**Goals, Leading Indicators, and Progress**

**Workgroup #3 Pathway Navigation**

**Draft January 11, 2019**

**Purpose of the Workgroup, as stated in current version of Workplan**

Regionally develop the components of career and pathway navigation that allow students to enter and thrive in the workforce through placement into career pathways, relevant career orientation and assessments, career and education planning and self-directed learning.

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| **Goals** | **Activities** | **Possible Leading Indicators** | **Data Collection Approach** | **Progress** |
| 1. **Conduct RFA process for colleges to develop or refine intake, orientation and career planning before education planning:** Support development or refinement of processes for intake, orientation, and career planning before education planning. RFAs to involve self-assessments and examinations of research, in addition to plans and budgets. Plans to be written and implemented in coordination with Guided Pathways “Entering the Path” efforts.
 | 1. Development of RFAs
2. Convening to orient colleges to the RFA
3. Consultations carried out with all colleges
4. Review of applications
5. Awards made
 | 1. Completion of RFA process and awards made to colleges
 | * Documentation
 | * Completed January 2019
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| 1. **Intake:** Increase student enrollment in pathways and student utilization of needed academic and other support services available at their college.
 | 1. Through RFA process, colleges develop or adapt existing intake form to better refer students to the correct orientations, academic programs, and services.
 | Development or adoption of a student intake form, as needed, that captures critical information to support students’ entry into pathways or programs or referral to services.  | * College Progress Reports
 | * All campuses submitted plans that include development or refinement of intake form and processes
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| 1. Implementation of new intake processes.
 | Number of students completing a comprehensive intake process | * Collected through software identified in proposals, aggregated for the region
 | * To be collected July 2019
 |
| 1. **Orientation:** Increase the number of students entering college with knowledge of pathways and services, while facilitating students’ integration into college life.
 | Through RFA process, colleges develop or refine orientation process. | 1. Creation of a college orientation program, as needed, that includes career exploration; targeted exposure to pathways, programs, and services; and a face-to-face component, in addition to an online component.
 | * College Progress Reports
 | * All campuses submitted plans that include development or refinement of orientation processes
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| Implement new and refined orientation programs in coordination with the Guided Pathways efforts at colleges, particularly “Clarifying the Path” and “Entering the Path” pillar committees.  | 1. Number of students participating in orientation programs that include career exploration, targeted exposure to pathways, programs, and services; and a face-to-face component, in addition to an online component.
 | * Collected through software identified in proposals, aggregated for the region
* Physical or electronic records for face-to-face orientations
 | * To be collected July 2019
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| 1. **Career planning:** Increase the number of students’ knowledgeable about their own interests and careers goals, to support effective education planning and long-term success.
 | Through RFA process, colleges develop or refine career planning processes, to help ensure that students are clear about their long-term goals before the education planning process.  | 1. Number of students completing career exploration activities, including career planning sessions, before education planning
 | * Collected through adaptations of SSSP reporting forms or other non-burdensome processes TBD by each college, aggregated regionally
 | * All campuses submitted plans that include development or refinement of career planning processes
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| Implement new and refined career planning processes, working with counselors and career staff.  | 1. Number of students attending initial counseling sessions
 | * As per above
 | * To be collected July 2019
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| Implement new and refined career planning processes, working with counselors and career staff. | 1. Number of students attending follow-up sessions
 | * As per above
 | * To be collected July 2019
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| Implement new and refined career planning processes, working with counselors and career staff. | 1. Number of students attending Education Plan Update sessions
 | * As per above
 | * To be collected July 2019
 |
| 1. **Professional Development:** Create a framework that will allow the region to strategically offer professional development opportunities based on identified needs at the colleges.
 | Identify professional development needs documented in proposals and emerging through Community of Practice events and quarterly Progress Reports* For staff, on orientation program framework.
* For counselors, on career development and planning

Development of community of practice to provide peer-to-peer support  | 1. Number of professionals participating in professional development to address needs identified in self-assessments and consultations
 | * PD registrations, aggregated regionally
 | * All campuses submitted plans that include pans for professional development; local PD plans currently being examined. First Community of Practice (CoP) convening scheduled for 2.25.19 where local PD needs to be presented and where regional approach to be determined.
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|  | Collect and develop repository of best practices on intake, orientation, career planning, and related issues | 1. Materials gathered
 | * Repository
 | * Materials gathered and some “ best practice” practitioners identified; ongoing.
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| 1. Repository created
 | * Documentation
 | * Repository currently in development
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