

GUIDED PATHWAYS

**A presentation at the SSSC Post Conference Session
by The Career Ladders Project**

October 7, 2016



Presented by:
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AACC GUIDED PATHWAYS PROCESS



AACC GUIDED PATHWAYS PROCESS



30 schools selected



6 institutes –
titles with teams working most of the time on planning



Get out of it what we put into it

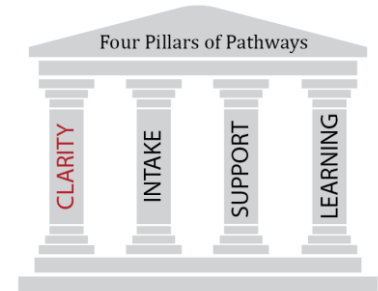
CALIFORNIA PATHWAYS CONCEPT



CALIFORNIA PATHWAYS CONCEPT

- **Model similar to AACC but with California specifics - incorporating Ed Code and Calif Initiatives**
- **Planning meetings June 29, 2016 and another Oct 11, 2016**
- **Applied for Funding through College Futures (will hear Dec 6)**
- **IEPI workshops Dec 8/9 Sacramento ; Jan 24/25 Orange county
- Davis Jenkins keynote**
- **Concept is application and working institutes**

GUIDED PATHWAYS



Guided



Matriculation Steps

Orientation

Assessment Student Ed Plan

Counseling & Registration

Mentoring

Advising

Pathways



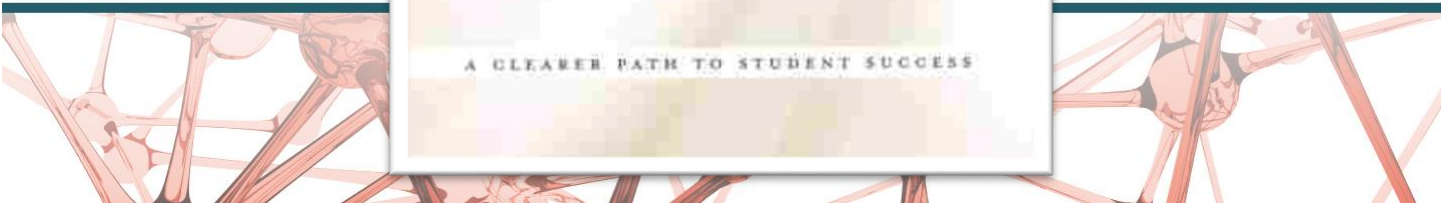
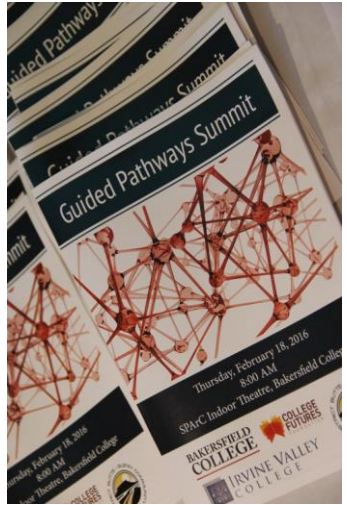
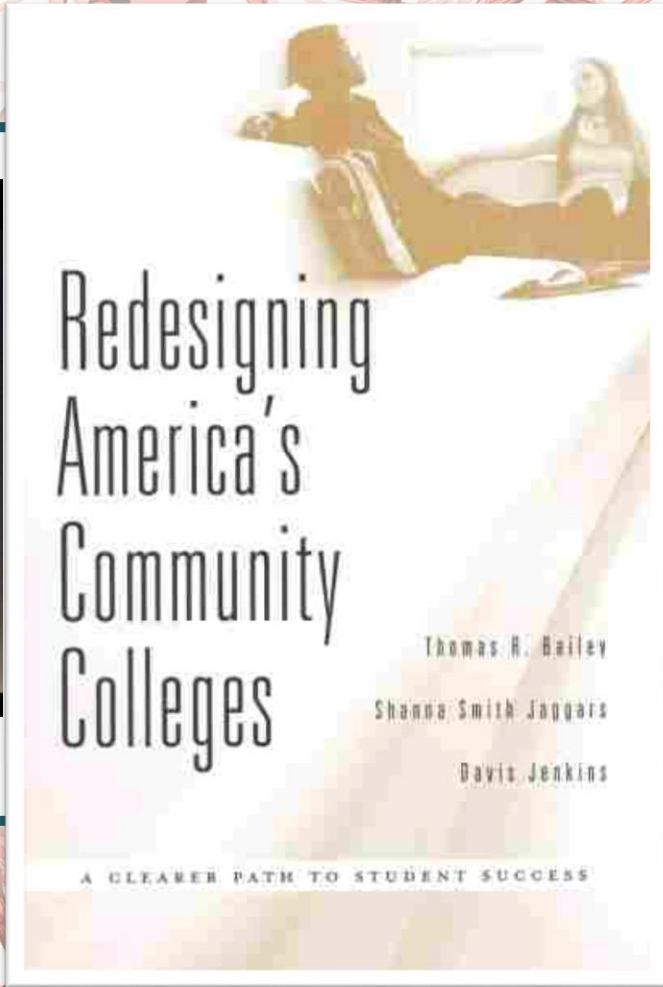
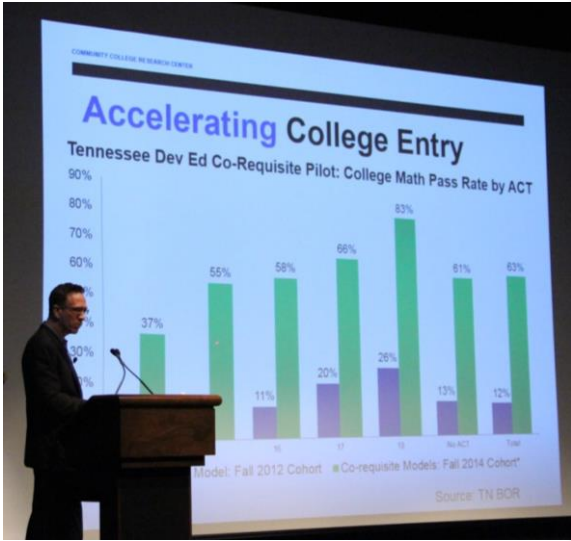
Curricular alignment

K-16

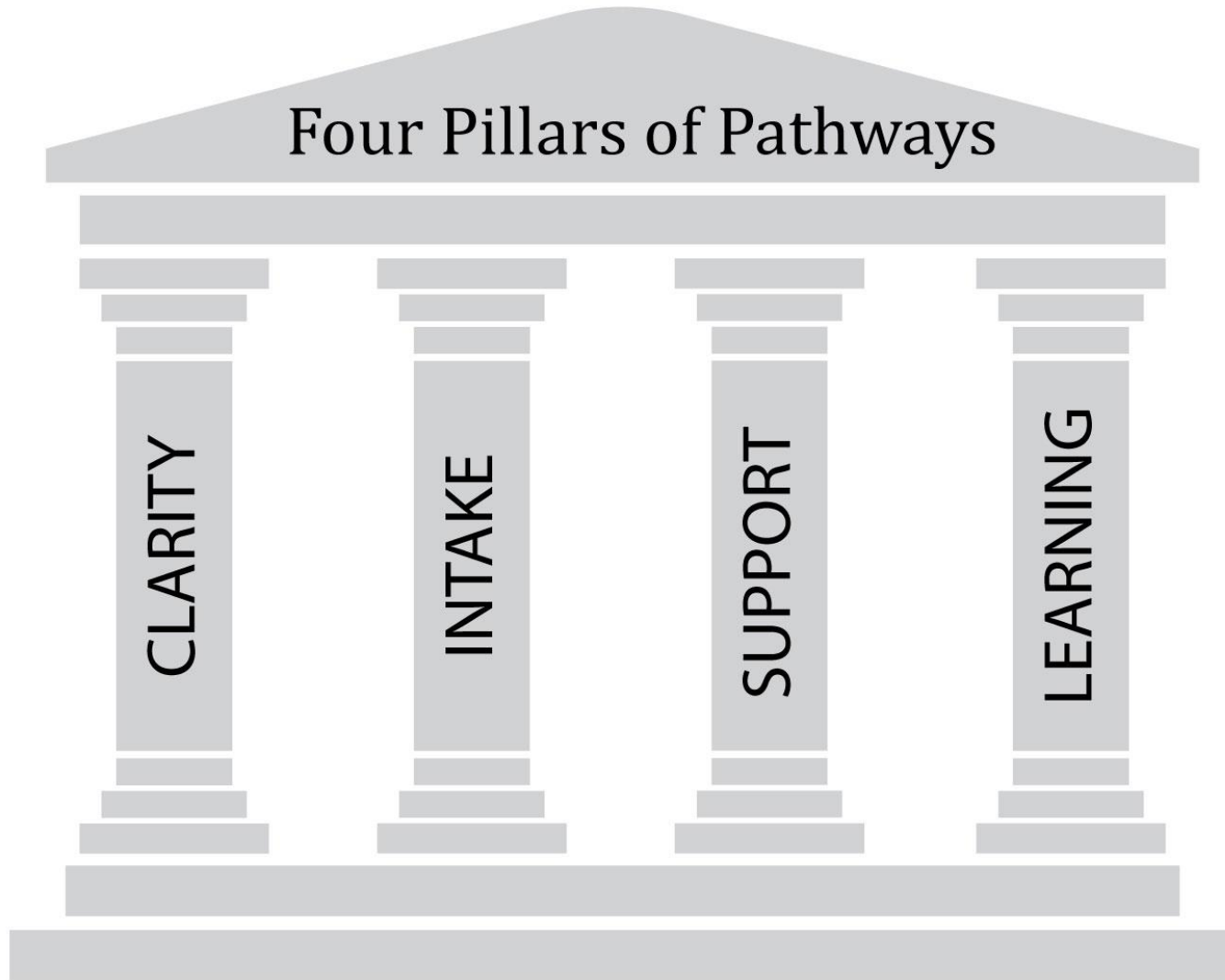
Industry partners

Effective and Efficient Curriculum

Transfer

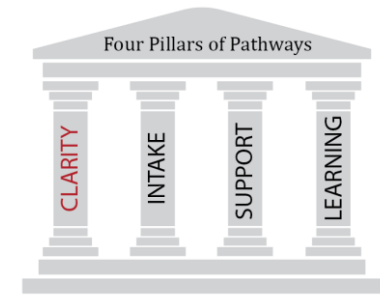


GUIDED PATHWAYS





THE FOUR PILLARS



1. Clarify the Path
(Mapping Pathways to Student End Goals)
2. Get Students on the Path (Intake)
3. Keeping Students on Path (Intrusive Advising and Academic Support Support)
4. Learning with Intentional Outcomes

GUIDED PATHWAYS ESSENTIAL PRACTICES: SCALE OF ADOPTION SELF-ASSESSMENT

Redesigning America's Community Colleges: A Clearer Path to Student Success, by Thomas Bailey, Shanna Smith Jaggars, and Davis Jenkins (Harvard University Press, 2015)

Cafeteria Model

Academic Program Structure:

- Unclear pathway with unlimited options
- Unpredictable scheduling
- Curriculum not always intentionally or comprehensively aligned

New Student Intake:

- Often optional
- Emphasis on self-exploration
- Assessment testing for placement
- Optional guidance/intrusive suggestions

Instruction- Student Learning:

- Learning outcomes focus on courses
- Instructors independent contractors
- Student metacognitive skills outside of discipline scope

Progress - Keeping Students on Track:

- Not coordinated for most students
- Little intrusive support
- Academic departments disconnected from counseling and student tracking

Guided Pathways Model

Academic Program Structure:

- Clear program pathway easily identifiable by students
- Program mapped to outcomes
- Alignment between departments and disciplines
- Predictable scheduling and availability

New Student Intake:

- Required academic plans (comprehensive & brief)
- Multi-tool meta-majors
- Diagnostic assessment and multiple measures placement
- Basic skills, contextualized real-world applications

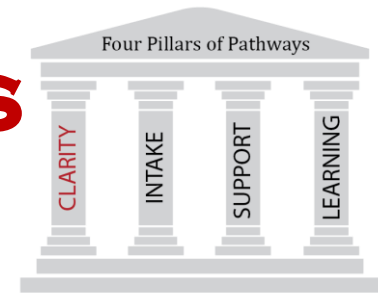
Instruction-Student Learning:

- Faculty collaborate to define/assess learning outcomes for programs
- Faculty trained and supported, metacognition explicit instructional goal

Progress - Keeping Students on Track:

- Students closely monitored for progress
- Early warning systems in place coupled with timely interventions
- Advisors and program faculty work closely

CLARIFYING PATHWAYS



- **AACC concept –**

Advising clarity for students

- **Calif Pathway Concept –**

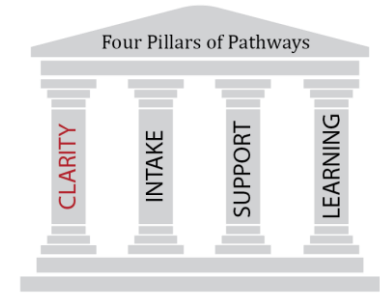
Using California Content ATDs, CCPT, Strong Workforce – Career Tech Education,

- **BC Renegade Road map –**

Use Areas of study meta-majors picture, Catalog Redesign, visiting all 49 high schools, Also Hispanic and African American lunches/breakfast bring community to us & we go to the community



California Guided Pathways



California Pathways designed implement but intentionally incorporating, accommodating and leveraging California's particular ecosystem of Ed Code and legislated requirements in the largest higher ed system in the world.

1.

Transfer Degrees and C-ID

2.

IGETC and CSU Breadth

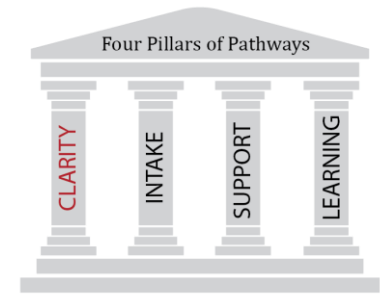
3.

High School CTE pathways

4.

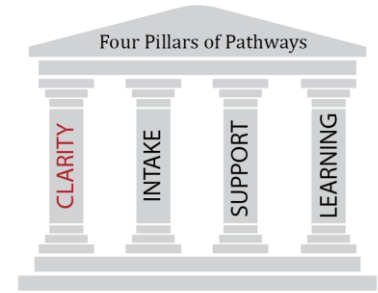
Strong Workforce

CLARIFYING COLLEGE-SPECIFIC PATHWAYS



BC Renegade Road Map





INTAKE



High School Students



Dual Enrollment Students



Adult Students



Inmate Students

Developmental Education

BC Road Map



Certificates
Degrees
Transfers

Transfer & Workforce

METRICS

Learning

Completion

Equity

Workforce

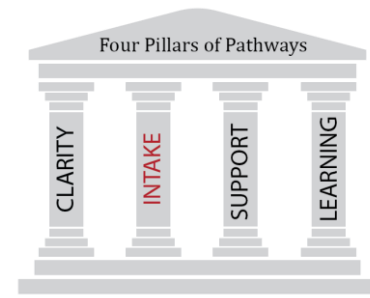


Ultimate Goals

Social Mobility

Regional Economic Strength

GETTING ON THE PATH (INTAKE)



AACC Concept –
Strong Advising, Corequisites, Non-cognitive assessment, Correct placement

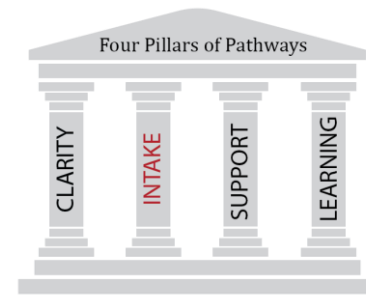


Calif Pathway Concept –
Clarifying math, Contextualization, Acceleration (CAP), Common Assessment (CAI), Multiple measures, Data for Decisions (Cal PASS Plus)



BC Renegade Road map –
Dual Enrollment, Early SEP, Summer Bridge, Multiple Measures

CALIFORNIA INTAKE CAI & MM



High school variables that predict success in college-level courses

• English

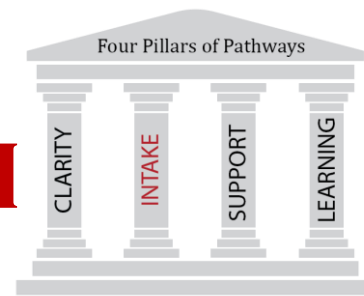
- **Cumulative HS GPA**
- Grade in last HS English
 - C+ or better in AP English class
- Score on English CST
- Non-remedial status in HS English

English Level	Rule
Transfer	HS 12 GPA ≥ 2.6
One level below Transfer	HS 12 GPA ≥ 2.2 AND HS 12 English course GP ≥ 1.8

• Math

- **Cumulative HS GPA**
- Enrollment and grades in Geometry, Algebra II, Trigonometry, Pre-calculus, Statistics, Calculus
- Taking a more challenging CST
- Score on math CST
- Delay*

Math Level	Rule
College Algebra	HS GPA ≥ 3.2 OR HS GPA ≥ 2.9 AND Pre-Calculus C or better
Intermediate Algebra	HS 12 GPA ≥ 2.9 OR HS 12 GPA ≥ 2.5 AND Algebra II CST ≥ 302

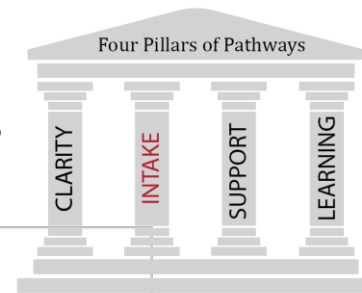


BC INTAKE REDESIGN

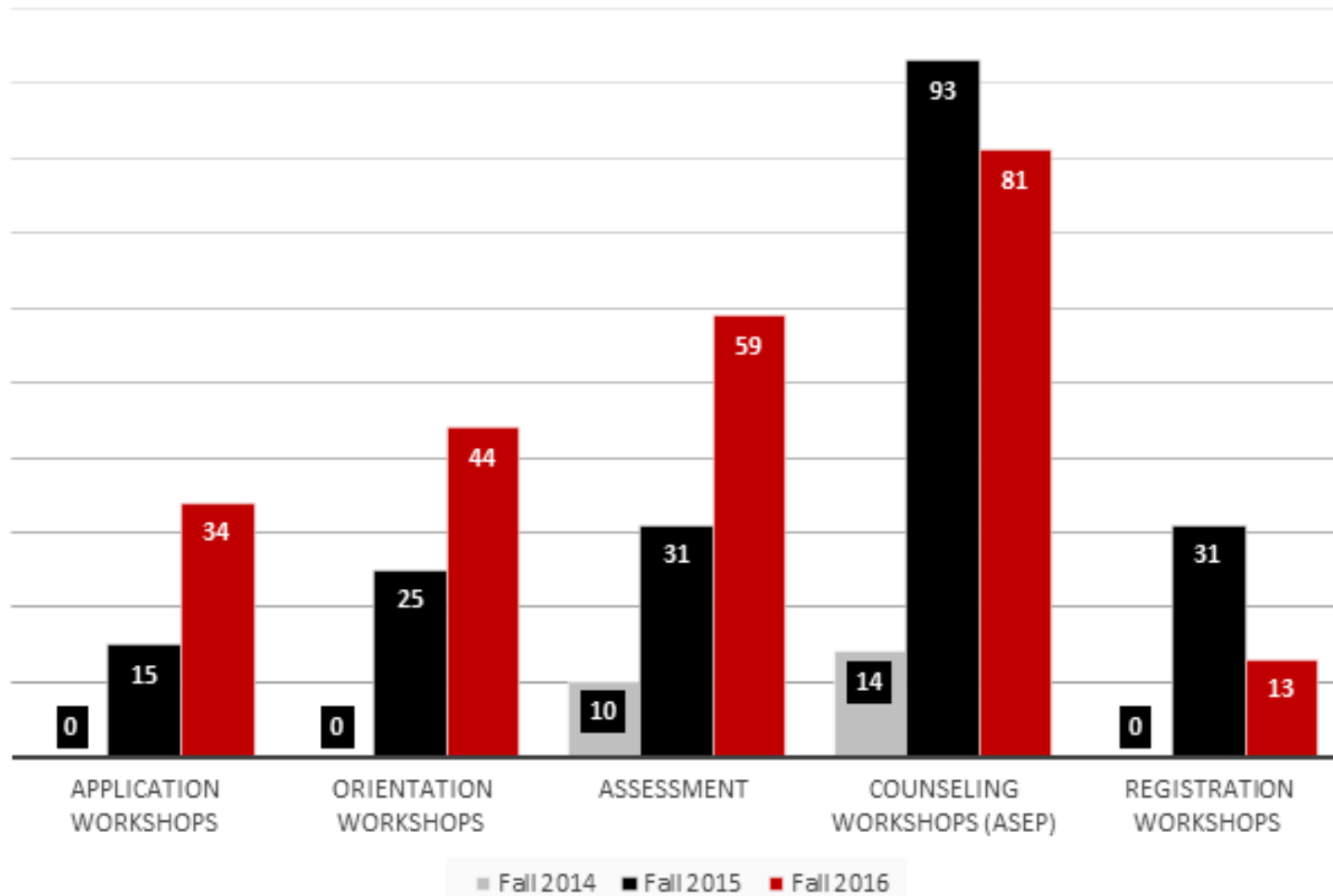
- Created at least 3 visits to every high school (49 high schools)
 - Orientation
 - Assessment
 - Counseling
 - Registration for only 14 High Schools
- Become a Renegade in a Day
- Summer Bridge

Intrusive Matriculation Delivery

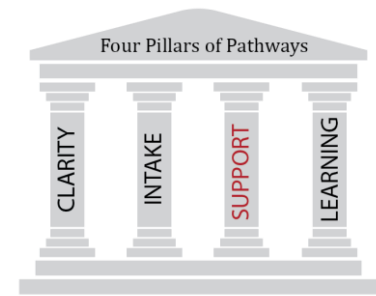
Partners: KHSD, BC, Community Organizations



High School Matriculation Scale-up 2014 thru 2016



KEEPING ON THE PATH



- **AACC Concept –**

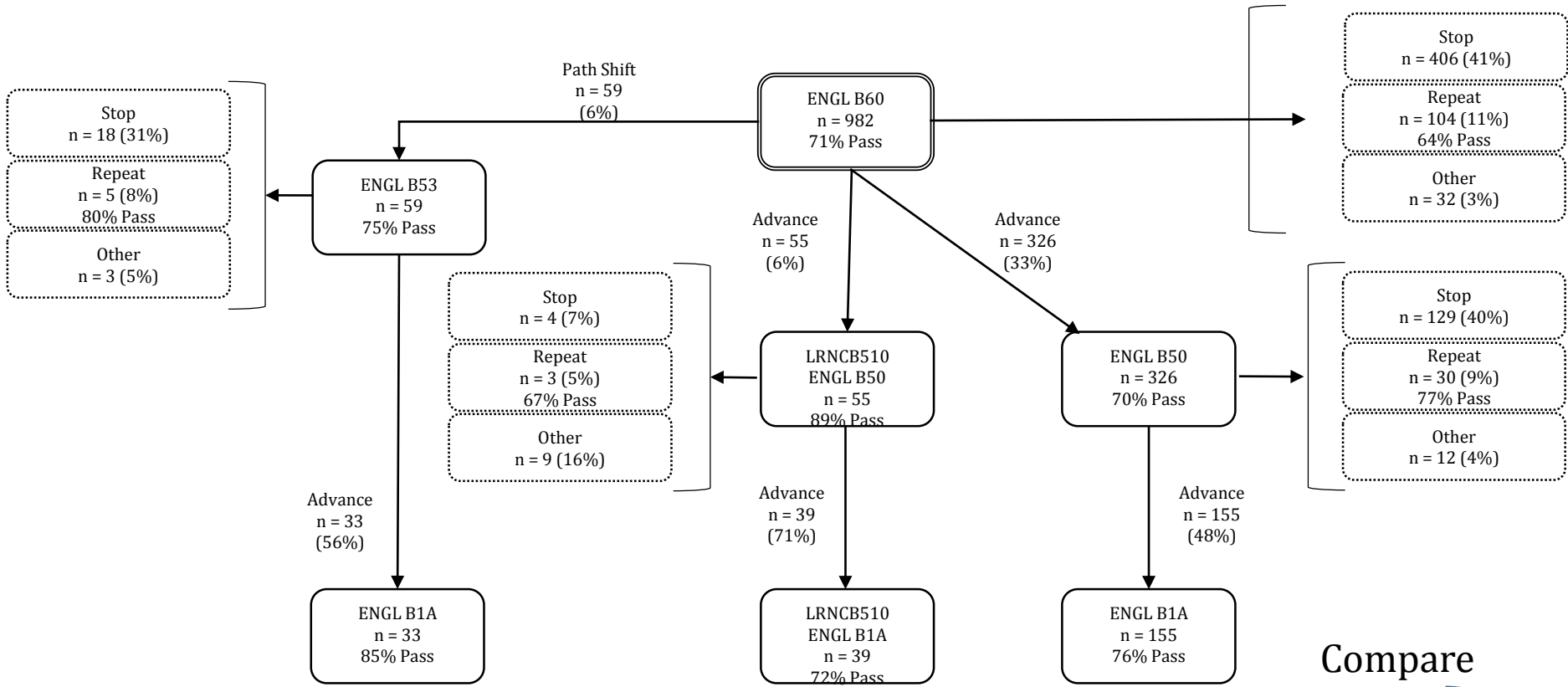
Early alert, Advising, Completion Coaches, SI, Co-curricular

- **Calif Pathway Concept –**

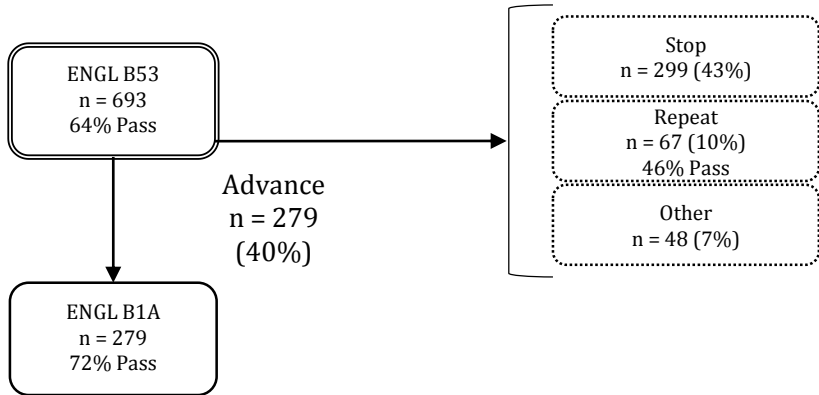
Starfish, EPI – Educational Portal, OEI, Online Tutoring

- **BC Renegade Road map –**

Cohorts, Acceleration, Completion Coaches, Writing center, tutoring, RP Group report, Bahr report & WestEd data



Compare



982 students began in ENGL B60
 300 (31%) attempted College Composition (mean of 4.5 semesters including term of first English)
 244 (25%) completed College Composition (mean of 4.6 semesters including term of first English)

693 students began in ENGL B53
 307 (44%) attempted College Composition (mean of 2.8 semesters including term of first English)
 233 (34%) completed College Composition (mean of 2.9 semesters including term of first English)



BC KEEPING ON THE PATH

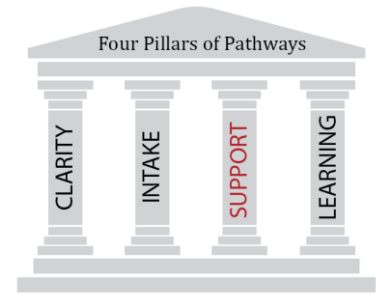
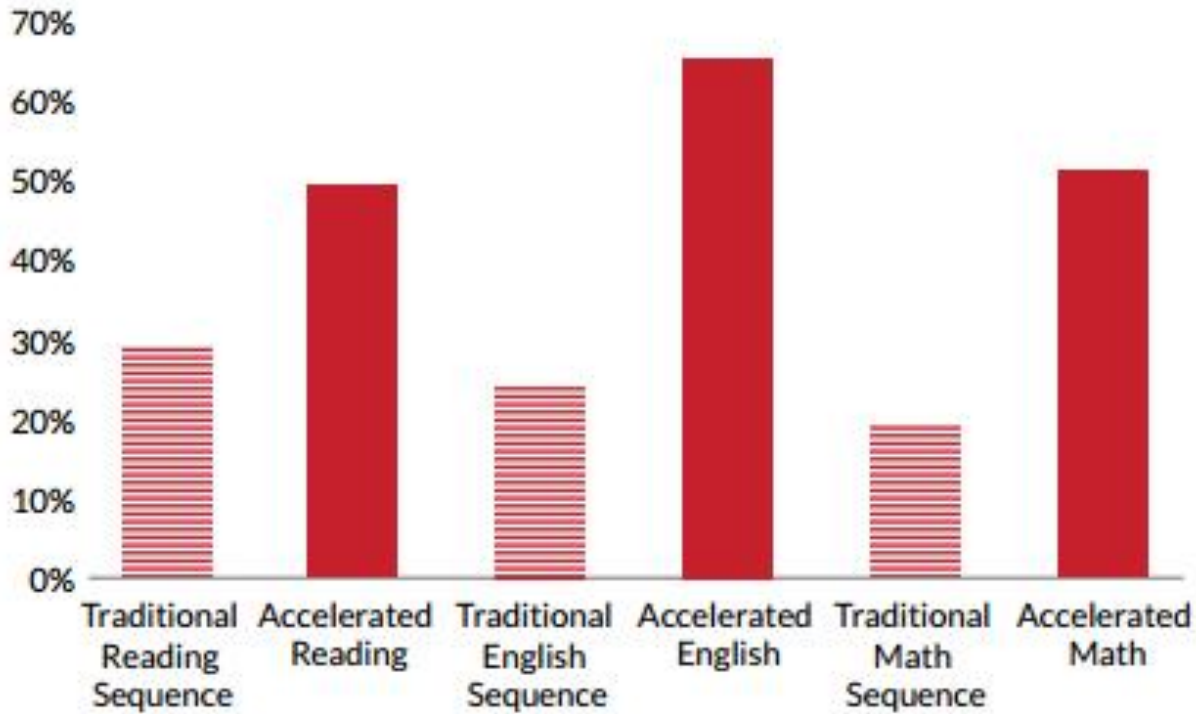
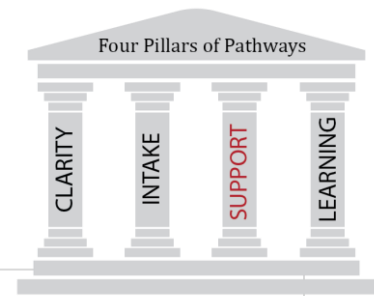


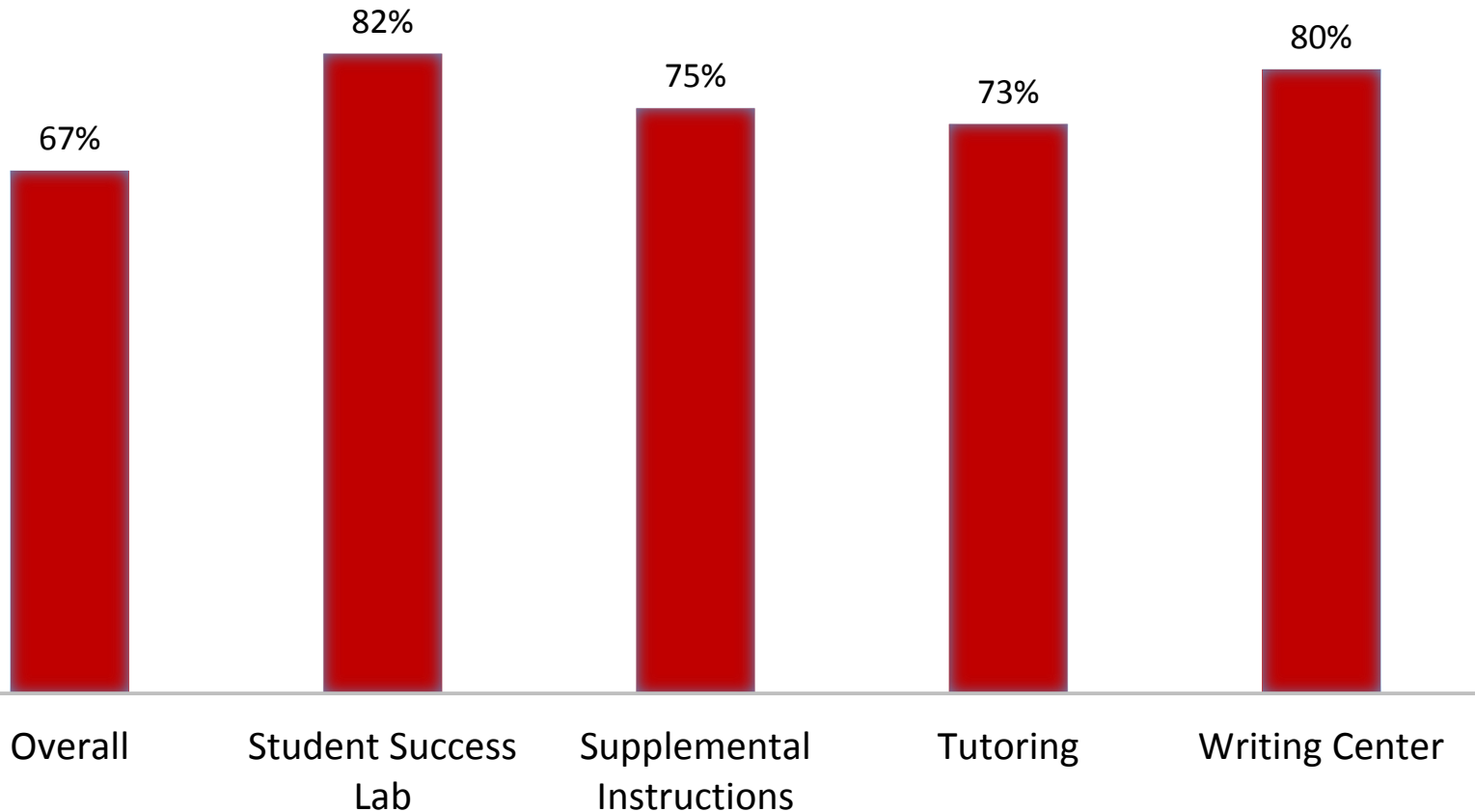
Figure 3. Course Success



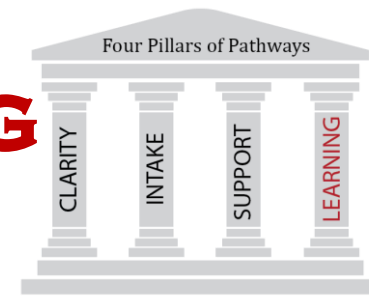
SUPPORT SERVICES INCREASE SUCCESS



Course Success Rates for Support Services



MAKING SURE LEARNING HAPPENS



AACC Concept –



Calif Pathway Concept –

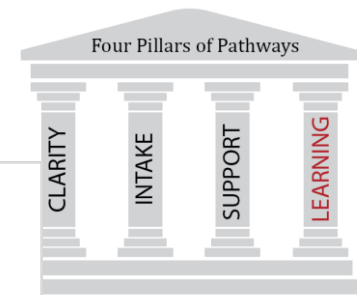
Transfer, Employment, Student Success, Assessment



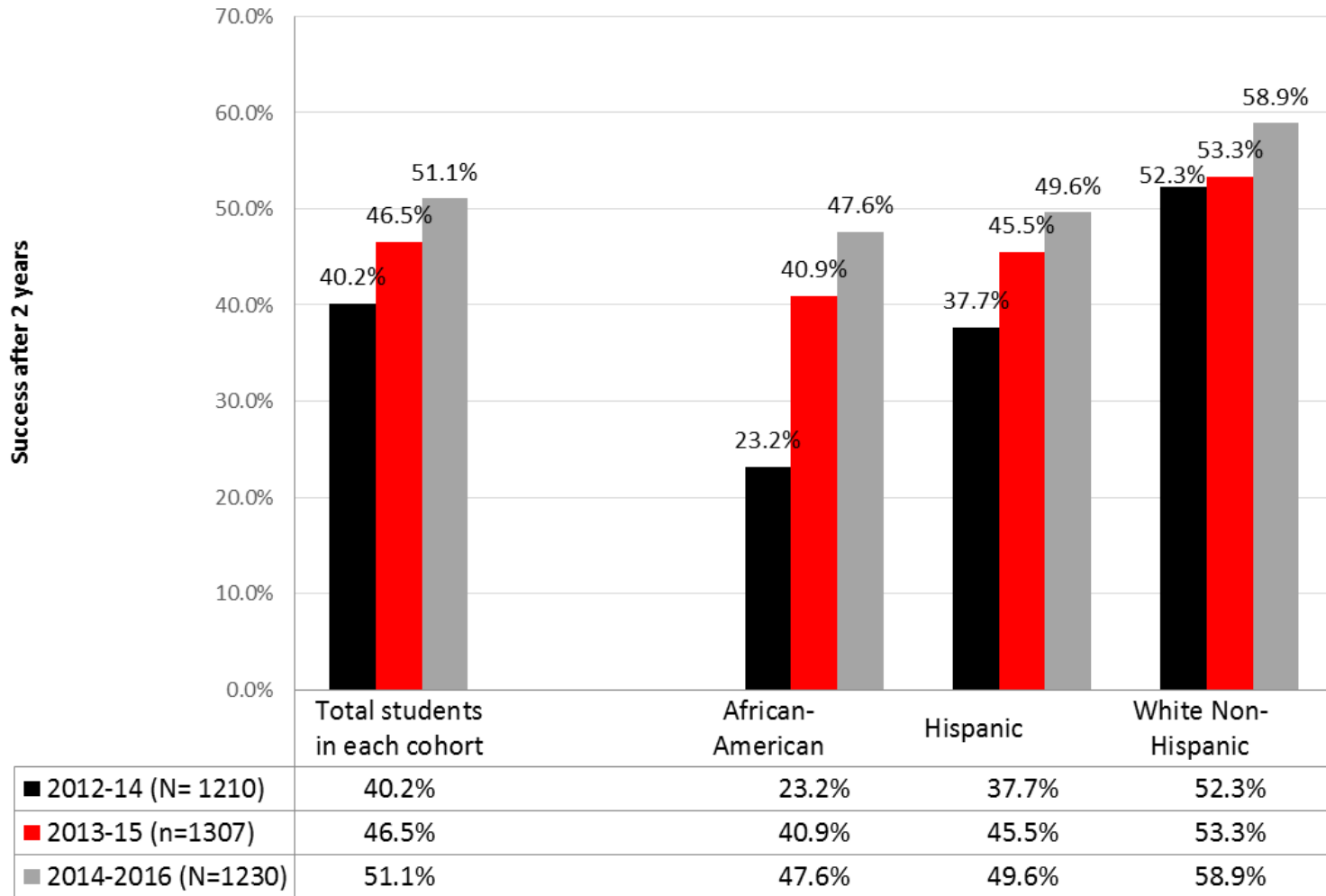
BC Renegade Road map –

Assessment, Outcomes (Metrics) Student Success, Signposts – remedial completions, degrees certificates

MAKING SURE LEARNING HAPPENS



Comparison of Remedial English Success for 2-year cohorts disaggregated by Ethnicity



COLLEGE SPECIFIC PATHWAYS

BC Renegade Road Map



RENEGADE ROAD MAP

HEALTH SCIENCES

Majors of Study

- Registered Nursing
- Vocational Nursing
- Nurse Assistant
- Public Health Sciences
- Radiology Technology
- Kinesiology
- Health Information Technology

Highest Ranked Jobs in Kern County

- Registered Nurses \$38.87/hr.
- Licensed Vocational Nurses \$23.66/hr.
- Nurse Assistant \$11.40/hr.
- Physical Therapist Assistant \$32.33/hr.
- Radiology Technologists \$31.17/hr.

BUSINESS/COMPUTER SCIENCES

Majors of Study

- Accounting
- Admin Office Assistant
- Bookkeeping
- General Business
- Retail Management
- Computer Science

Highest Ranked Jobs in Kern County

- Business Operation Specialist \$35.13/hr.
- Accountants/Auditors \$29.33/hr.
- Human Resource Specialist \$26.83/hr.
- Purchasing Agents \$35.44/hr.
- Financial Specialist \$32.58/hr.

AGRICULTURE

Majors of Study

- Ag Business
- Animal Science
- Horticulture
- Forestry
- Plant Science
- Pre Veterinary
- Medicine
- Vet Tech

Highest Ranked Jobs in Kern County

- Agriculture Equipment Operators \$13.34/hr.
- Agriculture Inspectors \$21.15/hr.
- Forest/Conservation Workers \$9.87/hr.
- Agriculture Workers \$16.10/hr.
- Forestry Workers \$20.98/hr.

PUBLIC SAFETY

Majors of Study

- Fire Tech
- Paramedic
- EMT
- Criminal Justice
- Correctional Administration
- Administration of Justice

Highest Ranked Jobs in Kern County

- Corrections Officers \$37.24/hr.
- Police/Sheriff Officers \$33.84/hr.
- Firefighter's \$30.20/hr.
- EMT/Paramedics \$17.96/hr.
- Security Guards \$11.24/hr.

INDUSTRIAL TECH

Majors of Study

- Automotive
- Electronics
- Engineering
- Welding
- Woodworking
- Industrial Drawing
- Architecture
- Construction
- Manufacturing

Highest Ranked Jobs in Kern County

- Welders' \$25.56/hr.
- Production Workers \$11.20/hr.
- Construction Labors \$16.28/hr.
- Industrial Engineers \$53.70/hr.
- Electrical Engineers \$42.02/hr.

MATH/SCIENCE

Majors of Study

- Math
- Biology
- Chemistry
- Physics

Highest Ranked Jobs in Kern County

- Statisticians' \$41.36/hr.
- Database Administrator \$37.24/hr.
- Mathematicians' \$41.99/hr.
- Environmental Scientist/Specialist \$42.99/hr.
- Geological & Petroleum Technicians \$29.06/hr.

SOCIAL/BEHAVIORAL & HUMAN SERVICES

Majors of Study

- Child Development
- Human Services
- Culinary Arts

Highest Ranked Jobs in Kern County

- Social & Human Services Assistants \$17.51/hr.
- Child, Family & School Social Workers \$26.07/hr.
- Rehabilitation Counselors \$11.47/hr.
- Child Care Workers \$10.88/hr.
- Restaurant Cooks \$11.66/hr.

ARTS/HUMANITIES/COMMUNICATION

Majors of Study

- Studio Arts
- Graphic Design
- Photography
- Communication

Highest Ranked Jobs in Kern County

- Graphic Designers \$21.59/hr.
- Photographers' \$12.66/hr.
- Technical Writers \$30.85/hr.
- Media & Communication Workers \$18.21/hr.
- Public Relation Specialist \$23.16/hr.



META MAJOR	MAJORS OF STUDY (From 2015-16 BC catalog)	HIGHEST RANKED JOBS IN KERN COUNTY/ MEDIAN HOURLY WAGES
Business & Communication Lynn Krausse/ Leah Carter/Suzanne Durst/Marisa Marquez/Cindy Collier	<ul style="list-style-type: none"> • Accounting (AA) • Business Administration (AS-T) • Office Assistant (CA) • Bookkeeping (CA) • Retail Management (CA) • Economics (AA-T) • Culinary Arts (AS,CA) • Dietetic Services Supervisor Program (CA) • Food service Management Option (AS) • Communication (AA-T) 	<ul style="list-style-type: none"> • Business Operation Specialist \$35.13/hr. • Accountants/Auditors \$29.33/hr. • Human Resource Specialist\$26.83/hr. • Purchasing Agents \$35.44/hr. • Financial Specialist \$32.58/hr. • Restaurant Cooks \$11.66/hr.
Agriculture Bill Barnes/ Gregg Cluff/ Grace Comiso/Corny Rodriguez	<ul style="list-style-type: none"> • Ag Business (AA, AS, CA) (AS-T pending) • Animal Science (AA,AS, CA) (AS-T pending) • Environmental Horticulture (AA,AS, CA) • Forestry (AA,AS, CA) • Plant Science-Crops emphasis (AA,AS) • Plant Science –Horticulture Emphasis (AA,AS) • Plant Science (CA) • Agriculture Plant Sciences (AS-T pending) 	<ul style="list-style-type: none"> • Agriculture Equipment Operators \$13.34/hr. • Agriculture Inspectors \$21.15/hr. • Forest/Conservation Workers \$9.87/hr. • Agriculture Workers, All Others \$16.10/hr. • First line Forestry Workers \$20.98/hr.
Health Sciences Jennifer Johnson/ Sarah Baron/Dinorah Castro/Cindy Collier	<ul style="list-style-type: none"> • Registered Nursing (AS) • Vocational Nursing (CA) • Paramedic (AS,CA) • Public Health Sciences (AS-T pending) • Radiology Technology (AS) • Kinesiology (AA-T) • Health Information Technology (new program) 	<ul style="list-style-type: none"> • Registered Nurses \$38.87/hr. • Licensed Vocational Nurses \$23.66/hr. • Nurse Assistant \$11.40/hr. • Physical Therapist Assistant \$32.33/hr. • Radiology Technologists \$31.17/hr.
STEM Kenward Vaughn/ Regina Hukill/ Jason Dixon/Fabioloa Johnson/ Liz Rozell/Stephen Waller/	<ul style="list-style-type: none"> • Math (AA-T) • Biology – General Biology (AS) (AS-T pending) • Biology – Human Biology (AS) • Chemistry (AS) • Physics (AS-T) • Geology (AS-T) • Computer Science (AS-T) • Engineering (AS) 	<ul style="list-style-type: none"> • Statisticians’ \$41.36/hr. • Database Administrator \$37.24/hr. • Mathematicians’ \$41.99/hr. • Environmental Scientist/Specialist \$42.99/hr. • Geological & Petroleum Technicians \$29.06/hr. • Industrial Engineers \$53.70/hr. • Electrical Engineers \$42.02/hr.

META MAJOR**MAJORS OF STUDY
(From 2015-16 BC catalog)****HIGHEST RANKED JOBS IN KERN COUNTY/
MEDIAN HOURLY WAGES****Public Safety
Christian Zoller/ Tim
Capehart/ Manny
Mourtzanos**

- Fire Technology (AA)
- Wildland Fire Technology (AS)
- Chief Fire Officer (CA)
- Fire officer (CA)
- Criminal Justice (AA)
- Correctional Administration (Westec)
- Administration of Justice (AA-T)

- Corrections Officers \$37.24/hr.
- Police/Sheriff Officers \$33.84/hr.
- Firefighter's \$30.20/hr.
- EMT/Paramedics \$17.96/hr.
- Security Guards \$11.24/hr.

**Industrial Technology
Jason Dixon/Liz
Rozell/Joshua Rawls/Justin
Flint/Cynthia Qunitanilla**

- Industrial Technology – Automotive (AS)
- Brakes (CA)
- Engine Overhaul (CA)
- Tune up Emissions (CA)
- Powertrain (CA)
- Industrial Technology-General (AS)
- Industrial Technology – Electronics (AS, CA)
- Industrial Technology – Industrial Drawing (AS,)
- Industrial Technology – Manufacturing (AS, CA)
- Industrial Technology – Welding (AS, CA)
- Industrial Technology – Woodworking and Cabinetmaking (AS)
- Cabinet making (CA)
- Engineering Technology (AS)
- Industrial Drawing (AA)
- Architectural Drafting (AS,AA)
- Construction (CA)
- Bachelor of Science, Industrial Automation (BS)

- Welders' \$25.56/hr.
- Production Workers \$11.20/hr.
- Construction Labors \$16.28/hr.
- Automotive Specialty Technician \$15.50/hr.
- Electrical Engineering Technician \$30.88/hr.
- Telecommunications Equipment Installer and Repairer \$26.95/hr.

**Social Sciences,
Behavioral Sciences, and
Human Services
And...Kathy Rosellini
/Manny Mourtzanos**

- Psychology (AA-T)
- Sociology (AA-T)
- Anthropology (AA-T)
- Human Services (AA)
- Political Science (AA-T)
- History (AA-T)

- Social & Human Services Assistants \$17.51/hr.
- Child, Family & School Social Workers \$26.07/hr.
- Rehabilitation Counselors \$11.47/hr.

META MAJOR	MAJORS OF STUDY (From 2015-16 BC catalog)	HIGHEST RANKED JOBS IN KERN COUNTY/ MEDIAN HOURLY WAGES
Arts, Humanities, & Design Paula Parks/ Anna Poetker/Josh Ottum/Tom Moran /Veronica Lucas/Kate Pluta	<ul style="list-style-type: none"> • Studio Art (AA-T) • Media Art (CA) • Music (AA-T) • Commercial Music (CA) • Spanish (AA-T) • American Sign Language (AA) • Philosophy (AA-T) • English (AA-T) • Journalism (AA-T) • Theater Arts (AA-T) 	<ul style="list-style-type: none"> • Graphic Designers \$21.59/hr. • Photographers' \$12.66/hr. • Technical Writers \$30.85/hr. • Media & Communication Workers \$18.21/hr. • Public Relation Specialist \$23.16/hr.
Education Bernadette Towns/Corny Rodriguez/Sara Villasenor	<ul style="list-style-type: none"> • Early Childhood Education (AA-T) • Elementary Teacher Education (AA-T) • Child development Teacher (CA) • Child Development Master Teacher- Infant Toddler (CA) • Child Development Master Teacher-Special Education (CA) 	<ul style="list-style-type: none"> • Child Care Workers \$10.88/hr.

GUIDED PATHWAYS

**A presentation at the SSSC Post Conference Session
by The Career Ladders Project**

October 7, 2016



Presented by:
Sonya Christian
President, Bakersfield College

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