

Aligning Guided Pathways with Integrated Advising and Student Supports

Dr. Karen Stout, President/CEO, Achieving the Dream

@drkastout

Mei-Yen Ireland, Associate Director of Integrated Advising
and Student Supports

@MeiYenIreland



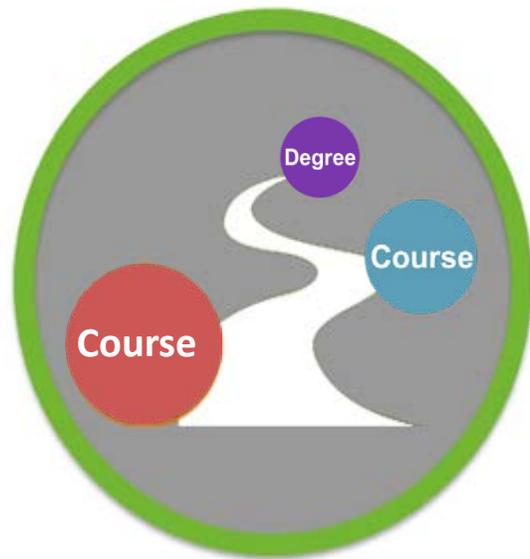


Outline for Session

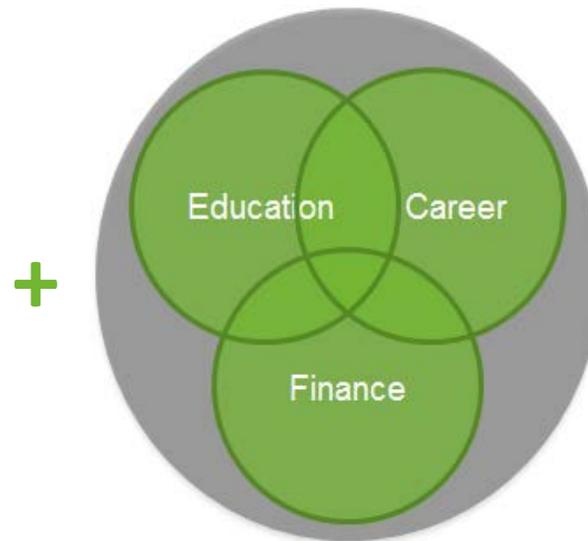
- What is Integrated Advising and Student Supports?
 - Transformative Change
 - Institutional Approaches to Integrated Advising and Student Supports
 - Critical Elements and Common Challenges
- Alignment of Key Components of Integrated Advising and Student Supports and Guided Pathways
- Table Discussions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



Integrated Advising and Student Supports



**Education and
Career Planning**



**Coaching, Advising,
& Counseling**



**Early Alerts &
Intervention Targeting**

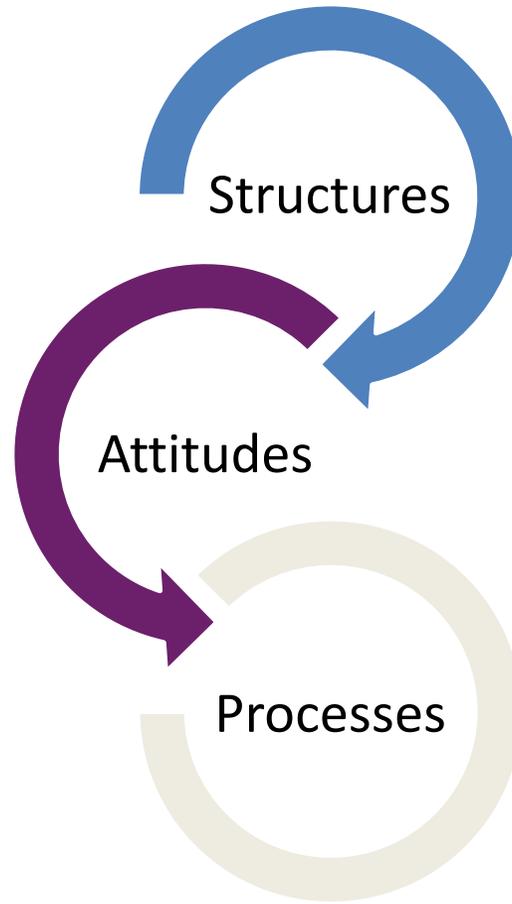


Why Integrated Advising and Student Supports?

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



Transformative Change





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.

Karp, M.M., & Stacey, G.W. (2013). What we know about nonacademic student supports. Research Overview. New York, NY: Community College Research Center, Teachers College, Columbia University.

Institutional view: What does it look like to pursue integrated advising and student supports?





Achieving the Dream™

Community Colleges Count

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





Aligned Redesign Approach

Guided Pathways	Integrated Advising and Student Supports
Redesign the entire student experience	Support students through their entire experience from connection to the college through to transfer to a four-year institution or career.
Unify multiple student success initiatives	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.
Begin with the students' end goals in mind	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.



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

Clarify paths to
student end goals:
**Degree maps;
transfer articulation**

Help students
choose and enter
a path: **Coaching
and Advising;
Diagnostics**

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

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

Help students
stay on a path:
**Early Alert &
Tracking; Degree
Audit; Coaching**

Ensure students are
learning: **Tutoring;
Analytics; Redesign
Advising Interaction**

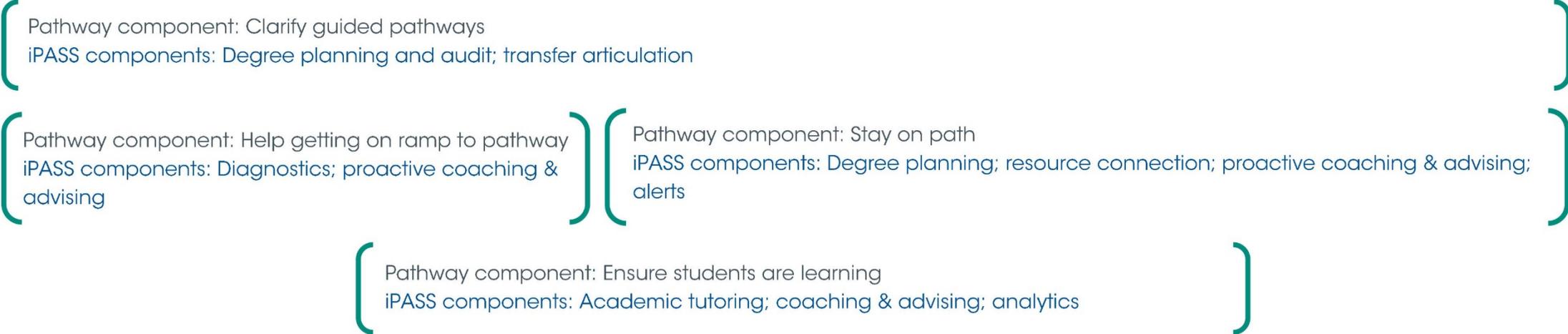
Aligning academic
supports with program
outcomes; Moving to
developmental advising
interactions

Designing the Student Experience – iPASS, Pathways, & WSSN

Strong links to high schools, community based organizations, and employers

External factors include federal, state, and local policy, accreditation, and the education technology market

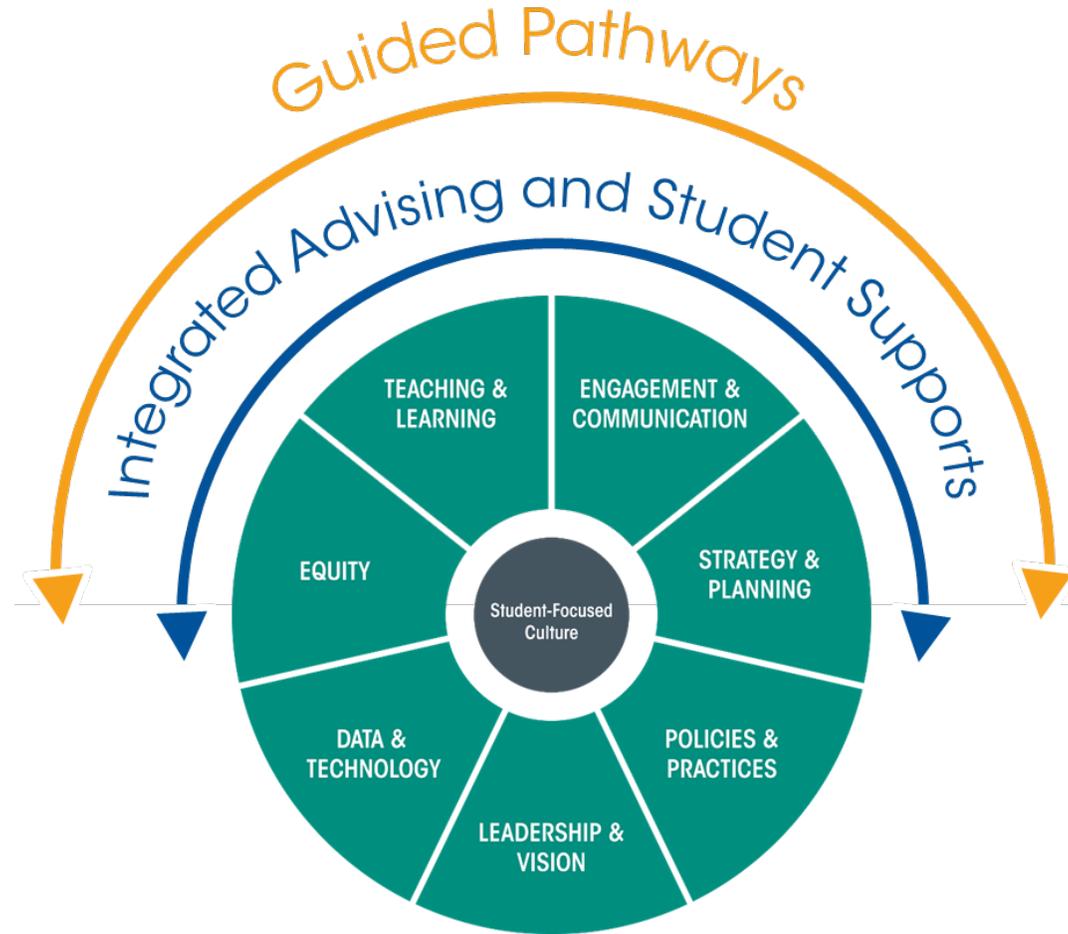
Strong links to employers and four-year institutions



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)?

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?





Learn More about Integrated Advising and Student Supports

Overview of the Integrated Advising and Student Supports approach

www.achievingthedream.org/ipass

Dr. Stout's lessons learned on communicating your student success vision

<http://er.educause.edu/blogs/2016/3/reflections-on-communicating-a-vision-for-ipass-reforms>

Dr. Ireland's reflections from providing change leadership training to grantee institutions

<http://er.educause.edu/blogs/2016/7/the-challenges-and-opportunities-of-ipass-reform>

Research on the successful implementation of integrated advising and student supports approach at community college

<http://ccrc.tc.columbia.edu/research-project/integrated-planning-and-advising-services.html>