



PATHWAY **2** CAREERS

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SCHOOL SERVICES & INNOVATION

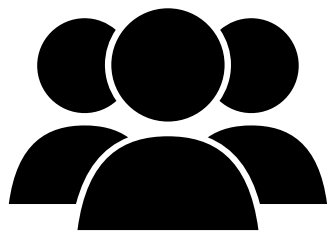


- Welcome to the team! We are excited to partner with your school leadership team.
- About Pathway2Careers: National leaders in career readiness coaching, we specialize in developing sustainable college and career pathways.
- Coaching Objective: Our mission is to empower your team with customized support and strategies for Early College success and holistic student development.

Overview of the School Services Coaching Model

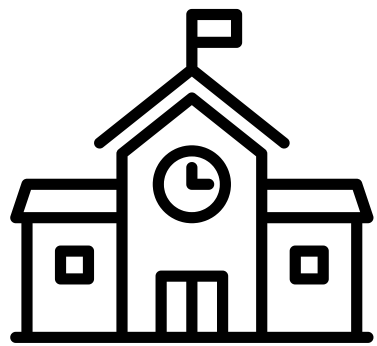
- **Customized Approach:** Each school's needs are unique. We tailor our coaching to your specific goals.
- **Collaborative Focus:** We partner closely with leadership teams to foster sustainable practices.
- **Key Areas of Support:**
 - S.M.A.R.T. goal setting aligned with DESE proposed statewide goals
 - Enrollment and Scale
 - Program Quality
 - College Matriculation and Persistence
 - Action planning and progress monitoring
 - Aligning programmatic functions with the 5 Guiding Principles.
- **Continuous Improvement:** Using data-driven practices, we refine and optimize based on feedback and outcomes.

DESE Proposed Statewide Goals



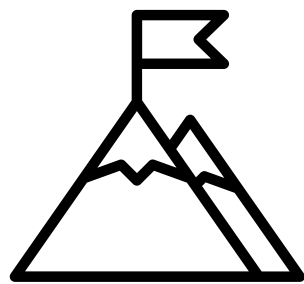
Goal 1: Enrollment & Scale

Increase Early College enrollment to 22,000 high school students by October 2030, with at least 70% of student participants statewide from groups underrepresented* in higher education.



Goal 2: Program Quality

Promote high quality programs that achieve the outcomes outlined in the Designation criteria, including graduating the majority of students with a minimum of 12 college credits that are transferable to a Massachusetts public college or university.



Goal 3: College Matriculation & Persistence

At least 65% of all students in each program matriculate immediately to college, and at least 75% of these students persist to a second year.

**Underrepresented is defined as students who are Black, Latinx, Low-income, English learners, or those with a disability.*

Coaching

Role	Purpose
Resource Provider	To support clients in exploring and using of a variety of resources to address contractual agreement.
Mentor	To provide support and share necessary skills with clients related to coaching goals
Learning Facilitator	To design collaborative, job-embedded, standards-based professional learning
Data Coach	To ensure that program goal metrics are used to drive decisions at the classroom and school level.
School Leader	To work collaboratively (with formal and informal leaders) to plan, implement, and assess school change initiatives to ensure alignment and focus on intended results.
Catalyst for Change	To create disequilibrium with the current state as an impetus to explore alternatives to current practice



What to Expect in the Coaching Process

- **Phase-Based Approach:**
 - **Phase 1** - Onboarding & Planning: Establishing relationships and setting goals.
 - **Phase 2** - Implementation: Working together to apply strategies.
 - **Phase 3** - Goal Reassessment and Continuous Improvement: Reviewing outcomes and building long-term success.
 - **Phase 4** - Reflection and Future Planning: Gathering insights from the coaching outcomes for future program development.
- **Key Interactions:** Regular meetings, resource sharing, professional development sessions.



Digital Coaching Model



LEARNING HUB

Purpose:

- The School Services and Innovation department provides digital coaching and support to educators. Our recent adoption of the P2C Learning Hub (Canvas) as our Learning Management System (LMS) will be used to enhance the professional development and coaching experience. This shift aims to streamline communication, track progress, and offer a more personalized learning experience for educators.

User Experience Scenario:

- We will use the P2C Learning Hub to provide a seamless, scalable, and user-friendly platform for delivering coaching resources, tracking educator progress, managing a repository of resources, and fostering engagement in professional development initiatives.

MA Early College Learning Hub



p2c LEARNING HUB
Your gateway to professional growth.



RISE
FOR STUDENT SUCCESS
ROOTED
IN UNITY

Ensuring all students are prepared for college and career. Ensuring all students are prepared for college and career.

How to Use This Page

1. Plan Ahead: Review the monthly coaching priority and due items.
2. Engage: Attend TPT, Working Groups, and Convenings.
3. Reflect: Complete Learning Hub prompts and update your SMARTIE goals.
4. Submit: Upload artifacts via Assignments portals.

Quick Links



Annual Rhythm (At-a-Glance)

Pillar	What to Do	Where	Cadence
TPT	Statewide updates, tools, spotlights	Zoom	Bi-weekly Tuesdays
Working Groups Resources	Problem-solving + peer exchange (focus: MLL in EC)	Zoom	1st Monday monthly (9:30-11:00 AM)
Convenings/CCS	Deep dives, collaboration, recruitment	In-person/Virtual	See dates under button link
Learning Hub	Self-paced learning, discussions, submissions	Canvas/Learning Hub	Monthly
SMARTIE Goal Tracking	Update goals, enter metrics, upload evidence	Canvas Assignments	Monthly/Quarterly



Next Steps



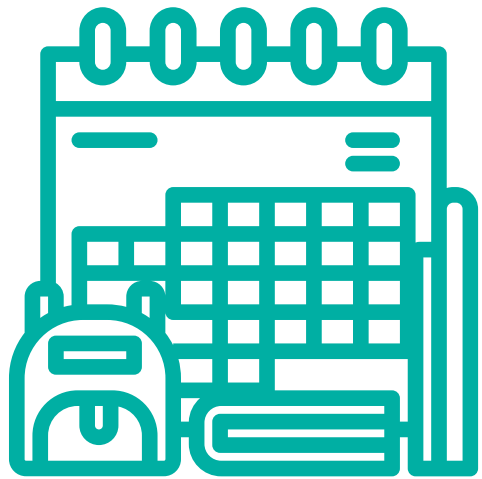
- **Engagement:** Schedule initial meetings with leadership teams.
- **Data Review:** Analyze current student data to identify recruitment/retention challenges.
- **Goal Setting:** Develop short-term and long-term goals for Early College programs.
- **Next Meeting:** Set a date to review the action plan and finalize Phase 1 objectives.

Phase 1: Onboarding and Planning

- **Onboarding Survey:** Complete survey indicating your school's meeting times and team members.
- **Initial Assessment:** Understanding your school's specific needs and goals for Early College programs.
- **Setting Objectives:** Collaborating with leadership to define success metrics and create action plans.
- **Building Relationships:** Establishing trust and open communication channels between coaches and teams.
- **Action Plan Development:** Outlining the immediate priorities for improving recruitment, retention, and pathways.



Timeline for Getting Started



- Surveys should be completed and submitted by COB on Thursday, September 11, 2025.
- A member of our team will be in touch with your team by Wednesday, September 17, 2025.
- A calendar invitation will follow to all team members Friday, September 19, 2025.
- Initial meetings will begin Tuesday, September 23, 2025.
- Meetings will be 60 minutes on a standing calendar invitation until May 29, 2026.



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