No More Paths to Nowhere: Guided Pathways at Bakersfield College

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AGENDA

09:00 am ▶ **Introduction to the Guided Pathways System**
-What are the four Pillars of Guided Pathways?
-What will this mean for your work?

10:00 am ▶ **BC's Philosophy on Guided Pathways**
-BC's Model and Priorities
-Considering our Community and our Context

11:00 am ▶ **BC's Implementation Strategy & Timeline**
-Implementation Team Work & Timeline
-Setting Priorities
-Developing Strategies

11:30 am ▶ **Moorpark Implementation Strategy & Timeline**
-Identifying Gaps and Friction Points
-Identifying Current Efforts and Opportunities
-Identifying Capacity

Guided Pathways

What is the framework?
How will it affect my work?

Cafeteria Model	Guided Pathways Model
Academic Program Structure: • Unclear pathway with unlimited options • Unpredictable scheduling • Curriculum not always intentionally or comprehensively aligned	**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: • Often optional • Emphasis on self-exploration • Assessment testing for placement • Optional guidance/intrusive suggestions	**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: • Learning outcomes focus on courses • Instructors independent contractors • Student metacognitive skills outside of discipline scope	**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: • Not coordinated for most students • Little intrusive support • Academic departments disconnected from counseling and student tracking	**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

Guided

↓

Matriculation Steps
Orientation
Assessment Student Ed Plan
Counseling & Registration
Mentoring
Advising

Pathways

↓

Curricular alignment
K-16
Industry partners
Effective and Efficient Curriculum
Transfer

Four Pillars of Guided Pathways

CLARIFY THE PATH

ENTER THE PATH

STAY ON THE PATH

ENSURE LEARNING
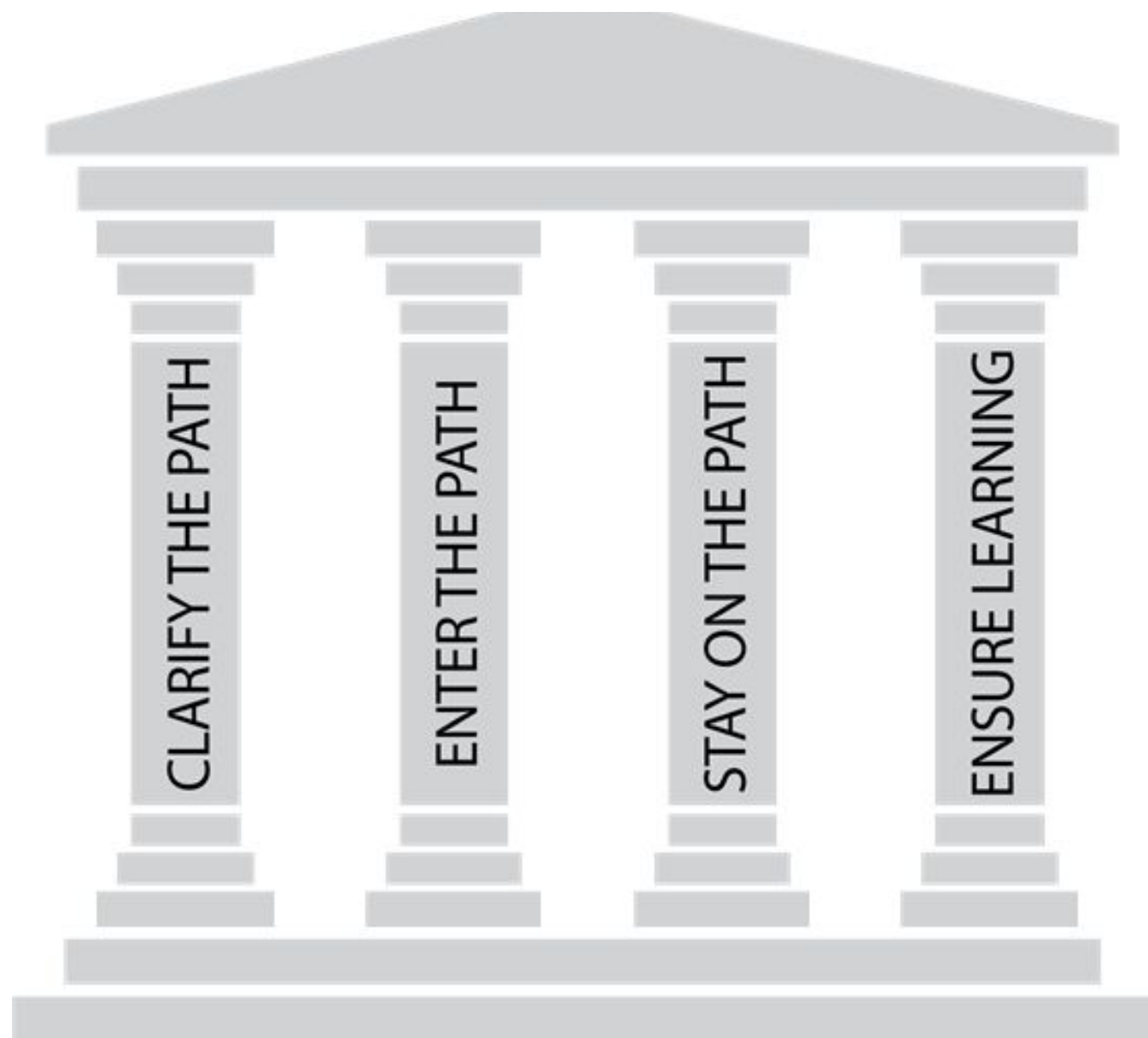
FOUR PILLARS OF GUIDED PATHWAYS

CLARIFY THE PATH

Pillar I:

Clarify the Path

- Early High School Engagement
- Defined Competencies
- Grouping Programs of Study

Four Pillars of Guided Pathways

ENTER THE PATH

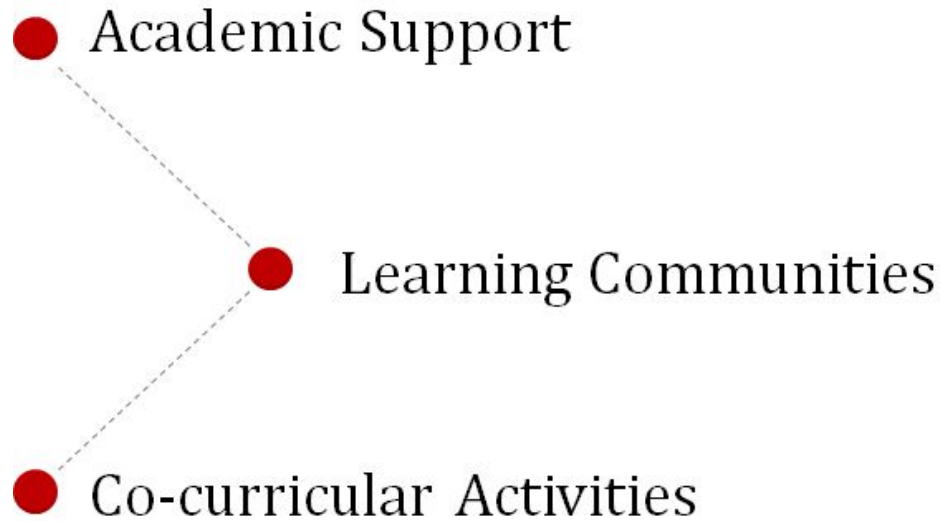## Pillar II:
Enter the Path

- Outreach & Community Relations
- Bridge
- Educational Planning

Four Pillars of Guided Pathways

STAY ON THE PATH

Pillar III:
Stay on the Path

- Academic Support
- Learning Communities
- Co-curricular Activities

FOUR PILLARS OF GUIDED PATHWAYS

ENSURE LEARNING

Pillar IV:

Ensure Learning

- Nesting Student Learning Outcomes
- Mapped Program Learning Outcomes
- Creative pedagogy

BC'S GUIDED PATHWAYS KEY TERMS

Completion Coaching Community	A **cross-functional team** of faculty, staff, and administrators responsible for oversight and engagement of a particular group of students during a period of time. The individuals in the group have at least one statistical factor – such as meta-major of study – in common. Each team member is called a "Completion Coach."
Meta-major	A collection of academic programs that have common or related content. Programs within a meta-major will share some common requirements to allow for early exploration as students may enroll in this broad field of interest without collecting excess units.
Program of Study	A set of courses and related activities that lead to an attainment of educational objectives such as a certificate or an associate's degree; often referred to as a major of study.
Pathway	A descriptive and easy-to-use plan detailing the scope and sequence of courses required to complete a credential efficiently and transition to baccalaureate degree programs or the labor market. Includes the route a student takes to connect with, enter, progress through, and complete his/her program of study, as well as, the skills they need to acquire for the labor market they will enter after their certificate or associate or baccalaureate degree.

Our Philosophy:
An Institutional Redesign

It's a **redesign** of our current work
(not a new initiative)

Start with a **pilot**
(don't wait for perfection)
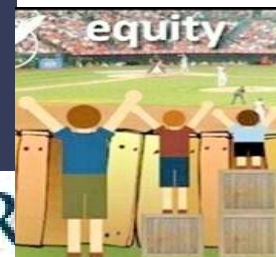
These are good interventions, but...
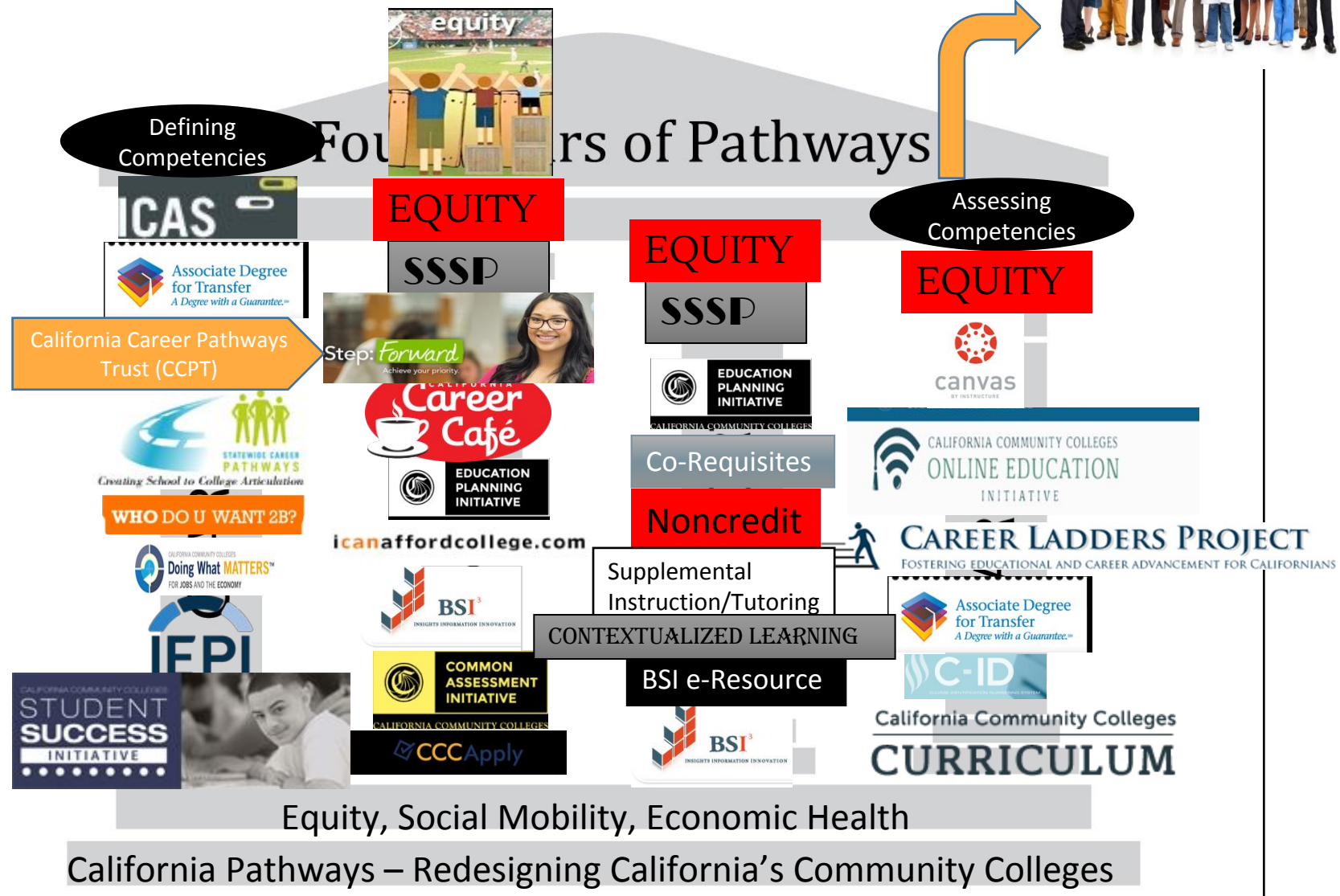
- System-wide improvement is slow

- Course success =/= goal attainment

Chancellor Oakley's Comments on Leadership:

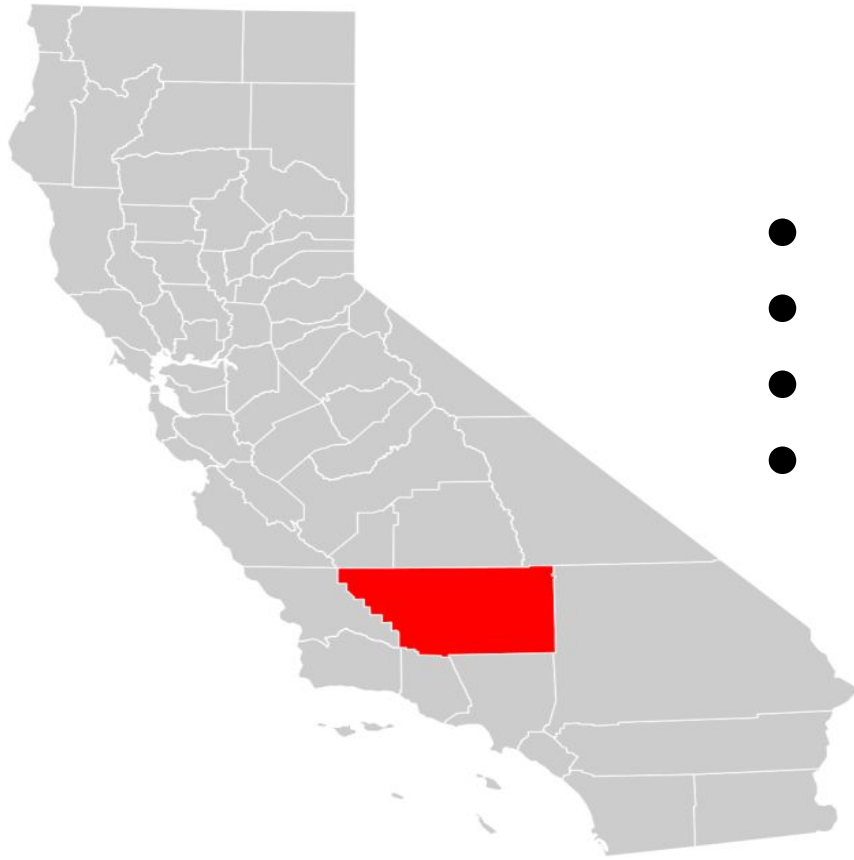https://www.bakersfieldcollege.edu/conference/leadershipmatters

Guided Pathways

Our Why

KERN COUNTY

- Near southern end of CA's San Joaquin Valley
- 8,000 square miles
- No. 2 oil-producing county in the nation
- Second most productive agricultural county (by value)

BAKERSFIELD

- Kern County seat
- 9th largest city in California
- Population: 375,000

KERN COUNTY STATS

	CA	Kern	BC
Total Population (2015 est.)	39,144,818	882,176	27,000
Race/Ethnicity (2014)			
White alone	38.5%	36.2%	22%
Hispanic or Latino alone	38.6%	51.5%	64.8%
Black or African American alone	6.5%	6.3%	4.6%
Asian alone	14.4%	5.0%	4.1%
Income and Poverty (2014)			
Median household income	$61,489	$48,574	66.3% on Financial Aid
Persons below poverty level	16.4%	23.4%	
Educational attainment (2014, age 25+)			
High school graduate or higher	81.5%	73.0%	80% are First Generation
Bachelor's Degree or higher	31.0%	15.2%	

Source: U.S. Census Quick Facts (2015-pop; 2010-2014-Race/Ethnicity, Income/Poverty, Educational Attainment) http://quickfacts.census.gov/qfd/index.html, accessed

Our Model:
Building a Culture of Shared Responsibility to Meet Students Where They Are

METRICS

Learning

Completion

Equity

Workforce

🎯 Ultimate Goals

Social Mobility

Regional Economic Strength

INTAKE

High School Students

Dual Enrollment Students

Adult Students
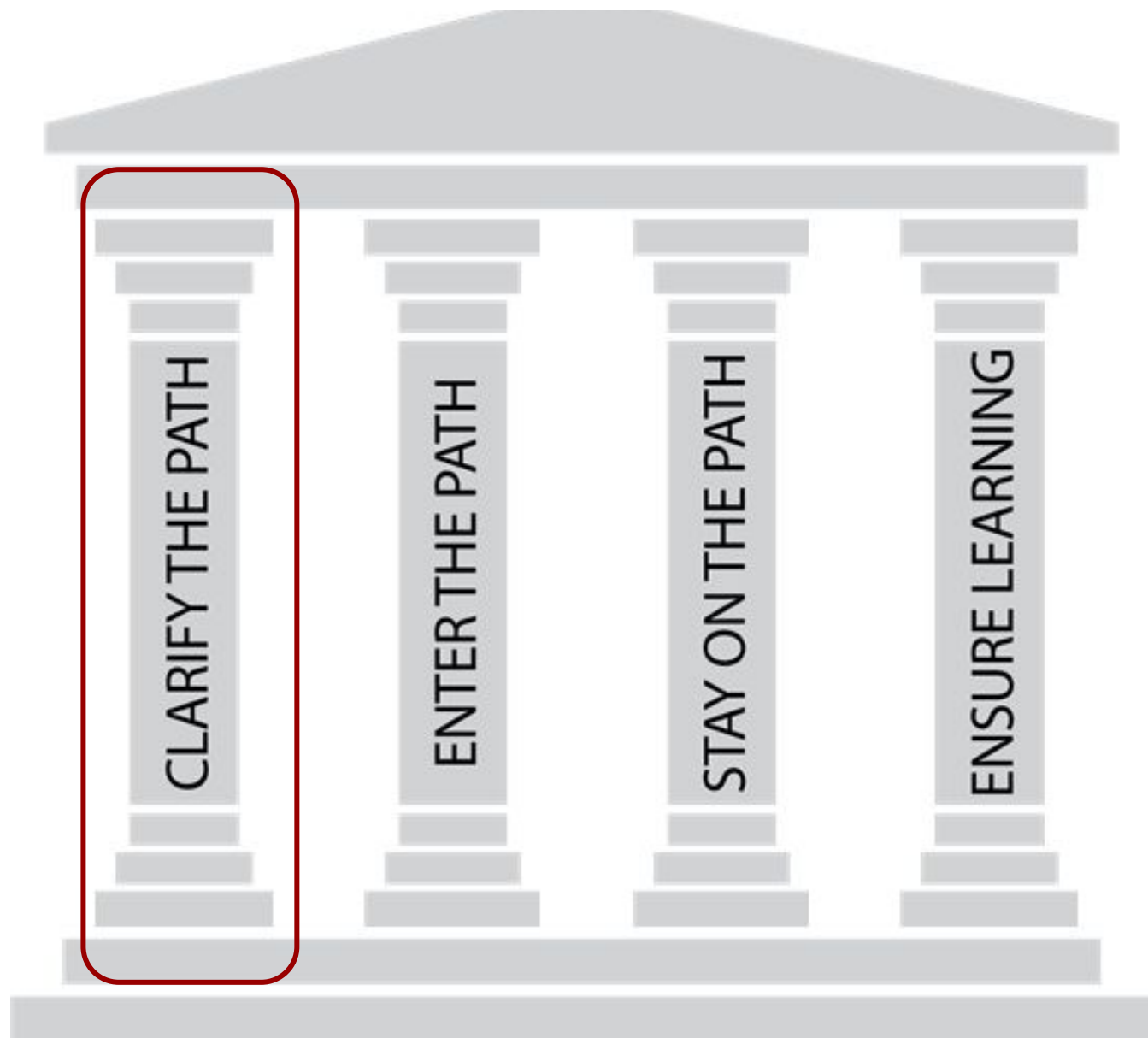
Inmate Students

Developmental Education

BC Road Map

Advising

Teaching & Learning

Certificates

Degrees

Transfers

Transfer & Workforce

FOUR PILLARS OF GUIDED PATHWAYS

File   Edit   View   Favorites   Tools   Help

Page ▾   Safety ▾   Tools ▾

BAKERSFIELD
COLLEGE

HOME OF THE
RENEGADES

-- Select --

AA Accounting with BC General Education Pattern
AA Accounting with CSU General Education Pattern (CSUGE)
AA Accounting with UC General Education Pattern (IGETC)
AA Administrative Office Assistant with BC General Education Pattern
AA Administrative Office Assistant with CSU General Education Pattern (CSUGE)
AA Administrative Office Assistant with UC General Education Pattern (IGETC)
AS-T Administration of Justice with CSU General Education Pattern (CSUGE)
AS-T Administration of Justice with UC General Education Pattern (IGETC)
AA Agriculture Business Management with BC General Education Pattern
AA Agriculture Business Management with CSU General Education Pattern (CSUGE)
AA Agriculture Business Management with UC General Education Pattern (IGETC)
AS Agriculture Business Management with BC General Education Pattern
AS Agriculture Business Management with CSU General Education Pattern (CSUGE)
AS Agriculture Business Management with UC General Education Pattern (IGETC)
Agriculture Business Management Certificate of Achievement
AA American Sign Language with BC General Education Pattern
AA American Sign Language with CSU General Education Pattern (CSUGE)
AA American Sign Language with UC General Education Pattern (IGETC)
AA Animal Science with BC General Education Pattern
AA Animal Science with CSU General Education Pattern (CSUGE)
AA Animal Science with UC General Education Pattern (IGETC)
AS Animal Science with BC General Education Pattern
AS Animal Science with CSU General Education Pattern (CSUGE)
AS Animal Science with UC General Education Pattern (IGETC)
Animal Science Certificate of Achievement
AA-T Anthropology with UC General Education Pattern (IGETC)
AA-T Anthropology with CSU General Education Pattern (CSUGE)
AS Architecture Drafting with CSU General Education Pattern (CSUGE)
AS Architecture Drafting with BC General Education Pattern

Applications | Help

Cambiar A Español

Introduction ✓

Enr

Enrollment
Information

Account/Mailing
Information

Personal
Information

Education

Citizenship/Military

Residency

Needs &
Interests

Supplemental

Continue

🔍 100% ▾

CLARIFYING THE PATH

- Dual enrollment
- Early, abbreviated educational planning
- Associate Degrees for Transfer and the College Promise
- Meta-majors as organizing tool

RENEGADE ROAD

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	• 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)	• 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	• 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)	• 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	• 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)	• 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/	• 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)	• 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.

Renegade Road Learning & Career Pathways

Destination

Start Here

Health Sciences

Majors of Study

- Biology – Human Biology
- Health Information Technology
- Kinesiology
- Paramedic
- Public Health Sciences
- Radiology Technology
- Registered Nursing
- Vocational Nursing

Business

Majors of Study

- Accounting
- Administrative Assistant
- Bookkeeping
- Business Administration
- Communication
- Economics
- Office Assistant
- Retail Management

Agriculture, Nutrition & Culinary Arts

Majors of Study

- Ag Business
- Agriculture Plant Sciences
- Culinary Arts
- Animal Science
- Dietetic Services Supervisor Program
- Environmental Horticulture
- Food Service Management Option
- Forestry
- Plant Science
- Plant Science – Horticulture Emphasis
- Plant Science – Crops Emphasis

Science, Technology & Engineering, Math (STEM)

Majors of Study

- Biology – General Biology
- Chemistry
- COMP TIA
- Computer Science
- Engineering
- Geology
- Math
- Physics

Public Safety & Emergency Management

Majors of Study

- Administration of Justice
- Chief Fire Officer
- Correctional Administration
- Criminal Justice
- Fire Officer
- Fire Technology
- Paramedic
- Wildland Fire Technology

Social Sciences, Behavioral Sciences & Human Services

Majors of Study

- Administration of Justice
- Anthropology
- Communication
- Criminal Justice
- Economics
- English
- History
- Human Services
- Philosophy
- Political Science
- Psychology
- Sociology

Industrial & Transportation Technology

Majors of Study

- Architectural Drafting
- Bachelor of Science, Industrial Automation
- Brakes
- Cabinet making
- Construction
- Engine Overhaul
- Engineering Technology
- Industrial Drawing
- Industrial Technology – Automotive
- Industrial Technology – Electronics
- Industrial Technology – Industrial Drawing
- Industrial Technology – Manufacturing
- Industrial Technology – Welding
- Industrial Technology – Woodworking and Cabinetmaking
- Industrial Technology-General
- Powertrain
- Tune Up Emissions

Education (Early Childhood / k-8)

Majors of Study

- Child Development Master Teacher- Infant Toddler
- Child Development Master Teacher-Special Education
- Child development Teacher
- Early Childhood Education
- Elementary Teacher Education

Arts, Humanities & Design

Majors of Study

- American Sign Language
- Commercial Music
- Communication
- English
- Graphic Design
- History
- Journalism
- Media Art
- Music
- Philosophy
- Photography
- Spanish
- Studio Art
- Theater Arts

Personal & Career Exploration

Majors of Study

For the undeclared student and those exploring a variety of potential careers

Drilling Into BC's STEM Pathway

https://drive.google.com/open?id=0B1P8BB9Ox8EIeC1jRUZFZnRfQ0k
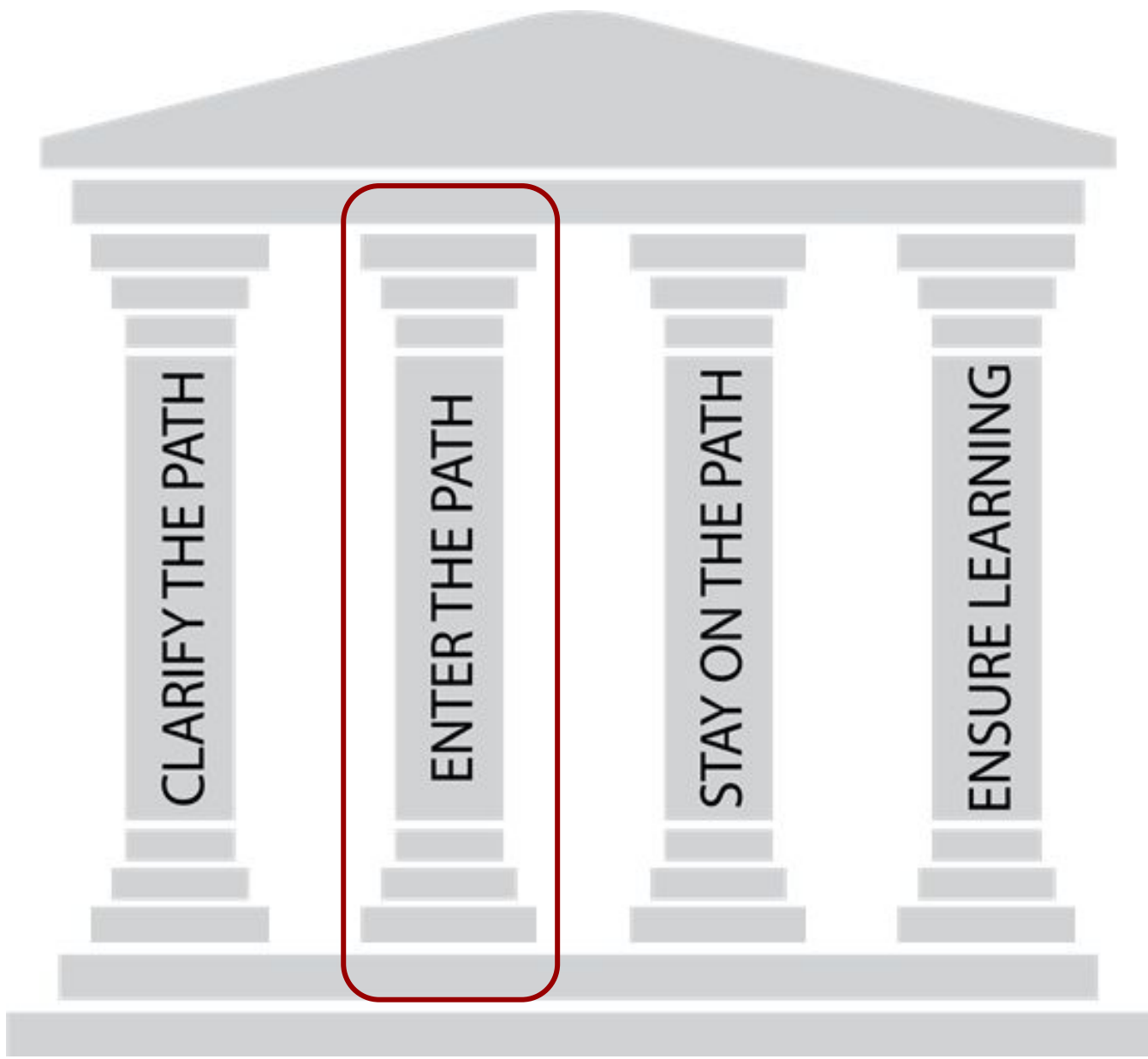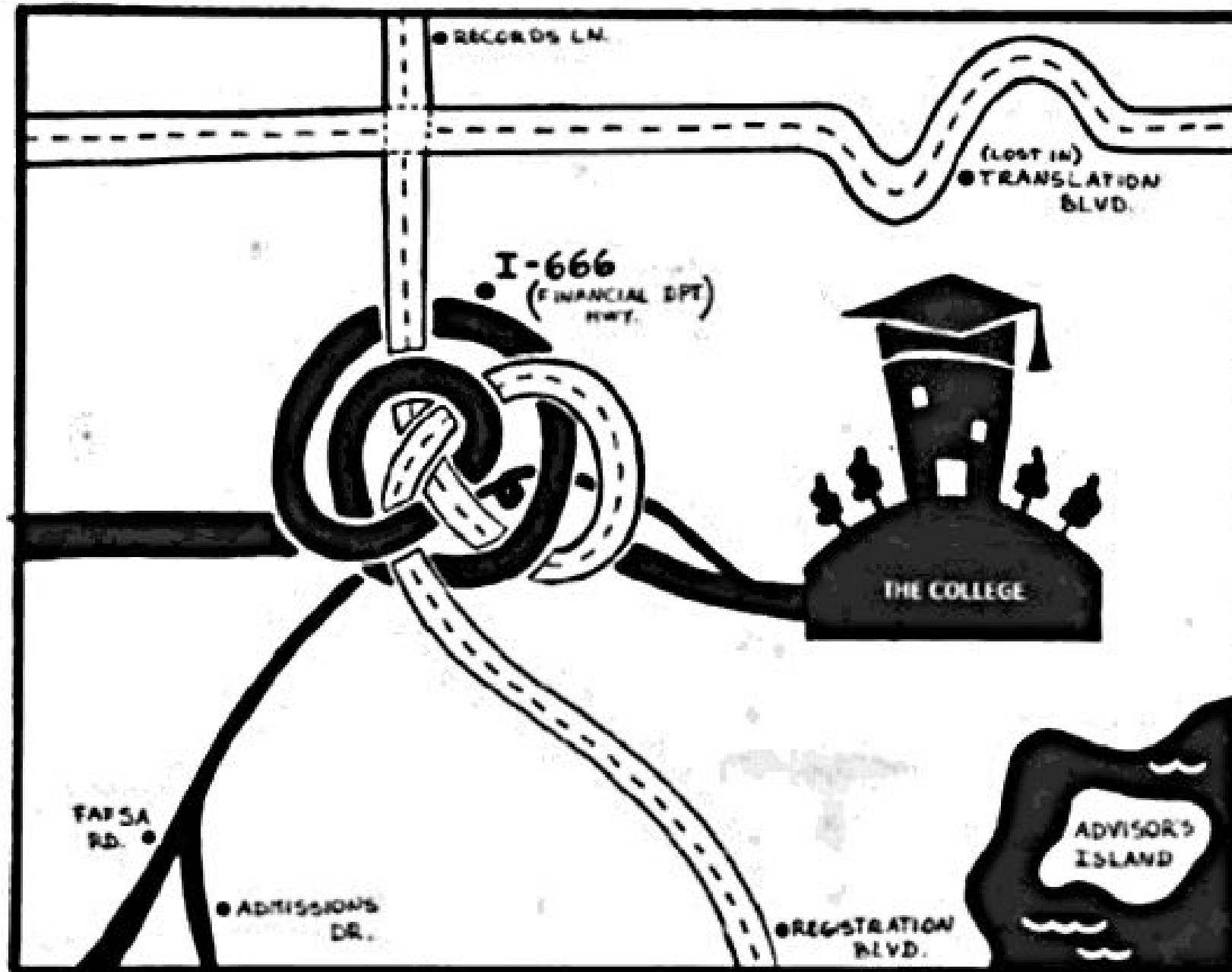
Source: Central Piedmont.

Bakersfield College

Completion community supports

Completion! Ready to work in community!

Career goal

← enrolled student launched
← Students getting ready to on-ramp.
Multiple measures, dual enrollment, High-school rerediction
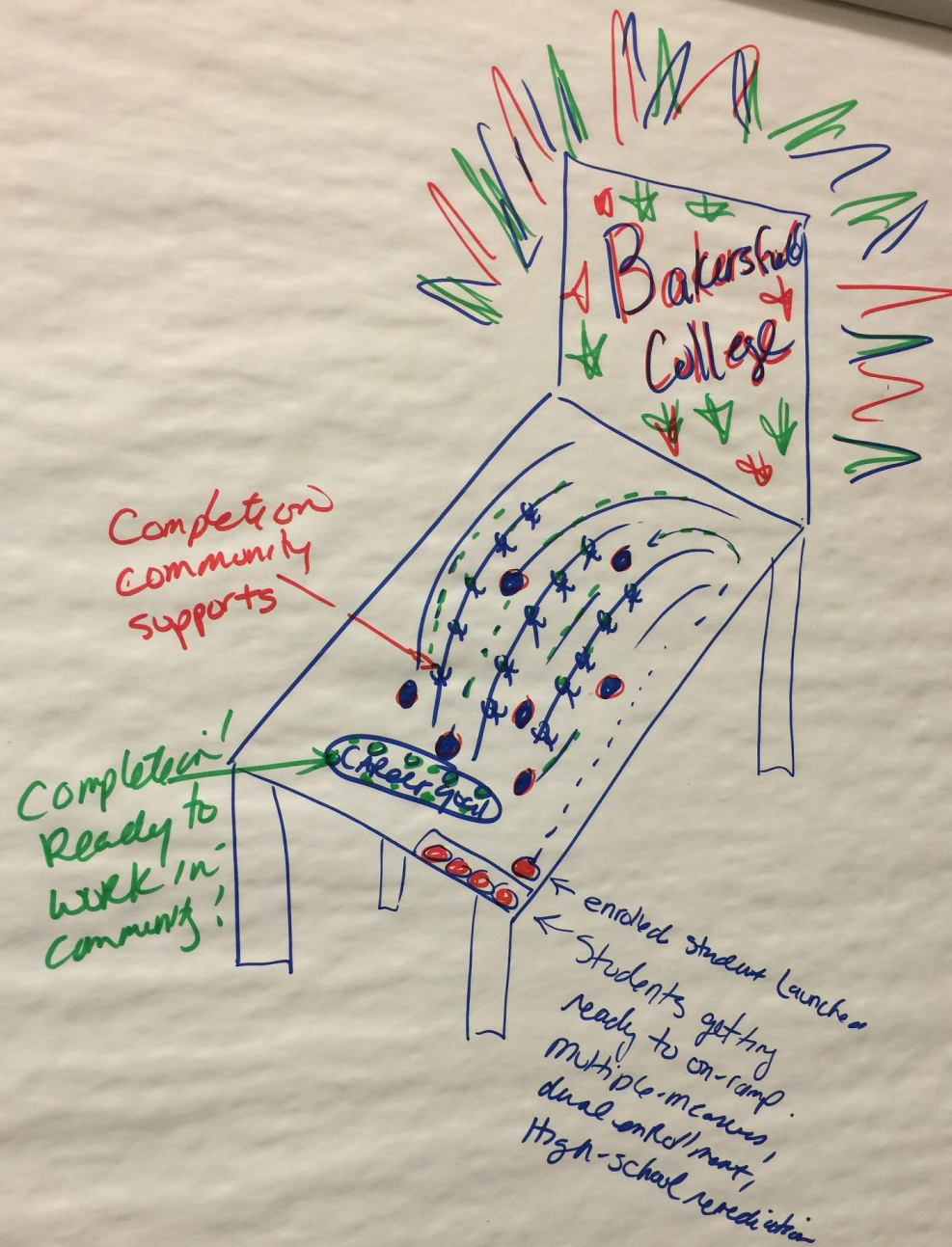
GETTING STUDENTS ON THE PATH

- Early (and frequent) engagement
- Matriculation steps in every feeder high school
- One-day registration events
- Expanding online services
- Summer Bridge

GETTING STUDENTS ON THE PATH

Interest/Recruitment Events					
Kern County College Night	High School Visits	Middle School Conferences	STEM Summer Camps	Campus Tours	Plantetarium Vists

Application*
Online via CCCApply

Orientation*	
Online	In-person Workshop

Assessment for Placement & Multiple Measures*		
AccuPLACER (Moving to Common Assessment)	English MMs Automated	Math MMs Semi-Automated

Abbreviated Educational Planning*	
one-on-one	New Student Workshop

Registration*
Online (Portal)

GETTING STUDENTS ON THE PATH

Payment	
Online (Portal)	Business Services

↓

Summer Bridge & Convocation (Optional but Encouraged/Growing)			
Career Exploration	Academic Programs	Transfer Opportunities	Soft Skills

↓

Enroll/Persist				
Academic Support Services	Early Alert/Probation	Cohort Tracking	Learning Communities	Habits of Mind

↓

Comprehensive Educational Planning		
one-on-one	Student Development Course	CTE Major-Specific Ed Planning Courses (i.e. Nursing 101)

↓

Submit Enrollment Update Form
Online (Portal)

↓

Next Term Registration
Online (Portal)

MATRICULATION SCALE-UP

	Fall 2014	Fall 2015	Fall 2016
APPLICATION WORKSHOPS	0	15	34
ORIENTATION WORKSHOPS	0	25	44
ASSESSMENT	10	31	59
COUNSELING WORKSHOPS (ASEP)	14	93	81
REGISTRATION WORKSHOPS	0	31	13

■ Fall 2014   ■ Fall 2015   ■ Fall 2016

Percent First-time Students Completing Matriculation Steps (Intake Process)

	2011-12	2012-13	2013-14	2014-15	2015-16
Assessment	86.0%	85.5%	85.6%	86.9%	86.8%
Orientation	82.5%	84.7%	86.9%	87.7%	88.5%
Counseling	73.2%	75.5%	76.2%	82.1%	84.2%
Ed Plan	28.5%	34.1%	39.7%	57.0%	71.9%
Fully Matriculated	27.6%	33.1%	38.4%	55.5%	70.1%
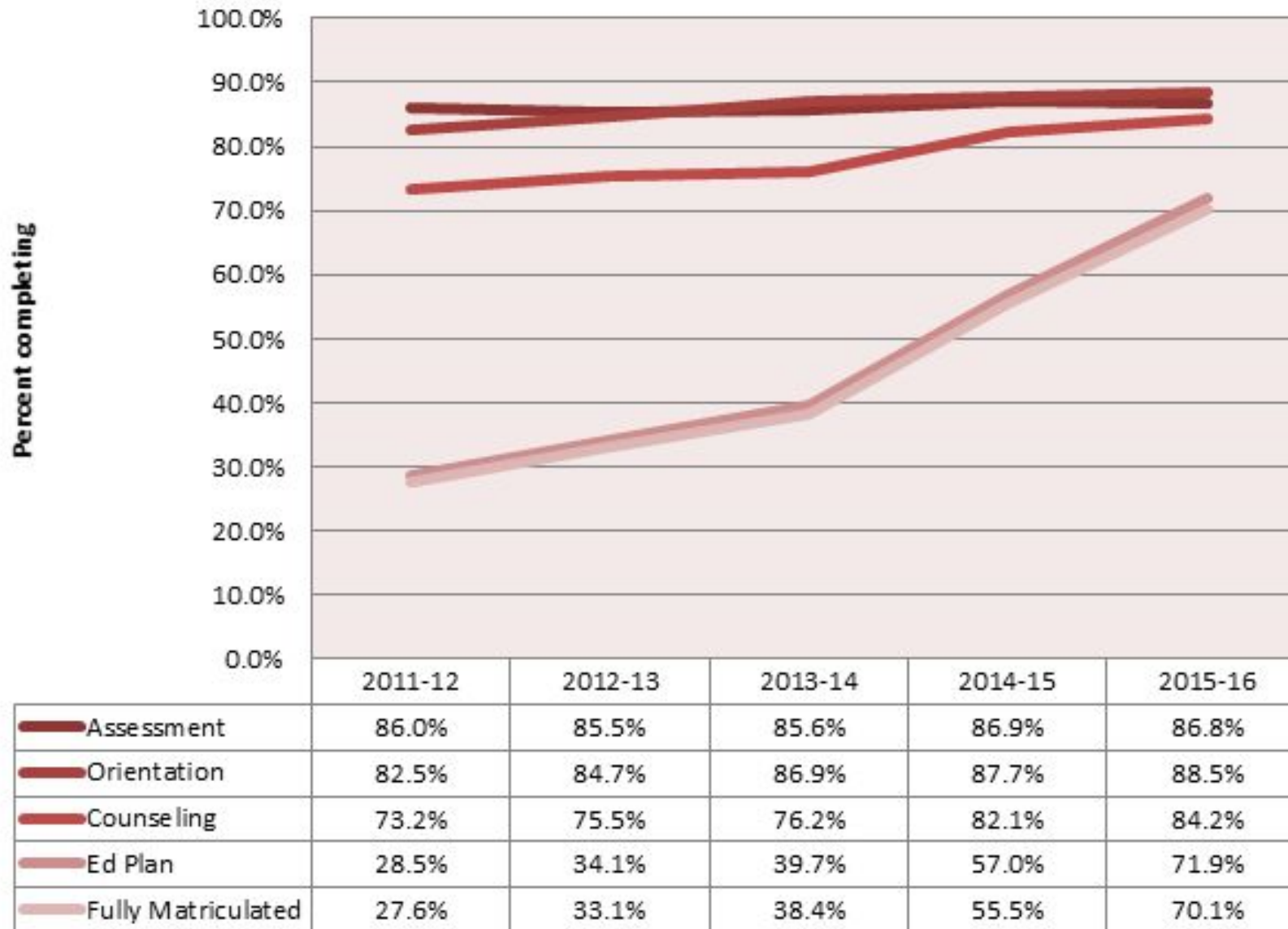
A BRIDGE TO BC

SUMMER BRIDGE SUCCESS

Course Completion Rates

Overall	Online Orientation	In-Person Orientation	Summer Bridge Orientation
0.855	0.86	0.88	0.91
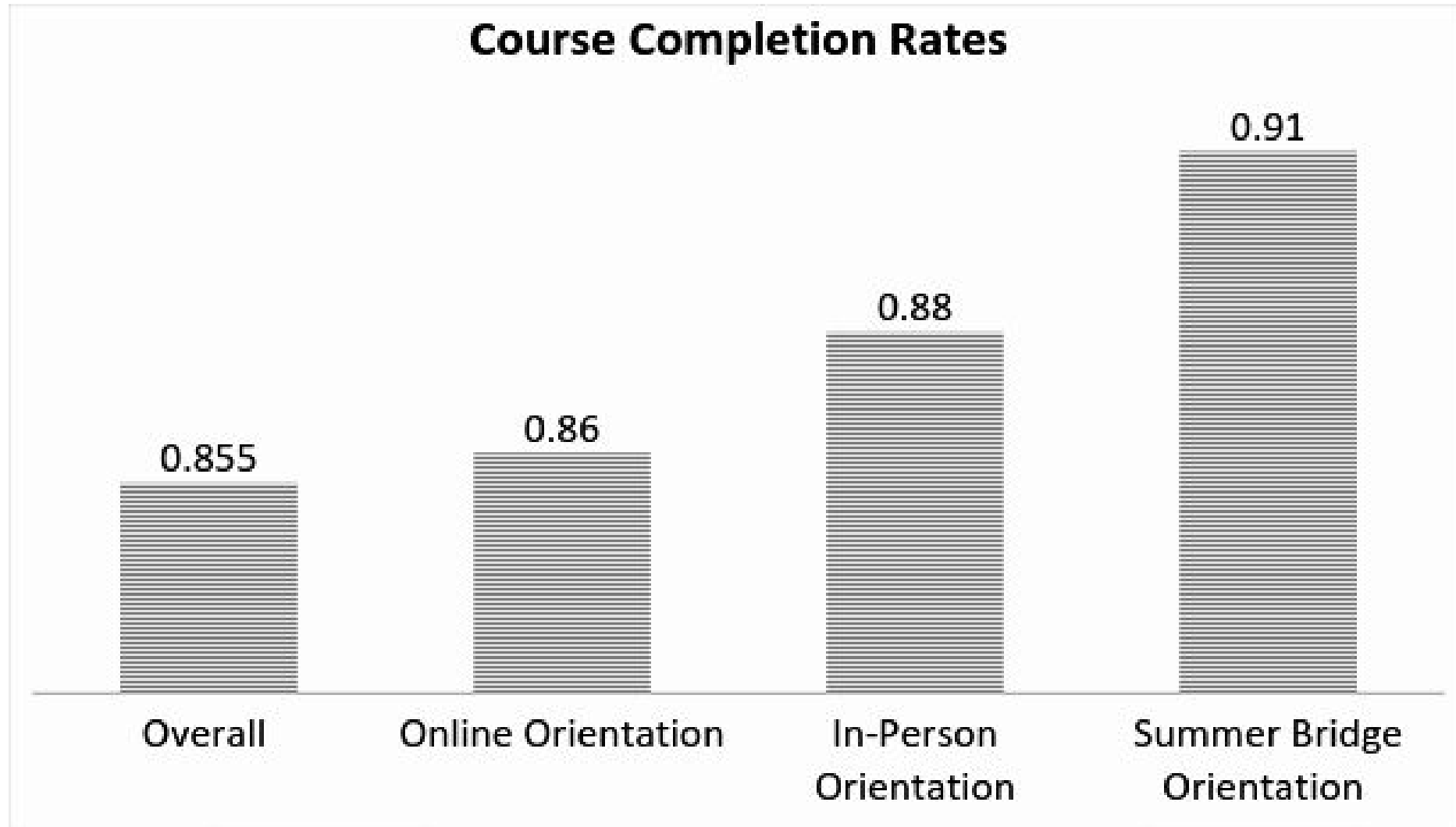
Multiple Measures + Shorter Pathways = Higher Success

Success in Traditional and Accelerated Courses from 14-15 to 15-16
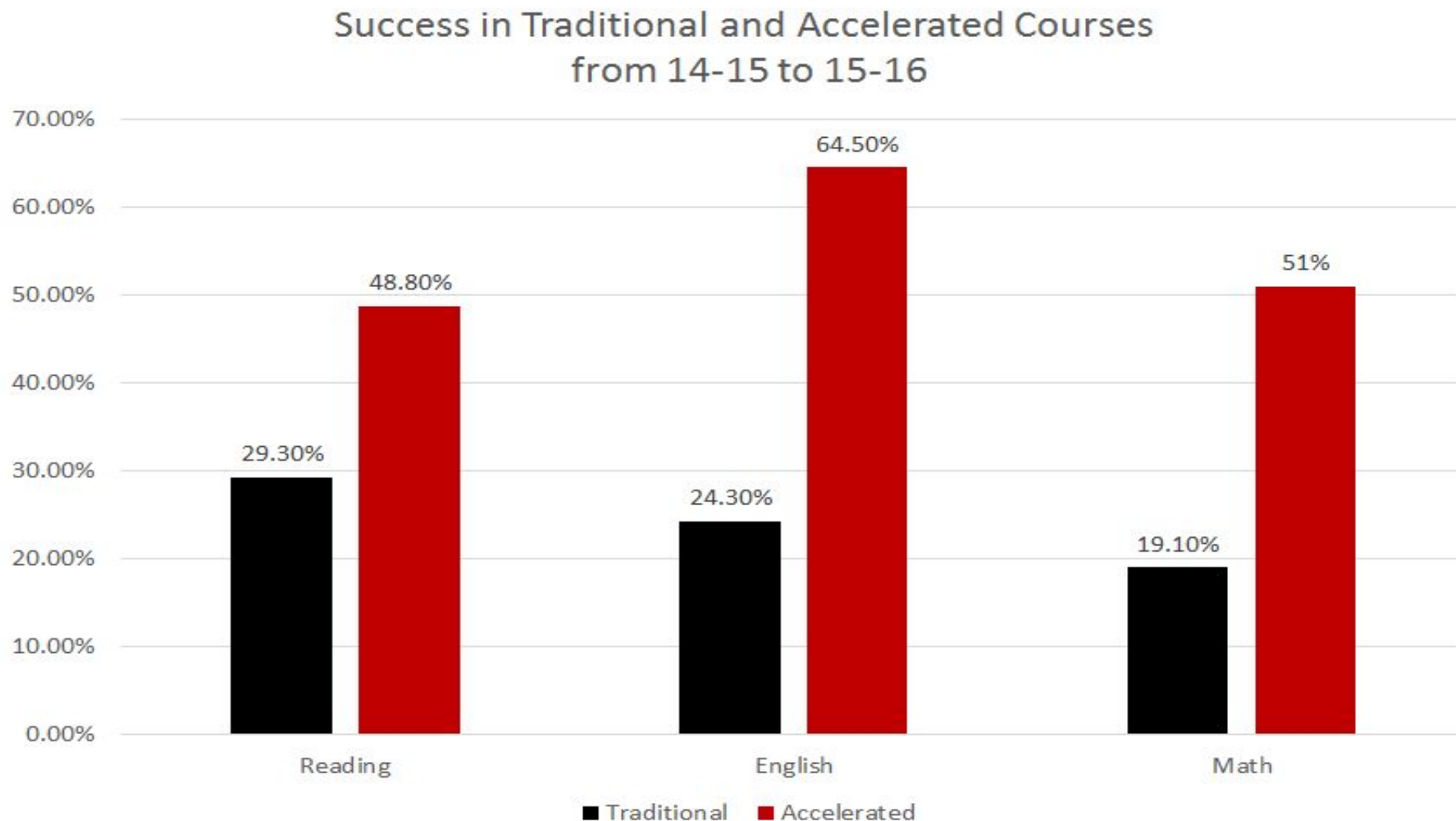
Saving Students Time & Money

$1,677,552

$208,851

ACDV 201, ACDV 65,
ENGL 60, ENGL 50

HS GPA & ENGL Grades,
ENGL 53

2012-13:
Traditional Pathway

2014-15:
Redesigned Pathway

Comparison of cost to educate BC students through the pre-collegiate English pathway with multiple measures
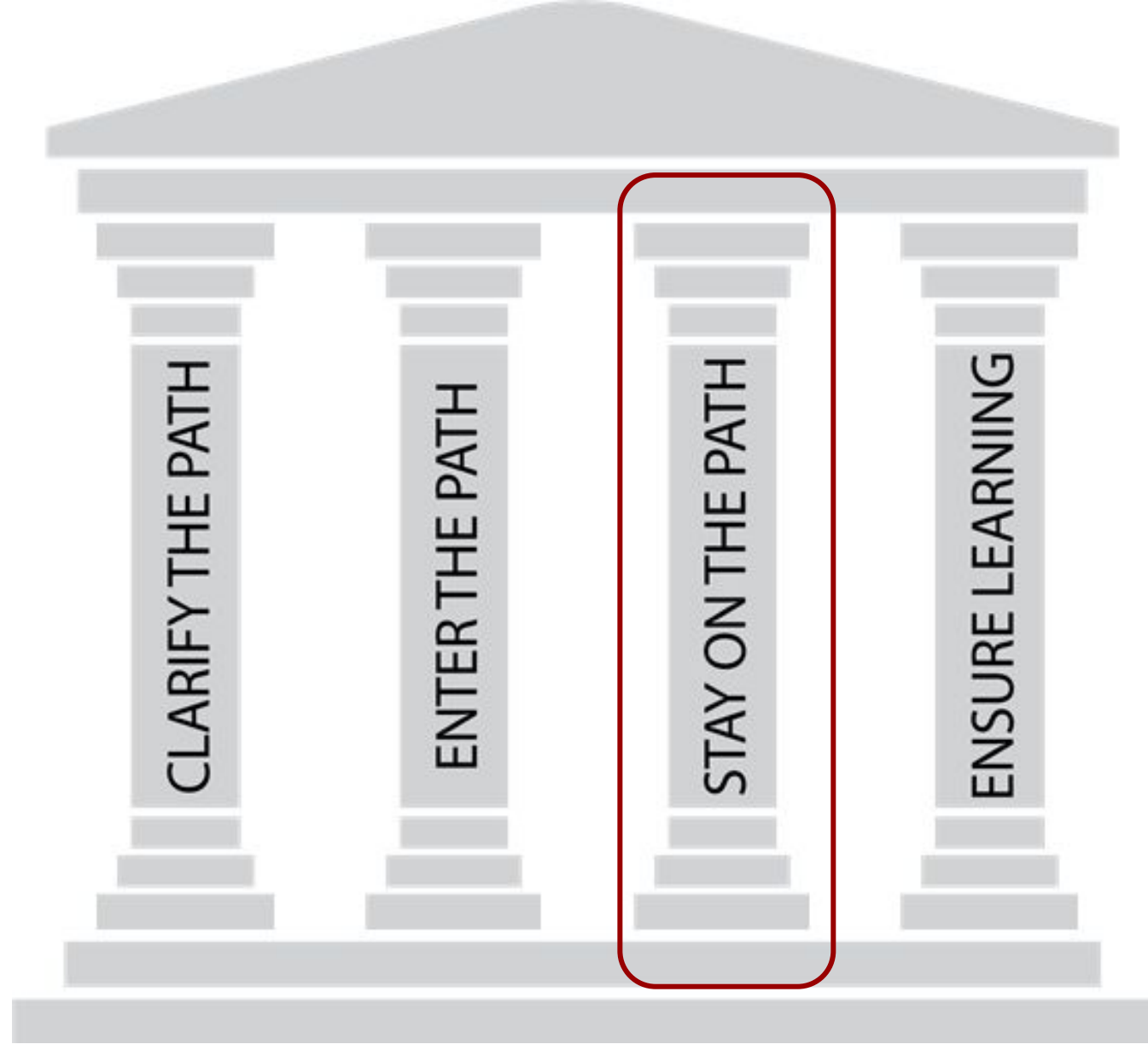
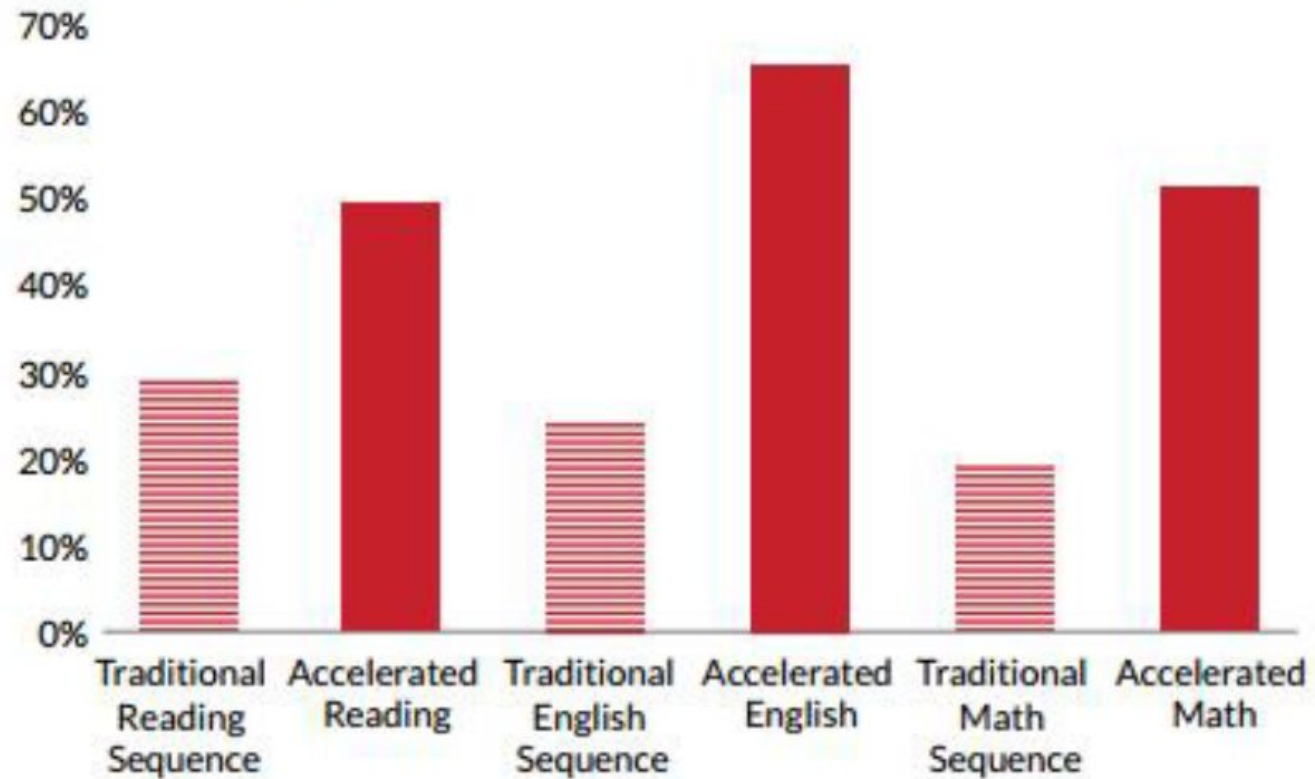CLARIFY THE PATH   ENTER THE PATH   STAY ON THE PATH   ENSURE LEARNING

KEEPING STUDENTS ON THE PATH

- Acceleration
- Completion Coaching
- Academic Support Services
- Technology
- Institutional Effectiveness
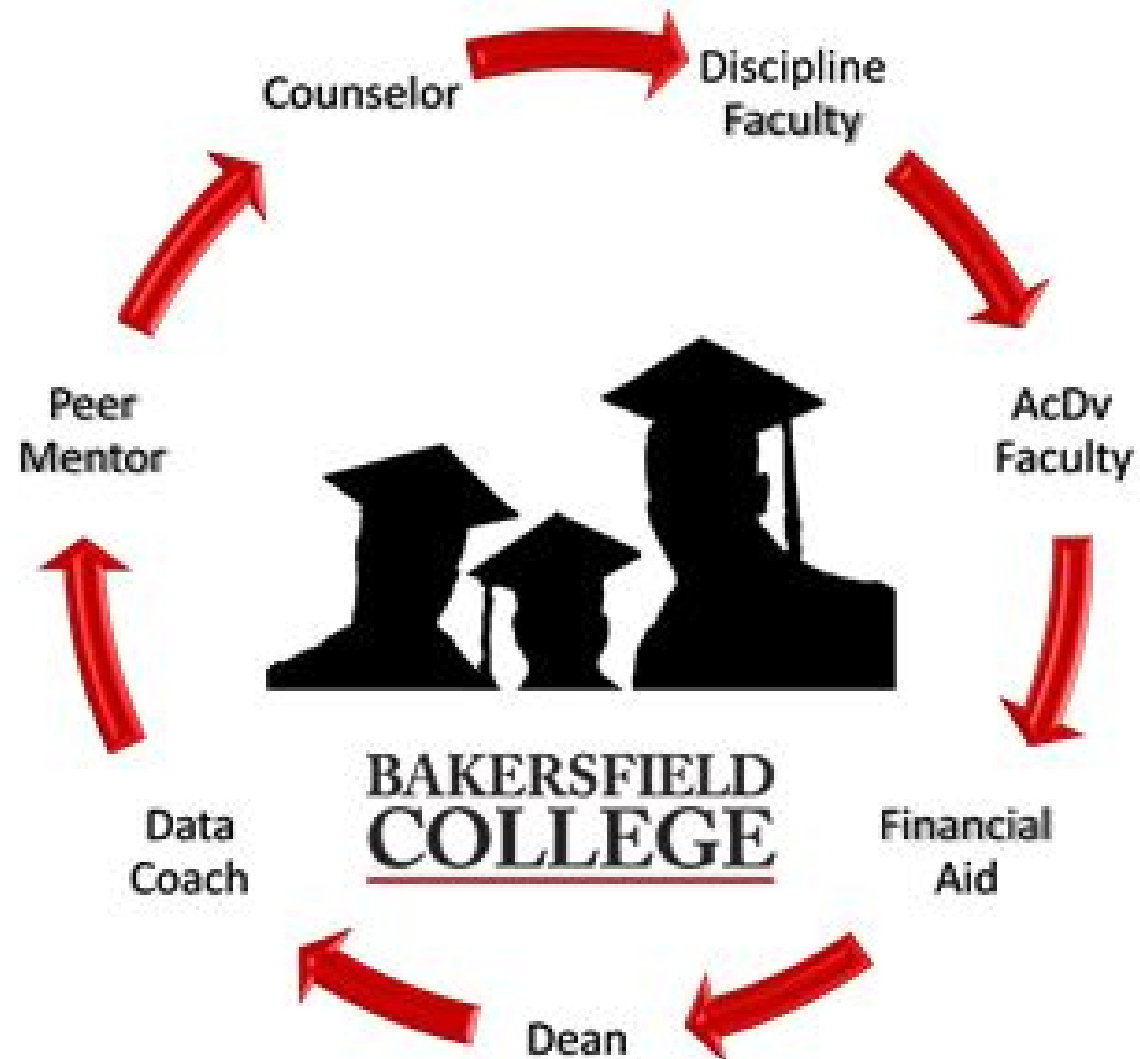
ACCELERATED COURSE SUCCESS

Figure 3. Course Success

█████████████████ schedule for week of 8/21/2017

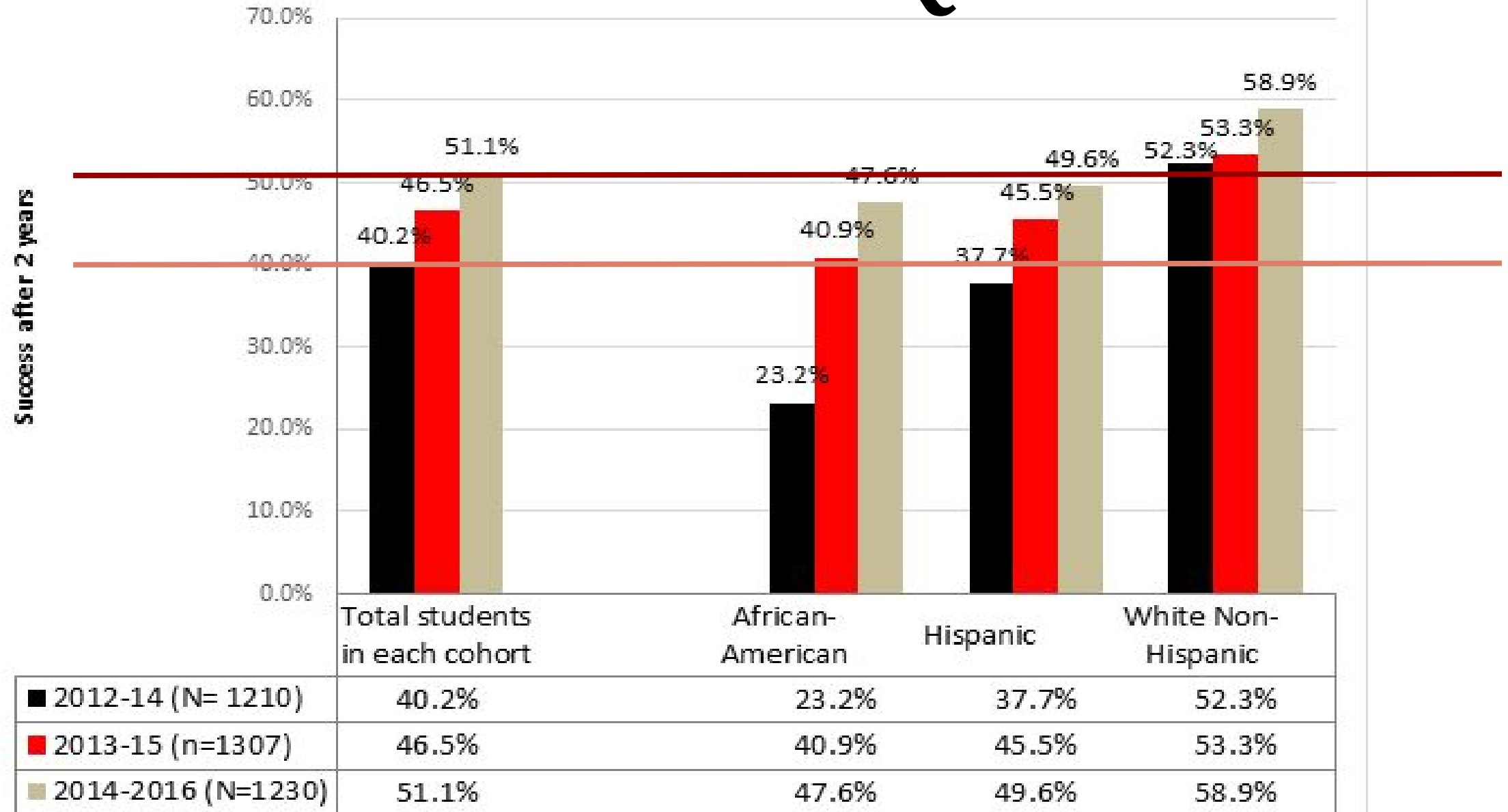|	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
8am		CRIM B8-02 71514 Class 8:00 am-9:25 am 1LA 111		CRIM B8-02 71514 Class 8:00 am-9:25 am 1LA 111			
9am							
10am		POLS B1-08 72459 Class 9:35 am-11:00 am 1H 51		POLS B1-08 72459 Class 9:35 am-11:00 am 1H 51			
11am		English Extend the Classroom 11:15am-12:15am Writing Ctr.		English Extend the Classroom 11:15am-12:15pm Writing Ctr.			
12pm							
1pm		ENGL B1A-39I 71650 Class 1:00 pm-2:25 pm 1H 23		ENGL B1A-39I 71650 Class 1:00 pm-2:25 pm 1H 23			
2pm		PSYC B1A-07 72484 Class		PSYC B1A-07 72484 Class			
3pm							

45

COMPLETION COACHING COMMUNITIES

COMPLETION COACH RESPONSIBILITIES

Coach Title	Expert in
Counselor/Ed Advisors	Educational planning and transfer decisions
Dean	Coordination of team meetings and outcomes
Data Coach	Finding and interpreting cohort data
Discipline Faculty	Discipline-specific coursework, transfer, and career
ACDV Faculty	Remediation component of academic pathways
Financial Aid Expert	Tracking financial aid information
Student Support Expert	Intrusive guidance for support in academic career

Meta-Major	Arts & Humanities			
Departments	Art, Performing Arts, Foreign Languages, English			
Programs	*American Sign Language (AA)* *English (AA-T)* *Music (AA-T)* *Studio Art (AA-T)*	*Communication (AA-T)* *Graphic Design (CA* *Philosophy (AA-T)* *Theater Arts (AA-T)*	*History (AA-T)* *Journalism (AA-T)* *Photography (CA*	*Commercial Music (CA)* *Media Art (CA)* *Spanish (AA-T)*
# Students	*1862*			
Faculty Discipline Expert(s)	Gloria Dumler (English) Qui Jiminez (Spanish) Jaclyn Krause (ASL) **Vacant** (Commercial Music)	Paul Beckworth (History) John Gerhold (Music) **Vacant** (Media Art) **Vacant** (Philosophy)	Keri Wolf (English) Brian Sivesind (Theatre) **Vacant** (Studio Art) Angela Bono (Comm Adj)	Talita Pruett (Comm) Yuki Takeuchi (Japanese) **Vacant** (Journalism)
ON-RAMPING: Intake Experts	Abraham Castillo (Ed Advisor)		Roberta Ayala (FinAid Tech)	
Academic Support Services Experts	Kim Collins (Delano)		Miguel Cuate (Writing Center)	
Academic Development Expert	Phil Feldman			
Data Coach (where necessary)	Talita Pruett (Communication)		Eleonora Hicks (Sociology)	
Administrators/Managers	Manny Mourtzanos (Lead)	Nicky Damania	Nan Gomez-Heitzeberg	

ADDRESSING INEQUITIES

|	Total students in each cohort	African-American	Hispanic	White Non-Hispanic
■ 2012-14 (N= 1210)	40.2%	23.2%	37.7%	52.3%
■ 2013-15 (n=1307)	46.5%	40.9%	45.5%	53.3%
■ 2014-2016 (N=1230)	51.1%	47.6%	49.6%	58.9%

GUIDED PATHWAYS MOMENTUM POINTS

- Enrollment in **college-level math and English** in first year
- Completion of **15+ units** by end of first semester
- Completion of **30+ units** by end of first year
- Completion of **60+ units** at time of degree completion

CLARIFY THE PATH   ENTER THE PATH   STAY ON THE PATH   ENSURE LEARNING
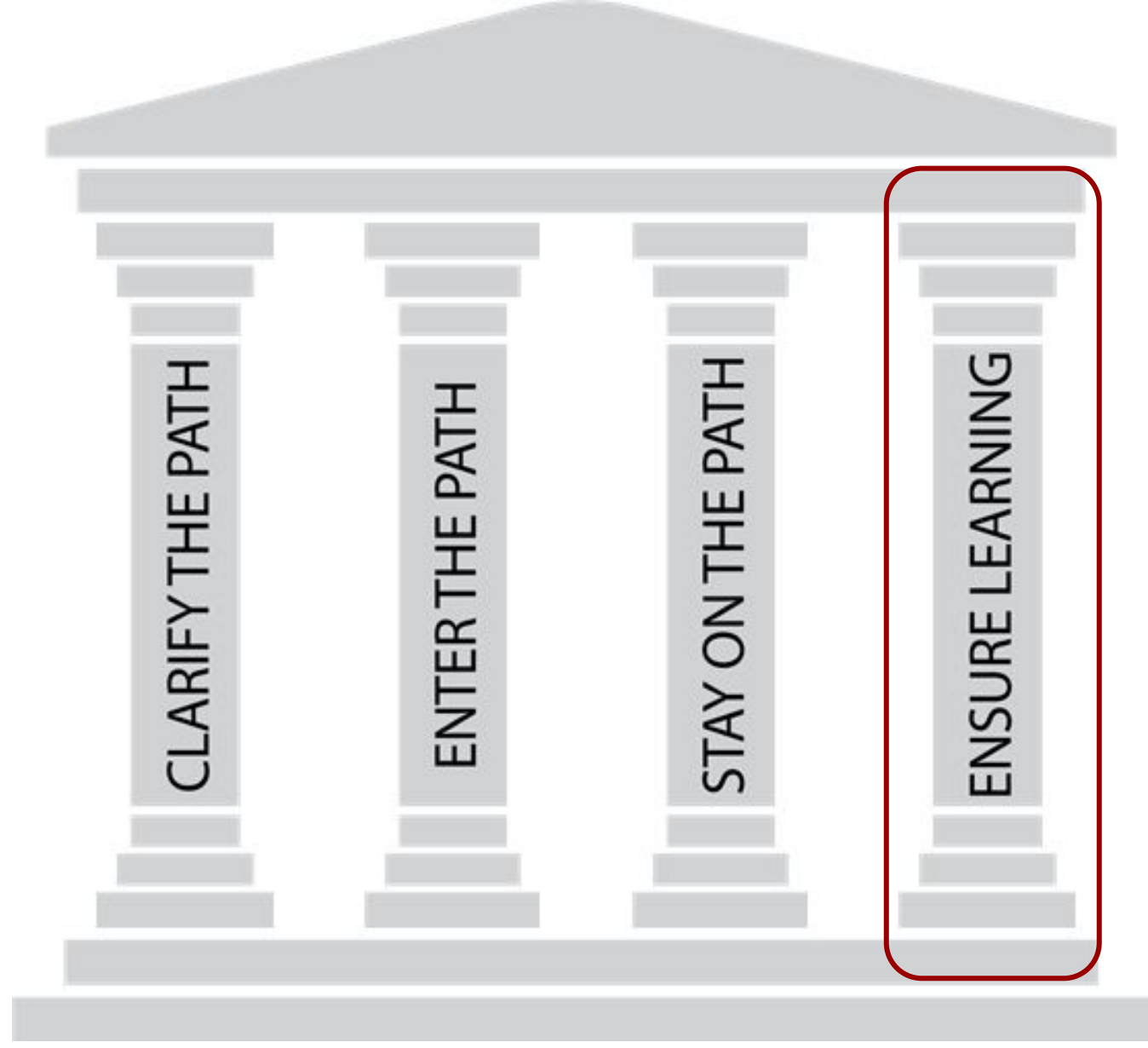
ENSURING LEARNING

- Assessment of Learning Outcomes
- Co-curricular learning experiences

Our Plan:
We Didn't Get Here Overnight

Aspen Institute Leadership Development Curriculum

BUILDING OWNERSHIP FOR CHANGE

What we did in the past	How we're approaching it now
Small, siloed teams	Cross-functional teams
Resources drive institutional priorities and allocation models	Institutional priorities drive resource allocation
Boutique programs and interventions	Focus on scalability to reach all students

FALL 2013 - SPRING 2014

Communicate a Vision and Create Urgency

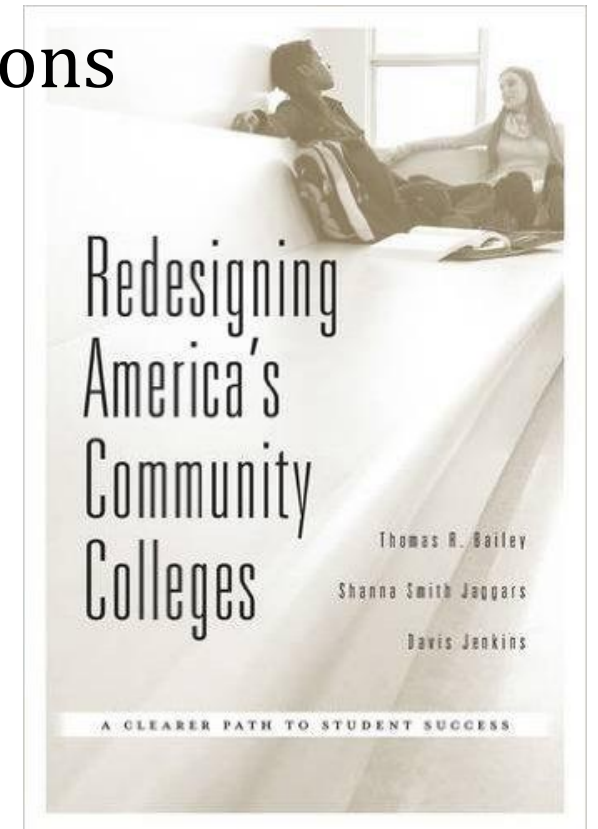**Build College-Wide Ownership for Change**

- Connect in High Schools
- Making it Happen & Mentors
- First Generation Movie
- Habits of Mind
- Summer Bridge

FALL 2015

Establish Routines of Inquiry and Evidence Use

Communicate a Vision and Create Urgency

- AACC Pathways Project Application, Interview, Selection
- Faculty/Staff/Student Panel discussions

AACC Pathways

Redesigning America's Community Colleges

Thomas R. Bailey
Shanna Smith Jaggars
Davis Jenkins

A CLEARER PATH TO STUDENT SUCCESS

APPLICATION CRITERIA AND REVIEW

- Student Success Goals
- Data Collection & Use
- Student Learning Outcomes
- Completion & Transfer Outcomes
- Labor Market Information
- Promoting Equity
- Reallocation of Resources
- Policy Change
- Achieving Scale

WHAT WE FOUND

Criteria	Readiness for Implementation
Leadership	High
Magnitude of Institutional Change	High
Faculty Engagement	Moderate-High
Data Collection, Analysis, and Use	Moderate
Technology	Low
Partnerships	High

SPRING 2016

Communicate a Vision and Create Urgency

- AACC Institutes Began
- Hosted Guided Pathways Summit & Post-Summit Workshop
- Renegade Promise Pilot

SUMMER 2016

- Professional Development Summer Institute (4 days)
- Finalizing meta-major groupings

AACC INSTITUTE ACTION PLANNING

Institute #1 - February 2016	Institute #2 - April 2016	Institute #3 - October 2016	Institute #4 - February 2017
DegreeWorks: build existing degree pathways into the system	**Update program maps** and upload into DegreeWorks	**Implementation Team**: Identify team members; gain approval for faculty leaders from Academic Senate	**Summer Bridge**: Engage all new faculty in summer bridge as mentors to incoming students; recruit and train new faculty hires
Cohort Development & Tracking: Develop a comprehensive tracking mechanism using best practices from current case management strategies; identify and pilot a tracking system.	**Draft meta-majors**: Meta-major discussion/ changes during Professional Development Summer Institute in May 2016	**Catalog**: Curriculum committee to discuss current discrepancies in catalog; Curriculum committee to strategize re-organization by meta-major	**Catalog**: Curriculum committee to complete course catalog redesign, organized by meta-majors and complemented by website design for student-friendly navigation
Peer Education Program: Develop mechanism for student-to-student referrals	**Support service/ milestone identification**: Flag students into cohorts for referral based on milestone	**STARFISH Implementation:** Develop an implementation timeline agreeable to both BC and KCCD	**Completion Coaching Communities**: Define team composition, develop roles & responsibilities document, identify tracking via Data coaches
Professional Development Summer Institute: Focus on Pathways, embedding pathways work into existing structural requirements, like Program Review	**Professional Development**: Summer Institutes: May 2016 and August 2016	**Hire Data Team**: Dean of Institutional Effectiveness, Institutional Researcher, Data Analyst	**Advisor Training**: Develop a virtual advisor training module for all new counseling/advising hires; invest SSSP/Equity dollars in project
		Broad Engagement: Secure regular time on the agenda for FCDC, Academic Senate, and College Council	**Professional Development:** Spring and Summer Institutes: March, May, and August 2017; Leadership Academy with EdResults

Establish Routines of Inquiry and Evidence Use

Build a System to Support Disciplined Execution

Align Structures and Resources

FALL 2016 - SPRING 2017

- Pathways Implementation Team Proposal
- Winter Pathways Institute (2 days)
- Vetting meta-majors (Learning & Career Pathways)
- Pathways Leadership Summit
- Defining Completion Coaching Roles and Responsibilities
- Defining affinity group focus
- Expansion of Institutional Effectiveness Office
- Starfish Implementation

IMPLEMENTATION TEAM CHARGE

The focus of this taskforce is to implement the BC version of Pathways. This taskforce will be the **central communication hub** for pathways with required **reporting to groups they represent**. The taskforce will work with assigned areas to discuss meta-majors/areas of study and help coordinate information needed and documentation of pathways detail. The committee will **suggest, plan, and deliver professional development** at the winter and summer institutes and other meetings as determined by the taskforce. The taskforce will lead the ground work on the **implementation plans** pre- and post- AACC institutes.

The taskforce will help create the website for the Pathways webpage and any **written materials** for communication. It is likely that these members will play a role in writing key documents for accreditation related to pathways.

Immediate work products this committee will land before Spring 2017 semester are:

- ✓ Criteria for areas of study or meta majors
- ✓ Draft list of meta-majors
- ✓ Program pathway maps – completed by program faculty but organized by this taskforce
- ✓ Worksheets to enable pathways to complete above maps
- ✓ Agenda for winter and summer institutes
- ✓ Coordination with catalog rewrite including formatting from paper to web
- ✓ Pathways web-update

*Submitted to the Academic Senate, College Council, Educational Administrators, SALT, and other campus committees for feedback.

IMPLEMENTATION TEAM MEMBERSHIP

Core Team and Task Force:

Institutional Effectiveness: Dean of Institutional Effectiveness
Student Affairs: Dean of Counseling, Director of Student Success & Equity
Academic Affairs: Faculty Department Chair, Curriculum Committee Co-Chair, Director of Academic Support Services

Executive Leadership: President or designee
5 Academic Senate Reps: Matt Garrett (History), Krista Moreland (Behavioral Sciences), Andrea Thorson (Communication), Abraham Castillo (Counseling), Mindy Wilmot, (Library)
CSEA appointee: Vacant
CCA chair or designee: Faculty (Nick Strobel - Astronomy)
Information Technology: Faculty Instructional Technologist (Matt Jones)
Professional Development: Program Manager -- Professional Development (Reese Weltman)
Data Leads: Faculty Data Coach (Eleonora Hicks), Institutional Researcher
Equity: Program Manager - Equity (Lisa Kent)
Rural Initiatives representative: Director of the Delano Campus (Abel Guzman)
Web and Marketing: Web Content Editor (Earl Parsons)
Members at large: Academic Development Faculty (Jessica Wojtysiak), Adjunct Faculty (Heidi Forsythe - Communication)

Support Team – Department Assistant III (Shauna Turner)

IMPLEMENTATION TEAM PRIORITIES

- Campus Engagement and Education
  - Common definitions (Glossary, Committee Meetings, Presentations)
  - Web Presence
  - Shared resources and materials (templates)
- Vetting meta-majors
- Developing Structure for Completion Coaches

IMPLEMENTATION TEAM STRATEGIES

- Three campus-wide institutes annually
  - Winter, Early Summer, Late Summer
- Distribution of updates through committee structure
- Shared dissemination of information
- SharePoint and Google Drive

SUMMER - FALL 2017

Build College-Wide Ownership for Change

Build a System to Support Disciplined Execution

Align Structures and Resources

Establish Routines of Inquiry and Evidence Use

- Summer Pathways Institutes (6 days over summer)
- Completion Coaching Cohorts by meta-majors (10)
- Completion Coaching Cohorts by affinity groups (8)
- Inaugural Kern Promise Cohort

The Kern Promise

Your Plan
Your Success

How will this work for **your** students?

MOORPARK'S READINESS?

Criteria	Readiness for Implementation
Leadership	
Magnitude of Institutional Change	
Faculty Engagement	
Data Collection, Analysis, and Use	
Technology	
Partnerships	

Questions?

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