



2021 Coaching Academy Cohort 2 Overview & Application

Informational Webinar: November 16, 4 – 5 pm

Register Here: <https://www.surveymonkey.com/r/CoachingAcademyWebinar>

If you cannot attend but would like to get a copy of the recording, please register.

Application Deadline: December 11, 2020 by 5 pm

Application Link: https://www.surveymonkey.com/r/2021_CoachingAcademy_Cohort2_App

Please also email a letter of recommendation from your president or vice president and a copy of your CV to jennifer.miller@suny.edu. Applications are complete only when all materials have been received.

Overview

The New York State Student Success Center (NYSSSC) is excited to launch the second cohort for the Student Success Coaching Academy this spring! The Center is seeking experienced, innovative leaders for its next 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 Coach

Coaches will receive training in coaching skills and project management, as well as student success projects 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 others in sharing expertise on as a subject matter expert.

Coaching Academy Expectations

Coaches will commit to a semester training program (January – June 2021), which includes six synchronous meetings that are supplemented by monthly asynchronous modules and Peer2Peer check in calls with a mentor coach. Coaches will need flexibility in their current position to attend synchronous sessions during the semester.

Coaches also agree to become a peer mentor coach with the expectation they will engage with at least one short-term coaching engagement during or following the program. The engagement could be a short-term coaching engagement with another college or facilitation during a SUNY or NYS Student Success Center workshop or institute. Peer mentor coaches will be paired with a requesting college based expertise, availability, and location.

Coaching Characteristics

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

- 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;
- Strong interpersonal skills and self-awareness including the 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 engagements and calls.

Coach 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 college.

Application Process

The Coaching Academy will accept 10-12 coaches into its Cohort 2 program based on an application and a letter of support from their president or vice president. Applicants must complete the application survey link and forward a copy of their CV and a letter of support from their president or vice president. Coaches will be selected to reflect a diversity of background, demographics, and institution size. Applicants with strong facilitation skills and exposure to guided pathways are preferred. Applicants must have flexibility in their position to participate in synchronous meetings (or in person meetings) should we be able to hold them during the program.

Coaching Academy Timeline

Selection Process Timeline		
Application Released	November 9, 2020	Applications open for 2021 Coaching Academy
Informational Webinar	November 16, 2020 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. Dates for Spring 2021 synchronous activities will also be available at that time.

Applications due	December 11, 2021	Applications will be reviewed by the Coaching Academy Leadership team and members of the selection committee.
Coaching Academy coaches notification	December 30, 2020	Selected coaches will be sent acceptance emails with detailed information for the Coaching Academy Retreat. Coaches will be provided a program syllabus. Notice will also be given to nominees not selected this round.
Coaching Academy Cohort 2	January – June 2021	Coaching Academy will kick-off with a retreat followed by a mix of synchronous and asynchronous activities with a final capstone meeting in June. A Blackboard course and Zoom will be used. (Tentative synchronous date/times: Jan 14/15 10-11:30 am; Jan 22 9-10:30 am; Feb 5 10-11:30 am; March 5 10-11:30 am; April 9 10-11:30 am; May 7 10-11:30 am; June 4 10-11:30 am)

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 be eligible for access to peer mentor coach support from another coach in the program. 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 coaches to attend the Coaching Academy in person workshops and campus engagements should we be allowed to hold them in the spring.

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 (if possible) 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? Who is developing the curriculum and delivering 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. 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 coaches and experts 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. NYS Student Success Center: www.nysssc.org and Twitter @nysssc.

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