



2019 Coaching Academy Overview

Informational Webinar: January 22, 2019 4 – 5 pm
Application Deadline: January 30, 2019 by 5 pm

Overview

The New York State Student Success Center (NYSSSC) is excited to launch the first Student Success Coaching Academy this spring! The Center is seeking experienced, innovative leaders for its inaugural Student Success Coaching Academy. Coaches will support institutions in their journey to enhancing student success and completion. This is a great professional development and training opportunity for college leaders to support broader student success reforms at home and across the state.

Why Coaching?

There is a growing need within public colleges for leaders that have the knowledge, skills and expertise in change leadership strategies to support student success reform. Coaching strategies have been used nationally by Achieving the Dream, Completion by Design, and AACC to further support transformation student success reforms. By supporting organizational coaches at a state level, the NYSSSC seeks to further develop leaders who will create and sustain institutional change to ultimately enhance student success and completion.

Become a Peer Mentor or Guided Pathways Institute Coach

All coaches accepted to the Academy will become **“Peer Mentor Coaches.”** Coaches will receive training in coaching skills and project management, as well as student success reforms including guided pathways. A primary benefit to coaches will be enhancing skills in assisting their own colleges with leading student success efforts across campus, as well as by engaging with other in sharing expertise on as a subject matter expert. The engagements outside of the coach’s home campus will include at least one site visit and pre and post calls/webinars. Peer mentor coaches will be paired with a requesting college based expertise, availability, and location.

Following a two-day Coaching Academy Retreat, a coach may be selected to become a **“Guided Pathways Institute Coach.”** These five coaches will support two college teams during the Guided Pathways Institute Cohort 2 beginning in fall 2019. The role of the institute coach includes facilitating team time at the institutes; organizing a campus visit; hosting phone calls and webinars, as well as participating in additional training. Additional details will be provided upon selection into the Coaching Academy.

Coaching Academy Expectations

Coaches will commit to a year-long training program (February 2019-March 2020), which includes a kick-off webinar, two to three in-person workshops including the Retreat and Capstone Workshop, an online course, monthly webinars, and participation in a community of practice with other coaches. Coaches will

need flexibility in their current position to attend in person trainings during the semester. Coaches agree to become a peer mentor coach with the expectation they will engage with one or more institutions outside of their home college to provide subject matter expertise. These engagements will be based on expertise, availability, and location of the coach and requesting college. However, if a coach is selected as a guided pathways institute coach, different commitments will be required.

Coaching Nominee Characteristics

Below are the characteristics the selection committee will be looking for in coaching nominees:

- Demonstrated knowledge of and commitment to college and state student success goals and strategic priorities;
- Demonstrated commitment to student success work in institutions, especially equity, diversity and inclusion;
- Demonstrated experience as a change agent, especially championing and managing a project that resulted in improved student outcomes;
- Demonstrated experience as a team leader and team player;
- Demonstrated understanding of strategies that drive transformative change;
- Excellent communication and listening skills;
- Subject matter expertise in one or more of the following areas: accelerated developmental education/gateway course redesign; academic program mapping; advising system redesign, especially including career advising; teaching and learning innovation; student support services such as early alerts and interventions; policy development; data/institutional research; and institutional effectiveness; etc.
- Strong interpersonal skills, including ability to establish rapport and trust, ask powerful, probing questions and motivate and inspire; flexibility and tolerance for ambiguity; and high emotional intelligence;
- Maintain confidentiality regarding information shared during visits and calls.

Coach Nominee Qualifications

- At least five years of experience in higher education.
- Master's, terminal degree, or ten years of professional experience.
- Currently employed by or recently retired (within two years) from a SUNY, CUNY, or JFF Student Success Center Network State institution.

Criteria and Nomination Process

The Coaching Academy will accept coaches into its inaugural program based on nominations from SUNY or CUNY presidents and vice presidents, as well as recommendations from other JFF Student Success Center Executive Directors. Nominees must complete an application form and then have their President, Vice President or Student Success Center Executive Director acknowledge support as a nominator. Nominee applications will be reviewed and selected by the Coaching Academy Leadership Team* and national partners. Nominees with strong facilitation skills and exposure to guided pathways, and/or other student success reforms such as Achieving the Dream (ATD) are preferred. Coaches will be selected to reflect a diversity of background, demographics, and institution size. Nominees must have flexibility in their position to participate in person at off campus events and meetings during the semester.

Frequently Asked Questions (FAQ)

Q: What is the benefit to a college for supporting the coach's time to participate?

A: The coach's home college will receive the direct benefit of a trained coach to help lead and connect student success activities on their campus. This is a great professional development opportunity for both senior and emerging leaders. The home college will also be eligible for access to peer mentor coach support from another coach in the program based on interest and topic. The home college will be expected to support the coach's time to participate in Academy activities.

Q: Will you pay the expenses for coaches to attend in person events?

A: Yes. The NYSSSC will cover the hotel and travel expenses for SUNY or CUNY coaches to attend the Coaching Academy Retreat and Capstone Workshop. There will also be travel support for peer mentor coaches for their campus visit engagements. The coach's home institution will cover the time for the coach to participate in the program, as well as the peer mentor and institute coaching engagements. Coaches who are selected institute coaches will also receive an additional stipend. If the coach is nominated from another state's Student Success Center, the coach's home college or the nominating Center would be expected to cover hotel and travel expenses for that coach.

Q: How will coaches benefit from the training? Is there a certification?

A: Coaches will increase their knowledge of coaching skills, project management, and strategies for implementing student success projects including guided pathways. They will participate in a blended program of online and in-person training with specific learning objectives. The training is based on JFF and ATD's Student Success Network Coaching Training Program. Coaches will also belong to a statewide community of practice that will provide opportunities to network with other coaches. Upon successful completion of the program, coaches will receive a NYS Student Success Center Coaching Academy certificate.

Q: What is the content of the training?

A: The training is focused on effective coaching practices and project management strategies within a student success and guided pathways context. Coaches should have some familiarity with student success reforms and/or guided pathways, but they do not have to be experts.

Q: Who is developing the curriculum and delivering the training?

A: The New York State Student Success Center, hosted by the State University of New York (SUNY), is the supporting organization for the Coaching Academy. The Center Executive Director along with a Coaching Academy Leadership Team and state and national experts will develop the curriculum and deliver the training. Community College Research Initiatives (<http://www.washington.edu/ccri/>) will provide technical assistance.

Questions? Contact Jennifer Miller, Executive Director, NYS Student Success Center at 518-320-1370 or via email at Jennifer.miller@suny.edu.

Coaching Academy Timeline

Selection Process Timeline		
Application Released	December 2018	Nominations open for 2019 Coaching Academy
Informational Webinar	January 22, 2019 4:00 – 5:00 pm	An informational webinar will be held for interested coaches prior to the application deadline to share details on the selection process, responsibilities, and time commitments. Register here: https://zoom.us/meeting/register/ab5e25d224d33cc34ac87b605f06faf5
Applications due	January 30, 2019	Applications will be reviewed by the selection committee. Follow up calls may be scheduled pending application review.
Coaching Academy coaches selected and notified	Week of February 25, 2019	Selected coaches will be sent acceptance emails with detailed information for the Coaching Academy Kick-off webinar and Retreat. Coaches will be provided a program syllabus and be asked to sign a coaching commitment agreement. Notice will also be given to nominees not selected this round.
Coaching Academy Timeline		
Kick-Off Webinar	March 11 2019 12:00 – 1:00 pm	Coaches participate in a kick-off webinar to review the syllabus for the program and key dates. Coaches will be sent pre-work readings prior to Coaching Retreat and details on the online coursework.
Pre-Institute Session at Guided Pathways Cohort 1 Institute #5	March 13, 2019	New coaches will be invited to attend a pre-Institute session. <i>This is not mandatory but highly encouraged.</i> Location: Monroe Community College, Rochester, NY
Coaching Academy Retreat	April 8-9, 2019	Coaching trainers and technical experts will meet in person with coaches for a two-day retreat. The focus will be on coaching skills and facilitation strategies and techniques. Location: Rockland Community College, Suffern, NY
Online training; webinars & check in calls	June 2019 – September 2020	Coaches will be provided virtual training through an online course and community of practice engagement. Specific topic focused webinars and regular check in calls will also be held.
Coaching Capstone Workshop	Spring 2020	A one day workshop for all Coaching Academy coaches to discuss coaching strategies and further supporting and sustaining student success coaching. Coaches will receive a certificate of completion.

About the New York State Student Success Center: Beginning with its inception in 2016, the Center has taken an active role in fostering opportunities for NYS colleges to learn more about planning, implementation and evaluation of student success reforms particularly guided pathways. The Center's goals are to improve rates of college completion, transfer, and attainment of jobs with value in the labor market and to achieve equity in those outcomes. The learn more visit: www.nysssc.org or follow us on Twitter @nysssc

The Coaching Academy is made possible with support from Jobs for the Future (JFF)'s Student Success Center Network and national funding partners.