

You can use the 3Ms framework to articulate a strong long-term ambition for your pathways program



Measurable

Will we be able to measure whether we have achieved our ambition?

 *“How far is it?”*

THINGS TO CONSIDER:

- Do we have access to the **data we need to monitor progress** toward the ambition, or could we get it within the next year? How easy will it be to collect this data from K-12, postsecondary and other partners?
- Is it possible to **track students through the pathway** into postsecondary and workforce destinations?
- Do we have **tools / protocols to measure more qualitative aspects** of the student experience? (e.g., change in knowledge and confidence; efficacy of advising supports)



Moveable

Can we realistically achieve this ambition within the next 5-10 years?

 *“Can we get there?”*

THINGS TO CONSIDER:

- What **scale and impact** are we confident that we could achieve in the next 3-5 years, drawing on the resources available to us and our partners / networks (or new ones we believe we could develop)?
- How confident are we that there is an **untapped demand** for this kind of program from students, schools, districts and employers?
- Can we imagine plausible ways in which **funding streams and policy levers** could align to make the expansion of our program possible and sustainable?



Meaningful

Would achieving this ambition represent real, sustained change for our students and community?

 *“Is this really where we want to go?”*

THINGS TO CONSIDER:

- What kind / level of change will **resonate most with all our partners and key stakeholders?**
- Does this speak to a **pressing need or concern in our context?** (e.g., accelerating outcomes for specific groups of underserved students; closing an equity gap; addressing a regional skills shortage)
- What would it take to feel like we had **delivered on the true potential** of our pathways program?



REMEMBER:

It's very rare to find a way of expressing our ambition that is perfectly measurable, perfectly moveable and perfectly meaningful — weigh the tradeoffs and aim for something that strikes a good balance between the 3Ms.