Equity

Ensure that learning
is happening with
intentional outcomes.

Timeline for Planning and Implementing Guided Pathways

	COMMUNITY COLLEGE RESEARCH CENTER
YEAR 1 Engagement/high-level planning	• Make the case for change by drawing on student data and experience • Broadly engage faculty and staff in scrutinizing current practices and planning large-scale reform • Communicate vision and goals for change
YEAR 2 Laying groundwork for implementation	• Create program maps (including plans for exploratory majors) for all programs and fields • Plan redesign of intake system—including integration of supports into program gateway courses • Plan reorganization of advising to support timely program entry and completion • Plan upgrade of student information system to support progress monitoring and enable early alerts • Continue broad communication and engagement • Train advisors and faculty for year 3 implementation
YEAR 3 Initial scale implementation	• Begin large-scale implementation of redesigned pathways, • reorganized intake system, program advising system, and student e-advising system • Provide training to support initial implementation • Conduct formative evaluation of initial implementation • Continue broad communication and engagement
YEAR 4 Improved scale implementation	• Refine and expand large-scale implementation • Continue training, communication, and engagement • Continue formative evaluation
YEAR 5 Continuous improvement	• Institutionalize structures and processes for formative evaluation and improvement

YEAR 2 COLLEGE OF SAN MATEO

- Continue integrating transformational work (see crosswalk below)
- Apply for Title V grant to coordinate efforts
- Reconfigure Guided Pathways working teams for 2019 to create design teams with the focus on program mapping
- Begin program mapping to inform meta-majors by referring to models with equity design principles

College of San Mateo will create an equity-minded, student-centered experience that empowers students to reach their educational goals.

Faculty and staff comments

What is Guided Pathways?

- Guided Pathways is a program that organizes students in taking appropriate classes so they can graduate in two years
- Guided Pathways encourages student retention
- Guided pathway is a program that has four well-defined pillars. However, planning has to be done by individual college/ campus. A simple metaphor is like an environmental impact assessment has to be for a particular area, community, business, ecology, economy .... So the first thing is to identify the needs of CSM through discussion linking degree majors with employment (begin with end in mind)

What do you want to learn more about regarding Guided Pathways work at CSM?

- What is my role as a faulty member?
- How do we know when we are doing it?
- How do we know when we are done?
- How can I implement these services for my students?
- How will you increase access to counselor? Is there a budget for this?

Ideas related to Guided Pathways:

- Outline of steps for specific programs – not only text but interactive scheduling system plus videos from best counselors and forum of students comments.
- Events in library to build community + sense of belonging
- More internships
- Publicize programs related to the Guided Pathways programs for student to be more aware of what the campus has to offer.
- Providing training for online courses and accessibility to provide more opportunities for students to take & complete courses for transfer on completion
- INTERDISCIPLINARY: Bringing faculty & STUDENTS together visibly around learning
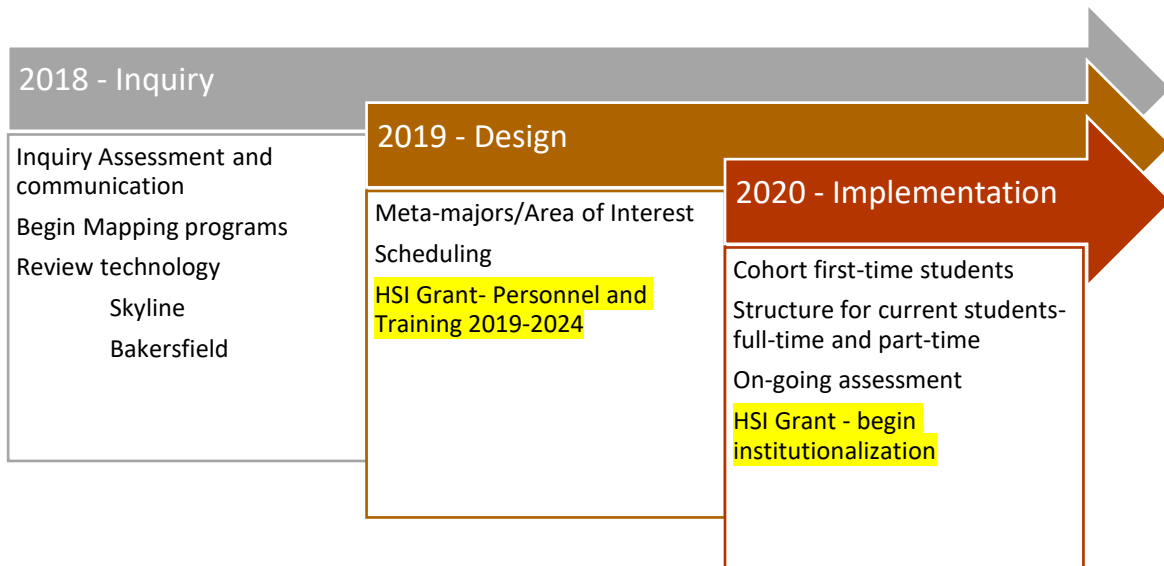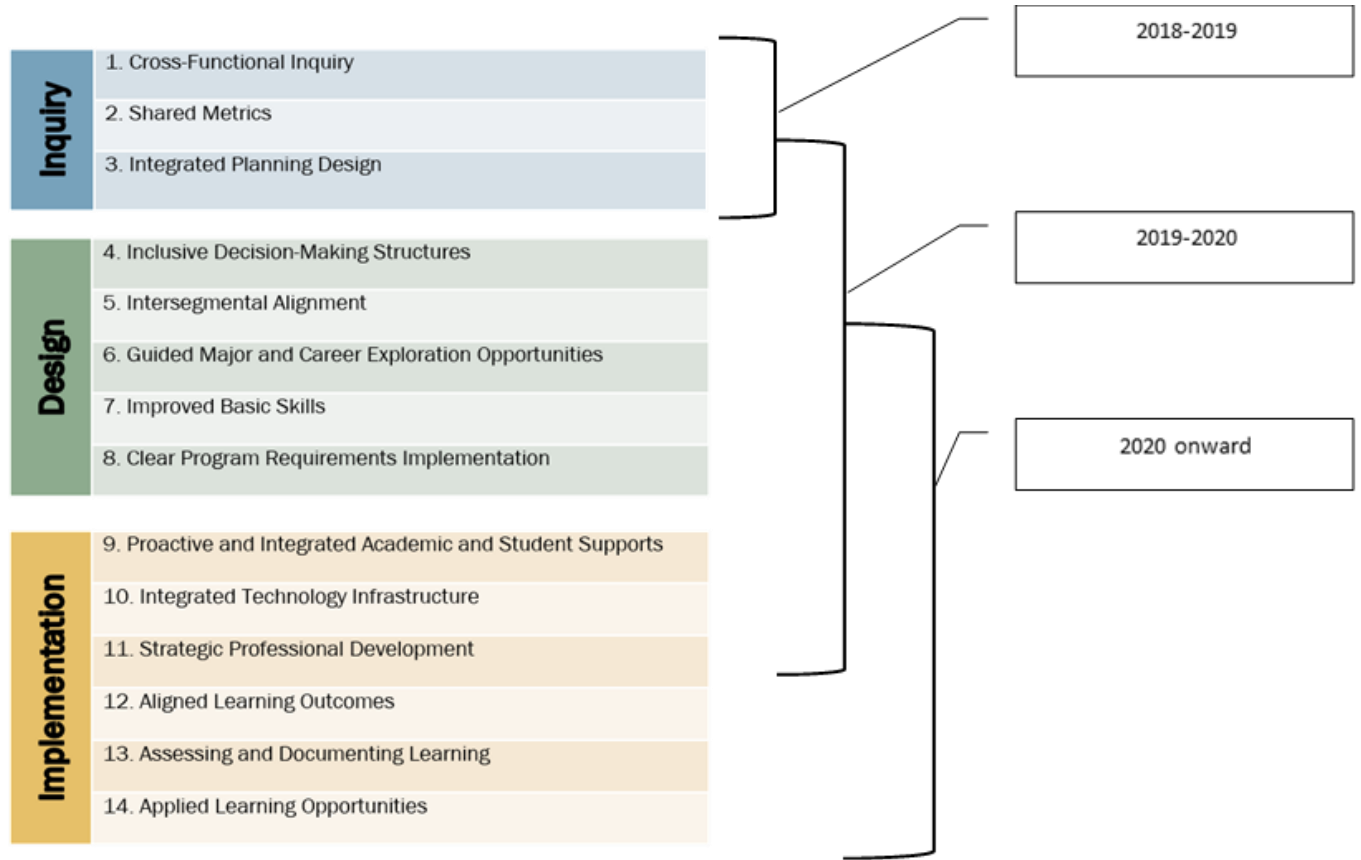
I FINALLY UNDERSTOOD GP! KUDOS TO THE TEAM!"

Email after division meeting

Equity
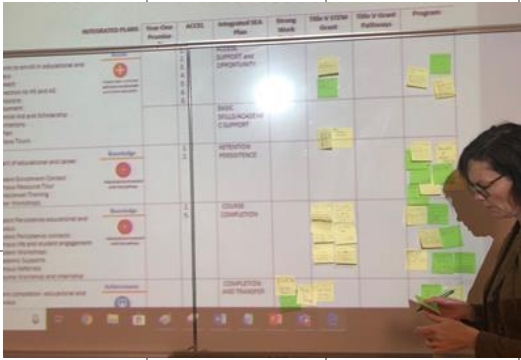
Ensure that learning
is happening with
intentional outcomes.

Elements of Guided Pathways

Inquiry
1. Cross-Functional Inquiry
2. Shared Metrics
3. Integrated Planning Design

Design
4. Inclusive Decision-Making Structures
5. Intersegmental Alignment
6. Guided Major and Career Exploration Opportunities
7. Improved Basic Skills
8. Clear Program Requirements Implementation

Implementation
9. Proactive and Integrated Academic and Student Supports
10. Integrated Technology Infrastructure
11. Strategic Professional Development
12. Aligned Learning Outcomes
13. Assessing and Documenting Learning
14. Applied Learning Opportunities

2018-2019

2019-2020

2020 onward

2018 - Inquiry

Inquiry Assessment and communication

Begin Mapping programs

Review technology

    Skyline

    Bakersfield

2019 - Design

Meta-majors/Area of Interest

Scheduling

HSI Grant- Personnel and Training 2019-2024

2020 - Implementation

Cohort first-time students

Structure for current students-full-time and part-time

On-going assessment

HSI Grant - begin institutionalization

College of San Mateo will create an equity-minded, student-centered experience that empowers students to reach their educational goals.

INTEGRATING TRANSFORMATIONAL WORK _Connecting program plans with Guided Pathways_		Year One Promise	ACCEL	Integrated SEA Plan		Strong Work Force	Title V STEM Grant	Title V Grant Pathways	Program
READY Prepare students to enroll in educational and career pathways 1. Outreach 2. Connection to HS and AS 3. Admissions 4. Assessment 5. Financial Aid and Scholarship 6. Orientations 7. Ed Plan 8. Campus Tours	**Access** Create clear curricular pathways to employment and further education.			1. 2. 3. 4. 5. 6. 8.	ACCESS, SUPPORT and OPPORTUNITY				
					BASIC SKILLS/ACADEMIC SUPPORT				
SET Guide the start of educational and career pathways 1. Student Enrollment Contact 2. Campus Resource Tour 3. Portal/email Training 4. Other Workshops	**Knowledge** Help students choose and enter their pathway.			1. 2.	RETENTION PERSISTENCE				
PERSIST Support student Persistence educational and career pathways 1. Student Persistence contacts 2. Campus life and student engagement 3. Student Workshops 4. Academic Supports 5. Campus Referrals 6. Resume Workshop and Internship	**Knowledge** Help students choose and enter their pathway.			1. 5.	COURSE COMPLETION				
COMPLETE Foster student completion educational and career pathways 1. 4-year Colleges and Universities 2. Connections to employers and career fairs 3. Transfer applications 4. Career readiness workshop / Scholarships and FAFSA	**Achievement** Help students stay on their path.				COMPLETION AND TRANSFER				

College of San Mateo will create an equity-minded, student-centered experience that empowers students to reach their educational goals.

Equity

Ensure that learning
is happening with
intentional outcomes.

CSM GUIDED PATHWAYS SPRING 2018

January	Jan 11	**FLEX**	

• *Title V Grant*
 • *Four Meta-major teams to begin work program mapping*
 	
      ○ *Science, Technology, and Health*
      ○ *Business, Entrepreneurship, and Management*
      ○ *Language, Communications, and Arts*
      ○ *Society and Education*
	Jan 19	Steering Committee	Preparation: Program Mapping (pilot)

	Jan 23	GP Team	Intro: Program Mapping (pilot)
February • *Title V Grant* • *Collaboration of Meta-major team members with counseling faculty: Tracy, Martin, Mary, Sunny (week of Feb 4)* • *LFM Team (June and October)*	Feb 13	Steering Committee	Revising: Program Mapping (pilot)
	Feb 27	GP Team	Program Mapping (pilot)- preparation for flex
March • *Title V Grant* • *Flex days to engage college in college-wide program mapping*	Mar 6	**FLEX**	
	Mar 13	Steering Committee	Intro: Program Mapping (college-wide)
	Mar 27	GP Team	Discussion: Program Mapping (college-wide)
	Mar 29	**FLEX**	
April • *Finalize program mapping*	Apr 10	Steering Committee	Program Mapping (college-wide)
	Apr 24	GP Team	CRM discussions
May • *Prepare to share mapping and meta-majors with college for August flex day* • *Summer: begin implementing grant*	May 8	Steering Committee	CRM discussions and Preparation for summer meeting/s
	May 22	GP Team	Celebrate GP Milestones

Four Pillars of Guided Pathways

Access	Knowledge	Achievement	Equity
Create clear curricular pathways to employment and further education.	Help students choose and enter their pathway.	Help students stay on their path.	Ensure that learning is happening with intentional outcomes.

College of San Mateo will create an equity-minded, student-centered experience that empowers students to reach their educational goals.

Equity

Ensure that learning
is happening with
intentional outcomes.

TITLE V GRANT- TIMELINE APPLICATION

Budget	Draft of section includes: description of costs that follow federal budget line items	CSM with Kay input	Jan-Feb
Competitive Preference Priority	Research conducted and response(s) completed (CPPs TBD by U.S. Dept. of Education)	Kay CSM	Feb-Mar
Review/provide feedback each section	Accuracy ensured; project details aligned with CSM	CSM	Nov-Feb
Full draft completed	Full draft ready for CSM review and feedback	Kay	Feb
Review/provide feedback	Project details confirmed or revised, as needed	CSM	Feb
Prepare and provide CSM with final proposal narrative	Final competitive proposal narrative ready for review and submission by CSM	Kay	Mar
Complete attachments, forms, assurances	Requirements for attachments, forms, and assurances met	CSM	Feb-Mar
Final review; application submitted	Final review conducted; ready to submit	CSM	Mar

	Resources	Activities	Outputs	Outcomes	Impact
	In order to accomplish the set activities, we will need the following	*To address the problem, we will accomplish the following activities*	*These are the outputs of the activities*	*If accomplished, these activities will lead to the following changes in 1-3 years then 4-6 years*	*We expect that if accomplished, these activities will lead to the following changes in 5-7 years*
PERSONNEL	• Director of Guided Pathways With background in planning and implementing Guided Pathways (percentage shared with GP) • Two Program Services Coordinators for each Area of Interest (meta-majors) Complementing work of STEM, and Workforce PSCs • Discipline and Counseling Faculty time • Retention Support • Research Support • Office Assistant • Evaluator	Hire and Train Program Services Coordinators for each Area of Interest (meta-major) Develop a peer mentoring program	# of students utilizing resources # of students persisting # of students attending workshops # of faculty attending PD meetings # of Workshops each year	2-3 professional development trainings annually	Increase in persistence, retention, and graduation rates
	Suitable space for team meetings			Contact with …% students by the end of year one	
	Travel and training expenses				

Logic Model for Title V grant

The two HSI Program Services Coordinators in collaboration with STEM, Workforce, and other meta-major PSCs, and supervised by the **Director, Guided Pathways,** will case manage student retention and support and serve as liaison between instructional programs in their area and student services personnel. The HSI PSCs will receive monthly student SAP reports to help support, track student participation, and will follow-up with relevant departments, counselors, discipline faculty, and retention specialists.

College of San Mateo will create an equity-minded, student-centered experience that empowers students to reach their educational goals.