AACC Guided Pathways Process
AACC Guided Pathways Process

- 30 schools selected
- 6 institutes – titles with teams working most of the time on planning
- Get out of it what we put into it
California Pathways Concept
California Pathways Concept

• Model similar to AACC but with California specifics – incorporating Ed Code and Calif Initiatives

• Planning meetings June 29, 2016 and another Oct 11, 2016

• Applied for Funding through College Futures (will hear Dec 6)

• IEPI workshops Dec 8/9 Sacramento; Jan 24/25 Orange county – Davis Jenkins keynote

• Concept is application and working institutes
**Guided Pathways**

**Guided**
- Matriculation Steps
- Orientation
- Assessment Student Ed Plan
- Counseling & Registration
- Mentoring
- Advising

**Pathways**
- Curricular alignment
- K-16
- Industry partners
- Effective and Efficient Curriculum
- Transfer

Four Pillars of Pathways

- Clarity
- Intake
- Support
- Learning
Guided Pathways

Four Pillars of Pathways

CLARITY
INTAKE
SUPPORT
LEARNING
The Four Pillars

1. Clarify the Path (Mapping Pathways to Student End Goals)
2. Get Students on the Path (Intake)
3. Keeping Students on Path (Intrusive Advising and Academic Support Support)
4. Learning with Intentional Outcomes

GUIDED PATHWAYS ESSENTIAL PRACTICES: SCALE OF ADOPTION SELF-ASSESSMENT
Redesigning America's Community Colleges: A Clearer Path to Student Success, by Thomas Bailey, Shanna Smith Jaggars, and Davis Jenkins (Harvard University Press, 2015)
<table>
<thead>
<tr>
<th>Cafeteria Model</th>
<th>Guided Pathways Model</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Academic Program Structure:</strong></td>
<td><strong>Academic Program Structure:</strong></td>
</tr>
<tr>
<td>• Unclear pathway with unlimited options</td>
<td>• Clear program pathway easily identifiable by students</td>
</tr>
<tr>
<td>• Unpredictable scheduling</td>
<td>• Program mapped to outcomes</td>
</tr>
<tr>
<td>• Curriculum not always intentionally or comprehensively aligned</td>
<td>• Alignment between departments and disciplines</td>
</tr>
<tr>
<td>• Predictable scheduling and availability</td>
<td>• Predictable scheduling and availability</td>
</tr>
<tr>
<td><strong>New Student Intake:</strong></td>
<td><strong>New Student Intake:</strong></td>
</tr>
<tr>
<td>• Often optional</td>
<td>• Required academic plans (comprehensive &amp; brief)</td>
</tr>
<tr>
<td>• Emphasis on self-exploration</td>
<td>• Multi-tool meta-majors</td>
</tr>
<tr>
<td>• Assessment testing for placement</td>
<td>• Diagnostic assessment and multiple measures placement</td>
</tr>
<tr>
<td>• Optional guidance/intrusive suggestions</td>
<td>• Basic skills, contextualized real-world applications</td>
</tr>
<tr>
<td><strong>Instruction - Student Learning:</strong></td>
<td><strong>Instruction - Student Learning:</strong></td>
</tr>
<tr>
<td>• Learning outcomes focus on courses</td>
<td>• Faculty collaborate to define/assess learning outcomes for programs</td>
</tr>
<tr>
<td>• Instructors independent contractors</td>
<td>• Faculty trained and supported, metacognition explicit instructional goal</td>
</tr>
<tr>
<td>• Student metacognitive skills outside of discipline scope</td>
<td></td>
</tr>
<tr>
<td><strong>Progress - Keeping Students on Track:</strong></td>
<td><strong>Progress - Keeping Students on Track:</strong></td>
</tr>
<tr>
<td>• Not coordinated for most students</td>
<td>• Students closely monitored for progress</td>
</tr>
<tr>
<td>• Little intrusive support</td>
<td>• Early warning systems in place coupled with timely interventions</td>
</tr>
<tr>
<td>• Academic departments disconnected from counseling and student tracking</td>
<td>• Advisors and program faculty work closely</td>
</tr>
</tbody>
</table>
Clarifying Pathways

- **AACC concept** –
  Advising clarity for students

- **Calif Pathway Concept** –
  Using California Content ATDs, CCPT, Strong Workforce – Career Tech Education,

- **BC Renegade Road map** –
  Use Areas of study meta-majors picture, Catalog Redesign, visiting all 49 high schools, Also Hispanic and African American lunches/breakfast bring community to us & we go to the community
California Pathways designed implement but intentionally incorporating, accommodating and leveraging California’s particular ecosystem of Ed Code and legislated requirements in the largest higher ed system in the world.

1. Transfer Degrees and C-ID
2. IGETC and CSU Breadth
3. High School CTE pathways
4. Strong Workforce
Clarifying College-Specific Pathways

BC Renegade Road Map
Ultimate Goals

Social Mobility
Regional Economic Strength

Developmental Education

BC Road Map

Advising
Teaching & Learning

Certificates
Degrees
Transfers

Transfer & Workforce

METRICS

Learning
Completion
Equity
Workforce

INTAKE

High School Students
Dual Enrollment Students
Adult Students
Inmate Students

Four Pillars of Pathways

Clarity
Intake
Support
Learning
**Getting On The Path (Intake)**

**AACC Concept –**
Strong Advising, Corequisites, Non-cognitive assessment, Correct placement

**Calif Pathway Concept –**
Clarifying math, Contextualization, Acceleration (CAP), Common Assessment (CAI), Multiple measures, Data for Decisions (Cal PASS Plus)

**BC Renegade Road map –**
Dual Enrollment, Early SEP, Summer Bridge, Multiple Measures
High school variables that predict success in college-level courses

- **English**
  - **Cumulative HS GPA**
  - Grade in last HS English
    - C+ or better in AP English class
  - Score on English CST
  - Non-remedial status in HS English

- **Math**
  - **Cumulative HS GPA**
  - Enrollment and grades in Geometry, Algebra II, Trigonometry, Pre-calculus, Statistics, Calculus
  - Taking a more challenging CST
  - Score on math CST
  - Delay*

<table>
<thead>
<tr>
<th>English Level</th>
<th>Rule</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transfer</td>
<td>HS 12 GPA &gt;= 2.6</td>
</tr>
<tr>
<td>One level below Transfer</td>
<td>HS 12 GPA &gt;= 2.2 AND HS 12 English course GP &gt;= 1.8</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Math Level</th>
<th>Rule</th>
</tr>
</thead>
<tbody>
<tr>
<td>College Algebra</td>
<td>HS GPA &gt;= 3.2 OR HS GPA &gt;= 2.9 AND Pre-Calculus C or better</td>
</tr>
<tr>
<td>Algebra</td>
<td>HS 12 GPA &gt;= 2.9 AND Algebra II CST &gt;= 302</td>
</tr>
</tbody>
</table>
BC Intake Redesign

• Created at least 3 visits to every high school (49 high schools)
  • Orientation
  • Assessment
  • Counseling
  • Registration for only 14 High Schools

• Become a Renegade in a Day
• Summer Bridge
Intrusive Matriculation Delivery
Partners: KHSD, BC, Community Organizations

High School Matriculation Scale-up 2014 thru 2016

- Application Workshops: Fall 2014 = 0, Fall 2015 = 15, Fall 2016 = 34
- Orientation Workshops: Fall 2014 = 0, Fall 2015 = 25, Fall 2016 = 44
- Assessment: Fall 2014 = 10, Fall 2015 = 31, Fall 2016 = 59
- Counseling Workshops (ASEP): Fall 2014 = 0, Fall 2015 = 14, Fall 2016 = 93
- Registration Workshops: Fall 2014 = 0, Fall 2015 = 31, Fall 2016 = 81
Keeping on the Path

• **AACC Concept –**
  Early alert, Advising, Completion Coaches, SI, Co-curricular

• **Calif Pathway Concept –**
  Starfish, EPI – Educational Portal, OEI, Online Tutoring

• **BC Renegade Road map –**
  Cohorts, Acceleration, Completion Coaches, Writing center, tutoring, RP Group report, Bahr report & WestEd data
982 students began in ENGL B60
300 (31%) attempted College Composition (mean of 4.5 semesters including term of first English)
244 (25%) completed College Composition (mean of 4.6 semesters including term of first English)

693 students began in ENGL B53
307 (44%) attempted College Composition (mean of 2.8 semesters including term of first English)
233 (34%) completed College Composition (mean of 2.9 semesters including term of first English)
BC Keeping on the Path

Figure 3. Course Success
# Support Services Increase Success

## Course Success Rates for Support Services

<table>
<thead>
<tr>
<th></th>
<th>Overall</th>
<th>Student Success Lab</th>
<th>Supplemental Instructions</th>
<th>Tutoring</th>
<th>Writing Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>Success Rate (%)</td>
<td>67%</td>
<td>82%</td>
<td>75%</td>
<td>73%</td>
<td>80%</td>
</tr>
</tbody>
</table>
Making Sure Learning Happens

AACC Concept –

Calif Pathway Concept –
Transfer, Employment, Student Success, Assessment

BC Renegade Road map –
Assessment, Outcomes (Metrics) Student Success, Signposts – remedial completions, degrees certificates
### Making Sure Learning Happens

Comparison of Remedial English Success for 2-year cohorts disaggregated by Ethnicity

<table>
<thead>
<tr>
<th>Success after 2 years</th>
<th>Total students in each cohort</th>
<th>African-American</th>
<th>Hispanic</th>
<th>White Non-Hispanic</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2012-14 (N= 1210)</td>
<td>40.2%</td>
<td>23.2%</td>
<td>37.7%</td>
</tr>
<tr>
<td></td>
<td>2013-15 (n=1307)</td>
<td>46.5%</td>
<td>40.9%</td>
<td>45.5%</td>
</tr>
<tr>
<td></td>
<td>2014-2016 (N=1230)</td>
<td>51.1%</td>
<td>47.6%</td>
<td>49.6%</td>
</tr>
</tbody>
</table>
College Specific Pathways

BC Renegade Road Map
<table>
<thead>
<tr>
<th>META MAJOR</th>
<th>MAJORS OF STUDY (From 2015-16 BC catalog)</th>
<th>HIGHEST RANKED JOBS IN KERN COUNTY/ MEDIAN HOURLY WAGES</th>
</tr>
</thead>
</table>
| Business & Communication | • Accounting (AA)  
• Business Administration (AS-T)  
• Office Assistant (CA)  
• Bookkeeping (CA)  
• Retail Management (CA)  
• Economics (AA-T)  
• Culinary Arts (AS,CA)  
• Dietetic Services Supervisor Program (CA)  
• Food service Management Option (AS)  
• Communication (AA-T) | • Business Operation Specialist $35.13/hr.  
• Accountants/Auditors $29.33/hr.  
• Human Resource Specialist $26.83/hr.  
• Purchasing Agents $35.44/hr.  
• Financial Specialist $32.58/hr.  
• Restaurant Cooks $11.66/hr. |
| Agriculture | • Ag Business (AA, AS, CA) (AS-T pending)  
• Animal Science (AA,AS, CA) (AS-T pending)  
• Environmental Horticulture (AA,AS, CA)  
• Forestry (AA,AS, CA)  
• Plant Science–Crops emphasis (AA,AS)  
• Plant Science –Horticulture Emphasis (AA,AS)  
• Plant Science (CA)  
• Agriculture Plant Sciences (AS-T pending) | • Agriculture Equipment Operators $13.34/hr.  
• Agriculture Inspectors $21.15/hr.  
• Forest/Conservation Workers $9.87/hr.  
• Agriculture Workers, All Others $16.10/hr.  
• First line Forestry Workers $20.98/hr. |
| Health Sciences | • Registered Nursing (AS)  
• Vocational Nursing (CA)  
• Paramedic (AS,CA)  
• Public Health Sciences (AS-T pending)  
• Radiology Technology (AS)  
• Kinesiology (AA-T)  
• Health Information Technology (new program) | • Registered Nurses $38.87/hr.  
• Licensed Vocational Nurses $23.66/hr.  
• Nurse Assistant $11.40/hr.  
• Physical Therapist Assistant $32.33/hr.  
• Radiology Technologists $31.17/hr. |
| STEM | • Math (AA-T)  
• Biology – General Biology (AS) (AS-T pending)  
• Biology – Human Biology (AS)  
• Chemistry (AS)  
• Physics (AS-T)  
• Geology (AS-T)  
• Computer Science (AS-T)  
• Engineering (AS) | • Statisticians’ $41.36/hr.  
• Database Administrator $37.24/hr.  
• Mathematicians’ $41.99/hr.  
• Environmental Scientist/Specialist $42.99/hr.  
• Geological & Petroleum Technicians $29.06/hr.  
• Industrial Engineers $53.70/hr.  
• Electrical Engineers $42.02/hr. |
<table>
<thead>
<tr>
<th>META MAJOR</th>
<th>MAJORS OF STUDY (From 2015-16 BC catalog)</th>
<th>HIGHEST RANKED JOBS IN KERN COUNTY/ MEDIAN HOURLY WAGES</th>
</tr>
</thead>
</table>
| Public Safety | Fire Technology (AA)  
Wildland Fire Technology (AS)  
Chief Fire Officer (CA)  
Fire officer (CA)  
Criminal Justice (AA)  
Correctional Administration (Westec)  
Administration of Justice (AA-T) | Corrections Officers $37.24/hr.  
Police/Sheriff Officers $33.84/hr.  
Firefighter’s $30.20/hr.  
EMT/Paramedics $17.96/hr.  
Security Guards $11.24/hr. |
| Industrial Technology | Industrial Technology – Automotive (AS)  
Brakes (CA)  
Engine Overhaul (CA)  
Tune up Emissions (CA)  
Powertrain (CA)  
Industrial Technology-General (AS)  
Industrial Technology – Electronics (AS, CA)  
Industrial Technology – Industrial Drawing (AS)  
Industrial Technology – Manufacturing (AS, CA)  
Industrial Technology – Welding (AS, CA)  
Industrial Technology – Woodworking and Cabinetmaking (AS)  
Cabinet making (CA)  
Engineering Technology (AS)  
Industrial Drawing (AA)  
Architectural Drafting (AS,AA)  
Construction (CA)  
Bachelor of Science, Industrial Automation (BS) | Welders’ $25.56/hr.  
Production Workers $11.20/hr.  
Construction Labors $16.28/hr.  
Automotive Specialty Technician $15.50/hr.  
Electrical Engineering Technician $30.88/hr.  
Telecommunications Equipment Installer and Repairer $26.95/hr. |
| Social Sciences, Behavioral Sciences, and Human Services | Psychology (AA-T)  
Sociology (AA-T)  
Anthropology (AA-T)  
Human Services (AA)  
Political Science (AA-T)  
History (AA-T) | Social & Human Services Assistants $17.51/hr.  
Child, Family & School Social Workers $26.07/hr.  
Rehabilitation Counselors $11.47/hr. |
<table>
<thead>
<tr>
<th>META MAJOR</th>
<th>MAJORS OF STUDY (From 2015-16 BC catalog)</th>
<th>HIGHEST RANKED JOBS IN KERN COUNTY/MEDIAN HOURLY WAGES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arts, Humanities, &amp; Design</td>
<td>Studio Art (AA-T)</td>
<td>Graphic Designers $21.59/hr.</td>
</tr>
<tr>
<td>Paula Parks/Anna Poetker/Josh</td>
<td>Media Art (CA)</td>
<td>Photographers’ $12.66/hr.</td>
</tr>
<tr>
<td>Ottum/Tom Moran/Veronica Lucas/Kate Pluta</td>
<td>Music (AA-T)</td>
<td>Technical Writers $30.85/hr.</td>
</tr>
<tr>
<td></td>
<td>Commercial Music (CA)</td>
<td>Media &amp; Communication Workers $18.21/hr.</td>
</tr>
<tr>
<td></td>
<td>Spanish (AA-T)</td>
<td>Public Relation Specialist $23.16/hr.</td>
</tr>
<tr>
<td></td>
<td>American Sign Language (AA)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Philosophy (AA-T)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>English (AA-T)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Journalism (AA-T)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Theater Arts (AA-T)</td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td>Early Childhood Education (AA-T)</td>
<td>Child Care Workers $10.88/hr.</td>
</tr>
<tr>
<td>Bernadette Towns/Corny Rodriguez/Sara Villasenor</td>
<td>Elementary Teacher Education (AA-T)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Child development Teacher (CA)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Child Development Master Teacher- Infant Toddler (CA)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Child Development Master Teacher-Special Education (CA)</td>
<td></td>
</tr>
</tbody>
</table>
Guided Pathways

A presentation at the SSSC Post Conference Session
by The Career Ladders Project

Presented by:
Sonya Christian
President, Bakersfield College

October 7, 2016

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