

The Guided Pathways Experience at St. Petersburg College

A Model for Systemic Institutional
Improvement and Student Success





The Student Experience in 2012

- Lack of transparency and communication throughout the institution
- Centralized leadership (district staff made the majority of the decisions for the College)
- Lack of data driven decision making
- Lack of shared vision – divisions worked in silos



The Student Experience in 2012

- Inconsistent policies and procedures across campuses
- Lack of focus on student success
- Our students had various experiences according to campus and courses
- Only 1 out of 10 full-time FTIC students graduated in 5 years!
- Only 65% of students were successfully passing classes with A, B, or C grades!



Six Steps to Institutional Change

- The definition of student success is “students finish what they start.”
- If you don’t teach, your job is to help students get to class in the best condition for learning.
- Access changes self-perception, degrees and certificates change lives.

Create a Values-Based Culture



Six Steps to Institutional Change

THE RESULTS

Success rates up
24.5 %
 African-American Males
 Spring 2012-14

Developmental Courses*	Fall success rates			Spring success rates		
	2011	2013	Difference	2012	2014	Difference
African-American	58.3 %	64.3 %	+6.0%	45.9%	63.2 %	+17.3%
African-American Male	54.4 %	60.3 %	+5.9%	37.8%	62.3 %	+24.5%
Hispanic	66.2 %	75.7 %	+9.5%	59.4 %	68.6 %	+9.2%
Hispanic Male	58.4 %	72.7 %	+14.3%	50.9 %	73.5 %	+22.6%

*Classes for students whose test scores or high school performance indicate they are not ready for college-level work

FIRST-TIME-IN-COLLEGE DEVELOPMENTAL COURSES

Commit to Transparency & a Culture of Inquiry



Six Steps to Institutional Change

Success rates up
18.8 %
 Hispanic/Latino Males
 Spring 2012-14

Gateway Courses**	Fall success rates			Spring success rates		
	2011	2013	Difference	2012	2014	Difference
African-American	57.6 %	68.4 %	+10.8%	50.2%	59.0%	+8.8%
African-American Male	51.7%	67.1%	+15.4%	43.8%	57.7 %	+13.9%
Hispanic	69.7 %	77.0 %	+7.3%	56.4%	70.9 %	+14.5%
Hispanic Male	67.4%	71.2 %	+3.8%	50.6%	69.4 %	+18.8%

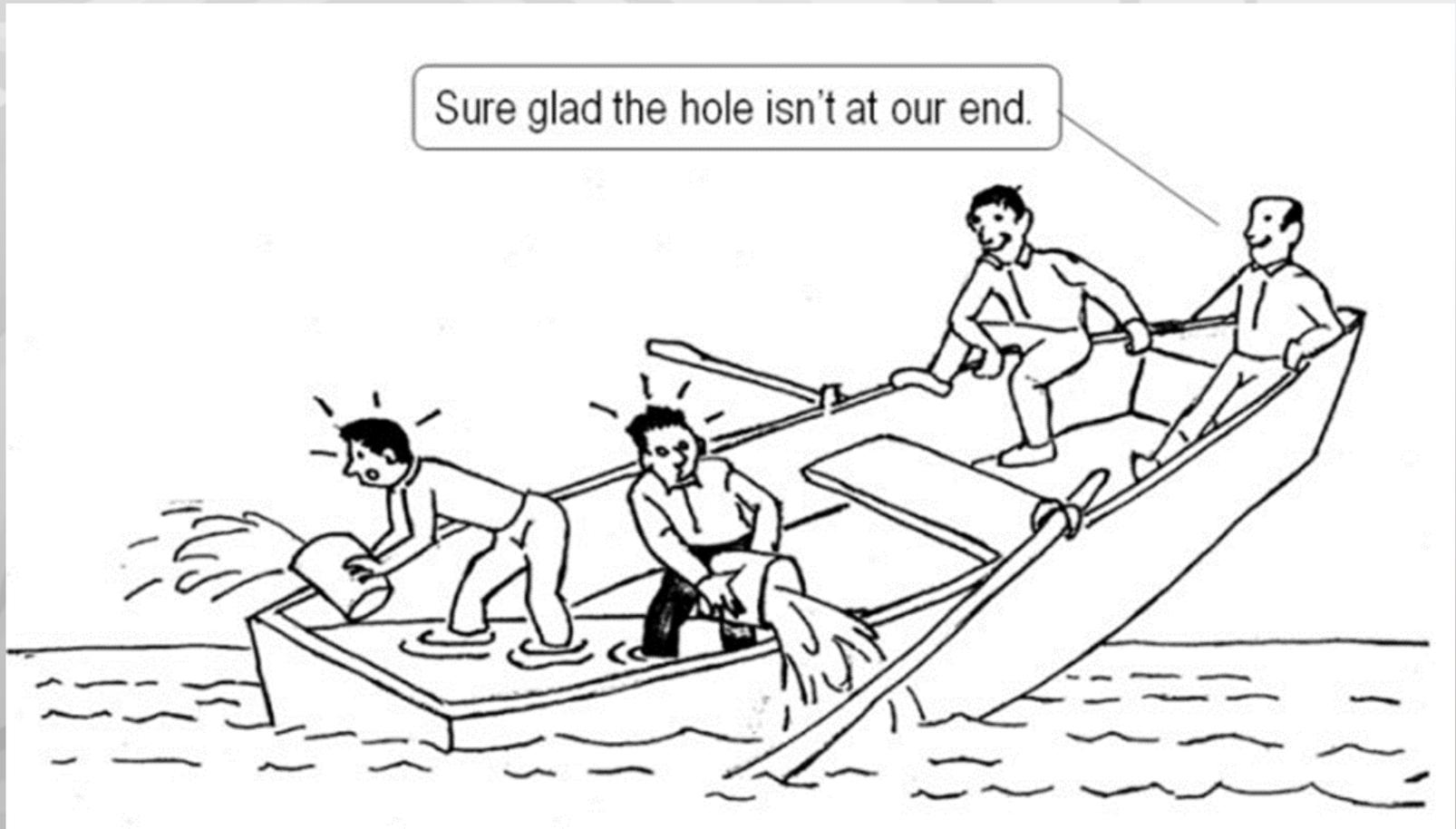
**Gateway = High volume first-year college level courses that students must take, such as Composition I and College Algebra

FIRST-TIME-IN-COLLEGE GATEWAY COURSES

Commit to Transparency & a Culture of Inquiry



Six Steps to Institutional Change



Empower Staff through shared Ownership



Six Steps to Institutional Change

The College Experience focuses on five key areas:

- Integrated Career and Academic Advising
- My Learning Plan
- Mandatory New Student Orientation
- Early Alert System
- Out of Class Support

[The College Experience at SPC](#)



Create a Unified Student Experience



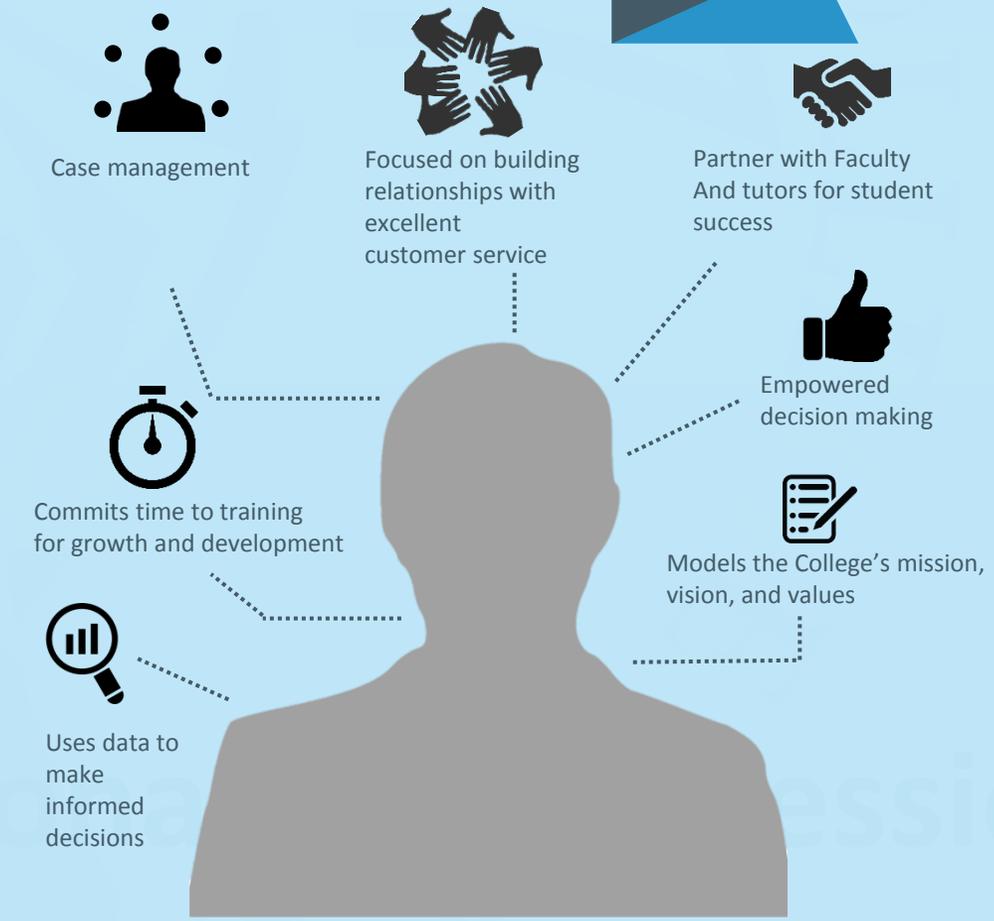
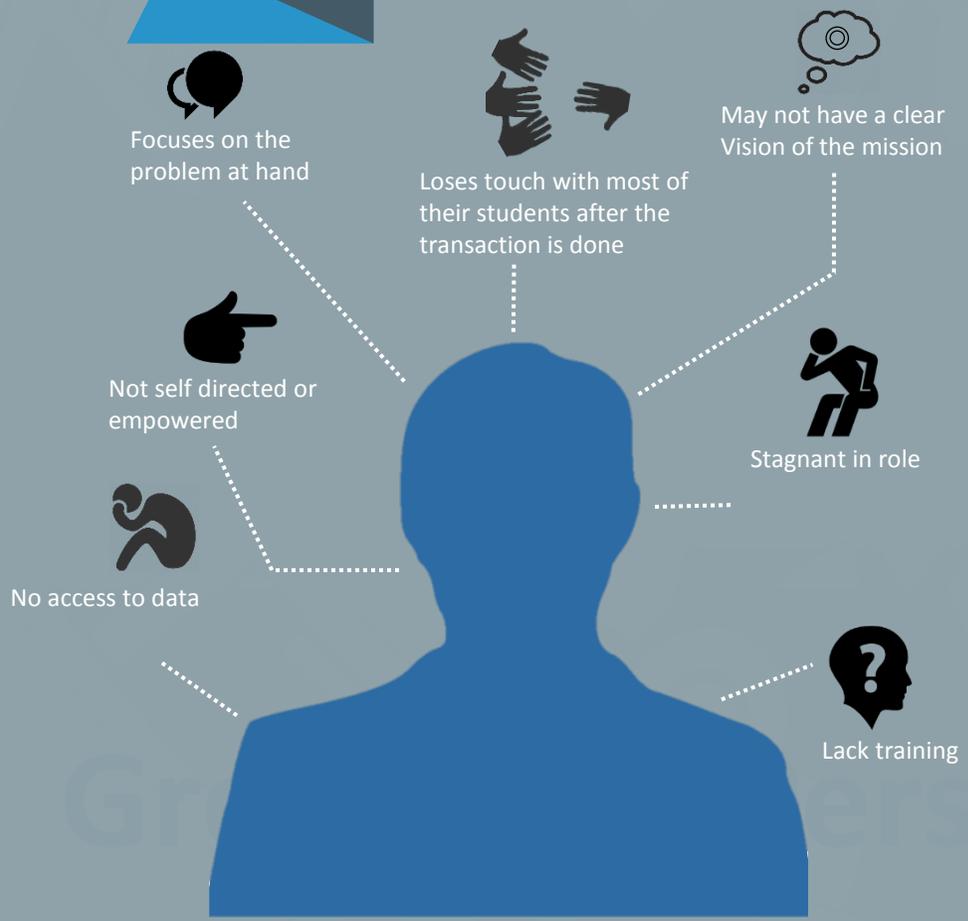
Six Steps to Institutional Change

Since 2012, nearly 51,000 hours of training have been delivered, with nearly 21,000 of those hours happening in 2015 alone.

Grow Staff Personally & Professionally

Six Steps to Institutional Change

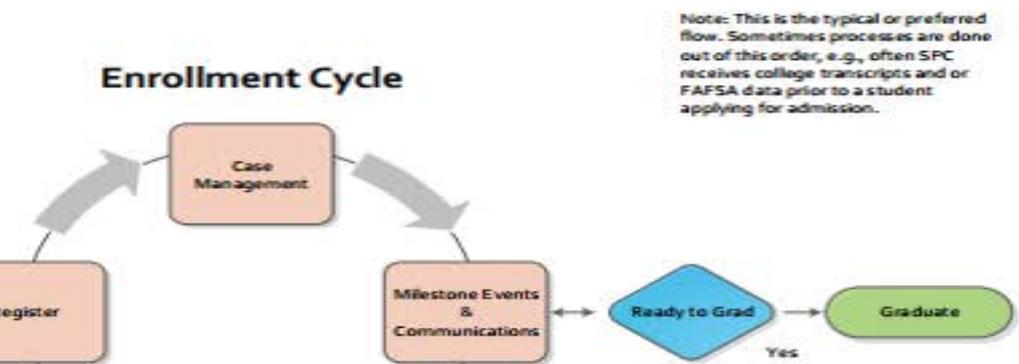
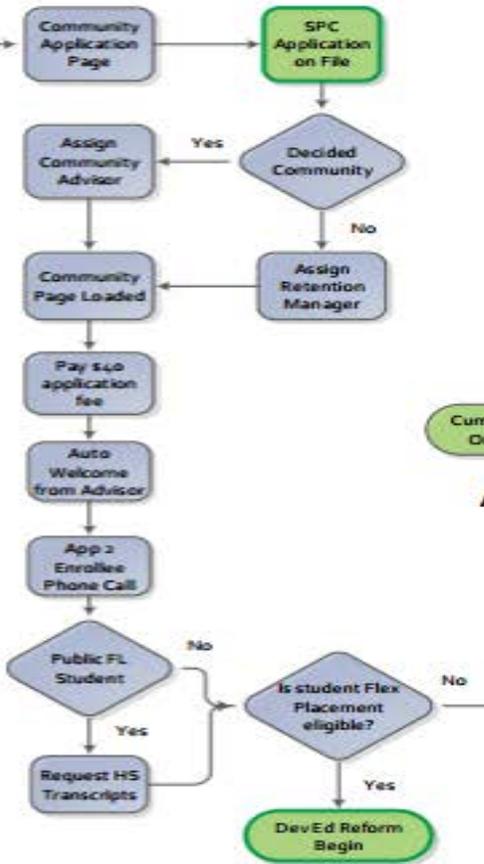
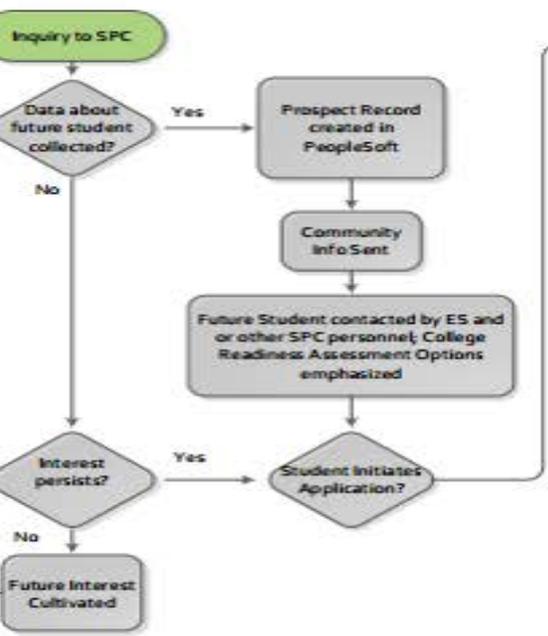
Transactional VS Relational



- ✓ Credentialed Practitioners
 - ✓ Career Facilitator
 - ✓ Customer Service
- ✓ From transactional to relational service to students and employees
- ✓ Empowered to make decisions on a case by case basis
- ✓ Case Manage students in need
- ✓ Guided Pathways
 - ✓ Career & Academic Communities
 - ✓ Partnership with Faculty
 - ✓ Contextualized Smart Start
- ✓ Use of predictive analytics to intervene before challenges happen



Onboarding Process Map



Note: This is the typical or preferred flow. Sometimes processes are done out of this order, e.g., often SPC receives college transcripts and/or FAFSA data prior to a student applying for admission.



Career and Academic Communities

CAREER + ACADEMIC COMMUNITIES

at St. Petersburg College

Start your journey today! Choose from one of the ten career and academic communities to see what opportunities await after you graduate. Take the first step now by going to spcollege.edu

CHART YOUR PATH BUILD YOUR FUTURE





Six Steps to Institutional Change

- Decreased the administrative support budget by 12-20% over the past three years!
- Increased spending for student and academic support by 20% over the past three years!
 - Re-allocation of resources
 - Grant support

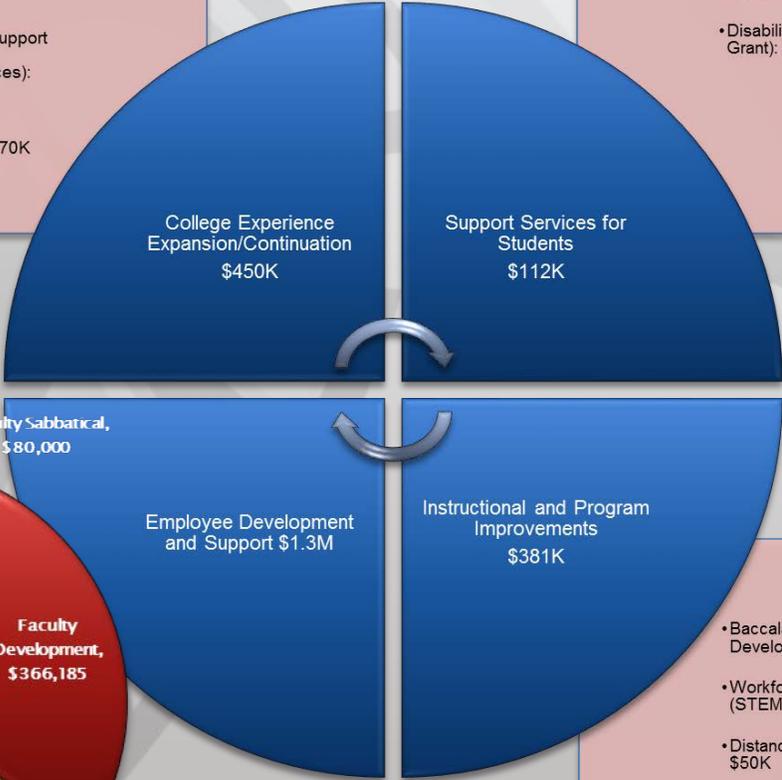
Align your Money with your Mission



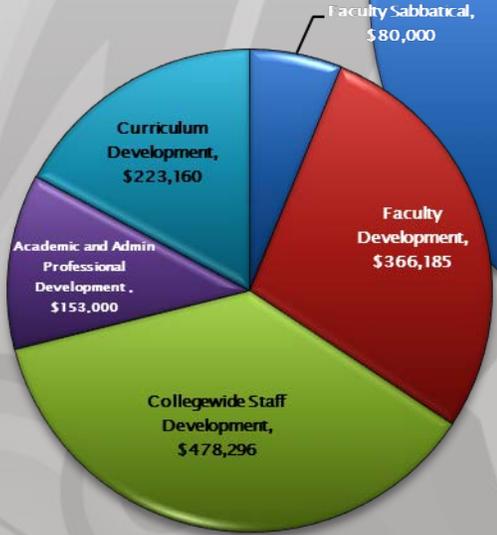
Six Steps to Institutional Change

- Learning Plan Enhancements: \$100K
- Student Advising System Support (Career Center Expansion/Retention Services): \$80K
- On-line Support Services (Smarthinking, Turnitin): \$270K

- Veterans Support (grant replacement): \$100K
- Disability Support (Able Trust Grant): \$12K



- Baccalaureate Degree Development \$50K
- Workforce Program Expansion (STEM) \$281K
- Distance Education Revitalization: \$50K
- Developmental Education



Align your Money with your Mission



Challenges

- Clear and frequent communication is key
- All voices count...inclusion and transparency is a must
- Culture change and a sense of urgency is demanding
- The cadence of change is fast pace – one size does not fit all
- To create a culture of inquiry data must be accessible and training must be available
- Innovation is great – avoid too many new ideas - initiative fatigue
- Professional Development must be strategically executed



Questions

