Four Pillars of Guided Pathways

- Clarify the Path
- Enter the Path
- Stay on the Path
- Ensure Learning
Four Pillars of Guided Pathways

Pillar I: Clarify the Path

- Curriculum
- Systems
- Guidance
Four Pillars of Guided Pathways
Start with the end in mind

• What’s the job?

• What’s the salary?

• How long will it take me to get there?
Strong Workforce

Broaden & Enhance Career Exploration

• Early career education
• Dual enrollment
• Industry advisories
Strong Workforce

Make the work and education relevant

- Internships
- Work-based learning
- Contextualize learning
  - Embed career related content into GE courses
  - Develop applied English and Math courses that meet both CTE and Associate degree requirements
- Student Employment
- Apprenticeship
Strong Workforce

Produce highly-skilled and knowledgeable workforce

- Increase qualified workers
- Meet local workforce demand
- Employer sought hard and soft skills
- Regional coordination
Marcy Alancraig

English Faculty,
Cabrillo College
Making the Case for Guided Pathways
Cabrillo Overview

• Who Led the Effort? Leading from the Middle Team
• How Long? One Year
• What activities? Brown bag discussions, Institutes, outside speakers
• When? All of 2016
• Why? College culture and politics
• Where did you begin? College success data and case studies based on our students’ experiences
<table>
<thead>
<tr>
<th></th>
<th>Overall</th>
<th>Prepared</th>
<th>Remedial</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cabrillo Value</td>
<td>42%</td>
<td>68%</td>
<td>31%</td>
</tr>
<tr>
<td>Cabrillo Peer Group Rank</td>
<td>24 of 28</td>
<td>15 of 28</td>
<td>26 of 28</td>
</tr>
<tr>
<td>Peer Group Value (Unweighted Mean)</td>
<td>47%</td>
<td>68%</td>
<td>39%</td>
</tr>
<tr>
<td>State Value</td>
<td>45%</td>
<td>67%</td>
<td>38%</td>
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</tbody>
</table>
Student Success Scorecard 6 Year Completion metric for cohort starting in 2009-2010 by preparation status and selected ethnicities (size indicates number of students in cohort)

- **Hispanic Prepared**: 60%, N=73
- **White Prepared**: 68%, N=293
- **Hispanic Remedial**: 25%, N=496
- **White Remedial**: 36%, N=453

= disproportionate impact by 80% rule
Completion Rate "Unprepared for College"

- **Actual Rate**
  - 2005-2006: 37%
  - 2006-2007: 37%
  - 2007-2008: 40%
  - 2008-2009: 35%
  - 2009-2010: 31%

- **Goal**

Cohort Start Year:
- 2005-2006
- 2006-2007
- 2007-2008
- 2008-2009
- 2009-2010

Percent Completing within 6 years.
Is this Okay?

• Only 42% complete something after 6 years

• Cabrillo is 24 out of 28 overall and 26 out of 28 for remedial students

• Our overall goal is only 31% for remedial students but we are at 28%, down from 37% in 2005-2006
Activities

Spring/Summer 2016

- Book Discussion
- Brown Bag: ABCs of Guided Pathways (intro with data)
- 2-day Institute (data & case studies used here)

Fall 2016

- Rob Johnstone Keynote Address and flex workshop
- Rob visit to campus
- Sort the Majors Brown Bag
- Engaged Practitioner Brown Bag
- Working Groups Brown Bag
- Resolutions of Support from Academic Senate and Board
What’s Next?

• Application to CA Pathways Project
• Working Groups on 4 Pillars of GP
• Creating a Leadership Structure Retreat
• 3 more brown bags
• 2 more visits from Rob
Advice

• Know your college culture.
• Make activities experiential and fun.
• Never underestimate the capacity for denial of data.
• Have activities for newbies and those who already are aware so you keep building capacity.
• Expand leadership as much as possible.
• Be patient. This will take a long time.
Jeff Archibald
Communication Professor,
Academic Senate President,
Mt. San Antonio College
Mt. SAC Timeline

- February 2016 – First Institute – faculty leaders
- March 2016 – Pathways Implementation Group formed
- April 2016 – Second Institute – mapping faculty
- May 2016 – Pathways Summit (meta-majors & mapping)
- Summer 2016 – Student Focus Groups
- August 2016 – Pathways Summit II (program mapping)
- October 2016 – Third Institute – Counseling and Basic Skills faculty
- October 2016 – Pathways Summit III (program mapping)
- December 2016 – Pathways Summit IV (contextualized learning)
Mt. SAC Best Practices

Start with research
Build coalitions / working groups
  • Pathways Steering Group (classified, managers, faculty)
  • Counseling / Discipline faculty meetings
  • Counseling planning retreats
Involve students at all stages!!
Get multiple perspectives on the pathways
  • Counselors, students, and non-discipline faculty see programs differently
Changes have to happen on multiple fronts
  • Process, systems, and planning
Mt. SAC Experience & Observations

- Highlights good work we are already doing
- Encourages looking at the College/programs from the student perspective
- Produces a critical self-examination of programs
- Departments examining scheduling practices
- Dialogue between counseling faculty and program faculty
- Illustrates the importance of faculty buy-in
- Collaboration between campus groups done the “Mt. SAC way”
Mt. SAC Pathways Summit
Mt. SAC “Career Clusters”

- Arts & Design
- Aviation, Electronics, & Manufacturing
- Business & Information Technology
- Health, Wellness, & Public Service
- Humanities & Communication
- Plants & Animals
- Sciences
- Teaching & Education