



Focus on Improving Retention and Persistence for **Greater Student Success**

Rose State College in Oklahoma City is a community college with an “open-door” admissions policy that offers over 50 degree and certificate programs. It supports 3,300 full-time and 6,200 part-time students annually. Over 47% are minorities.

Challenge

Data from the Center for American Progress shows that more than 40 percent of community college students neither complete college nor transfer to a different school. Rose State College, like most colleges in the U.S., has a focus on improving retention rates.

Rose State College wants to help students stay on track with their studies, especially those at risk of dropping out, and it wants to give them the preparation they need to start their careers. In addition, they wanted to update their College & Life Strategies class, a class designed to improve student success at Rose State College and post-graduation in the workforce focusing on topics like resilience, time management, motivations, communication skills, teamwork skills and more.

Challenges

- Improve overall retention on campus
- Update Life Strategies class aimed at improving student success especially among at-risk students

School Profile

As a public and open admission institution that grants associate degrees, Rose State College provides higher education programs and services intended to foster lifelong learning for a diverse population.

Rose State College

Implementation

John Cain, Director of Data Research and Institutional Effectiveness and career counselor at Rose State College, was already familiar with a range of assessments from The Myers-Briggs Company. "I wanted to offer the Myers-Briggs Type Indicator® alongside the Strong Interest Inventory® assessment in one-to-one counseling sessions, and this led me to explore the VitaNavis platform developed by The Myers-Briggs Company.

It was at this same time that John was working with a committee on recommendations for curriculum revisions to the first-year College and Life Strategies class. John noted, "The class already had some focus on student success factors, such as growth mindset, and career planning. When I saw how applicable and scalable the VitaNavis platform was to the needs of the course I was amazed."

The VitaNavis platform helps students explore careers, salaries, job outlooks and skills so they can meet their educational goals. It includes the SuperStrong® assessment (based on the Strong Interest Inventory tool), which helps students explore and define their interests that map to careers and vocations. The platform also utilizes the Student Success Profile (based on the CPI 260® assessment), which provides students easy to understand feedback on their attitudes and behaviors in three areas crucial for educational and workplace success: Growth Mindset, Self-sufficiency, and Task Completion.

After piloting VitaNavis in fall 2019 and again in spring 2020, Rose State College decided to continue its integration with the course curriculum this year. "By far the platform's greatest usage has been in the College and Life Strategies class," said John, "and I've introduced it to our new student academic advising group too. We also utilize the assessments in private advising sessions. I think there's potential for VitaNavis to be used even more widely by other groups on campus."

"Students in the College and Life Strategies course typically complete the Student Success Profile after four or five weeks because that's when they do the growth mindset section of the class," he adds. The Student Success Profile fits with class topics that develop confidence and address the behavioral patterns required for student success. When students

Solution

- Pilot the VitaNavis® platform for students, teachers and administrators
- Implement the VitaNavis platform for students to explore careers, job outlooks and skills related to their course of study
- Incorporate the Student Success Profile and SuperStrong assessments into the College and Life Skills course

“ The Student Success Profile is extremely beneficial. Many of these students are lost and this answers many questions. Students think about themselves in ways they didn't before. They see they have a role in determining their future.

Instructor at Rose State College

”

Rose State College

learn essential things about themselves they feel more confident in their ability to pursue their goals.

“In the final third of the class, students focus on career plans and interests, which is where they complete the SuperStrong assessment. They see how having a career plan and goal and how their attitudes and behaviors all fit together are important elements to support their success. To date 800 students have taken the SuperStrong assessment and 770 have taken the Student Success Profile.”

Results

Although the College and Life Strategies class is an elective for some, “the vast majority are taking it because of where they stand academically,” said John. “They either need developmental coursework before taking English Comp or Math, or they have some other academic issue which leads to them taking the class. One of the main objectives of the course is to help students believe in themselves.”

Faculty teaching the course have noted how the VitaNavis assessments and tools have made an impact. As one instructor noted, “the Student Success Profile is extremely beneficial. Many of these students are lost and this answers many questions. Students think about themselves in ways they didn’t before. They see they have a role in determining their future.” As noted by another instructor, “the Student Success Profile addresses three important areas: issues students didn’t accept about themselves, issues students didn’t realize about themselves, and attitudes that increase receptiveness to change.”

Students have also reflected on how the assessments have helped. Sample feedback includes:

- **“I didn’t realize this about me before. My mom said it but I didn’t believe it. Very helpful.”**
- **“Achievement via Independence was the section that stuck out the most to me. I try to face everything alone and not ask for help. It suggested trying to become more comfortable with unclear structures, which is very true. I get so nervous and anxious when there is uncertainty.”**

Results

- Student Success Profile assessment helps “lost” students find direction, identify strengths and believe in themselves and their potential
- 87% of students agreed or somewhat agreed the Student Success Profile helped raise awareness of their behaviors and attitudes
- 91% felt future students should be provided an opportunity to complete the assessments

“ I didn’t realize this about me before. My mom said it but I didn’t believe it. Very helpful.

Student at Rose State College

“ I learned that I need to reflect on my self-control in stressful situations. That would take a huge load of my shoulders if I did that.

Student at Rose State College

Rose State College

- "I learned I tend to be pretty cynical about myself and my actions."
- "I learned that I need to reflect on my self-control in stressful situations. That would take a huge load of my shoulders if I did that."

From a pilot survey last year, 87% of students agreed or somewhat agreed the Student Success Profile helped raise awareness of their behaviors and attitudes and 91% felt future students should be provided an opportunity to complete the assessments.

Education Partnership Leader Natasha Labos, who worked with Rose State College on their implementation of the VitaNavis platform, added, "it's great to see Rose State College doing something to make a difference. Retention and completion rates have always been a focal point, and they always will be. But this year, Covid-19 has accelerated issues with retention and completion, so it's even more important that we help students remain engaged. Employment opportunities will look very different in the future and we need to give students everything we can to help them secure employment."

“ I learned I tend to be pretty cynical about myself and my actions.

Student at Rose State College

“ Achievement via Independence was the section that stuck out the most to me. I try to face everything alone and not ask for help. It suggested trying to become more comfortable with unclear structures, which is very true. I get so nervous and anxious when there is uncertainty.

Student at Rose State College

”





About The Myers-Briggs Company

In our fast-changing world, your edge lies in harnessing 100 percent of your talent—whether you’re at work, home, college, or anywhere in between. Your success and sense of fulfillment aren’t just about what you know and what you can do, they hinge on your relationships and interactions with others.

The Myers-Briggs Company empowers individuals to be the best versions of themselves by enriching self-awareness and their understanding of others. We help organizations around the world improve teamwork and collaboration, develop inspirational leaders, foster diversity, and solve their most complex people challenges.

As a Certified B Corporation®, The Myers-Briggs Company is a force for good. Our powerfully practical solutions are grounded in a deep understanding of the significant social and technological trends that affect people and organizations.

With over 60 years in assessment development and publishing, and over 30 years of consultancy and training expertise, a global network of offices, partners and certified independent consultants in 115 countries, products in 29 languages, and experience working with 88 of the Fortune 100 companies, we’re ready to help you succeed.

© Copyright 2020 The Myers-Briggs Company. MBTI, Myers-Briggs, Myers-Briggs Type Indicator, the MBTI logo and The Myers-Briggs Company logo are trademarks or registered trademarks of Myers & Briggs Foundation, Inc. in the United States and other countries. CPI 260, SuperStrong, VitaNavis and the VitaNavis logo are trademarks or registered trademarks of The Myers-Briggs Company in the United States and other countries.