Post-Conference Workshop

California Guided Pathways: Achieving Equity in College Completion

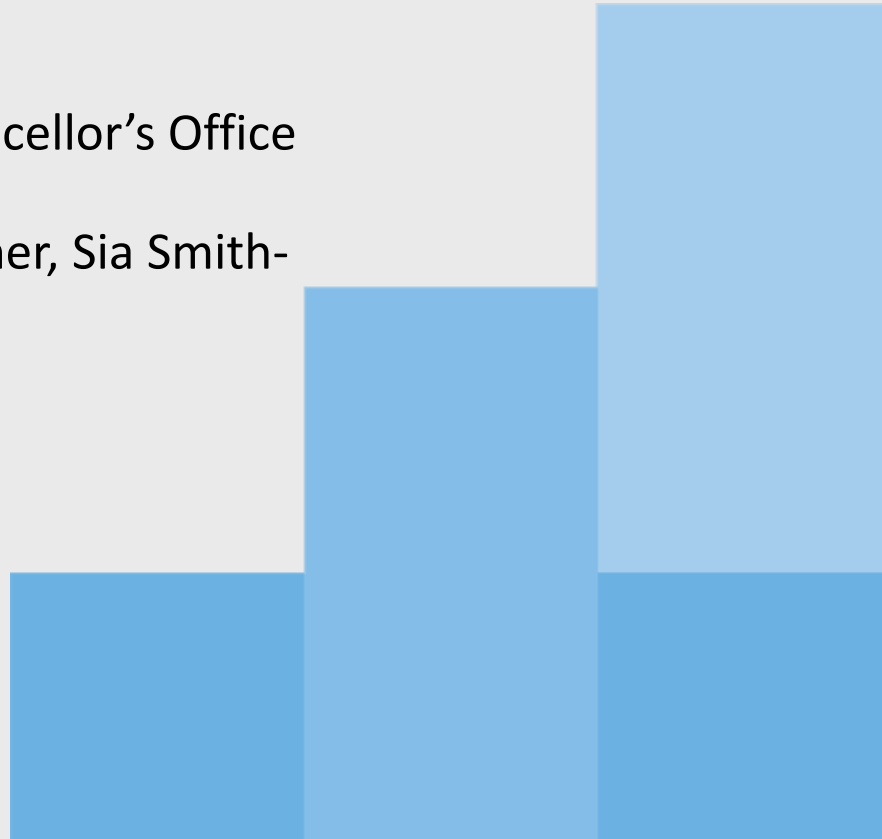
Friday, October 17, 2017

Laura Hope, CA Community College Chancellor's Office

Linda Collins, Chase Fischerhall, Kris Palmer, Sia Smith-Miyazaki, Career Ladders Project (CLP)

Kelley Karandjeff, RP Group

Mandy Davies, Sierra College



This session today will comprise:

- An overview of the CCCCO's GP Vision and Resources.
- Brief synthesis of the research on barriers to student completion and presentation of promising models of Guided Pathways.
- Experiences from administrators, faculty and other college staff participants in the workshop as they embark on redesign work, including successes, challenges, and next steps.
- Focus on the "how": small group discussions and team activities focused on the Guided Pathways self-assessment on how to best utilize existing opportunities and structures at each college to leverage redesign.
- Tools that support Guided Pathways inquiry and design are shared such as the self-assessment and student voices brief.

POST-CONFERENCE SESSION AGENDA

9 – 9:30 am	Presentations by Laura Hope, Linda Collins and Mandy Davies
9:30 am – 12 pm	Guided Pathways Inquiry and Design Elements Exploration Exercise
11:15 – 11:30 am	Break
12 - 12:30 pm	Lunch
12:30 - 1pm	Identifying Inquiry and Design Process Help

Exploring the Context for Guided Pathways

- Recognition that the structure of community colleges is not designed to support completion outcomes
- Students continue to be trapped in long developmental sequences in math and English
- University transfer rates have remained relatively static
- The demand for a qualified workforce and college graduates is more intense than ever

We can do better to get students to a better future

Guided Pathways as a National Movement

- Part of a national movement initiated by the American Association of Community Colleges (AACC) and continuing with the CA Guided Pathways Project

- One of the few states with an infusion of dollars to accomplish the implementation

- Framework to take the "luck" out of students' experience

Four Pillars of Guided Pathways

Clarify the Path

Create Clear Curricular Pathways to Employment and Further Education

Enter the Path

Help Students Choose and Enter Their Pathway

Stay on the Path

Help Students Stay on Their Path

Ensure Learning

Follow Through, and Ensure that Better Practices are Providing Improved Student Results.

About Guided Pathways

The Guided Pathways framework creates a highly structured approach to student success that:

Provides all students with a set of clear course-taking patterns that promotes better enrollment decisions and prepares students for future success.

Integrates support services in ways that make it easier for students to get the help they need during every step of their community college experience.

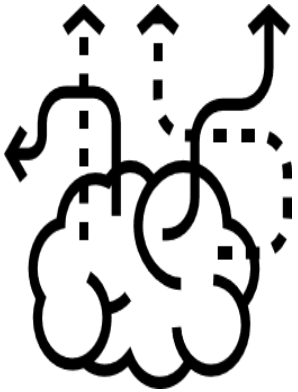
Simultaneous California Efforts

Guided Pathways: AACC Projects	CA Guided Pathways: Demonstration Project	California Community Colleges Guided Pathways
30+ colleges participating nationally	20 colleges in California participating	Eligible participation for all 114 colleges
Competitive process	Competitive process	Requirements for participation, regardless of previous GP affiliation
Guided by national leaders with guided pathways efforts	Paid to participate	Five years of support by CCCCO and partners
	One year of intensive support	

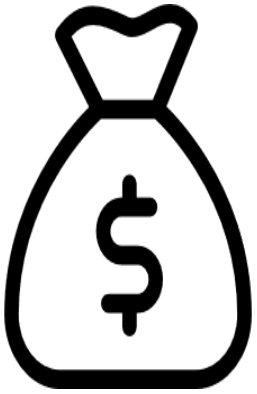
Gearing Up for Implementation

Self-Assessment

IEPI Workshop



Multi-Year Work Plan



Funding Allocation

Overview of Funding

- Initial funding in April 2018
- Five years total to spend the allocations
- 25% of total allocation in the first year
- Spending guidelines with allocations in April

Support in the Future

- **IEPI Workshops**: mandatory workshops on self-assessment, work plan workshops, "collaboratory" sessions on implementation
- **Field Guide**: inquiry guide to build awareness, fortify process, and chronicle implementation
- **Online Learning**: modules for all campus stakeholders who want or need to learn more about guided pathways
- **Leadership Development**: workshops on leading change efforts and systemic transformation
- **Facilitation Teams:** cross-functional teams who can make college visits to help with planning and sticking points
- **Funding**: $15 million in direct support for five years and incentives

Guided Pathways KPIs

- Key Performance Indicators (KPIs) adapted from the national guided pathways effort.
- It uses cohorts of first-time students to track momentum points in their first year of enrollment
- The past three academic years will be used as the baselines and metrics will be available by college, region, and student demographics (i.e., race/ethnicity, gender, age)

Where to find your college KPIs

- KPIs are posted on the LaunchBoard Guided Pathways tab for all colleges (login required)

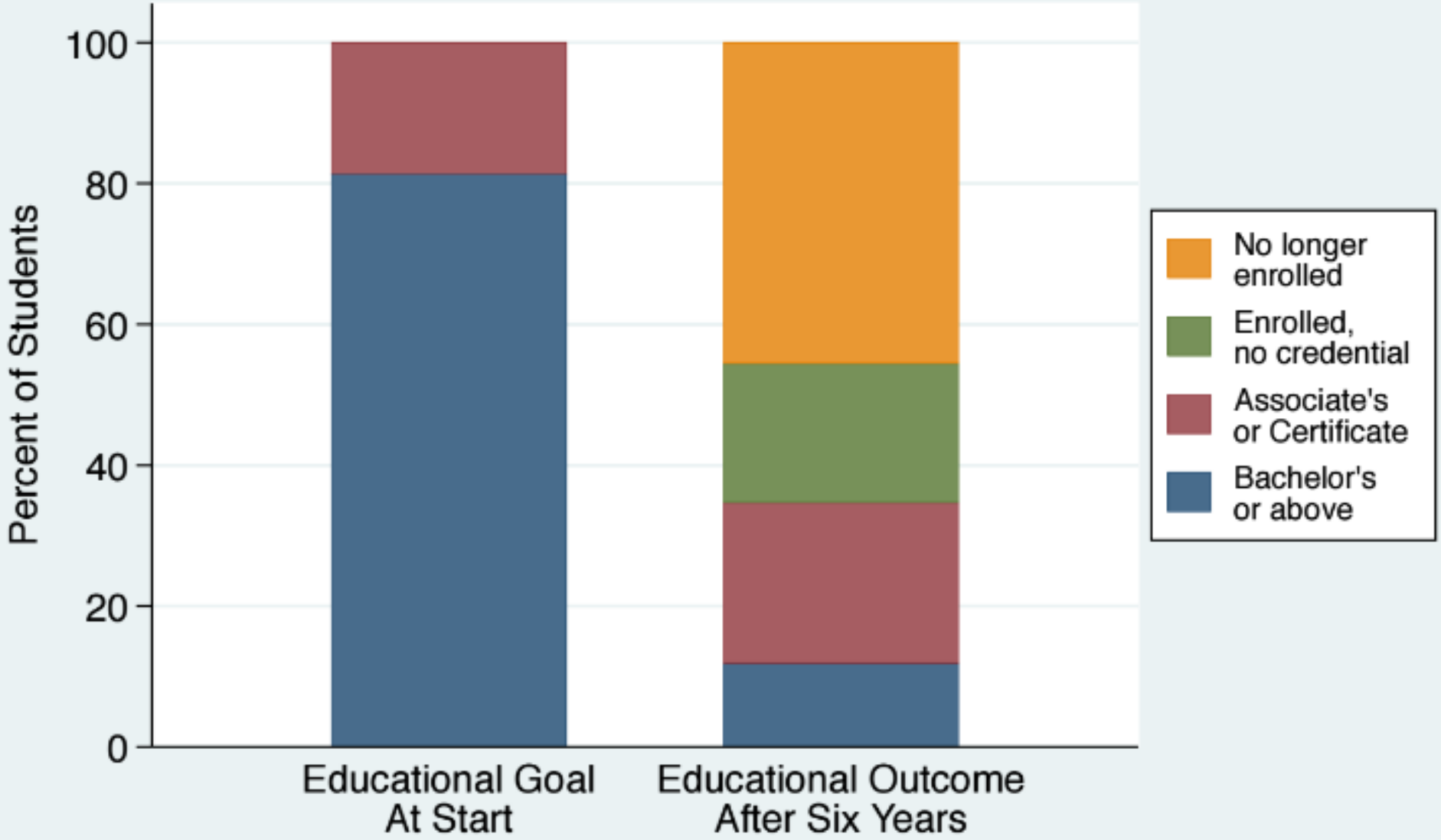
www.calpassplus.org/LaunchBoard/guidedpathways.aspx

- All data for the KPIs come the CCCCO MIS submissions.

- Data definitions are available on the LaunchBoard Guided Pathways tab under "Technical Definitions"

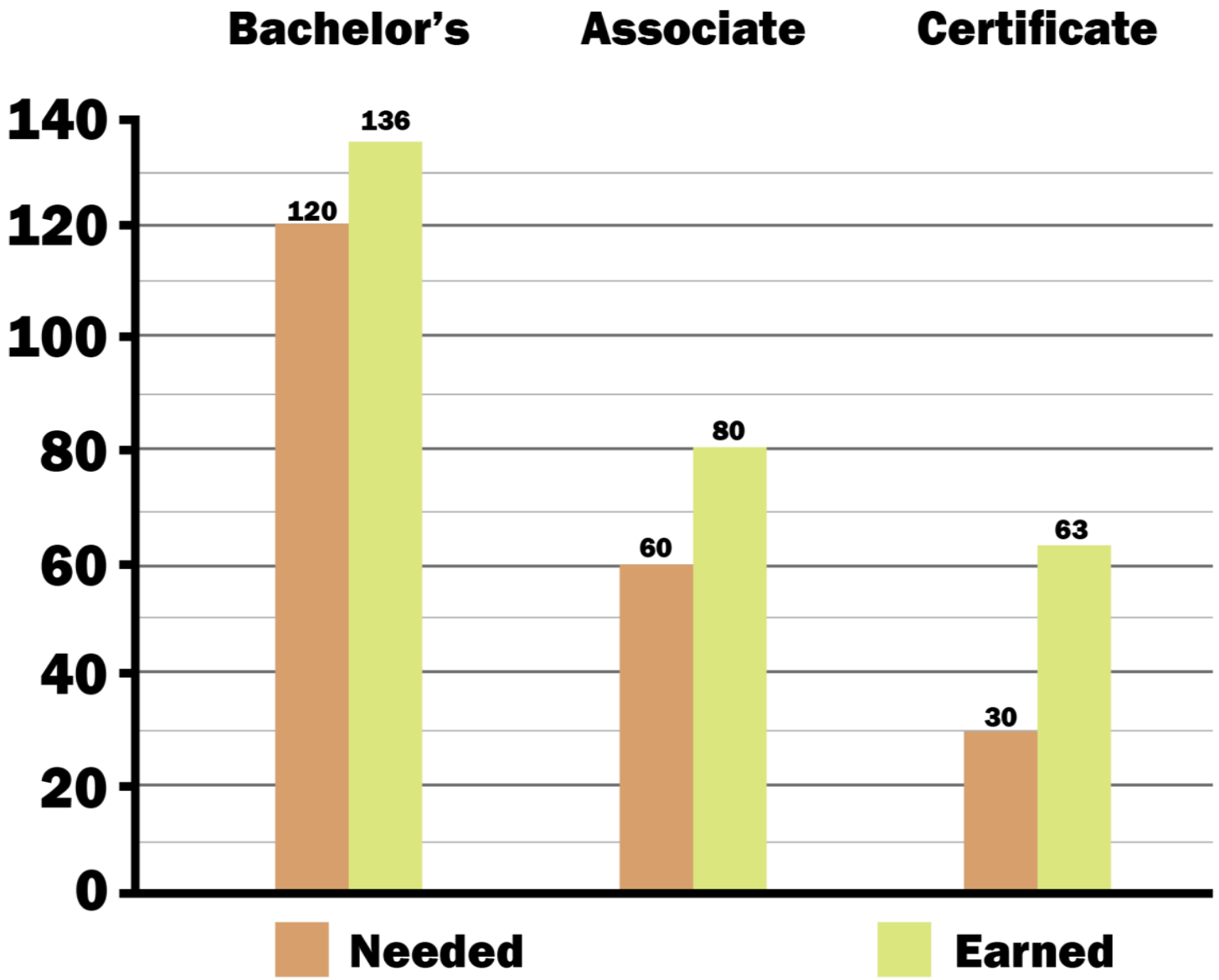
WHY “**GUIDED PATHWAYS**?”

Educational Goals and Six-year Attainment, Students who Started at a Community College, Fall 2003



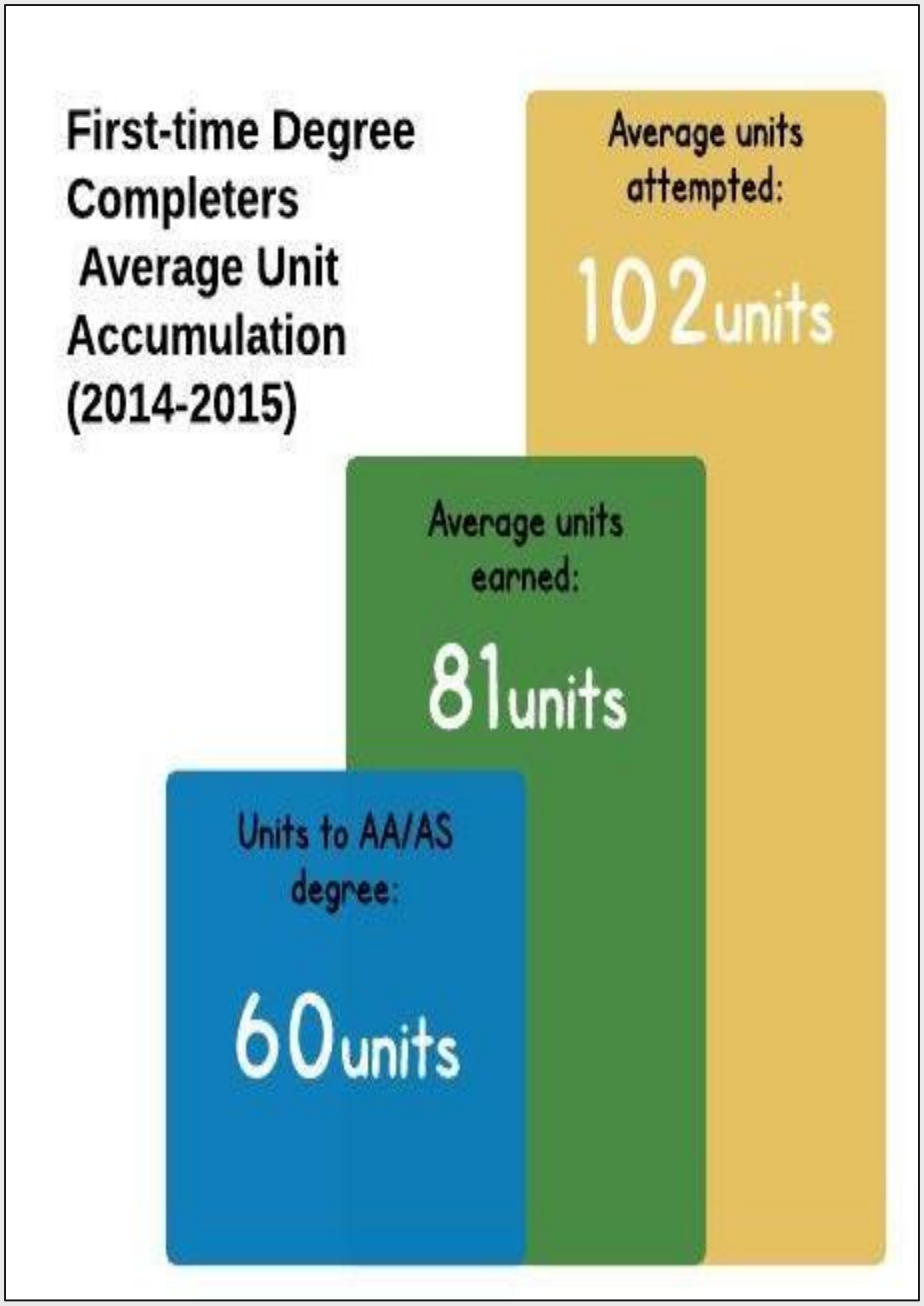
Source: U.S Department of Education, National Center for Education Statistics, 2003 Beginning Postsecondary Students Longitudinal Study,Second Follow-up (BPS:04/09)

CREDITS ACCRUED NATIONALLY



Guided Pathway to Success: Boosting College Completion
Complete College America
http://completecollege.org/docs/GPS_Summary_FINAL.pdf

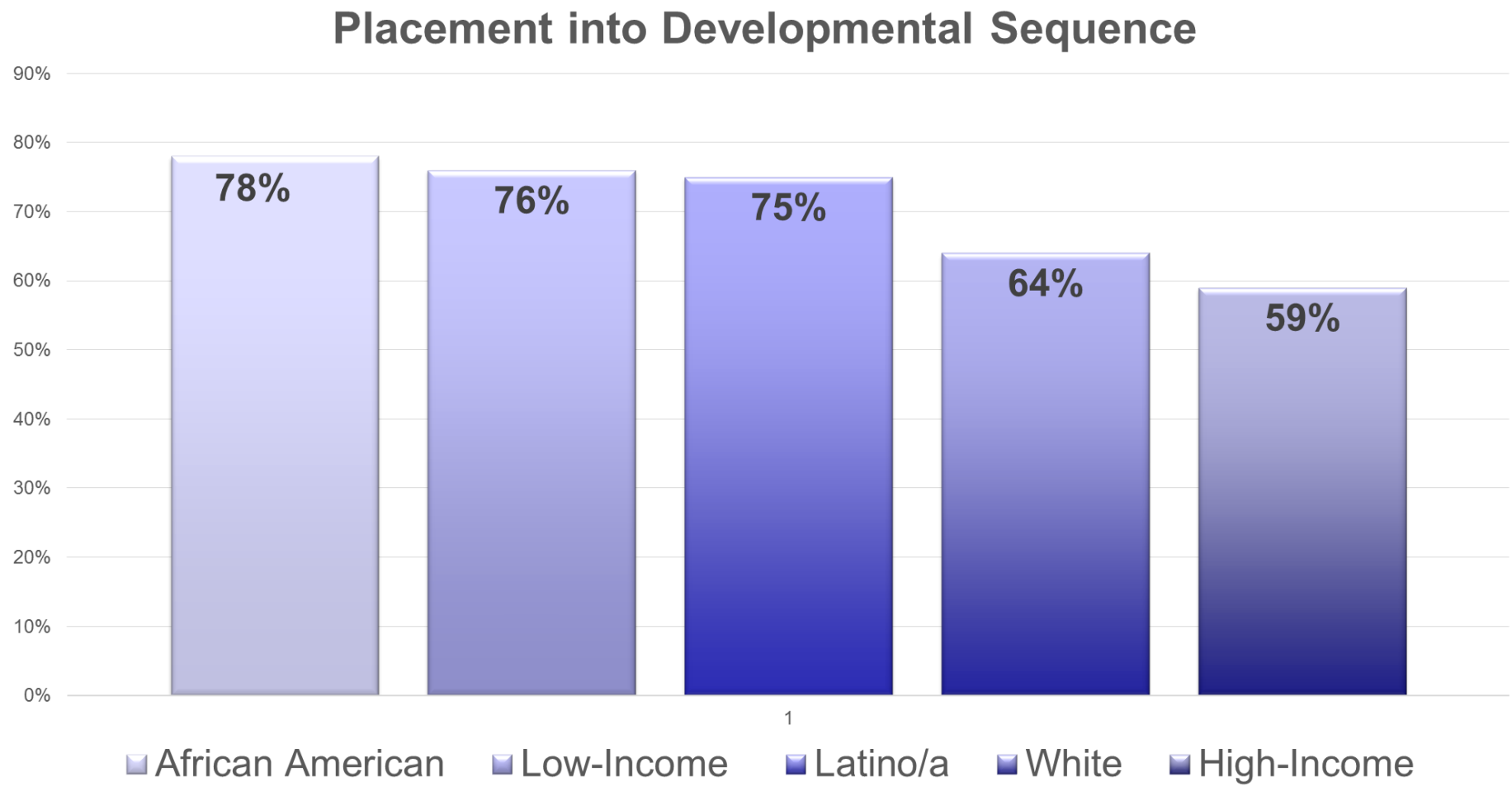
Data from California Community College



CLP Career Ladders Project

"…a student who takes four years to earn an associate degree can spend as much as $15,200 more on fees and other expenses, and will earn $33,500 less than someone who graduated in two years."

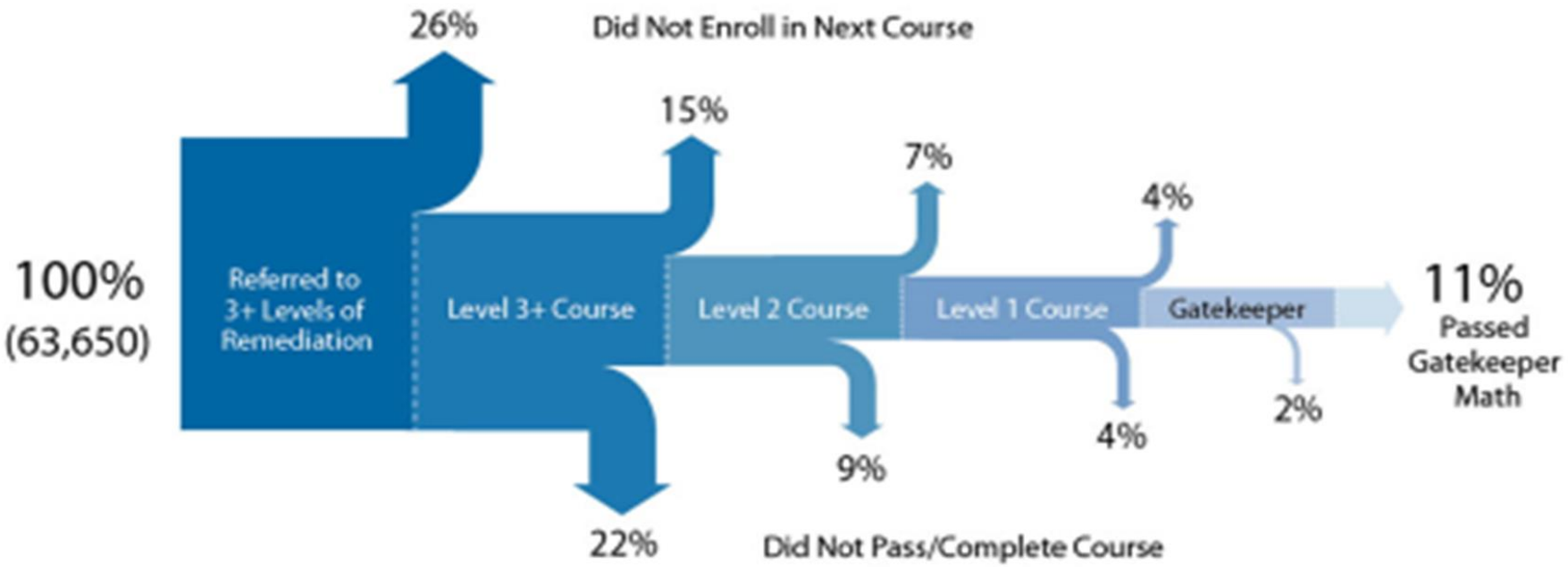
-The Campaign for College Opportunity



Chen & Simone (2016). *Remedial Coursetaking in Public 2 and 4 Year Institutions*. National Center for Educational Statistics

Dev Ed Throughput

Student Progression Through the Developmental Math Sequence[21]



Source: CCRC

FROM THE STUDENTS' PERSPECTIVE

COMMUNITY COLLEGE STUDENTS

> 50% concerned about making a mistake when choosing classes

(Moore & Shulock, 2014)

Surprised to find that courses taken **do not count** towards credentials

(Nodine et al 2012)

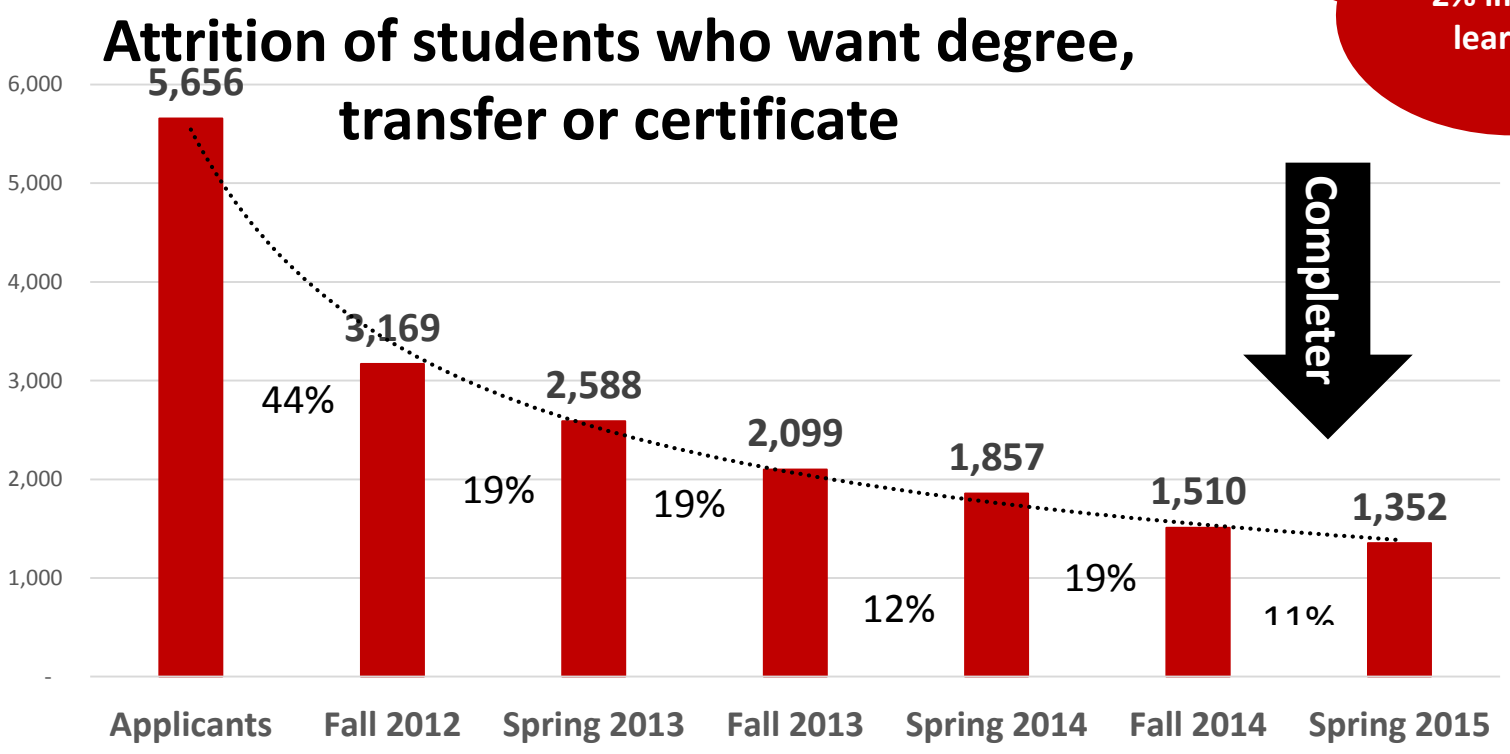
COMMUNITY COLLEGE STUDENTS

- Find choosing a major to be a difficult task.
- Find choosing the right courses and getting into the courses they need to be challenging.
- Value support services when they can access them, but many are unaware of the available supports.
- Yearn for a sense of community, peer connection, and culturally relevant curriculum and experiences.

Career Ladders Project (2017). *Bringing Student Voice to Guided Pathway Inquiry and Design*

Thought we were pretty good until we saw students weren't completing their goals.

2% lifelong learners



Scheduling Misalignments yet enrollments were declining….

COURSE	CLOSED SECTIONS		Why Impacted	WAITLIST
MATH 581	5/11	12	Students who start here have ***4*** semesters to Math D; 5 to transfer	203
MATH 582	8/24	14		
MATH A	8/24	32		105
MATH D	8/24	48	**AA Requirement**	281
MATH 12	6/1	31	STEM majors. Gatekeeper to math sequence. ***CSU, UC***	135
MATH 13	6/1	31	**MOST** transfers must have. ***CSU, UC***	434
MATH 8	6/29	11	Math and science **MUST** take. ***CSU, UC***	97
ENG A	8/24	46	Prerequisite for English 1A. Critical for ALL college level courses	154
ENG 1A	7/27	88	**ALL** transfers must have. Plus ***AA, CSU, UC***	756
ENG 1B	8/24	49	**ALL** transfers must have. B or 1C. ***CSU, UC***	175
ENG 1C	7/28	32		
BIOL 5	5/11	11	Nursing, Kinesiology. ***AA, CSU, UC***	196
CHEM 2A	5/11	13	Nursing, Kinesiology, Nutrition. Must take before BIOL 6. ***AA, CSU, UC***	144
CHEM 3A	5/11	7	Students who fail CHEM 1A exam. Only offered in fall. ***AA, CSU, UC***	75
COMM 1	5/11	29	Nursing, Engineering and Communications majors. ***AA, CSU, UC***	209
BUS 1	6/29	17	1st of 3 semester sequence of accounting	192
CSCI 10	6/29	14	Computer Science and Business majors. 1st course	135
HIST 17A	7/27	28	***CSU*** graduation requirement. ***UC, AA***	205
HIST 17B	7/27	23	***CSU*** graduation requirement. ***UC, AA***	152
NUT 10	8/24	32	Nursing and Nutrition. ***AA, CSU***	158
PSYC 1	8/24	36	Nursing and Psychology majors. ***AA, UC***	178

CSU – fulfills a General Education Breadth Requirement
UC – fulfills a General Education Transfer Curriculum Requirement "Golden 4"
AA – fulfills a Sierra College General Education Degree Requirement

Class Full!!!

HELP

Look at all we've done!

California Career Pathways Trust (CCPT)

icanaffordcollege.com

California Community Colleges
CURRICULUM

CALIFORNIA COMMUNITY COLLEGES
STUDENT SUCCESS INITIATIVE

canvas
BY INSTRUCTURE

STATEWIDE CAREER PATHWAYS
Creating School to College Articulation

EDUCATION PLANNING INITIATIVE
CALIFORNIA COMMUNITY COLLEGES

WHO DO U WANT 2B?

CCCApply

CALIFORNIA COMMUNITY COLLEGES
Doing What MATTERS™
FOR JOBS AND THE ECONOMY

C-ID
COURSE IDENTIFICATION NUMBERING SYSTEM

Associate Degree for Transfer
A Degree with a Guarantee.™

CALIFORNIA COMMUNITY COLLEGES
ONLINE EDUCATION INITIATIVE

STUDENT SUCCESS AND SUPPORT PROGRAM (SSSP)

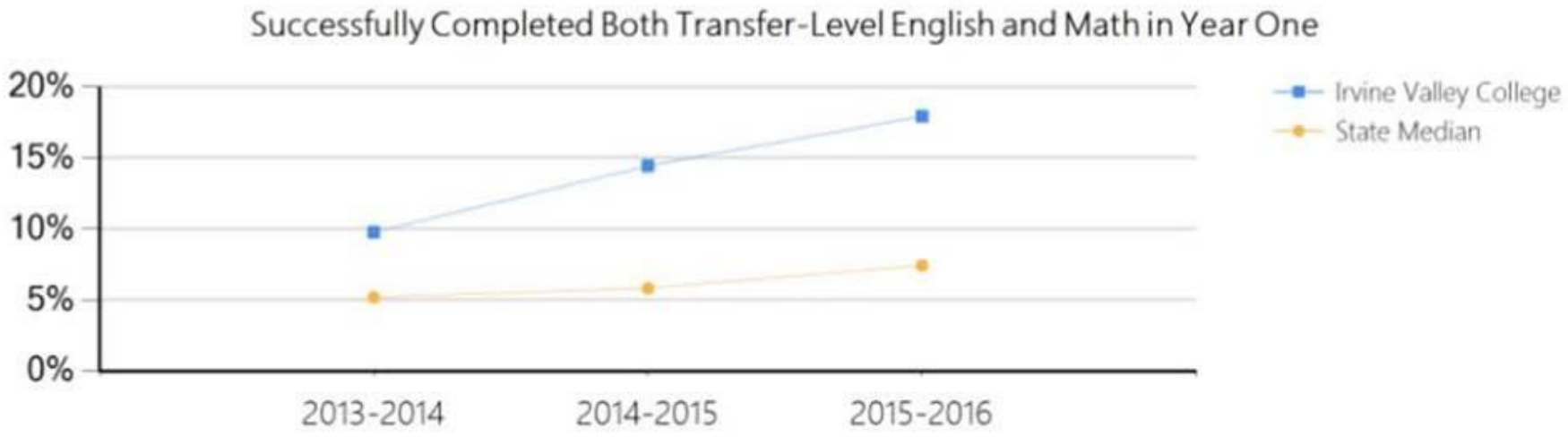
STUDENT SUCCESS SCORECARD

BSI³
INSIGHTS INFORMATION INNOVATION

COMMON ASSESSMENT INITIATIVE
CALIFORNIA COMMUNITY COLLEGES

Basic Skills and Student Outcomes Transformation Program

And yet, students still struggle



Four Pillars of Pathways

Equity, Social Mobility, Economic Health for All Students

GUIDED PATHWAYS

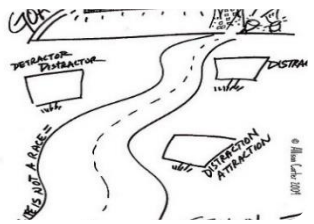
CLARIFY THE PATH

ORGANIZE

HELP STUDENTS GET ON THE PATH

ASSIST

KEEP STUDENTS ON THE PATH



SUPPORT

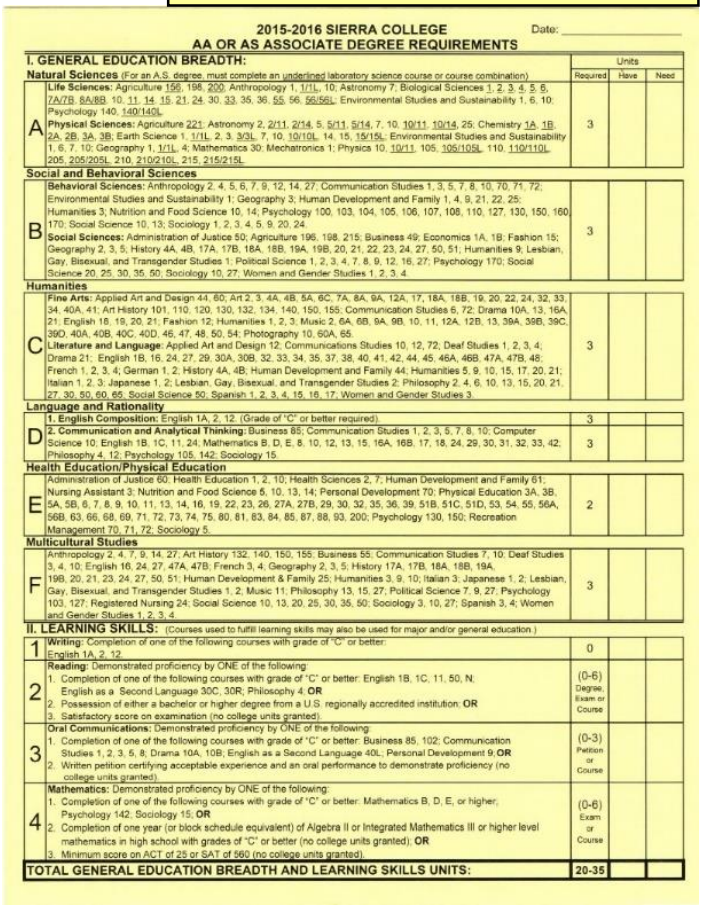
ENSURE THEY ARE LEARNING

VERIFY

Clarify the Path – Academic Maps

Fall 2016 Created Maps for 150+ Degrees and Certificates

Select 10 courses from this list of 543



2015-2016 SIERRA COLLEGE Date: _____
AA OR AS ASSOCIATE DEGREE REQUIREMENTS

	I. GENERAL EDUCATION BREADTH:	Units Required	Have	Need
	Natural Sciences (For an A.S. degree, must complete an underlined laboratory science course or course combination)			
A	**Life Sciences:** Agriculture 156, 198, 200; Anthropology 1, 1/1L, 10; Astronomy 7; Biological Sciences 1, 2, 3, 4, 5, 6, 7A/7B, 8A/8B, 10, 11, 14, 15, 21, 24, 30, 33, 35, 36, 55, 56, 56/56L; Environmental Studies and Sustainability 1, 6, 10; Psychology 140, 140/140L **Physical Sciences:** Agriculture 221; Astronomy 2, 2/11, 2/14, 5, 5/11, 5/14, 7, 10, 10/11, 10/14, 25; Chemistry 1A, 1B, 2A, 2B, 3A, 3B; Earth Science 1, 1/1L, 2, 3, 3/3L, 7, 10, 10/10L, 14, 15, 15/15L; Environmental Studies and Sustainability 1, 6, 7, 10; Geography 1, 1/1L, 4; Mathematics 30; Mechatronics 1; Physics 10, 10/11, 105, 105/105L, 110, 110/110L, 205, 205/205L, 210, 210/210L, 215, 215/215L	3		
	Social and Behavioral Sciences			
B	**Behavioral Sciences:** Anthropology 2, 4, 5, 6, 7, 9, 12, 14, 27; Communication Studies 1, 3, 5, 7, 8, 10, 70, 71, 72; Environmental Studies and Sustainability 1; Geography 3; Human Development and Family 1, 4, 9, 21, 22, 25; Humanities 3; Nutrition and Food Science 10, 14; Psychology 100, 103, 104, 105, 106, 107, 108, 110, 127, 130, 150, 160, 170; Social Science 10, 13; Sociology 1, 2, 3, 4, 5, 9, 20, 24 **Social Sciences:** Administration of Justice 50; Agriculture 196, 198, 215; Business 49; Economics 1A, 1B; Fashion 15; Geography 2, 3, 5; History 4A, 4B, 17A, 17B, 18A, 18B, 19A, 19B, 20, 21, 22, 23, 24, 27, 50, 51; Humanities 9; Lesbian, Gay, Bisexual, and Transgender Studies 1; Political Science 1, 2, 3, 4, 7, 8, 9, 12, 16, 27; Psychology 170; Social Science 20, 25, 30, 35, 50; Sociology 10, 27; Women and Gender Studies 1, 2, 3, 4	3		
	Humanities			
C	**Fine Arts:** Applied Art and Design 44, 60; Art 2, 3, 4A, 4B, 5A, 6C, 7A, 8A, 9A, 12A, 17, 18A, 18B, 19, 20, 22, 24, 32, 33, 34, 40A, 41; Art History 101, 110, 120, 130, 132, 134, 140, 150, 155; Communication Studies 6, 72; Drama 10A, 13, 16A, 21; English 1B, 19, 20, 21; Fashion 12; Humanities 1, 2, 3; Music 2, 6A, 6B, 9A, 9B, 10, 11, 12A, 12B, 13, 39A, 39B, 39C, 39D, 40A, 40B, 40C, 40D, 45, 47, 48, 50, 54; Photography 10, 60A, 65 **Literature and Language:** Applied Art and Design 12; Communications Studies 10, 12, 72; Deaf Studies 1, 2, 3, 4; Drama 21; English 1B, 16, 24, 27, 29, 30A, 30B, 32, 33, 34, 35, 37, 38, 40, 41, 42, 44, 45, 46A, 46B, 47A, 47B, 48; French 1, 2, 3, 4; German 1, 2; History 4A, 4B; Human Development and Family 44; Humanities 5, 9, 10, 15, 17, 20, 21; Italian 1, 2, 3; Japanese 1, 2; Lesbian, Gay, Bisexual, and Transgender Studies 2; Philosophy 2, 4, 6, 10, 13, 15, 20, 21, 27, 30, 50, 60, 65; Social Science 50; Spanish 1, 2, 3, 4, 15, 16, 17; Women and Gender Studies 3	3		
	Language and Rationality			
D	**1. English Composition:** English 1A, 2, 12. (Grade of "C" or better required).	3		
	2. Communication and Analytical Thinking: Business 85; Communication Studies 1, 2, 3, 5, 7, 8, 10; Computer Science 10; English 1B, 1C, 11, 24; Mathematics B, D, E, 8, 10, 12, 13, 15, 16A, 16B, 17, 18, 24, 29, 30, 31, 32, 33, 42; Philosophy 4, 12; Psychology 105, 142; Sociology 15.	3		
	Health Education/Physical Education			
E	Administration of Justice 60; Health Education 1, 2, 10; Health Sciences 2, 7; Human Development and Family 61; Nursing Assistant 3; Nutrition and Food Science 5, 10, 13, 14; Personal Development 70; Physical Education 3A, 3B, 5A, 5B, 6, 7, 8, 9, 10, 11, 13, 14, 16, 19, 22, 23, 26, 27A, 27B, 29, 30, 32, 35, 36, 39, 51B, 51C, 51D, 53, 54, 55, 56A, 56B, 63, 66, 68, 69, 71, 72, 73, 74, 75, 80, 81, 83, 84, 85, 87, 88, 93, 200; Psychology 130, 150; Recreation Management 70, 71, 72; Sociology 5.	2		
	Multicultural Studies			
F	Anthropology 2, 4, 7, 9, 14, 27; Art History 132, 140, 150, 155; Business 55; Communication Studies 7, 10; Deaf Studies 3, 4, 10; English 16, 24, 27, 47A, 47B; French 3, 4; Geography 2, 3, 5; History 17A, 17B, 18A, 18B, 19A, 19B, 20, 21, 23, 24, 27, 50, 51; Human Development & Family 25; Humanities 3, 9, 10; Italian 3; Japanese 1, 2; Lesbian, Gay, Bisexual, and Transgender Studies 1, 2; Music 11; Philosophy 13, 15, 27; Political Science 7, 9, 27; Psychology 103, 127; Registered Nursing 24; Social Science 10, 13, 20, 25, 30, 35, 50; Sociology 3, 10, 27; Spanish 3, 4; Women and Gender Studies 1, 2, 3, 4	3		
	II. LEARNING SKILLS: (Courses used to fulfill learning skills may also be used for major and/or general education.)			
1	**Writing:** Completion of one of the following courses with grade of "C" or better: English 1A, 2, 12.	0		
2	**Reading:** Demonstrated proficiency by ONE of the following: 1. Completion of one of the following courses with grade of "C" or better: English 1B, 1C, 11, 50, N; English as a Second Language 30C, 30R; Philosophy 4. **OR** 2. Possession of either a bachelor or higher degree from a U.S. regionally accredited institution. **OR** 3. Satisfactory score on examination (no college units granted).	(0-6) Degree, Exam or Course		
3	**Oral Communications:** Demonstrated proficiency by ONE of the following: 1. Completion of one of the following courses with grade of "C" or better: Business 85, 102; Communication Studies 1, 2, 3, 5, 8; Drama 10A, 10B; English as a Second Language 40L; Personal Development 9. **OR** 2. Written petition certifying acceptable experience and an oral performance to demonstrate proficiency (no college units granted).	(0-3) Petition or Course		
4	**Mathematics:** Demonstrated proficiency by ONE of the following: 1. Completion of one of the following courses with grade of "C" or better: Mathematics B, D, E, or higher; Psychology 142; Sociology 15. **OR** 2. Completion of one year (or block schedule equivalent) of Algebra II or Integrated Mathematics III or higher level mathematics in high school with grades of "C" or better (no college units granted). **OR** 3. Minimum score on ACT of 25 or SAT of 560 (no college units granted).	(0-6) Exam or Course		
	TOTAL GENERAL EDUCATION BREADTH AND LEARNING SKILLS UNITS:	20-35		

Award name: Anthropology AA-T			
YEAR ONE			
Fall Semester	**Units**	**Spring Semester**	**Units**
MAJOR REQUIREMENTS		**MAJOR REQUIREMENTS**	
ANTH 1	**3**	ANTH 5	**3**
ANTH 1L	**1**	ANTH 6	**3**
ANTH 2	**3**		
MAJOR ELECTIVES		**MAJOR ELECTIVES**	
GENERAL EDUCATION (for degree or transfer)		**GENERAL EDUCATION (for degree or transfer)**	
ENGL 1A	**3**	ENGL 1B or PHIL 4	**3**
SOC 15 or MATH 13	**3-4**	HIST 18A, 18B, 25, or 27	**3**
Transferable Elective	**1-2**	Transferable Elective	**3**
Total Semester Units:	**15**	Total Semester Units:	**15**
YEAR TWO			
Fall Semester	**Units**	**Spring Semester**	**Units**
MAJOR REQUIREMENTS		**MAJOR REQUIREMENTS**	
ANTH 7 or ANTH 4	**3**		
MAJOR ELECTIVES		**MAJOR ELECTIVES**	
		ANTH 9 or ANTH 10 or ANTH 12 or ANTH 14 or ANTH 27	**3**
		ANTH 9 or ANTH 10 or ANTH 12 or ANTH 14 or ANTH 27	**3**
GENERAL EDUCATION (for degree or transfer)		**GENERAL EDUCATION (for degree or transfer)**	
COMM 3 or COMM 5	**3**	SSCI 50 or ARHI 132 or ARHI 140 or ARHI 150 or ARHI 155	**3**
PSYC 130 or HDEV 1 or NUTF 10	**3**	SSCI 25 or LGBT 2 or WMST 3	**3**
GEOG 1 or ESCI 10 or ESCI 1	**3**	POLS 1	**3**
Transferable Elective	**3**		
Total Semester Units:	**15**	Total Semester Units:	**15**
			60

Clarify the Path – Interest Areas

Spring 2017: Organized 150+ programs into 9 Interest Areas

BEFORE: 150+ Degrees and Certificates

Administration of Justice
* Administration of Justice for Transfer: AS-T Degree
* Administration of Justice—Corrections Concentration: AA/AS Degree
* Administration of Justice—Courts Concentration: AA/AS Degree
* Administration of Justice—Law Enforcement Concentration: AA/AS Degree
* Reserve Peace Officer: Skills Certificate
Agriculture
* Sustainable Agriculture: AS Degree
* Sustainable Agriculture: Certificate of Achievement
* Sustainable Agriculture Business: Skills Certificate
Anthropology
* Anthropology for Transfer: AA-T Degree
Applied Art and Design
* Applied Art and Design—Graphic Design Concentration: AA/AS Degree
* Applied Art and Design—Illustration Concentration: AA/AS Degree
* Applied Art and Design—Multimedia Concentration: AA/AS Degree
* Applied Art and Design—Graphic Design Concentration: Certificate of Achievement
* Applied Art and Design—Illustration Concentration: Certificate of Achievement
* Applied Art and Design—Multimedia Concentration: Certificate of Achievement
* Digital Illustration: Skills Certificate
* Graphic Design: Skills Certificate
* Video Production and Editing: Skills Certificate
* Visual Arts and Media: Skills Certificate
* Web Design: Skills Certificate
Art
* Studio Arts for Transfer: AA-T Degree
* Studio Art: AA Degree
Art History
* Art History for Transfer: AA-T Degree
* Art History: AA Degree
Automotive Technology
* Automotive Analysis: AA/AS Degree
* Air Conditioning and Body Electrical: Certificate of Achievement
* Alignment and Brake: Certificate of Achievement
* Automatic Transmission: Certificate of Achievement
* Automotive Engine Machining: Certificate of Achievement
* Emission and Driveability Tune-Up: Certificate of Achievement
* Master Automotive Technician: Certificate of Achievement
* Powertrain: Certificate of Achievement
* Entry Level Automotive Service and Repair: Skills Certificate
Biological Sciences
* Biology for Transfer: AS-T Degree
* Biological Sciences: AS Degree
* Watershed Ecology: AS Degree
* Watershed Ecology: Certificate of Achievement
Business
* Business Administration for Transfer: AS-T Degree
* Accounting: AA/AS Degree
* Administrative Professional: AA/AS Degree
* Business Administration: AA/AS Degree
* Business Entrepreneurship: AA/AS Degree
* General Business: AA/AS Degree
* Management: AA/AS Degree
* Marketing: AA/AS Degree
* Real Estate: AA/AS Degree
* Accounting: Certificate of Achievement
* Administrative Professional: Certificate of Achievement
* Business Entrepreneurship: Certificate of Achievement
* General Business: Certificate of Achievement
* Management: Certificate of Achievement
* Marketing: Certificate of Achievement
* Real Estate: Certificate of Achievement
* Small Business: Skills Certificate
Chemistry
* Chemistry for Transfer: AS-T
* Chemistry: AS Degree
Communication Studies
* Communication Studies for Transfer: AA-T Degree
* Journalism for Transfer: AA-T Degree
* Communication Studies—General Concentration: AA/AS Degree
* Communication Studies—Graphic Design/Multimedia Concentration: AA/AS Degree
* Communication Studies—Mass Communication Concentration: AA/AS Degree
Computer Information Systems
* Computer Information Systems—Computer Applications Concentration: AA/AS Degree
* Computer Information Systems—Networking Concentration: AA/AS Degree
* Computer Information Systems—Technical Support Concentration: AA/AS Degree
* Virtual Office Professional—Administrative Concentration: AA/AS Degree
* Computer Information Systems—Computer Applications Concentration: Certificate of Achievement
* Computer Information Systems—Networking Concentration: Certificate of Achievement
* Computer Information Systems—Technical Support Concentration: Certificate of Achievement
* Virtual Office Professional—Administrative Concentration: Certificate of Achievement
* Digital Literacy: Skills Certificate
* Information Assurance and Cyber Defense: Skills Certificate
* Information Assurance Technician (Level 1): Skills Certificate
* Information Assurance Technician (Level 2): Skills Certificate
Computer Science
* Computer Science for Transfer: AS-T Degree
* Computer Science—Computer Science Concentration: AA/AS Degree
* Computer Science—Management Information Systems Concentration: AA/AS Degree
* Computer Science—Embedded Systems Concentration: Certificate of Achievement
* Computer Science—Web Programming Concentration: Certificate of Achievement
Construction and Energy Technology
* Construction Management: AS Degree
* Energy Technology: AS Degree
* Residential Building Construction: AA/AS Degree
* Energy Technology: Certificate of Achievement
* Residential Building Construction: Certificate of Achievement
* Photovoltaic: Skills Certificate
* Photovoltaic Advanced: Skills Certificate
Deaf Studies
* Deaf Studies—American Sign Language: AA Degree
* Deaf Studies—American Sign Language: Certificate of Achievement
Drafting and Engineering Support
* Drafting and Engineering Support—Architectural/Civil Concentration: AA/AS Degree
* Drafting and Engineering Support—Mechanical/Civil Concentration: AA/AS Degree
* Drafting and Engineering Support—Architectural/Civil Concentration: Certificate of Achievement
* Drafting and Engineering Support—Mechanical/Civil Concentration: Certificate of Achievement
* Architectural Drafting Specialist: Skills Certificate
* Drafting Essentials: Skills Certificate
* Mechanical Drafting Specialist: Skills Certificate
Drama
* Theatre Arts for Transfer: AA-T Degree
* Theater Arts: AA Degree
* Stagecraft: Skills Certificate
* Costuming: Skills Certificate
Earth Science
* Geology for Transfer: AS-T Degree
* Geology: AS Degree
Economics
* Economics for Transfer: AA-T Degree
Education
* Elementary Teacher Education for Transfer: AA-T Degree
* Liberal Studies—Elementary Education: AA Degree
Engineering
* Engineering: AA/AS Degree
* Civil Engineering Technology: Certificate of Achievement
* General Engineering Technology: Certificate of Achievement
English
* English for Transfer: AA-T Degree
* English: AA Degree
English as a Second Language
* English as a Second Language Academic Preparedness: Skills Certificate
Environmental Studies and Sustainability
* Environmental Studies and Sustainability: AS Degree
Fashion
* Fashion Industries: AS Degree
* Fashion Industries: Certificate of Achievement
* Fashion Design: Skills Certificates
* Fashion Merchandising: Skills Certificates
Fire Technology
* Fire Technology: AA/AS Degree
* Fire Technology: Certificate of Achievement
Geography
* Geography for Transfer: AA-T Degree
* Geographic Information Systems (GIS): Skills Certificate
History
* History for Transfer: AA-T Degree
* History: AA Degree
Human Development and Family
* Early Childhood Education for Transfer: AS-T Degree
* Early Childhood Education: AA/AS Degree
* Early Childhood Education—Master Teacher: AA/AS Degree
* Early Childhood Education—Site Supervisor: AA/AS Degree
* Early Childhood Education Teacher: Certificate of Achievement
* Early Childhood Education Associate Teacher: Skills Certificate
Humanities
* Humanities—Asian Studies: AA Degree
* Humanities—Diverse Perspectives: AA Degree
* Humanities—General: AA Degree
Lesbian, Gay, Bisexual and Transgender Studies
* Lesbian, Gay, Bisexual and Transgender Studies: AA Degree
Liberal Arts
* Arts and Cultures: AA Degree
Mathematics
* Mathematics for Transfer: AS-T Degree
* Mathematics: AA/AS Degree
Mechatronics
* Mechatronics Technology: AA/AS Degree
* Mechatronics Technology: Certificate of Achievement
* Electro-Mechanical: Skills Certificate
Music
* Music for Transfer: AA-T Degree
* Music: AA/AS Degree
Natural Science
* Natural Science
Nursing, Registered
* Registered Nursing: AA/AS Degree
Nutrition and Food Science
* Nutrition and Dietetics for Transfer: AS-T Degree
* Nutrition and Fitness: Certificate of Achievement
Philosophy
* Philosophy for Transfer: AA-T Degree
* Philosophy: AA Degree
Photography
* Photography: AA/AS Degree
* Photography: Certificate of Achievement
* Alternative Processes in Photography: Skills Certificate
* Color Photography: Skills Certificate
* Digital Imaging: Skills Certificate
* Landscape Photography: Skills Certificate
* Narrative Photography: Skills Certificate
* Photographic Processes: Skills Certificate
* Portrait, Fashion and Wedding Photography: Skills Certificate
Physical Education
* Kinesiology for Transfer: AA-T Degree
* Physical Education: AA/AS Degree
Physics
* Physics for Transfer: AS-T Degree
* Physics: AS Degree
Political Science
* Political Science for Transfer: AA-T Degree
Psychology
* Psychology for Transfer: AA-T Degree
* Psychology: AA/AS Degree
Recreation Management
* Recreation Management: AA/AS Degree
* Recreation Specialist: Certificate of Achievement
Social Science
* Social and Behavioral Sciences: AA/AS Degree
Sociology
* Sociology for Transfer: AA-T Degree
Spanish
* Spanish for Transfer: AA-T Degree
Welding Technology
* Welding Technology: AA/AS Degree
* Welding: Certificate of Achievement
* Gas Metal Arc Welding: Skills Certificate
* Gas Tungsten Arc Welding: Skills Certificate
* Metal Fabricator and Designer: Skills Certificate
* Shielded Metal Arc Welding: Skills Certificate
* Welding Entrepreneurship: Skills Certificate
Women and Gender Studies
* Women's Studies: AA Degree

AFTER: 9 Interest Areas

GUIDED PATHWAYS

CLARIFY THE PATH

ORGANIZE

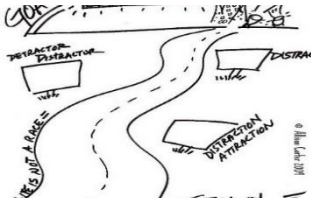
- by Interest Areas/Meta Majors
- Map all Programs
- Connect to Careers
- Connect to Jobs

HELP STUDENTS ON THE PATH

ASSIST

- Build K-12 alignments
- Redesign onboarding and infuse Career
- "Safe 1st Semester" plans
- Schedule classes to meet needs
- Design Survey courses as program "samplers"
- Accelerate onramps to college level - English, math, ESL

KEEP STUDENTS ON THE PATH



SUPPORT

- Contextualize English and other Gen Ed courses
- ED Plans "MAP" + Career Action Plans "CAP"
- Progress bar in degree audit
- Off-track alerts
- "Just in Time" prompts via social media

ENSURE THEY ARE LEARNING

VALIDATE

- Respond to loss/momentum points
- Program Outcomes
  - After transfer did they have to retake classes?
  - Did they graduate?
  - Did they get jobs?
- Institutional learning outcomes or competencies

Get Students on the Path

Provide a class schedule that aligns with students' needs

1. **Urgently addressing areas of impaction**
   - Adding high demand e.g. Bio, Chemistry, Math, Com Studies
     - Nearly 2,000 additional seats
   - Expanding on-line
   - Creating innovative packaging options for adult learners
   - Enrollment was (-5%) now +1%

2. **Class Scheduling Software**
   - Extracting data from Student Education Plans in DegreeWORKs
   - Maximizing facilities
   - Fall 2017 select software
   - Spring Implementation

Get on and Stay on the Path

3. **Coordinating other instructional efforts, e.g.**
   - Math Acceleration – get students through transfer math in 1st year
   - Non-credit certificates that ladder into credit programs (CDCP)
   - Expanding Dual Enrollment – currently 1,000 students

4. **Investing in Professional Development**
   - College-wide Student Success Conference January 2018

Get on and Stay on the Path – Student Services

5. **Restructuring Onboarding Process with career-development focus**
6. **Redesigning web pages with Interest Areas, Templates, career and employment data**
7. **Integrating Technology - Degree Tracker, Student Portal, Social Media**
8. **PROMISE Program - Fall 2018 launch**
   - **1,200 students**
   - **Expand capacity in Equity programs**
   - **Summer Bridge – English and math preparation**
   - **Year-Round Registration**

9. **Proactive academic and career counseling**
   - **Interventions and nudges**
   - **Enhanced Early Alerts**
   - **Career Action Plans (CAPs)**

What have we learned?

- **Create and maintain sense of urgency**
- **Fit your culture**
- **Find your champions**
- **Set goals and celebrate milestones**
- **Accept that some will never agree**
- **You can never over-communicate**
- **Take every opportunity to maximize participation**
- **Leverage professional development**
- **Invest in Change Management training**
- **We are in for a long haul!**

The How: Full-scale Institutional Redesign Processes

1. Learning and Inquiry

- Commitment to wholesale redesign vision, create urgency.
- Resources committed to support time/processes of cross-functional team engagement—inclusive process
- Time for exploration, immersed in evidence: site visits, student experience, data analysis & visualization, focus groups, shared metrics, benchmarks
- Integrated planning; Start with the end in mind

2. Design

- Galvanize leadership at all levels. Cross-disciplinary teams mapping meta-majors (counseling and instructional faculty across departments) clustering courses, program redesign, administrator involvement. Inclusive decision making.
- Inter-segmental alignment, clarification of the path
- Scale major and career exploration early in student experience.
- Improve basic skills, help students choose and enter a pathway
- Clarify the path, create predictable schedules, backward design

3. Implementation

- Proactive and integrate student supports/services
- Integrated technology infrastructure created
- Strategic professional development, frequent, consistent
- Aligned learning outcomes
- Assessing and documenting learning and applied learning opportunities

Audience Interaction Portion

9:45 am – 1 pm

Kris and Chase

As far as you know:

Where is my college in terms of Guided Pathways

1. What's Guided Pathways?

2. Inquiry and learning stage

3. Design stage

4. Full implementation stage

Stand in 4 areas of the room

Sit together at tables

General discussion questions and pair share

For the inquiry groups:

- What has the beginning of GP looked like at your campus?
- What discussions are underway?
- What student data are being shared?
- Where is there energy—in what initiatives?
- What has gotten you where you are?
- Who is involved? Are there teams?
- Questions of each other.

For design – implementation level groups:

- What has your design/implementation process looked like?
- Who is involved? Teams? How cross-functional?
- Meta-majors—are they selected? How?
- Mapping default course sequences?
- Scale being reached?
- Questions of each other?

Framing the self assessment
What is it good for? Context and Usefulness

- Understanding GP elements--Opportunity to identify where your campus is in terms of pathway development -- across 14 different elements

- Communication and organizing tool for engaging stakeholders across campus - faculty, counselors and student services, executives, trustees and students (will require all voices, ideas, active participation)

- Resource for ONGOING inquiry, design, and implementation (not a one-time event). Way to continuously gauge progress

- Not connected to funding - rather tool to support campus-based efforts AND a way for us to take a statewide look at where colleges are with GP and track progress with development overtime

Self-assessment Exercise

Instructions

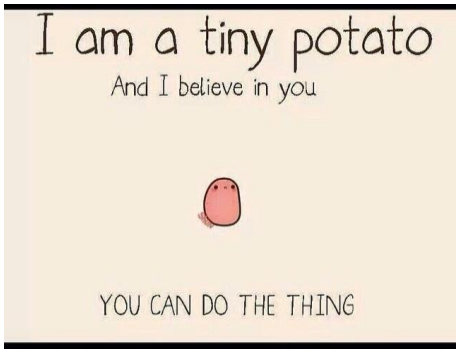
1. Review the inquiry, design or implementation section individually

2. Select where your college is on the scale

3. Take notes on why you think that's where you are.

4. Where do you want to go next? What pieces are most compelling to do next to you? To your college? What is your next step/what are you attempting, and what is going to get you there?

Map along the wall
Where are you? Orange dot
Where do you expect to go next? Blue dot



Pair share Instructions

First sharer describes where their college fall on the self-assessment and where s/he hopes to go next. Shares where you think the college is strong and the assets you hope to build upon.

First speaker chooses a stance/role/set of characteristics for the listener. Preferably someone who you know you'll have to persuade and inform when back on your campus.

Switch

BREAK

Challenges and Obstacles

As a large table:
Brainstorm and discuss a group greatest challenges lie in getting started or going to the next step. Particularly weaknesses as well as what you might need, pain points

Prioritize problems (top 3 priorities)

Supports—

What support are you going to leverage internally? (Funding? Internal capacity? Existing shared governance bodies or committee spaces? Re-assigned time? Other Initiatives (SSSP, SE, BSI, etc.)?

What would you like to see from third party support?

Facilitation? Workshops? Tools? College exchange and visits?

What could be supported internally, by third party, another college, or the CCCCO or x? Designate a recorder, sharer

FOR MORE INFORMATION:

CCC Guided Pathways
http://cccgp.cccco.edu

Laura Hope
LHope@cccco.edu

The Career Ladders Project
KPalmer@CareerLaddersProject.org
CFischerhall@CareerLaddersProject.org
www.CareerLaddersProject.org

The RP Group
KKarandjeff@rpgroup.org
www.RPGroup.org

The Academic Senate for CCC
JBruno@sierracollege.org
www.asccc.org

Mandy Davies
Mdavies@sierracollege.edu
www.sierracollege.edu