



# Transformative Change Initiative

**Transformative Change:  
Improving student outcomes and  
organizational performance**

**Innovations 2015  
Boston, MA**

# Introductions

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# Today's Session

- **Overview of TCI**
- **Scaling Innovation**
  - **Experience of 2 consortia**
  - **Principles**
  - **Toolkit**
- **Group Activity**
- **Reflection and Summary**



# Transformative Change Initiative (TCI)

- Trade Adjustment Assistance Community College and Career Training (TAACCCCT)
- Support of Bill & Melinda Gates Foundation, Joyce Foundation and Lumina Foundation
- Partnership with The Collaboratory
- Initially Invited 19 Round 1 and 2 TAACCCCT representing over 230 community colleges across the country
- This year, participation of grantees all 4 rounds
- Timing has never been more critical to share how TAACCCCT innovations are spreading and enduring within and across institutions, states, and industries



# Transformative Change Initiative (TCI)

The Transformative Change Initiative (TCI) is dedicated to assisting community colleges to scale up innovations that improve student outcomes and program, organization, and system performance.



# Defining Transformative Change

Transformative change raises the individual, organizational, and system performance of community colleges to unprecedented levels without sacrificing their historic commitment to access and equity.



# TCI

## Activities and Resources

- Knowledge Center
- Evaluation Collaborative
- TAACCCT Employer Engagement Evaluators Conference
- Podcasts
- Webinar Series
- Learning Community platform





# Transformative Change Knowledge Center

- Guiding Principles
- Strategy Briefs
- Scaling Toolkit
- Webinars
- Podcasts
- Bibliographies



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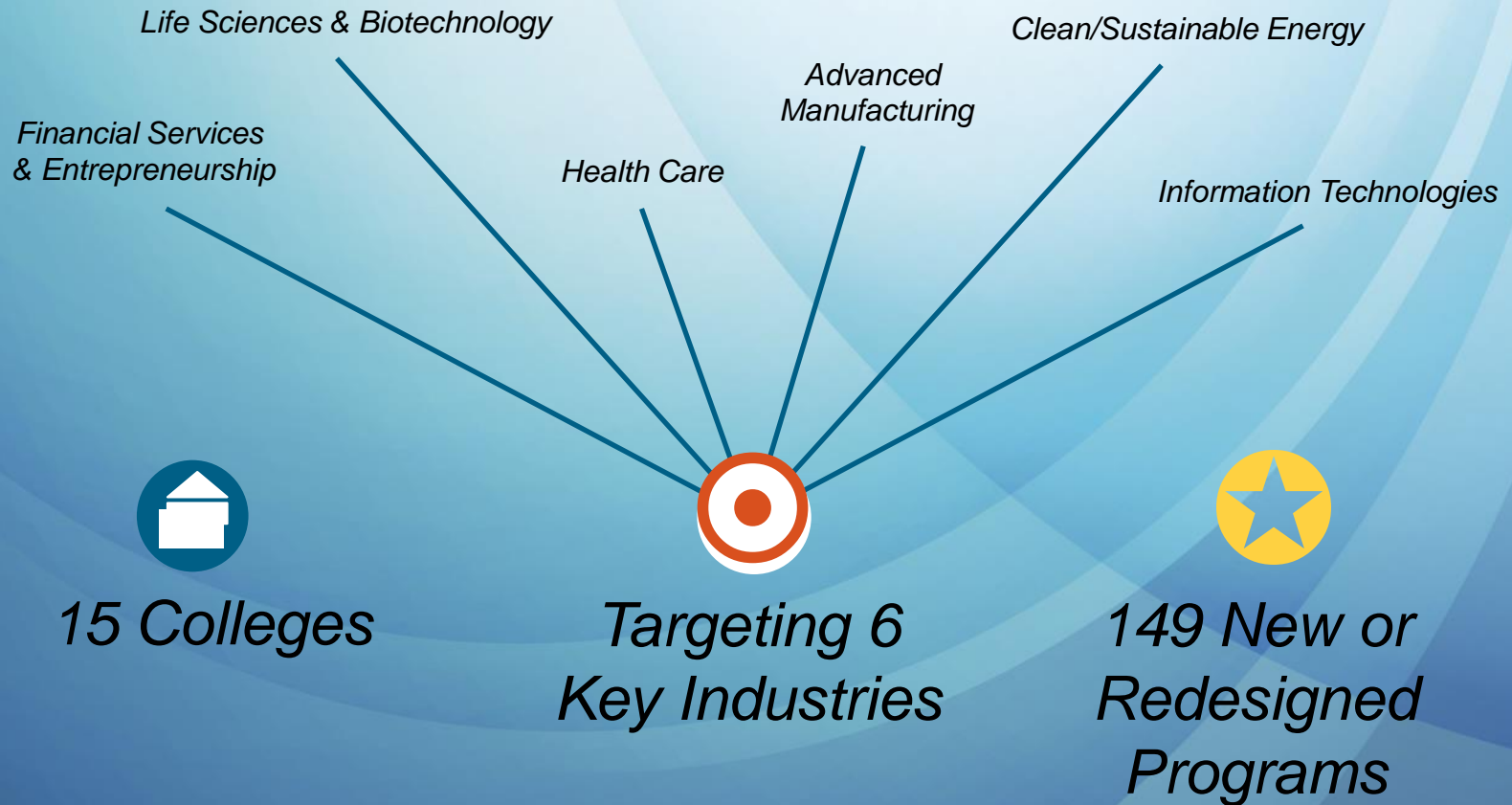


# Scaling Innovations

- **Common Core Curriculum**
- **Developmental Education Redesign**
- **Contextualized Instruction**
- **Credit for Prior Learning**
- **Advanced Technology Solutions**
- **Open Education Resources**
- **New Work and Learn Models**



# Massachusetts Transformation Agenda Scaling Innovation

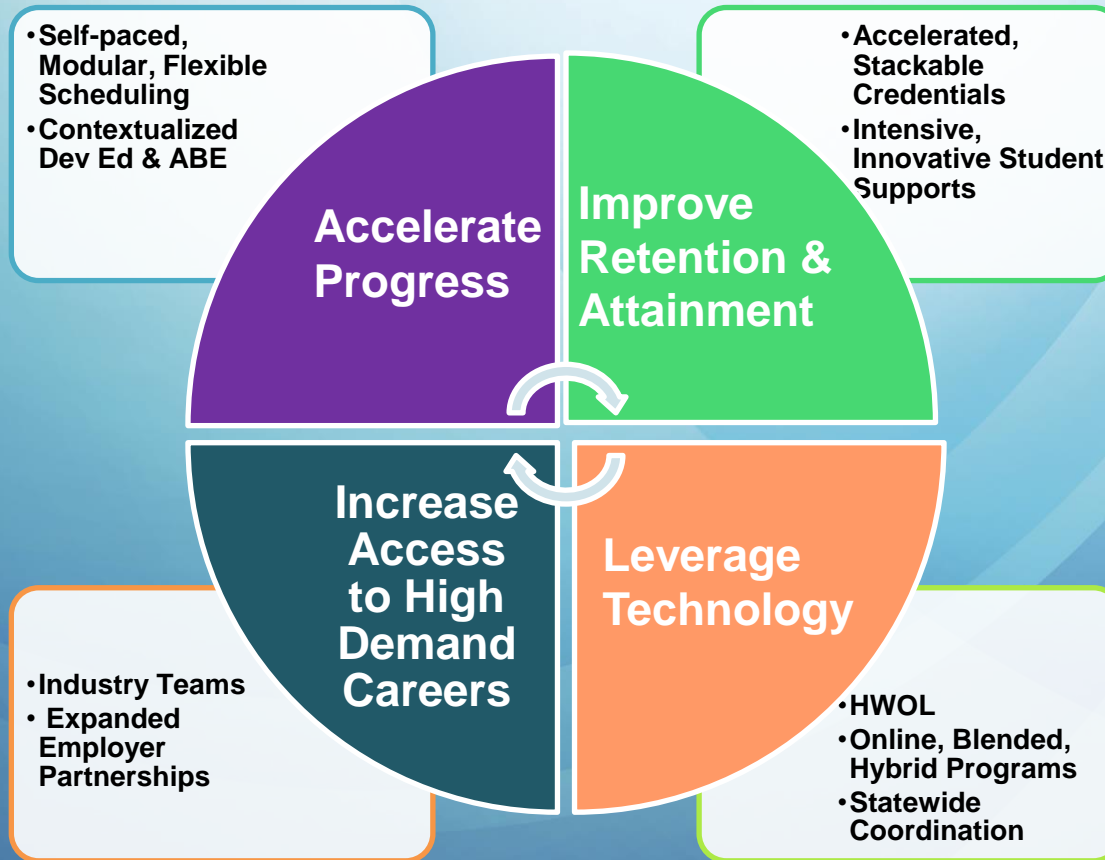


# A BIT OF BACKGROUND

WITH A COMMON PURPOSE



# Massachusetts Transformation Agenda



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# Massachusetts Transformation Agenda

**6,615**

*Students  
Enrolled*

**3,282**

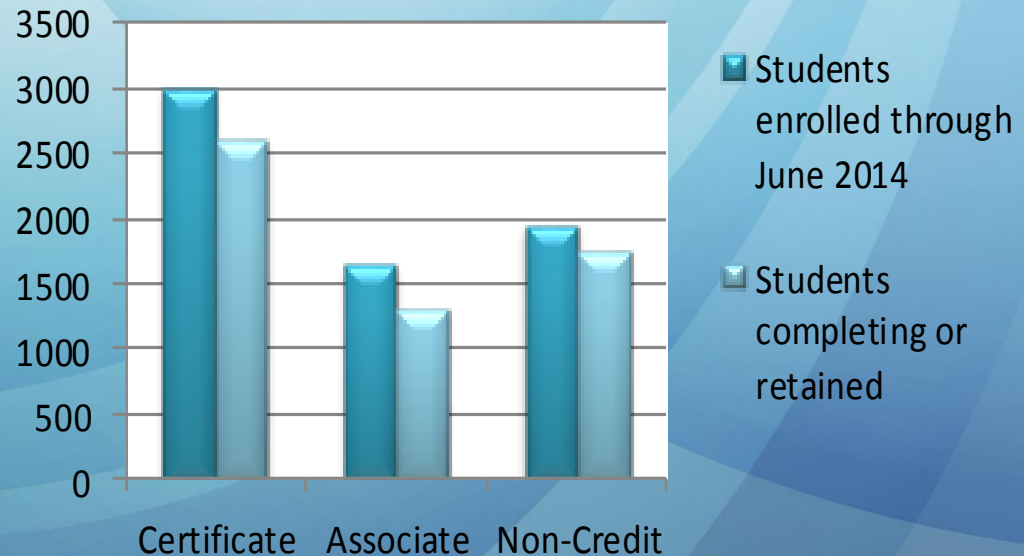
*Completions*

**70%**

*Job Attainment*

*Retention & Completion Rates  
far exceed average*

**87% 80% 90%**



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# National STEM Consortium: Building Bridges for Student Success

10 college; 9 states: multi-college collaboration

5 new technical pathways

One overarching STEM Bridge

Embedded student supports

Cohort enrollment

Block scheduling

Navigation services

Embedded, contextualized remediation



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# National STEM Consortium: Building Bridges for Student Success

By the numbers:

- 69% on-time completion rate
- 84% term-to-term retention rate
- ~80% employment rate
- Return on investment: 84% retention rate compared to typical college retention = \$160K+ in additional college revenue per 100 students



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# National STEM Consortium: Building Bridges for Student Success

## NSC Value Proposition

- Needs, Approach, Benefits
  - Employers
  - Colleges
  - Students
- Return on Investment
- Challenges
  - Buy-in
  - Culture
  - Funding





# Guiding Principles for Scaling Transformative Change

**Leadership**  
**Adoption and Adaptation**  
**Evidence**  
**Storytelling**  
**Networks**  
**Dissemination**  
**Technology**  
**Spread and Endurance**



# Guiding Principles for Scaling Transformative Change

Scaling of transformative change will occur when...

- **Leaders** envision, encourage, and support innovation that supports all learners.
- **Adoption and adaptation** honor and influence the culture of the settings involved.



# Guiding Principles

Scaling of transformative change will occur when...

- **Evidence** collected through ongoing and responsive evaluation is used strategically.
- **Storytelling** is used to facilitate learning about innovation and transformative change.



# Guiding Principles

Scaling of transformative change will occur when...

- Individuals engage in **networks** to gain access to expertise, professional development, and other vital resources.
- **Dissemination** is led by individuals with deep knowledge of their settings.



# Guiding Principles

Scaling of transformative change will occur when...

- Effective and appropriate **technology** is used to strengthen resources and expertise.
- Innovations are chosen for scaling that show the potential to **spread and endure**.



Spread

Leadership | Adoption & Adaptation | Evidence | Storytelling | Networks | Dissemination | Technology

Endure

How to Scale Transformative Change

# TCI Scaling Toolkit

**Engaging Leaders**

**Spread and Support**

**Anticipating Enablers and Roadblocks**

**Adoption and Adaption**

**Engaging Stakeholders**

**Framing the Evaluation**

**Reflecting on Evidence**



# TCI Scaling Toolkit

**Telling the Innovation Story**

**Mapping New Networks**

**Managing the Network**

**Considering Partnerships**

**Describing the Innovation**

**Dissemination and Context**

**Generating Big Ideas**





# Transformative Change: Generating Big Ideas

The purpose of this tool is to guide teams through a conversation exploring possible innovations for scaling.

In a meeting of key stakeholders discuss the following:

- Brainstorm a list of innovations you think could have broader, positive impact on access, equity, and opportunity for all students.
- What is the capacity to support scaling each innovation?
- What resources (existing and new networks and affiliations) might you need to accomplish scaling each innovation?
- In scaling each innovation, what would be the potential value (i.e. for students, the institution, the state, or industry sector)?
- Brainstorm the next steps for each innovation.



# Toolkit Activity

## **Large Group Discussion –**

- Process?**
- Tool?**

**Questions? Other comments?**

**Thank you**



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Learn more at [http://ocrl.illinois.edu/projects/transformative\\_change/](http://ocrl.illinois.edu/projects/transformative_change/)



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