



NC Student Success Center NC Guided Pathways to Success Plan 2018-2019

Revised 22 May 2018



Goals of the NC GPS Plan

1. To assist cohorts of colleges with adopting [NC GPS practices at scale](#) through intensive professional and organizational development in a learning and sharing network of support
2. To engage the 58 colleges in using the [NC GPS Scale of Adoption Self-Assessment \(SOAA\)](#) as a tool for benchmarking and change across the NCCCS
3. To leverage resources for additional technical assistance and professional development for non-cohort and cohort colleges
4. To create effective [networked improvement communities \(NICs\)](#) with cadres of trained practitioner-facilitators for cross-college collaboration and continuous learning

With the broad support of stakeholders, including college presidents, NCCCS leaders, faculty and staff, and state-level partners, the NC Student Success Center will implement the NC Guided Pathways to Success (NC GPS) Plan, which builds on the success and ongoing work of state and national completion movement, such as [Achieving the Dream](#), [Completion by Design](#), and the [AACCC Pathways Project](#). The plan will provide colleges with targeted technical assistance, professional development, and a networked improvement community (NIC) with the first cohort of 17 colleges. Pending continuation funding of the Center, all 58 colleges will have an opportunity to participate and will receive customized services.

The Center's plan addresses stakeholder priorities, aligns with the NCCCS Strategic Plan, and incorporates national Guided Pathways recommendations from the [Student Success Center Network](#), [Jobs for the Future](#), and the Community College Research Center and other national partners. To extend the reach of the plan, the Center will also provide professional development and technical assistance in collaboration with state-level stakeholder association to advance, scale, and sustain the Guided Pathways movement in North Carolina.

The NC GPS Plan also responds to college [needs](#) identified through focus groups, surveys, reports, and conversations with presidents, vice presidents, instructors, and student services staff across the state. Specifically, the Center will provide support for organizational development, [strategic returns on investment](#), and implementation of [essential practices](#) related to:

1. Program mapping and alignment;
2. Advising and student support redesign;
3. Equitable outcomes for underserved (minority, low-income) students;
4. Effective transfer practices and partnerships;
5. Data and research capacity across the institution;
6. Faculty development and professional learning;
7. Financial support for students and colleges; and
8. Demonstrated student learning outcomes.

The NC GPS Plan will help leverage student success innovations currently underway at many colleges and will provide much-needed coherence, alignment, and direction for the System.

NC GPS will also provide a way for the System's 35,000 employees to work collaboratively as a [community of practice](#), sharing their insights, talents, and commitment to equitable outcomes in student learning, success, and completion of credentials. Combined with their own practice-informed knowledge and proven state and national strategies, NCCCS leaders and practitioners will be empowered to help greater numbers of North Carolinians gain economic mobility and fulfillment in work that matters.

Expected Benefits of Adopting NC GPS Practices

Nationally, colleges that have implemented comprehensive Guided Pathways innovations have demonstrated [improvements in many measures of student success](#). Participating colleges may expect the following benefits:

1. Increased number of program credits earned in first year (progress toward credential);
2. Increase completion of gateway English and math in first year (progress toward credential);
3. Improved credential completion rates;
4. Increased student learning outcomes;
5. Greater alignment of program outcomes with local industry and four-year transfer partners;
6. Greater numbers of full-time students enrolled;
7. Increased enrollment (headcount and FTE);
8. Greater efficiencies and cost savings (return on investments) for the college and students; and
9. Improved college-wide capacity to collect, analyze, and apply data, using consistent metrics and reporting.

Goal I: To assist cohorts of colleges with adopting [NC GPS practices at scale](#) through intensive professional and organizational development in a learning and sharing network of support

[Colleges selected](#) for each cohort will receive targeted technical assistance and professional and organizational development with a series of institutes, online learning and communication opportunities, and related support.

1. Each college will organize a NC GPS Team with **6-10 members***, including, but not limited to,

Required participants:

- a. **College President**, who will direct and provide oversight of the project with support from a senior administrator, preferably the Chief Academic Officer;
- b. **Chief Academic Officer**, who will serve as the primary college contact for the project;
- c. **Faculty member** (at least one full-time instructor); and
- d. **Minority Male Success Initiative Coordinator** (or leader whose role includes diversity/inclusion)

Strongly encouraged participants:

- e. **Workforce Continuing Education/Career & College Ready/Basic Skills representative;**
- f. **Student Development/Student Affairs representative;**
- g. **Advising Center liaison (or person with primary advising responsibilities);**
- h. **Institutional Research/Institutional Effectiveness representative; and/or**
- i. **Instructional or student services staff member** involved in student success efforts.

One team member will serve as the **NIC Facilitator for the college, a position that may involve up to 8 hours per week in on-campus facilitation and off-campus and online training and preparation. The successful NIC Facilitator should demonstrate visionary/design thinking, promote innovative solutions, build consensus, and communicate and collaborate effectively with diverse groups of people.*

2. Cohort I college teams will participate in NC GPS Institutes (1½ days each) as follows:

Institute I	Mapping pathways to student end goals	May 29-30, 2018
Institute II	Helping students choose and enter a pathway	September 2018 TBA
Institute III	Keeping students on a pathway	January 2019 TBA
Institute IV	Ensuring students are learning	April 2019 TBA

3. **College teams and NIC facilitators** will collaborate in a **cross-college NIC** with access to shared resources and tools for co-learning and continuous improvement across the cohort.
4. **NIC Facilitators** and other GPS and change leadership subject matter experts will meet with college teams during the institutes and will serve as consultants throughout the cohort timeline.
5. The **NIC Facilitator** from each college team will receive preparatory and ongoing training in the principles of improvement science, networked improvement communities (NICs), and Guided Pathways Essential Practices.

Goal II: To engage the 58 colleges in using the [NC GPS Scale of Adoption Self-Assessment \(SOAA\)](#) as a tool for benchmarking and change across the NCCCS

Led by Dr. Bobbie Frye of the Center for Applied Research (CFAR) at Central Piedmont Community College, the Center will launch the NC GPS Scale of Adoption Self-Assessment Project with online assessment and college reports distributed in August and September. The 17 cohort colleges will have priority access during this phase, followed by broad implementation for the other 41 colleges. Based on the findings, the Center will organize regional and online professional development and technical assistance for college implementation of NC GPS practices.

May-June 2018	CFAR and NIC Facilitators train for implementation
June 2018	Cross-divisional college teams complete online assessment
July-August 2018	Colleges receive feedback calls from NIC Facilitators and partners
August 2018	Colleges receive final reports with assessment results
September 2018	The Center announces 2018-2019 services and resources for colleges

Goal III: Provide professional and organizational development in collaboration with established NCCCS internal professional associations, faculty discipline associations, Advisory Board member organizations, and across all sectors of the System Office

1. Engage Advisory Board members in the NC GPS Plan to further the work in their organizations and at their colleges
2. Help organize professional association meetings and conferences, encourage collaboration, and support targeted Guided Pathways professional development
3. Engage the NC Advising Redesign Team and the NC Community College Advising Association in implementing the Center's plan for advising and student support redesign for the 58 colleges
4. Engage Career Coaches, Workforce/Career Credit Education Navigators, and Basic Skills Plus, and other practitioners and teams in the NC GPS Plan
5. Create capacity within the System Office at all levels to advance NC GPS principles and practices throughout the agency
6. Align and integrate the NC GPS Plan with the NCCCS Strategic Plan* for 2018-2020

NCCCS Strategic Plan Goals 2018-2020

- Student Interest and Access
- Clear and Supported Pathways for Student Progress and Success
- Economic and Workforce Impact
- System Effectiveness

Goal IV: To create effective [networked improvement communities \(NICs\)](#) with cadres of trained practitioner-facilitators for cross-college collaboration and continuous learning



<http://www.nccommunitycolleges.edu/student-services/nc-student-success-center>