



Statewide Email

DATE SENT: October 16, 2019

FROM: Florida Student Success Center

TO: Council on Instructional Affairs

Via: CIA Listserve

SUBJECT: Pathways Navigators – Leadership and Professional Development Opportunity



Dear Colleague:

The Florida Student Success Center (center) is offering a leadership and professional development opportunity for Florida College System representatives to serve as Pathways Navigators in support of the Florida Pathways Institute (FPI).

Role of the Pathways Navigators

Pathways Navigators will partner with and support cohort 1 colleges throughout the FPI process. They will receive extensive training from a variety of state and national experts in leadership development and guided pathways implementation.

**Find out More!
Webinar
Opportunity**

The center is
hosting a webinar



The primary role for navigators will be to facilitate and guide discussions at four face-to-face FPI convenings. Navigators will be responsible for consulting with center staff on institution progress and connecting colleges with additional resources and information. Serving as a “critical friend” and support to their assigned colleges, navigators will play a key role in guiding and encouraging college teams to implement, assess and improve guided pathways at scale. Each cohort college will be assigned an academic affairs and a student affairs navigator. Subject matter expert navigators will also serve in advisory roles, being deployed based on institutional need.

on October 22, 2019, at 10 a.m. EST to review the application and answer questions.

[Register for the Webinar](#)

Benefits of Becoming a Pathways Navigator

This is a great professional development opportunity for college leaders to support broader student success reforms at home and across the state. Coaching strategies have been used nationally by Achieving the Dream, Completion by Design and the American Association of Community Colleges (AACC) to further support transformational student success reforms. By developing and supporting organizational navigators at a state level, the center seeks to develop Florida College System leaders who can help support institutional change aimed at increasing student success and completion.

Navigators will be required to attend the Navigator Academy, a two-day intensive training focused on leadership development and guided pathways implementation. Participants will receive professional development from state and national experts in topics including:

- Facilitating difficult conversations
- Managing conflict
- Being a critical friend for ideas
- Serving as motivational support
- Brokering resources and information
- Leading for transformative change
- Coaching for strong pathways implementation
- Infusing equity leadership in guided pathways
- Embedding data and analytics frameworks, tools and metrics

Training received through the Navigator Academy will be supplemented by a virtual training platform. Navigators who complete all training activities and assignments will receive a certificate of completion from the Florida Student Success Center.



Who Should Apply

The center is seeking dedicated individuals from within the Florida College System who have subject matter expertise in various areas, including but not limited to, academic affairs, student services and data/institutional research. Individuals are expected to have some experience with at least one of the four pillars of guided pathways; however, there is not a requirement that individuals must have worked at an AACC pathways institution.

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

- Demonstrated knowledge of and commitment to college and state student success goals and strategic priorities, especially equity, diversity and inclusion;
- Demonstrated experience as a change agent;
- Demonstrated experience leading and working with teams;
- Demonstrated understanding of strategies that drive transformative change;
- Excellent communication and listening skills; and
- 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.

How to Apply

The Pathways Navigator application will be made available on October 18, 2019, at FLStudentSuccess.org. **Applications are due November 30, 2019.**

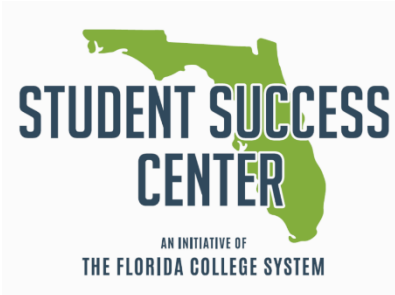
About the Florida Pathways Institute

The Florida Student Success Center (center) launched the Florida Pathways Institute (FPI) to help Florida College System institutions advance in-depth work on the design and implementation of structured guided pathways. Modeled on the AACC Pathways Project, FPI aims to scale pathways to dramatically boost completion and improve the social and economic mobility of graduates.



[Learn more about the Florida Pathways Institute](#)

Please contact FLStudentSuccess@fldoe.org with questions.



[Visit our webpage](#)

