PATHWAYS COACHING GUIDE

EARLY OUTCOMES AND EVALUATION

Measuring Key Performance Indicators

The guided pathways Key Performance Indicators (KPIs) were developed by the Community College Research Center (CCRC) to define short-term student "momentum" measures that have been correlated with student completion. These KPIs are now used in state-based guided pathways work in states including California, Texas, Ohio, Michigan, Washington, New York and Connecticut. The indicators are:

▶ Number of college credits earned in students' first term

▶ Number of college credits earned in students' first year

▶ Completion of college-level math and English courses in students' first year

▶ Number of college credits earned in students' programs of study in the first year

▶ Persistence rate from term 1 to term 2

▶ Rate of college-level course completion in students' first academic year

To monitor progress toward equity in student progress and outcomes, all of these data should be routinely disaggregated by student race, ethnicity, gender, and (if possible) economic status.

Further, colleges should track each entering first-time-in-college student cohort through these early momentum points and then on to completion (or not) of certificates, degrees, and transfer. Ultimately, the efficacy of guided pathways also will be reflected through strengthened tracking of post-transfer and post-graduation outcomes in transfer institutions and in the labor market.

DISCUSSION QUESTIONS

▶ How can coaches help colleges explore their data in a productive way? What are the challenges involved in exploring uncomfortable data with college teams, and how can the coach help them surmount those challenges?

▶ How can coaches help colleges communicate the data effectively with their stakeholder groups, both to celebrate progress and to maintain a sense of urgency for large-scale change?

Using the Guided Pathways Scale of Adoption Assessment

The Scale of Adoption Assessment (SOAA) was developed by CCRC to support qualitative monitoring of a college's progress toward the implementation of scaled guided pathways reform. Colleges should use the instrument to assess progress in relation to their own baseline; it is not designed to make comparisons across institutions. The SOAA is intended to help colleges to identify their implementation gaps, their strengths, and their weaknesses and then to develop an action plan to bring reforms to scale for all students. [Note: the Bill & Melinda Gates Foundation has developed an online version of the SOAA and will make it available for colleges to use in their self-assessment of institutional readiness for guided pathways reforms. When available, the online instrument may be accessed through the online Pathways Resource Center at www.pathwaysresources.org]. Experience indicates that optimal use of the SOAA involves expert third-party facilitation of work to refine and discuss institutional results.

DISCUSSION QUESTIONS

▶ Based on findings from the Scale of Adoption Assessment, how might coaches help colleges identify strengths and gaps in their existing work?

▶ Once those are identified, how might coaches help colleges turn the gaps into a set of priorities with actionable next steps?

▶ How do coaches help the colleges prioritize and stage implementation, knowing it's not a linear process and that they cannot take everything on at once?

Print Resources

Guided Pathways Scale of Adoption Assessment (Community College Research Center)
Note: Click the link and a .docx file will automatically download.

Continuously Improving Pathways

Cross-functional teams of program faculty, advisors and administrators affiliated with particular meta-majors and pathways will meet each academic term to review student progress and learning, assess what is working for students and what is not, and make or recommend changes accordingly.

Additional Pathways Resources

A larger collection of selected resources for the work of planning and implementing guided pathways is provided in the online Pathways Resource Center at www.pathwaysresources.org. There the user may click on the graphic model of pathways work to find additional information.