Key Elements for a Successful Implementation

In an effort to help areas prepare for the program we have identified the following key elements for supporting a Pathway site.

1. **Priesthood support:** For Pathway to succeed, local priesthood leadership and support is critical. In areas where Pathway has been most successful, priesthood leaders discuss the program openly in councils, training, or other church meetings. Additionally, priesthood support entails creating necessary communication plans which require follow-up. We recommend a tight alignment and investment in the program at the Seventy, stake (presidency, high council, auxiliary), and ward level. Close integration with priesthood channels is beneficial for both ward and stake councils. When students have financial or academic challenges within the program, ward and stake councils are an effective source for solutions.
   
   a. *Implementation of the Pathway Program will be easier for those areas who have complete support from:*
      
      i. Area Presidency (International locations mainly)
      
      ii. Area Seventy
      
      iii. Stake President
      
      iv. Institute Director (and Area Director)

2. **Mission couple:** In most cases, the Area Seventy assigns a stake president to call a Pathway Mission Couple. These couples may be called as Church service missionaries or could be full-time CES missionaries with the approval of the area director. Couples are expected to spend about 10 hours a week in their assignment.

   A dedicated and selfless mission couple is one of the key factors in the success of a Pathway site. In addition to recruiting new Pathway students, mission couples spend a considerable amount of time shepherding students through the program – writing encouraging notes, following-up on homework assignments, helping them to prepare for exams, reminding them about deadlines, etc. We cannot overemphasize the crucial role mission couples play in the lives of these students. This close personal mentoring is essential to help the students succeed.

   a. *Implementation of the Pathway Program will be easier for those who have a service mission couple already in place or have identified several candidates. (See attached document: Pathway mission couple job description)*

3. **Appropriate site location with wireless internet service:** For students 18 to 30 years of age, the Pathway Program is best suited within an Institute building. For students over the age of 30, the Pathway Program is best suited at a stake center. Additionally, the weekly gathering during the first year of the program takes place on Thursday evenings. Central locations that can serve a wide radius of stakes are ideal, but where there is strong priesthood support, Pathway can also succeed in areas with more limited Church membership. Due to the online nature of the coursework, some planning may be needed to ensure adequate wireless bandwidth.
a. Implementation of the Pathway Program will be easier for those areas that can provide a centrally located gathering place with high-speed wireless internet access on Thursday evenings.

b. The following wireless bandwidth guidelines have been provided by BYU-Idaho’s IT department:
   i. A target range of 8Mbps-20Mbps is recommended to accommodate groups of 15-30 students.

4. Appropriate cohort size: Our feedback and observation of Pathway classes show that cohort size plays a key role in the overall student experience. Initially, BYU-Idaho is looking to establish sites with cohorts of 15-30 students, with 10 serving as a minimum. Eventually, Pathway opportunities may be extended to sites with fewer students. Encouraging groups to enroll from local wards and branches has also improved participation and helped overcome logistical challenges. Students from the same local unit can enjoy the efficiency of traveling together and supporting each other in their assignments.
   a. Implementation of the Pathway Program will be easier for those areas that can recruit 15 to 30 students.

5. Recruitment: The primary target for the Pathway Program is members of the Church not currently attending college. Identifying such individuals and encouraging them to give higher education a try requires a concerted effort on the part of local priesthood leaders and Pathway couples. Initial recruiting and publicity efforts may be through ward announcements and general invitations from priesthood leaders. Interested students are invited to informational meetings, under the direction of the local area seventy. After informational meetings, personal follow-up phone calls or visits by the missionary couple are recommended. The program is best suited for strong English speaking students. An E.S.L. (English as a Second Language) program is currently being piloted in Mexico.
   a. Implementation of the Pathway Program will be easier for those areas that can generate a well-supported recruitment plan.
   b. Some sites have had great success with issuing calls to individuals and couples to assist with just the recruitment effort.