# **Guided Pathways Advisory Council**

**February 24th, 2022**

**9:00-11:00 A.M. (Virtual meeting)**

# Meeting Minutes

Attendance: Arden Ainley, Ivan Harrell, Joe Holliday, Sayumi Irey, Pamela Jeter, Michele Johnson,Tom Keegan, Kerry Levett, May Lukens, Sue Orchard, Valerie Parton, Tim Rager, Jay Reich, Claudine Richardson, Kelley Sadler, Carli Schiffner, Amit B. Singh, Monica Wilson, Rebekah Woods, Tim Wrye, Jan Yoshiwara,

## 2022-2023 Implementation Work Plan

* Purpose of the work plans is to assess cultural, technical, and essential practices. Where are the colleges, where are they going, and where do they need additional support?
* Informs our learning agenda, professional development events, and it gives our coaches important information that they can use to support the colleges.
* The work plan helps the colleges and SBCTC to plan for the next year, and it gives us the opportunity for a deep dive into data.
* Questions/comments about the work plan
  + Feedback:
    - The length and task that the work plan puts on colleges is extensive and it has overwhelmed several people and colleges.
    - Intent is good but the questions feel like busy work for the colleges.
    - There needs to be a strong *why*? The why seems to be missing
    - How the information is used, it did not feel like it was put into practice last year.
    - There doesn’t seem to be a clear connection as to how the information is used or shared out
    - Fewer questions- we are all at different stages and with the ctcLink implementation.
    - What can we do so that colleges aren’t fragmented in their data?
    - It’s frustrating when we are asked for data from ctcLink that is not in ctcLink
  + Suggestions:
    - Reducing the amount of labor
    - 2/3-year plan (multi-year plan- long term year planning)
    - One-pager- three questions and then the colleges show the data.
    - How did you use your resources? And how can we learn from each other?
    - It would be helpful if ctcLink and the colleges could work together, they do not seem to be working together. ctcLink could be a great resource for Guided Pathways.
  + Questions:
    - What does compliance look like? What is the legislature looking for?
      * Answer: What they are interested in is results, what is it adding up to? Examples: Are there indicators that there is an improvement? Increased retention rates, improving/ completion of college-level math and English. Are equity gaps being closed?
      * It takes time for data to show up, that is why we look at data and activities and actions that the colleges have implemented.
    - Most of us have lost progress in the last 2 years, how do we reset the baseline and metrics going forward.
      * Answer: Member of the oversight board understand that enrollment and financial aid has decreased because of the pandemic. The board will take that into account and will look at the impact of the pandemic and find where there is student outcome momentum.
  + Future:
    - What can we do overall to continue to talk about the value of higher education and specific career pathways? How can we leverage and localize the system?
    - How can we use the GP design to bring in students, how do we use the elements and design to recruit and have all of the structures to make sure our students are successful?
  + Next Agenda items:
    - A proposal of the workplan
    - Share what they need at the state level to show progress.

## Reader Retreat

* The report last year was helpful, it gave an overall summary of what we are doing well and what we need to improve on- The sharing was great.
* What is the role of the coaches? Can they be a part of the reader retreat?
* It would be interesting to highlight the colleges that are making momentum- is there a way to look at that information to learn and share with one another.

## Spring Student Success Institute

* When: Wednesday, April 13, 2022
  + Registration closes on Monday, April 4, 2022
* Focus: Equity in hiring, retention, and promotion
* Concurrent Sessions:
  + Creating Learning Communities for Leading with Equity
  + Developing Discipline EDI KSA’s for a Diverse Hiring Pool
  + Building Search Committees with an Equity Mindset
  + Creating Intentional Mentorship and Sponsorship
* Thinking about how we are welcoming our students and faculty. What is their experience and what is the connection between both?
* What are our practices and how do we support our students- how does onboarding students mirror onboarding our faculty? Equity specific component in our curriculum- where does it show up
* Mentorship and sponsorship program
  + Sponsorship- is a person with the tenure positionality or the institutional gravitas to make decisions on the outcome of a person's life at their organization.

## Alumni Network Update

* Development of a robust alumni career network
* Support state and college communications designed to express the relationship between CTC students’ trajectory into the industry and the local and regional impact those investments have generated.
* The data belongs to the colleges- can be used for alumni and for recruitment purposes. Useful in career centers, advising, and recruitment.
* A rep has been following up with each RPC member (the data is still rolling out).
* We are working on getting this information out to the public, students and how we can leverage this information out. SBCTC is working with the communications team to move this resource forward,
* Where can this data live and grow? How can this project support our enrollment?
  + Fairly low match rate 27% system-wide
    1. For example, welding will most likely not show up as much
  + At the college level, you can reach out to career centers, public information officers, guided pathways folks to share the data.
  + The plan NOW is to put this data in front of people who are making decisions about enrollment

## IDEAL Student Fellowship: Cohort 3

* Initiative in Diversity, Equity, and Antiracism Leadership
  + Cohort 3 launched Friday, February 11
  + Final presentations: Friday, April 22nd
* Students represent four colleges and we have 5 reps
  + Highline – Shawna Freeman
  + Pierce District – Krissy Kim & Holly Smith
  + Columbia Basin – Bennie Moses
  + Tacoma Community College - Roderick Morrison

## Feedback and Discussion

* What has been successful to create transformational work?
  + Pierce has used transformational work and has used achieving the dream framework (foundational to the mission). Pierce has also rolled it into their budget and have found success.
* How do you fund the work? How do you pull all the processes where the resources are moving?
* What do you need from the Student Success Center and SBCTC for Guided Pathways Implementation?
  + Assistance and struggling with best practices for support services, and what we need to provide.
  + Practices and sharing job descriptions- How can SSC create a resource that can be shared out with others? The resources need to be anti-racist
  + Creating a stronger connection with the colleges
  + A virtual community of practices?
    1. Drop-ins- new topics every month with the Student Success Center once a month. Virtual office hours
* Priorities for the 2022-2023 learning agenda and summer retreat
  + Focus sessions are very successful for staff and faculty- team time has been effective with the coaches