The Guided Pathways framework creates a highly structured approach to student success that:

- Provides all students with a set of clear course-taking patterns that promotes better enrollment decisions and prepares students for future success.
- Integrates support services in ways that make it easier for students to get the help they need during every step of their community college experience.
Guided Pathways is not a “one-size-fits-all” initiative...

- The enormity and diversity of the California Community Colleges system requires that each college take a customized, self-guided approach.

- Guided Pathways is an opportunity for our college to set our own goals and determine our best path to success.
Four Pillars of Guided Pathways

- **Clarify the Path**: Create Clear Curricular Pathways to Employment and Further Education
- **Enter the Path**: Help Students Choose and Enter Their Pathway
- **Stay on the Path**: Help Students Stay on Their Path
- **Ensure Learning**: Follow Through, and Ensure that Better Practices are Providing Improved Student Results.
Key Elements of Guided Pathways

Proactive academic and career advising
from the start through completion and/or transfer, with assigned point of contact at each stage.

Programs that are fully mapped out and aligned with further education and career advancement while also providing structured or guided exploration for undecided students.

Structured onboarding process
including improved placement tests and co-requisite instruction that provide students with clear, actionable, and usable information they need to get to the right start in college.

Early alert systems
aligned with interventions and resources to help students stay on the pathway, persist, and progress.

Instructional support and co-curricular activities
aligned with classroom learning and career interests.

Redesigning and integrating basic skills/developmental education classes to accelerate students to college-level classes.
Gearing Up for Implementation

IEPI Workshop
- October 30, 2017

Self-Assessment
- December 23, 2017

Multi-Year Work Plan
- March 30, 2018

Funding Allocation
- April 30, 2018
Self Assessment Development Phases

1. Targeted feedback (October 5-31)
   - Faculty Chairs
   - Committee leaders
   - Program Directors/Managers
   - Operational staff
   - Administrators
2. Open Forum (November 7)
3. Online review and public input (November 3-19)
4. President's Cabinet Retreat (November 14)
5. Planning & Institutional Effectiveness (November 18)
6. Academic Senate (December 11)
7. Classified Senate (December 7)
8. ASG (December 6)
9. Present to P-Cab for final review (December 5)
10. Submit to District for final signature (December 15)
Guided Pathways Self-Assessment Tool

<table>
<thead>
<tr>
<th>Key Element</th>
<th>Scale of Adoption</th>
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<tbody>
<tr>
<td></td>
<td>Pre-Adoption</td>
</tr>
<tr>
<td>1. Cross-Functional Inquiry</td>
<td>X</td>
</tr>
<tr>
<td>2. Shared Metrics</td>
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<td>3. Integrated Planning</td>
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<td>4. Inclusive Decision-Making Structures</td>
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<td>5. Intersegmental Alignment</td>
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<td>6. Guided Major and Career Exploration Opportunities</td>
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<td>7. Improved Basic Skills</td>
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<tr>
<td>8. Clear Program Requirements</td>
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<tr>
<td>9. Proactive and Integrated Academic and Student Supports</td>
<td>X</td>
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<tr>
<td>10. Integrated Technology Infrastructure</td>
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<td>11. Strategic Professional Development</td>
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<td>12. Aligned Learning Outcomes</td>
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<tr>
<td>13. Assessing and Documenting Learning</td>
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<tr>
<td>Overall Self-Assessment</td>
<td>X</td>
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</tbody>
</table>
Guided Pathways Self-Assessment Tool: Example

INQUIRY (1-3)
Engage campus stakeholders in actionable research and with local data; create consensus about core issues and broad solutions.

<table>
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<th>KEY ELEMENT</th>
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<tbody>
<tr>
<td></td>
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</tr>
<tr>
<td>1. CROSS-FUNCTIONAL INQUIRY</td>
<td></td>
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<tr>
<td>College constituents (including staff, faculty across disciplines and counselors, administrators, and students) examine research and local data on student success and discuss overarching strategies to improve student success.</td>
<td>○ College currently does not have or is not planning to form cross-functional teams to regularly examine research and data on student success.</td>
</tr>
</tbody>
</table>

Please respond to the following items (500 word maximum per item):

1. Please briefly explain why you selected this rating.
   a) Cross-functional discussion is thriving at Mesa, however, Guided Pathways, inquiry engagement, posting dashboards and making more data available in a self-service format is still in its early phase. Mesa has improved many of its annual processes to include systematic review and discussion of data, but the amount of employees involved in these processes is still consistently low. Meetings, retreats, and involvement from staff, faculty and administrators have contributed to cross-functional inquiry.

2. Describe one or two accomplishments the college has achieved to date on this key element:
   a) Integration of equity and success data into program review as well as development of our data warehouse, release of data dashboards, and expanded research staff pushing out research to the people who need the data; all have made data a major accomplishment within cross-functional inquiry. Others having a positive impact include utilizing a common KPI framework for our student success plan and Guided Pathways work, working with OIE, change agents and inclusive atmosphere at meetings (i.e. PIE).

3. Describe one or two challenges or barriers that you anticipate may hinder progress on this key element:
   a) While the research office has a vision of developing a coalition of action researcher throughout campus to help address capacity, it will inevitably lead to the need for more research. Shifting culture from one of inquiry and curiosity alone to one where inquiry and curiosity drive hypotheses, experimentation, evaluation, action and improvement seems to be a major challenge. Faculty/instructional dean resistance to bringing Guided Pathways into the mix as well as short timelines may hinder progress.

4. Comment (optional): is there any additional information that you want to add that is not addressed sufficiently in the questions above?

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Questions?

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