BAKERSFIELD COLLEGE
GUIDED PATHWAYS
CHANGE PROCESS

BSILI JUNE 2017
How are Time (and Effort) Differently Spent?

- Ai process
- Traditional process
- Building relationships
- Considering possibilities
- Planning
- Acting

Time & Effort
Building Relationships

First Generation the Movie

Connection with High Schools

Making it Happen with Students & Mentors
Routines of Effective Communication

Communicate a Vision and Create Urgency

Build College-Wide Ownership for Change

Align Structures and Resources

Build a System to Support Disciplined Execution

Establish Routines of Inquiry and Evidence Use

Aspen Institute Leadership Curriculum
NATIONWIDE STUDENTS ARE ...

HAVING DIFFICULTY CHOOSING AN EDUCATIONAL GOAL & MAJOR

TAKING TOO MUCH TIME &

ACCUMULATING TOO MANY CREDITS

SPENDING TOO MUCH MONEY

NOT GRADUATING

NOT PREPARED FOR EMPLOYMENT

Communicate a Vision and Create Urgency
WHAT WE DID IN THE PAST

• SMALL AGILE TEAMS
• DEDICATED MONEY - GRANT
• SMALL SILOED INTERVENTIONS AND ACTIVITIES
• DO YOUR COLLEGES HAVE OWNERSHIP AND BUY-IN?
• HOW DO YOU BUILD THIS?
How are Time (and Effort) Differently Spent?

- **Acting**
- **Planning**
- **Considering Possibilities**
- **Building Relationships**

**Ai process** vs. **Traditional process**

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[3csn logo]
### Design Principles

1. Every student’s postsecondary education begins with an intake process to choose an academic direction and identify the support needed to pass relevant credit-bearing gateway courses in the first year.

- HS site visits
- Renegade day
- Specialized day
- Cohort tracking
- Get Focused Stay Focused
- Dual Enrollment
- Summer Bridge
- Degreeworks
- Convocation

2. Enrollment in college-level math and English courses or course sequences aligned with the student’s program of study is the default placement for the vast majority of students.

- Registration strategies
- Abbreviated SEP
- STEM & MESA
- Multiple Measures
- Title 5 & ASTEP
- Rural Initiatives & Rural Bridge

3. Academic and nonacademic support is provided in conjunction with gateway courses in the student’s academic or career area of interest through co-requisite or other models with evidence of success in which supports are embedded in curricula and instructional strategies.

- Habits of Mind
- Completion Coaches (MIH Mentors)
- SI, Writing Center, Tutoring
- Math Tutor
- STEM center
- Library courses
### Design Principles

<table>
<thead>
<tr>
<th>4. Students for whom the default college-level course placement is not appropriate, even with additional mandatory support, are enrolled in rigorous, streamlined remediation options that align with the knowledge and skills required for success in gateway courses in their academic or career area of interest.</th>
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</thead>
<tbody>
<tr>
<td>✓ Accelerated Reading, English and Math</td>
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<tr>
<td>✓ Engl B53 &amp; Math B65 Cohorts</td>
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<td>✓ Compressed course work</td>
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<td>✓ New Success Lab</td>
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<td>✓ ACDV B72</td>
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<td>✓ Multiple Measures</td>
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<td>✓ Contextualized coursework</td>
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<thead>
<tr>
<th>5. Every student is engaged with content of required gateway courses that is aligned with his or her academic program of study—especially in math.</th>
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<tbody>
<tr>
<td>✓ Broadening gateway based on majors – e.g. Anatomy &amp; Physiology, Psychology, Accounting, Drafting etc</td>
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<tr>
<th>6. Every student is supported to stay on track to a college credential, from intake forward, through the institution’s use of effective mechanisms to generate, share, and act on academic performance and progression data.</th>
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<tbody>
<tr>
<td>✓ Cohorts</td>
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<td>✓ Early alert</td>
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<td>✓ Starfish</td>
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<td>✓ Equity AAMP &amp; Hispanic Cohort</td>
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<td>✓ Institutional Scorecard</td>
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<td>✓ Vets, DSPS, EOPS</td>
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Guided Pathways

Four Pillars of Guided Pathways

- CLARIFY
- INTAKE
- SUPPORT
- LEARNING

Equity, Social Mobility, Economic Health
California Pathways – Redesigning California’s Community Colleges

Align Structures and Resources

Build a System to Support Disciplined Execution
THESE WERE GOOD INTERVENTIONS

• BUT THE INSTITUTION AND CCC SYSTEM HAS NOT IMPROVED OVERALL

• SUCCESS IN CLASSES DOES NOT COMPLETE THE GOAL – IT IS IMPORTANT BUT IT IS A MILESTONE NOT A GOAL

• ELOY’S LEADERSHIP COMMENTS - HTTPS://WWW.BAKERSFIELDCOLLEGE.EDU/CONFERENCE/LEADERSHIPMATTERS
Guided Pathways

California Pathways – Redesigning California’s Community Colleges

Equity, Social Mobility, Economic Health

Defining Competencies

Assessing Competencies

EQUITY

SSSP

EQUITY

SSSP

Co-Requisites

Supplemental Instruction/Tutoring

Contextualized Learning

BSI e-Resource
• TOO MANY CHOICES?
• TOO MUCH TIME?
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# WHAT DOES COMPLETION LOOK LIKE AT BAKERSFIELD COLLEGE – THIS YEARS’ GRADUATE’S JOURNEYS

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Began with Affinity Cohorts

- AAI/AAMP/ASTEP
- Articulation/Transfer
- Athletes
- At-Risk/Acad Stan/Early Alert
- BSAI
- Dreamers
- EOPS
- Foster Youth
- Inmates
- International
- Promise
- DSPS - Counselors
- Veterans

 Expanded to Meta Majors

- Social & Behavioral Sciences and Human Services
- Agriculture, Nutrition, Culinary Arts
- Science, Technology, Engineering, Math (STEM)
- Public Safety and Emergency Management
- Industrial and Transportation Technology
- Arts, Humanities, and Design
- Business
- Education (Early Childhood/k-8) • Personal and Career Exploration
- Health Science
Agriculture, Nutrition, and Culinary
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Build a System to Support Disciplined Execution

Establish Routines of Inquiry and Evidence Use

Completion Coaching Teams
STEM Pathway

Health Sciences Pathway
INQUIRY AND EVIDENCE

Establish Routines of Inquiry and Evidence Use

Data by Pathways

Focus Groups

Summer Bridge
METRICS:

HISTORIC INNOVATIONS
- SUCCESS IN ACCELERATED BASIC SKILLS
- NUMBER OF SEMESTERS MOVED BY MULTIPLE MEASURES

NEW TO SCORECARD - MILESTONE
- NUMBER OF STUDENTS COMPLETING GATEWAY MATH AND ENGLISH

PATHWAYS
- NUMBER OF UNITS TO COMPLETE A DEGREE
- TIME TO DEGREE AND CERTIFICATE COMPLETION (COMPARISON OF AA & AS TO ADTS)
- NUMBER OF STUDENTS ON/OFF THE PATHWAY
- ANNUAL GRADUATE APPLICANTS TIME STARTING TIME
DATA BY PATHWAY AND AFFINITY GROUP

Complete Transfer English in First Year

Percent Completing

<table>
<thead>
<tr>
<th>Cohort</th>
<th>AAI</th>
<th>STEM</th>
<th>All</th>
</tr>
</thead>
<tbody>
<tr>
<td>11-12 Cohort</td>
<td>3.6%</td>
<td>27.0%</td>
<td>11.9%</td>
</tr>
<tr>
<td>12-13 Cohort</td>
<td>4.0%</td>
<td>31.6%</td>
<td>13.6%</td>
</tr>
<tr>
<td>13-14 Cohort</td>
<td>6.7%</td>
<td>31.3%</td>
<td>14.9%</td>
</tr>
<tr>
<td>14-15 Cohort</td>
<td>4.2%</td>
<td>38.8%</td>
<td>16.5%</td>
</tr>
<tr>
<td>15-16 Cohort</td>
<td>8.7%</td>
<td>38.1%</td>
<td>15.9%</td>
</tr>
</tbody>
</table>

Completion within Three Years

Percent Completing

<table>
<thead>
<tr>
<th>Cohort</th>
<th>AAI</th>
<th>STEM</th>
<th>All</th>
</tr>
</thead>
<tbody>
<tr>
<td>11-12 Cohort</td>
<td>13.5%</td>
<td>22.3%</td>
<td>19.5%</td>
</tr>
<tr>
<td>12-13 Cohort</td>
<td>15.5%</td>
<td>30.0%</td>
<td>17.7%</td>
</tr>
<tr>
<td>13-14 Cohort</td>
<td>11.2%</td>
<td>26.5%</td>
<td>18.0%</td>
</tr>
</tbody>
</table>
### Bakersfield College MyDegreePath

**Student View**  
**ABS002616** at 07/26/2015 at 14:48

<table>
<thead>
<tr>
<th>Student ID</th>
<th>Level</th>
<th>Degree</th>
<th>Classification</th>
<th>College</th>
<th>Major</th>
<th>Overall GPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>[REDACTED]</td>
<td>Bakersfield</td>
<td>Associate in Science</td>
<td>Freshman</td>
<td>Bakersfield College</td>
<td>Architecture/Architectural Drafting</td>
<td>0.00</td>
</tr>
</tbody>
</table>

**Legend**
- **Complete**
- **Complete except for classes in-progress**
- **Nearly complete - see advisor**
- **(T) Transfer Class**
- **Any course number**

**Requirements**

<table>
<thead>
<tr>
<th>Degree: Associate in Science</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total units required: 66</td>
</tr>
<tr>
<td>units remaining: 0</td>
</tr>
<tr>
<td>minimum of 60 more units</td>
</tr>
<tr>
<td>minimum of 12 units must be taken at Bakersfield College</td>
</tr>
</tbody>
</table>

**Unmet conditions for this set of requirements:***

**Competency Requirements**

<table>
<thead>
<tr>
<th>Still Needed</th>
<th>See Competency Requirements section</th>
</tr>
</thead>
</table>

**Bakersfield College General Education**

<table>
<thead>
<tr>
<th>Still Needed</th>
<th>See Bakersfield College General Education section</th>
</tr>
</thead>
</table>

**Major Requirements**

<table>
<thead>
<tr>
<th>Still Needed</th>
<th>See Major in Architecture/Architectural Drafting section</th>
</tr>
</thead>
</table>

**Competency Requirements**

A minimum grade of ‘C’ or better is required for all courses required to meet English, Reading, and Math Competency requirements. If you’ve taken any test other than Compass, please see your counselor or educational advisor.

**English Competency**

- Basic Writing Development
- Basic Writing Skills

**Reading Competency**

- 1 class in ACCT 101**

**Math Competency**

- 1 class in ENGL 100**
<table>
<thead>
<tr>
<th>CRN</th>
<th>Stu ID</th>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Email</th>
<th>Day Phor</th>
<th>Cell Phone</th>
<th>Major</th>
<th>Ed Goal</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIOL B33-1</td>
<td></td>
<td>Erika</td>
<td>Ashley</td>
<td>P</td>
<td></td>
<td></td>
<td></td>
<td>Registered Nursing</td>
<td>Associate w/o Transfer</td>
</tr>
<tr>
<td>BIOL B33-2</td>
<td></td>
<td>Megan</td>
<td>Rebekah</td>
<td>R</td>
<td></td>
<td></td>
<td></td>
<td>Registered Nursing</td>
<td>Transfer w/o Associate</td>
</tr>
<tr>
<td>BIOL B33-3</td>
<td></td>
<td>Jacob</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Biology, Emphasis Human</td>
<td>Transfer w/ Associate</td>
</tr>
<tr>
<td>BIOL B33-4</td>
<td></td>
<td>Oscar</td>
<td>Alexa</td>
<td>C</td>
<td></td>
<td></td>
<td></td>
<td>Political Science</td>
<td>Associate w/ Transfer</td>
</tr>
<tr>
<td>BIOL B33-5</td>
<td></td>
<td>Lucia</td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td>Kinesiology</td>
<td>Transfer w/ Associate</td>
</tr>
<tr>
<td>BIOL B33-6</td>
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<td>Martha</td>
<td>Ana</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Registered Nursing</td>
<td>Transfer w/ Associate</td>
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<tr>
<td>BIOL B33-7</td>
<td></td>
<td>Leslie</td>
<td>Humberto</td>
<td>F</td>
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<td>Registered Nursing</td>
<td>Transfer w/ Associate</td>
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<tr>
<td>BIOL B33-8</td>
<td></td>
<td>Dawnnette</td>
<td>Sukhvir</td>
<td></td>
<td></td>
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<td></td>
<td>Registered Nursing</td>
<td>Transfer w/ Associate</td>
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<tr>
<td>BIOL B33-9</td>
<td></td>
<td>Grecia</td>
<td>Alejandra</td>
<td>A</td>
<td></td>
<td></td>
<td></td>
<td>Registered Nursing</td>
<td>Transfer w/ Associate</td>
</tr>
<tr>
<td>BIOL B33-10</td>
<td></td>
<td>Gerardo</td>
<td></td>
<td></td>
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<td></td>
<td>Registered Nursing</td>
<td>Transfer w/ Associate</td>
</tr>
<tr>
<td>BIOL B33-11</td>
<td></td>
<td>Samuel</td>
<td>Sabrina</td>
<td>T</td>
<td></td>
<td></td>
<td></td>
<td>Registered Nursing</td>
<td>Transfer w/ Associate</td>
</tr>
<tr>
<td>BIOL B33-12</td>
<td></td>
<td>Jose</td>
<td>Sabrina</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Registered Nursing</td>
<td>Transfer w/ Associate</td>
</tr>
<tr>
<td>BIOL B33-13</td>
<td></td>
<td>Blanca</td>
<td>Stephanie</td>
<td>M</td>
<td></td>
<td></td>
<td></td>
<td>Registered Nursing</td>
<td>Transfer w/ Associate</td>
</tr>
<tr>
<td>BIOL B33-14</td>
<td></td>
<td>Nestor</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Kinesiology</td>
<td>Associate w/o Transfer</td>
</tr>
</tbody>
</table>

**Pathway Tool for Faculty**

- **Day one**
  - ✔ check goal
  - ✔ check major

- **Send to counseling to update**

- **Mid-semester**
  - ✔ check goal
  - ✔ check major

- **On-track off track check - Degreeworks**
Routines of Effective Communication
How do transformational leaders “communicate” the vision?

1. Create time and space to discuss data and the student voice.
2. Create shared language and lead the college in dialogue.
3. Build a team of “champions” for the change.
4. Ensure the presence of forums to communicate the need for change.
5. Use every vehicle to convey the reasons for change.
6. Model the vision through how time and money is spent.
Renegade Road Learning & Career Pathways

Health Sciences
- Majors of Study
  - Biology - Human Biology
  - Health Information Technology
  - Radiology
  - Paramedic
  - Public Health Sciences
  - Radiology Technology
  - Registered Nursing
  - Vocational Nursing

Science, Technology & Engineering, Math (STEM)
- Majors of Study
  - Biology - General Biology
  - Chemistry
  - COMP 101
  - Computer Science
  - Engineering
  - Geology
  - Math
  - Physics

Industrial & Transportation Technology
- Majors of Study
  - Architectural Drafting
  - Bachelor of Science, Industrial Automation
  - Broker
  - Cabinet Making
  - Construction
  - Engine Overhaul
  - Engineering Technology
  - Industrial Drawing
  - Industrial Technology - Automotive
  - Industrial Technology - Electronics
  - Industrial Technology - Industrial Drawing
  - Industrial Technology - Manufacturing
  - Industrial Technology - Welding
  - Industrial Technology - Woodworking and Cabinetmaking
  - Industrial Technology-General
  - Powertrain
  - Tune Up Emissions

Arts, Humanities & Design
- Majors of Study
  - American Sign Language
  - Commercial Music
  - Communication
  - English
  - Graphic Design
  - History
  - Journalism
  - Media Art
  - Music
  - Philosophy
  - Photography
  - Spanish
  - Studio Art
  - Theater Arts

Business
- Majors of Study
  - Accounting
  - Administrative Assistant
  - Bookkeeping
  - Business Administration
  - Communication
  - Economics
  - Office Assistant
  - Retail Management

Public Safety & Emergency Management
- Majors of Study
  - Administration of Justice
  - Chief Fire Officer
  - Correctional Administration
  - Criminal Justice
  - Fire Officer
  - Fire Technology
  - Paramedic
  - Wildland Fire Technology

Agriculture, Nutrition & Culinary Arts
- Majors of Study
  - Ag Business
  - Agriculture Plant Sciences
  - Culinary Arts
  - Animal Science
  - Dietetic Services Supervision Program
  - Environmental Horticulture
  - Food Service Management Option
  - Forestry
  - Plant Science
  - Plant Science - Horticulture Emphasis
  - Plant Science - Crop Emphasis

Social Sciences, Behavioral Sciences & Human Services
- Majors of Study
  - Administration of Justice
  - Anthropology
  - Communication
  - Criminal Justice
  - Economics
  - English
  - History
  - Human Services
  - Philosophy
  - Political Science
  - Psychology
  - Sociology

Education (Early Childhood/OSA)
- Majors of Study
  - Child Development Master Teacher-Infant Toddler
  - Child Development Master Teacher-Special Education
  - Child Development Teacher
  - Early Childhood Education
  - Elementary Teacher Education

Personal & Career Exploration
- Majors of Study
  - For the undecorated student and those exploring a variety of potential careers
LOOK AT THE STUDENTS

• SPECIFIC PATHWAYS DATA ABOUT THEIR STUDENTS
• WHO KNEW?
THANK YOU

• WHERE FROM HERE?
• QUESTIONS