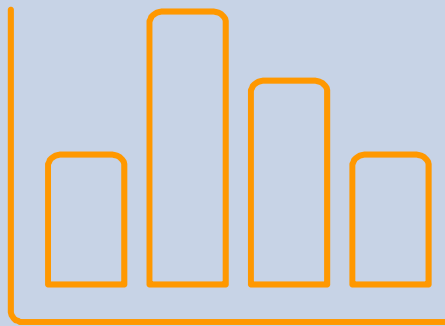


The Big Picture:

*Setting the Stage for
Success in the Spotlight
of a New Strategic Vision*





THOMAS GREENE

*President, American River College
ACCCA Board President
Session Moderator*

The ACCCA logo is displayed on a graphic consisting of a blue horizontal bar with an orange arrow pointing to the right. The word "accca" is written in white lowercase letters on the orange arrow.

accca



Intro slides from Thomas?

elecca



The Big Picture

Change Leader
Dr. Reagan Romali
Superintendent/President
Long Beach City College





WHY? Guided Pathways, when coupled with completion strategies, drive up metrics.

Experience at previous employer:

- Increased Federal IPEDs rate **300%**
- Increased number of associate degrees awarded **129%**
- Increased number of certificates awarded **288%**
- Increased rate of transfer to 4-year **53%**
- **Timeframe – 3 years to full execution! DONE**





TAKE THIS IMPORTANT FIRST STEP

- Do an industry scan showing the top 8-10 in-demand careers and transfer programs in your local area. What careers are needed, at what education level in the next 10 years, what are the expected salaries.
 - Typical Focus Areas: IT, Healthcare, Bioscience, Transportation/Logistics, Advanced Manufacturing, Business, Natural Sciences, Education, Construction ...
- Form industry advisory committees that inform soft skills needs, equipment training needs, curricular needs. Use these business partners later as employment opportunities.
- Build pathways that feed directly into these 8-10 focus areas, stackably. i.e. CNA Certificate >> ADN Degree >> BSN >> MSN. Credential attainment MUST lead to wage gain, promotion. NO CERTIFICATES just to have certificates!

Explore by Focus Area

Our degrees and certificates largely fall within one of our ten focus areas. Click on a focus area to learn more.





- Working conditions
- Placements needed
- Semester by semester plan
- Transfer options
- Career and salary options
- Elective options





HERE'S HOW TO MAKE A PATHWAY

Academic Department's To-Do List

Econ
101

Acctg
101

Bus
101

Audit
101

Finance
101

Org B
101

- Academic departments decide what courses make up their degree, shouldn't exceed 60 credits.

Counselor To-Do List

- Advise academic department on what courses the 4-years take as transfer credits to ensure transferability
- Make curriculum guides that show students the pathway (see slide 3)

Matriculation To-Do List

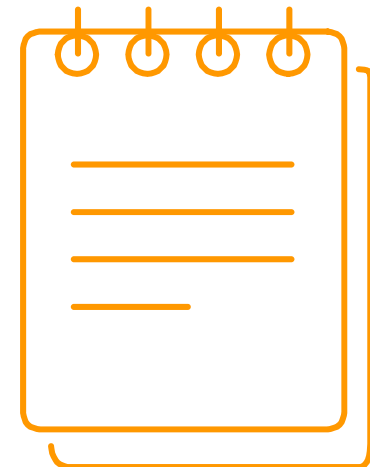
- Set up transfer agreements with 4-years to accept our pathway credits





ACADEMIC AFFAIRS TO-DO LIST

- Refresh curriculum if needed in pathways coursework
- Accelerate Math and English
 - Co-req model, Peter Adams from Baltimore
 - Math Emporium, Aleks software
 - Mathway/Statway
- Specialized tutoring – Writing, Reading, Math
- Predictive scheduling based upon demand – ScheduleBuilder
- Build exploratory 1 credit courses for each pathway to avoid large credit waste
- Align faculty with their true expertise
- Create articulation agreements with universities to take transfer credits
- Build a 2 year schedule to enroll in entire pathway at once, predictable for faculty and students





STUDENT SERVICES TO-DO LIST



- Implement Early Alert system i.e. Starfish, Early Alert
- Move to a case management counseling model with 450:1 ratio
- Retain students by re-registering them prior to semester completion
- Implement supports specifically needed to population, i.e. Wellness Center
- CLEP credits for credit attainment
- Research 4-years to determine what courses they will accept
- Develop Ed Plans for ALL students, even undecideds
- Updated Degree Audit software – audit all 45+, 60+



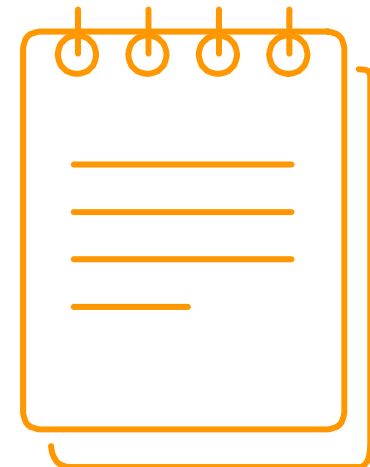
IT TO-DO LIST

- IT to install case management software, degree audit software, early alert software and predictive scheduling software
- IT to install Educational Plan software
- IT to install career exploration software
- IT needs to upgrade your Banner/Peoplesoft because these need upgraded platforms to operate



WORKFORCE DEVELOPMENT TO-DO LIST

- Refresh curriculum if needed in pathways coursework
- Research industry demand specific to your local economy to identify 8-10 focus areas. Make these the focus areas for your pathways. Determine physical requirements of jobs, what jobs are available and at what salaries.
- Create Career Placement Center
 - Install career exploration software
 - Interview skills, dress for success, resume writing
 - Create workforce partnerships role to work with industry partners on jobs they need, keep data on job placement
- Differentiate your programming from competitor cc's


The logo for ecccc, featuring the word "ecccc" in a stylized, lowercase, sans-serif font. The letters are white and set against a blue background that is part of a larger graphic element consisting of overlapping blue and orange shapes.


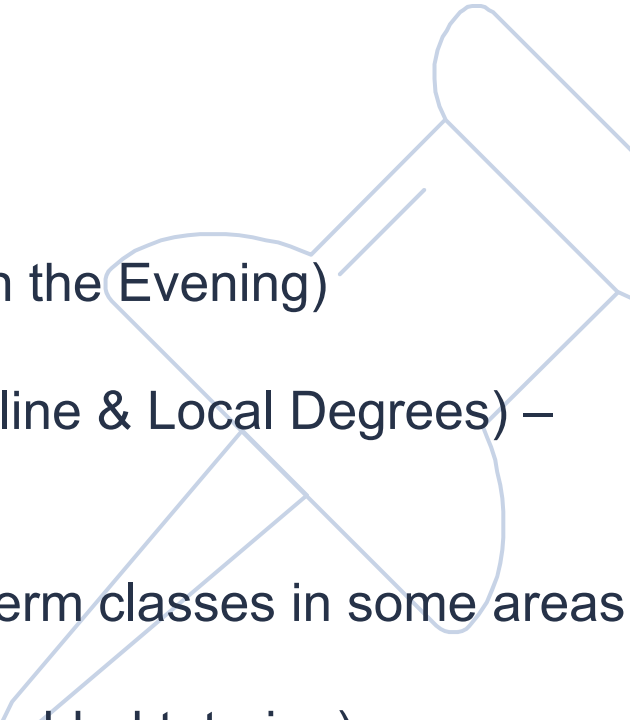



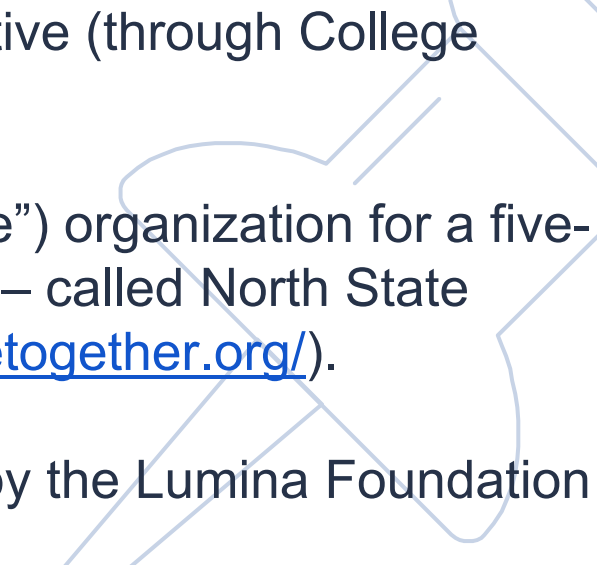
The Big Picture

Change Leader
Joe Wyse
Superintendent/President
Shasta-Tehama-Trinity Joint CCD



- 
- We have been working at improvements related to Pathways for several years and are beginning to have data to support changes.
 - Examples of our efforts over the past several years:
 - Multiple Measure Pilot college
 - Co-requisite support for English 1A & removed 2 of 5 levels in below transfer English courses
 - Math acceleration (Path to Stats, MathMyWay, combined two semesters of low-level math into a single term)

- 
- Dual Enrollment
 - Gateway to College
 - ACE (Associates Completion in the Evening)
 - BOLD (Bachelor's through On-line & Local Degrees) – intersegmental support
 - Stackable certificates & short-term classes in some areas
 - Supplemental Instruction (embedded tutoring)
- 

- 
- High School Counselors Initiative (through College Promise grant funding)
 - Serving as lead (or “backbone”) organization for a five-county collective impact effort – called North State Together (see <http://northstatetogether.org/>).
 - Recognized as a Talent Hub by the Lumina Foundation for our service area.
- 

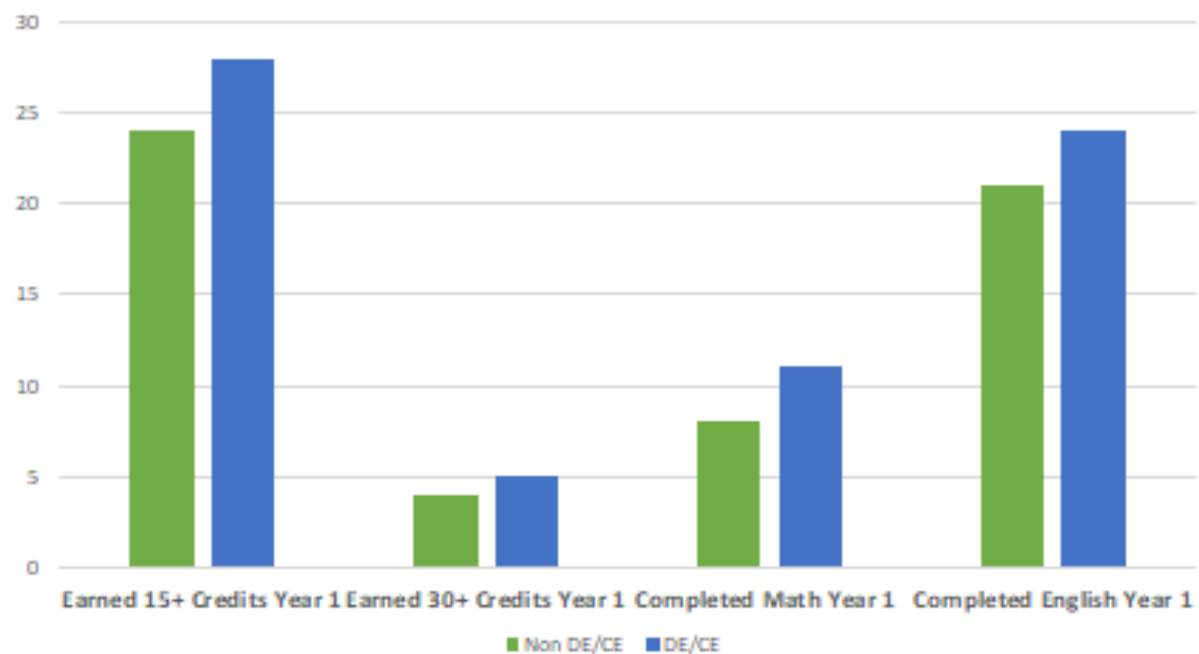
“ *Common goals of each initiative are to increase completion of transfer level math and English by end of first year; and ensure that students make progress in completing relevant course work early on.*


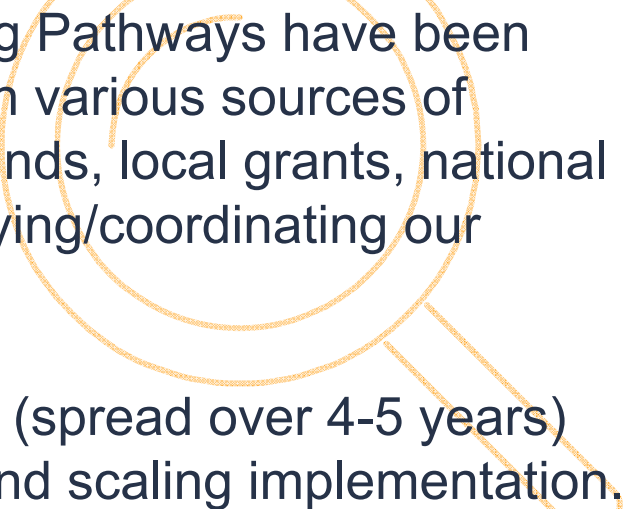
As next slide articulates, current numbers are still low, but efforts are showing improvement.

elecca



Students Participating in Dual/Concurrent Enrollment Before Shasta College



- 
- 
- Although our efforts at improving Pathways have been many and varied, especially with various sources of funding (state grants, general funds, local grants, national grants) we have a need for unifying/coordinating our efforts.
 - The one-time Pathways monies (spread over 4-5 years) will help with our coordination and scaling implementation.



- Smaller colleges have the challenge of adding “just one more initiative” to the plates of several key people who seem willing to try to do everything.
- Additional resources to support faculty and staff efforts is especially welcome at this juncture.





The Big Picture

Change Leader
Sonya Christian
President
Bakersfield College



VISION FOR SUCCESS

Goal 1

INCREASE the number of student earning credentials by at least **20%**

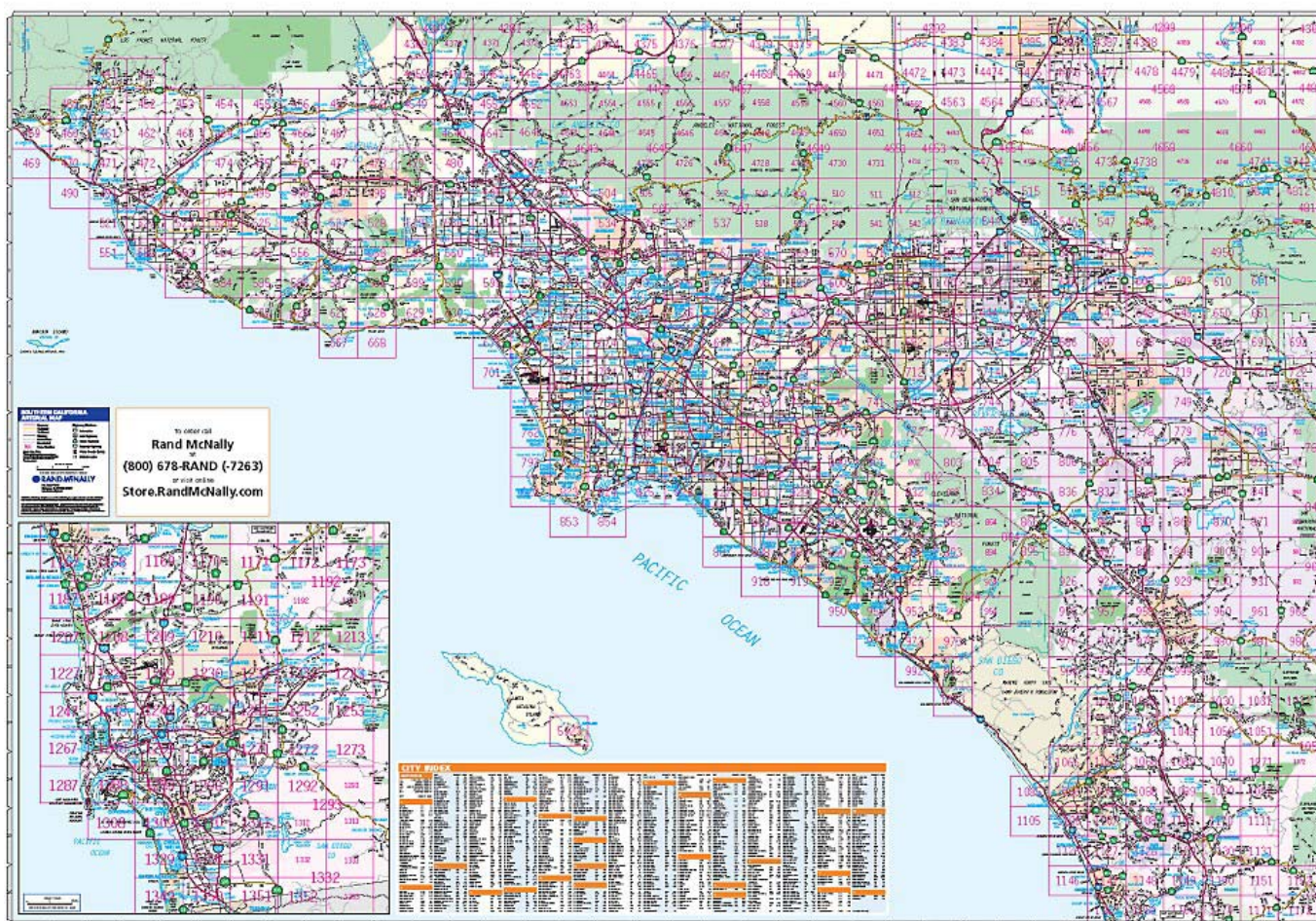
Goal 2

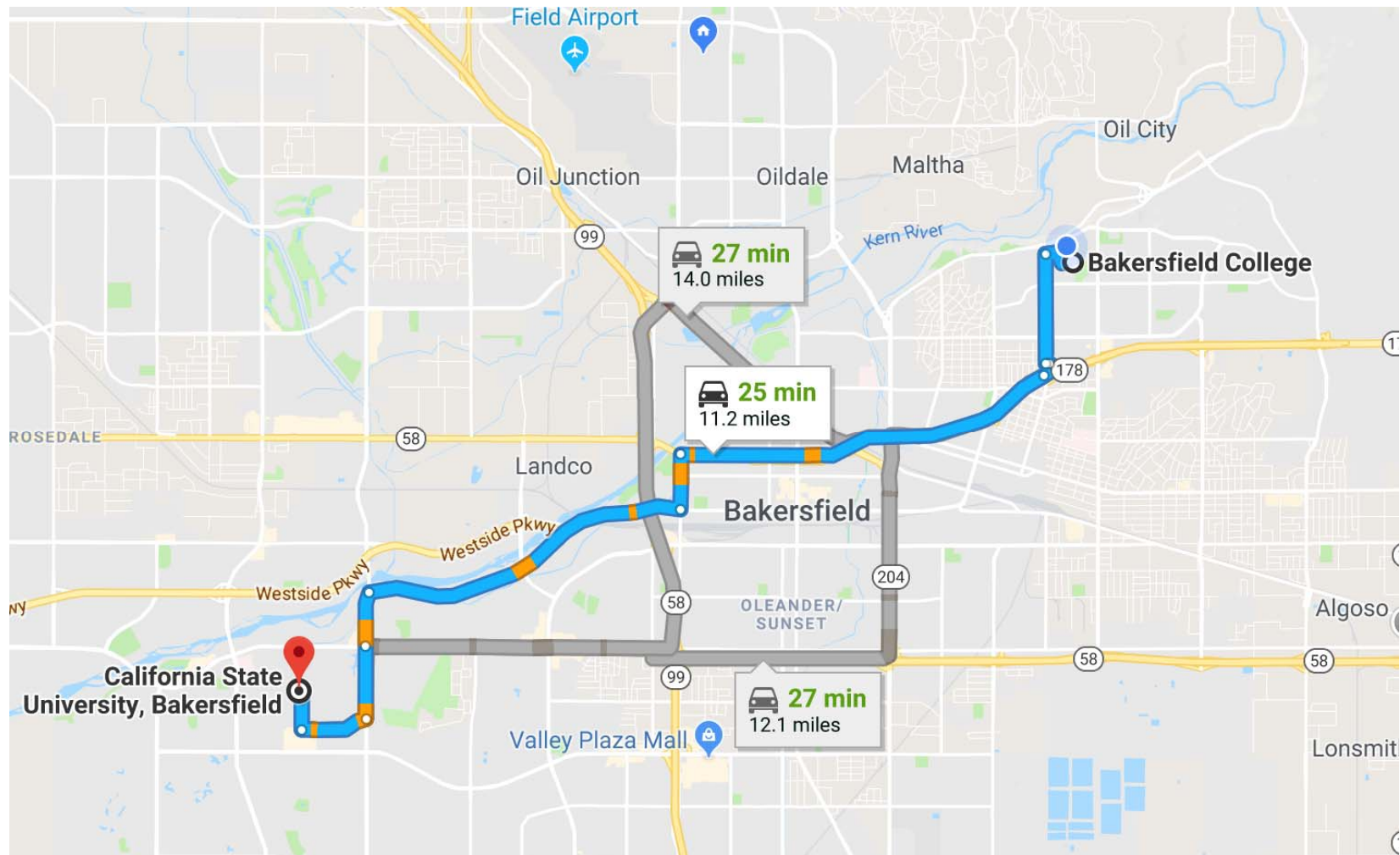
INCREASE the number of students who transfer by **35%**

Goal 3

REDUCE average units accumulated by students who complete degrees to **79**









How does an administrator's role shift in a Guided Pathways college?





CONTEXT



Elizabeth Warren



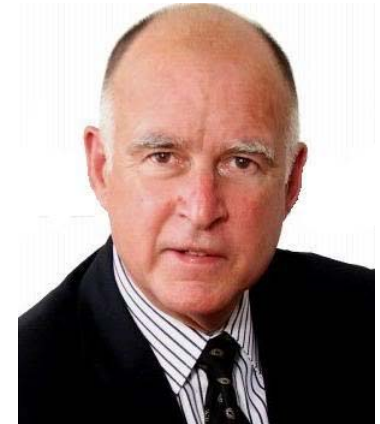
Marco Rubio



CONTEXT



Eloy Oakley



Jerry Brown



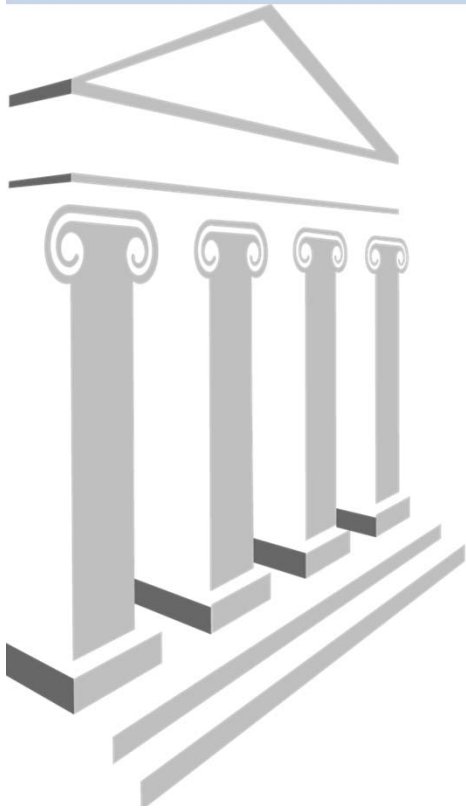
THE REAL WHY

REDUCE average units accumulated
by students who complete degrees.



exceca

PILLAR 1: CLARIFY THE PATH



Clear visual representation of pathways
(Hi Tech)

CLARIFY THE PATH

eccca

Browser window showing the application portal for Bakersfield College. The URL is <https://www.openccapply.net/uPortal/render.usei>. The page title is "Step 1: Apply To Attend | Baker...".

The page header includes the Bakersfield College logo and the tagline "HOME OF THE RENEGADES".

The main content area displays a list of application options under the heading "Enrollment". The options are categorized by program and general education pattern:

- 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

The right sidebar contains links for "Applications" and "Help", a "Cambiar A Español" button, and a "Continue" button. The page is displayed at 100% zoom.

TO THIS...

Course Map

With Transfer To:

University of California System

- ☐ Show Developmental Courses
☐ Show Part Time Student

1ST Semester 16 Units

- **BIOL B3A** 5.0
General Biology I
- **CHEM B1A** 5.0
General Chemistry I
- **ENGL B1A** 3.0
Expository Composition
- **ELECTIVE** 3.0
Art or Humanities

2ND SEMESTER 13 or 14 Units

- **BIOL B3B** 5.0
General Biology II

1ST SEMESTER

CORE **BIOL B3A**

CORE **CHEM B1A**

GEN **ENGL B1A**

ELEC **ELECTIVE**
Arts or Humanities

2ND SEMESTER

CORE **BIOL B3B**

CORE **CHEM B1B**

GEN **ENGL B2**

GEN **PHIL B9**

3RD SEMESTER

GEN **MATH B6A**

GEN **PHYS B2A**

GEN **COMM B1**

ELEC **ELECTIVE**
Arts or Humanities

4TH SEMESTER

CORE **BIOL B3**

GEN **MATH B**

GEN **PYS B2I**

ELEC **ELECTIV**
Arts or Hun

Learning Objectives

1

Identify medical problems and apply appropriate and effective solutions.

2

Analyze clinical situations, determine a diagnosis, or create a plan of action.

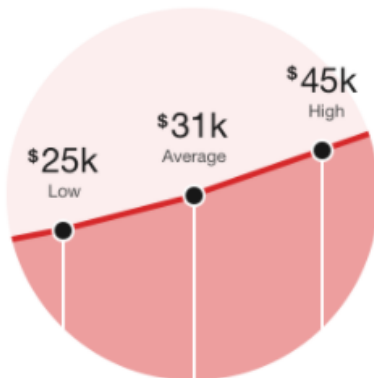
3

Demonstrate proficiency using a microscope.

Salary, Growth and Careers

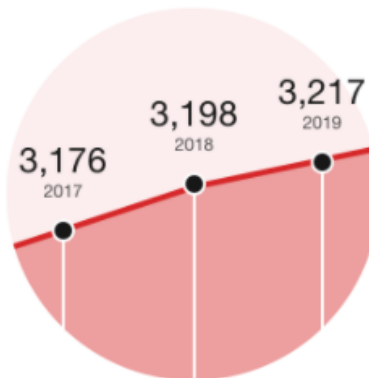
Salary

New workers generally start around \$25,000, while experienced workers can earn as much as \$45,000.



Growth

This sector is expected to grow by 5% over the next 10 years.



Careers

Dietician/Nutritionist





KEEPING STUDENTS ON THE PATH: COMPLETION COACHING



elecca



KEEPING STUDENTS ON THE PATH: COMPLETION COACHING

31,000
BC Students



2300
Arts, Humanities &
Communication Students



200
Spanish Majors



25
Students Per Spanish
Instructor



TO 10 META-MAJORS (HI TECH + HI TOUCH)

Agriculture, Nutrition & Culinary Arts

1,499 students

Arts, Humanities & Communication

2,372 students

Business

2,583 students

Education

1,750 students

Health Sciences

4,402 students

Industrial & Transportation Technology

1,157 students

Public Safety

1,222 students

Social & Behavioral Sciences

3,798 students

STEM

2,450 students

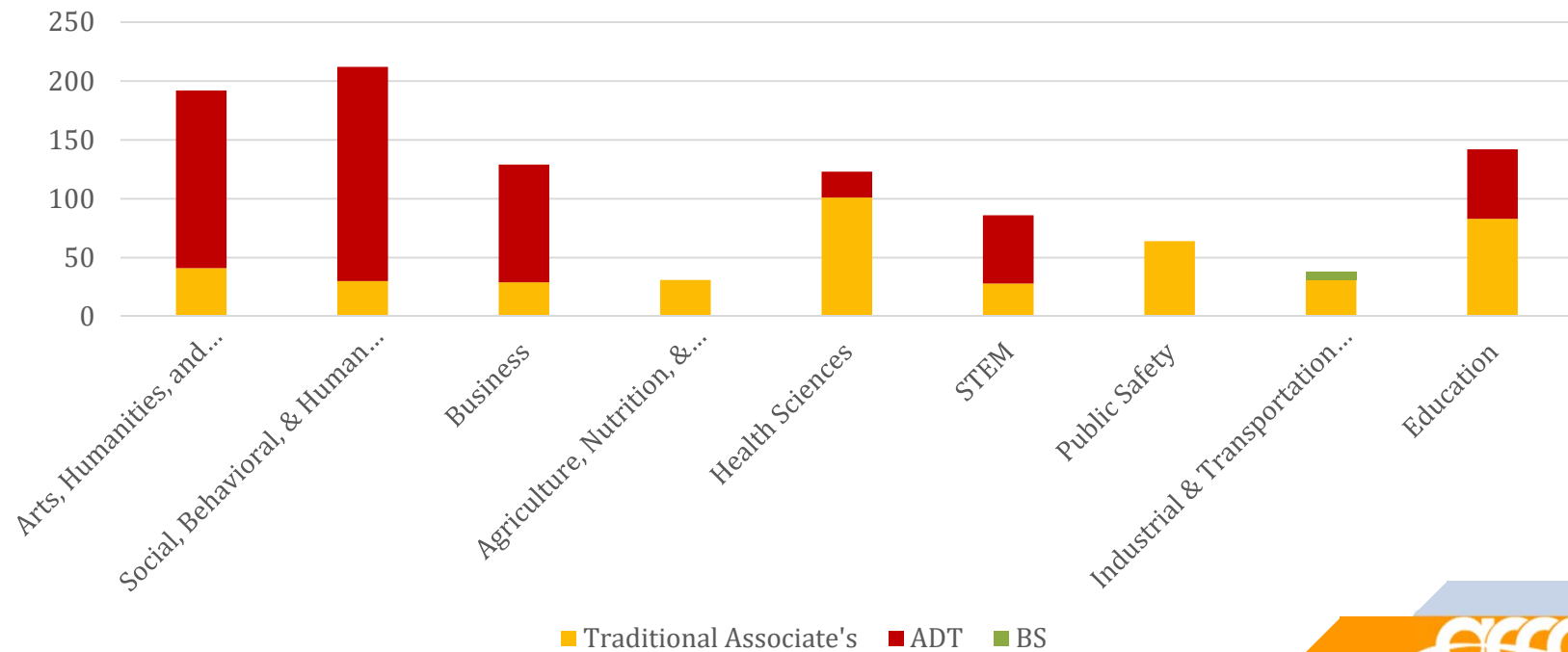
Personal & Career Exploration

1,637 students





2017-2018 Anticipated Graduates by Pathway & Degree Type





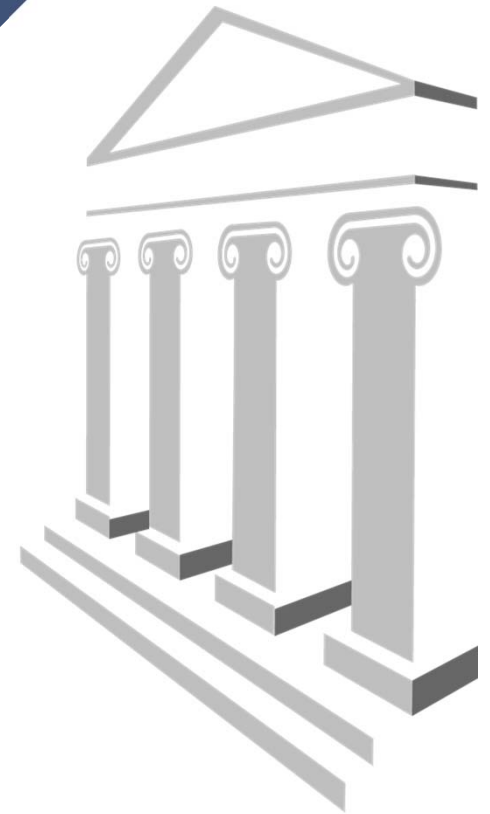
ORGANIZING THE WORK: INTEGRATED PLANNING

High Touch (Metamajors)

- Early HS engagement
- Dual enrollment
- The Kern Promise
- Associate Degrees for Transfer

High Tech

- DegreeWorks
- Starfish
- AccuSQL
- Pathways Mapper
- CCCApply
- Elumen
- Canvas

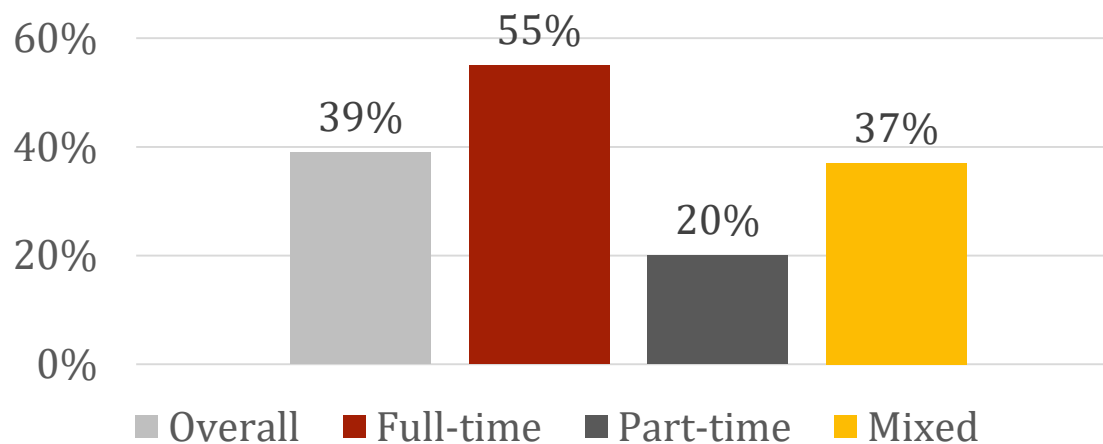


elecca

DESIGNING THE RESULT YOU WANT

Full-time enrollment leads to completion

Public Two-year College Graduation Rate by Enrollment Intensity



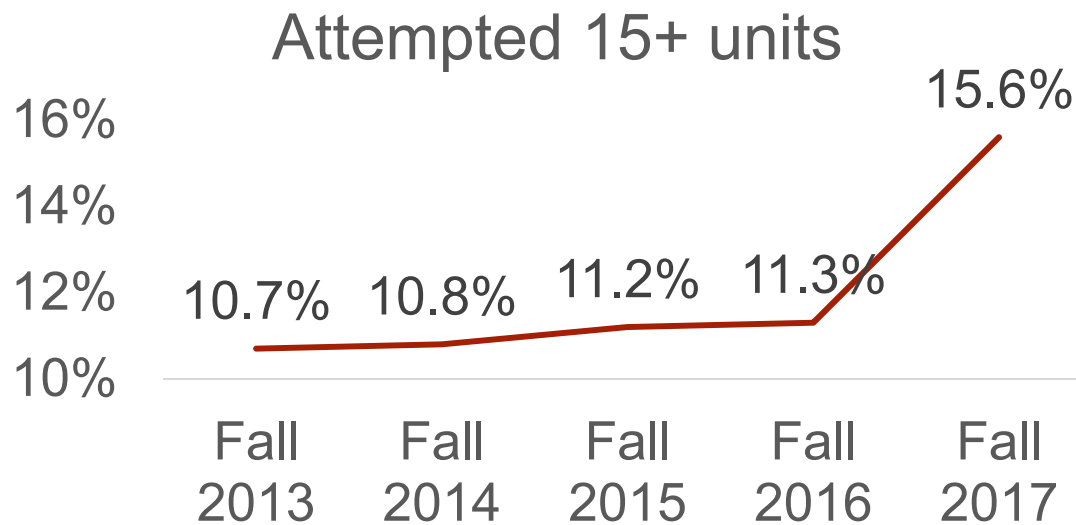
Source: Data are from students who began college in fall 2010. See Doug Shapiro and others, "Completing College: A National View of Student Attainment Rates – Fall 2010 Cohort" (Herndon, VA: National Student Clearinghouse Research Center, 2016), available at <https://nscresearchcenter.org/signaturereport12/>. Cited in "Hidden in Plain Sight" Center for American Progress (2017)



DESIGNING THE RESULT YOU WANT

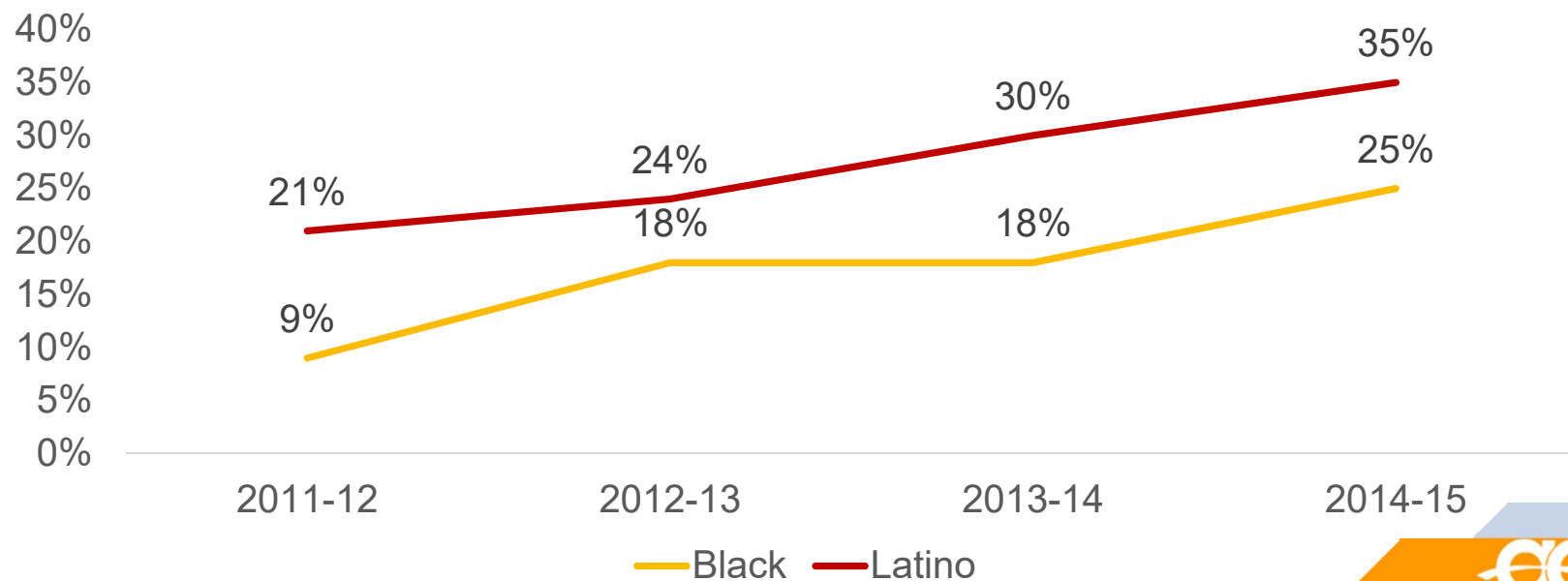
BC's Early Results

Percentage of Incoming Students Attempting 15 or More Units in the First Term at Bakersfield College



DESIGNING THE RESULT YOU WANT

Proportion of students completing transfer level English in the first year disaggregated by ethnicity





AB 705

Transfer English pass/throughput rates

11th grade GPA < 1.9

- 43% pass rate
- ~10% of students

11th grade ≥ 1.9 and
D or worse in
11th grade English

- 49% pass rate
- ~5% of students

11th grade ≥ 1.9 and
C- or better in 11th
grade English

- 62% pass rate
- ~23% of students

11th grade
GPA ≥ 2.6

- 80% pass rate
- ~62% of students



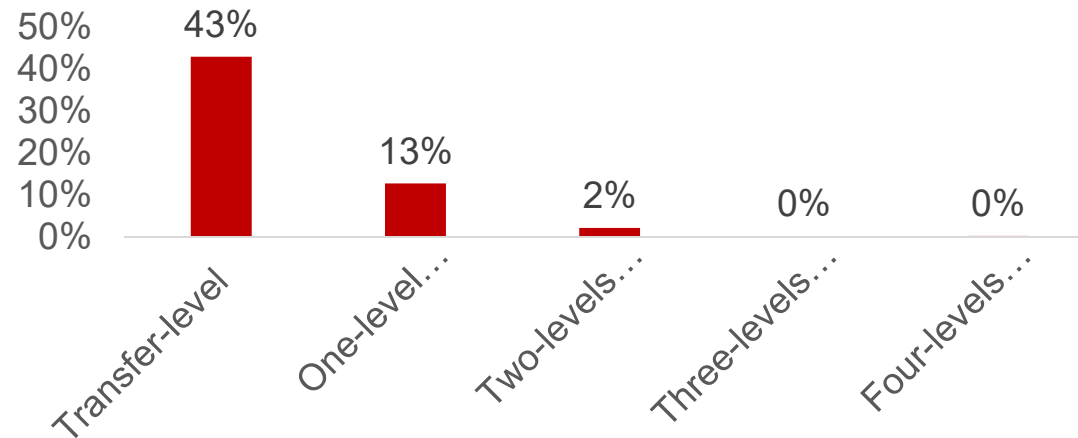
AB 705

Optimizing Throughput

11th grade
GPA < 1.9

- 43% pass rate
- ~10% of students

One-year English throughput rate by placement level for students with less than a 1.9 high school GPA



etccca



The Big Picture

Change Leader
Willy Duncan
Superintendent/President
Sierra CCD



The important step of determining the WHY

How do we help our students become more successful?

How do we ensure students meet their educational goal?

50% of our students leave every year. Why?

Problem Statement:

Students at Sierra College are not reaching their educational goals in a timely manner, or at all.



The logo for eXcel, featuring the word "eXcel" in a stylized, lowercase font. The "X" is composed of two overlapping, curved shapes. The logo is white and is set against a blue and orange background that resembles a stylized arrow pointing to the right.



THANKS!

Any questions?

