



Guided Pathways Steering Committee Notes

Meeting Date: October 1, 2019

Meeting Time: 2:30-4:30

Location: 2-10

Topic	Discussion/Outcomes
<p>1. Report outs (3 Priority Areas)</p>	<p><u>10/1 Guided Pathways Steering Committee Agenda:</u> 2:30-4:30pm in Building 2, Room 10</p> <p>Attendees: Ron Andrade, James Carranza, David Eck, Margie Carrington, Karen Engel, Marisol Quevedo, Manuel Alejandro Pérez, Denise Erickson, Carol Rhodes, Chris Rico, Max Hartman, Mary Ho, Matais Pouncil, Chili Montian and Kechen Shawn</p> <p>2:30-2:35: Note-taker</p> <p>Mary Ho</p> <p>2:35-2:50: Report outs (2 Priority Areas)</p> <p>1. Redesign College Process: Margie:</p> <ul style="list-style-type: none"> • CRM - Getting ready for information mode, important of Business redesign to support all the other areas. • Do we know if online education is meeting regularly? Nick De Mello is new Distance Ed coordinator. New Distance Ed will lead with Chris Rico. • Members CRM redesign wants to be a participatory role in other subcommittees. Hope to have people identified shortly. Two have been attending Early College subcommittee.

Mission Statement

Cañada College provides our community with a learning-centered environment, ensuring that all students have equitable opportunities to achieve their transfer, career education, and lifelong learning educational goals. The college cultivates in its students the ability to think critically and creatively, communicate effectively, reason quantitatively, and understand and appreciate different points of view within a diverse community.

<p>2. Discussion Item: Meeting Norms/Message/Representing GP on Campus</p> <p>3. Report outs (2 Priority Areas + Fresno)</p>	<ul style="list-style-type: none"> • Info from District - CCC Apply where certain programs aren't represented. Concern that undecided students don't have an option when choosing an interest area. Huge % of students apply are undecided. Resistance from students to pick an Interest Area when they are undecided. Large conversation District wide. Important for ppl organizing CRM. From District not receiving CRM updates. Haven't shared with Karrie Mitchell and her team. <p>Karen--what is at stake when they chose. Students know they can change their minds. We should communicate that.</p> <p>Manuel - appt with Dr. Garcia from Skyline how they are navigating that conversation around undecided and interest areas. Cañada College needs an explorer track.</p> <p>James - important to get info from Skyline. Consider Clovis and how they have approached this. PCC has the broadest education based for First year. Consider if they are undecided first year and change 2nd year, how do we support that?</p> <p>2. Marisol - Early College Experience report out:</p> <ul style="list-style-type: none"> • District Academic Senate Task Force on concurrent enrollment develop MOU. Meeting Oct 28th. Prepared to come with recommendation. Marisol has meeting with Dual Enrollment, Middle College - get information and clarity. What are some similarities? Thursday meeting 3pm-4pm. <p>3. Carol: Redesigning Academic and Support report out:</p>
--	--

Mission Statement

Cañada College provides our community with a learning-centered environment, ensuring that all students have equitable opportunities to achieve their transfer, career education, and lifelong learning educational goals. The college cultivates in its students the ability to think critically and creatively, communicate effectively, reason quantitatively, and understand and appreciate different points of view within a diverse community.

- Meeting Thursday and have data for meeting. Mary- will hop in and out the other subcommittee meetings.

Manuel - every other conversation seems to be on Academic Support and FYE. In the subcommittees - how do we bring other folks in that have a huge interest? Come up with questions, topics from this week and share with other people how are interested but can't be a part of it.

2:50-3:35: Discussion Item: Meeting Norms/Message/Representing GP on Campus

Max - at this point we have GP Steering Committees and Subcommittees. What is the process on how we make decisions as a group and how we make decisions in the space and smaller and work group in this conversation today?

Manuel - important conversations we need to be starting now. By the end of today's meeting, let's have something concrete. This is how we define success. Define what a success process looks like this month. We might have people push back on what we are doing. Have the GP Steering Committee established guidelines.

Here are the Steering Committee developed guidelines:

Mission Statement

Cañada College provides our community with a learning-centered environment, ensuring that all students have equitable opportunities to achieve their transfer, career education, and lifelong learning educational goals. The college cultivates in its students the ability to think critically and creatively, communicate effectively, reason quantitatively, and understand and appreciate different points of view within a diverse community.

Guided Pathways Steering Community Guidelines

- **Individual needs**

- Seek understanding and ask for clarity respectfully
- Assuming the best intentions of others
- Trust that everyone in this room is trying to do their best by our students and the college. Trust the data, respect the information. Trust that what people are sharing is accurate and true
- Respectful civil space, one that is appropriate and polite in manner- we can disagree, but with good intentions. Good spirited conversations.
- Respect for professionalism, room for debate room for discussion. Invitation to share different opinions.
- If you have questions or about to make a statement about the work, first go to the individual for clarity- give the source an opportunity for dialogue
 - If you cannot check in, trust that we are doing our best to communicate
- Honorable sincere space for communication
- Shared understanding that all folks are doing their part
 - Trust that others are pulling their weight and invested in Guided Pathways
- Goal of active listening to others, consider and be interested in point of views of others

- **Organizational needs**

- A way to balance having the tougher conversations about decision making, how we make decisions.
- Agendas in advance
- Clear expectations and deadlines/timelines (what is my role, what do you need from me and when)
- Clear minutes, documentation
- Respectful of time

Manuel - GP Steering Committee - will make recommendation to PBC on redesign. Goal: What should success look like in our areas by end month. End of month submit answers to the 3 questions.

1. What is the vision for each priority area?

2. How would you define success for each area?

Mission Statement

Cañada College provides our community with a learning-centered environment, ensuring that all students have equitable opportunities to achieve their transfer, career education, and lifelong learning educational goals. The college cultivates in its students the ability to think critically and creatively, communicate effectively, reason quantitatively, and understand and appreciate different points of view within a diverse community.

3. What is the role of Success Teams, Retention Specialists, and Data Coaches

throughout the process?

Invite all who are interested from Flex Day, Annual plan to all subcommittee meetings.

In GP Steering Committees- what do we need help on? What left unanswered?

Karen - rest of year build on work from October.

David - All are welcome to GP Steering Committee meetings.

Marisol - create a one-pager for Flex Day - list of meetings and updates

Karen - decision making, one person one vote or consensus model or use thumbs up, down and side thumb (reservations) and discuss

Margie-like consensus model

James - consensus with reservations: log reservations and going can address, commit to address reservations

Matias - approach decision making through equity lens

Karen - what is role as a committee, value of team and to move the work forward. We are working and feeling a gelling as a team. Once we go through the process, when we go out to community, we move together as a team.

Marisol - email Decision making items to add GP Steering Committee Agenda

Mission Statement

Cañada College provides our community with a learning-centered environment, ensuring that all students have equitable opportunities to achieve their transfer, career education, and lifelong learning educational goals. The college cultivates in its students the ability to think critically and creatively, communicate effectively, reason quantitatively, and understand and appreciate different points of view within a diverse community.

<p>4. Interest Areas Cross-list Threshold Discussion/Vote</p>	<p>Maureen - structured agenda and space for priority areas to bring items, discuss and make decision and have unified front to College.</p> <p>Max - important to talk about values so we can operate as a group. Important to set up norms. Use “we” in the work that we are doing. Set tone with colleagues.</p> <p>Manuel - make decision to use consensus with logging of reservations. Confirmed!</p> <p>3:35-3:50: Report outs (2 Priority Areas)</p> <p>3:50-4:05: Report outs: Fresno and Interest Areas/Program Maps group</p> <p>4. Interest Areas and Program Maps: Maureen - look at models of other college and how they have been equity minded - Pasadena City College looked at student rates of completion, Latinx student completion rates and disaggregated based on equity gap. <i>PCC looked at African-American students and had 241 students and after 6 years only 1 student transferred.</i> Tracked and looked at quantitative data. Then interviewed the 1 student. Worked with the Center for Urban Education to address equity gap. These are difficult conversations and we have to be brave to have those conversations. Change minds about how GP was so important.</p> <p>Manuel - PCC - early pilot work happened in the STEM Division. The only pathway is STEM (Career Community). They are at the crossroad of: does that work? Review Clovis - they are doing some good things around equity. PCC: Equity was infused in the STEM Community. Pasadena started way before (2011) and what would it look like if</p>
---	--

Mission Statement

Cañada College provides our community with a learning-centered environment, ensuring that all students have equitable opportunities to achieve their transfer, career education, and lifelong learning educational goals. The college cultivates in its students the ability to think critically and creatively, communicate effectively, reason quantitatively, and understand and appreciate different points of view within a diverse community.

Interest Areas was clumped together. Not easy or quick lift. Only Career Community for STEM. Most of it was about being Equity Minded and most are in year 3.

Maureen - let's keep everyone at Cañada remembering why we are doing this work.

Chris- attended the Student Success for integrated campus. Fresno - 24,000 students, integrated team approach, creating partnership and building bridges, highly personal services, proactive in Student Services, working across division. They make important decisions because of data. Talked about points for students, student success would implement a plan to help students succeed. Four keys: administration, academic div/chair, intervention specialist, counselor. Student rep, data rep and classified rep.

Max - West Hills College Lemoore - 7,000 students, 52.4% Latinx, how do they best support and case manage students to additional resources? Wasn't feasible to hire a lot of new people. Create a culture where all members of campus are deputized as "retention specialists." All academic records were shared across campus. They can see all of what students are connected to. Students do not have to explain academic story because "staff" have access to this data. It's been about a year. See some gaps closed. Seen success and retention rate increase for all students.

Maureen - worked at another campus where all know and have access to all student data (appropriate data). Community was deputized to this culture.

Mission Statement

Cañada College provides our community with a learning-centered environment, ensuring that all students have equitable opportunities to achieve their transfer, career education, and lifelong learning educational goals. The college cultivates in its students the ability to think critically and creatively, communicate effectively, reason quantitatively, and understand and appreciate different points of view within a diverse community.

Max - all should know how to support our students through this system. Understand what information should go in the notes. If we go this direction, we need to have student input.

Carol - NSF scholarship, look at academic record. Able to go through name by name. Challenge of how do you scale that. Perhaps this software can help with this?

Manuel- directed to Academic Support and FYE - not scaling up practice but training folks to do this work including students.

4:05-4:30: Interest Areas Cross-list Threshold Discussion/Vote

Maureen - starting this week, go to division meeting with drafted Interest Areas. Go from 5 - 4 Interest Areas and Alex will show how these decisions were made which came CIETL sections and staff meetings. Give faculty an opportunity to look.

Karen - Are Interest Areas being presented as finished or open to input?

Maureen - Division meetings are for input and to get conversation started. As GP Steering Committee, we need to make a decision based on input. Two threshold questions will be used.

Two threshold questions -

- 1. Does the data support decisions that a program should be in this Interest Area? (If we need to program be cross-listed)***
- 2. Do the students think it belongs into this Interest Area?***

Skyline good example for using student input to list cosmetology in two IAs.

Mission Statement

Cañada College provides our community with a learning-centered environment, ensuring that all students have equitable opportunities to achieve their transfer, career education, and lifelong learning educational goals. The college cultivates in its students the ability to think critically and creatively, communicate effectively, reason quantitatively, and understand and appreciate different points of view within a diverse community.

	<p>David - Suggest #2: Do students think it should belong and would they be confused if it's not cross-listed?</p> <p>Maureen - Now we need to gather information from discipline faculty.</p> <p>Max - Important to look at Program Map and what will require for students to complete when there is course overlap. Allow for opportunity to dig deeper from faculty about course overlap.</p> <p>Marisol - need student focus-group</p> <p>David - need mechanism to log into conversation around course overlap discussion that may surface, helps to use to address things that may come up.</p> <p>Carol - can software be set up with an asterisk to help address course overlap and interest areas.</p> <p>Manuel - let Interest Area flush this out and come back for a vote from GP Steering Committee.</p> <p>Maureen - instead of threshold propose inviting the faculty to discuss cross-listing. Will bring back fact finding to Work Team.</p> <p>Attend Area Interest Monday meeting from 2pm-3pm regarding Threshold questions.</p>
<p><i>Upcoming Meetings:</i> October 8 Bldg. 2-Rm. 10 October 15 Bldg. 2-Rm. 10 October 22 Bldg. 13-Rm. 116 October 29 Bldg. 2-Rm. 10</p>	

Mission Statement

Cañada College provides our community with a learning-centered environment, ensuring that all students have equitable opportunities to achieve their transfer, career education, and lifelong learning educational goals. The college cultivates in its students the ability to think critically and creatively, communicate effectively, reason quantitatively, and understand and appreciate different points of view within a diverse community.