

Engagement and Commitment

During Phase One, leaders across all levels of education as well as business, industry, and the community focus on critical problems that need to be addressed to improve student outcomes and enhance the quality of degree pathways and programs of study. PTR teams are formed that make initial decisions about the PTR project by identifying problems that need to be resolved to create equitable student outcomes.

PREPARING FOR PHASE ONE

- Team members view the e-learning module on Phase One.
- Leaders identify pathways or programs of study that could benefit from the PTR process.
- Leaders provide background information on selected pathways or programs of study, including the *Career Cluster Framework (if applicable)*, *POS Curriculum Template*, and *POS Expectations Tool*.
- Leaders identify background information on labor market data and past student performance measures.
- Leaders generate support for the pathway or program of study, as well as for PTR from broad-based P-20 education, business and industry, and community groups.
- Team leaders develop and distribute PTR team meeting agendas and materials to team members.

CONDUCTING PHASE ONE

- **Step 1.** Identify and engage P-20 leaders who must support the improvement of pathways or programs of study, including secondary, postsecondary, business and industry, adult education, workforce development, community-based organizations and others who guide P-20 education systems change.
- **Step 2.** Gather and share information about past grant activity and other funding sources; local and regional education and labor market data; and other relevant data. Conduct SWOT analysis and begin to draft the first section of the *PTR Charter*.
- **Step 3.** Identify and convene the PTR team including selecting the team leader who has primary responsibility for leading team meetings and providing direction and support throughout the PTR process. Continue to refine the first section of the *PTR Charter*, including drafting the problem statement and identifying student outcomes related to the problem.

PHASE ONE IN CONTEXT

To achieve systems change, federal, state, and local leaders must support individuals and organizations that show an interest in and commitment to pathways and programs of study. Leaders must support collaborative partnerships at all levels to enhance student transitions to college and careers.

RESOURCES

- *POS Expectations Tool*
- *Instructions for Analyzing the POS Expectations Tool*
- *POS Curriculum Template*
- *SWOT Analysis Tool*
- *PTR Charter*
- *Outcomes Menu*

