Guided Pathways: Lessons Learned at Bakersfield College

Presentation to the North Orange Community College District

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President, Bakersfield College

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#CAGuidedPathways
#Equity Matters
#Redesigning CCs
@CAPathways

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What are the key features of a Guided Pathways College?
Starting with the end in mind
How does an administrator’s role shift in a Guided Pathways College?
Modernizing the higher education quality assurance system to improve student outcomes, reduce student debt, and safeguard taxpayer investments.
California 'student success' initiative slow to increase community college completion rates.

$850 Million so far

Additional $150 Million one time
Proliferation of Programs

- Student Success and Support Program
- Student Equity
- Basic Skills Initiative
- College Promise
- OEI, EPI, CAI
- ADTs
- CCC Baccalaureate Degrees
- EOPS, CalWorks, DSPS, MESA, Puente....

Same Goals, Separate Silos
The Real Why
KERN COUNTY
- Near southern end of CA’s San Joaquin Valley
- 8,000 square miles
- No. 2 oil-producing county in the nation
- Second most productive agricultural county (by value)

BAKERSFIELD
- Kern County seat
- 9th largest city in California
- Population: 375,000
# Kern County Stats

<table>
<thead>
<tr>
<th></th>
<th>CA</th>
<th>Kern</th>
<th>BC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Population (2015 est.)</td>
<td>39,144,818</td>
<td>882,176</td>
<td>31,000</td>
</tr>
<tr>
<td>Race/Ethnicity (2014)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>White alone</td>
<td>38.5%</td>
<td>36.2%</td>
<td>22%</td>
</tr>
<tr>
<td>Hispanic or Latino alone</td>
<td>38.6%</td>
<td>51.5%</td>
<td>64.8%</td>
</tr>
<tr>
<td>Black or African American alone</td>
<td>6.5%</td>
<td>6.3%</td>
<td>4.6%</td>
</tr>
<tr>
<td>Asian alone</td>
<td>14.4%</td>
<td>5.0%</td>
<td>4.1%</td>
</tr>
<tr>
<td>Income and Poverty (2014)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Median household income</td>
<td>$61,489</td>
<td>$48,574</td>
<td>66.3% on Financial Aid</td>
</tr>
<tr>
<td>Persons below poverty level</td>
<td>16.4%</td>
<td>23.4%</td>
<td></td>
</tr>
<tr>
<td>Educational attainment (2014, age 25+)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>High school graduate or higher</td>
<td>81.5%</td>
<td>73.0%</td>
<td>80% are First Generation</td>
</tr>
<tr>
<td>Bachelor’s Degree or higher</td>
<td>31.0%</td>
<td>15.2%</td>
<td></td>
</tr>
</tbody>
</table>

Four Pillars of Guided Pathways

- Clarify the Path
- Enter the Path
- Stay on the Path
- Ensure Learning
Four Pillars of Guided Pathways

Pillar I: Clarify the Path

- Transfer and CTE pathways
- Meta majors
- Hi tech and Hi touch
Clarifying the Path

Credits to degree completion
- # of credits in English
- # of credits for math course
- Math pathways

ADTs and work with local CSU
The Power and Promise of Streamlined Pathways: Early results from ADT. Average unit load by degree type

88 units to 79 units in 2015-16
24 CHOICES
Shopper sampled 2 flavors
3% bought jam

6 CHOICES
Shopper sampled 2 flavors
30% bought jam
### To 10 Meta-Majors

<table>
<thead>
<tr>
<th>Meta-Major</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture, Nutrition &amp; Culinary Arts</td>
<td>1,499</td>
</tr>
<tr>
<td>Arts, Humanities &amp; Communication</td>
<td>2,372</td>
</tr>
<tr>
<td>Business</td>
<td>2,583</td>
</tr>
<tr>
<td>Education</td>
<td>1,750</td>
</tr>
<tr>
<td>Health Sciences</td>
<td>4,402</td>
</tr>
<tr>
<td>Industrial &amp; Transportation Technology</td>
<td>1,157</td>
</tr>
<tr>
<td>Public Safety</td>
<td>1,222</td>
</tr>
<tr>
<td>Social &amp; Behavioral Sciences</td>
<td>3,798</td>
</tr>
<tr>
<td>STEM</td>
<td>2,450</td>
</tr>
<tr>
<td>Personal &amp; Career Exploration</td>
<td>1,637</td>
</tr>
</tbody>
</table>
2017-2018 Anticipated Graduates by Pathway & Degree Type

- Arts, Humanities, and Communication
- Social, Behavioral, & Human Services
- Business
- Agriculture, Nutrition, & Culinary Arts
- Health Sciences
- STEM
- Public Safety
- Industrial & Transportation Technology
- Education

Legend:
- Traditional Associate's
- ADT
- BS
Gracefully Handling Electives

Course Map

ELECTIVE
Arts or Humanities

This program requires three Arts and Humanities Electives. At least one course must be from the arts and one from the humanities. Course options and transferability are listed below.

- All UC Schools
- Some UC Schools

Arts

- ART B1 Art Appreciation
- ART B2 Drawing I
- ART B4 Two Dimensional Design
- ART B35 Survey of Western Art I
- ART B36 Survey of Western Art II

1ST SEMESTER

- CORE: BIOL B3A
- CORE: CHEM B1A
- GEN: ENGL B1A

2ND SEMESTER

- CORE: BIOL B3B
- CORE: CHEM B1B
- GEN: ENGL B2

3RD SEMESTER

- GEN: PHIL B9

4TH SEMESTER

- CORE: BIOL B3:
- GEN: MATH B6A
- GEN: PHYS B2A
- GEN: PYS B2E
- GEN: COMM B1
- ELECTIVE: Arts or Humanities
Learning Objectives

1. Identify medical problems and apply appropriate and effective solutions.
2. Analyze clinical situations, determine a diagnosis, or create a plan of action.
3. Demonstrate proficiency using a microscope.

Salary, Growth and Careers

Salary
New workers generally start around $25,000, while experienced workers can earn as much as $45,000.

Growth
This sector is expected to grow by 5% over the next 10 years.

Careers
Dietician/Nutritionist

Average Salary
$47k
+21% Job Growth
Organizing the Work: Integrated Planning

High Touch
- Early HS engagement
- Dual enrollment
- The Kern Promise
- Associate Degrees for Transfer

High Tech
- DegreeWorks
- Starfish Degree Planner
- Pathways Mapper
- CCCApply
Your turn
Four Pillars of Guided Pathways

Pillar II: Enter the Path

- Outreach & Community Relations
- Bridge
- Dual Enrollment
Full Time = 15 Units

Full-time enrollment leads to completion

Public Two-year College Graduation Rate by Enrollment Intensity

Source: Data are from students who began college in fall 2010. See Doug Shapiro and others, "Completing College: A National View of Student Attainment Rates – Fall 2010 Cohort" (Herndon, VA: National Student Clearinghouse Research Center, 2016), available at https://nscresearchcenter.org/signaturereport12/. Cited in "Hidden in Plain Sight" Center for American Progress (2017)
BC’s Early Results

Percentage of Incoming Students Attempting 15 or More Units in the First Term at Bakersfield College

Attempted 15+ units

- Fall 2013: 10.7%
- Fall 2014: 10.8%
- Fall 2015: 11.2%
- Fall 2016: 11.3%
- Fall 2017: 15.6%
## AB 705

**Transfer English pass/throughput rates**

<table>
<thead>
<tr>
<th>11th grade GPA &lt; 1.9</th>
<th>11th grade &gt;= 1.9 and D or worse in 11th grade English</th>
<th>11th grade &gt;= 1.9 and C- or better in 11th grade English</th>
<th>11th grade GPA &gt;= 2.6</th>
</tr>
</thead>
<tbody>
<tr>
<td>• 43% pass rate</td>
<td>• 49% pass rate</td>
<td>• 62% pass rate</td>
<td>• 80% pass rate</td>
</tr>
<tr>
<td>• ~10% of students</td>
<td>• ~5% of students</td>
<td>• ~23% of students</td>
<td>• ~62% of students</td>
</tr>
</tbody>
</table>
AB 705
Optimizing Throughput

11th grade GPA < 1.9

- 43% pass rate
- ~10% of students

One-year English throughput rate by placement level for students with less than a 1.9 high school GPA
Organizing the Work: Integrated Planning

High Touch
- Multiple measures
- Outreach & School Relations
- Summer Bridge
- Math pathways

High Tech
- AccuPlacer
- Priority registration
Your turn
Four Pillars of Guided Pathways

Pillar III: Stay On the Path

- Academic Support
- Completion coaching communities
- Co-curricular Activities
<table>
<thead>
<tr>
<th>Time</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
<th>Saturday</th>
<th>Sunday</th>
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</thead>
<tbody>
<tr>
<td>8am</td>
<td>CRIM B8-02 71514 Class 8:00 am-9:25 am</td>
<td>CRIM B8-02 71514 Class 8:00 am-9:25 am</td>
<td>CRIM B8-02 71514 Class 8:00 am-9:25 am</td>
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<td>CRIM B8-02 71514 Class 8:00 am-9:25 am</td>
</tr>
<tr>
<td>9am</td>
<td>POLS B1-08 72459 Class 9:35 am-11:00 am</td>
<td>POLS B1-08 72459 Class 9:35 am-11:00 am</td>
<td>POLS B1-08 72459 Class 9:35 am-11:00 am</td>
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<td>POLS B1-08 72459 Class 9:35 am-11:00 am</td>
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<tr>
<td>10am</td>
<td>English Extend the Classroom 11:15am-12:15pm Writing Ctr.</td>
<td>English Extend the Classroom 11:15am-12:15pm Writing Ctr.</td>
<td>English Extend the Classroom 11:15am-12:15pm Writing Ctr.</td>
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<td>English Extend the Classroom 11:15am-12:15pm Writing Ctr.</td>
</tr>
<tr>
<td>12pm</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1pm</td>
<td>ENGL B1A-35I 71650 Class 1:00 pm-2:25 pm</td>
<td>ENGL B1A-35I 71650 Class 1:00 pm-2:25 pm</td>
<td>ENGL B1A-35I 71650 Class 1:00 pm-2:25 pm</td>
<td>ENGL B1A-35I 71650 Class 1:00 pm-2:25 pm</td>
<td>ENGL B1A-35I 71650 Class 1:00 pm-2:25 pm</td>
<td>ENGL B1A-35I 71650 Class 1:00 pm-2:25 pm</td>
<td>ENGL B1A-35I 71650 Class 1:00 pm-2:25 pm</td>
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<tr>
<td>2pm</td>
<td>PSYC B1A-07 72484 Class</td>
<td>PSYC B1A-07 72484 Class</td>
<td>PSYC B1A-07 72484 Class</td>
<td>PSYC B1A-07 72484 Class</td>
<td>PSYC B1A-07 72484 Class</td>
<td>PSYC B1A-07 72484 Class</td>
<td>PSYC B1A-07 72484 Class</td>
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<td>3pm</td>
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Keeping Students on the Path: Completion Coaching
Keeping Students on the Path: Completion Coaching

31,000 BC Students

2300 Arts, Humanities & Communication Students

200 Spanish Majors

25 Students Per Spanish Instructor
## COMPLETION COACH RESPONSIBILITIES

<table>
<thead>
<tr>
<th>Coach Title</th>
<th>Expert in</th>
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</thead>
<tbody>
<tr>
<td>Counselor/Ed Advisors</td>
<td>Educational planning and transfer decisions</td>
</tr>
<tr>
<td>Dean</td>
<td>Coordination of team meetings and outcomes</td>
</tr>
<tr>
<td>Data Coach</td>
<td>Finding and interpreting cohort data</td>
</tr>
<tr>
<td>Discipline Faculty</td>
<td>Discipline-specific coursework, transfer, and career</td>
</tr>
<tr>
<td>ACDV Faculty</td>
<td>Remediation component of academic pathways</td>
</tr>
<tr>
<td>Financial Aid Expert</td>
<td>Tracking financial aid information</td>
</tr>
<tr>
<td>Student Support Expert</td>
<td>Intrusive guidance for support in academic career</td>
</tr>
</tbody>
</table>
Organizing the Work: Integrated Planning

**High Touch**
- Completion Coaching
- Academic Support Services
- Work & Earn
- Curriculum Revision

**High Tech**
- AccuSQL
- Cohort reports
- Starfish Connect
Four Pillars of Guided Pathways

Pillar IV: Ensure Learning

- Internships, work experience
- Mapped Program Learning Outcomes
- Co-curricular activities
Organizing the Work: Integrated Planning

**High Touch**
- Integrated co-curricular experiences
- Learning Communities
- Work & Earn
- Industry partnerships

**High Tech**
- JobSpeaker
- eLumen
- Canvas
- Renegade Scorecard
Epilogue
Start with the end in mind

- Attempt college-level math and English in first year
- Completion of 15+ units by end of first semester
- Completion of 30+ units by end of first year
- Completion of 60+ units at time of degree completion
Proportion of students completing transfer level English in the first year disaggregated by ethnicity

- **Black**
  - 2011-12: 9%
  - 2012-13: 18%
  - 2013-14: 21%
  - 2014-15: 24%

- **Latino**
  - 2011-12: 21%
  - 2012-13: 24%
  - 2013-14: 30%
  - 2014-15: 35%

**EQUITY**
<table>
<thead>
<tr>
<th>Curriculum</th>
<th>Award Type</th>
<th>Median Annual Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agricultural Power Equipment Technology</td>
<td>Certificate</td>
<td>$27,326</td>
</tr>
<tr>
<td>Agriculture Business, Sales and Service</td>
<td>Degree</td>
<td>$32,407</td>
</tr>
<tr>
<td>Animal Science</td>
<td>Degree</td>
<td>$21,201</td>
</tr>
<tr>
<td>Animal Science</td>
<td>Certificate</td>
<td>$34,117</td>
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<tr>
<td>Animal Science</td>
<td>Degree</td>
<td>$28,637</td>
</tr>
<tr>
<td>Animal Science</td>
<td>Certificate</td>
<td>$34,514</td>
</tr>
<tr>
<td>Floriculture / Floristry</td>
<td>Certificate</td>
<td>$26,319</td>
</tr>
<tr>
<td>Forestry</td>
<td>Degree</td>
<td>$19,037</td>
</tr>
<tr>
<td>Horticulture</td>
<td>Degree</td>
<td>$29,651</td>
</tr>
<tr>
<td>Horticulture</td>
<td>Certificate</td>
<td>$29,103</td>
</tr>
<tr>
<td>Landscape Design and Maintenance</td>
<td>Degree</td>
<td>$27,218</td>
</tr>
<tr>
<td>Landscape Design and Maintenance</td>
<td>Certificate</td>
<td>$32,040</td>
</tr>
<tr>
<td>Nursery Technology</td>
<td>Certificate</td>
<td>$26,147</td>
</tr>
<tr>
<td>Turfgrass Technology</td>
<td>Certificate</td>
<td>$26,295</td>
</tr>
<tr>
<td>Veterinary Technician (Licensed)</td>
<td>Degree</td>
<td>$58,522</td>
</tr>
<tr>
<td>Viticulture, Enology, and Wine Business</td>
<td>Degree</td>
<td>$36,391</td>
</tr>
</tbody>
</table>
# BUILDING OWNERSHIP FOR CHANGE

<table>
<thead>
<tr>
<th>What we did in the past</th>
<th>How we’re approaching it now</th>
</tr>
</thead>
<tbody>
<tr>
<td>Small, siloed teams</td>
<td>Cross-functional teams</td>
</tr>
<tr>
<td>Resources drive institutional priorities and allocation models</td>
<td>Institutional priorities drive resource allocation</td>
</tr>
<tr>
<td>Boutique programs and interventions</td>
<td>Focus on scalability to reach all students</td>
</tr>
</tbody>
</table>
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