

# Pathway Navigation Community of Practice

March 5, 2021



**COMMUNITY COLLEGES**

SAN DIEGO & IMPERIAL COUNTIES

**CAREER EDUCATION**

# AGENDA

1. Welcome and Introductions
2. Context for Implementation of PN Practices
3. Change Process: Implementation Stages and Capacity Indicators
4. Challenges: Introduction and Poll
5. Breakout Sessions (3)
6. Wrap up and Next Steps

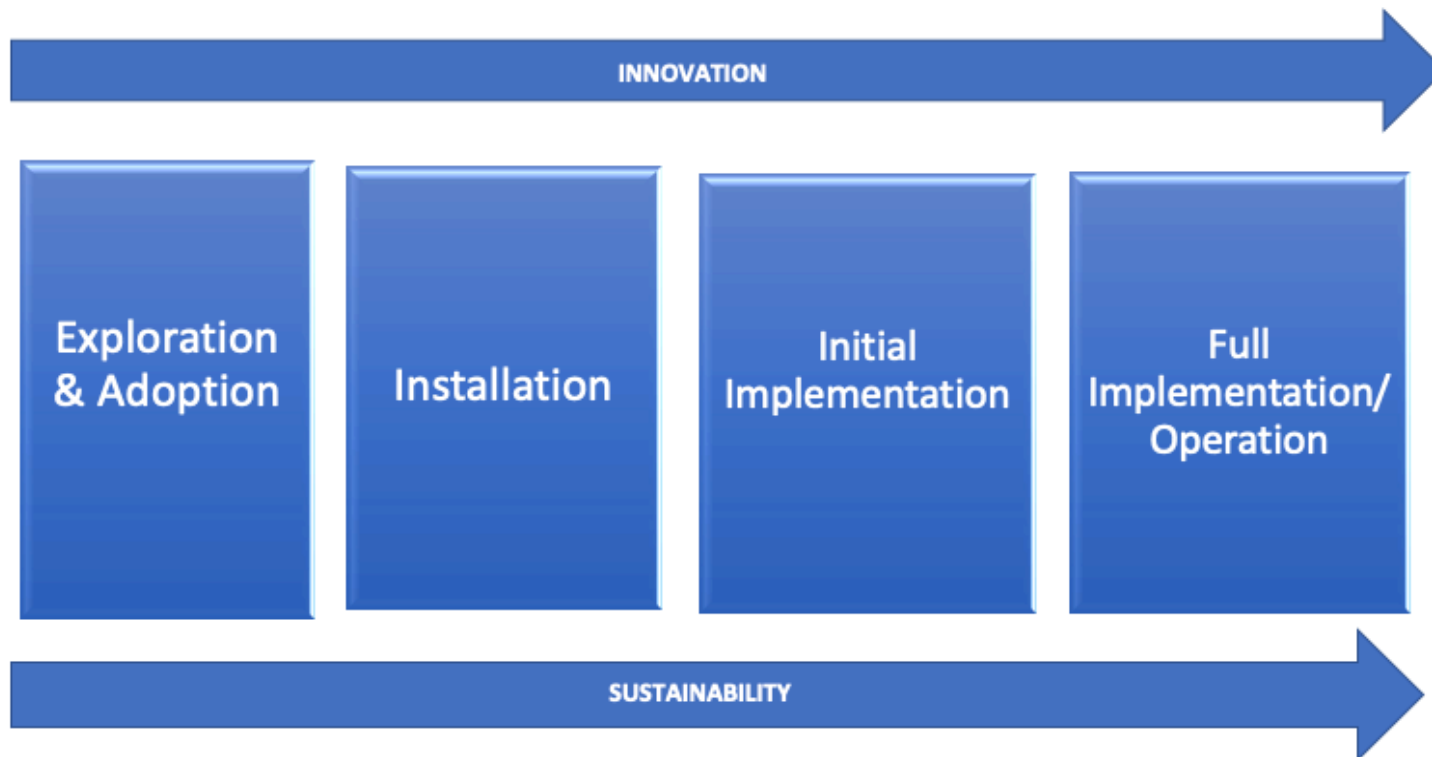


# Implementation of Pathway Navigation Practices

## Context:

- Three-year funding of Pathway Navigation initiative
- Incorporating of student voice
- Ongoing equity focus
- Identifying challenges to institutionalizing/sustaining practices
- Adopting change processes and building capacity of change agents

## IMPLEMENTATION STAGES 2-5 YEARS



Adapted from R. M. Bertram, K. A. Blasé, and D. L. Fixen (2013). *Improving Programs and Outcomes: Implementation Frameworks*. National Implementation Research Network (NIRN), Franklin Porter Graham Child Development Institute. Chapel Hill, NC.

# Dimensions of Capacity to Facilitate Implementation

## **Human Capacity**

*Individual knowledge, proficiency, and will*

## **Organizational Capacity**

*Interaction, collaboration, and communication among individuals in the system*

## **Structural Capacity**

*System elements individuals use or change to function in the system (tools, policies and practices)*

## **Policy or Leadership Capacity**

*Influence on organization to align to outcomes and affect change*

## **Material Capacity**

*Fiscal resources and other material supports available to a given system support effort*

# Challenges/Topics for Breakouts Sessions

- **Equity focus in PN change efforts**
- Engaging instructional faculty in meaningful ways in PN efforts
- Implementation of career planning before education planning
- Internal capacity to support multiple change efforts (institutional bandwidth)
- Challenges to delivery of student services during and post-COVID

## Equity in PN Change Efforts:

- Ensuring all students, especially disproportionately impacted, are accessing and benefiting from the opportunities and services established in PN onboarding improvements

## Engaging instructional faculty:

- Faculty most directly connected to students and their needs
- Ensuring they are an integral part of onboarding initiatives
- Clearly communicating the “ask” to instructional faculty

## Implementation of Career Planning (before Ed Planning):

- Wide range of understanding of what it means and ideas about how it should be implemented (within a college)
- Consensus on what it looks like as an ongoing process

## Internal capacity to support multiple change efforts:

- Need for institutional bandwidth
- Need for coordination and collaboration across siloed parts of the organization
- Demands of initiatives and funding streams that are confusing or not compatible



## Challenges to delivery of student services during and post-COVID:

- Shift focus away from previous momentum toward more basic needs of students
- Staffing shortages and challenges due to COVID
- Transition to online learning and online onboarding practice impacts the ability to serve student need
- Changes as shift toward more in-person learning and services

Please vote on your top two choices in the poll

# Poll to Select Two Additional Challenges/Topics for Breakouts

1. Equity in PN Practices
2. ?
3. ?

# Breakout Sessions (35 Minutes Each)

## Challenge 1

1. Enter breakout room - locate place in the Google document for your breakout group (3-5 Min)
2. Define the topic context (add to “Context”) (5 Min)
3. Discuss the remaining questions and capture notes(20 Min)
4. Wrap up and identify 1 thing to share with larger group on the Padlet (5 Min)

# Breakout Sessions Debrief

- Review Padlet responses
- Discuss highlights

# Wrap-up and Next Steps

- Summarize and share Padlet responses
- Share Google doc responses
- Analyze ideas from last column to consider for future CoPs
- Collect and share more stories of the colleges' successes in Pathway Navigation