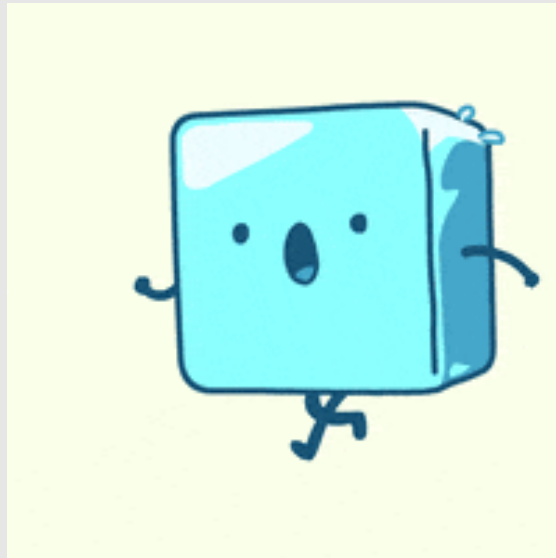


# **Florida Pathways Institute: Scaling Pathways throughout the State with Targeted Support**

*Keturah Young, Florida Student Success Center*

**#FLStudentSuccess**

But first,  
let's break the ice!



# Icebreaker: You have to sing karaoke, what song do you pick?

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You have to sing karaoke, what song do you pick?



- 1 Go to **PollEv.com**
- 2 Enter **KETURAHYOUNG804**

- 1 Text **KETURAHYOUNG804** to **22333**
- 2 Text in your message

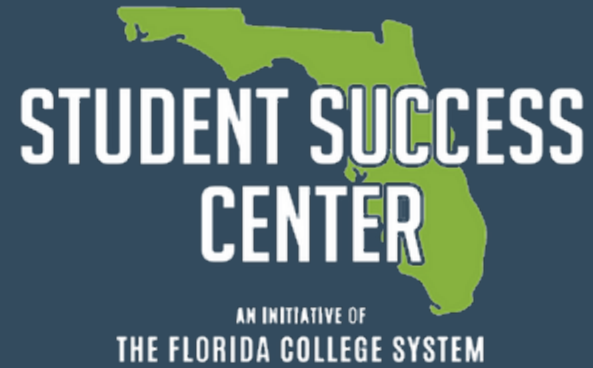
Total Results: 0

Powered by  **Poll Everywhere**

# Session Objectives

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- Understand the fundamentals of the guided pathways model
- Discover how guided pathways can be useful at your institutions
- Explore the progress in guided pathways implementation through the Florida Pathways Institute



# Guided Pathways

# What is Guided Pathways?

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- Integrated, institution-wide approach to student success grounded in providing students with a clear roadmap and support to guide them effectively and efficiently from the point of entry through credential completion and career advancement.
- Guided Pathways is **not an initiative**, it is a way for colleges and universities to become truly, comprehensively student-focused. It requires a leadership-led culture shift and significant investment to ignite institutional change.

# How Colleges Are Doing Guided Pathways

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# The Pathways Model

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## Four Pillars of Guided Pathways



Create clear curricular pathways to employment and further education.



Help students choose and enter their pathway.



Help students stay on their path.



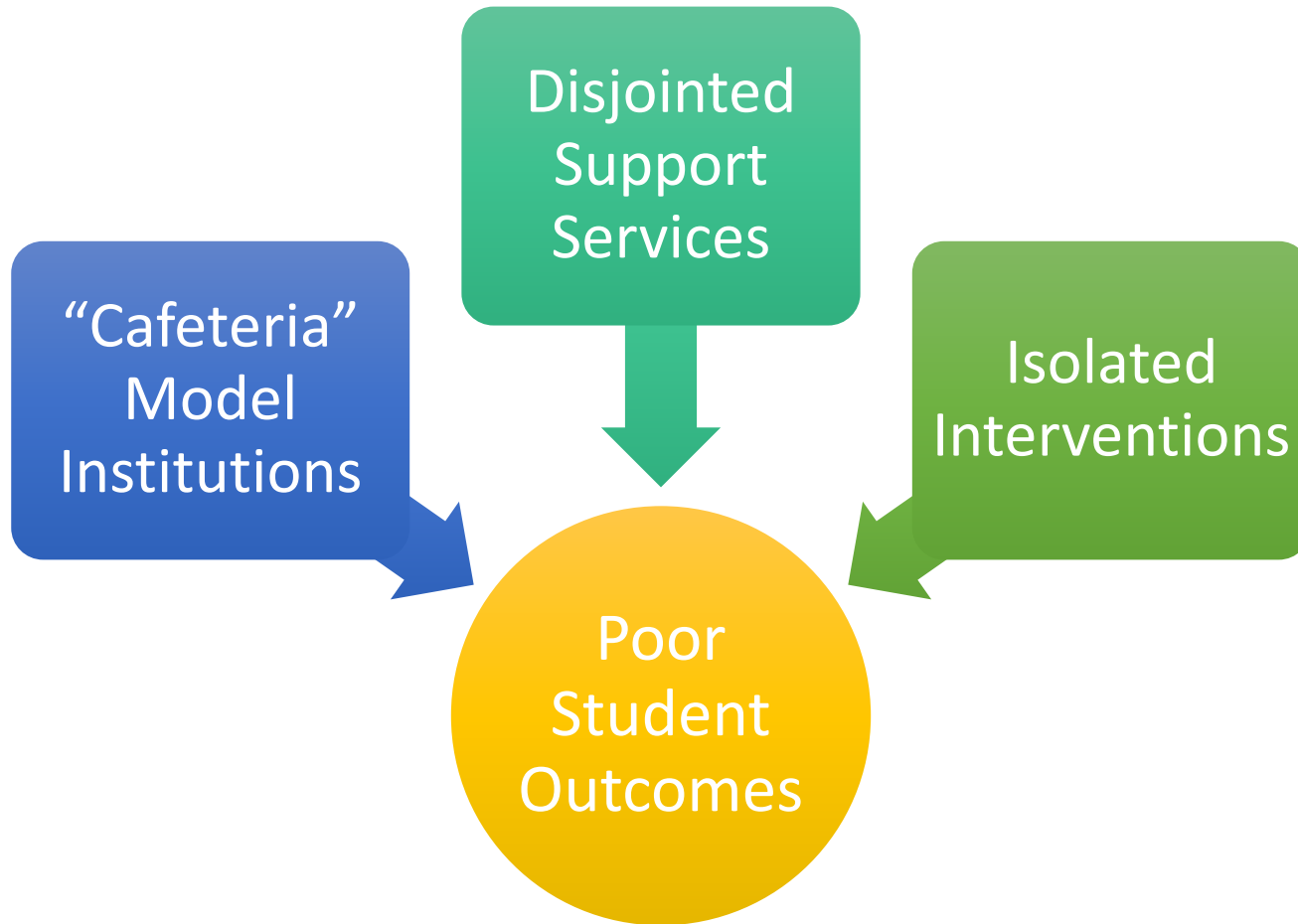
Ensure that learning is happening with intentional outcomes.

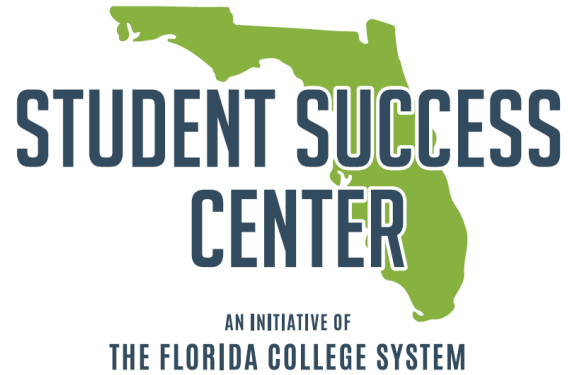
*The Guided Pathways Model was developed by the Community College Research Center and the AACC Pathways Project*



# Why Pathways?

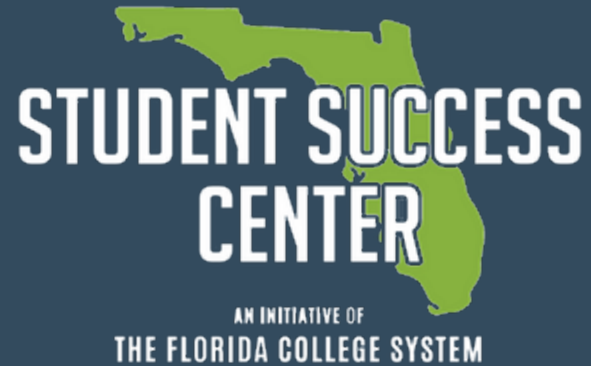
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# Pop Quiz!

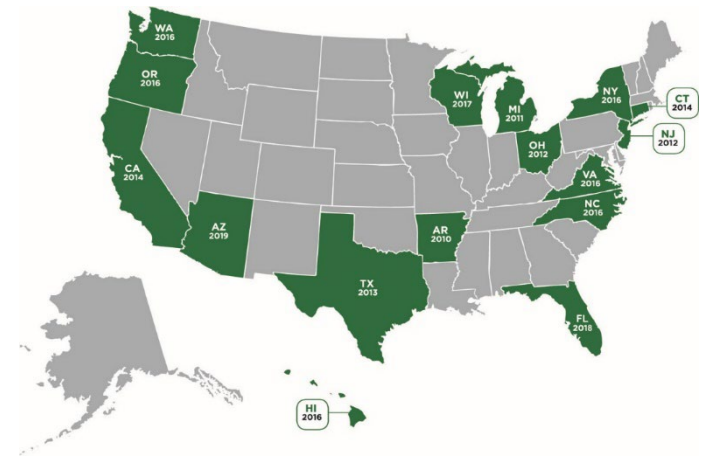
To the Kahoot!



# Florida Student Success Center

# What is the Florida Student Success Center?

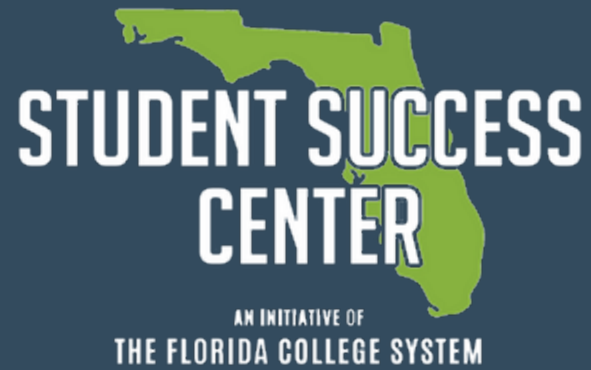
- Supports Florida's 28 public state colleges' efforts to develop student-centered pathways and increase student completion rates
- The 15<sup>th</sup> state to join the national Student Success Network
- Launched in 2018 in partnership with
  - Jobs For the Future
  - Helios Education Foundation
  - Florida College System Foundation



# Major Initiatives

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- Mathematics re-design
- Guided pathways
- Alternative placement methods



# Florida Pathways Institute

# Florida Pathways Institute

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- Statewide guided pathways implementation effort designed to scale pathways to dramatically boost completion and improve the social and economic mobility of graduates.
- Modeled on the American Association of Community Colleges (AACCC) Pathways Project.

# FPI Service Delivery Model

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- FPI cohort 1 consisted of 12 colleges dedicated to guided pathways work. The cohort process spanned a period of **two years** and included a variety of activities, including, but not limited to:
  - Administering the [Scale of Adoption Assessment](#) campus-wide in fall 2019 to determine readiness to implement guided pathways, as well as institutional capacity. The assessment was administered again in fall 2021 to measure progress on implementation.
  - Participating in convenings hosted by the center. Convenings combined discussion with experts, experiences shared by colleges already implementing pathways and facilitated discussion/planning sessions for college teams.
  - Receiving coaching, technical assistance and support related to guided pathways implementation.



# FPI Cohort 1

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Broward College

College of the Florida Keys

Eastern Florida State College

Florida SouthWestern State College

Florida State College at Jacksonville

Gulf Coast State College

Lake-Sumter State College

Palm Beach State College

Pasco-Hernando State College

Seminole State College of Florida

South Florida State College

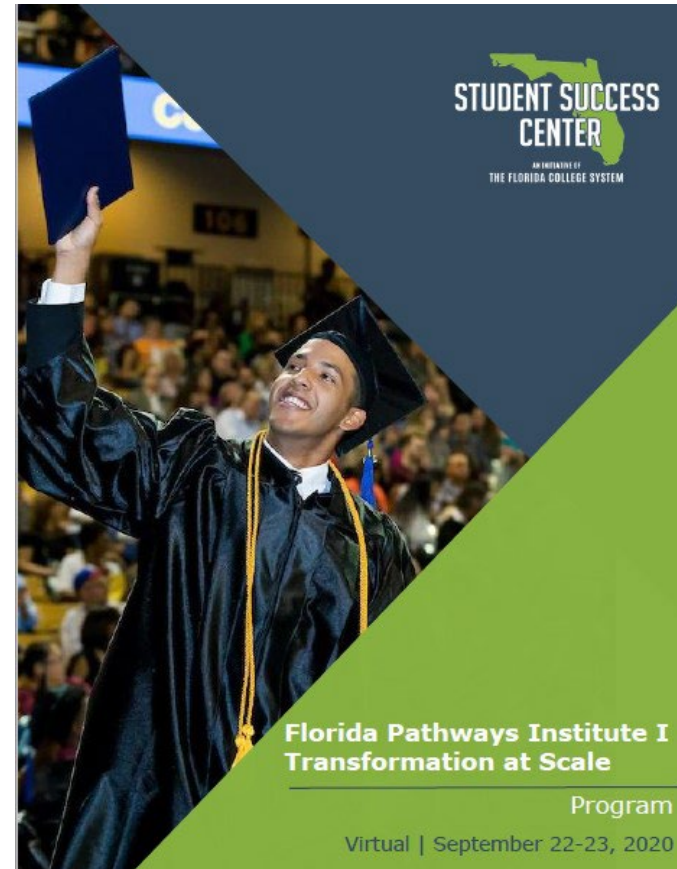
State College of Florida, Manatee-Sarasota



# FPI I: Transformation at Scale

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- Occurred virtually on September 22-23, 2020
- Objective(s): To build a sense of urgency and make the case for guided pathways at their campuses



# FPI I Key Takeaways

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- Early momentum metrics (KPIs) are highly predictive of student success.
- Utilize student data to:
  - Help students get on a path as soon as possible
  - Provide targeted individualized support during onboarding

# FPI I Key Takeaways

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- Authentic guided pathways work requires a design mentality
  - Providing concise, specific guidelines
  - Utilizing a common language
  - Working from a shared set of principles

Strategy for Mapping the Student Experience:  
Secret shopping. Think about different students and go through the process of what it would take for them to get into the classroom. Whiteboard what that actually looks like.



# Florida Pathways Institute II: Mapping Pathways to Student Success

- Occurred virtually on February 9-19, 2021
- Objective(s): To map A.A. degree for transfer and map career pathways to the workforce



# FPI II Key Takeaways

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- Map all programs to transfer and careers



- Provide detailed information on target careers and transfer outcomes

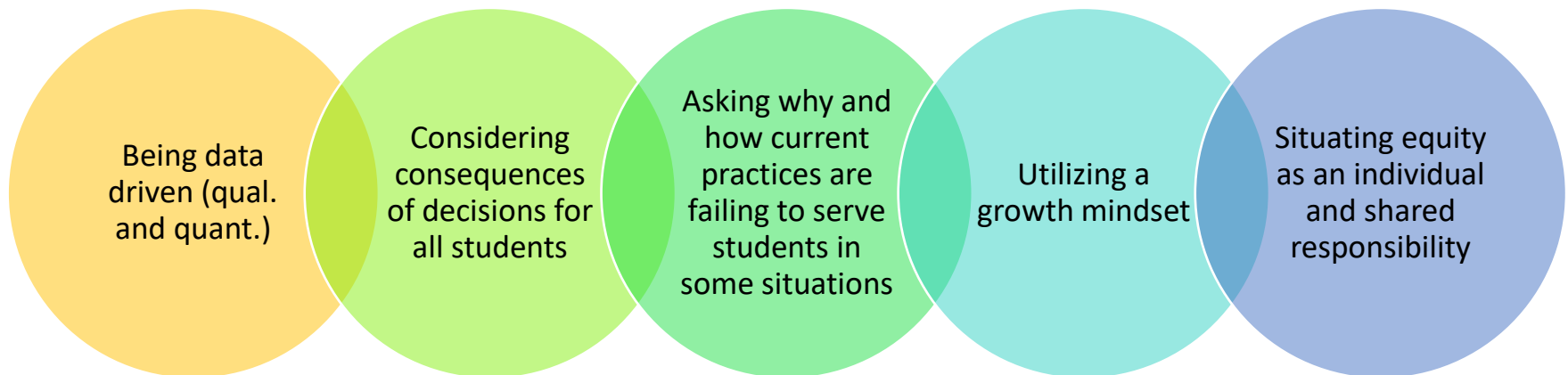


- Include course sequencing, required and critical courses, embedded credentials, and progress milestones

# FPI II Key Takeaways

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- There must be clarity on what equity means. This definition and concept will provide a lens to think about the design of your pathways maps.



# FPI II Key Takeaways

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- Guided pathways is a cross-campus, community effort

“Think about how we connect with the students, how they enter the system, progress, and make it to completion. Get them to want to contribute to their community and make life better..It requires all of us, the students, our colleagues, and the colleges to change our future. Go back to your institutions and get them fired up to watch someone whose life they changed go across that stage because students need you to make this happen across the state.”

– Dr. Michael Baston, President, Rockland Community College



# Florida Pathways Institute III: Integrating the Onboarding Experience for Student Success

- Occurred in-person on October 19-20, 2021 in St. Petersburg, FL
- Objective(s): To discuss redesigning student intake systems to more effectively support students in entering and successfully completing a pathway



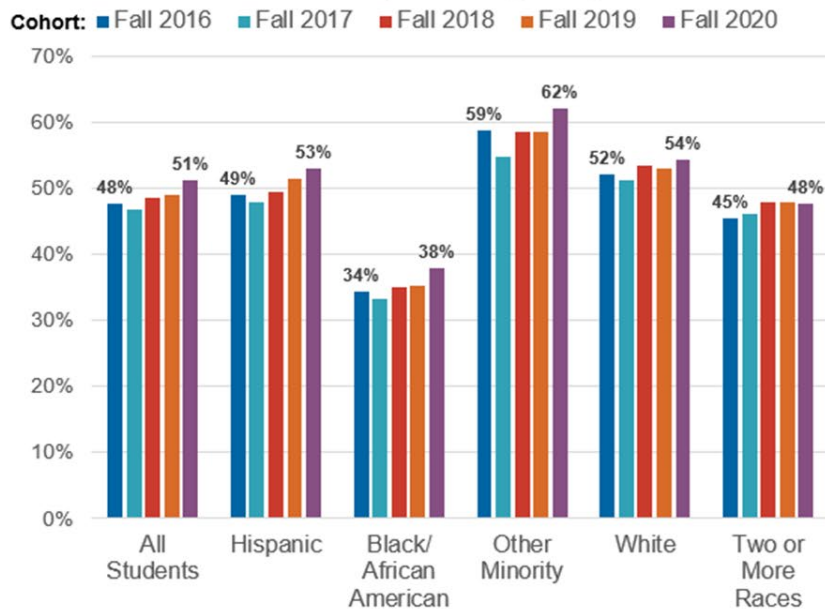
# FPI III Key Takeaways

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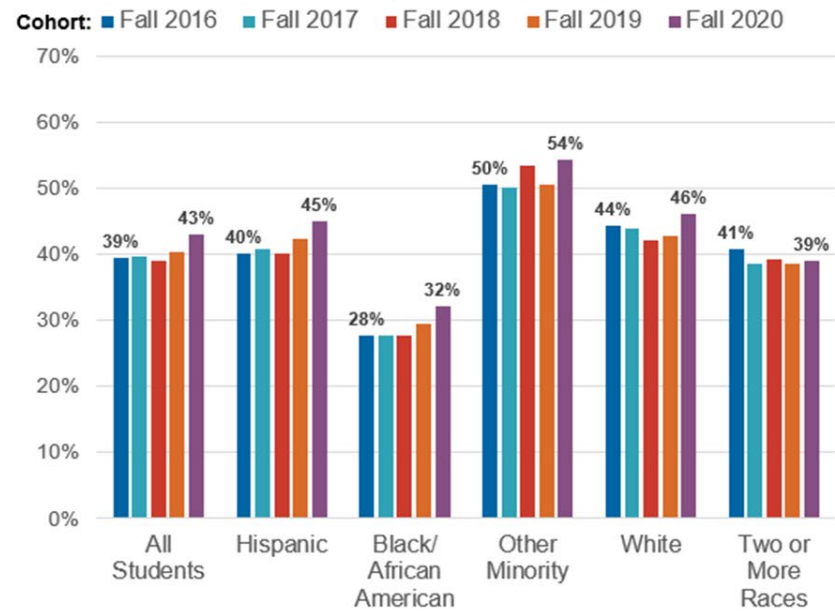
- Students who gain early momentum are more likely to complete
  - Predictor of success in transfer and getting a bachelor's degree
  - Benefits for low income students and students of color

# Unfortunately, only about 40%-50% of FTIC FCS students gain early momentum...

## FTIC Students Earning 15+ Credits in Year 1 (AA Program)

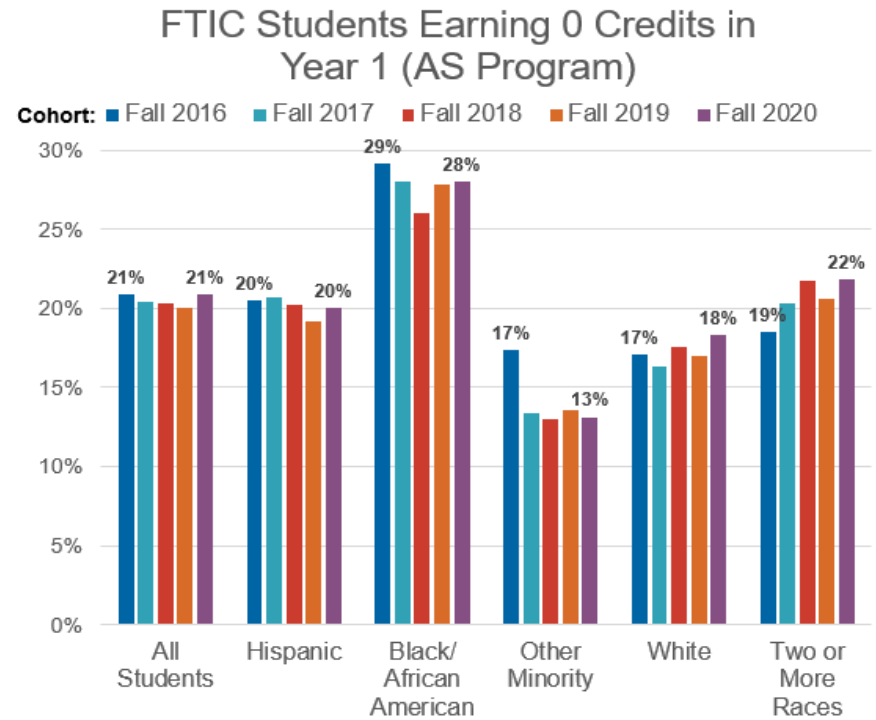
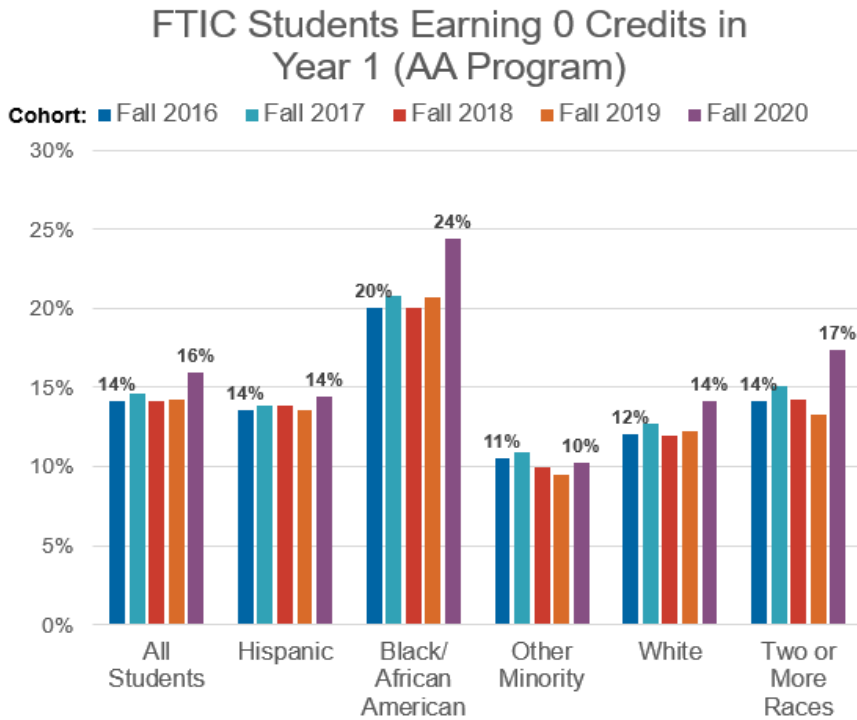


## FTIC Students Earning 15+ Credits in Year 1 (AS Program)



Source: Community College Research Center analysis of FCS KPI data.

...and too many, particularly students of color, earn no college credits in their first year



Source: Community College Research Center analysis of FCS KPI data.

# FPI III Key Takeaways

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## Ask

- Ask students what they're good at and direct them who to talk to
- Career inventories, use of faculty advisors, provide program information sheets

## Connect

- Connect students to professionals in fields of interest
- Faculty liaisons, orientation and advising based on meta-majors, showcase events based on meta-majors

## Inspire



- Light their fire in their first year
- These courses define the college experience and build confidence as college learners

## Plan

- Every student should have a plan
- Most plans developed through advising

# FPI IV: Enhancing Learning for Student Success

- Occurred in-person on April 12-13, 2022 in St. Petersburg, FL
- Objective(s): To engage in topics related to teaching and learning



# FPI IV Key Takeaways

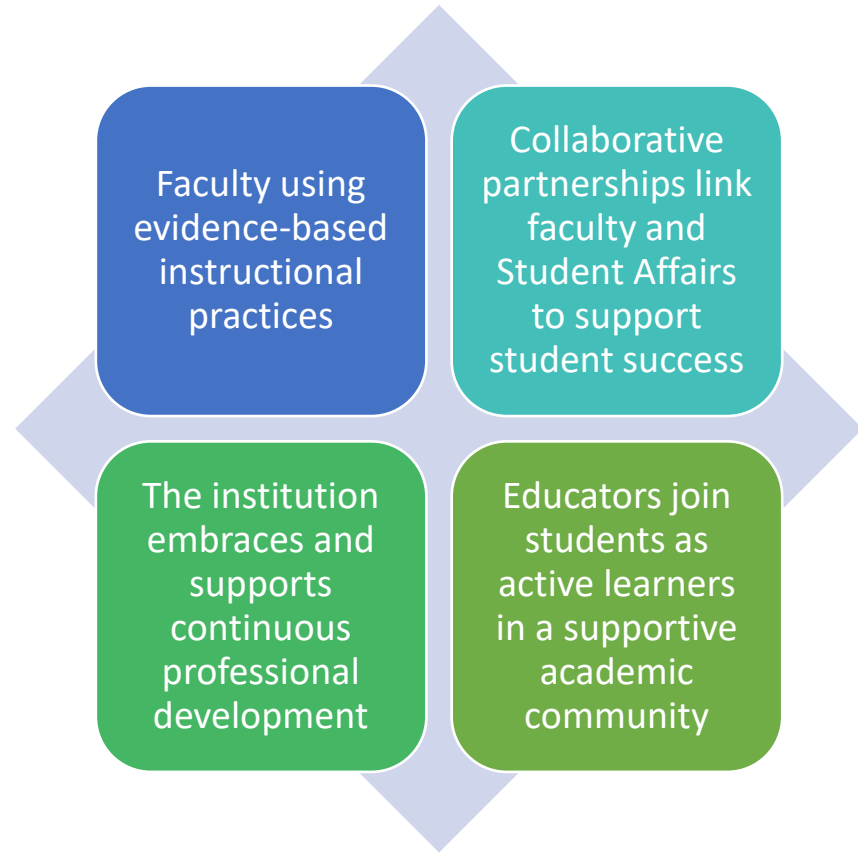
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- Students expect faculty and staff to know what is best for them. Students don't do optional.
  - Embed academic support into the syllabus
  - Often times, student pride prevents them from seeking help

# FPI IV Key Takeaways

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- Faculty play a significant role in student success



Framework created by Achieving the Dream



# FPI: Remaining Student-Centered

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- FPI has provided opportunities for participants to hear the voice of students
- FPI III: Integrating the Onboarding Experience for Student Success included a student panel in which participants heard the students' perspective regarding their college intake and support experiences, spotlighting the diverse needs of our student populations

# The Student Voice

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In response to: What resources are most helpful to you?

“The accessibility resources. I am not obviously disabled. My professors have been understanding and it has been helpful to have my paperwork to go to one place. I have a great advisor that got me to the right place. The staffing has my back.” – Therese, St. Petersburg College

“We have a food pantry, and an accessibility office. I thought about going to get more time for testing because English is my second language. The pantry is good because students struggle sometimes.” – Mayra, Pasco-Hernando State College

In response to: If you can give colleges a piece of advice from a student perspective, what would that be?

“It is about communication and connection and engaging with the student. Keep up with them. Every student is different and has a different approach of how you talk to them. Keep sending them emails and asking about their life. Set aside your beliefs.” – Nick, State College of Florida, Manatee-Sarasota

# The Student Voice

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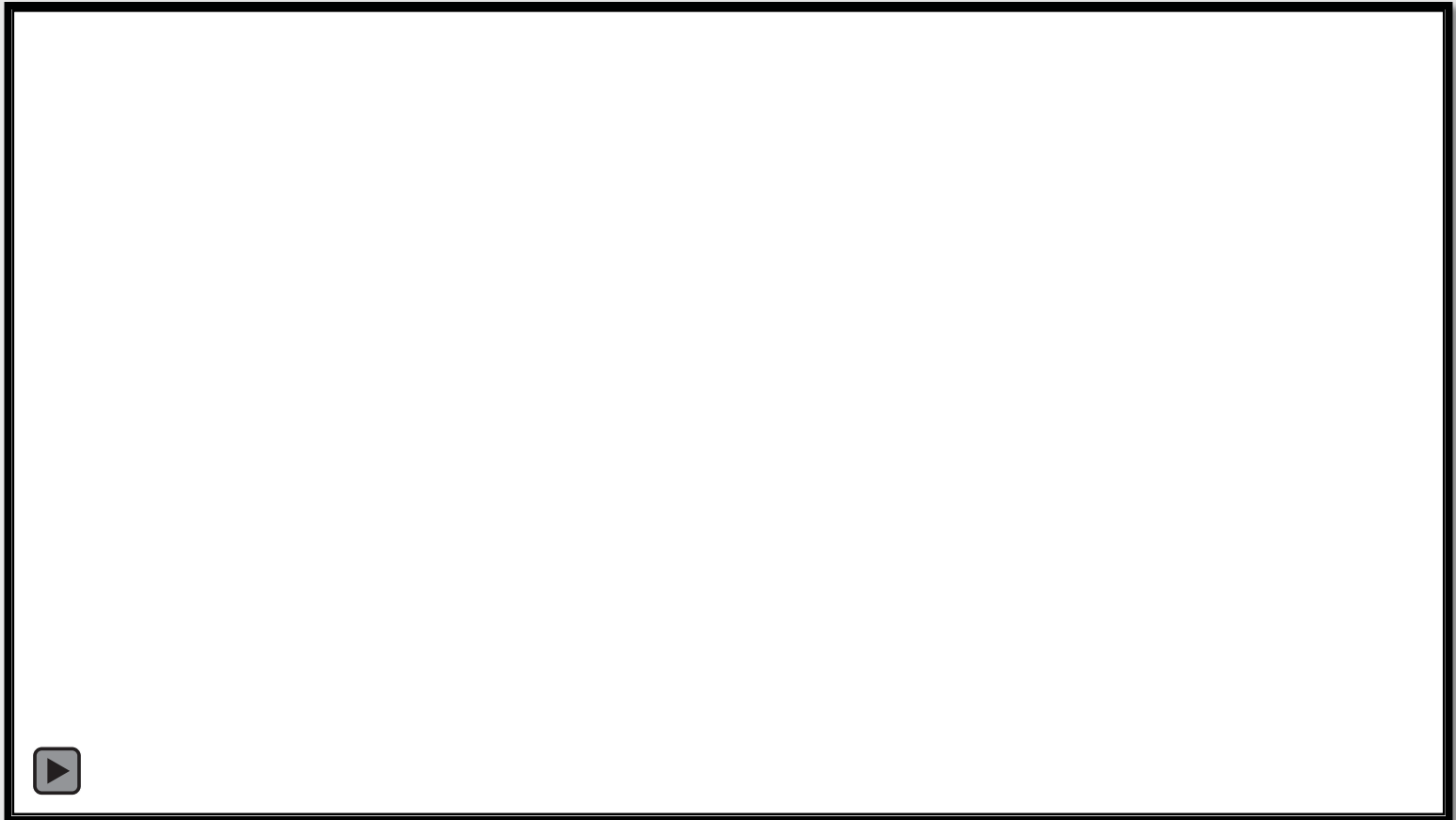
In response to: Was there one person that had a strong impact on you at the college? What was their role and what did they do?

“I had an advisor who stepped out of their role. Sometimes, you don’t know what someone’s going through. My friends I went to college with had already dropped out. I decided I was going to drop college and was getting a smoothie and the advisor came over and talked to me. She had me try new classes, she had repetitive communication, and showed she cared. She left the college but still reached out to me. I email her back to this day with my every success.” – KeAndre, St. Petersburg College

In response to: What was the most helpful thing college did to make you feel welcome?

“Attending the executive board was most fulfilling. I can improve leadership skills and meet other students seeking solutions. It is good for socializing and getting to know more people in the U.S.” – Mai, Hillsborough Community College

[Click here](#) to visit our FPI Archives webpage for event presentations, videos, and more.



# What's Next for the Center?

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More institutes, campus change, and more student success. Guided pathways implementation is never complete.



# FPI 2.0 – Alternative Placement Methods

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- The Florida Student Success Center is launching *FPI 2.0: Alternative Placement Methods Professional Development Program* in summer 2022.
- Technical assistance and support to a cohort of participating institutions planning to implement alternative methods for placement purposes.
- The program will include:
  - Opening convening in June 2022.
  - Implementation toolkit.
  - Coaching opportunities with national experts during the fall 2022 and spring 2023 terms.
  - Closing convening in spring 2023.
  - Ongoing learning community.

# Poll: How are you feeling about guided pathways?

## How do you feel about guided pathways?

### Join by Web



- 1 Go to **PollEv.com**
- 2 Enter **KETURAHYOUNG804**
- 3 Respond to activity

### Join by Text



- 1 Text **KETURAHYOUNG804** to **22333**
- 2 Text in your message

Total Results: 0

Powered by  **Poll Everywhere**

Questions?