

OHIO PATHWAYS COACHING PROGRAM

UPDATED FALL 2019

Community colleges across the nation are engaging in significant student success reform efforts aimed at increasing academic achievement, decreasing equity gaps, and improving graduation rates. This work is incredibly important but, of course, can be challenging. Many colleges are turning to coaches to help them advance their student success reform work and improve student success outcomes.

To support Ohio's community colleges in their efforts to scale guided pathways, the OACC's Success Center has engaged coaches to offer support in the following practice areas: holistic student supports, student success data, and faculty engagement & developmental education redesign.

The Ohio Pathways Coaches are experts and champions in the field who receive training and support from the OACC Success Center and national partners. Coaches come from a variety of backgrounds, including community colleges, universities, state associations, and private organizations.

All OACC community colleges are invited to request coaching support from the Success Center. Colleges can also request Technical Assistance (TA) to dive deeper into a specific topic area with support from state or national subject matter experts.

PRACTICE AREAS



Holistic Student Supports



Student Success Data



Faculty Engagement & Developmental Ed

Facilitated in-person discussions and training with faculty and staff



Exchange of lessons learned, challenges and best practices



Coaches work across practice areas to provide robust coaching support to colleges. All coaching supports are structured to the individual needs of the college.

Presentations to institutional leadership and/or faculty and staff



Strategy consultation or feedback on action plans



HOW DOES THE OACC SUCCESS CENTER DEFINE COACHING?

The word coach has been used in a variety of settings and in many ways. The OACC Success Center is defining a coach as someone with change management knowledge and/or subject matter expertise who works as a thought partner, facilitator, and guide to college teams. The purpose of coaching is to assist colleges with organizational change aimed at improving student success outcomes.

James Flaherty in "Coaching: Evoking Excellence in Others" provides one of the most fundamental premises of successful coaching: "Coaching is not

telling people what to do: it's giving them a chance to examine what they are doing in light of their intentions."

Ohio Pathways Coaches serve as partners on the guided pathways journey, help colleges navigate implementation challenges, ask difficult questions when necessary and help move practices to scale for all students.

¹Flaherty, J. (2010). *Coaching: Evoking Excellence in Others*. Routledge: New York.



Holistic Student Supports

Overview: Holistic Student Support coaches provide assistance and clarity to each college's journey towards holistic student supports, and help build the college's capacity to implement evidence based practices that lead to improved student outcomes.

Examples of holistic student support coaching topics:

- > Career exploration
- > 21st century advising models
- > Addressing needs of underserved students
- > Bridges out of Poverty training and the Cost of Poverty Experience (COPE)

6 coaches engaged



Student Success Data

Overview: Student Success Data coaches help colleges build capacity to analyze and use evidence in support of improved student success, like analyzing quantitative and qualitative data, evaluating data to identify gaps, and implementing evidence based practices to foster an institutional data culture.

Examples of student success data coaching topics:

- > Labor market outcomes
- > Performance based funding model
- > Dashboards and databases
- > Strategic scheduling
- > Identifying equity gaps

6 coaches engaged



Faculty Engagement & Developmental Ed Redesign

Overview: Faculty Engagement and Developmental Education Redesign coaches help colleges build professional development opportunities for faculty, as well as redesign gateway courses to advance student completion of college-level math and English courses within the first year.

Examples of faculty engagement & developmental ed redesign coaching topics:

- > Math & English co-requisite models
- > Change management
- > Assessment and evaluation
- > Academic technologies
- > Addressing equity in the classroom

6 coaches engaged

Dual Enrollment Pathways Coaches Coming Soon!

.....EXAMPLE OF A TYPICAL IN-PERSON COACHING EXPERIENCE:.....



Request

College completes online form to request coaching assistance



Match

Practice area lead works to match coach(es) with college



Prepare

Coach(es) work with college to explore needs and prep for in-person visit



Visit

Coach(es) conduct a 4-6 hour on campus visit with college



Implement

College moves to next stage of implementation

To request coaching, please contact Laura Rittner, Executive Director, Success Center for Ohio Community Colleges | lruttner@ohiocc.org or 614.221.6222



SUCCESS CENTER FOR OHIO COMMUNITY COLLEGES