

WELCOME to GP Year 3!

B3- The Vision: Cultivating the Soil for a Collegewide Equity-Minded Approach to Student Services and Instruction

Fresno, CA

September 27, 2019



This Guided Pathways workshop is produced by the Career Ladders Project with funding from the California Community Colleges Chancellor's Office.



The Vision: Cultivating the Soil for a Collegewide, Equity-Minded Approach Through Student Services and Instruction

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Pasadena City College

September 27th, 2019

Session Outcomes

- Understand how to implement a vision at a community college
- Learn how to connect Student Services with Instruction to Implement an Equity Minded Approach
- Reflect upon ways you can implement vision at your respective campuses

Starburst Introduction

Starburst Introductions

- Red: Favorite hobbies
- Yellow: Favorite place on Earth
- Pink: Favorite memory
- Orange: Wildcard (your choice! Share what you would like about yourself)



LEADING FOR EQUITY

Signs of Improvement

Time to completion

3.6 years in 2016 →

3.2 years in 2017

Degrees awarded

3,151 in 2014-15 →

4,175 in 2016-17 → over 6,000 in 2017-18

Latino student degree completion rates

36.8% in 2014-15 →

43.7% in 2016-17

A cohort of 5,400 PCC students
who first enrolled in Fall 2008
were tracked for 6 years.

241 (4% of the cohort) were African Americans.

African American Transfers to CSULA

2014

1 male

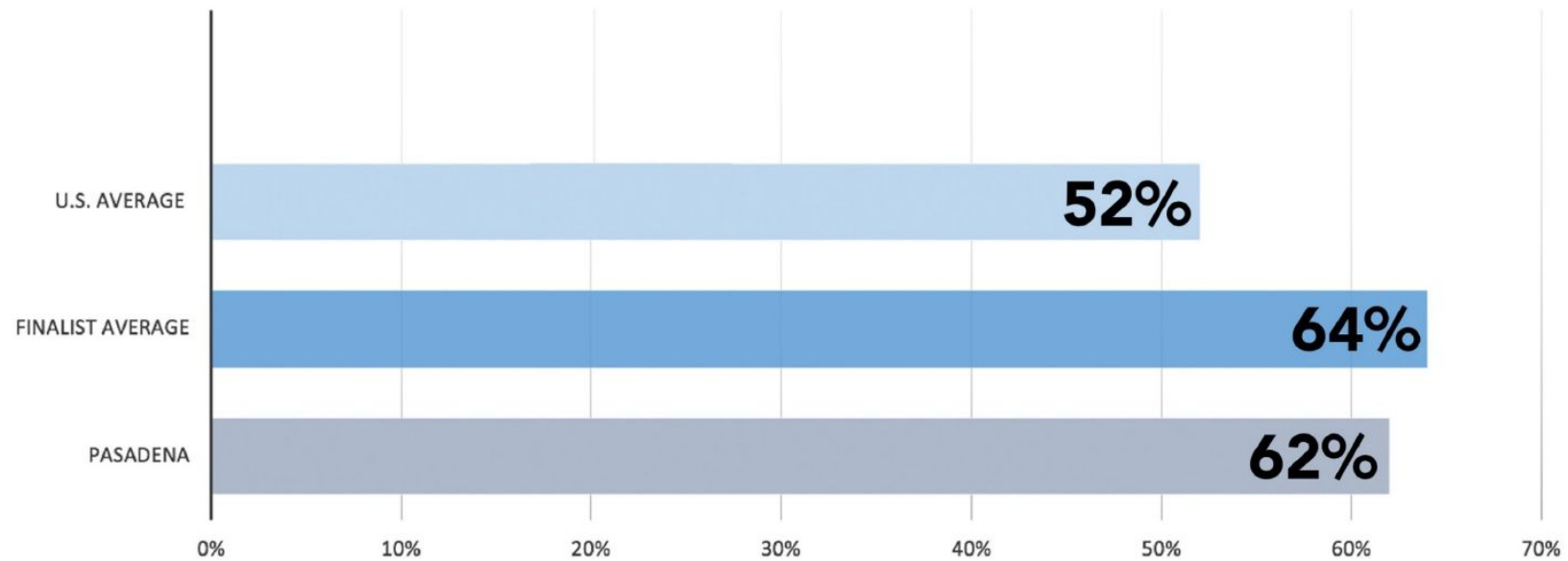
0 females

Sam



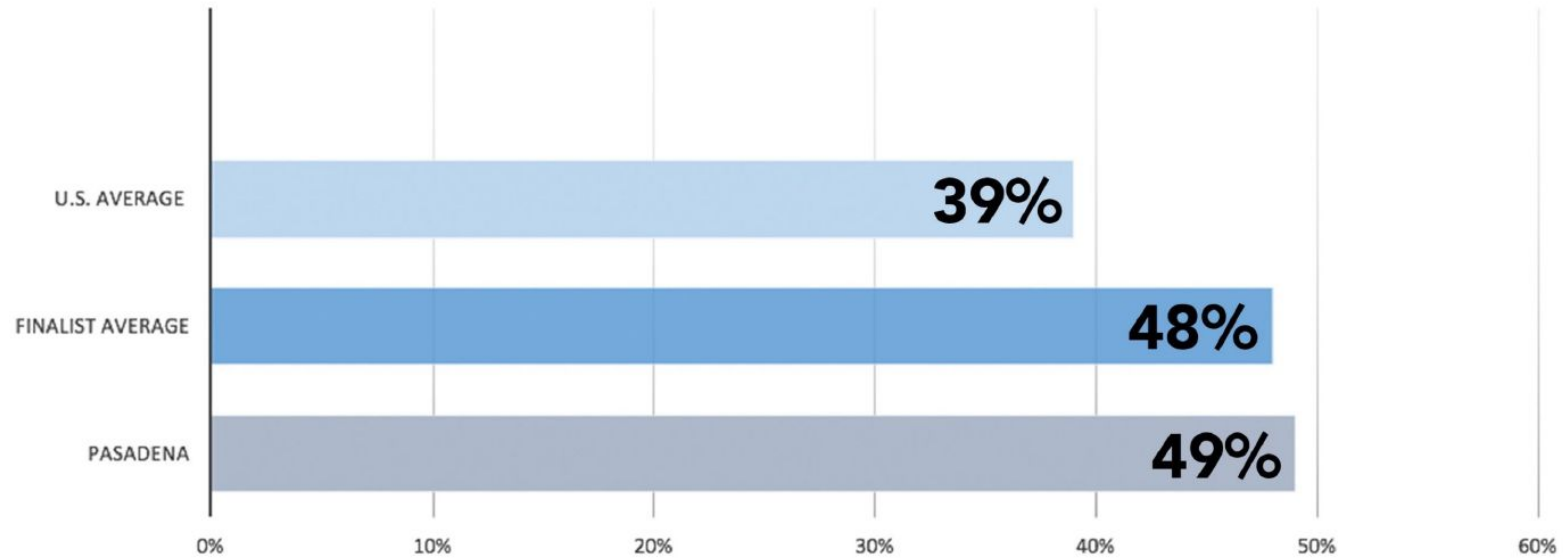
Data from the Aspen Institute, 2017

First-Year Retention



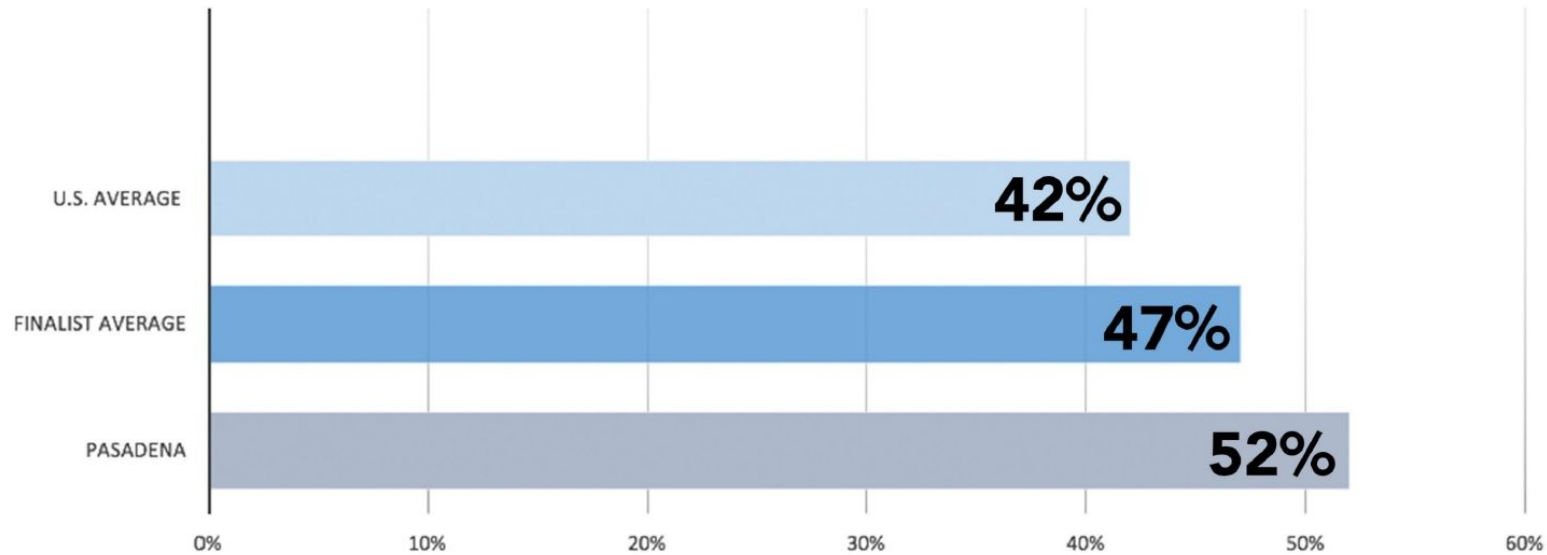
Aspen College Excellence Program, Finalist Feedback Report, 2017

Three-Year Graduation and Transfer



Aspen College Excellence Program, Finalist Feedback Report, 2017

Percentage of Students Who Transfer and Complete a Bachelor's Degree



Defining Equity at PCC

- In its simplest terms, we define equity as parity in educational outcomes for all students. This definition includes our understanding that historical and contemporary policies, practices, and discourses have created structural barriers for minoritized students. As such, we operationalize equity as an inquiry-based practice of identifying equity gaps (also called "achievement gaps"), and then investing the necessary material and human resources into strategic interventions to close those gaps.
- We embrace our identity as a college that is majority Students of Color and are committed to eradicating the equity gaps currently experienced most deeply by our African American and Latina/o/x communities

PCC Students by the Numbers

Fall 2017 Credit Students:

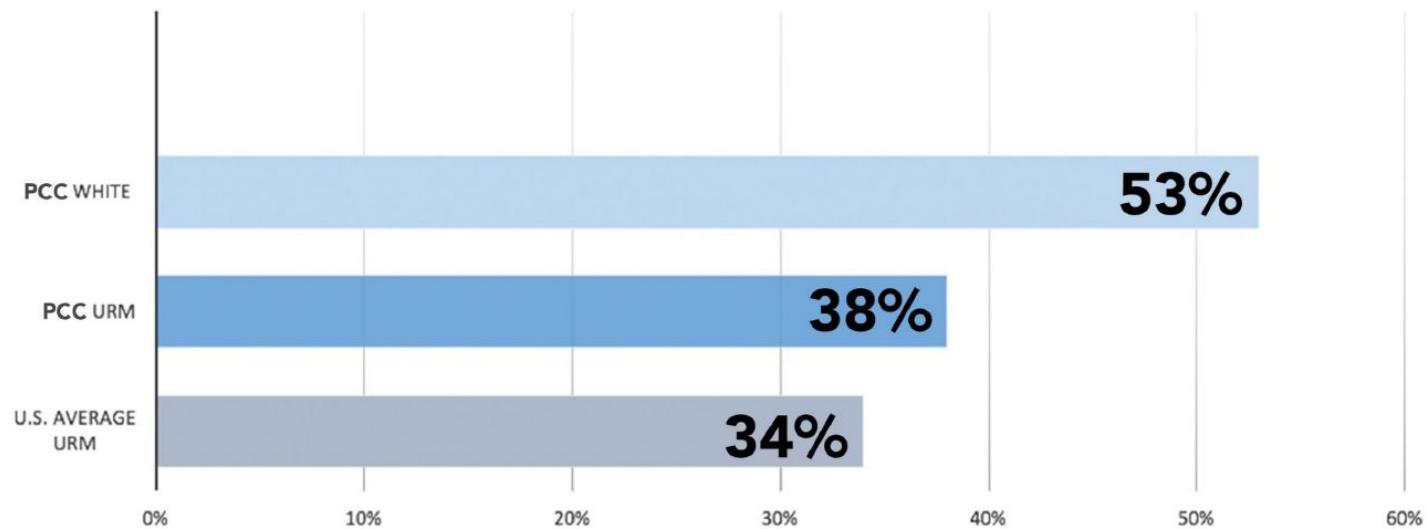
Latino/a	50.9%
Asian	23.6%
White	14.16%
Black/African American	3.6%



What did we do?

How did we change and improve?

PCC's Equity Challenge: Three-Year Graduation and Transfer



Aspen College Excellence Program, Finalist Feedback Report, 2017

PCC Completion Equity Gaps



Scorecard Data for Milestone Seeking students 2011-2017

Asian	69.7%
White	66.6%
Latino/a	46.2%
Black/African American	36.7%

CCC 2018 Student Success Scorecard

<https://scorecard.cccco.edu/>

How do we continue to change and improve?

- 1 We are nurturing a community of equity leaders.
- 2 We are shifting the campus mindset.
- 3 We are operationalizing equity.

Three legacy moments

The actions we took

The impact of those actions

1 Nurturing a Community of Equity Leaders

- Identifying our noble purpose
- Debunking the myths
- Creating a sense of urgency
- Coordinating our efforts



Legacy Moment:



CENTER *for* URBAN
EDUCATION

5,537 first-time students tracked for 6 years...

Developmental Education

N = 3,408

- 12% earned an AA/AS
- 5% earned a certificate
- 25% transferred
- 69% had no discoverable milestone

Non-Dev Education

N = 2,129

- 10% earned an AA/AS
- 4% earned a certificate
- 41% transferred
- 55% had no discoverable milestone

Actions: risk-taking and innovation

Academy of Professional Learning
Collaboration Pedagogy
First Year Coaching Interconnectedness
ePortfolio Kellogg West 2 Reading Apprenticeship
Innovation CAP
Model Courses Mentoring
Professional Learning Center
Success Initiative Student Access **Technology**
First Year Pathway Inquiry Based
STACC International Student Pathway
Cohorts **Success**
Non-Stem Math
Assessment One Book, One College
Accreditation ESL Jam Cross-Discipline
Educational Master Plan
Pilot Program Modular Math
Scale up English Stretch
Faculty Driven Social Justice
The Immortal Life of Henrietta Lacks
Honors Pathway
Online Institute
Math Path
PUSD
XL

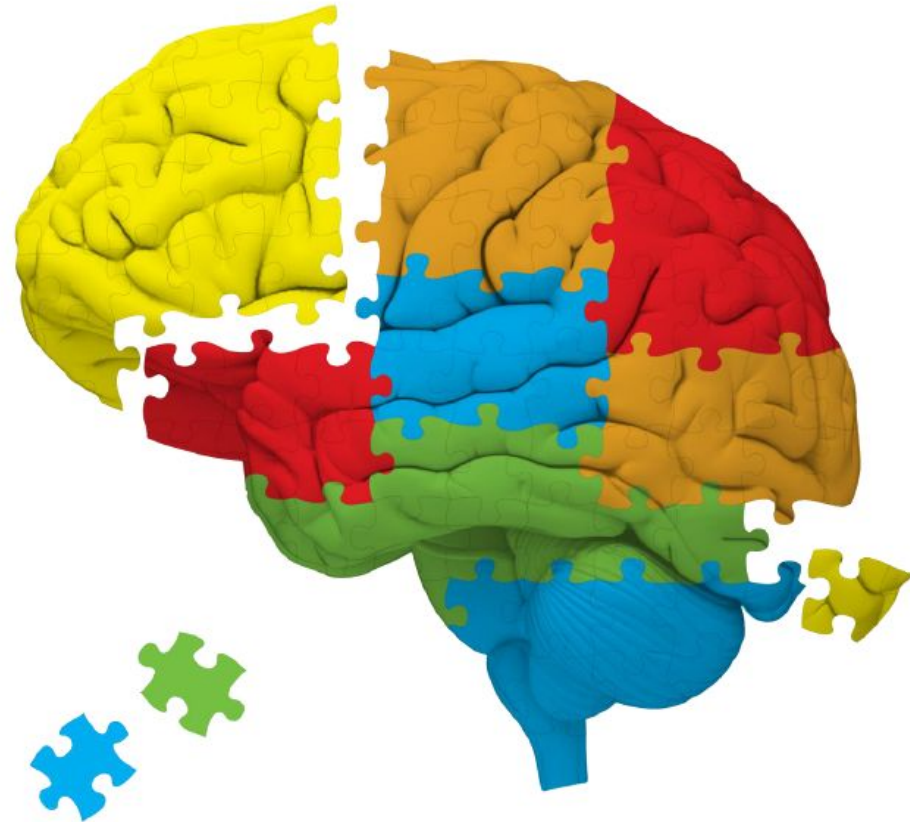
Impact: equity-minded leaders across the campus



2

Shifting the Campus Mindset

- Placing students first
- Being asset-minded
- Talking about race
- Focusing on career



Legacy Moment:

Working Together for Student Equity

October 6, 2016

Your participation will be imperative as we discuss strategies to address the needs of our most vulnerable students and develop strategies to close the achievement gap. You must **RSVP via Eventbrite by September 30, 2016** if you plan to attend workshops or eat lunch.

Equity Pathways

An Equity Pathway is a series of professional development opportunities (~4) that will be offered throughout the year focused on one of six themes:

- Equity in the Classroom
- Equity in Student/Customer Service
- Equity in Leadership
- Equity in Hiring
- Equity in Campus Culture
- Equity in Infrastructure

Kickoff workshops for each Equity Pathway will only be offered during Breakout session I. If you think you will participate in sustained professional development throughout the year, your attendance is highly encouraged. Any employee that completes the 4 professional development opportunities in a pathway earns an \$800 laptop for the laptop loan program and a certificate of achievement!

Action: a year of planning




Impact: student-centered services for students



Student Support Area.

3

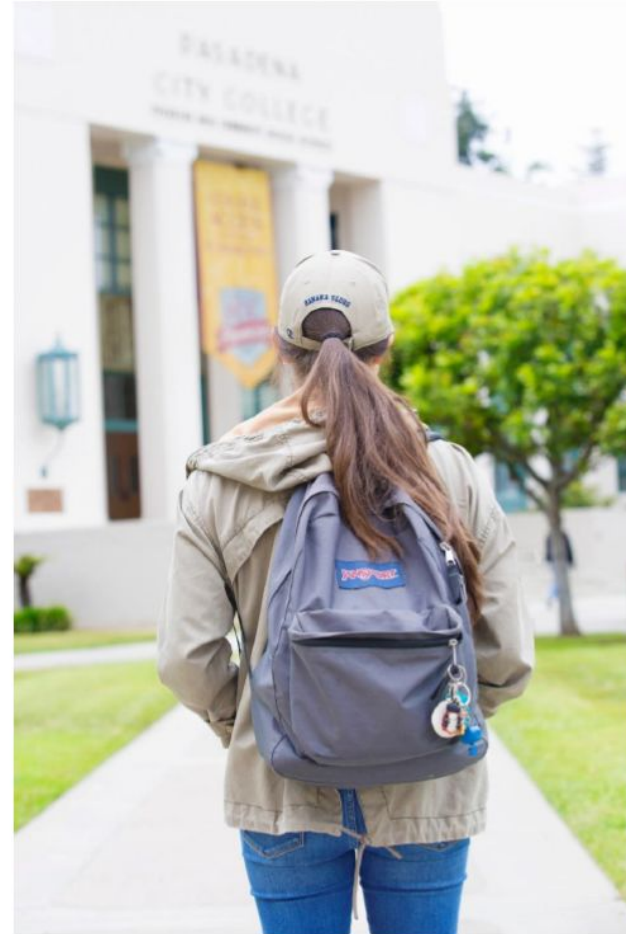
Operationalizing Equity

- 
- Communicating the message
 - Braiding resources
 - Revising policies and practices
 - Hiring equity leaders

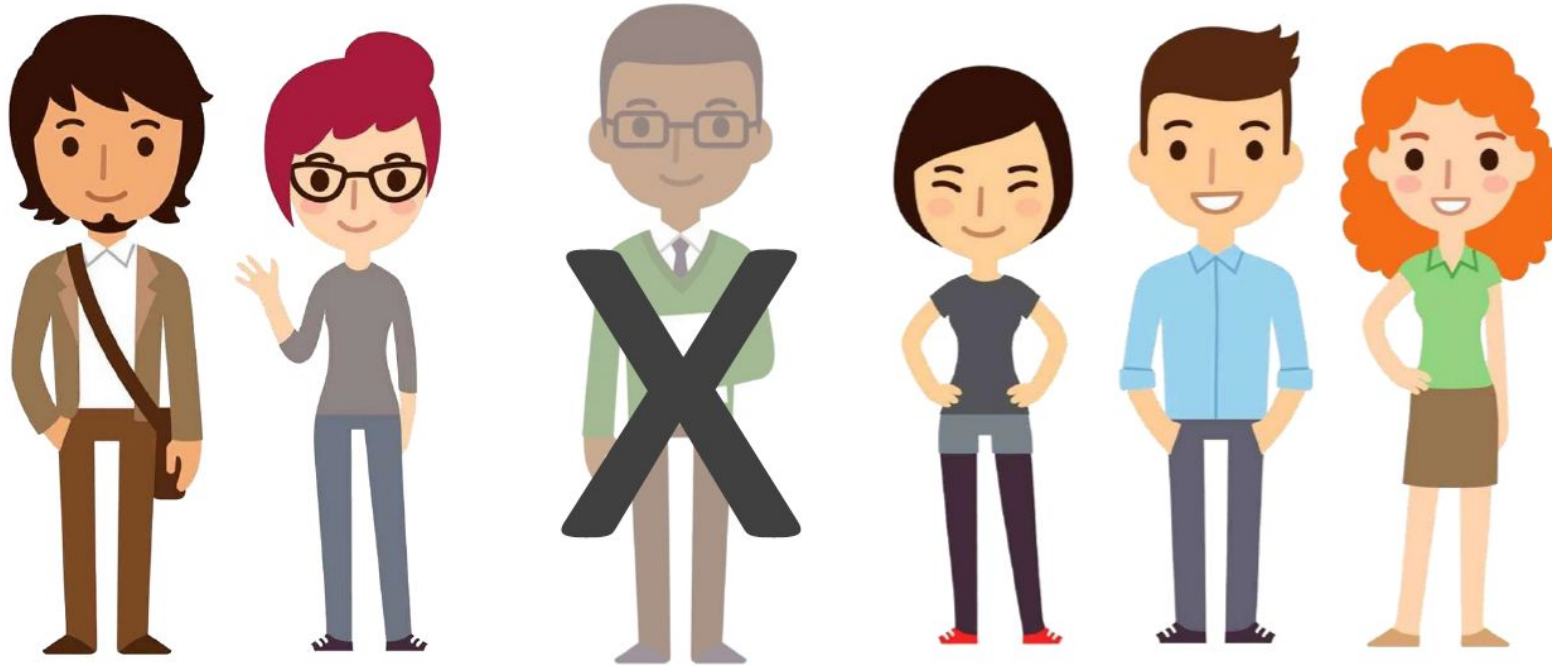
Action: equity training



Impact:
conversations
about our
students



Legacy Moment: 2016, a dearth of diversity



New Faculty Seminar: Timeline



New Faculty Seminar: Learning Outcomes (18-19)

- Understand and apply frameworks of equity-mindedness and culturally responsive practices to best serve our students;
- Investigate PCC's student demographics, learning outcomes, and campus experiences through an equity lens;
- Become familiar with PCC's campus culture and student support services;
- Cultivate a community of social support with colleagues across the campus.

New Faculty Seminar: Core Texts

- *Reading for Understanding: How Reading Apprenticeship Improves Disciplinary Learning in Secondary and College Classrooms* by Schoenbach, Greenleaf and Murphy
- *Note to Educators: Hope Required When Growing Roses in Concrete* by Duncan-Andrade
- *Preparing Culturally Responsive Teachers: Rethinking the Curriculum* by Villegas and Lucas
- *Gangstas, Wankstas, and Ridas: Defining, developing, and supporting effective teachers in Urban Schools* by Duncan-Andrade

The Equity-Minded and Culturally Inclusive

Syllabus: Analysis Activity

New Faculty Seminar: Resources

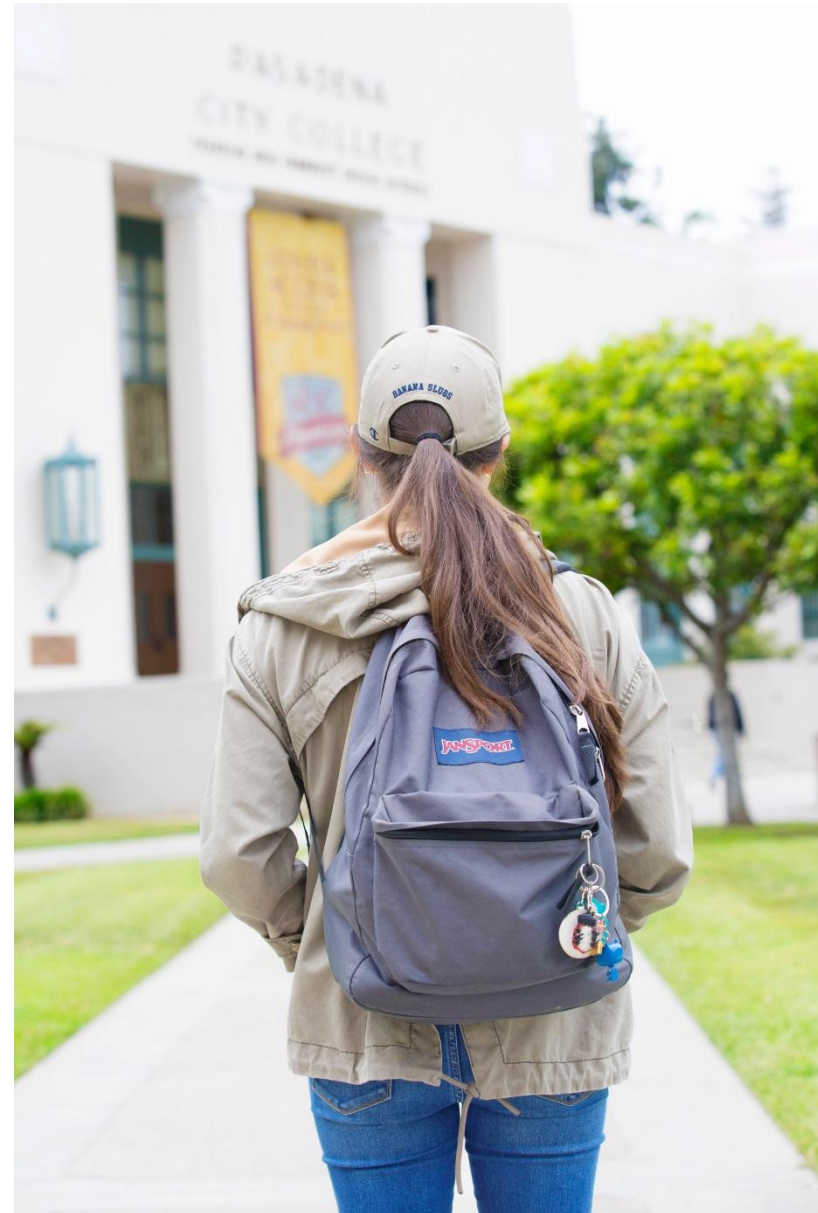
- Personal Counseling
- DSPS
- Shared Governance
- FYE
- Early Alert
- Library
- Veterans Resource Center
- Guided Pathways

Learning from our students:

Student data

Student panel

Student writing



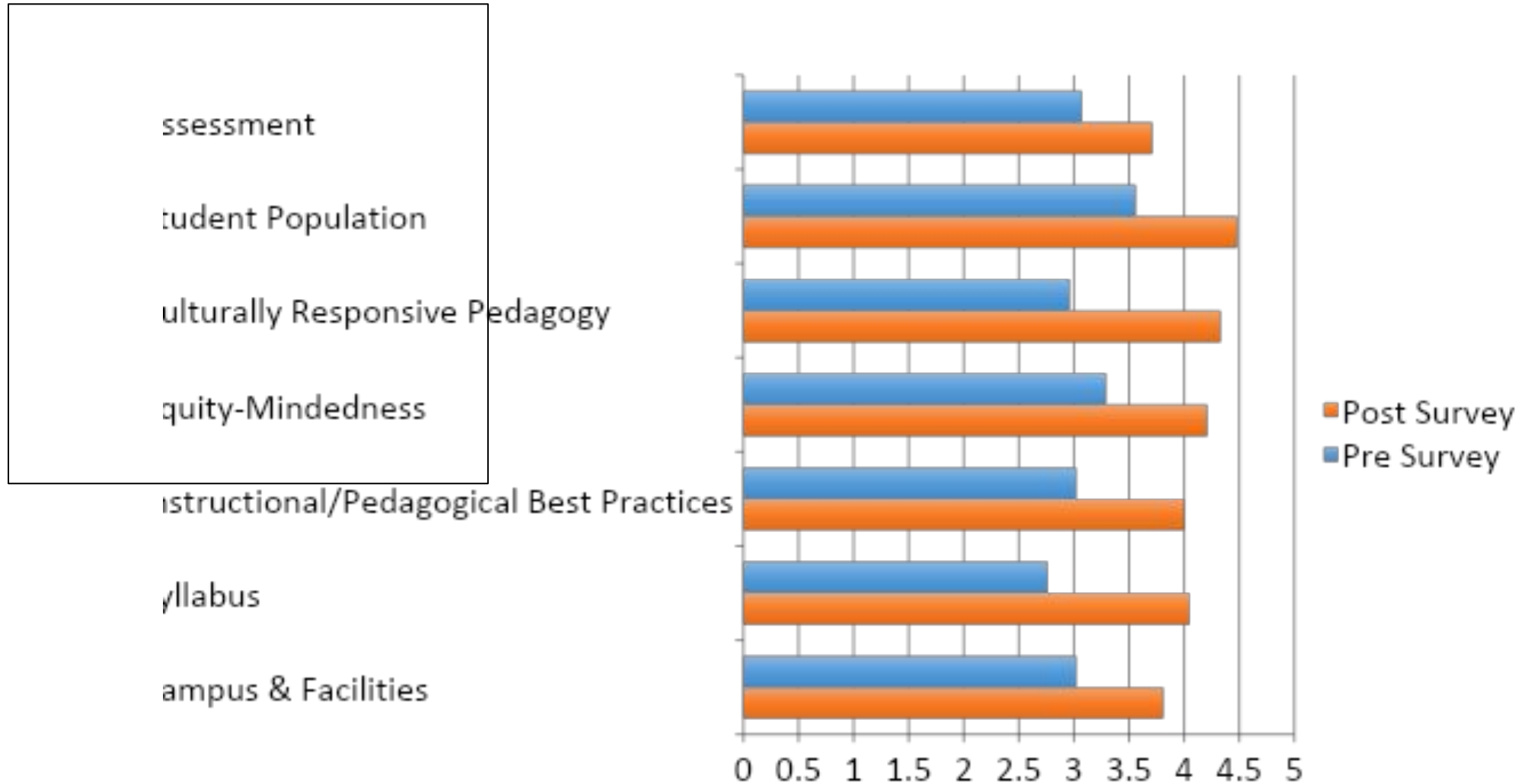
Student Video

Evidence/Interpretation Log

10 Most Critical Resources on your campus

Brainstorm List

New Faculty Summer Orientation: Pre & Post 2015-2016



Hearing from our Faculty

New Faculty Seminar: Evaluation 2016-2017

“I have become more aware of my students as individual people, with individual struggles. I often find myself thinking that students who do poorly are solely responsible, and just don't care, or are lazy. This seminar has been a constant reminder that is nearly never the case. I have become more empathetic.”

New Faculty Seminar: Evaluation 2016-2017

“I hope to always work to improve my teaching by putting the affective domain of students first. I have felt this way for awhile but this seminar reinforced it all.”

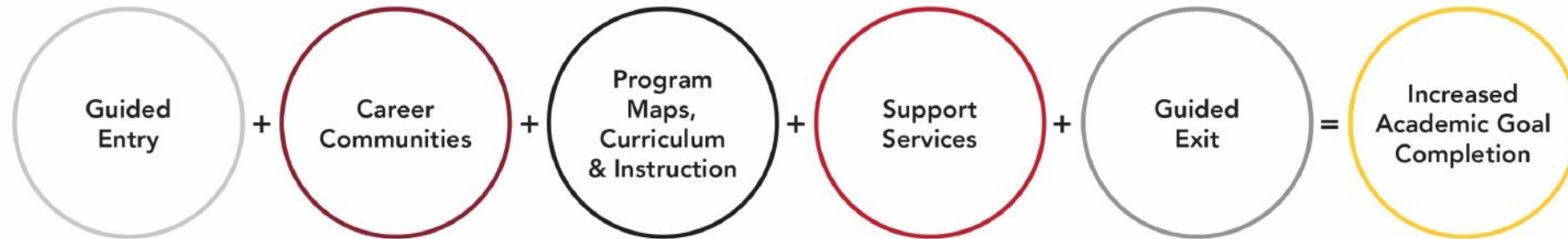
New Faculty Seminar: Evaluation 2016-2017

“The conversations and reflections from our discussions have inspired me to approach my classes and students with a different mindset that focuses on their well-being along with their education.”

New Faculty Seminar: Evaluation 2016-2017

“Challenge myself to constantly re-evaluate my lessons. Be a better instructor by being invested emotionally. Be transparent and always teach the "why" of what we are doing. Encourage, elevate, expect more.”

Creating an Equity Framework for Campus-Wide Transformation



Leading for Equity

- Act with intention and courage
- Use evidence to persuade and change
- Be solution-oriented
- Talk about race
- Take risks
- Support and protect
- Stay relentlessly student-focused



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