

WHAT IS THE BEST COACHING MODEL?

There are myriad coaching models to support student success. While a well-defined intervention model is important; it is also important to consider environmental factors that will influence a student's participation. Developing a program that works for your students requires you to define your campus investment, engage community partners, and incentivize the prioritization of coaching activities. Below are examples of promising practices that have been built into success coaching models across the country. While none of these elements are required to participate in MCAN's Completion Corps, we urge you to consider how they may strengthen your efforts for increased student retention.

STUDENT ENGAGEMENT:

- Provide incentives for student participation (gas cards, bookstore credits, campus meal plans, meals during group meetings, etc.) – students may need to miss work or pay for extra childcare to participate in coaching activities; small steps can help minimize the financial constraints of participation.
- Make coaches available when and where the students are available – set up a Coaching Corner in the food commons or student union; invite coaches to visit first year courses once a month to be available for questions; schedule coaching activities during weekend and evening hours to accommodate a variety of schedules.

COACH ENGAGEMENT:

- Consider on-campus supports that may make the full-time coaching commitment easier for AmeriCorps members and their families. Access to a campus meal plan, on-campus childcare and free on-campus parking could make a big difference.
- Consider professional benefits that may be critical to the coach's success: cell phone reimbursement, access to a p-card (to avoid personal expenditures), and other expense reimbursement ease the cost of a service year.

CAMPUS ENGAGEMENT:

- Ensure that critical audiences are aware of your coaching program and understand how to participate. Student service personnel, financial aid staff, academic advisors, and instructors of required first-year classes are key partners in success.
- Promote the coaching resources to student organizations affiliated with your target population. Positive peer support to utilize resources reduces the stigma of “seeking help.” You can also promote the Coach opportunity to students through these avenues.

COMMUNITY ENGAGEMENT:

- Work with your local college advisers, Local College Access Network (LCAN), Promise Zone efforts, and targeted scholarship programs coordinated by your Community Foundation and college foundation. Invite them to coordinate activities (FAFSA completion nights; study skills workshops; career exploration, etc.) and to financially support your Completion Coaches.
- Promote your Completion Coach program to local nonprofits who work with target youth, so they can communicate the opportunity to students as they begin planning for college