

SOUTHWEST

TENNESSEE COMMUNITY COLLEGE

Pathways to Prosperity: Strategic Reform 3.0

Division/Department One Voice Communication Guide



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Division/Department One Voice Communication Guide

For Use by Deans, Division Heads, and Department Leads to guide communication to faculty and staff in their respective areas.

Purpose of This Guide

To equip division leaders to communicate the goals, structure, and expectations of Pathways to Prosperity: Strategic Reform 3.0. Use this during team meetings, one-on-ones, or workshops to build understanding, spark engagement, and identify key contributors within your division.

Suggested Presentation Structure

1. Share the College Vision
 - Emphasize post-graduate economic mobility as our new definition of success.
 - Highlight how student outcomes—not enrollment alone—drive Strategic Plan 2030.
2. Explain the Reform Priorities
 - Workforce program strengthening
 - Increased bachelor's transfer
3. Introduce the High-Impact Initiatives
 - Use slide deck or handout to walk through the four initiatives.
4. Identify the Committees
 - Describe the five implementation committees and encourage staff interest.
5. Share the 'From-To' Vision
 - Discuss key shifts in practice that define the reform.
6. Discuss Metrics of Success
 - Outline how your division's work connects to student employment, transfer, and completion metrics.

Division-Level Talking Points

- Reform 3.0 is not a temporary initiative; it is the foundation of how we now define and pursue student success.
- Every division has a role—whether you are directly teaching, advising, or supporting students.
- We are shifting from short-term achievements (e.g., course completions) to long-term student outcomes.
- Your voice matters—this is an all-college movement, not a top-down directive.
- We will remove barriers together, pilot changes, and continuously improve.

Southwest's agenda reflects not only the Aspen Community College 3.0 framework, but also a broader evolution across the national community college field. Over the past two decades, organizations such as Achieving the Dream (ATD), the American Association of Community Colleges (AACC), and the Bill & Melinda Gates Foundation have helped shape a shared understanding of the community college mission through three distinct but connected phases:

- **1.0: Access** – The initial focus was on expanding enrollment and opening doors to higher education for all students, particularly those from historically underserved populations.
- **2.0: Retention and Completion** – As access improved, the national conversation shifted toward helping students stay enrolled, complete credentials, and graduate with meaningful outcomes.
- **3.0: Post-College Success** – Today's reform era prioritizes what happens *after* graduation: ensuring students achieve gainful employment, transfer to four-year universities, and experience long-term economic and social mobility.

Discussion Prompts for Teams

- Which of our current practices already support post-graduate success?
- What barriers do we need to remove to implement these reforms?
- Who in our division would be a good fit for committee or pilot participation?
- How can we measure our impact on the six presidential reform metrics?
- What support or training would help us better align with these goals?

Follow-Up and Next Steps

- Summarize your division's feedback and submit key findings to your VP
- Begin to map division responsibilities to one or both reform priorities
- Identify internal policies or practices that need updating to support the change
- Prepare to respond to the call for reform committee participants