



What is the NC GPS Network?

The NC GPS Network is a networked improvement community (NIC) of cohort college teams that is

- Focused on a well-specified common aim: *improved completion rates for all groups*;
- Guided by a deep understanding of the challenge and the systems that produce it: *students, colleges, local/state education systems, economic/workforce contexts*;
- Disciplined by principles of inquiry and improvement: *Plan-Do-Study-Act cycles and processes*; and
- Coordinated to accelerate testing, learning, and integration of GPS interventions customizable for each college.

What is its purpose?

The Network creates intentional opportunities for college leaders and practitioners to more effectively and efficiently

- share current insights, knowledge, and innovations;
- develop collective capacity to use data, test ideas, and improve processes; and
- inform System- and college-level policy and practice-based reforms.

As a professional learning community, the Network enables accelerated advancement of student success reforms while building capacity for adaptive and sustainable improvements.

Why is it needed?

We can improve better and faster if we learn together. The Network provides an effective way to access and share the significant knowledge, innovations, and talents of our dedicated employees across the System. Collaboration is needed to help colleges thrive amid constant challenge and change: variances in enrollment, completion, achievement, funding, academic and non-academic supports, professional development, and education and workforce partner needs, among others. In an era of rapid change and uncertainty, we must learn and work together to achieve our important mission.

What are the expected outcomes?

During the initial years of participation, as the NIC tests reforms and learns to improve, colleges may expect incremental annual gains in the following outcomes:

1. Improved and equitable student persistence, learning, and completion rates;
2. College- and System-level culture shift to leading change through continuous inquiry and learning;
3. More rapid implementation of effective GPS practices customizable to each college context;
4. Sustainable talent development with increasing improvement capacity (college and System);
5. Improved employee knowledge, communication, cooperation, and morale;
6. Increased efficiencies and returns on investments (ROIs) for colleges and the System; and
7. Greater alignment of System policies with practice-informed reforms.

NIC college gains are expected to accelerate dramatically during the typical 5-10 years required for widespread culture change and systematic reforms that are designed to support improvements in perpetuity.

Who is involved?

The 2018 NC GPS Network consists of a cohort of **17 colleges** partnered by location:

1. Asheville-Buncombe Technical Community College + Haywood Community College
2. Caldwell Community College & Technical Institute + Wilkes Community College
3. Carteret Community College + Lenoir Community College
4. Central Carolina Community College + Durham Technical Community College + Piedmont Community College
5. Cleveland Community College + Gaston College
6. Davidson County Community College + Mitchell Community College
7. Halifax Community College + Nash Community College
8. Pitt Community College + Roanoke-Chowan Community College

Members of the **2018 NIC Facilitators cadre** include:

- | | |
|-----------------------------------|---|
| ⊕ Steve Heulett, A-B Tech | ⊕ Meredith Carpenter, Haywood CC |
| ⊕ Caleb Marsh, Caldwell CC & TI | ⊕ John Paul Black, Lenoir CC |
| ⊕ Nicole Thompson, Carteret CC | ⊕ Betsy Patterson, Mitchell CC |
| ⊕ Sarah Deal, Central Carolina CC | ⊕ Renee Martinez, Nash CC |
| ⊕ Richard Carroll, Cleveland CC | ⊕ Patricia Hatchett, Piedmont CC |
| ⊕ Stacy Holliday, Davidson CCC | ⊕ Leia Rollins, Piedmont CC |
| ⊕ Kara Battle, Durham Tech | ⊕ Lori Preast, Pitt CC |
| ⊕ Heather Woodson, Gaston | ⊕ Jeanette Pellegrin, Roanoke-Chowan CC |
| ⊕ Nichole Pitchford, Halifax CC | ⊕ Hardin Kennedy, Wilkes CC |

State and national partners support the Network with professional development, technical assistance, and funding. Current partners include:

- ⊕ NC Student Success Center & Student Success Center Network (15 states)
- ⊕ Jobs for the Future
- ⊕ NCCCS Programs & Student Services Division
- ⊕ NCCCS Research & Performance Management Division
- ⊕ NCCCS Minority Male Success Initiative
- ⊕ Central Piedmont Community College Center for Applied Research (CFAR)
- ⊕ NC State University Envisioning Excellence for Community College Leadership
- ⊕ NC State University Industry Expansion Solutions
- ⊕ University of Washington Community College Research Initiatives
- ⊕ Columbia University Community College Research Center
- ⊕ Bill & Melinda Gates Foundation
- ⊕ John M. Belk Endowment

How will it work?

Guided by a cadre of trained NIC Facilitators, with support from state and national partners, colleges will learn collaboratively and lead reforms in the four practice areas of the Guided Pathways framework. The college's NIC Facilitator will work closely with the President and other leaders, the NC GPS Team, and all divisions. In addition, NIC Facilitators from neighboring institutions will serve as learning and support partners and will also collaborate with the entire NIC Facilitator team. NIC Facilitators will participate in ongoing professional development in Guided Pathways reforms and improvement science processes, communicate regularly with partners and the team, complete brief monthly assessments, assist the NIC with data collection and reporting, and share results at her or his college and across the Network. Learning and practice reforms will be shared broadly for implementation across the NIC and the System.

What is the proposed timeline* for activities?

2018-2019 College Team Activities

February 2018	Colleges selected for 2018 GPS Network cohort
March 2018	Cohort college team orientations (webinar series)
May 29-30	NC GPS Institute I: Leading Change & Mapping Pathways
June-July 2018	College team members individually complete online SOAA
June-September	College team develops Mapping Pathways Action Plan
July 2018	NIC Facilitators and partners conduct SOAA validation/coaching calls
July-August	CFAR and NIC Facilitators complete SOAA reports for colleges
August 31, 2018	SOAA dashboard & reports available to colleges and the NC Student Success Center
September 15	College team submits Mapping Pathways Action Plan
September TBA	GPS Institute II: Helping Students Choose & Enter a Pathway
October-January	College team develops Helping Students Choose & Enter a Pathway Action Plan
January 15, 2019	College team submits Helping Students Choose & Enter a Pathway Action Plan
January 2019 TBA	GPS Institute III: Keeping Students on a Pathway
January-April 2019	College teams develop Keeping Students on a Pathway Action Plan
April 5, 2019	College team submits Keeping Students on a Pathway Action Plan
April 2019 TBA	GPS Institute IV: Ensuring Students Are Learning
April-September	College team develops Ensuring Students Are Learning Action Plan
September 17, 2019	College team submits Ensuring Students Are Learning Action Plan
November 1, 2019	Colleges submit 5-Year GPS Action Plan drafts for review by the NIC & partners
December 2019	College teams evaluate the NC Student Success Center GPS Plan, review NIC action plans, and assess the NIC process and partners

2018-2019 NIC Facilitators Activities *[Webinars will be recorded for participants who are unavailable.]*

June 8 @ 10 am	<i>NIC Facilitators: webinar/training SOAA implementation [Tentative; June 15 alternate date]</i>
June 13 @ 3 pm	<i>EdX Learning to Improve course webinar/overview & optional start date</i>
June-July 2018	College team members individually complete online SOAA
June 29 @ 10 am	NIC Facilitators: webinar/updates, questions & sharing session
July 2018	NIC Facilitators and partners conduct SOAA validation/coaching calls
August 3 @ 10 am	NIC Facilitators: webinar/updates, questions & sharing session
July-August 2018	CFAR and NIC Facilitators complete SOAA reports
August TBA	NIC Facilitators Institute II (proposed 1-2 days, to be determined by the team)
August 31, 2018	SOAA reports & dashboard available to colleges and the NC Student Success Center
March 15, 2019	<i>EdX Learning to Improve course end date/certificates issued</i>
April 2019	NIC Facilitators formal evaluation of the Center and the NIC processes (NCSU IES team)
December 2019	NIC Facilitators evaluate the NC Student Success Center GPS Plan, review NIC action plans, and assess the NIC process and partners
Monthly TBA	<i>Conference calls, updates, assessments of activities</i>
Monthly TBA	<i>Brief GPS & NIC process assignments (in Moodle and EdX)</i>
Monthly TBA	<i>NIC Facilitator provides updates to college leaders and campus community</i>
As needed	<i>NIC Facilitator partners communicate, share, collaborate, and support</i>

***We are designing these supports for you and your college. Therefore, this timeline is subject to change in response to the needs of college teams, NIC Facilitators, and partners. Please let us know if you have suggestions about the schedule, communication modes, and resources. Whenever possible, we will adapt to accommodate your needs.**