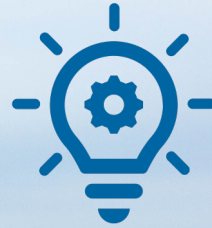


# Ask-Connect-Inspire-Plan

Using ACIP to create an equitable program onboarding  
experience

Hana Lahr  
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***What was your  
major in college?***





***How did you  
decide on your  
major?***







**A lifelong  
interest led to  
my major**

**A mentor helped  
me realize a career  
path in education**



**Working with CC  
students raised  
questions that led  
me to research**



# **Guided pathways has four major areas of reform focused on how colleges can change practice**



**Clarify paths to student education and career goals.**



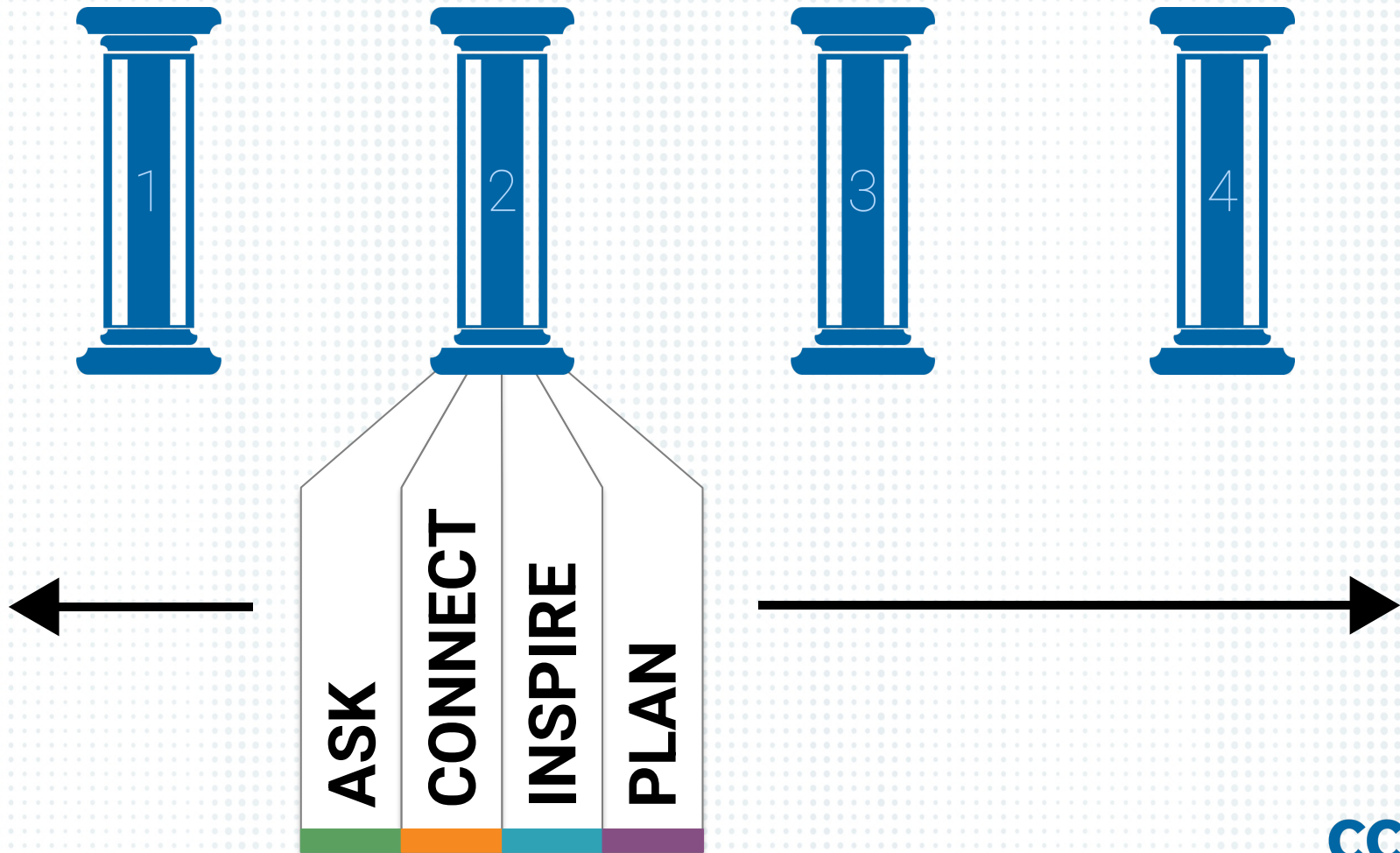
**Get students on a path.**



**Keep students on a path.**



**Ensure students are learning.**





# What are the connections between program outcome data and program onboarding?

- Students arrive seeking purpose and connection; program outcome data can help them identify career and educational opportunities aligned with their interests, strengths and aspirations.
- Outcome data also help colleges map paths to career and further education opportunities, which in turn can be used to market college programs, recruit current and prospective students, and help students develop individualized educational plan.
- Colleges can identify groups of students who are underrepresented in higher value CTE and transfer programs and develop strategies to actively recruit and guide such students into those programs.

# Why is program onboarding so important?

- About 40% of community college students complete any credential within 6 years.

*If we want to improve longer-term outcomes, we need to look some leading indicators.*

- 10-40% of students who apply to a community college never enroll
- About 45% of CC students leave higher education by year 2
- Why is this and what can we do about it?



***To achieve equity in outcomes for marginalized and underserved students, it is critical to tailor onboarding support to meet the needs of different student groups.***



**What is the typical  
student experience  
as they're entering  
a community  
college?**





How much do you  
currently learn about  
your students' interests  
and goals?

Is it clear to students  
what they need to do to  
achieve their goals?

What are the longer-term  
consequences of this  
lack of early  
conversations?



# What students want during onboarding

- Assistance **exploring** academic and career interests
- Opportunities to **interact** with other new and current students, faculty, and others who share similar academic and career interests
- The chance to take a course on **topics of interest** in term 1
- Assistance developing a **full-program educational plan**

**To achieve more equitable outcomes, colleges need to reimagine program onboarding.**

**And there's a role for everyone in ACIP.**



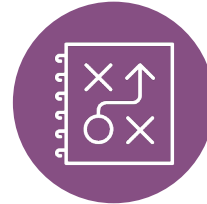
**ASK**



**CONNECT**



**INSPIRE**



**PLAN**



# ASK



Every student is engaged in an ongoing conversation about their interests, strengths, aspirations, and life circumstances with the aim of helping them explore programs of study and career paths aligned with their goals.

# CONNECT



From the start, colleges organize opportunities for every student to meet with faculty, students, alumni, and employers in fields of interest to them and access college and community resources that can help support their needs.

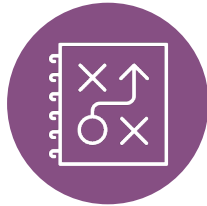
# INSPIRE



Every student takes at least one course in term 1 on a topic of interest that "lights their fire" for learning.



# PLAN



Every student is helped by the end of their first term to develop a full-program educational plan that shows them a path to their goals.

**How have colleges implemented  
ACIP?**

# Tailoring Onboarding: Considering a First-Generation Student Experience





# ASK: Genesee Community College

## “Hi 5” Questions for **New** Students

1. What excites you about your major and going to college?
2. What are your educational and career goals?
3. What do you like to learn about and how do you like to learn?
4. What are your obligations outside of school?
5. Have you seen the accepted student checklist, where are you at in the process?

# Student Centers

Connect with specialized on campus and online tutors, counselors and support services to help you complete your path.

**DVC**

DIABLO VALLEY COLLEGE



**Social  
Sciences**



**Arts, Communication  
and Language**



**Business, Computer  
Science and Culinary**



**Science and  
Health**



**Math and  
Engineering**

# For NPC, this is a shift from a transactional to relational culture.

## Before ACIP

- Students **are not systematically asked** about their goals across the college
- Students are **passed off to different departments** with no connections
- Students take **a variety of classes** in their first year, often **not related to their goals**
- Students **cannot see a whole view** of their college courses or next steps

## ACIP Inspired

- From the first point of contact, **students are asked** about their personal and educational goals
- Each student **has multiple points of connection** to walk through the process with them and create community
- In the first year of classes, **each student takes an inspiring course** in their area/community of interest
- Each student has an **individualized plan** based on their area/community of interest





# What do we do?

**ASK**



**CONNECT**



**INSPIRE**



**PLAN**



(ACIP)

# What would students do?

**EXPLORE**

**CONNECT**

**HEARTEN**

**ORGANIZE**

(ECHO)

# Thanks!

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