

Guided Pathways Design Principles Brown Bag

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Guided Pathways Design Principles

Examples From Other Colleges

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Why Design Principles?

- Allows you to agree upon set of guiding principles that others can use to inform their work
- Reflect the colleges' mission, vision, and values
- Useful for addressing points of contention or uncertainty
- Group agreements that you can return to if you go on an unintentional tangent

Design principles will help us:

- Make decisions
- Prioritize efforts
- Center our work
- Help operationalize our GP mission
- Support transparency

Examples & Approaches From Other Colleges

Consider the following....

- Are there examples that inspire you?
- What examples align with Equity 2.0?

Sign Up for Group Map:

Step 1: Click on Link:

<https://join.groupmap.com/28B-3E6-8BD>

Step 2: Input your email address to access form

Browse to **join.groupmap.com**
and enter invite code

28B-3E6-8BD 

<https://join.groupmap.com/28B-3E6-8BD> 

College of Alameda

It's Guided Pathways if..

- It attacks equity gaps
- It is students centered (we are listening!!)
- It crosses student services + instruction
- It's evidence-based (it's getting comfortable with inquiry)
- It gets at a lagging indicator (A lagging indicator looks back at whether the intended result was achieved)

Skyline College

Focus on Student Perspective/Perception

- Ease of identifying where a student's interest leads them
- Don't bury programs in overly broad categories
- Make it easy to understand the clustering of disciplines

Efficiency for Students

- Shared/overlapping prerequisites
- Overlapping degree requirements
- Reduce excess units

Commonality of community contribution and intellectual pursuit

- Common career goal/Common transfer goal
- Stackable certificates stay together
- Opportunity to develop shared courses



Skyline College

Shared Ways of Knowing

- Shared core content
- Shared methodology
- Example: Qualitative Research, Quantitative Research, Scientific Method, Artistic Expression

Inclusion and Equity

- Promote diversity and equity in house
- CTE programs integrated with transfer programs

Keep an open mind

- Think outside the box
- Freedom from traditional ways of organizing disciplines



Gavilan College

- Ensure students know requirements for success
- Minimize time required to prepare for college
- Accelerate entry into coherent programs of study
- Customize and contextualize instruction
- Integrate student supports with instruction
- Leverage technology to improve learning and program delivery
- Continually monitor student progress and provide proactive guidance
- Reward behaviors that contribute to completion

San Joaquin Delta College

Equity

Inclusion

**Student
Centered**

**Social
Justice**

Transparency

Flexibility

At San Joaquin Delta College, equity is about providing each student with the support they need to be successful, especially those who are most vulnerable. We embrace the following fundamental principles in our approach to equity.



San Joaquin Delta College

- **Social Justice:** We recognize that society unfairly distributes wealth, opportunity, and privilege. We believe higher education is a civil right and see it as a means to create a more just world.
- **Equity:** We understand that some policies and practices disproportionately impact students. We analyze data according to race, gender, religion, low-income, LGBTQ+, legal status, ability, current and formerly incarcerated, foster youth, veteran status, homeless status, and speakers of languages other than English. Our actions prioritize supporting the groups that need it most by removing policies and practices that serve as barriers to their success.
- **Inclusion:** We believe an inclusive culture means all are invited and welcomed to the conversation. We solicit and honor all campus perspectives, regardless of rank or title. We listen openly, communicate authentically, and engage respectfully.

San Joaquin Delta College

- **Student-Centered:** Being student centered means that we put the students' interest first, acknowledging student voice as central to the learning experience. We design our programs with this in mind. We wholeheartedly listen to their needs, are culturally responsive, and prioritize a shift in our approach to meet them where they are.
- **Transparency:** We share our data, goals, and outcomes in a clearly worded, easily accessible format so that all can easily understand. By doing so, we hold ourselves accountable for serving all groups effectively with an emphasis on those that need it most.
- **Flexibility:** We challenge the status quo by disrupting and questioning our assumptions. We are flexible in how we design the student learning experience so that we encourage innovation and creativity. We also support risk taking, grant permission to fail and an opportunity to learn from those failures.

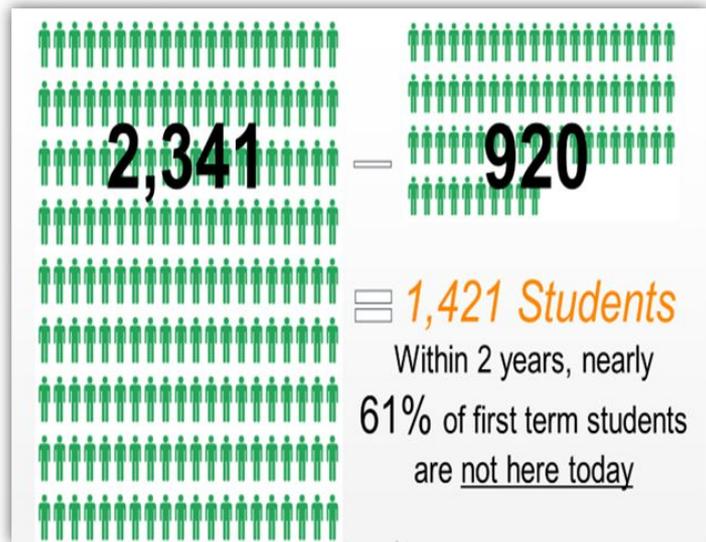
Reedley College: Using Past Plans for future results

When someone tells says you HAVE to do something you have two options:

- 1) Get caught up in the CHALLENGE or
- 2) See it as an OPPORTUNITY

Equity Work with Intent to:

- Address Systemic Barriers for Students
- Acknowledge unintended bias and institutional racism
- Increase Student Success, Achievement and Completion Data
- Customize support services for individual students
- Identify Key Performance Indicators (KPIs) disaggregated by populations
- Focus on creating clear pathways for students and providing them customize guidance



Reedley College: Tech and Data are your Friends

WHAT WE LEARNED (TECHNOLOGY AND DATA)	TRANSLATED TO GUIDED PATHWAYS
Data, Data, Data	Helps the college develop realistic and measurable goals, outcomes, and ongoing assessment
Electronic Tools	Tools such as Starfish Enterprise Success Platform (Starfish) and Early Alert can be used to facilitate dialog and cooperation between instructional and student services faculty
Documentation of cross functional dialog and processes	Document your process, who you talked to, what data you used. It allows the college to communicate effective collaboration. This allows the college to not depend on institutional memory.



Foothill GP Mission Statement

The mission of GP is for all parts of the campus community to work together to be student ready by removing structural barriers to learning. We aim to create clear pathways within an equitable system, that includes ample, ongoing support for each student to engage from connection, to entry, through progress, to completion. We recognize the strengths and diverse experiences our students bring to the college and we aim to support their growth as global citizens.

Breakout Rooms

- **Reflect** on the guiding principles example we reviewed.
 - Which examples inspired you and why?
 - Are there examples that reflect Foothill's values and GP Mission Statement?
 - Are there additional or alternative principles that should guide GP at Foothill?
What are they?
- **Compile** a guiding principles 'wish list' that combines principles from the other colleges, as well as principles created in your group.
 - Post in the Group Map
- **Share** your guiding principles draft.
 - Prepare to share your group's fabulous ideas with the larger community!



SORT THE CANDY



Thank you!

Michelle Stricker

Reedley College

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California
Community
Colleges