Aligning Guided Pathways with Integrated Advising and Student Supports

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Outline for Session

- What is Integrated Advising and Student Supports?
  - Transformative Change
  - Institutional Approaches to Integrated Advising and Student Supports
  - Critical Elements and Common Challenges
- Alignment of Key Components of Integrated Advising and Student Supports and Guided Pathways
- Table Discussions
- Questions, Comments, and Discussion
Integrated Advising and Student Supports

Education and Career Planning

Coaching, Advising, & Counseling

Early Alerts & Intervention Targeting
Why Integrated Advising and Student Supports?

The ability to spur transformative change, rather than merely promote efficiency.
Transformative Change

Structures

Attitudes

Processes
Integrated Advising and Student Support: Using the SSIP Approach

**Sustained**
Ongoing support rather than an “inoculation” approach.

**Strategic**
Differentiated services to maximize capacity.

**Intrusive and integrated**
Services are an integral part of all students’ experiences, and are not viewed as stand-alone interventions.

**Personalized**
Students receive the support they need when they need it, from an individual who knows them well.

Institutional view:
What does it look like to pursue integrated advising and student supports?
Lessons Thus Far:
Critical Challenges and Elements
**Engagement & Communication**
- Effective communication of project vision to all stakeholders
- Initiative fatigue and time/resource constraints
- End-user adoption of technology/behavioral change
- Effective training models for faculty and students

**Data & Technology**
- Integrating multiple student success technologies
- Identifying most valuable data (lead and lag) to track for various stakeholders
- Building and maintaining effective relationship with multiple vendors

**Advising Policies & Practices**
- Effective advising models tailored for various students, for example for dev ed students or STEM students
- Starfish flag management
- Scaling the work

**Strategy & Planning**
- Alignment with other student success work
- Efficient and effective change management
- How to maximize resource efficiency to help build sustainability
Critical Elements

- Communicating the vision to all stakeholders to generate buy-in
- Connecting integrated planning and advising to other student success efforts
- Placing advisors and faculty in key leadership roles
- Strengthening collaboration across silos
- Assessing readiness and engaging in honest cross-hierarchical and cross-functional conversations early
Readiness Assessment

- Advising and Student Supports Alignment
- Data Collection, Analysis, and Reporting
- Change Leadership
- Technology
- Institutionalization of Change
### Aligned Redesign Approach

<table>
<thead>
<tr>
<th>Guided Pathways</th>
<th>Integrated Advising and Student Supports</th>
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<td>Redesign the entire student experience</td>
<td>Support students through their entire experience from connection to the college through to transfer to a four-year institution or career.</td>
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<td>Unify multiple student success initiatives</td>
<td>Integrate the myriad student support services and technologies that support students through degree and career planning, risk targeting and intervention, counseling and coaching, and transfer and articulation.</td>
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<td>Begin with the students’ end goals in mind</td>
<td>Use technologies and services support students as they connect with the institution to learn about their education and career goals and support students to stay on the path to their goals.</td>
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How do we answer these student questions?

What if I need an early intervention?
How do faculty and staff communicate to ensure my success?
Am I on track to graduate?
What will I need to take next term?
How can I get help?

What is my path?
What are my career options?
What if I want to change programs?
What if I run into trouble?

What knowledge have I gained and how does it prepare me for further education or the workforce?

What will I need to take?
Aligned Principles

Montgomery County Community College: All students will have a career, financial, and academic plan

Community College of Philadelphia: Enhance degree audit utilization and use early alert to move to a case management approach

Northeast Wisconsin Technical College: Integrated advising model between faculty mentors and academic advisors

Aligning academic supports with program outcomes; Moving to developmental advising interactions

- Clarify paths to student end goals: Degree maps; transfer articulation
- Help students choose and enter a path: Coaching and Advising; Diagnostics
- Help students stay on a path: Early Alert & Tracking; Degree Audit; Coaching
- Ensure students are learning: Tutoring; Analytics; Redesign Advising Interaction
Designing the Student Experience – iPASS, Pathways, & WSSN

Connection
Interest to application

Entry
Enrollment to completion of gateway courses

Progress
Entry into course of study through to 75% of requirements completed

Completion
Complete a certificate or degree with labor market value

Transition
Successful transition to four-year institution or workforce

Pathway component: Clarify guided pathways
iPASS components: Degree planning and audit; transfer articulation

Pathway component: Help getting on ramp to pathway
iPASS components: Diagnostics; proactive coaching & advising

Pathway component: Stay on path
iPASS components: Degree planning; resource connection; proactive coaching & advising; alerts

Pathway component: Ensure students are learning
iPASS components: Academic tutoring; coaching & advising; analytics

Teaching & Learning

Engagement & Communication

Policies & Practices

Equity

Strategy & Planning

Leadership & Vision

Data & Technology

Robust institutional foundation: Strength in ATD’s Capacity Framework and effective change leadership
Institutional Capacities for Transformative Change
### Questions to Consider

**For those actively pursuing both** Integrated Advising and Guided Pathways:

- What structures or processes have you put in place to ensure they are being pursued as a cohesive transformative change strategy rather than as isolated initiatives?
- What specific changes are you producing through each effort that address all levels of transformative change (structural, process, and behavioral)?

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<td>Community Colleges Command</td>
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<td>Achieving the Dream</td>
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**For those actively pursuing Guided Pathways and heading towards Integrated Advising:**

- Consider mapping the ways in which Integrated Advising and Student Supports will support your Guided Pathways reform.
- What momentum from Guided Pathways (urgency and buy-in) can you leverage to pursue Integrated Advising?
- What vision do you have for the student experience and how can Integrated Advising and Guided Pathways get you there?
Individual Reflection

1. Using the blank “Aligned Principles” handout, what are your current and desired advising and student support structures that can support your Guided Pathways implementation?

2. What do your readiness assessment results say about possible challenges in pursuing your desired integrated advising and student support approach?
Table Discussions

1. How does an integrated advising approach support Guided Pathways implementation?

2. What key readiness areas do you need to address and what next steps would you need to take to move your institution higher on the readiness continuum?

3. What other initiatives and stakeholders need to be connected in order to align integrated advising and student supports with your Guided Pathways work?
Questions and Comments?
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<tr>
<td>Overview of the Integrated Advising and Student Supports approach</td>
<td><a href="http://www.achievingthedream.org/ipass">www.achievingthedream.org/ipass</a></td>
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<td>Dr. Stout’s lessons learned on communicating your student success vision</td>
<td><a href="http://er.educause.edu/blogs/2016/3/reflections-on-communicating-a-vision-for-ipass-reforms">http://er.educause.edu/blogs/2016/3/reflections-on-communicating-a-vision-for-ipass-reforms</a></td>
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<td>Dr. Ireland's reflections from providing change leadership training to grantee institutions</td>
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<td>Research on the successful implementation of integrated advising and student supports approach at community college</td>
<td><a href="http://ccrc.tc.columbia.edu/research-project/integrated-planning-and-advising-services.html">http://ccrc.tc.columbia.edu/research-project/integrated-planning-and-advising-services.html</a></td>
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