



Pathways

ENGAGEMENT TOOLKIT

Introduction and Overview

Among the most important lessons learned at colleges involved in pathways reform and other large-scale institutional change is that it is virtually impossible to overstate the importance of systematically engaging faculty, staff, and administrators—early and then continuously, throughout the planning, implementation, and evaluation processes. Campus engagement is not an event. It is an ongoing, systematic process. It is not an undertaking designed to get “buy-in” for planned changes to students’ educational experiences and the institutional practices, policies and structures that support them. Rather, authentic engagement will build understanding, acknowledge and respect concerns, involve people appropriately in making decisions and implementing them—and hopefully, for most constituents at least, promote ownership and commitment. Further, the *quality* of the work will be substantially enhanced. Faculty and staff engagement in guided pathways reform should start early, occur often, expand intentionally, and evolve over time as the work progresses.

This *Engagement Toolkit* provides in one place an array of resources for college leaders at all levels, as they seek to design an engagement strategy appropriate to their institutional context. The collection includes print resources; video clips from pathways partners, coaches, college presidents, and practitioners; and PowerPoint slides.

Print Resources

-  **[Pathways Engagement 101: A Handbook](#)**
This guide to engaging faculty, staff, and administrators in the design and implementation of guided pathways is useful to leaders at all levels. It is of particular value to the mid-level administrators who are most often charged with coordinating implementation of change efforts. (American Association of Community Colleges and SOVA)
-  **[Engaging Adjunct And Full-Time Faculty In Student Success Innovation](#)**
This tool helps colleges design and implement effective faculty engagement strategies related to institutional change for student success. (Achieving the Dream and Public Agenda)
-  **[Engagement for Pathways Implementation: Basic Concepts and Practices](#)**
Note: Click the link and a .docx file will automatically download.
These slides highlight practices related to engagement for pathways implementation, including how to establish a climate to influence culture, the role of meaningful engagement, and practices of enlightened leaders. (SOVA)
-  **[Internal Stakeholder Engagement Workshop Toolkit](#)**
Colleges used this toolkit to engage key internal stakeholders (faculty, staff, and administration) during the final quarter of the Completion by Design planning year. (Public Agenda for Completion by Design)

 **Engaging Faculty During Student Pathways Implementation**

This guide helps college leaders and others engage faculty in pathways implementation. (Public Agenda for Completion by Design)

 **Guided Pathways Demystified: Exploring Ten Commonly Asked Questions about Implementing Pathways**

Designed for higher education leaders, this report explores 10 commonly asked questions about implementing guided pathways. It addresses concern about compromising our higher education values, practical considerations about control and enrollment, and apprehensions about the impact on students' learning and development. (National Center for Inquiry and Improvement)

 **Guided Pathways Demystified Discussion Guide**

Note: Click the link and a .docx file will automatically download.

This guide provides discussion questions for each section of *Guided Pathways Demystified*. The questions are designed to stimulate campus conversations about issues that need to be addressed to successfully pursue a guided pathways effort. (National Center for Inquiry and Improvement)

 **Guided Pathways Demystified Discussion Guide Slides**

Note: Click the link and a .pptx file will automatically download.

These PowerPoint slides are a useful tool for guiding conversations about the issues raised in *Guided Pathways Demystified*. (National Center for Inquiry and Improvement)

 **Guided Pathways Demystified II: Addressing 10 New Questions as the Movement Gains Momentum**

This second Demystified report explores 10 new questions reflective of the uptake in guided pathways across the nation's colleges. It addresses inquiries related to culture change, implications for the student experience, practical concerns for educators, and operational considerations. (National Center for Inquiry and Improvement)

Video

View videos associated with:

-  [Faculty and staff engagement](#)
-  [Engaging stakeholders and making the case for change](#)

PowerPoint Slides

 **Engagement PowerPoint Slides from Pathways Collaborative Organizations**

Note: Click the link and a .pptx file will automatically download.

Various Collaborative organizations use these slides when they discuss engagement. (Pathways Collaborative)

ACKNOWLEDGMENTS

The work of designing and implementing guided pathways for students has become a movement, extending across an expanding number of community colleges and universities. Supporting that work is a collection of organizations that are working collaboratively, sharing experience, intellectual capital, and a variety of resources aimed at supporting institutional change efforts. For contributions to the work, to knowledge development, to this *Engagement Toolkit*, and to the online Pathways Resource Center (www.pathwaysresources.org), acknowledgement and gratitude are particularly due to these organizations in the Pathways Collaborative:

