

# **Problem Solving: Moving Guided Pathways Online**

## *Webinar Series*

Wednesday, April 22  
11 a.m. - 12 p.m.

# Technical Announcements

- Webinar Technology
  - You will be MUTED for this webinar
  - Your video will be OFF upon entry
  - If you are joining by phone and computer/tablet, please connect your phone to your computer/tablet (#participantID#)
- For any technology issues, please ask for help in the chat and we will message you privately for support: e.g. *TECH I can't hear*

*What is something you do or think about to stay grounded?*

# What keeps you grounded?

# The Career Ladders Project Team



**Kris Palmer**  
Senior Director



**Sia Smith-Miyazaki**  
Director



**Valeria Torres**  
Program Coordinator



**Naomi Castro**  
Senior Director

*Career Ladders Project promotes equity-minded community college redesign*

# Welcome to the GP problem-solving webinar!

- Purpose
  - Provide peer support and problem-solving opportunities to address emerging issues and equity challenges related to GP
- Materials
  - Video recording, slides, and links will be shared via email & posted on the Vision Resource Center

*If you did not register using the interest form, please type your email in the chat so we can share these resources with you*

# How to ask questions during the webinar

Use the chat function to type your question

- **Question for a panelist** indicate the college before your question  
*SIERRA How do you....?*
- **General question** regarding Guided Pathways  
*GENERAL What are colleges....?*
- **An approach** you'd like to share  
*IDEA I (Your name) have an approach to the question regarding....*
- **Tech issue** *TECH I can't hear*

# Presenters for today's webinar



**Cassie Donnelly**  
Marketing Project  
Manager



**Lucas Moosman**  
Executive Dean,  
Student Success-Instruction



# Sierra College Guided Pathways Story

- Sierra College began Guided Pathways work in Spring 2016



- Evolution of GP work to multiple groups: Interest Area Steering Committee, Faculty Equity Taskforce, Professional Development, etc.

## Spring 2016 Recommendation

In May 2016, Academic Senate and President Duncan supported moving forward with a comprehensive guided pathways approach:

- Academic maps and interest areas
- Structured onboarding processes
- Proactive academic and career counseling
- Enhancement of early alert system
- Instructional Support and co-curricular activities (professional development)

Board of Trustees adopted reengineering Sierra College as its top priority for 2017/18





# Interest Areas

An interest area is a group of related programs. Interest areas help you find a path to reach your educational and career goals and provide a community of support to help navigate the college experience. Explore the nine interest areas below and corresponding degrees and certificates on the back to find programs that may be a good fit.

FIND YOUR INTEREST



Applied Technology



Business and Innovation



Earth and Environment



Education



Language and Literature



People, Culture and Society



Public Safety, Health and Wellness



Science, Technology, Engineering and Math



Visual and Performing Arts

# Interest Area Framework

Interest Area Steering Committee (IASC)

## Interest Area Teams:

Dean

Instructional Liaison

Counselor Liaison

Support Specialists

\* *Resource Members: Financial Aid Tech, Evaluator, Peer Mentor*

QUESTION: How do we continue building our GP and Interest Area work in this COVID-19 environment?

# Expand Case Management through Interest Areas

- Opened the Sierra College Success Center in Spring 2019.
- COVID-19 accelerated the transition to Case Management

Term	Support Needed Flags Raised
Fall 2018	228
Spring 2019	359
Fall 2019	1042
Spring 2020	2188 (5 weeks remaining)



## Success Center

FIND YOUR INTEREST

**HAVE QUESTIONS? Contact your Support Specialist**  
Support Specialists are a dedicated team, working as part of the Interest Areas, to bridge the gaps between student needs and Sierra College campus resources, programs and services.

**OUR GOALS**

- Help you navigate campus programs and services
- Connect you to free campus resources
- Help you explore careers within your Interest Area
- Keep you on track with your academic goals

**MEET THE TEAM**



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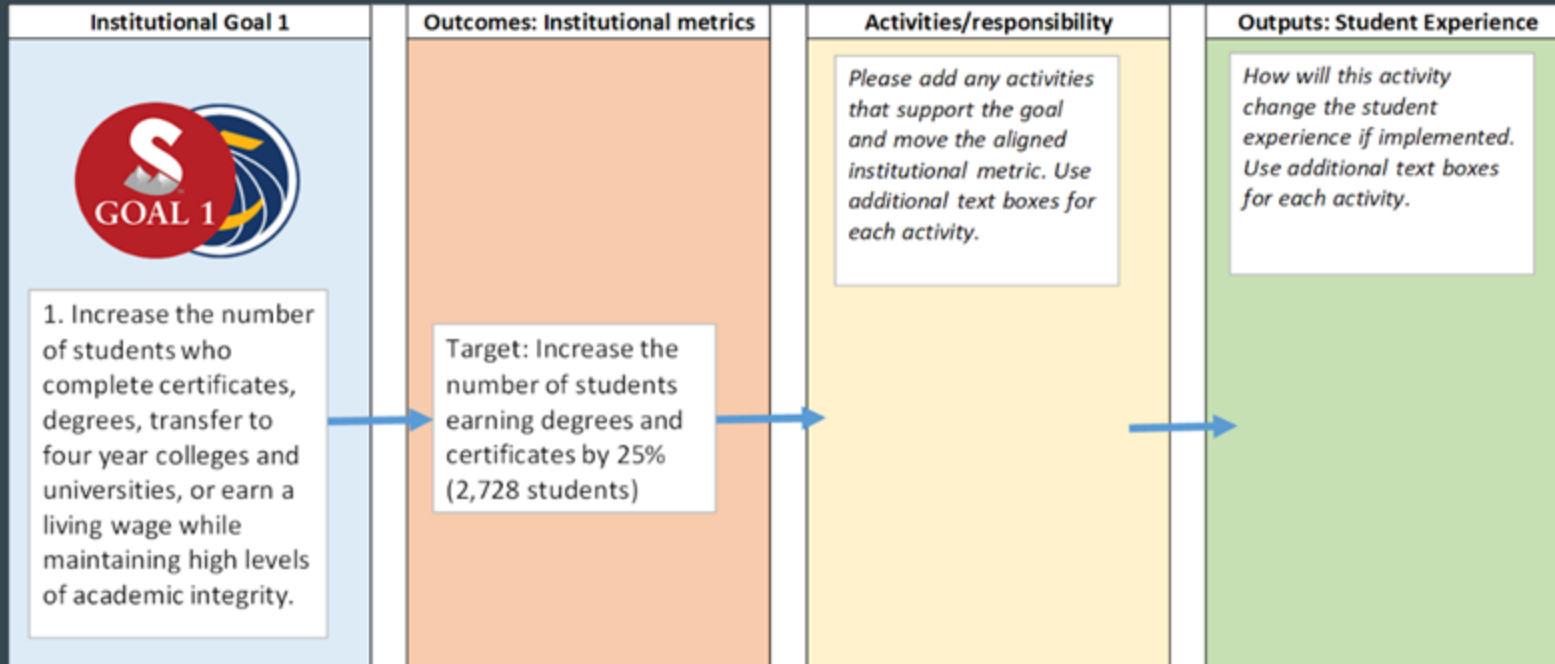


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**CONTACT US** [successcenter@sierracollege.edu](mailto:successcenter@sierracollege.edu) | (916) 660-7520  
Stop on by today! LR 444 (4th floor in the Library), Monday–Thursday 8:00am–6:00pm, Friday 8:00am–5:00pm

# Equity and Guided Pathways Strategic Plan

- Establishment of College Goals and Metrics:
  - Goal 1: Student Success
  - Goal 2: Elimination of Equity Gaps
- Embed a culture of assessment (Start slow to go fast)



The goal of the Equity and Student Completion Guided Pathways Strategic Plan is to give the college clarity and direction about how we work to accomplish the goals of increasing student success and closing equity gaps, while transforming the institution into a Guided Pathways framework. Once the plan is approved, we will develop a prioritization process, implementation, timelines and who will be responsible for completing activities. Selected activities will be implemented with equity-minded best practices and evaluated over time to ensure that they are meeting their intended goals.



## Equity & Student Completion Guided Pathways Strategic Plan (DRAFT #2)

### Student Completion

### Equity

60% of exiting students earn living wage  
76% employed in related job field  
60% of exiting students earn living wage  
76% employed in related job field  
Target 21-22: Close equity gaps by 40%  
Target 26-27: Fully close equity gaps  
Target 21-22: Increase fall to spring retention to 80%

		1a	1b	1c	1d	1e	1f	2a	2b
<b>Career Activities</b>									
1	Develop a plan to scale internship and work based learning opportunities for students. Includes Professional Development for faculty supervising students in these settings. Explore service learning, group projects outside of class, experiential learning, etc.	✓					✓		
2	Research program selection patterns among historically underrepresented students and provide support and offer information to students on living wage, stackable certificates, and advanced education opportunities to support broadest career trajectory.	✓						✓	✓
3	Educate and communicate to college community and students living wage information – definitions, regional needs, stackable certificates and degrees. Provide labor market information for showing paths to employment and livable wages.	✓					✓		
4	Develop and map Career Student Journey.	✓					✓		
5	Coordinate career engagement with Interest Area and program to employers including multiple CTE areas such as SMUD, Roseville Electric, PG&E, HP, Sacramento Kings, Telchart, Bureau of Reclamation.	✓			✓				
6	Develop materials and activities that clarify CTE pathways; provide specialized enrollment support for noncredit, bootcamp, and industry-specific CTE courses.	✓			✓				
7	Design each program of study to guide/prepare students to enter employment and further education in fields important to our community including CTE and Transfer.	✓			✓				
8	Explore integrating career exploration in adult, middle and high schools so students identify pathways at Sierra College				✓	✓			
9	Maintain digital and career planning resources, i.e. Career Coach, Roadtrip Nation's Roadmap to Careers, Eureka, and Sierra Job Link, for campus community. Provide resources to assess and explore career options tied to personality, skills, and interests.	✓					✓		
10	Provide information on the college's website regarding the employment and further education opportunities targeted by each program.	✓			✓		✓		
<b>District Activities</b>									
11	Create opportunities to capture student voices in planning processes for Guided Pathways and Equity work.	✓						✓	✓
12	Develop a campus climate response plan addressing how we will support a respectful and welcoming environment through educational opportunities and informal resolution of campus climate incidents.	✓						✓	✓
13	Develop activities that increase diversity and equity-mindedness in hiring.	✓						✓	✓

# Impact of COVID-19 on Guided Pathways Strategic Plan

- Identify activities that support online instruction and student services
- Establish Virtual Sierra Team
- Complete prioritization in Spring
- Redesign ourselves to meet student need
- Bridge into full Equity & Student Completion GP Strategic Plan in Fall

10	Maintain digital and career planning resources, i.e. Career Coach, Roadtrip Nation's Roadmap to Careers, Eureka, and Sierra Job Link, for campus community. Provide resources to assess and explore career options tied to personality, skills, and interests.
15	Redesign the Sierra College Website beyond academic pages
20	Develop and support equitized instruction, courses and course materials, including syllabi, assessments, and practices to achieve inclusive, equitable, and learner-centered environments and activities.
40	Review and assess materials, technology, and tools to ensure students have clarity on their options in math, English, and ESL courses.
49	Develop a plan to ensure all online classes meet and exceed the accreditation requirements for substantive interaction between instructors and students and among students.
53	Explore and develop alternative course offerings (online, hybrid, short-term, summer, cohorts, etc.) to meet non-traditional student needs.
56	Assess and align tutoring services in a guided pathways framework towards student success and equity including accessible (out of the box thinking) study/tutoring for evening and online students, etc.
57	Consider integrating Canvas grade book and Sierra Connect. (Banner integration)
60	Expand OER Resources: Full Degrees & Certificates with 0 textbook costs.
69	Leverage Sierra Connect to identify and implement those interventions having the most positive impact and ability to scale.
73	Provide outreach/recruitment materials and activities that inform and connect students to academic, counseling, financial and social support programs.
79	Research and develop virtualized option for appropriate student services and instructional activities (i.e. - student hours).
80	Evaluate and assess technological needs of students.

*Write your questions in the chat and we will read them aloud*

# Questions?

# Stretch!

# **Student Communication at a Distance**

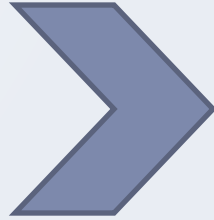
Understanding How to Communicate Clearly  
in an Ever-Changing, Unpredictable  
Environment



# CONTEXT

- ✓ Phase 1: Health and safety updates
- ✓ Phase 2: How to consolidate remote resources for faculty, staff, and students
- ☐ Phase 3: Virtual Campus for Summer
- ☐ Phase 4: New normal

**Challenges**



**Opportunities**

## **CHALLENGE 1**

Communicating remote  
resources to students

# STRATEGIES

- Website
- Short videos from departments
- Video tutorials



## **CHALLENGE 2**

How to personalize  
interactions with students  
in virtual environment

# STRATEGIES CONT

- Mobile app
- Sierra Connect (Starfish)
- Outreach Virtual Hours
- Facebook Live
  - President Q & A
  - Outreach
  - Financial Aid



*Write your questions in the chat and we will read them aloud*

# Questions?

# Join us for the next webinar



**Wednesday, April 29 from 11 a.m. to 12 p.m.**

Video, powerpoint, and other resources will be uploaded to our website and the Vision Resource Center

*This webinar is part of a series produced by Career Ladders Project with funding from the California Community Colleges Chancellor's Office.*

[careerladdersproject.org](https://careerladdersproject.org)



THANK YOU  
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