

CAREER PATHWAYS

Tillamook Bay Community College Self- Assessment for Institutionalizing & Sustaining Career Pathways

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Launched in 2004, the Career Pathways Statewide Initiative is one of Oregon's 27 Best Practices for Student Success. Completing this self-assessment is a component of each college's Career Pathway Grant (IGRA) site monitoring visit for 2011-2013. Results from the 17 community colleges' self-assessments will be compiled to assess statewide progress in institutionalizing and sustaining Career Pathways as a best practice for Student Success.

Complete this self-assessment by describing the major results, achievements, and accomplishments for each of the outcomes listed for each of the nine dimensions.

Colleges are not expected to have fully institutionalized all outcomes and all dimensions. The purpose of the self-assessment is to convene an assessment conversation about your college's progress on the journey to date and ideas for the future.

Under Stage One, Stage Two, and Stage Three columns describe results, achievements, accomplishments for the dimension outcome.

In the right hand column summarize where your college is now for this outcome and any ideas to advance this outcome in the next biennium and into the future. (For example for Dimension 1 outcome on faculty: XXCC college is between stage 1 & 2. In 2013 and 2014 we will convene session on CP at faculty in-service.)

Stage 3: Institutionalizing and Sustaining Career Pathways aligns with the Achieving the Dream Initiative's definition of "scale":

Practice has an impact on the majority of defined populations and there are measureable improvements or expected outcomes that can be documented;

Practice has become "business as usual" or has been "institutionalized";

College processes are modified to support the program or service

Institutional resources and policies are aligned in support of the practice.

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DIMENSION 1: LEADERSHIP

<u>LEADERSHIP OUTCOMES</u>	Stage One BUILDING CRITICAL MASS & SHARED UNDERSTANDING	Stage Two BUILDING CAPACITY, QUALITY, & INFRASTRUCTURE	Stage Three ENGAGED IN SUSTAINING & INSTITUTIONALIZING CAREER PATHWAYS COLLEGEWIDE	<i>WHERE ARE WE NOW (2012) & IDEAS FOR THE FUTURE</i>
Pathways action team or steering committee is organized and meets regularly.	<u>contacts have been made and cooperation takes place, but no formal meeting structure</u>			<u>currently at Stage One. idea for future is to hold a formal meeting on a quarterly basis.</u>
Incorporated Career Pathways is into colleges strategic plan/mission and/or accreditation.		<u>career pathways are part of the college catalog and part of programs that fall under strategic planning</u>		<u>currently at Stage Two. in future, more explicit mention of career pathways might figure in the academic master plan</u>
Career Pathways is “on the radar” of executive leadership at college including understanding of Presidents Resolution			<u>President and Chief Academic Officer are very conscious of career pathways</u>	<u>currently at Stage Three</u>
Faculty is involved in developing and implementing Career Pathways.			<u>Faculty Curriculum Committee develops and approves all Career Pathways</u>	<u>currently at Stage Three</u>

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DIMENSION 2: LEVERAGING RESOURCES

<u>LEVERAGING RESOURCES OUTCOMES</u>	Stage One BUILDING CRITICAL MASS & SHARED UNDERSTANDING	Stage Two BUILDING CAPACITY, QUALITY, & INFRASTRUCTURE	Stage Three ENGAGED IN SUSTAINING & INSTITUTIONALIZING CAREER PATHWAYS COLLEGEWIDE	<i>WHERE ARE WE NOW (2012) & IDEAS FOR THE FUTURE</i>
Career Pathways grant funding is leveraged with CASE grant.			Funding has been leveraged to provide a 1.0 FTE position until end of CASE	Currently at Stage Three. More grant funds for future would be great.
Career Pathways grant funding is leveraged with Title I-B and/or other DOL grant funding.	TBCC does not have any other funds leveraged.			Currently at Stage One. Future leveraging of I-B funds should be explored.
Career Pathways grant funding is leveraged with Perkins funds	TBCC does not have any other funds leveraged.			Currently at State One. Future leveraging should be explored.
Career Pathway grant funding is leveraged with other general fund resources.	TBCC does not have any other funds leveraged.			Currently at State One. Future leveraging should be explored.

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DIMENSION 3: CERTIFICATES & ROADMAPS

<u>CERTIFICATES & ROADMAPS OUTCOMES</u>	Stage One BUILDING CRITICAL MASS & SHARED UNDERSTANDING	Stage Two BUILDING CAPACITY, QUALITY, & INFRASTRUCTURE	Stage Three ENGAGED IN SUSTAINING & INSTITUTIONALIZING CAREER PATHWAYS COLLEGEWIDE	<i>WHERE ARE WE NOW (2012) & IDEAS FOR THE FUTURE</i>
Students see CPCC and LTOY Certificates as an option; info is visible and accessible.		recently the visibility was increased, but dependent on grant funds to continue		Currently at Stage Two. Need to find a way to sustain visibility.
Roadmaps used by students, advisors, & counselors.		Roadmaps are used, but are not a primary tool.		Currently at Stage Two. Continued emphasis on roadmaps needed.
Key staff are trained on Career Pathways Roadmap Web Tool software.			Staff are trained and routinely update roadmaps.	Currently at Stage Three. New staff will need to be trained in future.
Certificates and roadmaps included in college catalog and/or other college pubs.			Certificates and roadmaps are included in the TBCC Catalog and elsewhere.	Currently at Stage Three.
CTE Dept. Chairs knowledgeable about Career Pathways roadmaps & certificates.			Chief Academic Officer is very knowledgeable about road maps and certificates.	Currently at Stage Three.
CPCC & LTOY Certificate completions continue to increase at college.		CPCC & LTOY certificates will be added if appropriate.		Currently at Stage Two.

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DIMENSION 4: ARTICULATION WITH HIGH SCHOOLS & UNIVERSITIES

<u>ARTICULATION WITH HIGH SCHOOLS & UNIVERSITIES</u>	Stage One BUILDING CRITICAL MASS & SHARED UNDERSTANDING	Stage Two BUILDING CAPACITY, QUALITY, & INFRASTRUCTURE	Stage Three ENGAGED IN SUSTAINING INSTITUTIONALIZING CAREER PATHWAYS COLLEGEWIDE	<i>WHERE ARE WE NOW (2012) & IDEAS FOR THE FUTURE</i>
Career Pathways development & implementation coordinated with high school partners		This has been done with the assistance of the Regional CTE Coordinator.		Currently at Stage Two.
Plan of study templates (POSTs) developed and posted on HS & CC websites.		Some POSTs developed and posted. Additional POSTs are being produced.		Currently at Stage Two. More POSTs need to be developed.
A.A.S. degrees articulated with 4-year universities.	TBCC doesn't have any articulations at present.			Currently at Stage One. Articulations needed.

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DIMENSION 5: PATHWAYS FOR ADULT BASIC SKILL STUDENTS

<u>PATHWAYS FOR ADULT BASIC SKILLS OUTCOMES</u>	Stage One BUILDING CRITICAL MASS & SHARED UNDERSTANDING	Stage Two BUILDING CAPACITY, QUALITY, & INFRASTRUCTURE	Stage Three ENGAGED IN SUSTAINING & INSTITUTIONALIZING CAREER PATHWAYS COLLEGEWIDE	<i>WHERE ARE WE NOW (2012) & IDEAS FOR THE FUTURE</i>
Ongoing, systematic communication about ABS student transitions with advisors, CTE and other faculty.		Minimal communication with credit faculty.		Currently at Stage Two. Faculty need to be better informed on ABS student transitions.
ABS leadership are champions of student transitions to Career Pathways and other credit post-secondary programs.			ABS and Career Pathways share leadership.	Currently at Stage Three.
Shared understanding among ABS, student services staff, CTE faculty and financial aid re: best ABS student options for CPCC & LTOY certificates.		Some knowledge shared by some staff. Faculty not familiar with solutions.		Currently at Stage Two. More uniform information could be shared with staff and faculty.
Post-secondary credit Career Pathways is incorporated into curriculum, processes and communication with ABS students.			Incorporated by ABS instructor into work with ABS students as they complete GED.	Currently at Stage Three.

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DIMENSION 6: STUDENT SERVICES & SUPPORT

<u>STUDENT SERVICES & SUPPORT OUTCOMES</u>	Stage One BUILDING CRITICAL MASS & SHARED UNDERSTANDING	Stage Two BUILDING CAPACITY, QUALITY, & INFRASTRUCTURE	Stage Three ENGAGED IN SUSTAINING & INSTITUTIONALIZING CAREER PATHWAYS COLLEGEWIDE	<i>WHERE ARE WE NOW (2012) & IDEAS FOR THE FUTURE</i>
Ongoing, systematic communication about Career Pathways with advisors and controller.			Solid communications between Pathways Specialist, Career Coach, and advisors.	Currently at Stage Three.
Student services leadership are champions of Career Pathways			Director of Student Services is a champion of Career Pathways.	Currently at Stage Three.
Shared understanding among student services staff on financial aid for CPCC & LTOY certificates.			Shared understanding exists.	Currently at Stage Three.
Career Pathways is incorporated into student services processes and communication with students.		Career Pathways is sometimes incorporated into processes and communications.		Currently at Stage Two. Career Pathways could play a bigger role in communications.

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DIMENSION 7: CONNECTION WITH WORKFORCE PARTNERS

<u>CONNECTION WITH WORKFORCE PARTNERS OUTCOMES</u>	Stage One BUILDING CRITICAL MASS & SHARED UNDERSTANDING	Stage Two BUILDING CAPACITY, QUALITY, & INFRASTRUCTURE	Stage Three ENGAGED IN SUSTAINING & INSTITUTIONALIZING CAREER PATHWAYS COLLEGEWIDE	<i>WHERE ARE WE NOW (2012) & IDEAS FOR THE FUTURE</i>
Ongoing, systematic communication with Workforce partners about Career Pathways (WIA & OED)			Regular communication with Workforce partners.	Currently at Stage Three.
Collaboration or leveraged resources with Workforce partners to offer Career Pathways	Workforce shares information on resources.			Currently at Stage One. Move beyond information sharing.
CPCC & LTOY certificates are visible options for dislocated workers in region as ITA funding allows.	Workforce aware of certificate options.			Currently at Stage One. More active cooperation on funding certificates needed.

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DIMENSION 8: EMPLOYER ENGAGEMENT

<u>EMPLOYER ENGAGEMENT OUTCOMES</u>	Stage One BUILDING CRITICAL MASS & SHARED UNDERSTANDING	Stage Two BUILDING CAPACITY, QUALITY, & INFRASTRUCTURE	Stage Three ENGAGED IN SUSTAINING & INSTITUTIONALIZING CAREER PATHWAYS COLLEGEWIDE	<i>WHERE ARE WE NOW (2012) & IDEAS FOR THE FUTURE</i>
Employees on Employer advisory committees engaged in developing & implementing CP certificates and roadmaps.	Engagement where committees are active.			Currently at Stage One. More advisory committees need to meet.
Employers recognize CPCC/LTOY certificates as value – added experience in hiring.	Employer recognition is limited.			Currently at Stage One. Employers need to feel more “ownership” of certificates.
Employers involved in offering work-based learning experiences for CPCC/LTOY students (including co-op ed, internship, industry tours).		Employers involved in providing learning experiences in some programs.		Currently at Stage Two. Greater variety of employers need to be engaged.

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DIMENSION 9: USING DATA & COORDINATION WITH INSTITUTIONAL RESEARCH

<u>DATA OUTCOMES</u>	Stage One BUILDING CRITICAL MASS & SHARED UNDERSTANDING	Stage Two BUILDING CAPACITY, QUALITY, & INFRASTRUCTURE	Stage Three ENGAGED IN SUSTAINING & INSTITUTIONALIZING CAREER PATHWAYS COLLEGEWIDE	<i>WHERE ARE WE NOW (2012) & IDEAS FOR THE FUTURE</i>
Compiled and analyzed data is used to recruit and retain certificate students.		Data compiled and analyzed on an ad hoc basis.		Currently at Stage Two. More systematic compilation and use needed.
Career Pathways staff/leadership coordinates with IR staff on certificate outcomes.		Coordination on an ad hoc basis, not systematic.		Currently at Stage Two. More systematic coordination.