

DCCCD Retention Best Practice Submission Form

Across the district there are many successful practices that contribute to the retention of students. As the district begins to develop a greater emphasis on its retention strategy, all locations are asked to identify and submit information about successful retention programs and activities. Please complete the following information on selected practices.

College/Location: North Lake College

The Retention Best Practice is primarily supported by what college/location area:

Instruction____ Student Services Administrative____

Combination of areas: (Please list)

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Retention Best Practice Title: **3 Step Career Counseling Program**

Retention Best Practice Area of Focus:

Math____ STEM____ Honors College____ Other _____

Retention Best Practice Executive Summary: approximately 50 words (Please use additional pages for a detailed description) The Department of Career Services has hired a Licensed Professional Counselor as a Career Planning Specialist to provide Career Counseling to undecided students. The Career Counseling Session is divided into a 3 step process. The first step is student evaluation –assessing students’ career interests. Based on student needs, the DISCOVER, MBTI, COPS/COPEs or Strong Career Assessment is given to the student. The second session is test interpretation and the third step is the application of their career interests to academic activities and linking students to faculty who can assist them with their academic interests. A two year and four year academic and career plan is also given to the student at this time.

Please describe the evaluation measures utilized to support this initiative as a best practice. Because this program started Spring Semester, 2008 we are still developing numeric measures for this program. Our plans are to coordinate with the Director of Institutional research to run data comparing those students who went through the 3 step program with the general population. We will measure the percentage of students who stayed in college, the grades obtained, and the number of withdrawals from classes as compared to those students who did not go through the career counseling program.

Provide a summary of the results, including data (such as trend lines over time) to show how it impacted retention and is a best practice. Although we do not yet have local data, national data suggests that “Career development programming facilitates more appropriate goal setting, academic decision making, and course selection which heighten commitment, which heightens the probability of retention (John Garder, 1998) Career development strategies also serve as dropout prevention strategies (Herring, 1998).

What would be needed to replicate the practice at other DCCCD colleges? Provide Career Centers through out the District resources to administer and interpret career assessment instruments such as the MBTI and Strong.

Cost to implement this practice (financial and human): MBTI - \$12.99 per test, STRONG \$9.00 per test,

(Please submit this form to Dr. Sharon L. Blackman, DCCCD Educational Affairs by October 24, 2008)