

Mesa Pathways Committee
June 28, 2018, 3:00-4:30, I4-402
Meeting Notes

In attendance: Ashanti Hands, Bridget Herrin, Hai Hoang, Yolanda Catano, Mark Manasse, Kim Tran, Tim Ackerson, Tina Recalde, Andy MacNeill, Howard Eskew, Leslie Shimazaki, Suzanne Khambata, Olivia Picolla, Trina Larson

Summer Workgroup Update

Shared Metrics, Bridget Herrin

Spoke about focus groups: we will train folks on campus to conduct focus groups. We will focus on questions regarding student experience around selecting, changing, and navigating major choice. We want about four focus groups per sub-groups. Will probably tap into fall students in August. See attachment. See list of "Potential Questions" and provide feedback to Bridget. If you'd like to be trained to conduct focus groups let Bridget know.

Inclusive Decision Making, Andy MacNeill

First meeting upcoming

Guided Major & Career Exploration Opportunities, Manuel Valez

First meeting upcoming

Improved Basic Skills, Hai Hoang

Placement Assistant, clearer recommendations for placement. We want to look at pathway from CE to Mesa. Want to look at 101x math classes; and those for non-native speakers. We may look into graduate tutor in math. Low to no-cost textbook. Will work in coordination with the BSSOT committee. Three new coordinators are coming on board. We will integrate the work of BSSOT with Mesa Pathways. Hai will begin participating with the BSSOT committee.

Clear Program Requirements, Tina Recalde

First meeting upcoming

Proactive and Integrated Student Supports

Backward design to bring faculty and student support services to talk about what we do on this campus. We need big macro version of what we do here. Create a direct line of communication. Integrate services. We want to move backward from whenever we want to do this – intersession? A time and space – a dedicated day to work on this.

Committee Launch

Backward design to bring faculty and student support services to talk about what we do on this campus. We need big macro version of what we do here. Create a direct line of communication. Integrate services. We want to move backward from whenever we want to do this – intersession? A time and space – a dedicated day to work on this.

Review Feedback

See attachment. Includes 101, principles, norming, goals, data, model for our work – improvement science or another framework for change, someone to help us launch. May request folks to do homework: Read *The Power and Promise of Pathways* by Hans Meeder. We will provide books to committee members. General model for change. Have someone that understands larger issues and theories/models of change.

Two Half days:

- Aug 6 12-5
- Aug 7 8-12

Ashanti will draft agenda for committee launch

- 101
- Data
- Theory of Change
- How MP is structured; how we invite others to play
- An activity
- Important: That people on committee leave feeling that they are empowered to go talk about this and with the permission to think big.

Then, we'll have a campus launch. Next meeting: what will a campus launch look like?

In fall, we might have a series – folks to present to us – those at our level, those who are more advanced. Rob Johnston (Ed Results), Rob Rehnquist (CCCCO), Sierra, Ben Daley and improvement science.

Next Steps:

1. Books
2. Tentative agenda (Ashanti)
3. Save the Date

Mesa Pathways Committee Launch Feedback June 28, 2018

Topics for Discussion

Theme: Principles	Committee norms, principles, vision, expectations, philosophy that underpins our work Model (design thinking, community of practice, improvement science, appreciative inquiry) Inclusive leadership Appreciative Inquiry- How do we shift our paradigm around the work we do and design our college with the end in mind. Opening up the possibilities for how we do this work.
Theme: Goals	Concise overview
Theme: 101	Pathways 101 to understand the framework, design opportunities to support Mesa equity goals/culture, providing broader vision and view. Where we've been; the work we've done so far (a couple of brief reflections)
Theme: MP 2.0	Beyond 101. Research related to GP. Impactful strategies. Becoming GP experts.
Theme: Six Elements	How they are defined in relation to our culture on campus.
Theme: Change	How to be an effective change agent
Theme: Data	Who Is a Typical Student? Not every student go to Mesa College to get a degree. Getting onto the same page with the data? What reflects urgency? What might be skewed and how?
Theme: Tools/Programs	Early Alert with no Student Contact Info? How do you advice/assess a student without any data or history?
Theme: Workflow	Intersession/Summer Session – Not enough time to assess last semester grades.
Theme: Students	The benefits that clear pathways provide to students.
Theme: Other Colleges	How are they doing it? Impactful strategies at other colleges. Websites, structures, policies. How colleges that are part of the AACCC pathways project or in the California Demonstration project structured their committees to engage dialog then assign the work described in their work plan.
Theme: Road Show	Thoughts about how we will be taking this to the larger campus community.

Creative Coordinating Ideas

Improvement Science: Ben Daley, Provost for the High Tech High Graduate School of Education. Read more about improvement science here: <https://www.carnegiefoundation.org/our-ideas/> (Hai)

I just received a response today from Janet Fulks that yes, she can come to Mesa. She receives reassigned to ASCCC as GP capacity building lead and she can also come as a representative of Bakersfield College. Bakersfield is one of the 30 colleges participating in AACC pathways project, I think they have been doing pathways work for the past three years. (Cynthia)

Sierra College contacts: Amy Myers - amyers@sierracollege.edu & Brook Oliver - boliver@sierracollege.edu (Bridget)

I met a gentleman (Rob) from the CCCC office who stated he would be happy to come to Mesa and talk about Pathways. (Mark)

Pathways guest speaker

Maybe faculty on campus have expertise in organizational change theory.

Regular and ongoing discussion groups (maybe every other week for an hour) that discuss and reflect on relevant research articles, websites, etc. (2 responses like this)

Ashanti with an outside speaker/presenter/trainer once we've normed a little.

Graphic recording and facilitation

Student panel and Q&A – gift cards, stipends to encourage

Skyline College looks like they are doing great with the work around Guided Pathways, so maybe we can speak to whoever was on their Guided Pathways team and who their consultant was.

Other needs:

- Rack Cards: After we define the elements as a group and fully understand them, we should create info rack cards for faculty and staff on campus to be aware of the elements we are working on.
- Website: We should revamp the Guided Pathways website with current updated information for anyone on campus to view.

Half Day	Half Day to Full Day	Full Day	Flexible
1	2	<p>one is best but more okay (1)</p> <p>at least 1 full day, if more – ½ of elements on one day; ½ on the other (1)</p> <p>full day (1)</p>	multiple days work (3)

Time Comments

Comment: May need more lead time for multiple days.
Comment: May not do this consecutively; may have multiple half-days with breaks in between for reflection/homework.

Mesa Pathways Committee Launch Feedback June 28, 2018

<p>What topics should be discussed at a Committee Launch/Summit to ensure that committee members understand our roles and what will be presented to the campus in Fall (i.e. Pathways 101, Theories of Change, Inclusive Leadership etc.)?</p>	<p>How much time would you be willing to invest for an official Summer Launch (1/2 day, full day, multiple days?)</p>	<p>Please share other creative ideas for coordinating a Committee Launch/Summit. If one of your ideas includes a guest speaker/facilitator please contact that person to get examples of the kinds of work they provide.</p>
<p>I'd to see a profile of typical student at Mesa College as represented by the data collected. Not every student go to Mesa College to get a degree.</p> <p>Is it possible to implement an early alert system without having access to the students' academic records? How do you advice/assess a student without any data or history?</p> <p>What about intercession? summer session? There's not enough time to assess last semester grades.</p>		
<p>At the retreat, we should have an activity for the team members to come up with meeting norms and working principles. Also, I believe we have many great ideas, but we lack the right system to put our ideas to action, and to scale those. Thus, to reiterate a point made by someone 2 weeks ago: it would be very beneficial to the team to have some sort of working model (Designed thinking, Improvement Science, or both). We must have a trainer to teach us the model and how to apply to our work (see my answer in the last question)</p>	<p>I'm flexible -- multiple days work for me (Hai)</p>	<p>I was able to get a hold of Ben Daley, Provost for the High Tech High Graduate School of Education. He can speak about what is improvement science, why we need it, how to incorporate it in education, and examples with data from the country, especially from the local highschools. If we are interested in using ImprovementScience as our working model, we can always bring him back more for additional training as he is local. Read more about improvement science here: https://www.carnegiefoundation.org/our-ideas/</p>
<p>Some sort of vision/philosophy that underpins our work.</p>	<p>I'm fine with any of these. If we do multiple days, that might take more lead time to get on calendars?</p>	
<p>How those colleges part of the AACCC pathways project or in the California Demonstration project structured their committees to engage dialog then assign the work described in their work plan.</p> <p>I agree with offering a Pathways 101 so we understand the research framework of GP, and the opportunities to design GP supporting Mesa Equity goals and Culture.</p>	<p>I am willing to invest in 1/2 day or full day.</p>	
<p>Vision. Expectations.</p>	<p>One full day is probably best, though I am willing to invest however much time it takes.</p>	

Mesa Pathways Committee Launch Feedback June 28, 2018

<p>What topics should be discussed at a Committee Launch/Summit to ensure that committee members understand our roles and what will be presented to the campus in Fall (i.e. Pathways 101, Theories of Change, Inclusive Leadership etc.)?</p>	<p>How much time would you be willing to invest for an official Summer Launch (1/2 day, full day, multiple days?)</p>	<p>Please share other creative ideas for coordinating a Committee Launch/Summit. If one of your ideas includes a guest speaker/facilitator please contact that person to get examples of the kinds of work they provide.</p>
<p>Some suggestions - -An overview of GP and the plan -A couple of impressions from the group about what our work has been so far (what we've done, what it's been like, what we'd like to see in future for the team) -A data reality check. I heard Bonnie Dowd say that in terms of the new success funding metrics and the Chancellor's Vision for Success that SDCCD is doing well - that we don't have to worry. At the Strong Workforce workshop we saw some very grim numbers for Mesa (comparable to everyone else's in the state). I think some members of the committee don't believe the numbers that SW presented (don't buy the method for deriving them, for ex). Without any effort to sugar coat or make things seem worse than they are by manipulating parameters in wonky ways - where are we? Can we all come to agreement about what numbers we should be looking at (ie, 3-year outcomes, 6-year outcomes)? Then, given the resulting numbers, what can we live with for now? Where is there real urgency? Then, how might the inquiry teams keep these in mind as we do our separate work. - Discuss/develop our change theory - A workshop session where we break out into our inquiry teams (most have more than one MPC member) for a mock exercise based on our element. We can come back to the table and report, just as we will throughout the process. - Plan for a fall campus-wide summit (at convocation?).</p>	<p>Whatever it takes being mindful of how impacted everyone's time is. Maybe a day or half-day to do all but the summit planning. Then time to absorb, think, reflect. Maybe assign folks homework to research best practices in regions or something. Then, come back for a 1/2 day of campus-wide summit planning and the divvying of tasks.</p>	<p>Those are all of my ideas, but in terms of facilitator, I think Ashanti can do an excellent job of helping us lay this groundwork. Maybe we should see what our dynamics are and what the group needs after it works together for a bit. We might hold a day-long retreat with a facilitator in January, for examples, when we all understand our work a little more and need some practical strategies or when we better understand where gaps are or where there is resistance or disconnect within our group or around campus.</p>
<p>All of the topics that are mentioned above match exactly my recommendations. Within the suggestion of Pathways 101 and of special note is the fact that I think many people on campus (perhaps mostly faculty?) still have a very narrow definition or idea of what GP is or means. So while we eventually want to spread a more comprehensive view out to the campus, it will be very important for any new committee members to also understand this broader view.</p>	<p>1/2 to full day would be best for me.</p>	<p>I like the idea of having the person come whom we've spoken about (can't remember his name), but the one who has been on contract to work with colleges. I feel strongly that it's a good time to find out what others are doing, what has/hasn't worked, etc.</p> <p>While this doesn't specifically relate to a launch event, I do also like the idea of using summer time to participate in some sort of book/article club that's related to topic and could be helpful during the launch and next year's work. (Or even splitting up articles amongst different members and having them present a summary at the launch/summit.) I'm happy to help coordinate this, if needed.</p>

Mesa Pathways Committee Launch Feedback June 28, 2018

<p>What topics should be discussed at a Committee Launch/Summit to ensure that committee members understand our roles and what will be presented to the campus in Fall (i.e. Pathways 101, Theories of Change, Inclusive Leadership etc.)?</p>	<p>How much time would you be willing to invest for an official Summer Launch (1/2 day, full day, multiple days?)</p>	<p>Please share other creative ideas for coordinating a Committee Launch/Summit. If one of your ideas includes a guest speaker/facilitator please contact that person to get examples of the kinds of work they provide.</p>
<p>We should go over each of the six elements in depth to make sure we all fully understand it. This doesn't have to be the time where we start throwing out ideas, but really hone in on the elements and what they are defined as in relation to our culture on campus.</p>	<p>I think its necessary that we have at least 1 full day, but if we choose multiple days then we can do half of the elements on one day and the other half on the second day.</p>	<p>We need to invite students to this summit and really have a student panel where we ask them questions and gather information. We can offer giftcards/stipends for their participation. After we define the elements as a group and fully understand them, we should create info rack cards for faculty and staff on campus to be aware of the elements we are working on. We should revamp the Guide d Pathways website with current updated information for anyone on campus to view. I am in favor of having a guest speaker or consultant be apart of the Committee Summit, however I'm not knowledgeable on the key speakers in California for Guided Pathways at the moment. I do know that Skyline College looks like they are doing great with the work around Guided Pathways, so maybe we can speak to whoever was on their Guided Pathways team and who there consultant was.</p>
<p>The benefits that clear pathways provide to students. How to be an effective change agent.</p>	<p>full day</p>	<p>Pathways guest speaker</p>
<p>A CLEAR, CONCISE OVERVIEW OF THE GOALS</p>	<p>HALF DAY</p>	<p>GRAPHIC RECORDING AND GRAPHIC FACILITATION IS INTERESTING AND ENERGIZING. PEOPLE REMEMBER PICTURES RATHER THAN SPOKEN WORD</p>
<p>Guided Pathways 2.0- beyond 101. Exploring, in depth, research related to GP. Especially, what strategies seem to have the most impact at other colleges. Becoming GP experts. How are other colleges doing it? - Investigating other college websites, structures, and policies. Maybe a guest speaker from Sierra College... Appreciative Inquiry- How do we shift our paradigm around the work we do and design our college with the end in mind. Opening up the possibilities for how we do this work.</p>	<p>full day</p>	<p>Regular and ongoing discussion groups (maybe every other week for an hour) that discuss and reflect on relevant research articles, websites, etc.. Speaker from Sierra College (I've sent an email and will let you know what I hear). Maybe faculty on campus have expertise in organizational change theory...</p>

- I just received a response today from Janet Fulks that yes, she can come to Mesa. She receives reassigned to ASCCC as GP capacity building lead and she can also come as a representative of Bakersfield College. Bakersfield is one of the 30 colleges participating in AACC pathways project, I think they have been doing pathways work for the past three years. (Cynthia)
- Sierra College contacts: Amy Myers - amyers@sierracollege.edu & Brook Oliver -boliver@sierracollege.edu (Bridget)
- I met a gentleman (Rob) from the CCCCO office who stated he would be happy to come to Mesa and talk about Pathways. (Mark)
- Al Solano: I prepared structured and collaborative activities for each of the agenda items. In terms of the inclusive leadership activity, it's called a Q-sort activity. Q-sort is a rank order scaling technique wherein respondents are asked to sort the presented objects (in this case, 45 inclusive leadership behaviors) into themes/categories based on similarity according to criterion such as preference, perception, etc. Teams then discussed how IL is related to Guided Pathways planning and implementation. I do another activity called "Dr. Evil" which REALLY gets them thinking about the culture of the organization and how to move forward to ensure guided pathways is implemented effectively. Because SWC will address 5 of the 14 elements they structured their breakout sessions to focus on those elements. (Ashanti)

Focus Group Broad Topic: Student experiences around selecting, changing, and navigating Major choice

Number of Groups: 15 (7-10 students in each group, 4 groups per population)

Specific populations to sample (we need to narrow this down to 3-4):

1. Random selection of general student body
2. Students who have been at Mesa 4+ years
3. Students who don't persist from Term to Term (Fall to Spring)
4. Students who have been successful (transfer, graduated)
5. STEM majors
6. Back students (men and women)
7. Latinx students (Men and women)
8. Native American students (Men and women)
9. Asian students (Men and women)
10. online students

Potential Questions:

1. How did you choose your major? Why did you choose the major you did?
2. How confident are you in your major choice?
3. What factors did you consider in selecting your major?
4. What are your educational goals? Why?
5. What is your plan? How will you reach your goals? Who's guiding you (if anyone)?
6. Have you changed or considered changing your major? Why? Why not?
7. When you change your major what does that mean?
8. What information would have helped you navigate your major choice?
9. What challenges do you have in finding information about your major?
10. What challenges do you face in reaching your educational goals? On campus challenges? Off campus challenges?
11. Create the roadmap that would make you successful? What supports would you need?
12. Supplemental questions developed for specific groups listed above.

Trainees:

- | | |
|----------------------|------------------------------------|
| 1. Bridget (Trainer) | 5. Ailene |
| 2. Yolanda | 6. Monica |
| 3. Larry | 7. Sean |
| 4. Denise | 8. Additional members as available |

Timeline:

- July: develop and finalize protocol and develop training materials
- Early August: identify eligible students (based on subgroup selection), begin recruitment, secure funding for materials and food, identify dates, times, and rooms
- Mid-August: Send out confirmations and reminders to student participants, conduct training, conduct Focus Groups
- August – October: Analyze data, develop report
- October: Present findings to MP and broader campus community

Future Focus Group Project Ideas:

1. Round 2 with subgroups not selected for first round
2. Testing hypothesis around student need. Example below.
 - We are looking at developing a more prescriptive schedule for students. How would you feel about a more prescribed set of class choices?