



Position: Retention Specialist/Guided Pathways (2)

Requested by: ASLT Division

Cañada's Guided Pathways
Interest Areas
help create a sense of
connection and belonging
for *all*
home campus students



An **Interest Area** is a group of academic degree and certificate programs that share common core required courses and which may be similar in terms of the career interests students may have.

Human Behavior
&
Culture

Art, Design &
Performance

Business

Science &
Health

A **Success Team** is a small group of college faculty, staff and administrators who monitor student-level data in the Interest Area (and build and manage relationships with each student in the Interest Area) to help each student with:

- Onboarding and matriculation
- Retention and persistence
- Completion of education goals

IA Success Team
include:
Dean

Counselor

Retention Specialist

Peer Mentors (students)

Data Coach

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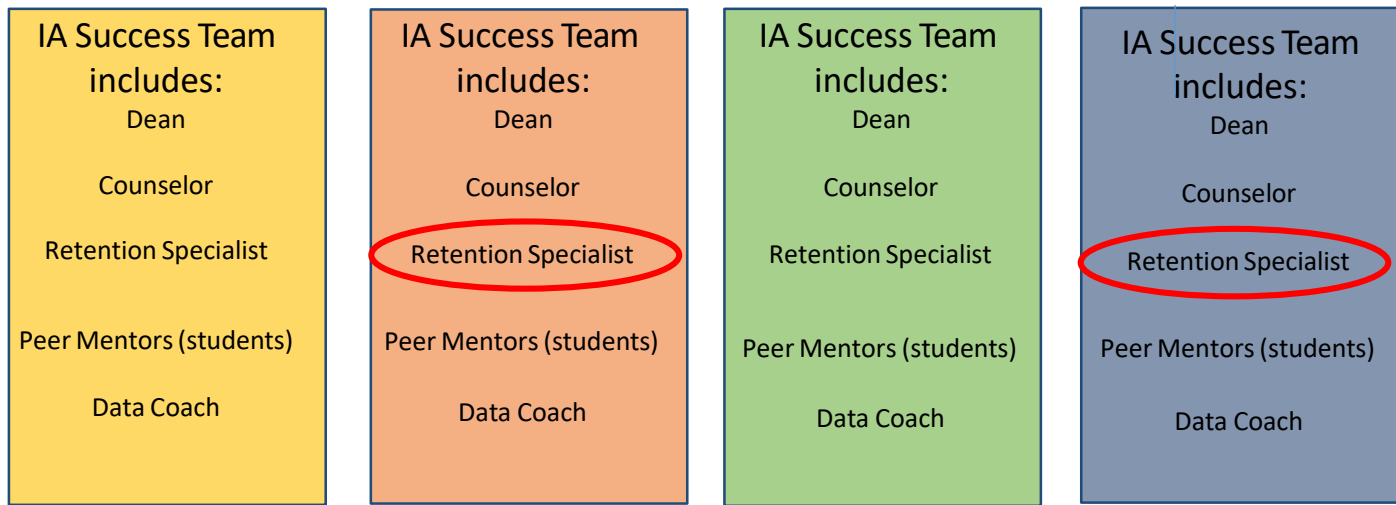
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Positions we are requesting

Position shared with ESL

Additional position requested

Position transitioned from basic skills

GANAS grant ending for existing STEM position



**All Cañada home campus students
3,210**

Served by Special Programs: 60%

**Served by Guided Pathways
IA Success Teams: 40%**

Part Time

Full Time

Part Time

Full Time

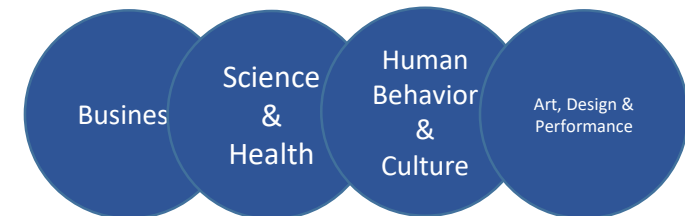
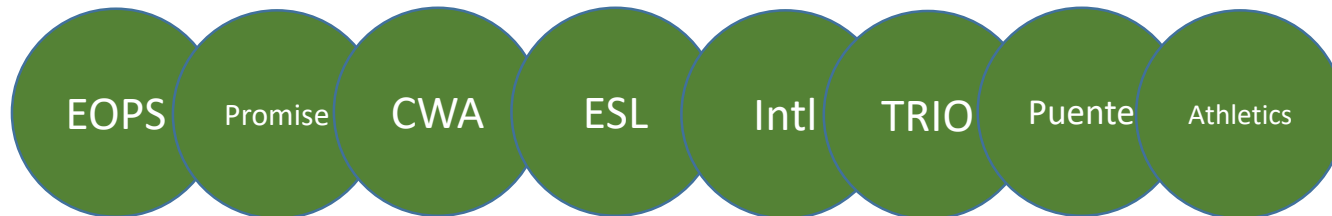


16% of our students
dropped all of their
courses after
registration this term

All Cañada home campus students (Fall 2021)
3,210

Served by Special Programs: 60%

Served by Guided Pathways
IA Success Teams: 40%



Guided Pathways Interest Area Success Team: Retention Specialist Areas of Impact

Serve all students not served by a special program: 1st time, Continuing, and Returning

- Create channels for frequent and consistent communication to students (text, email, phone, etc.)
- Daily maintenance of system for all interest area student contacts from point of application (CRM, Banner, Canvas, etc.)
- Maintain regular contact with students for them to enter and stay on the Interest Area pathway
- Weekly/bi-weekly Success Team and Community of Practice meetings.
- Develop initial message bundles (text, email, Canvas posts, etc.) by need or event.
- Establish system for regular contact with students (could be one-on-one case mgmt. and could be group sessions by milestone for continuing and returning students)
- Coordination with special program retention specialists (Promise, ESL, EOPS, etc.).
- Integration of Banner, CRM, & Canvas tools to help students stay on the path.

Special Programs

- Promise
- EOPS
- ESL
- TRIO SSS
- CWA
- ECE
- International
- Puente
- ESO Adelante
- Athletics

Director of Student Support

Arts, Design & Performance Retention Specialist

Business Retention Specialist

Human Behavior & Culture Retention Specialist

Science & Health Retention Specialist

Student Support
Community of Practice
to align services and create consistency

Peer Mentor

Peer Mentor

Peer Mentor

Peer Mentor

Peer Mentor

Peer Mentor

Research confirms that the “Success Team” model of coordinated student supports aligned to academic pathways is highly effective in helping to close equity gaps, particularly for our minoritized student populations.*

These positions will support:

- Closing equity gaps
- Supporting Latinx and Asian American, Native American, and Pacific Islander (AANAPISI) student success

*See, among others, the [Columbia University Community College Research Center](#).