

Creating Community: Cohorts and Guided Pathways

Redesigning with Equity and
Careers in Mind 11/20/20



CLP | Career
Ladders
Project



About CLP

Career Ladders Project promotes equity-minded community college redesign.

We collaborate with colleges and their partners to discover, develop, and disseminate effective practices.

Our policy work, research, and direct efforts with colleges lead to system change—and enable more students to attain certificates, degrees, transfers, and career advancement.

Career Workshop Outcomes

1. Explore key considerations for preparing students and working with employers in the changing economy
2. Consider racial and gender disparities in program and career choice
3. Learn what colleges can and are doing to disrupt structural disparities in program and career choice as they pivot in this moment of economic flux and racial reckoning

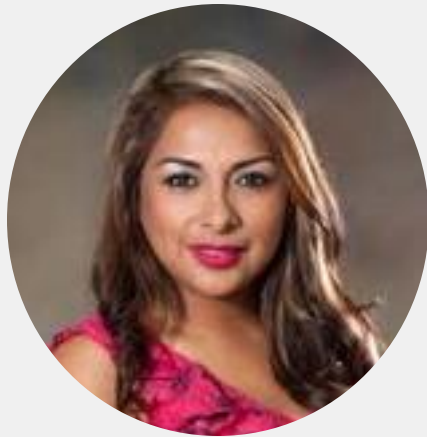


How did you get here?

Please go to a JamBoard in the chat and share a personal story of a person or a program that helped you on your educational journey.



Team



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Vice President
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Ellen Murray
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Scholar Promise
Skyline College



Naomi Castro
Senior Director
Career Ladders Project



Poll – Cohorts on your Campus



HARTNELL COLLEGE

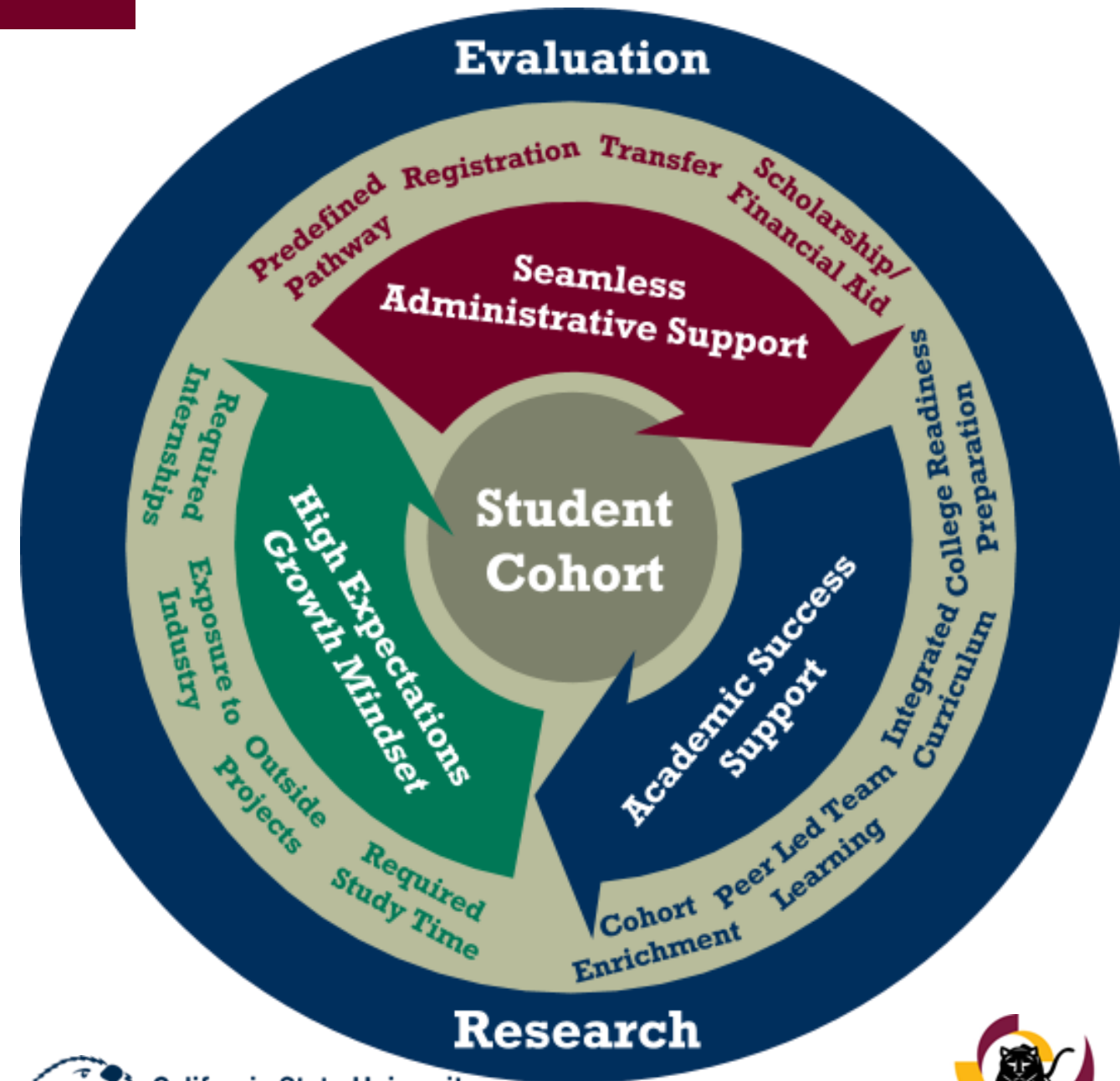
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Design Principles

- Build **comprehensive** higher education pathway around **learning community** of students
- **Cross** inter & intra institutional **boundaries** to strengthen student learning & growth experience across public-private lines
- Relentless focus on **inclusive excellence**
- Emphasis on **problem solving, teamwork, communication & professionalism**
- **North star:**
 - Retention & graduation rates,
 - Internship, job & graduate school placements and



Cohort Program Outcomes

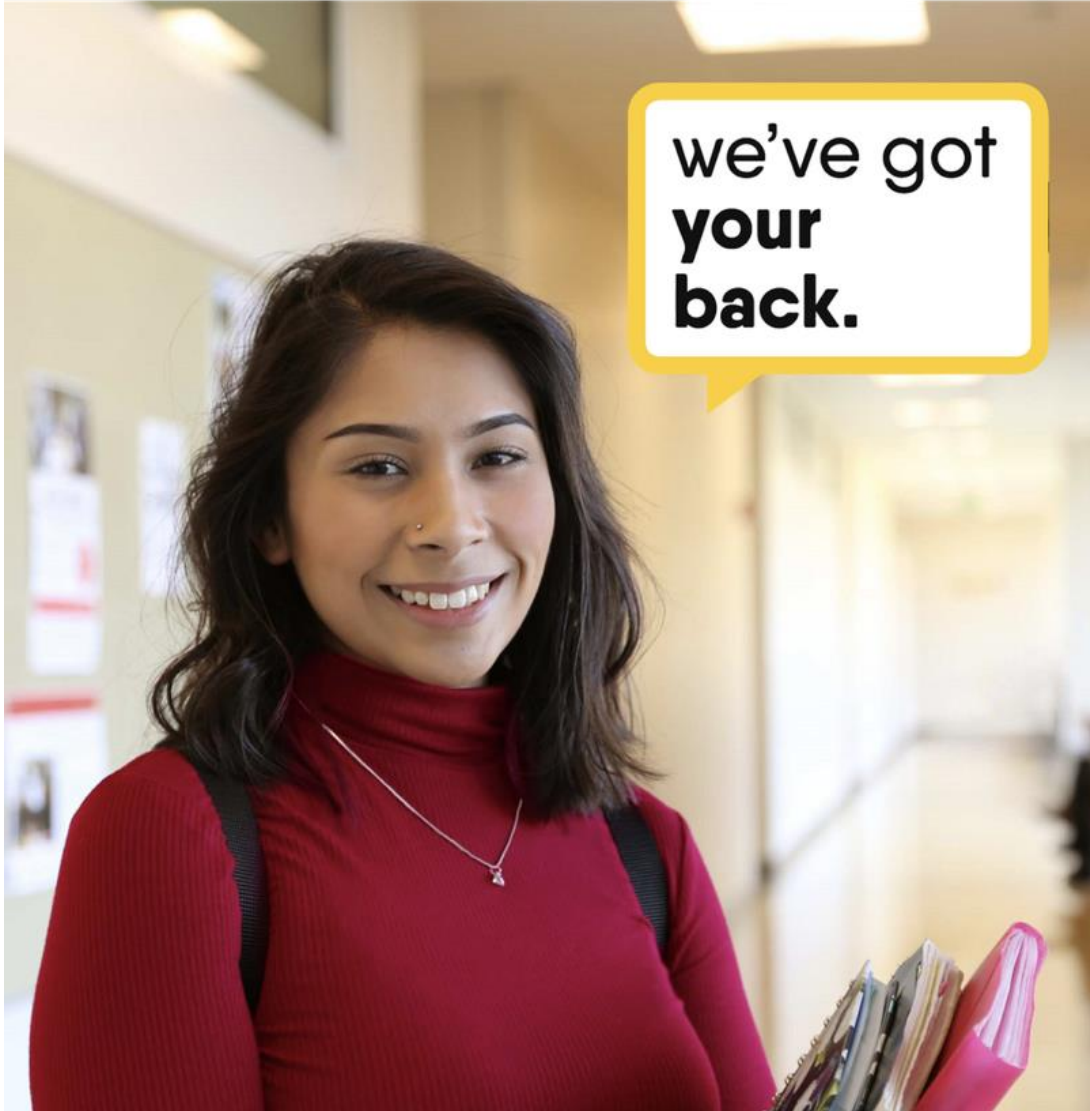
Results (thus far)

8 cohorts, 230 students

- ❑ 93% Underrepresented minorities
- ❑ 33.5% female
- ❑ 67.4% first generation
- ❑ 85% A.S. graduation 1.5 years
- ❑ 74% 3- year graduation
- ❑ 77% 4-year graduation
- ❑ 57% have completed internships by senior year
- ❑ 34.45% employed before graduation

	in 2012	in 2018
Fraction of CS graduates in the CSU system from CSUMB	1/42	1/17
Fraction of female CS graduates in the CSU system from CSUMB	1/30	1/11
Fraction of Latino/a CS graduates in the CSU system from CSUMB	1/34	1/13





Promise Scholars Program

A three-year commitment to degree or certificate seeking students with comprehensive support to foster community and encourage timely goal completion.

Eligibility & Program Benefits

Focus Population: Degree or certificate-seeking, first-time students who can commit to full-time study.
Priority consideration for low-income, first generation, and homeless/foster youth students.

Program Benefits [Up to Three Years of Support]

Financial Support	<ul style="list-style-type: none">• Fee waivers• Book Vouchers• Monthly Transportation Incentives
Academic Support	<ul style="list-style-type: none">• Promise Scholars Summer Institute• Priority registration• Cohort-specific courses in key GE areas• Required tutoring• Early alert system
Counseling Support	<ul style="list-style-type: none">• Maximum Student-to-Counselor ratio of 150:1• Tiered support counseling model• Career and professional development support• Group counseling sessions and collaborative events



SMCCCD Promise Scholars Expansion

Skyline College welcomed 272 new students to the Fall 2020 Promise Scholars Cohort and has operated at full-scale (750 students annually) since Fall 2019.

From Pilot to Full Replication



Promise Scholars Demographics

FEEDER HIGH SCHOOLS

HIGH SCHOOL DISTRICT	COUNT	PERCENTAGE
South San Francisco Unified School District	395	35%
Jefferson Union High School District	420	37%
San Mateo Union High School District	165	15%

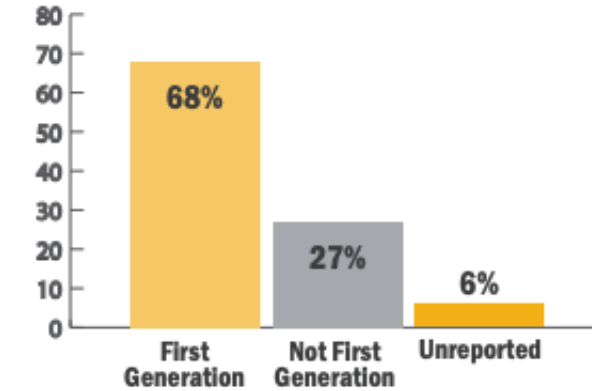
Approximately
of Promise scholars
are eligible for the

82%

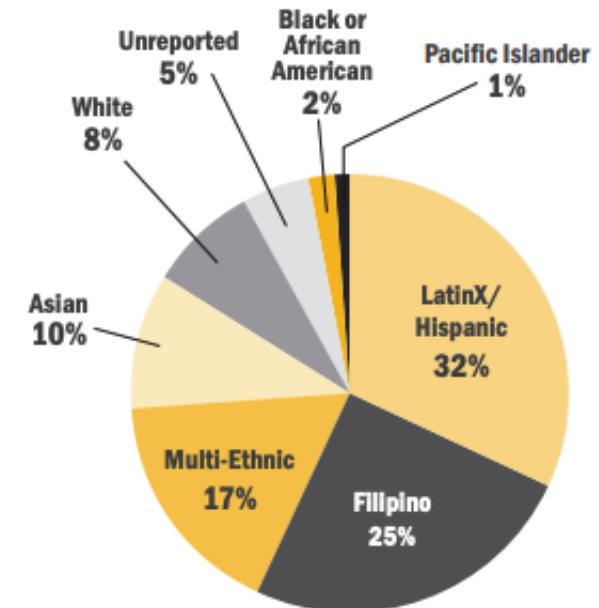
**CALIFORNIA COLLEGE
PROMISE GRANT (CCPG)**



FIRST GENERATION STATUS



ETHNICITY

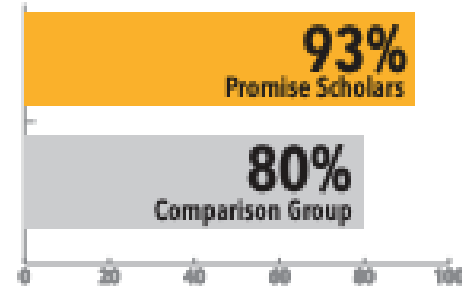


Early Successes

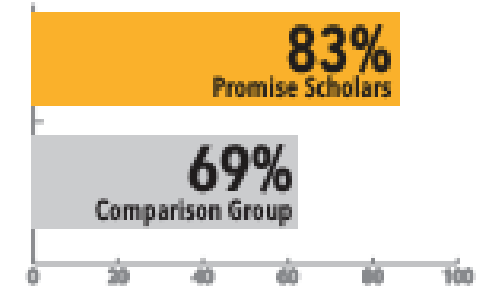
Retention & Two-year Completion

Benchmark Description	ASAP Replication Minimum Goal	PSP Fall 2018 Cohort Achievement	PSP Fall 2019 Cohort Achievement
1 st to 2 nd semester retention	90%	92%	93%
2 nd to 3 rd semester retention	80%	83%	79%
Units earned in 1 st semester	10	11.24	11.72

FALL 2018 - SPRING 2019
PERSISTENCE RATE

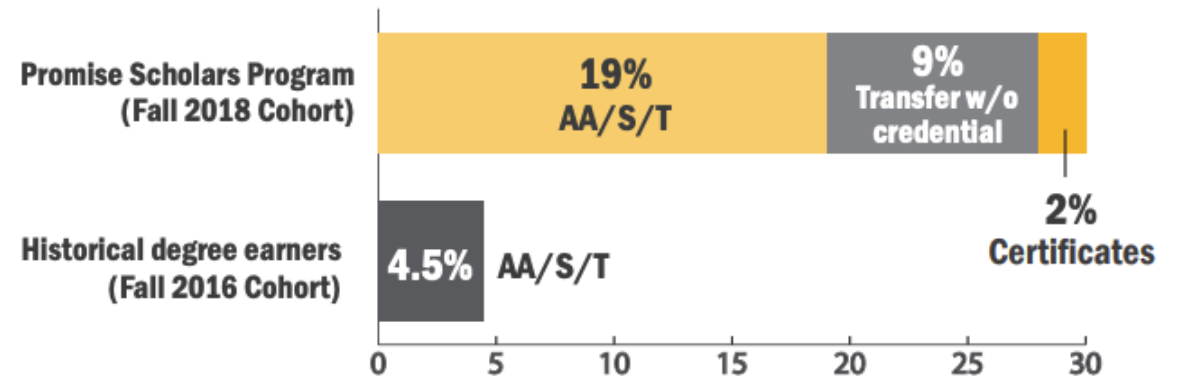


FALL 2018 - FALL 2019
PERSISTENCE RATE



■ Promise Scholars ■ Non-Promise Scholars Comparison Group

FALL 2018 COHORT 2-YEAR GRADUATION RATE



The Fall 2018 PSP cohort served 507 students, 30% of whom completed their educational goal of earning a degree or successfully transferring within 2 years. Of these students, 19% earned an Associate degree - significantly higher than the historical two-year degree completion rate of 4.5%. Comparison group: first-time, full-time students who started college in Fall 2016, prior to the launch of the Promise Scholars Program.

Guided Pathways

- How do cohorts fit with guided pathways?





Implementation

- How do you pay for cohorts?
- Don't cohort violate open course requirements?
- How do you schedule?

Supports

- What supports do you provide?
- Academic and Student Services





Data & Evaluation

- How do you measure success?
- What does the data say?



Scale

- How do you ensure quality when scaling?
- Is scaling even desirable?

Thank You

For all you do for students.

