Choose Your Own Adventure: Practitioners Share Journeys in Meta-Major Creation

SSSC
3 October 2018

https://tinyurl.com/sssc2018-MOR
Snacks Sorting I

- Sort the items at your table!
- Go!
- Record your sort (take a photo, write it down).

Need flip chart paper? Just ask! :-}
Welcome!

- Session Intro (roadmap of our 80 minutes)
- Team Intro (Reedley and CLP)
- Room Intro
Who is in the room today?

- Instructional Faculty? Staff?
- Counseling Faculty? Staff?
- Student Support Faculty? Staff
- Institutional Research Faculty? Staff?
- Students?
- Others?
CLP Team Intros

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MOR (Madera-Oakhurst-Reedley) Team

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Academic Senate President
Our Path and Process Today

- Sorting the items at your table!!!
- Reedley’s GP journey: Ready, Set, Design
- Q & A
- Sort the items, 2.0!!
- Introduce MM tool and walk through highlights (based in share out)
- Gathering Learnings
- Closing reflection
Learning Outcomes

- Knowledge of one in-depth example of the foundational GP work that needs to precede and follow clustering
- Knowledge of opportunities and challenges practitioners might face at their campus in exploring meta-majors conceptually (exercise) and functionally (tool)
- Awareness of role of evidence-based and values-based design principles in collaborative decision-making
To get us ready, would you please share with us a little context data about Reedley college?
Where is Reedley?

State Center Community College District
- Reedley College
  - Madera Community College Center
  - Oakhurst Community College Center
- Fresno City College
- Clovis Community College

Fun Facts:
- Highly specialized Ag and Natural Resource programs
- Nationally ranked Women's Equestrian team
- We make our own wine and olive oil
- Our service area is the size of Rhode Island!
Facts and Figures: 2017-2018

- Enrollment:
  - Reedley College: 11,256
  - Madera Community College Center: 5,369
  - Oakhurst Community College Center: 839

- Average Age:
  - Reedley College: 23
  - Madera Community College Center: 24
  - Oakhurst Community College Center: 25

- Gender:
  - Reedley College: 43% Male, 56% Female
  - Madera Community College Center: 33% Male, 65% Female
  - Oakhurst Community College Center: 32% Male, 67% Female

- Awards:
  - Count: 2,011

- Financial Aid:
  - Student Count: 9,889
  - Aid Amount: $25M

Source: CCCC0 MIS
Can you tell us how your Guided Pathways journey began?
Creating URGENCY...
MOR Journey Questions: Why Guided Pathways?

What we knew...

- RC has high graduation and transfer rates within our region
- But... our data is still not where we want it to be
- What about the students we lose?

What we did...

- Venue is key
- Celebrate accomplishments
- Simple but impactful data
- Introduce student experience
- Instill hope, possibilities and action steps
Tool: Absorbing the Data in Silence

During inquiry discussions one powerful tool was to run the data in a PPT with just the stark numbers and allowed everyone a chance to absorb the information in silence.

This allowed faculty/staff and opportunity to to absorb the data and do some self reflection.

“I didn’t have trouble because I have an awesome counselor, but I can understand the frustration from others.”--RC Student
Guided Pathways is Equity Work

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 customized guidance

“Need to speak to students on their terms. Be visible.”--RC Student
Why is Reedley Ready?

- Resolutions from Academic Senate and Board of Trustees in support of Guided Pathways
- Accepted as one of the CA20 Pilot Colleges for the California Guided Pathways Project (CAGP)
- Created a Statistics Pathway and aligned Math courses to Majors
- Aligned English and Math with MMAP and now AB 705
- Expanded our First Year Experience Program (Rc&ME)
- Pilot college for Starfish Degree Planner (Online Student Education Plans)

“Make it mandatory for students to get a ‘check-up’ - help us get involved.”--RC Student
Our Current Structure: SILOS

**INSTRUCTION SILO**

- General Education
- Major Preparation

**CURRICULAR PATHWAY**

- Graduation & Transfer Requirements
- Electives

**STUDENT SERVICES SILO**

- Financial Aid
- Academic Support Services
- Counseling
- Admissions and Records
- Assessment and Special Programs

**CONTINUOUS QUALITY IMPROVEMENT**

- Students given Major Sheets/Curricular Pathways with hundreds of choices
- Students must self-navigate between silos

- Assessment done in silos between Instruction and Student Services
- Student services themselves are siloed and not aligned to curricular pathways
How did MOR prepare the college community for Guided Pathways?
Setting the Stage: Onboarding A College

Spent Year 1 on Onboarding the College

“WHY GUIDED PATHWAYS?”

- Strategies for Successful Onboarding
  - Creation of Cross Functional Teams
  - College-Wide Engagement
  - Answering the “loud” questions

“The first person we see on the campus is the counselor and faculty. It’s important that they want to connect with you.” --RC Student
Cross Functional Team

- Creation of Cross Functional Teams
  - CORE
  - T² (Transformation Team)
  - LEADING FROM THE MIDDLE

- Key Considerations:
  - Cross-functional conversations are key:
    - When everyone is included everyone has a stake in the success
  - Re-evaluate team structures on a regular basis
  - Shoot for the moon but start with your own backyard
  - Don’t only focus “up”

“Show us...have more tutors available to us. Reach out to us and let us know it’s okay to ask for help.” --RC Student
Introducing Faculty: Student Barriers

- Creating an understanding of our students realities
- Systemic vs. personal barriers
- Perspective shift
- How can we help? : First 3 weeks

“Maybe have some ‘starter questions’ for staff to use to then help point students to the right location or service. A ‘One Stop’ would be helpful.” --RC Student
Onboarding Faculty: SEP Activity

- Guided Pathways is HARD WORK!
- "Hard work is Hard"
- How do we ground our faculty and staff / create urgency?
- What processes do we use to onboard constituents?

"The process forces students to search and hunt for answers that should be clear and present. This process generated confusion and anxiety"
--RC Faculty Member

"Enrolling was confusing. I started the process in January and in March I was finally able to enroll."--RC Student
Collecting and Sharing: Faculty and Staff Voices Tempera

- Based on Rob Johnstone’s Demystifying Articles
- Mythbusting
- Identifying main concerns
- Lead to Days of Dialog

“I believe that we truly care for students and want to do our best everyday.” -- RC Staff
Days of Dialogue- Taking time to talk

- The purpose of the days was to give faculty, staff and administrators and opportunity to come together for unstructured and open dialogue about Guided Pathways.

- These free for all discussions allowed colleagues to discuss their answered questions about Guided Pathways and discussions of what comes next.

- Discussion topics included the role of Meta Major Pathways, the need for more communication between instructional faculty and counselors.

“Information for college (special support programs) was not always available in the high school.”--RC Student
Collecting and Sharing **Student Voice**

- 2016 SENSE: Survey of Entering Student Engagement
- 2017-2018 Equity Focus Groups
- The RP Group Report
- Student Voice Feedback Shared at Student Services Leadership Retreat

“Yes! Interventions and services - this could have prevented me from going on probation.” --RC Student
Our Vision of Guided Pathways: Cross Functional
Can you please talk about areas where you focused your design work?
Building Blocks to Meta Majors

<table>
<thead>
<tr>
<th>January 2018</th>
<th>March 2018</th>
<th>May 2018</th>
<th>August 2018</th>
<th>September 2018</th>
<th>October 2018</th>
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**Onboarding SEP Activity**

- In March, the college worked with CCCCO & Career Ladders Project to facilitate training workshops and faculty and staff grouping activities. Over 270 faculty, staff, and administrators participated.

**Train the Trainer and Faculty and Staff Grouping Activity**

- On Opening Day 2018, the entire campus participated in an onboarding activity that asked each group to create an SEP using only the tools given to students. The goal was to show how difficult our current systems were to navigate.

**Days of Dialog & Student Grouping Activities**

- May activities included student grouping with groups such as the writing center tutors, honors, and upward bound students. The College also hosted Days of Dialog with open session for any questions regarding Guided Pathways.

**Faculty and Staff Narrowing Down Meta Majors Activity (Opening Day)**

- August started with Opening Day with a fun round of Family Feud and Meta Major Narrowing Activity. Groups across the entire campus reviewed 10 options and chose their top choices. Three rose to the top.

**Student Meta Major Narrowing Activities**

- In September, student groups will complete the same Meta Major Narrowing Activities. CORE/IT will meet to select top choices for Online Vote.

**Online Voting and Final Selection of Reedley College Meta Majors**

- Online votes for the final Meta Majors will occur with surveys going out to all faculty, staff, students, and administrators. Grand Unveiling of RC@GP Meta Majors in October 2018.
MOR Journey Questions: Meta Majors

- **279 Faculty, Staff, Administrators** participated
- Around **70%** of Faculty participated
- **120 Students** participated in groupings
- **52 Total Groupings** ranging from 4-12 Meta Majors
Continuing the Journey: Narrowing Down Meta Majors

- Narrowed options down from 52 Options to 10
- 5 Faculty/Staff and 5 Student
- Entire college reviewed and chose their top 3
- Students will choose in September
- All Campus Vote in October

“Information for college (special support programs) was not always available in the high school.” --RC Student
Surprises:

- Students were very logical in their sorting. Faculty and Staff more out of the box
- Faculty and Staff realized they needed to take more time to talk to Counselors
- Classified staff embracing Guided Pathways and actively participating
- Need for deliberate Mythbusting
- Continual refocus on Systemic not Student barriers
- Less talking, more doing!

“I feel like it wasn’t fair that I had to take the placement test and I should be able to take whatever classes I want in order to transfer. I was in AP English and Math and I placed below basic...that can’t be.”–RC Student
Reflecting on your Ready. Set. Design journey, what do you believe are your key lessons learned?
Lessons Learned
Lightbulb Moments

● Equity is key – it HAS TO be infused into everything we do.

● Establish your “WHY” early and reference often
  ○ Keep the end in mind - the student is the focal point

● Good work takes lots of time. We had to find opportunities to celebrate milestones in order to maintain momentum.

● Document your process as you go. This will help when questions arise about how you got where are (because they will.)

● We are able to affect change much quicker, and with less angst, when we reach across silos and leverage skills and resources.

● Trust the process
Celebrating our Successes: **Annual Report**

**Onboarding and Temperature Gauge**

Guided Pathways is a paradigm shift that will only be successful if college faculty, staff and administrators are mobilized and committed to the importance of transforming the college to Guided Pathways. Reedley has spent the first year focusing on the question "Why Guided Pathways?" The College worked with presenters and discussions across the campus with each constituent group. Activities and workshops were planned for the entire college or opening day in fall and spring as well as multiple workshops offered throughout the year. The college also created an innovative online temperature gauge which was sent out to all employees at Reedley, Madera and California. The survey focused on how comfortable and supported employees were with the changes proposed in Guided Pathways. One noteworthy employees supported the Guided Pathways transformation. Concerns articulated in the survey were then addressed through workshops, activities and the formation of dialogues.

**The First California Guided Pathways Community College**

Fresno Community College Center (MCC) has been the role model for California Community Colleges, including Reedley College, Madera and Oakhurst. MCC is working towards achieving all college goals. Fresno Community College will be the first California community college established as a fully Guided Pathways college. Through the first year, the team is focused on creating a comprehensive and coordinated system to support student success.

**KPI Data: Where are we starting?**

As part of the California Guided Pathways Program, the College has been collecting data on key performance indicators. These indicators are data points that clearly demonstrate how our college aligns with the performance expectations set by the state for students. Reedley College data for 2016-2018 is as follows:

- **Students**: 30
- **Retention**: 19
- **Success**: 20
- **Direction**: 10
- **Oustudy**: 30
- **Equity**: 10
- **Completion**: 20

“**The most helpful aspect in returning to Reedley College was being able to sit down with a counselor and map out a Student Educational Plan.**” --RC Student
Q & A Session
Meta Major and Cluster Sorting Game

- Snacks sorting #2...
- Share out Learnings from Sort #1
Snacks Sorting II

- Sort the items…with design principles:
  - Try to anticipate how students might look for different snacks.
  - Consider access
Reflection

● How did this exercise feel?
● Did you arrive at a good system for sorting?
● Why or why not?
Meta Major Process and Inquiry Tool

- Where did it come from?
- Why does it say DRAFT?
- What could it help me produce at my campus?

https://tinyurl.com/metamajorsort
Meta Major **Choose Your Own Adventure**

- Make decision-making strategies explicit beforehand
- Try again with the snacks!
  - Inquiry *or* Design
  - Frame with design principles, *or* use the activity to discover them
Q & A Session
THANK YOU FOR JOINING!

Please share your thoughts with us
And don’t forget to take some snacks!