

Guided Pathways Initiative Strategic Priorities

Strategic Priorities Related Activities	Year 1 Milestones	Year 2 Milestones	Year 3 Milestones	Year 4 Milestones	Year 5 Milestones	How will know we have accomplished each milestone?	Lead & Partners
<p>Strategic Priority #1 Related Activities</p> <p>Support Students Aspirations</p>	<p>Guided Pathways Steering Committee attends conferences and gather information related to building program inventories and clusters.</p> <p>Required math courses are appropriately aligned with the student's field of study. Every new student is helped to explore career/college options, choose a program of study, and develop a full program plan as soon as possible.</p> <p>Faculty begin to design AB705 course changes.</p> <p>(Equity)</p>	<p>Finalize program inventories;</p> <p>Present cluster recommendations to campus based on students, faculty, staff and administration feedback.</p> <p>Identify program inventory online platform and needed data elements.</p> <p>Create Guided Pathways Student Advisory Group.</p> <p>Facilitate/host workshop related to building cross-functional teams for student success.</p> <p>(Equity, SWP)</p>	<p>Program inventories are launched on CSM website and is easily accessible.</p> <p>Establish cross-functional teams for student success with equity focus.</p> <p>Counselors monitor which program every student is in and how far along the student is toward completing the program requirements through CRM.</p> <p>Students can easily see how far they have come and what they need to do to complete their program through CRM.</p> <p>Counselors and students are alerted when students are at risk of falling off their program plans and have policies and supports in place to intervene in ways that help students get back on track (through CRM).</p> <p>(Equity, SWP)</p>	<p>Guided Pathways Steering Committee partners with clusters to implement intensive support to help students to succeed in college-level courses as soon as possible. (Equity, SWP)</p> <p>Partner with Workforce Hub and Career Services to embed mentor program into Clusters. (Equity, SWP)</p> <p>Create and distribute printed materials publicizing program maps and clusters.</p>	<p>Completion teams at scale to support target populations.</p> <p>Publish and use program inventories, support evaluation and update of programs.</p> <p>(Equity, SWP)</p>	<p>Retention rates</p> <p>Completion rates</p> <p>Student satisfaction surveys</p> <p>Faculty/staff surveys</p> <p>Number of new programs in SWP that have been developed</p> <p>Number of programs that have become responsive to industry needs</p>	<p>LEAD: Guided Pathways Steering Committee;</p> <p>PARTNERS: Counseling Faculty, Welcome Center, Promise Scholars Program, EOPS, MCC/DC, Metas, MESA, Marketing, Strong Workforce, Student Organizations, Equity Committee, CRM</p>

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<p>Strategic Priority #2 Related Activities</p> <p>Create equitable opportunities for students</p>	<p>Guided Pathways Steering Committee researches case studies focused on equitable college redesign.</p> <p>GPS trains in leadership, equity, and student success through Leading from the Middle and other conference opportunities.</p>	<p>Draft completion teams with equity focus.</p> <p>Strategic Enrollment Management (SEM) team begins to evaluate course scheduling practices to ensure students can take the courses they need when they need them, can plan their lives around school from one term to the next.</p> <p>Create Guided Pathways Student Advisory.</p> <p>Partner with EEOC and Equity Committee to provide training to faculty hiring committees that promotes hiring new instructors who are adept in culturally-relevant practices and who reflect our student diversity. (Equity)</p> <p>Pilot of some sections in several Divisions of 16-week late start courses to attempt to better serve student needs.</p>	<p>Guided Pathways Steering Committee partners with faculty, classified staff, and administration to establish completion teams with equity focus to ensure that campus goals are aligned in the design of completion teams.</p> <p>Completion teams developed to provide wrap-around support to students in clusters and in conjunction with Learning Communities/affinity groups (identified DI populations). (Equity)</p> <p>Create new programs as a part of wrap-around services and organize by meta-major, such as: Career Jams, Internships, Retention services. (Equity, SWF)</p> <p>Detailed employment information is provided on the CSM's pathways website. (Equity, SWF)</p> <p>Improvement project in student services is launched to improve access to and/or provision of student support, including visits to other college campuses/additional training. (Equity)</p> <p>Secure funds for regular external training or create in-house training in partnership with EEOC and Equity Committee that promotes hiring new faculty, staff, and administration who are adept in culturally-relevant practices and who reflect our student diversity. (Equity)</p> <p>New scheduling practices implemented based on SEM assessment.</p> <p>Implement short-course 8-week block schedule.</p>	<p>Assessment of completion teams help adjust practices to maximize student support.</p> <p>Workforce and Career milestones are integrated into program maps. (Equity, SWF)</p> <p>New Scheduling practices are documented, assessed, and modified as needed.</p>		<p>All pathways reviewed and updated that reflect timely completion and workforce/career milestones.</p> <p>Number of pathway websites with employment information.</p> <p>New hires begin at CSM well-versed in CRT and reflect student diversity.</p> <p>Participation data and satisfaction surveys for new wrap-around supports and new scheduling practices</p> <p>Enrollment and completion data</p>	<p>LEADS: Guided Pathways Steering Committee PARTNERS: Marketing, SEM Team, Deans, Faculty and Staff; Workforce Hub, Career Services, Equity Committee, EEOC.</p>

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<p>Strategic Priority #3 Related Activities</p> <p>Innovative teaching and learning</p>	<p>GPS attends Leading from the Middle to train in leadership, equity, and student success.</p> <p>GPS hosts one or more Flex Day sessions per semester to educate faculty, classified staff, and administration on Guided Pathways (equity and student success).</p>	<p>Guided Pathways Steering Committee partners with Equity Committee and CTL to design plans for culturally relevant teaching training. (Equity)</p> <p>GPS attends Leading from the Middle to train in leadership, equity, and student success.</p> <p>GPS hosts one or more Flex Day sessions per semester to educate faculty, classified staff, and administration on Guided Pathways (equity and student success).</p>	<p>GPS partners with SWP and Career Services to design cluster focused opportunities for students to apply and deepen knowledge and skills through projects, internships, co-ops, clinical placements, group projects outside of class, service learning, study abroad and other experiential learning activities that program faculty intentionally embed into coursework. (Equity, SWF)</p> <p>Partner with Professional Development and CTL Committee to establish culturally-relevant teaching training and new wrap-around supports. (Equity)</p> <p>GPS attends Leading from the Middle to train in leadership, equity, and student success.</p> <p>GPS hosts one or more Flex Day sessions per semester to educate faculty, classified staff, and administration on Guided Pathways work (equity and student success), such as highlighting the Facilities Management program.</p>	<p>Guided Pathways Steering Committee partners with SWP and Career Services to launch cluster focused opportunities for students to apply and deepen knowledge and skills through projects, internships, co-ops, clinical placements, group projects outside of class, service learning, study abroad and other experiential learning activities that program faculty intentionally embed into coursework. (Equity, SWF)</p> <p>Clusters launch focused career fairs. (SWF)</p> <p>Guided Pathways Steering Committee works with Committee on Teaching & Learning (CTL) to build interdisciplinary partnerships for curriculum development in clusters. (Equity)</p> <p>The college assesses effectiveness of educational practice (e.g. using CCSSE or SENSE, etc.) and uses the results to create targeted professional development. (Equity)</p> <p>GPS attends Leading from the Middle to train in leadership, equity, and student success.</p>	<p>Professional development offered to support contextualizing courses. (Equity)</p> <p>Professional development works closely with completion teams to identify needs and areas for support. (Equity)</p> <p>GPS attends Leading from the Middle to train in leadership, equity, and student success.</p>	<p>Number of career related events by cluster.</p> <p>Impact report on professional development (? need something related to the data piece).</p> <p>Satisfaction surveys following PD events.</p> <p>Professional development offered related to clusters.</p> <p>Flex Day activity attendance and satisfaction surveys</p>	<p>LEADS: Guided Pathway Steering Committee PARTNERS: Student Services, Classified Staff, Tutoring Labs, Counseling, SWP & Workforce Hub, Career Services, Equity Committee, CTL Committee.</p>

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Strategic Priority #4 Related Activities Service to the Community		Support the efforts of dual enrollment at the high schools and other feeders to motivate and prepare students to enter college-level coursework in a program of study when they enroll in college. Strategic Enrollment Management (SEM) team assess best practices from year-long study and provide recommendations to college. (Equity, SWP)	Engage in district-wide conversations with sister college Guided Pathway partners to ensure best practices are reached Engage with statewide partners to ensure that best practices are reached Support the efforts of dual enrollment at the high schools and other feeders to motivate and prepare students to enter college-level coursework in a program of study when they enroll in college. SEM resource guidebook is piloted and sent to committees for approval for institutionalizing practices. (Equity, SWP)	Collaborate with SWP to ensure clusters are support with career education opportunities, including internships, job placement, mentorship.	CSM's redesign through Guided Pathways is fulling marketing to the community, specifically local high schools and community centers. (Equity, SWP)	Increased number of dual enrollment offerings. Increased number of students with career connections. Increased connection to program pathways and career support for students.	LEADS: Guided Pathways Steering Committee PARTNERS: Dual Enrollment, Strong Workforce, Workforce Hub, Career Services, Counseling, Equity, Students, Faculty, Employers
Strategic Priority #5 Related Activities Enhance a culture of participation and communication		Guided Pathways Steering Committee team builds plan to engage with Equity Committee, Curriculum Committee, Committee on Teaching & Learning, Academic Senate, Classified Senate, Student Services Council and other groups on campus. (Equity)	Through established professional development channels, support faculty to create interdisciplinary partnerships to support the development of clusters and curriculum. (Equity, SWP)	Support engagement of employers with SWP, in alignment with cluster support. Scheduling practices are focused on Student Education Plan needs, as related to clusters and program maps. New processes, policies related to Guided Pathways are identified. (Equity, SWP)	Invite employers to participate on Guided Pathways Steering Committee. Fully scale Career Jams to support the needs of each cluster. (Equity, SWP) Guided Pathways integrated across all major committees, particularly Equity and Curriculum. GPS dissolves. (Equity, SWP) New processes, policies related to Guided Pathways are documented and adopted by CSM.		LEADS: Guided Pathways Steering Committee PARTNERS: Dual Enrollment, Strong Workforce, Workforce Hub, Career Services, Counseling, Equity, Students, Faculty, Employers