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**COLLEGE CHANGES EVERYTHING®
CONFERENCE**

The Importance of Early Advising and Postsecondary Pathways for Student Success



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Introducing your presenters today!

Who are you?



Questions to consider...

- **How do your current practices support students in their postsecondary efforts and aspirations?**
- **How are you applying an equity lens to your practice?**
- **What do you need to work on?**
- **What training is needed?**
- **How can you strengthen current efforts to support young men of color and moderately qualified groups?**

Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

CPS Framework

To ensure equitable outcomes for all students, postsecondary guidance should be adapted to meet students at their current stage of adolescent development as well as addressing their specific needs.

Awareness (Grades 6-9)	Identity & Student Voice
Access (Grades 8-10)	Career Awareness & Exposure
Readiness (Grades 9-11)	Pathway Identification & Selection
Success (Grades 10-13)	Pathway Matriculation

CPS Graduate Profile

HIGH SCHOOL
STRATEGY



Graduate Profile

CPS graduates are powerful and ethical civic actors, learners, leaders, community members, thinkers, and decision-makers. Graduates possess the knowledge and skills to pursue their interests and achieve their postsecondary goals. Whether entering the workplace, training programs, or higher education, they are socially, emotionally, and academically prepared and are able to think critically and creatively to solve problems.

They are culturally sensitive and informed decision-makers capable of understanding multiple perspectives and eager to contribute to civic life. CPS graduates are dynamic and balanced individuals able to establish productive personal and professional relationships and live rich and rewarding lives.

Definition:
Possesses the knowledge, skills, and confidence to successfully pursue personal, professional, and civic goals.

Description:

- Seek to understand and ask questions to acquire knowledge, problem solve, reflect, create, and innovate.
- Consider varied sources and perspectives when solving problems or drawing conclusions.
- Apply content-specific reading comprehension skills and numeracy skills to think critically.
- Meet standards in all academic content areas.
- Use native and acquired languages to read with understanding and to write and speak effectively to a variety of audiences.
- Able to seek support to overcome learning challenges or in pursuit of academic goals.
- Enthusiastically participate in class and collaborate with teachers and peers.



Inquisitive Learners

Definition:
Demonstrate a commitment to the growth and development of themselves and others. Consider multiple perspectives when making decisions. Willing to speak boldly, take on challenges, and step up for the betterment of others.

Description:

- Feel confident in their identity, including their sexual orientation and racial, ethnic, and gender identity.
- Be aware of their own biases and their impact on themselves and others.
- Engage courageously and productively in conversations about difficult or controversial topics.
- Honor multiple perspectives in order to collaborate, creatively solve problems, and build consensus.
- Analyze power dynamics and work to advance equity.
- Manage ethical dilemmas with temperance, humility, and grace.
- Exhibit integrity and accountability through their actions and their words.
- Continuously reflect to grow as a leader and to support the growth of others.



Ethical and Collaborative Leaders



Engaged Community Members

Definition:

Engage publicly and collaboratively in pursuit of the common good. Imagine new possibilities and take justice-oriented actions aimed at strengthening our communities and our democracy.

Description:

- Contribute to building a positive culture and a strong community.
- Use their voices and perspectives to inspire others and build connections.
- Be informed about democratic institutions and social, political, economic, and environmental justice issues.
- Nurture a social and political consciousness in order to meaningfully participate in electoral and political processes.
- Critically examine varied sources of information and understand how they shape our biases, values, decisions, actions, and policies.
- Understand sources of political power and use the power they possess to advocate for change.
- Seek to understand diverse perspectives and take informed action in solidarity with others for the betterment of the community.



Empowered Decision-Makers

Definition:

Reflect on personal strengths and interests to shape their paths. Actively seek out information and resources to inform career and education planning and decision-making. Seek out and respect others' opinions. Are creative and visionary in setting and achieving goals.

Description:

- Know how to explore education and career pathways to inform goals.
- Identify the skills and credentials required to enter a profession of interest and assess if available information and support to do so.
- Identify their individual skills, strengths, and interests in designing an actionable plan for the future.
- Achieve financial literacy and be prepared to make good financial decisions.
- Demonstrate an open mind when confronted with new information.
- Apply academic learning to real-world situations.



Adaptable and Independent Thinkers

Definition:

Cultivate a sense of self in order to persevere through challenges, take ownership and responsibility for actions, and remain flexible in changing circumstances. Critically analyze and synthesize information in order to thoughtfully question or challenge harmful ideas or systems.

Description:

- Seek support in the face of adversity.
- Engage in short- and long-term goal setting.
- Believe that ability grows with effort and behavior can be adjusted to achieve goals.
- Seek out constructive feedback to support personal and academic growth.
- Take calculated risks and see challenges and mistakes as learning opportunities.
- Form opinions after analyzing reliable information and considering different points of view.
- Feel comfortable expressing ideas and positions that challenge popular opinion.
- Exhibit social and emotional resilience and flexibility to adapt to changing circumstances and environments.
- Engage in self-reflection, set goals, and take initiative to advance personal growth, learning, and development.

What is Developmental Advising?

Allows for a holistic view of each student to maximize their educational experience in effort to foster their future success.

“is concerned not only with a specific personal or vocational decision but also with facilitating the student’s rational processes, environmental and interpersonal interactions, behavioral awareness, and problem-solving, decision-making and evaluation skills.”

Domains of Developmental Advising

- **Foundational Skills**
- **Career Awareness & Alignment**
- **Academic and Financial Readiness**

Foundational Skills

The scope of this domain and its domain areas emphasizes social, emotional, employee, and transfunctional noncognitive factors at each stage of student development that drive success in postsecondary and career settings

- Self Development
- Accountability & Determination
- Relationships & Collaboration



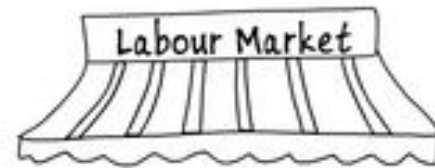
What does this look like?

Self Exploration Survey
Career Exposure
Purpose & Self Worth
Critical Thinking Development

Career Awareness & Alignment

Its scope includes cognitive knowledge and skills, market influence, professional opportunities, and vocational abilities.

- Labor Market Awareness
- Professional Identity
- Vision



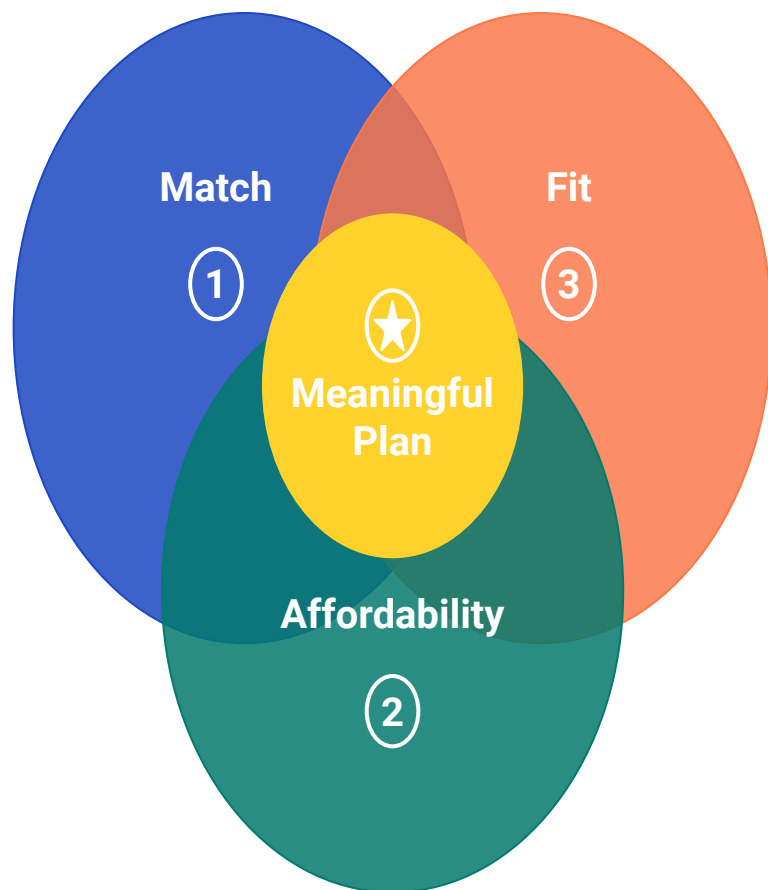
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What does this look like?

Compensation Awareness
Understanding Industry & Job Availability
Strengths Exploration
(Ex. CPFTA, Dual Enrollment, Genesys Works, etc...)

Academic & Financial Readiness

Its scope includes navigating postsecondary selection, financial planning, and persistence.



Match = Admissibility

How likely am I to get into a college, institution, option?

Affordability = Cost, Risk, Return

What is the cost, risk, and potential return of each pathway for me?

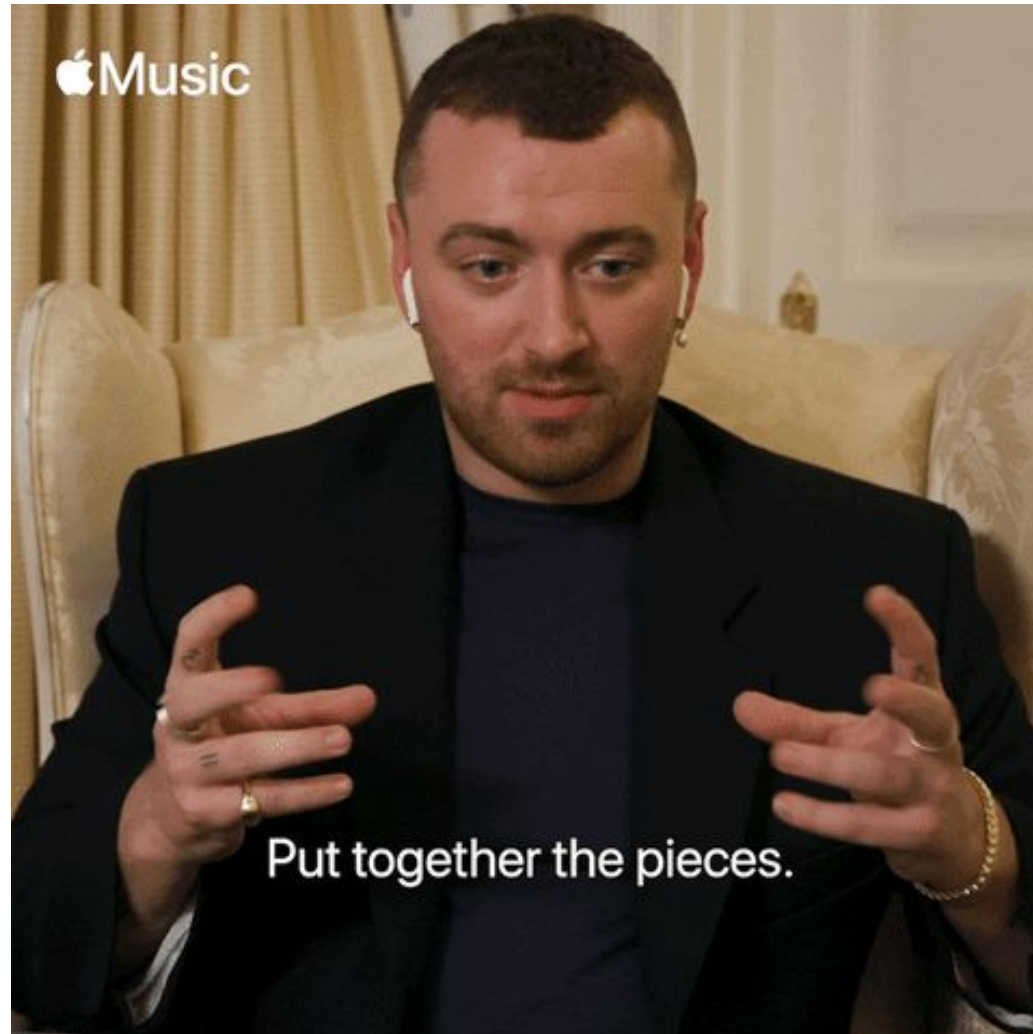
Fit = Sense of Belonging & Preferences

Where will I find what I need and want in order to be successful?

Meaningful Plan = Pinnacle of Advising

*Was my postsecondary plan chosen **thoughtfully** with the support of high quality advising*

Let's connect the pieces...



The Chicago Roadmap!



An Unprecedented Partnership

A Roadmap for Success:

Two of the nation's largest educational systems, CPS and CCC, along with the City of Chicago, partner to break down institutional silos and help students move to and through college and into careers.

Goal:

Ensure all our students, regardless of ZIP code, have the same opportunities to get to and through college, paving the way for economic success equitably.

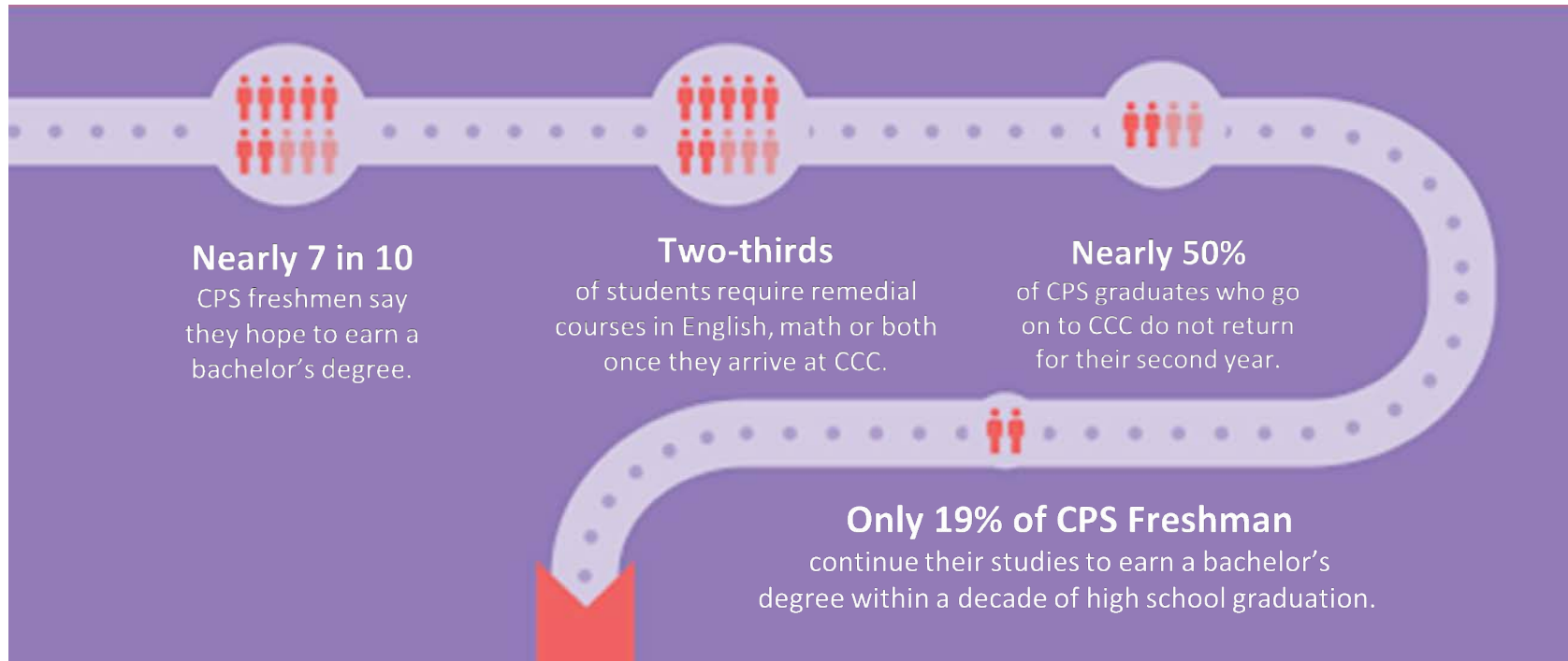
Chicago Roadmap



CITY COLLEGES[®]
OF CHICAGO



Challenging the Status Quote with Stats that Drive our Work



Lack of holistic student support → All incoming CCC students are expected to attend orientation, but are often not engaged in opportunities for learning about wraparound supports (i.e., tutoring, wellness center, food pantry, etc.).

Barriers for diverse learners → At CPS, just 45% of diverse learners enroll directly in a postsecondary program after high school.

Roadmap Main Priorities (Domains)



Academic Readiness & Success



Our Goal: Ensure our students receive high-quality, well-aligned instructional practice across CPS and CCC.



Access to High-Quality Programs



Our Goal: Work with students to get ahead and earn early college credits while in high school.



Student Advising and Supports



Our Goal: Support students' ability to earn a post-secondary credential within a reasonable time and cost, while providing them with other resources to ensure they graduate from CCC.



Career Exploration & Preparedness



Our Goal: Encourage students to explore college and career trends earlier and with a path or goal in mind.



Strong Partnership Between CPS & CCC



Our Goal: Increase alignment between CPS and CCC for a sustained, successful partnership, which will improve the college and career success rates of our shared students.

Transition Zone

ACCESS orientation - extended orientation for diverse learners to prepare them for college life and register with their ACCESS center on campus

Summer Start - 7-week bridge program introducing graduates to college life and getting them up to college level in gateway subjects

Enrollment Days - connects CPS seniors with onsite intentional advising to reduce summer melt and boost fall registration before high school graduation

High School

Postsecondary Navigators - in-school support offered at 84+ District, Options, and Charter high schools to guide CCC-bound seniors through enrollment steps and more

Early College - dual credit/dual enrollment with laid out pathway options in IT, healthcare, and Advanced Manufacturing model pathways

Transitional Learning - senior year english and math courses that allow for direct entry to college level upon passing with a C or better

Postsecondary

Purpose Pathways - workshop to guide students through exploration of purpose, vision, values, and passion, propelling momentum to achievement of future life and career goals.

Options for the Future Scholarship - tuition coverage for graduates from Options high schools.

Success coaching - Monthly one-on-one coaching for first-year students with documented disabilities to support holistic college success.

[CHECK THIS OUT!](#)

Big Wins to Date

Academic Readiness & Success	Access to High-quality Programs	Student Advising & Supports	Career Exploration, Experience, & Preparedness
<p>Transitional Math offered in 72 high schools to nearly 4,000 students.</p> <p>Transitional English offered in 42 high schools to over 2,500 students.</p>	<p>Model Pathways in IT, Healthcare, and Advanced Manufacturing implemented at 23 CPS high schools to streamline early college → postsecondary credits → job prospects.</p>	<p>CCC enrollment increases!</p> <ul style="list-style-type: none"> • 30% across all CPS grads • 94% in Options students • 48% in diverse learners 	<p>Launched 2 cohorts of Youth Apprentices in Healthcare, IT, and Autotech and Advanced Manufacturing.</p> <p>Hosted over 3,000 middle and high school students across CCC campuses for Career Spotlight Days!</p>

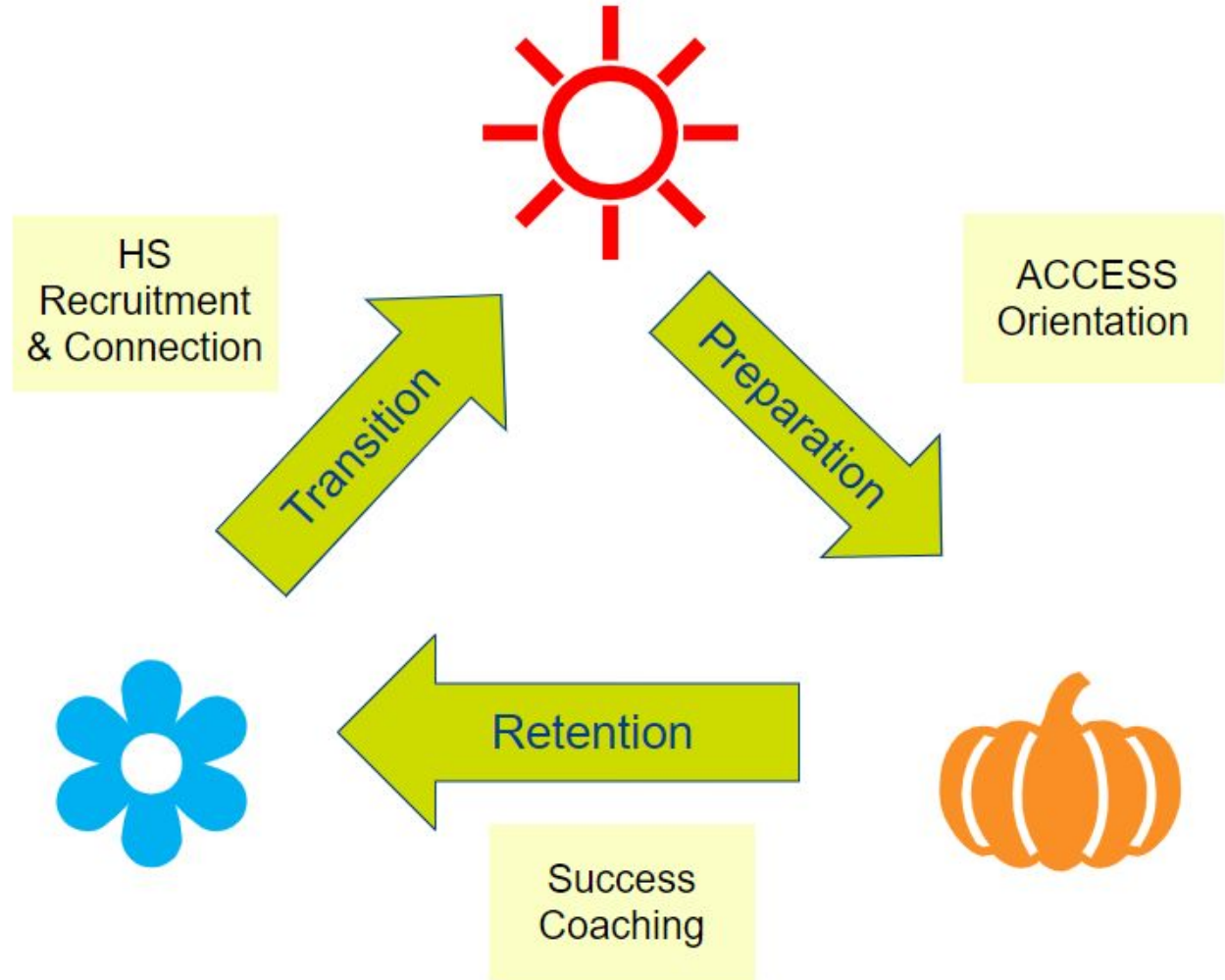




Supporting Special Populations through Game Changers for Equity



Disability Specific Programming



ACCESS Orientation

66 students attended day 1
25 family members
47 students registered for ACCESS (71%)

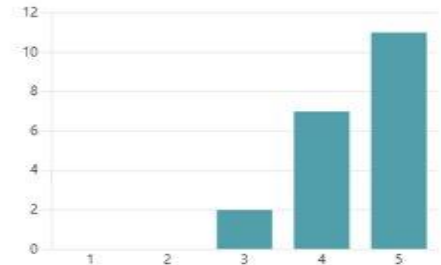
4. On a scale of 1 to 5, how would you rank your experience today?

[More Details](#)

[Insights](#)

4.45

Average Rating



Time	Activity	Location
9:30-10:15	Check in	Main Room
10:15-10:25	Welcome	Main Room
10:25-10:45	IceBreakers	Main Room
10:45-10:50	Travel	Workshops
10:50-11:15	Workshop 1	Workshops
11:15-11:20	Travel	Workshops
11:20-11:55	ACCESS	Theater
11:55-12:25	Lunch	Main Room
12:25-12:30	Travel	Workshops
12:30-12:55	Workshop 2	Workshops
12:55 - 1:00	Travel	Theater
1:00-1:25	DRS	Theater
1:30 - 2:00	Student Panel	Theater

Session Time	Group A	Group B	Group C	Group D
10:50 - 11:15	Intro to College	Intro to College	Student Services	Student Services
11:20 - 11:55	ACCESS	ACCESS	ACCESS	ACCESS
12:30 - 12:55	Student Services	Student Services	Intro to College	Intro to College
1:00 - 1:25	DRS	DRS	DRS	DRS
1:30 - 1:55	Student Panel	Student Panel	Student Panel	Student Panel

Success Coaching

- 19 total students fully** participated in coaching in FA22
 - 100% registered for Spring classes
 - 75% of the classes they took were passed with a C or better

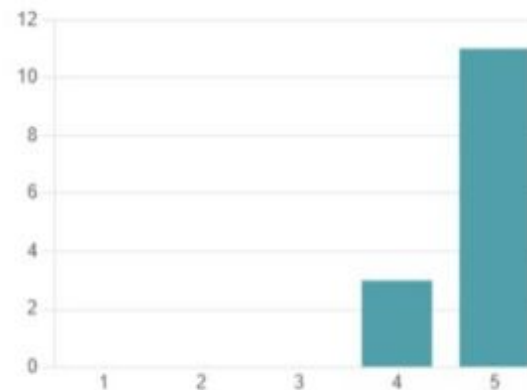
**fully refers to students who met with coach 2 or more times throughout the semester

13. Overall, how would you rank your experience with Success coaching this semester?

[More Details](#)

[Insights](#)

4.79
Average Rating



College Readiness

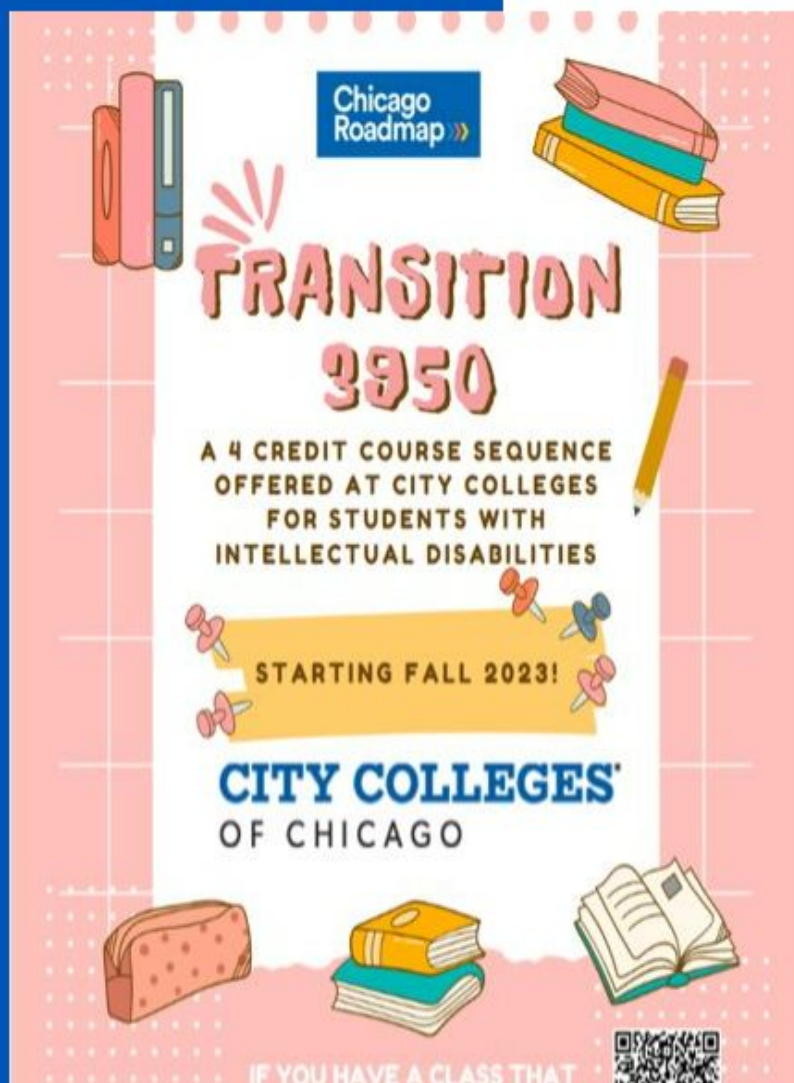
High School Support

(200 CPS high schools, almost 4,000 graduating diverse learners)

- Case Manager communication
- College tours
- School based college fairs & professional dev
- College readiness workshops
- CPS Transition Fair



Transition 3950



College Success

- House Bill 3950
- CPS Cluster Programs
 - Full classrooms with staff
- Dual enrollment
 - 104 Course sequence
 - Wellness
 - College Resources and Study Skills
 - Academic and Professional Communication
 - Career Exploration

Career Exploration and Preparedness: Improving community college completion rates by addressing structural and motivational barriers

Purpose Pathways: a self-growth & career exploration workshop

WHO: Recent CPS grads in their first year at CCC. Emphasis on first-gen college goers.

WHAT:

- Through 7 weeks of expert-guided self-exploration, students identify passions, values, goals, and life purpose.
- Backwards map life purpose onto academic & career plan.
- Build portfolio of products to leverage for future academic and career endeavors.
 - i.e., LinkedIn page, resume, personal statement, draft cover letter

WHEN:

- Launch timeline:
 - SP23 - pilot with recent CPS graduates
 - SU23 - embedded in Summer Start curriculum
 - FA23 & beyond - part of CCC FYE infrastructure

WHY:

- Addressing the developmental disconnect in choosing a major of study.
- Data shows that the choice of major can have a significant positive or negative effect on the student experience, affecting retention, engagement, student learning, academic standing, setting of academic and career goals, and graduation likelihood.
- Expectancy-value intervention - Intentional space for goal setting and long-term planning can help students navigate the complexities of college and connect coursework to their lives, increasing success outcomes.

Purpose Pathways Spring Pilot Findings

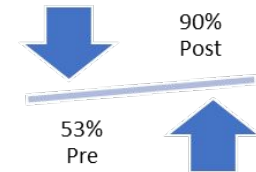
83% self reported as first gen students

Students left the workshop feeling accomplished, happy, hopeful, confident, motivated, and proud.

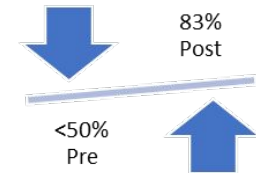
Pre-survey (N=91)

Post-survey (N=49)

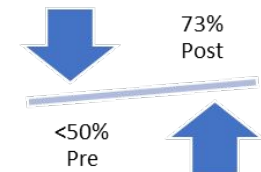
Have not declared a major or have, but might change their mind:








Can think of someone they know who lives the type of life they want for their future:



Know how to define goals to get them closer to ideal future:



Opportunities at City Colleges of Chicago for Chicago Public Schools Graduates

Are you...	→	This program is for you!	Sign up here!
Someone with an IEP or 504 Plan in high school?	→	<ul style="list-style-type: none"> ★ ACCESS Orientation - On June 8, Diverse Learners will explore programs/resources on their campus and get help requesting accommodations. Can earn \$250 for attending! ★ Success Coaching - During fall semester, Diverse Learners will meet with the manager of accessibility support to get help adjusting to college coursework and life. Students will sign up at ACCESS orientation this summer! 	 <p>Students with documented disabilities can scan this code to book your seat at orientation!</p>
Not yet at college-level in math or English? <input type="checkbox"/> Took Transitional Math or Transitional English and didn't pass? <input type="checkbox"/> Took ALEKS (math) or RTW (English) placement tests and scored below college-level?	→	<ul style="list-style-type: none"> ★ Summer Start - From June 20th to August 4th, students will take a free class, get tutoring help with math and English, retake the placement tests, and have the chance to earn a \$1,000 stipend for participating. English Language Learners are invited to apply as well. ★ Level-Up Math - A free 2-week summer program to help students place higher on the math placement test before starting fall semester. 	  <p>Scan this code to sign up for Summer Start!</p> <p>Scan this code to sign up for Level Up!</p>
Graduating from an Options (Alternative) high school?	→	<ul style="list-style-type: none"> ★ Options for the Future Scholarship - Graduates from an Options high school will receive this scholarship which covers tuition and books (after financial aid) for up to 3 years. 	 <p>Scan this code to apply!</p>
Graduating high school with a 3.0 GPA or higher?	→	<ul style="list-style-type: none"> ★ STAR Scholarship - Students who earn a B average in high school can come to CCC for free! 	Just apply to CCC, complete your FAFSA, and register for next semester!
Unsure of what you want to study while at CCC?	→	<ul style="list-style-type: none"> ★ Purpose Pathways - A free 8-week workshop for students to explore their values, passion, goals, and life purpose to select an academic plan that's right for them! 	 <p>Scan this code to sign the interest form for fall 2023 semester!</p>

Questions?



Takeaways

<https://www.menti.com/al1acbjqh9t7>

