



Professional Growth. Gateway programs have a strong culture of professional development. Team members are passionate about helping to solve the dropout crisis. Individual development becomes the norm, not the exception. Program team members share good ideas and rely on each other for input and feedback. Self-transformation is part of the culture and is expected from team members and students alike.

Evidence at start-up

- Program mission and core values are clearly communicated and understood by all.
- Team members' roles, responsibilities, and expectations are clearly defined.
- Faculty collaboration time is embedded into approved teaching hours.

Evidence of mature implementation

- Program leaders recognize and reward the hard work of the team.
- Faculty and staff are committed to personal and professional growth.
- Team members are involved in local and national conferences.
- Program leaders plan regular training to promote best practices in teaching and support.
- Team members are encouraged to develop innovative approaches to teaching and support.
- High staff and faculty retention rates add to program stability and continuity.