



CALIFORNIA COMMUNITY COLLEGES
CHANCELLOR'S OFFICE

ACBO Guided Pathways General Session

Panel Members:

Eloisa Briones, Vice President Administrative Services, Skyline College

Anthony Culpepper, Executive VP of Administrative Services Glendale CCD

Mary Gallagher, VP Administrative Services LA Trade Technical College

Kristina Palmer Senior Director, Career Ladders Project

Andy Suleski, Vice President of Administration, Butte CCD

Theresa D. Tena VC, Institutional Effectiveness, CCC Chancellor's Office



Welcome Exercise

As you get settled, please consider writing down:

What do you **WONDER** about guided pathways?

Do you have a burning question?





Overview

- **Summary of California Community Colleges Guided Pathways Program**
- **Review of challenges and opportunities that have surfaced from Guided Pathways workshops to date**
- **Panel on Guided Pathways from a CBO Perspective**

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.



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.

California Guided Pathways Program

- State grant program
- \$150 million in one-time funds available to all CCCs
- Up to 10% for technical assistance
- Progress towards Guided Pathways implementation expected to be made by early 2020s

Simultaneous California Efforts

Guided Pathways: AACCC Projects

30+ colleges participating nationally

Competitive process

Guided by national leaders with guided pathways efforts

Three years of coaching support

CA Guided Pathways: Demonstration Project

20 colleges in California participating

Competitive process

Paid to participate

One year of intensive support

Guided by national leaders with guided pathways efforts

California Community Colleges Guided Pathways

Eligible participation for all 114 colleges

Requirements for participation, regardless of previous GP affiliation

Five years of support by CCCCO and partners





Overview of Funding

- Initial funding in April 2018
- Five years total to spend the allocations
- 25% in year 1; 30% in year 2; 25% in year 3; 10% in year 4; and 10% in year 5
- Assumes all colleges participate

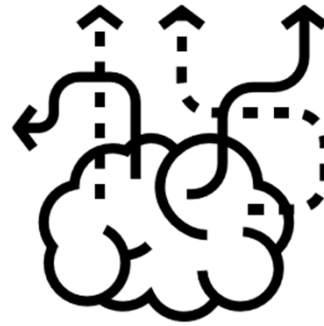
Gearing Up for Implementation



Self-
Assessment



IEPI
Workshop



Multi-Year
Work Plan



Funding
Allocation

Support in the Future

- **IEPI Workshops:** mandatory workshops on self-assessment, work plan workshops, collaborative 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



GP Workshops Fall 2017

Set in motion:

College cross-functional team engagement with CA college experts to learn, exchange

Use of the CCCCO's Guided Pathways self-assessment for ongoing inquiry and a rubric to guide process:

http://cccgp.cccco.edu/Portals/0/SelfAssessmentTool_CCCGuide_dPathways_Fall-2017.pdf

CCCCO Facilitation and Support





GP Teams Know and Wonder

- GP will be a cultural change for students, college
- Provides tools for navigation to complete in timely manner
- GP is a student-centered organizational restructure to help students meet their goals
- Institution-wide change
- GP = relentless clarity
- GP makes the college environment easier to navigate for students.

- What would the college look like if we rescheduled around student goals?
- How will we get more integration, communication and planning to happen across committees, departments and programs?
- How do colleges manage scheduling across disciplines with GP?
- With there be funding for the technology necessary to implement new processes and protocols?
- How will we engage people on our campus?



Panel Discussion

- **Anthony Culpepper, Executive VP of Administrative Services, Glendale CCD**
- **Mary Gallagher, VP Administrative Services, LA Trade Technical College**
- **Eloisa Briones, VP Administrative Services, Skyline College**
- **Andy Suleski, VP of Administration, Butte CCD**

Panel Discussion

Who is involved? How are they involved?

- Describe the leadership team, decision making processes and organizational framework at your college/district focused on guided pathways at your college NOW
- What processes/structures do you NOW have in place which you see as fundamental and needed for a successful guided pathways implementation?
- What is different from one year ago? (what conversations and activities are you being pulled into which previously you were not a part of?)



Panel Discussion

What is Exciting and Positive?

- What aspects related to your college/district Guided Pathways journey are positive (share examples) and what causes you some concern (share examples)?
- With your CBO hat on – what is most exciting about GP? What has been most challenging? What do you foresee as a challenge which the rest of the college has not quite yet registered as a concern?



Panel Discussion

Resource Allocation?

- What resource reallocation do you envision in the short term for Guided Pathways? In the long term?
- To what extent does your college envision integrating funding/processes from other categorical sources? (page 29 88922 (c) 3A)
<http://extranet.cccco.edu/Portals/1/InstitutionalEffectiveness/SB852017.pdf>
- How is this occurring at your college? How have you supported in your role in the business office.



Panel Discussion

Supports?

- What support does your college need from your perspective – from the college/district leadership (a broad and inclusive definition)? From the Chancellor's Office and its partners?

Reflections and Questions

Any general thoughts or reflections after listening to the panel?

What further questions would you like to ask the panelists?



Guided Pathways Constructive Disruption

By Dr. Anthony Culpepper

After 5 yrs What then?

- Beginning with an end in mind
 - Students' Success metrics
 - Program Success Metrics
 - Measurements/Goals instituted over time (annually)
 - Building a sustainable budget plan

Operational Opportunities

- Institutional Right-sizing
 - Student Services
 - Instructional Methodology
 - Hybrid Courses
 - Online
 - Face to Face
 - Removing the sacred “cows”



Leading Meaningful Change:

Establish a guiding team structure

Takeaway:

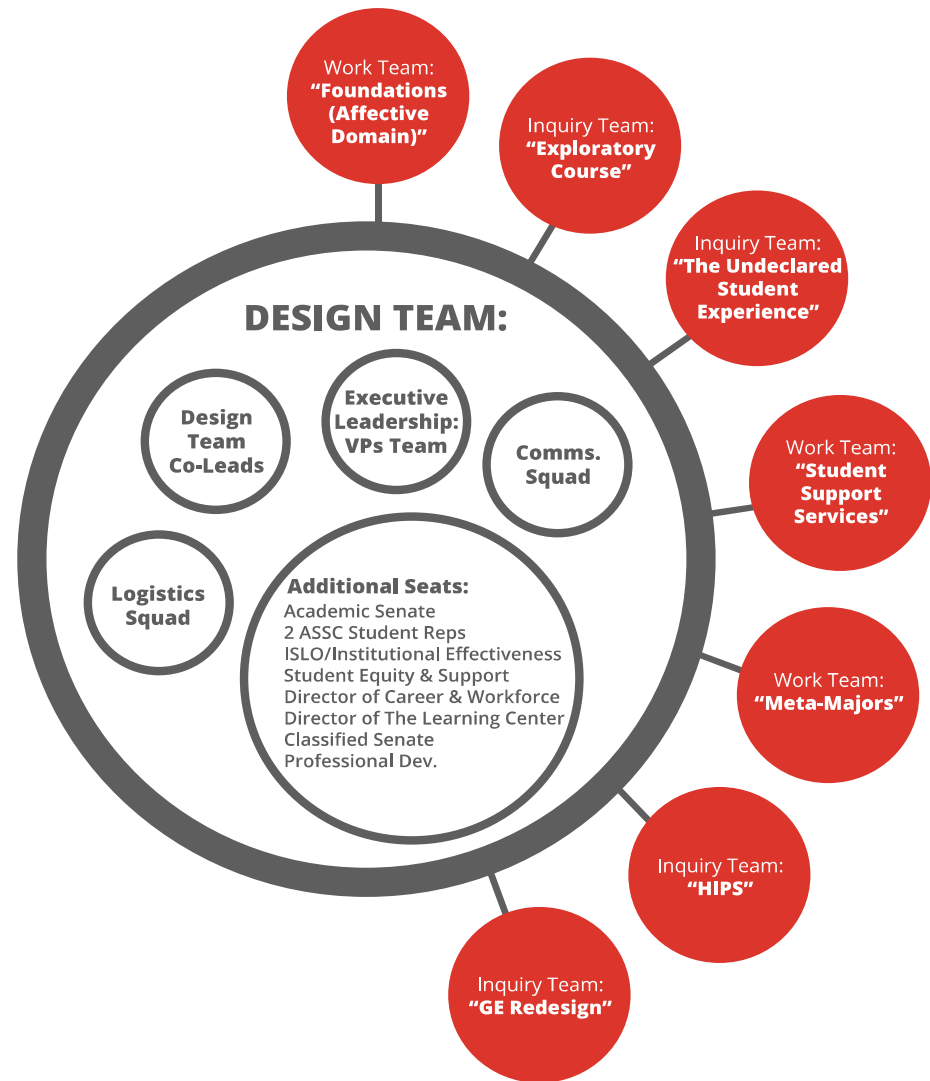
It is critical to align resources to provide the space and the opportunity to do the work.



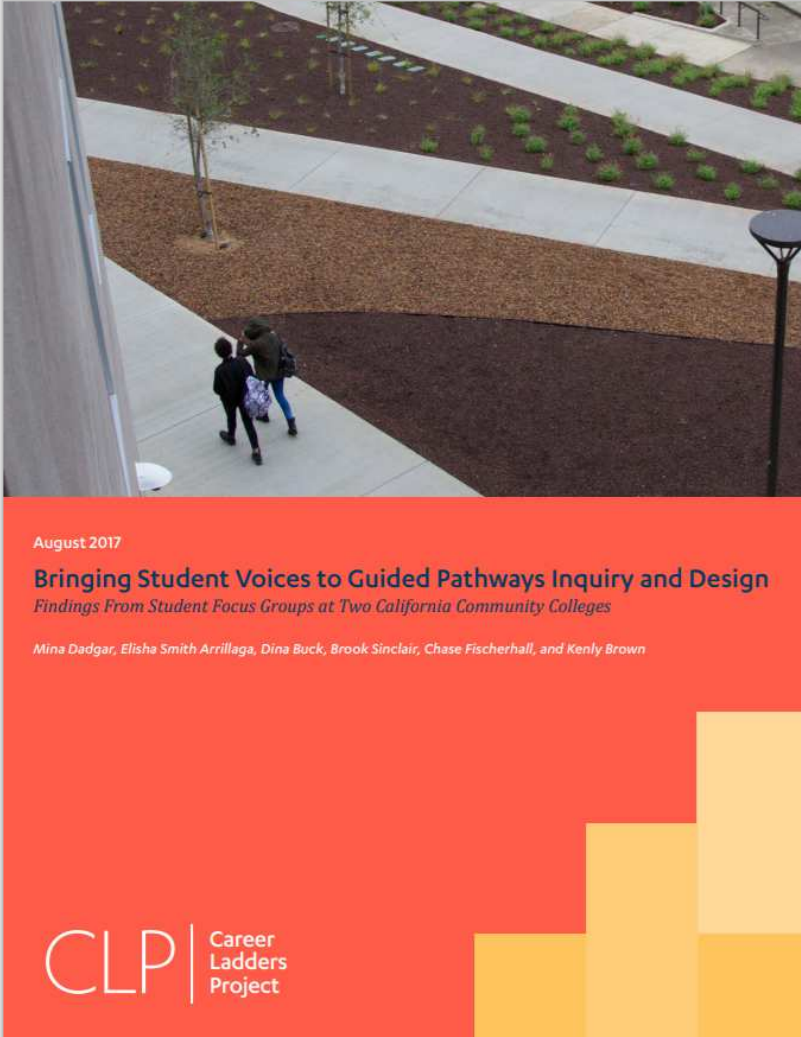
Skyline College's Design Team Co-Leads

- ❖ 1 Dean of Counseling
- ❖ 1 Instructional Dean
- ❖ 1 Counseling Faculty
- ❖ 4 Instructional Faculty
 1. History
 2. Legal
 3. Environmental Sciences
 4. Communication Studies

*Create an inclusive
inquiry
and work infrastructure*



TAKEAWAY:
**BRING STUDENT VOICES TO
GUIDED PATHWAYS DESIGN**





Skyline College Sources of Funds For Guided Pathways

- Student Success and Support Program (SSSP)
- SMCCCD
- Prop 20
- Basic Skills Initiative
- Redevelopment
- Strong Workforce
- San Mateo Transportation Authority District
- Innovation Funds

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Thank you!