2020 CEO Leadership Academy

Equity at the ♥ of Guided Pathways

Thursday, June 25, 2020

Dr. Edward Bush, Cosumnes River College
Dr. Sunita Cooke, MiraCosta College
Dr. Keith Curry, Compton College
Dr. Pamela Luster, San Diego Mesa College
Libby Lee Curiel, Guided Pathways Regional Coordinator

California Community Colleges

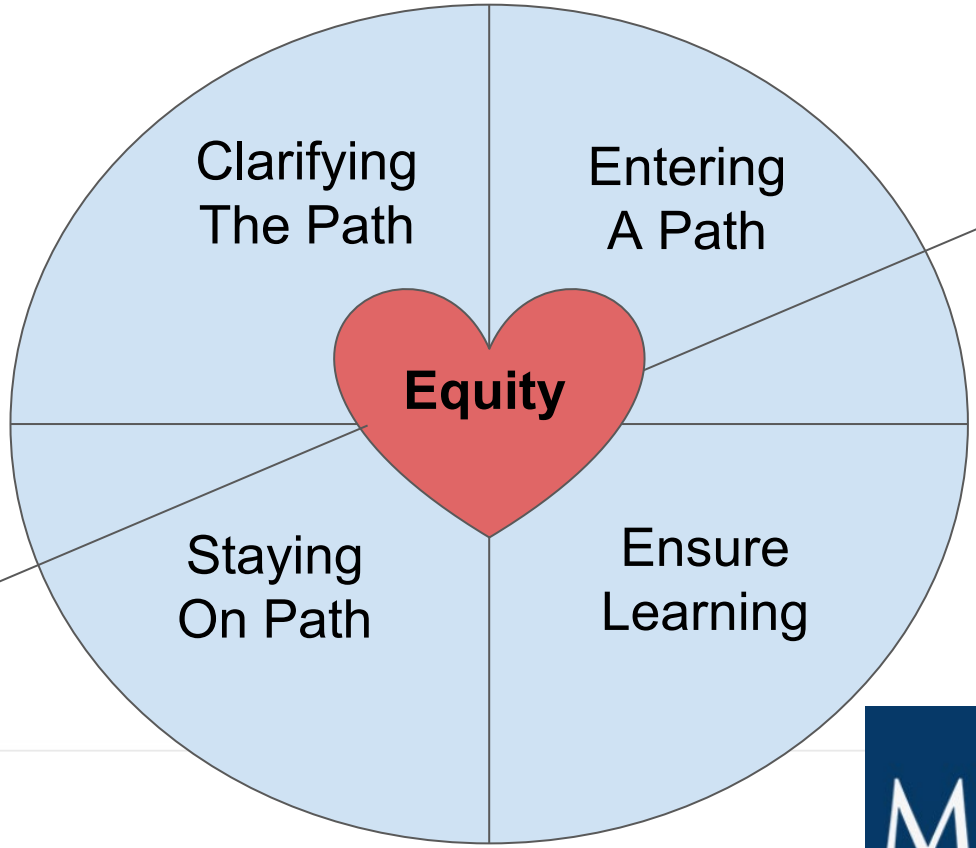
COSUMNES RIVER COLLEGE

SAN DIEGO MESA COLLEGE

Compton College

MIRACOSTA COLLEGE

Leading College of Equity and Excellence



Equity must be centered in our Guided Pathways Transformations

This includes meeting our student's basic needs and centering race in our conversations about Guided Pathways

SAN DIEGO MESA COLLEGE

REDESIGNING THE STUDENT EXPERIENCE AT MIRACOSTA COLLEGE

2015-16

Achieving the Dream™

Data
Equity Gaps
GP Model

2016-17

California Guided Pathways

Workgroups
Engagement
Maps

2017-18

ACPs
Webpage
GP Dashboard

2018-19

Intake
Career
CARE

2019-20

EQUITY
Design
Success

2020-21

Achieving the Dream LEADER COLLEGE

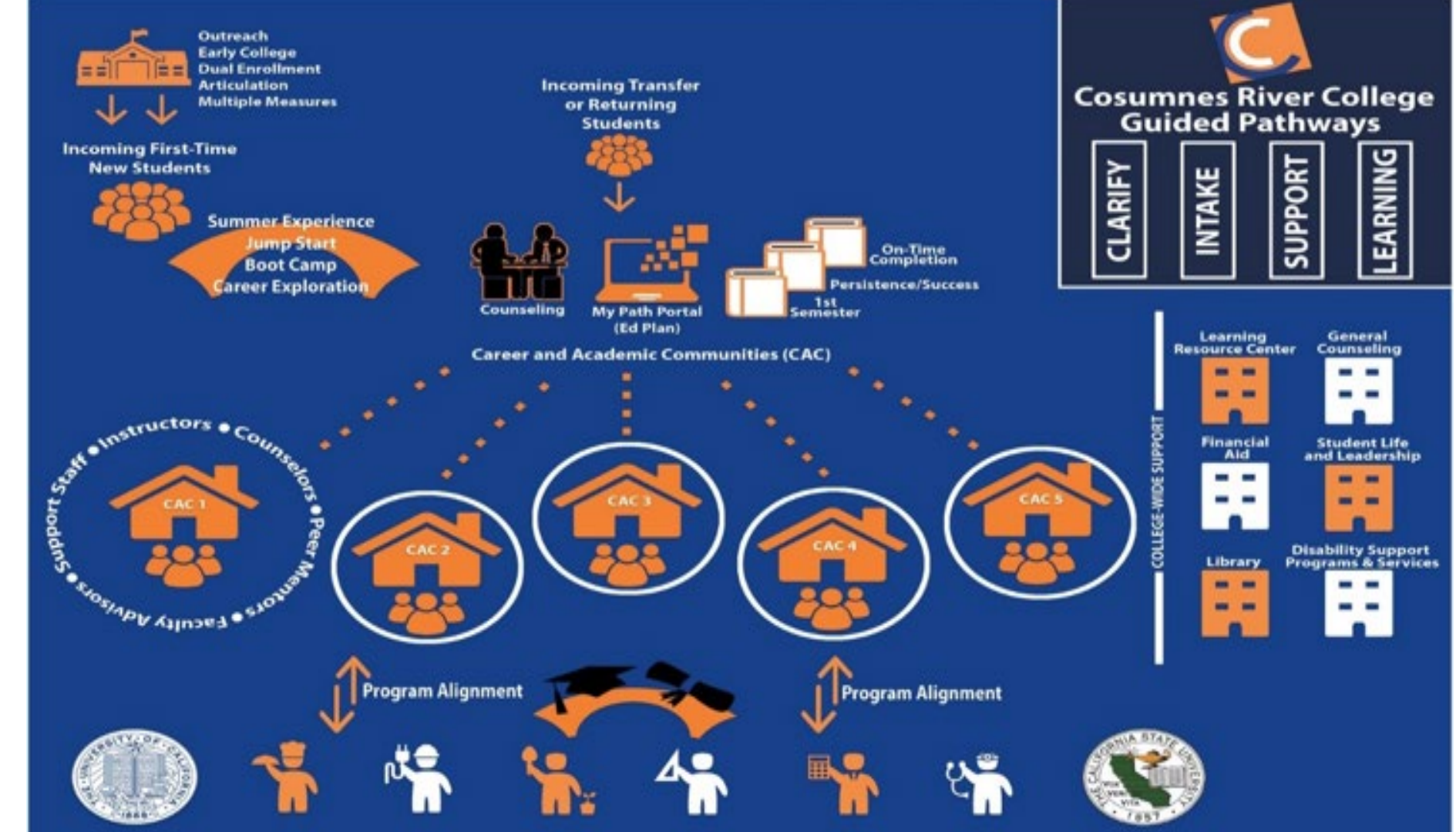
Academic Senate for California Community Colleges
LEADERSHIP. EMPOWERMENT. VOICE.

ATD Leader College &
ASCCC for ASE Programs

Lessons Learned:

- Engage student voices
- Communicate early and often
- Keep making the case
- Celebrate small wins

MiraCosta College


Outreach
Early College
Dual Enrollment
Articulation
Multiple Measures
Incoming First-Time New Students
Summer Experience
Jump Start
Boot Camp
Career Exploration
Incoming Transfer or Returning Students
Counseling
My Path Portal (Ed Plan)
On-Time Completion
Persistence/Success
1st Semester
Career and Academic Communities (CAC)
Support Staff • Instructors • Counselors • Peer Mentors • Faculty Advisors •
CAC 1
CAC 2
CAC 3
CAC 4
CAC 5
Program Alignment
Program Alignment
Cosumnes River College
Guided Pathways
CLARIFY
INTAKE
SUPPORT
LEARNING
COLLEGE-WIDE SUPPORT
Learning Resource Center
General Counseling
Financial Aid
Student Life and Leadership
Library
Disability Support Programs & Services

Tartar Completion By Design

2017 Launch

Spring

- Guided Pathways (GP) Campus Announcement
- Target Launch Date, Fall 2019
- Developed GP Committee
- Distributed Redesigning America's Community Colleges book
- Achieve initial accreditation from ACCJC

Fall

- Thomas Bailey, Keynote Speaker for Fall 2020 FLEX
- Most popular Major Selection Study conducted by Institutional Research
- GP Counselor positions developed and approved by Board of Trustees

2018 Sensemaking

Spring

- Multi-year GP plan submitted

Summer

- New IR Director hired
- Tartar Completion By Design Framework introduced to understand our student journey and operationalize Guided Pathways

Fall

- Curriculum Updates: 41 majors, 36 certificates (26 COA)
- Dean of Counseling and GP position developed and approved by Board of Trustees
- Meta Majors inform college structure: i.e., Guided Pathways Divisions
- Program Mapper work begins

2019 Action

Spring

- President/CEO Guttman College Visit
- GP Divisions & Deans launched
- Tartar Success Teams announced
- Dean of Counseling and GP hired
- Counselor-drafted Academic Program Maps V 1.0
- Updated Master Plan 2024 - GP, Tartar Completion by Design & Success Teams - all linked to the Vision for Success
- Partnership with our Guided Pathways Regional Coordinator begins

Summer

- June 7, 2019 at 11:59 p.m., Compton separates from El Camino CCD
- EAB membership begins
- 3-day Success Team Institute (Featuring Design Thinking +)

Fall

- Tartar Success Teams launched
- Professional Development Strategy Launched
- GP Division Counselors start
- GP Division Chair MOU
- Academic Program Maps V 2.0 & Process
- EdTech launch
- College Futures Foundation Grant
- AB 705 Study with RP Group Launched

Tartar Completion By Design

2020

Momentum

Spring

- Compton College team visits Georgia State
- Scaled EdTech: DegreeWorks, Cranium Café, Banner and CRM Advise
- GP Town Hall & Digital Equity Walk
- Digital Equity Walk regional share out
- Increased cross collaboration, awareness & engagement amid COVID-19
- Change of Major Campaign
- Partnered w/ CSU Dominguez for finish in 4 program maps
- Accepted to Achieving The Dream 2020 Cohort (partially supported by Kresge Foundation)
- Partnered with Dr. Rob Johnstone through College Future Foundation Grant
- Accepted to CAGP Project 2.0

CONNECTION
Initial Interest through Submission of Application

ENTRY
Enrollment through Completion of "Gatekeeper" Courses

PROGRESS
Entry into Course of Study through Completion of 75% of Requirements

COMPLETION
Complete Course of Study through Earning a Credential with Labor Market Value

TRANSITION
Movement to Four-Year University or to Workplace with Living Wage

Next Steps

- Hire Professional Development Liaison for each GP Division
- Continue Equity PD: Puente Project, UndocuAlly, How to Support Men of Color, Safe Zone
- Contextualize curriculum by Guided Pathway Division
- Tartar Success Teams 2.0
- Increase student engagement in GP decision making
- Website & MyPath redesign informed by Digital Equity Walk data
- Scouting next Community College Site for Compton College team visit
- Continue to scale Ed Tech (i.e., program mapper)
- Development of Movement of Understanding w/ CSU Dominguez Hills

GP Regional Coordinator Collaboration

[GPRC Contact List By Region]

Types of Support:

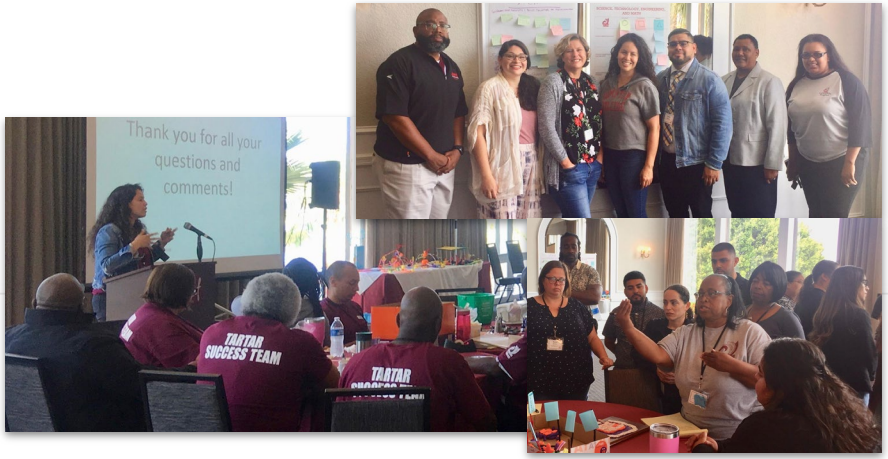
- Advocacy
- Facilitation
- Capacity Building
- Connection (Info/ Resources/ People)
- Planning & Thought Partnership
- Professional Development Coordination

2019/20 Collaborations:

- 3-Day Success Team Institute
- Georgia State University Site Visit Coordination Support & Conference Preparation
- CSU Partnership Mapping Partnership
- Guided Pathways Town Hall/ Virtual Equity Walk and more . . .

Compton College

California Community Colleges



Guided Pathways Panel Discussion

Dr. Edward Bush

Dr. Pamela Luster

Dr. Keith Curry

Dr. Sunita Cooke

Resources

- Cost-free Valuable Resources
  - IEPI PRT Teams
  - California Guided Pathways Project
  - Guided Pathway Regional Coordinators
    - Working with your GPRC
  - NCII Advancing Equity Through Guided Pathways
- Takeaway
  - Mapping your own college journey
  - Guided Pathways Journey Template

GP Journey Template

CEO Leadership Conference Session:

Equity at the Heart of Guided Pathways

A GP journey slide that visually communicates the journey your college has taken to implement Guided Pathways can serve as an institutional artifact to support sensemaking and implementation.

As you think about what to share, consider your audience (avoid jargon if it will be public). Also, consider all the efforts that fall within any of the four GP pillars. Not all efforts to increase equitable outcomes may be thought of as "Guided Pathways" but making connections between efforts clear is essential to implementation & integration. Think about how you will include these various efforts (i.e. AB705, Equity, etc.).

California Community Colleges

Cosumnes River College

San Diego Mesa College

Compton College

MiraCosta College

GP Journey Template

Consider sharing

- How the student experience has transformed since implementation
- Problems the institution is trying to solve (i.e., GP goals that link to increasing equitable outcomes for students, Vision For Success)
- Efforts to engage stakeholders (i.e., student voices, cross functional teams, de -siloing communication/ collaboration)
- How GP pillars have been addressed so far
- Tools, resources & innovations (existing or developed that have been utilized to aid GP implementation)
- Early indicators (Data on implementation efforts so far)
- Biggest lessons learned (What's gone well, challenges you've faced, how they've been addressed)
- Next steps
- Advice for other colleges

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GP Journey Template

Visualizing Your Guided Pathways Journey:

- A visual representation of your college GP journey may take the form of a mind map, a flow chart, etc. Feel free to be creative while also maintaining clarity.
- You may choose to design the visualization in chronological order (prior to GP, year 1, year 2, Year 3, etc.) or you can organize it in a way that reflects your college process/ experience.
- Resource:
  - Canva offers multiple options for infographics and presentation slides. Once in Canva, a search for templates on *Roadmap* or *Process Flow* results in lots of examples. A search for *infographics* can provide images you may consider useful.

Examples

Gavilan College Timeline for Guided Pathways*

2017

Aug
- 8/17, 8/18 — Guided Pathways Summer Institute on campus

Sept
- 9/25 — Form task force in Academic Senate, committees, tasks, bylaws, timeline

Oct
- Biweekly meetings
- 10/23 — Gavilan team of 10 to IEPI workshop

Nov
- 11/2 — Campus wide day long self-assessment
- 11/14 — Self-assessment to Board

Dec
- 12/5 — Draft self-assessment to Senate, shared governance
- 12/16 — STEM III Guided Pathway Retreat
- 12/23 — Send draft self-assessment pilot to State

2018

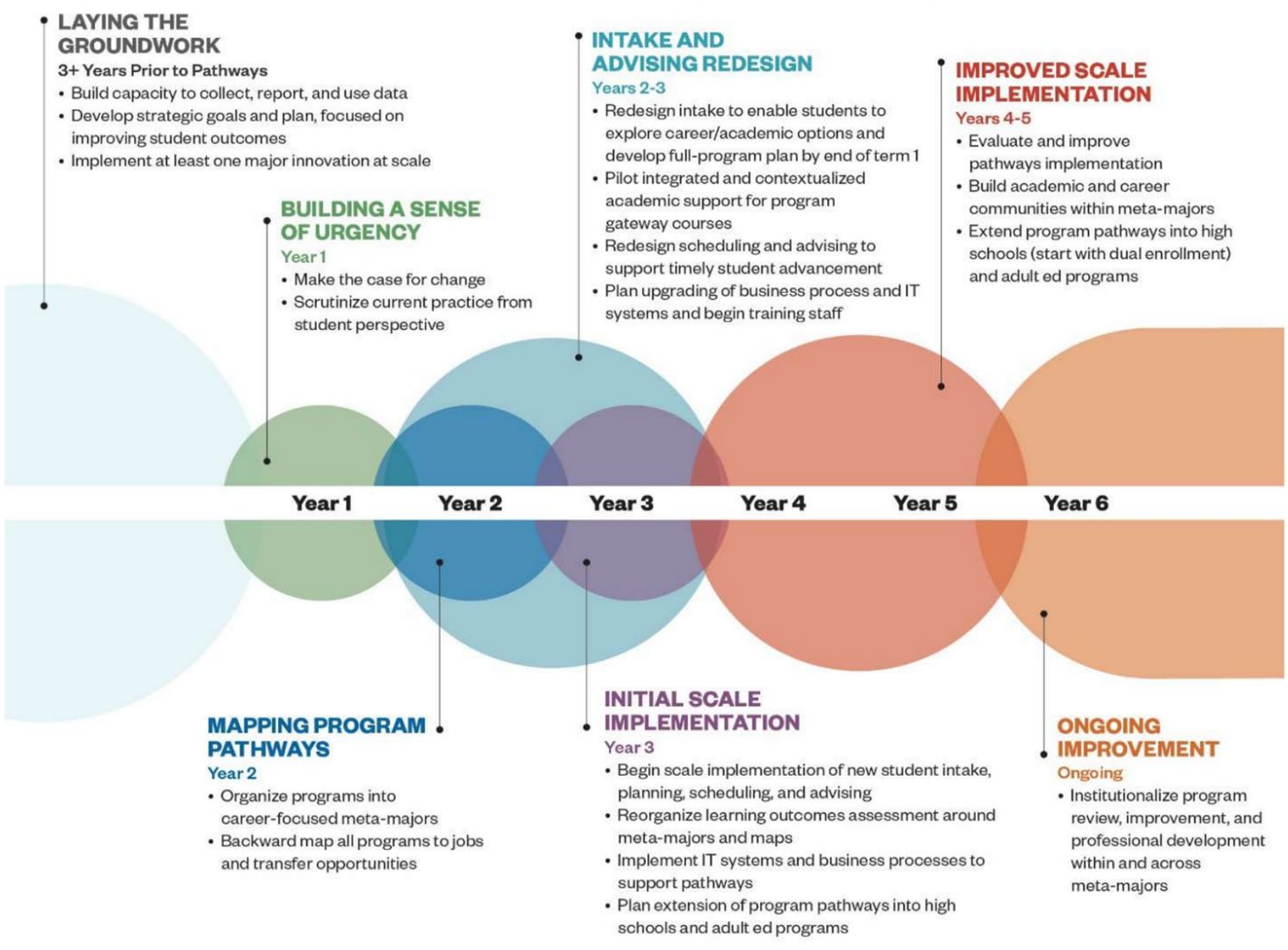
Jan
- 1/22 — Guided Pathways Work Party for goal setting, work groups, action plans

Feb
- 2/14 — Guided Pathways Retreat to write five-year work plan
- TBD — Five-year work plan to Senate, shared governance

Mar
- TBD — Submit five-year work plan to Board
- 3/30 — Submit five-year work plan to State

Apr
- 4/30 — Receive funding from State $667,321

* As of 01-16-2018


LAYING THE GROUNDWORK
3+ Years Prior to Pathways
• Build capacity to collect, report, and use data
• Develop strategic goals and plan, focused on improving student outcomes
• Implement at least one major innovation at scale
BUILDING A SENSE OF URGENCY
Year 1
• Make the case for change
• Scrutinize current practice from student perspective
INTAKE AND ADVISING REDESIGN
Years 2-3
• Redesign intake to enable students to explore career/academic options and develop full-program plan by end of term 1
• Pilot integrated and contextualized academic support for program gateway courses
• Redesign scheduling and advising to support timely student advancement
• Plan upgrading of business process and IT systems and begin training staff
IMPROVED SCALE IMPLEMENTATION
Years 4-5
• Evaluate and improve pathways implementation
• Build academic and career communities within meta-majors
• Extend program pathways into high schools (start with dual enrollment) and adult ed programs
Year 1
Year 2
Year 3
Year 4
Year 5
Year 6
MAPPING PROGRAM PATHWAYS
Year 2
• Organize programs into career-focused meta-majors
• Backward map all programs to jobs and transfer opportunities
INITIAL SCALE IMPLEMENTATION
Year 3
• Begin scale implementation of new student intake, planning, scheduling, and advising
• Reorganize learning outcomes assessment around meta-majors and maps
• Implement IT systems and business processes to support pathways
• Plan extension of program pathways into high schools and adult ed programs
ONGOING IMPROVEMENT
Ongoing
• Institutionalize program review, improvement, and professional development within and across meta-majors

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Thank you!

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