



GUIDED PATHWAYS AT CSM

<http://collegeofsanmateo.edu/guidedpathways/>

Overview

At College of San Mateo, only 4 in 10 students completes a certificate, degree, or transfers within 3 years*, and success rates for certain student groups are disproportionately low.

Our Vision

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

Guided Pathways addresses four pillars: *Clarify the Path* by creating clear curricular pathways to employment and further education; *Enter the Path* by helping students choose and enter their pathway; *Stay on the Path* by helping students stay on their path; and, *Ensure Learning* with intentional outcomes. How we do this specifically at CSM is up to us. What we do know is that it will require structural change and campus-wide support to create an improved college experience for students.

College of San Mateo, along with other community colleges statewide, has embarked upon Guided Pathways. In order to implement Guided Pathways, CSM has established a steering committee and general team that include administration, faculty, staff, and students. These bodies will continue to evolve in order to maintain a balance of discipline perspectives, to deliver fresh ideas, and to reflect our diverse campus. As we move towards implementation, we will engage in systematic inquiry that examines data on performance, identifies underserved student populations and general areas for improvement, before designing pathways for our programs that allow students to explore while moving towards completion.

Guided Pathways is in initial stages at CSM and we need everyone to play a part. Whether educator or student at CSM, we invite you to [join us](#) in our efforts.

By the CSM [Guided Pathway Steering \(GPS\) Team](#)

Four Pillars of Guided Pathways

Access



Create clear curricular pathways to employment and further education.

Knowledge



Help students choose and enter their pathway.

Achievement



Help students stay on their path.

Equity



Ensure that learning is happening with intentional outcomes.







Timeline for Planning and Implementing Guided Pathways

	COMMUNITY COLLEGE RESEARCH CENTER	COLLEGE OF SAN MATEO
YEAR 1 Engagement/high-level planning	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Refine and expand large-scale implementation • Continue training, communication, and engagement • Continue formative evaluation 	
YEAR 5 Continuous improvement	<ul style="list-style-type: none"> • Institutionalize structures and processes for formative evaluation and improvement 	



INTEGRATED PLANS

		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 <ol style="list-style-type: none"> 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.		<ol style="list-style-type: none"> 1. 2. 3. 4. 5. 6. 8. 	ACCESS, SUPPORT and OPPORTUNITY				
					BASIC SKILLS/ACADEMIC SUPPORT			
SET Guide the start of educational and career pathways <ol style="list-style-type: none"> 1. Student Enrollment Contact 2. Campus Resource Tour 3. Portal/email Training 4. Other Workshops 	Knowledge  Help students choose and enter their pathway.		<ol style="list-style-type: none"> 1. 2. 	RETENTION PERSISTENCE				
PERSIST Support student Persistence educational and career pathways <ol style="list-style-type: none"> 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.		<ol style="list-style-type: none"> 1. 5. 	COURSE COMPLETION				
COMPLETE Foster student completion educational and career pathways <ol style="list-style-type: none"> 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				