

Pathways to Results (PTR) is an outcomes-focused, equity-guided process to improve student transition to postsecondary education and employment. Applied to Perkins' Programs of Study, PTR focuses on addressing equity gaps between diverse learner groups and continuously improving processes critical to Programs of Study that extend from the secondary to the postsecondary level. PTR is led by education, employer, and community partners whose shared goal is success for all students.

## PATHWAYS TO RESULTS

**Phase One: Engagement and Commitment** – Team members and partners collaborate to focus on critical problems that need to be addressed to improve student outcomes and enhance program quality. The team members represent all stakeholders who have vested interest in improving the chosen Program of Study.

**Phase Two: Outcomes and Equity Assessment** – Teams use student-level data to examine outcomes and identify gaps in results between racial, ethnic, low-income, and other groups and special populations. Using these data, teams identify areas where outcomes are especially successful and areas where short- and long-term improvements are needed.

**Phase Three: Process Assessment** – Teams seek to understand how major processes impact student outcomes and contribute to the identified problem. The focus is on thoroughly understanding each step of the processes and the contributing factors that impact the identified problem to first determine root causes.

**Phase Four: Process Improvement** – Teams develop solutions to the identified problem. Potential solutions are generated and evaluated to determine whether they support the desired outcomes. Teams draft an evaluation plan to track progress of implementation of the process improvements.

**Phase Five: Review and Reflection** – Team members participate in activities that encourage review, reflection and shared learning at the individual and group levels. The team discusses ways in which the solution can be sustained and the PTR process can be applied to other Programs of Study.

## RESOURCES

PTR teams are supported by trained professionals and print and electronic resources. Professional development is provided at cross-site meetings and through webinars, e-Learning modules and other technology applications. Each summer, OCCRL hosts a PTR Institute for applicants interested in an in-depth training on how to apply PTR to Programs of Study.

## PTR IS GROWING

PTR emerged as a method to improve Programs of Study in Illinois, but it can be applied to many different programs and processes that are dedicated to improving student transition and success in college and careers. With support from the Illinois Community College Board, PTR was piloted in 2009-10 at 6 sites, expanded to 18 sites in 2010-11, and has added 9 new projects in 2011-12. PTR is supported by the ICCB, the Illinois State Board of Education, the Illinois Department of Commerce and Economic Opportunity, and the Joyce Foundation's Shifting Gears Initiative.

