



INSTITUTE *for* EVIDENCE-BASED CHANGE

IEBC'S CURRICULUM TO CAREER CHOICES (CTCC) *SMARTPATHWAYS*[™]

Making Guided Pathways Count Increasing Student Engagement Aligning SLOs with Career-Derived Competencies

IEBC's Curriculum to Career Choices (CtCC) *SmartPathways*[™] is a *faculty-led process* that assists high schools, colleges, and universities develop and implement Guided Pathways that ensure their students are college AND career ready. IEBC-facilitated CtCC *SmartPathways*[™] model supports Guided Pathways with meaningful learning outcomes *aligned with career-based competencies* to help students participate fully in the economy.

Why is CtCC *SMARTPATHWAYS*[™] needed?

Many career pathways are merely reshuffled and mapped courses with no identified framework for incorporating student learning outcomes (SLOs) and no basis for writing SLOs linked to employer expectations. While SLOs *should* be the central focus of these efforts, a recent national study by IEBC found that faculty are inconsistent in their use of SLOs and vary in their capacity to develop and use well-crafted SLOs as part of their pedagogy (Horowitz, Phillips, & Yopp, 2016). IEBC's CtCC *SmartPathway* process involves thoughtful sequencing and scaffolding of courses (and course-level SLOs), coupled with aligning high school SLOs, college and university SLOs *and* career-based competencies.

How does CtCC *SMARTPATHWAYS*[™] work?

Step 1 Faculty determination and IEBC analysis of occupation-specific entrance and exit learning expectations

Occupational Information Network (O*NET) based¹ descriptions of career knowledge and skills serve as the basis for a facilitated and faculty-driven collaborative process for creating smart pathways. After analyzing and considering regional needs based on national, state, and local economic forecasts, IEBC facilitates selections about which occupations and industries are best suited to begin the work and then works closely with the local institutional leaders and team championing the endeavor. This ensures the right people are on the team working on the best pathways career choices and that the teams are supported by their institutions.

¹ The Occupational Information Network (O*NET) is the nation's primary source of occupational information containing information on hundreds of standardized and occupation-specific descriptors. O*NET is being developed by the North Carolina Department of Commerce under a grant from the US Department of Labor/Employment and Training Administration. It is endorsed by virtually every disciplinary, professional, and national educational association.

Step 2 Identification of alignment, misalignment, or absence of SLOs with O*NET-based career-specific learning expectations

Faculty meet over the course of a semester, facilitated by IEBC experts in a process adapted to the local educational context, to dive deeply into the development and alignment of skills, knowledge, and abilities expected of students. They then scaffold these SLOs among courses within each pathway to desired program-level outcomes aligned with career expectations and identify gaps and misalignments. Students no longer ask why they need to know what they are being taught.

Step 3 Development of strategies for closing the identified gaps

Once gaps are identified, faculty then create detailed plans to address them. This ensures that the alignment goes beyond simple semantic alignment of words on a page and represents the breadth, depth, and rigor that is actually taught in the classroom. Further, because gaps and misalignments are addressed, many potential obstacles to student success are overcome; and students learn what they need for career success. And, because general education faculty work to include these courses in the alignment process, pathways programs are able to identify exactly where, when and how students will attain all needed competencies for career success.

Who benefits from CtCC SMARTPATHWAYS™?

- ✓ **Participating faculty** gain the skills needed to develop *and use* contextualized learning outcomes linked to the careers supported by the institution's identified pathways.
- ✓ **Institutions** gain a process of designing General Education and pathway-specific SLOs that can be transferred from the initial set of pathways and occupations to other pathways and careers.
- ✓ **Students** gain an understanding of the rationale for what they are learning and graduate prepared for the next step in their college and career path with the knowledge, skills, and abilities students *and* employers care about.

How do we get started?

Contact IEBC to schedule a free phone consultation about your institution's needs and readiness.

IEBC is a nationally-recognized nonprofit organization helping education stakeholders use data and information to make informed decisions, improve practice and increase student success.

Learn more at www.iebcnow.org

Brad C. Phillips, President/CEO
bphillips@iebcnow.org

Institute for Evidence-Based Change
171 Saxony Road, Suite 108, Encinitas, CA 92024
760-436-1477 Fax 760-632-1854
www.iebcnow.org