skill Aptitude
2. Developing a pathway
3. Narrowing to specific career and gaining contextualized experience in career field

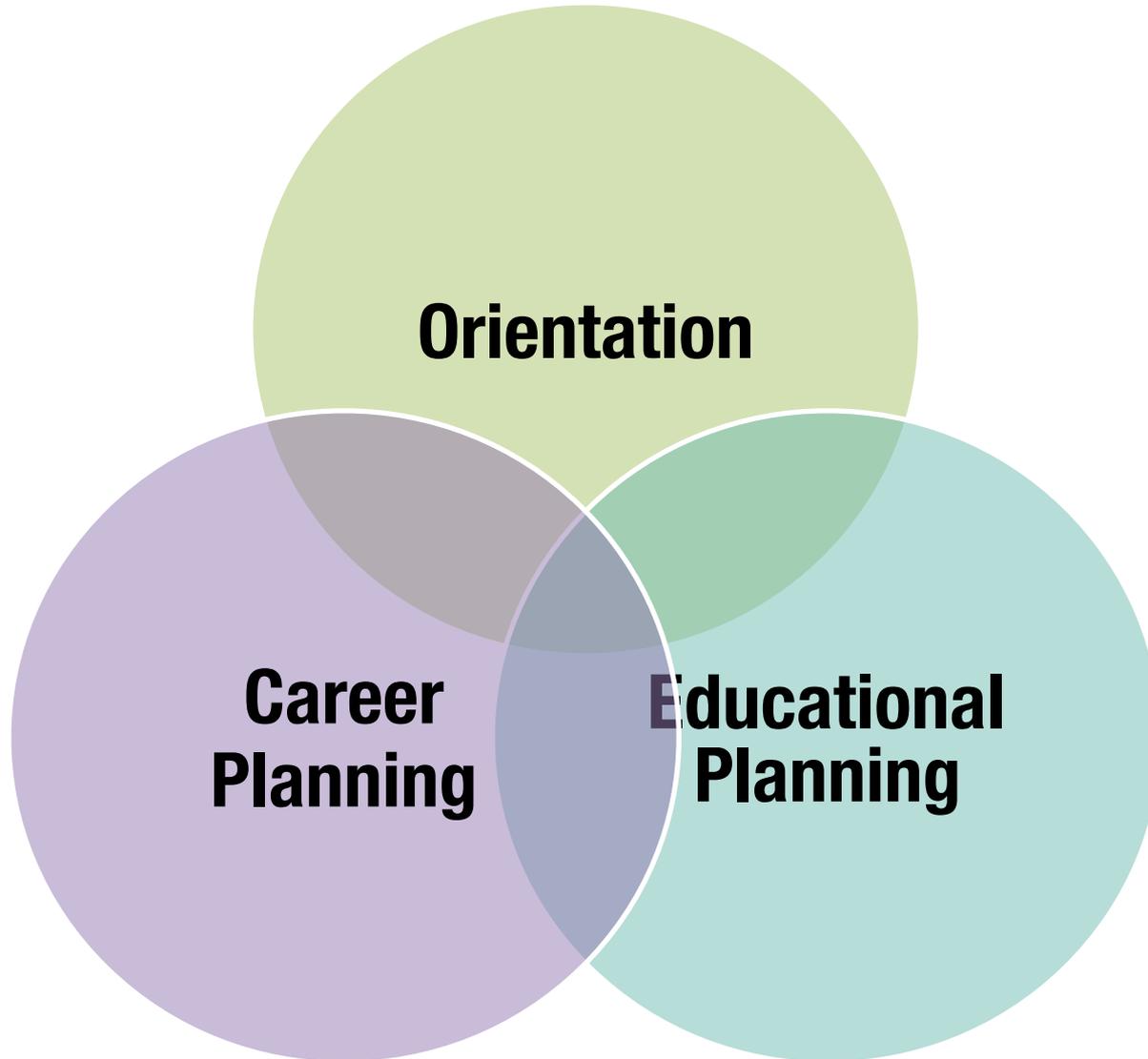
# Components of Pathway Development

- Orientation and Career Assessment: Orientation as a Process – Pre-College through First Semester
- Advising and Educational Planning: Focused on meta-majors and pathways (Certificate, A.S., A.A.)
- Career-related activities and assignments in 24 redesigned gateway courses
- Career E-Portfolio: personalized; portable

# Orientation & Career Assessment

- Orientation as a Process – Pre-College through First Semester
  - Outcome: Declare meta-major by 12 hours
  - Outcome: Alignment of meta-major with academic plan (first courses)

# Meta-Major Selection



# Orientation as a Process



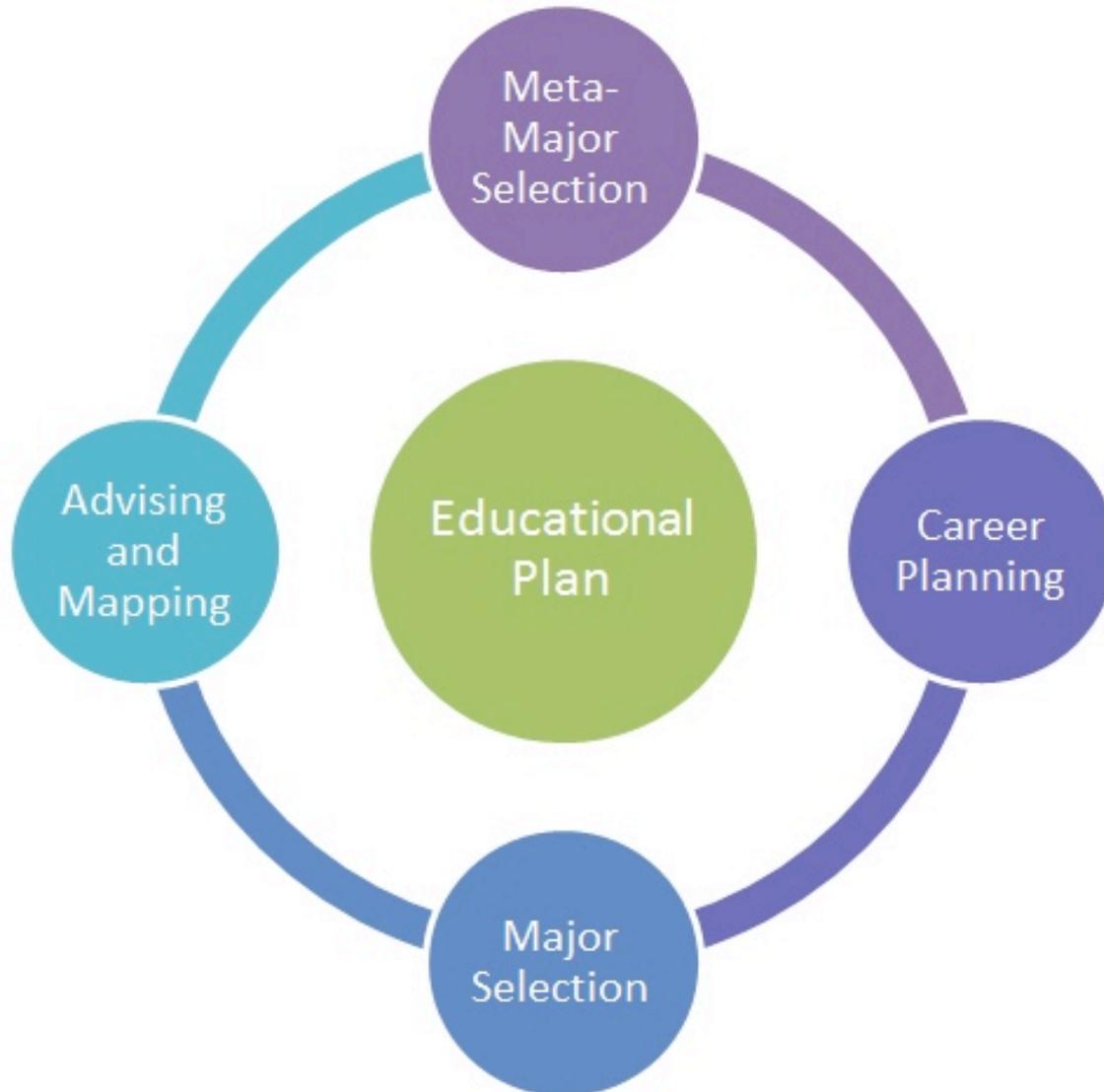
# Advising & Educational Planning

- Focused on meta-majors and pathways (Certificate, A.S., A.A.)
  - Outcome: Selection of major by 18 hours
  - Outcome: Career decision informed and reinforced by activities and assignments in 24 redesigned courses
  - Outcome: Determined a transfer institution or career field for employment after associate degree or certificate by 30 hours

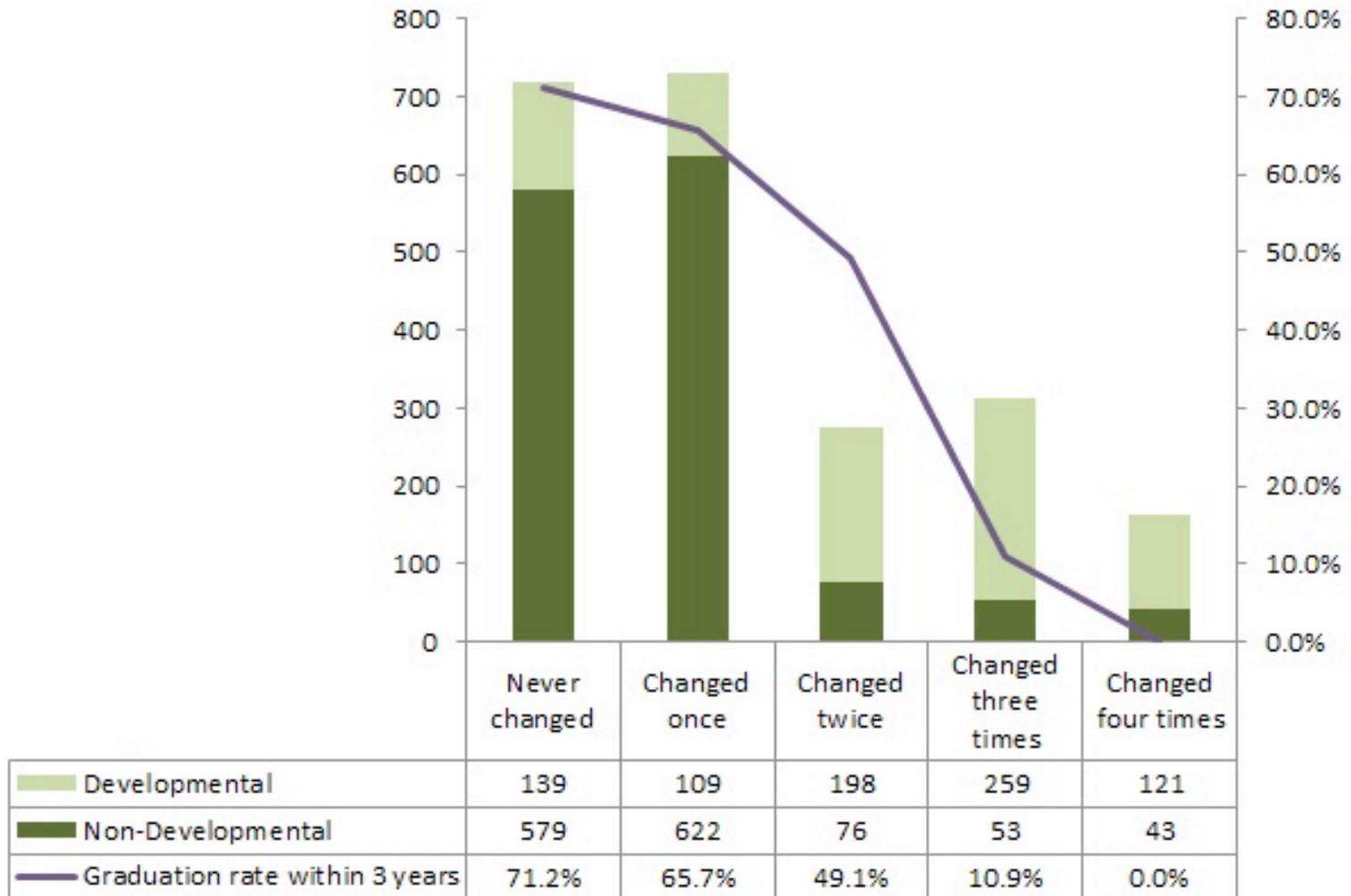
# Career Planning



# Educational Planning



# Changing Majors - Updated



Three year analysis of Fall 2011 cohort

# Career Related Activities in Gateway Courses

- Modify assignments in 24 gateway courses associated with the 8 meta majors
  - Outcome: Demonstrate connection between academic skills and knowledge with knowledge and skill in chosen career
  - Outcome: Gain career-related experience through research, job-shadowing, internships, or other means

# Course Redesign Components

- Connect course work to career path
  - Develop active learning strategies to engage students in relating course content to their field of study
  - Utilize career exploration as component of achieving learning outcomes
  - Increase use of experiential learning
    - ▶ Career Shadowing
    - ▶ Interviewing
    - ▶ Internships

# Redesign College Success

- Objective: Develop short and long-term career, academic and personal goals with a plan to achieve them
- Objective: Demonstrate effective information literacy skills by locating, evaluating, and effectively and ethically using information to achieve a deeper understanding of their meta-major or major

# College Success, Continued

- Objective: Gain a deeper understanding of how diversity affects relationships in both personal and work related environments
- Objective: Apply critical thinking skills to demonstrate an understanding of how to maintain healthy relationships in college, at home and in the workplace

# College Success Options

- SLS 1510 College Success
  - Suitable for most first-year students
- SLS 2261 Leadership Development
  - Suitable for students who enter with strong goals and/or good college GPA from transfer
  - Develop a personal leadership philosophy that emphasizes the role of an ethical leader with the ability to organize, motivate, and manage individuals

# Redesign College Composition

- Objective: Explore Career through Writing
- Current Assignment: Summary and Exploratory Essay
- Students will learn how to:
  - Identify and explore a specific topic in depth;
  - Explore various perspectives; and
  - Evaluate and synthesize these various perspectives to arrive, at the end, at a specific thesis.

# College Composition

- Current Assignment: Problem Analysis Essay
- Students will learn to:
  - Identify a specific social/cultural problem;
  - Create a specific perspective/thesis with regard to the problem;
  - Select, organize, and incorporate academic research material into their essay;
  - Demonstrate an understanding of the cultural and historical significance of this problem; and
  - Synthesize this information in order to establish a basis for remedying this problem.

# Redesign Psychology

- Current Learning Outcomes
  - Apply psychological theory and research findings to individual interpersonal and social problems
  - Connect psychological concepts to real life personal interpersonal and social problems
- Meta-majors with psychology gateway course
  - Public Safety
  - Business
  - Education
  - Health Sciences

# Develop Resources for all Meta-Majors

- Online Resources
  - Sample from Dental Hygiene
- Workshops
- Guest Speakers
- Workplace Interactions
  - Job shadowing
  - Internships
  - Virtual relationships



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# Career Portfolio

- E-Portfolio
  - Outcome: Personalized, portable compilation of pathway documents and experiences

# Pathways Portfolio



# Measurable Results

## Grant Reporting Requirements

- Increase in Fall-to-Fall retention rate of **10% over five years**
- Increase student success rate in redesigned gateway courses by **10%**
- Increase graduation rate by **5%**
- **13** Performance Indicators
  - Implementation evidence
  - Enrollments in programs/courses