

Choose Your Own Adventure: Practitioners Share Journeys in Meta-Major Creation

SSSC

3 October 2018

Snacks Sorting I

- Sort the items at your table!
- Go!
- Record your sort (take a photo, write it down).

Need flip chart paper? Just ask! :-)

Welcome!

- Session Intro (roadmap of our 80 minutes)
- Team Intro (Reedley and CLP)
- Room Intro



Who is in the room today?

- Instructional Faculty? Staff?
- Counseling Faculty? Staff?
- Student Support Faculty? Staff
- Institutional Research Faculty? Staff?
- Students?
- Others?



CLP Team Intros



Chase Fischerhall
Director
Career Ladders Project



Katherine Bergman
Director
Career Ladders Project

MOR (Madera-Oakhurst-Reedley) Team



Renee Craig-Marius
Vice President, Student
Services



Michelle Stricker
Coordinator,
Matriculation



Stephanie Curry
Faculty Grants Coordinator
Academic Senate President

Our Path and Process Today

- Sorting the items at your table!!!
- Reedley's GP journey: Ready, Set, Design
- Q & A
- Sort the items, 2.0!!
- Introduce MM tool and walk through highlights (based in share out)
- Gathering Learnings
- Closing reflection



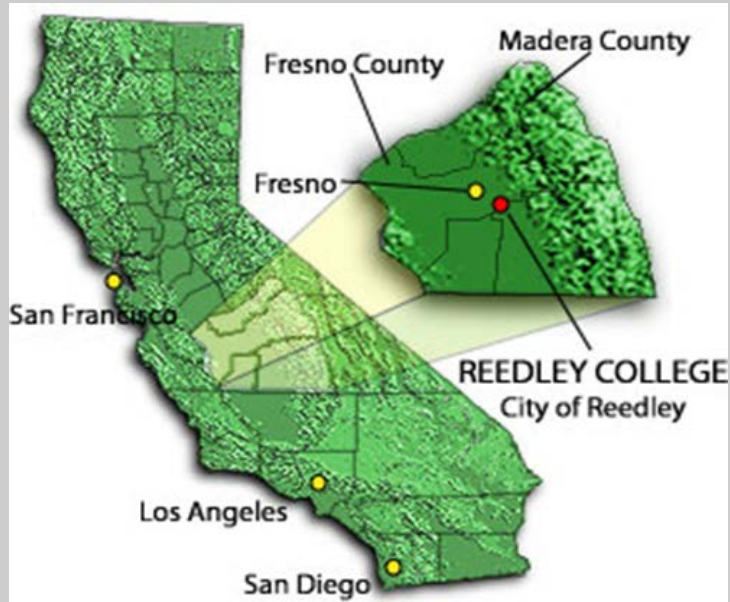
Learning Outcomes

- Knowledge of one in-depth example of the foundational GP work that needs to precede and follow clustering
- Knowledge of opportunities and challenges practitioners might face at their campus in exploring meta-majors conceptually (exercise) and functionally (tool)
- Awareness of role of evidence-based and values-based design principles in collaborative decision-making



To get us ready, would you please share with us a little context data about Reedley college?

Where is Reedley?



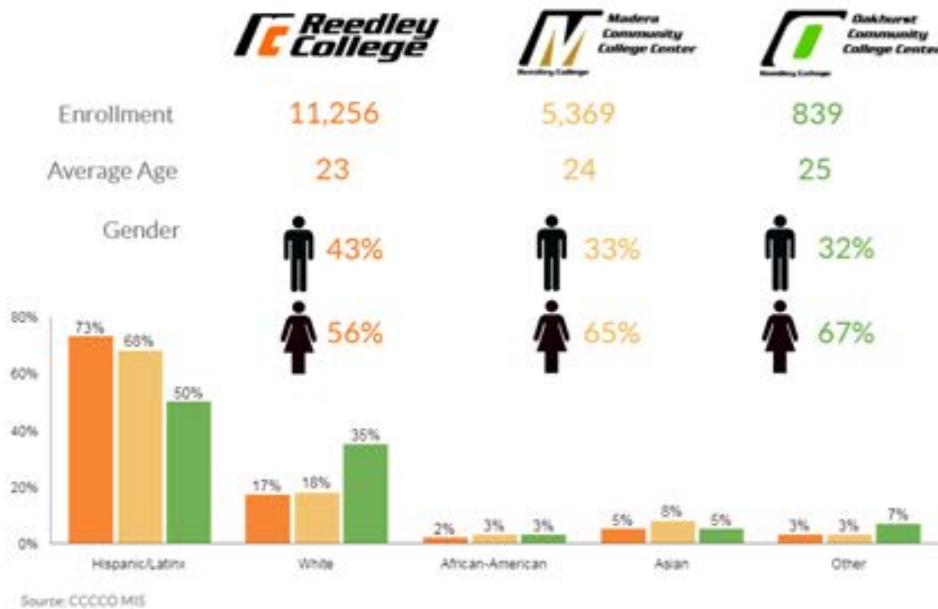
State Center Community College District

- Reedley College
 - Madera Community College Center
 - Oakhurst Community College Center
- Fresno City College
- Clovis Community College

Fun Facts:

- Highly specialized Ag and Natural Resource programs
- Nationally ranked Women's Equestrian team
- We make our own wine and olive oil
- Our service area is the size of Rhode Island!

Facts and Figures : 2017-2018



Awards

2,011



Financial Aid

Student Count: 9,889

Aid Amount: \$25M



Creating URGENCY...



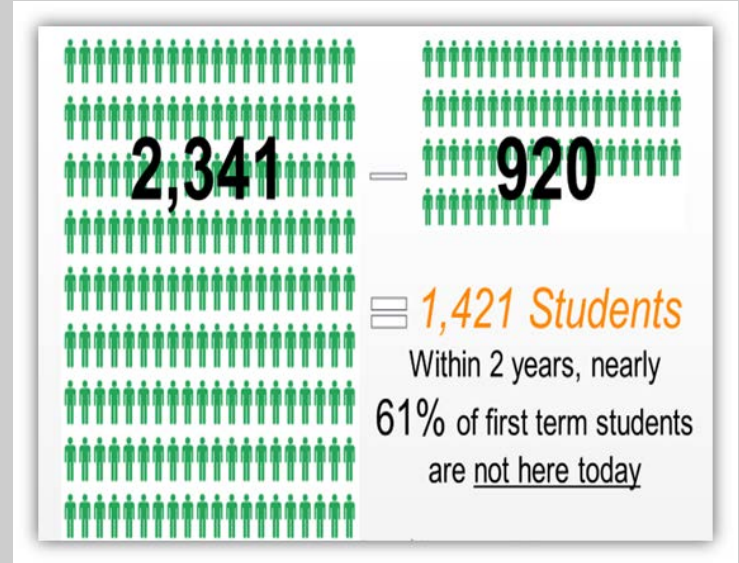
MOR Journey Questions: Why Guided Pathways?

What we knew...

- RC has high graduation and transfer rates within our region
- But...our data is still not where we want it to be
- What about the students we lose?

What we did...

- Venue is key
- Celebrate accomplishments
- Simple but impactful data
- Introduce student experience
- Instill hope, possibilities and action steps



Tool: Absorbing the Data in Silence

During inquiry discussions one powerful tool was to run the data in a PPT with just the stark numbers and allowed everyone a chance to absorb the information in silence.

This allowed faculty/staff and opportunity to absorb the data and do some self reflection.



Guided Pathways is Equity Work

Equity work with intent to:

- Address Systemic Barriers for Students
- Acknowledge unintended bias and institutional racism
- Increase Student Success, Achievement and Completion Data
- Customize support services for individual students
- Identify Key Performance Indicators (KPIs) disaggregated by populations
- Focus on creating clear pathways for students and providing them customized guidance



Why is Reedley Ready?

- Resolutions from Academic Senate and Board of Trustees in support of Guided Pathways
- Accepted as one of the CA20 Pilot Colleges for the California Guided Pathways Project (CAGP)
- Created a Statistics Pathway and aligned Math courses to Majors
- Aligned English and Math with MMAP and now AB 705
- Expanded our First Year Experience Program (Rc&ME)
- Pilot college for Starfish Degree Planner (Online Student Education Plans)



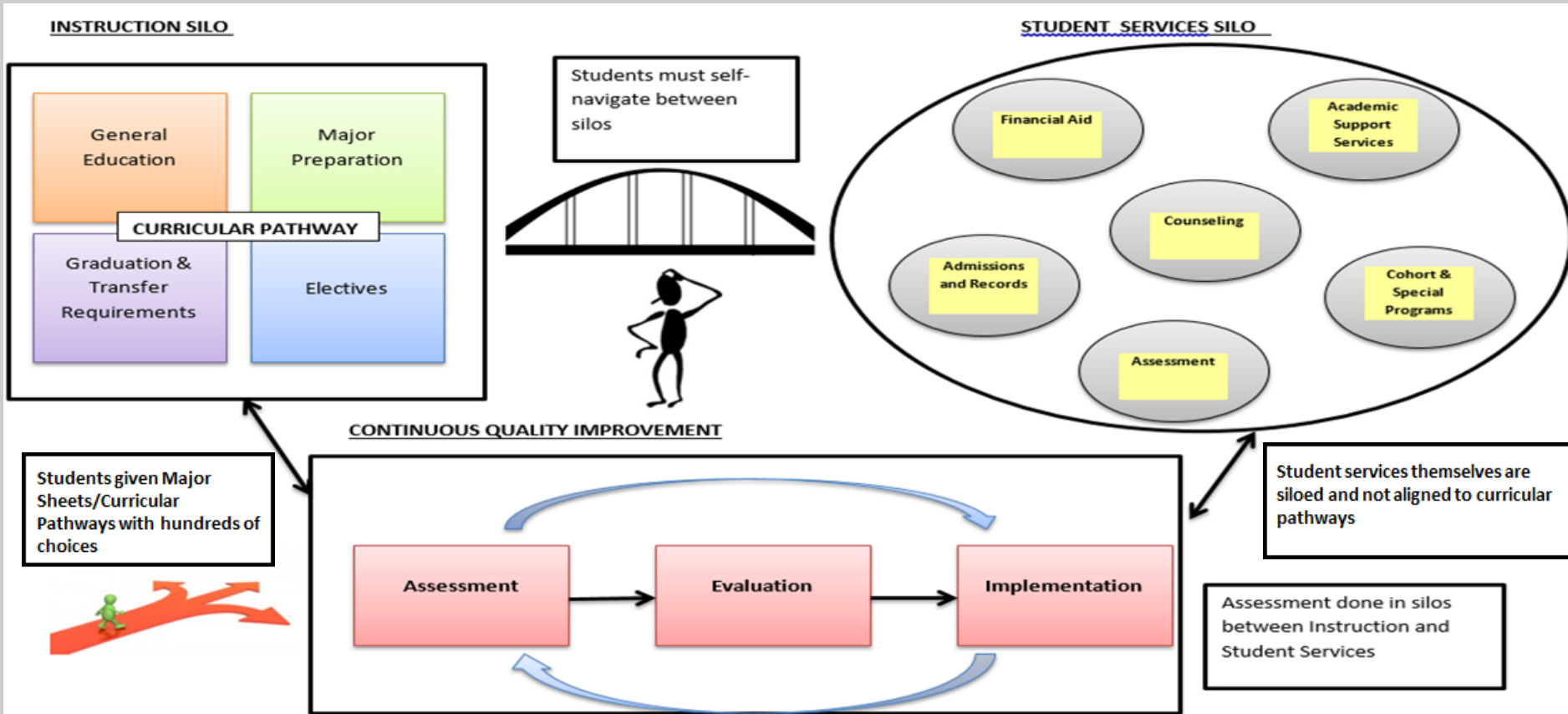
“Make it mandatory for students to get a ‘check-up’ - help us get involved.”--RC Student

INQUIRY...

*Reedley
College*

A large, detailed bronze sculpture of a cougar's head is the central focus in the foreground, shown in profile facing left. The sculpture has a weathered, textured appearance. In the background, a brick sign with the words "Reedley College" in a stylized font is visible. The scene is set outdoors with trees showing autumn foliage and a cloudy sky.

Our Current Structure: SILOS



Setting the Stage: Onboarding A College

Spent Year 1 on Onboarding the College
“WHY GUIDED PATHWAYS?”



- Strategies for Successful Onboarding
 - Creation of Cross Functional Teams
 - College-Wide Engagement
 - Answering the “loud” questions



Cross Functional Team

- **Creation of Cross Functional Teams**
 - CORE
 - T²(Transformation Team)
 - LEADING FROM THE MIDDLE
- **Key Considerations:**
 - Cross-functional conversations are key:
When everyone is included everyone has a stake in the success
 - Re-evaluate team structures on a regular basis
 - Shoot for the moon but start with your own backyard
 - Don't only focus "up"



Introducing Faculty: Student Barriers

- Creating an understanding of our students realities
- Systemic vs. personal barriers
- Perspective shift
- How can we help? : First 3 weeks



Onboarding Faculty: SEP Activity

- Guided Pathways is HARD WORK!
- “Hard work is Hard”
- How do we ground our faculty and staff / create urgency?
- What processes do we use to onboard constituents?

“The process forces students to search and hunt for answers that should be clear and present. This process generated confusion and anxiety”

--RC Faculty Member



Collecting and Sharing: Faculty and Staff Voices Temperature Gauge

- Based on Rob Johnstone's Demystifying Articles
- Mythbusting
- Identifying main concerns
- Lead to Days of Dialog



MOR Journey Questions: Days of Dialogue

Days of Dialogue- Taking time to talk

- The purpose of the days was to give faculty, staff and administrators and opportunity to come together for unstructured and open dialogue about Guided Pathways.
- These free for all discussions allowed colleagues to discuss their answered questions about Guided Pathways and discussions of what comes next.
- Discussion topics included the role of Meta Major Pathways, the need for more communication between instructional faculty and counselors.



Collecting and Sharing Student Voice

- 2016 SENSE: Survey of Entering Student Engagement
- 2017-2018 Equity Focus Groups
- The RP Group Report
- Student Voice Feedback Shared at Student Services Leadership Retreat

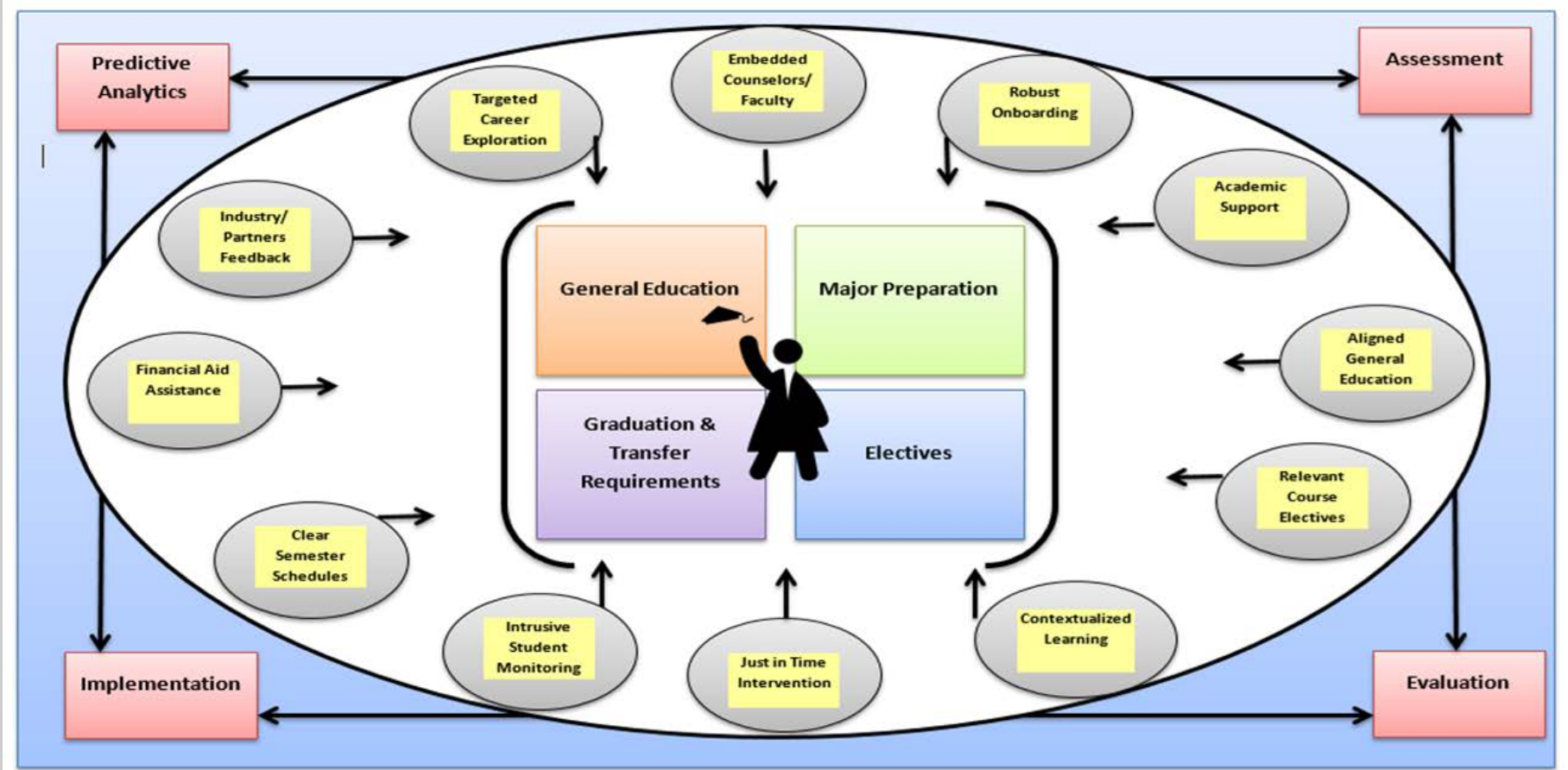


DESIGN ...






*Reedley
College*

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Our Vision of Guided Pathways: Cross Functional



Building Blocks to Meta Majors

January 2018	March 2018	May 2018	August 2018	September 2018	October 2018
	<p>In March the College worked with CCCC & Career Ladders Project to facilitate Train the Trainer workshops and Faculty and Staff Grouping Activities. Over 270 faculty, staff and administrators participated.</p>		<p>August started out on Opening Day with a fun round of Family Feud and a Meta Major Narrowing Activity. Groups across the entire campus reviewed 10 options and choose their top choices. Three rose to the top</p>		<p>Online votes for the final Meta Majors will occur with surveys going out to all Faculty, Staff, Students and Administrators. Grand Unveiling of RC@GP Meta Majors in October 2018</p>
<p>Onboarding SEP Activity</p>	<p>Train the Trainer and Faculty and Staff Grouping Activity</p>	<p>Days of Dialog & Student Grouping Activities</p>	<p>Faculty and Staff Narrowing Down Meta Majors Activity (Opening Day)</p>	<p>Student Meta Major Narrowing Activities</p>	<p>Online Voting and Final Selection of Reedley College Meta Majors</p>
<p>On Opening Day 2018 the entire campus participated in an onboarding activity that asked each group to create an SEP using only the tools given to students. The goal was to show how difficult our current systems were to navigate.</p>		<p>May activities included Student Grouping with groups such as the writing center tutors, Honors and Upward Bound Students. The College also hosted Days of Dialog with open session for any questions regarding Guided Pathways.</p>		<p>In September student groups will complete the same Meta Major Narrowing Activities. CORE/T² will meet to select top choices for Online Vote</p>	

MOR Journey Questions: Meta Majors

- **279 Faculty, Staff, Administrators** participated
- Around **70%** of Faculty participated
- **120 Students** participated in groupings
- **52 Total Groupings** ranging from 4-12 Meta Majors



Continuing the Journey : Narrowing Down Meta Majors

- Narrowed options down from 52 Options to 10
- 5 Faculty/Staff and 5 Student
- Entire college reviewed and chose their top 3
- Students will choose in September
- All Campus Vote in October



Surprises :

- Students were very logical in their sorting. Faculty and Staff more out of the box
- Faculty and Staff realized they needed to take more time to talk to Counselors
- Classified staff embracing Guided Pathways and actively participating
- Need for deliberate Mythbusting
- Continual refocus on Systemic not Student barriers
- Less talking, more doing!



Lessons Learned



Lightbulb Moments



- Equity is key – it HAS TO be infused into everything we do.
- Establish your “WHY” early and reference often
 - Keep the end in mind - the student is the focal point
- Good work takes lots of time. We had to find opportunities to celebrate milestones in order to maintain momentum.
- Document your process as you go. This will help when questions arise about how you got where are (because they will.)
- We are able to affect change much quicker, and with less angst, when we reach across silos and leverage skills and resources.
- Trust the process

Celebrating our Successes: Annual Report



2017-2018 Annual Report

Reedley College Leading in Guided Pathways

Reedley College was selected to be one of the 20 California Community Colleges to participate in the groundbreaking California Guided Pathways Project. Reedley was chosen in part due to its strong focus on student success and equity. Guided Pathways is a transformational framework that focuses on reviewing and revising college policies, procedures and practices with the goal of designing with the student in mind. Our students tell us that they have difficulty navigating college life and structures. With the college Wildly Important Goal in mind "We motivate and inspire student to succeed" Reedley has embraced Guided Pathways.

Guided Pathways work is first and foremost equity work. Guided Pathways:

- Addresses systemic barriers for Students
- Acknowledge unintended bias and institutional racism
- Increases student success, achievement and completion data
- Customizes support services for individual students
- Focuses on creating clear pathways for students and providing them customized guidance



Four Pillars of Guided Pathways

- 1. Create clear curricular pathways to employment and further education.
- 2. Help students discover and enter their pathway.
- 3. Help students stay on track to their path.
- 4. Ensure that learning is happening with intentional outcomes.

This annual report shows the tremendous work done by Reedley College on Guided Pathways in 2017-2018. Reedley College is proud to take this leap and knows that the best work is yet to come.

Onboarding and Temperature Gauge



Guided Pathways is a paradigm shift and will only be successful if college faculty, staff and administrators are involved and believe in the framework. Understanding the importance of onboarding the college to Guided Pathways, Reedley has spent the first year focusing on the question "Why Guided Pathways." The College started with presentations and discussions across the campus and with each constituency group. Activities and workshops were planned for the entire college on opening day in fall and spring as well as multiple workshops offered throughout the year. The college also used an innovative online temperature gauge survey which was sent out to all employees at Reedley, Madera and Oakhurst. The survey focused on how comfortable and supportive employees were with the changes proposed in Guided Pathways. Overwhelmingly employees supported the Guided Pathways transformation. Concerns articulated in the survey were then addressed through workshops, activities and in the days of dialogue.

The First California Guided Pathways Community College
Madera Community College Center MCCC has been put on the fast track for College status working with the California Community College Chancellors Office (CCCCO) and Accrediting Commission for Community and Junior Colleges (ACCJC) on the process. MCCC is working toward achieving full college status. Madera Community College will be the first California community college established as a fully Guided Pathways college. Through

See "MCCC" continued on page 2

KPI Data: Where we are Starting



As part of the California Guided Pathways Project the College has been reviewing data on Key Performance Indicators. These indicators are data points that identify performance milestones that the college can monitor and use to identify barriers for students. Reedley College data for 2015-2016 is in line with or above the state average in most areas but still has room for improvement. Indicators focus on early momentum points that indicate how students move through the college and gateway course (English and math) completion. Key data points include:

- 48% of students earned 6+ Credits in their first term
- 12% of students attempted 30+ Credits (Full Time) in Year One
- 23% of students completed College Math in Year One
- 16% of students completed English in Year One
- 9% of students completed English and Math in Year One

The college will use this data as a baseline and monitor them yearly for progress as Guided Pathways is implemented.



Q & A Session



Meta Major and Cluster Sorting Game

- Snacks sorting #2...
- Share out Learnings from Sort #1



Snacks Sorting II

- Sort the items...with design principles:
 - Try to anticipate how students might look for different snacks.
 - Consider access

Reflection

- How did this exercise feel?
- Did you arrive at a good system for sorting?
- Why or why not?

Meta Major Process and Inquiry Tool

- Where did it come from?
- Why does it say DRAFT?
- What could it help me produce at my campus?

<https://tinyurl.com/metamajorsort>



Meta Major Choose Your Own Adventure

- Make decision-making strategies explicit beforehand
- Try again with the snacks!
 - Inquiry *or* Design
 - Frame with design principles, *or* use the activity to discover them

Q & A Session



THANK YOU FOR JOINING!

Please share your thoughts with us
And don't forget to take some snacks!

