



College and Career Transitions Initiative

LESSONS LEARNED

As the CCTI project moves forward, it is important to document lessons learned so that those following will be better equipped to develop successful Career Pathways. This “Lessons Learned” section should focus on the knowledge you have gained by this experience and what new strategies could be taken into the future. These lessons should reflect on:

- what was done right
- what could have been done differently
- how the processes and interactions could be improved

... to be more effective in the future.



LESSONS LEARNED	KNOWLEDGE GAINED NEW STRATEGIES FOR FUTURE
<p>1</p> <p>When they help you “plan the battle”, they don’t battle the plan!</p>	<ul style="list-style-type: none"> • A “shared vision” (in a win-win situation) is the key to successful change. It is critical for all partners to be involved (or at the very least, extremely well-informed) from the <u>beginning</u> of any project. • Development of a First Year Experience (Student Success) course met with initial opposition but is now well underway with implementation in Fall 2005. Faculty–led support and design has made all the difference in moving the initiative forward.
<p>2</p> <p>CCTI, with guidance from The League for Innovation, has complemented the Tech Prep initiative by elevating the leadership role of the community college. Where Tech Prep has traditionally been a “secondary→postsecondary” focus, CCTI emphasizes the “post-secondary→secondary” connection and role.</p>	<ul style="list-style-type: none"> • Communication needs to be two-way within disciplines and between institutions. Colleges cannot do all of the talking and none of the listening. • Our college faculty and administrators are learning about the complex secondary system in New York State. This understanding is leading to a shared approach to problem-solving and curriculum design. In order for understanding to happen both parties must listen HONESTLY to each other. When this happens wonderful things happen for the students.

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3	<p>Effective systemic change requires three steps:</p> <ol style="list-style-type: none"> 1. Attitude alignment (by <u>all</u> parties to a “can do” approach); 2. Internal changes in each organization 3. Alignment and linkage of all organizations. 	<ul style="list-style-type: none"> • Systemic change requires “buy-in”, incredible patience, fortitude and funding. • Keep the overall goal/benefit in focus as each component works out changes internally in an attempt to align with the counterparts. Logistics and tradition are navigable, however, potentially lethal to change. • Make a conscious effort to remove the words “but” and “can’t” from the conversation when discussing logistics and obstacles to implementation. • Publicly recognize and celebrate the alignment and linkages as they occur.
4	<p>“Never give up! Never say DIE!”</p> <p>Many times roadblocks are placed because the placer does not understand the reason or benefits of a plan.</p>	<ul style="list-style-type: none"> ■ Keep asking: “How can we...” instead of accepting “We can’t or haven’t....” ■ It is possible to work through adversity. With support from the top and <u>effective</u> communication, initiatives can be implemented and opinions can be changed.
5		

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