***NC Student Success Center***

**NC GPS Network Overview**

May 2018

**What is the NC GPS Network?**

The NC GPS Network is a networked improvement community (NIC) of cohort college teams that is

* Focused on a well-specified common aim: *improved completion rates for all groups*;
* Guided by a deep understanding of the challenge and the systems that produce it: *students, colleges, local/state education systems, economic/workforce contexts*;
* Disciplined by principles of inquiry and improvement: *Plan-Do-Study-Act cycles and processes*; and
* Coordinated to accelerate testing, learning, and integration of GPS interventions customizable for each college.

**What is its purpose?**

The Network creates intentional opportunities for college leaders and practitioners to more effectively and efficiently

* share current insights, knowledge, and innovations;
* develop collective capacity to use data, test ideas, and improve processes; and
* inform System- and college-level policy and practice-based reforms.

As a professional learning community, the Network enables accelerated advancement of student success reforms while building capacity for adaptive and sustainable improvements.

**Why is it needed?**

*We can improve better and faster if we learn together.* The Network provides an effective way to access and share the significant knowledge, innovations, and talents of our dedicated employees across the System. Collaboration is needed to help colleges thrive amid constant challenge and change: variances in enrollment, completion, achievement, funding, academic and non-academic supports, professional development, and education and workforce partner needs, among others. In an era of rapid change and uncertainty, we must learn and work together to achieve our important mission.

**What are the expected outcomes?**

During the initial years of participation, as the NIC tests reforms and learns to improve, colleges may expect incremental annual gains in the following outcomes:

1. Improved and equitable student persistence, learning, and completion rates;
2. College- and System-level culture shift to leading change through continuous inquiry and learning;
3. More rapid implementation of effective GPS practices customizable to each college context;
4. Sustainable talent development with increasing improvement capacity (college and System);
5. Improved employee knowledge, communication, cooperation, and morale;
6. Increased efficiencies and returns on investments (ROIs) for colleges and the System; and
7. Greater alignment of System policies with practice-informed reforms.

NIC college gains are expected to accelerate dramatically during the typical 5-10 years required for widespread culture change and systematic reforms that are designed to support improvements in perpetuity.

**Who is involved?**

The 2018 NC GPS Network consists of a cohort of **17 colleges** partnered by location:

1. Asheville-Buncombe Technical Community College + Haywood Community College
2. Caldwell Community College & Technical Institute + Wilkes Community College
3. Carteret Community College + Lenoir Community College
4. Central Carolina Community College + Durham Technical Community College +

Piedmont Community College

1. Cleveland Community College + Gaston College
2. Davidson County Community College + Mitchell Community College
3. Halifax Community College + Nash Community College
4. Pitt Community College + Roanoke-Chowan Community College

Members of the **2018 NIC Facilitators cadre** include:

* Steve Heulett, A-B Tech
* Caleb Marsh, Caldwell CC & TI
* Nicole Thompson, Carteret CC
* Sarah Deal, Central Carolina CC
* Richard Carroll, Cleveland CC
* Stacy Holliday, Davidson CCC
* Kara Battle, Durham Tech
* Heather Woodson, Gaston
* Nichole Pitchford, Halifax CC
* Meredith Carpenter, Haywood CC
* John Paul Black, Lenoir CC
* Betsy Patterson, Mitchell CC
* Renee Martinez, Nash CC
* Patricia Hatchett, Piedmont CC
* Leia Rollins, Piedmont CC
* Lori Preast, Pitt CC
* Jeanette Pellegrin, Roanoke-Chowan CC
* Hardin Kennedy, Wilkes CC

**State and national partners** support the Network with professional development, technical assistance, and funding. Current partners include:

* NC Student Success Center & Student Success Center Network (15 states)
* Jobs for the Future
* NCCCS Programs & Student Services Division
* NCCCS Research & Performance Management Division
* NCCCS Minority Male Success Initiative
* Central Piedmont Community College Center for Applied Research (CFAR)
* NC State University Envisioning Excellence for Community College Leadership
* NC State University Industry Expansion Solutions
* University of Washington Community College Research Initiatives
* Columbia University Community College Research Center
* Bill & Melinda Gates Foundation
* John M. Belk Endowment

**How will it work?**

Guided by a cadre of trained NIC Facilitators, with support from state and national partners, colleges will learn collaboratively and lead reforms in the four practice areas of the Guided Pathways framework. The college’s NIC Facilitator will work closely with the President and other leaders, the NC GPS Team, and all divisions. In addition, NIC Facilitators from neighboring institutions will serve as learning and support partners and will also collaborate with the entire NIC Facilitator team. NIC Facilitators will participate in ongoing professional development in Guided Pathways reforms and improvement science processes, communicate regularly with partners and the team, complete brief monthly assessments, assist the NIC with data collection and reporting, and share results at her or his college and across the Network. Learning and practice reforms will be shared broadly for implementation across the NIC and the System.

**What is the proposed timeline\* for activities?**

**2018-2019 College Team Activities**

February 2018 Colleges selected for 2018 GPS Network cohort

March 2018 Cohort college team orientations (webinar series)

**May 29-30 NC GPS Institute I: Leading Change & Mapping Pathways**

June-July 2018 College team members individually complete online SOAA

June-September College team develops Mapping Pathways Action Plan

July 2018 NIC Facilitators and partners conduct SOAA validation/coaching calls

July-August CFAR and NIC Facilitators complete SOAA reports for colleges

August 31, 2018 SOAA dashboard & reports available to colleges and the NC Student Success Center

September 15 College team submits Mapping Pathways Action Plan

**September TBA GPS Institute II: Helping Students Choose & Enter a Pathway**

October-January College team develops Helping Students Choose & Enter a Pathway Action Plan

January 15, 2019 College team submits Helping Students Choose & Enter a Pathway Action Plan

**January 2019 TBA GPS Institute III: Keeping Students on a Pathway**

January-April 2019 College teams develop Keeping Students on a Pathway Action Plan

April 5, 2019 College team submits Keeping Students on a Pathway Action Plan

**April 2019 TBA GPS Institute IV: Ensuring Students Are Learning**

April-September College team develops Ensuring Students Are Learning Action Plan

September 17, 2019 College team submits Ensuring Students Are Learning Action Plan

***November 1, 2019 Colleges submit 5-Year GPS Action Plan drafts for review by the NIC & partners***

December 2019 College teams evaluate the NC Student Success Center GPS Plan, review NIC action plans, and assess the NIC process and partners

**2018-2019 NIC Facilitators Activities** *[Webinars will be recorded for participants who are unavailable.]*

*June 8 @10 am NIC Facilitators: webinar/training SOAA implementation [Tentative; June 15 alternate date]*

June 13 @ 3 pm EdX *Learning to Improve* course webinar/overview & *optional start date*

June-July 2018 College team members individually complete online SOAA

June 29 @ 10 am NIC Facilitators: webinar/updates, questions & sharing session

July 2018 NIC Facilitators and partners conduct SOAA validation/coaching calls

August 3 @ 10 am NIC Facilitators: webinar/updates, questions & sharing session

July-August 2018 CFAR and NIC Facilitators complete SOAA reports

**August TBA NIC Facilitators Institute II (*proposed* 1-2 days, *to be determined by the team*)**

August 31, 2018 SOAA reports & dashboard available to colleges and the NC Student Success Center

March 15, 2019 EdX *Learning to Improve* course end date/certificates issued

**April 2019 NIC Facilitators formal evaluation of the Center and the NIC processes (NCSU IES team)**

December 2019 NIC Facilitators evaluate the NC Student Success Center GPS Plan, review NIC action plans, and assess the NIC process and partners

*Monthly TBA Conference calls, updates, assessments of activities*

*Monthly TBA Brief GPS & NIC process assignments (in Moodle and EdX)*

*Monthly TBA NIC Facilitator provides updates to college leaders and campus community*

*As needed NIC Facilitator partners communicate, share, collaborate, and support*

***\*We are designing these supports for you and your college. Therefore, this timeline is subject to change in response to the needs of college teams, NIC Facilitators, and partners. Please let us know if you have suggestions about the schedule, communication modes, and resources. Whenever possible, we will adapt to accommodate your needs.***

To learn more about Guided Pathways and improvement science, visit the NC Student Success Center webpage:

<http://www.nccommunitycolleges.edu/student-services/nc-student-success-center>