Guided Pathways Working Timeline

2019-20	Onboarding	Clustering	Mapping	Completion Team	Communication/ Engagement Team	Guidance Team/ Tri-Chairs
Charge	Improve students' experience and preparation to begin their Gavilan Career effectively Improve marketing and outreach to make it clearer, more engaging and integrated with feeder high schools High School Partnerships, Outreach, Registration through student's first semester (?), Career Exploration Coordinated Hand-off to completion teams	Create Clusters Development ease of student major choice system via the admissions process Development of systems for program and ADT placement review/ updates through Curriculum Committee and curriQunet	Map ADTs, other program course sequences Collaborate with IT to implement mapping software into appropriate webpages, develop update process add third party mapping tool, Lupe Lopez and James Development of systems for revising and publishing maps Development of system, determining how to choose and roll out ADTs to pilot	Develop and implement a system for integrating academic and student support in partnership with students, staff and instructional programs.	Inform campus of workgroup activities/ progress; communicate consistent internal/ external messaging Coordinate student and staff focus group work Communicate and engage campus in guided pathways integration and the progress of the work teams.	Guide work groups and the initiative overall Manage Guided Pathways budget Keep work teams aligned so all work is done in a coordinated manner Vet and shepherd proposals and information through shared governance Communicate with campus and the Board of Trustees
Fall 2019	✓ Develop Team ✓ Host High School ✓ Partners meeting and conduct survey ✓ Use survey results to assess, improve Spring 2020 Super Saturday ✓ Review college practices, student experiences and messaging ✓ <mark>Assign research teams per onboarding area (Registration, Placement, outreach, orientation, and high school in-reach)</mark> ✓ Make initial fixes in enrollment and registration systems and information including CCC Apply, <mark>Auto Replies</mark> and Semester Guide	✓ Explore systems for program updates/ changes in clusters to occur within the curriculum process. Start the initial steps within the curriQunet test site. Interview other colleges regarding best practices ✓ Work on cluster branding with outside agency	Create benchmarks and assessment tool(s) for programs being 'piloted' in the spring Ensure classes listed in piloted maps will be offered as noted (work with enrollment management, dept chairs, deans, VPAA)	✓ Recruit and plan teams ✓ Review Gavilan Practices; review successful programs and internships (ESL, STEM, Categoricals) ✓ Review how other colleges move forward with a completion team model. ✓ Develop a plan for how to approach a completion team model.	Develop Engagement team Create and distribute two newsletters Collect and present team status info across campus	Communicate with team leads and ensure activities are vetted by college's shared governance process. Develop timeline for plan implementation **Shared Governance:** Info: Approval: • Guidance Team Membership and decision-making process • SOAA Report
Spring 2020	✓ Repeat process for **Assessment and placement** ✓ Review student experience with assessment and placement; implemented automation of multiple measures on CCC Apply, in preparation for Summer/Fall 2020 priority registration. ✓ Improve messaging on MyGav portal, include registration start time. ✓ <mark>Review other college models; Identify and make fixes</mark> ✓ <mark>Build ongoing system for reviewing and revising the assessment and</mark>	✓ Work with tri-chairs to move cluster system proposals through shared governance. ✓ Test cluster concept/ look with subgroups of students (work had just started when Covid closed the campus) Use data and information to revise the look of the clusters Prepare for Fall 2020 rollout.	**Review and purchase Mapping Tool** ✓ Review and determine additional resources to be added onto flip side of map sheets Test- 6 program sequence map visuals: • Collect qualitative and quantitative data (student focus groups, student feedback during counseling sessions) • Redesign and augment maps as needed . Still need student input, and all maps need to be completed. Develop a system to select which ADT map sequences to test next Potentially select 6-10 additional ADT sequence maps to roll out in F20. Build in Mapping update process into the	✓ Conduct instructional departmental conversations which will review the completion team model, current practices and needs.(work had just begun when Covid shut down the campus. Conduct student and instructional support conversations to review model, current practices, and needs Explore the development of a common career exploration experience course.	✓ Create and distribute two newsletters (one done, one panel discussion with Covid Focus) ✓ Info Flyer ✓ Visit all departments (Carina, using the flyer) Coordinate and market all webinars, professional learning, etc., provided by the state to share with campus or identified groups Assist Mapping team with student focus groups Assist Cluster group with testing	✓ Communicate with team leads and ensure activities are vetted by college's shared governance process. ✓ Meet and work with workgroup leads on an individual basis ✓ Provide mapping and clustering pilot data to Leadership and Enrollment Management Team. Review Budget Support pilot data collection efforts **Shared Governance:** Info: ✓ Cluster Icons • Share Pilot Data

~~placement system and materials.~~		~~curriculum system.~~		~~cluster concept look~~
✓ Develop Argos reports to identify newly admitted students and their enrollment steps. Use by Outreach to contact students		~~Complete draft maps with supplemental information for all ADTs~~		• ~~Map layout and resources~~ • ~~Data collection tools~~ Approval:
✓ Calling campaign for undecided majors (200 students)				
✓ Shift to virtual enrollment events				
✓ Increase staff presence on Cranium Café, Virtual Welcome Center, and Zoom; improve Cranium Café interface				
✓ **Regular review of webpages for user friendliness and accessibility (each term)**				
✓ Launch Financial Aid TV videos on homepage for student financial literacy				

Guided Pathways Working Timeline

2020-21	Onboarding	Clustering	Mapping	Completion Team	Communication/ Engagement Team	Guidance Team/ Tri-Chairs
Fall 2020	Build ongoing system for reviewing and revising the **registration and enrollment** process and materials. Phase II: Build ongoing system for reviewing and revising the assessment and placement system and materials with email messaging. **Find Texting platform for text communication with students (move Sp21)** Increase faculty understanding of student services and their ability to connect students to services as needs arise Continue work with Leading from the Middle to increase student access to financial resources and communicate our work and findings to campus community; completed LFM in Dec 2020	Pilot the formalized system of updating and -creating clusters through curriculum process Revise system and put forward through shared governance modified process. Facilitate Faculty discussions around clusters, curriculum alignment, and course offerings/scheduling Goal: Articulate purpose of clusters and get faculty buy-in/support	**Review Mapping Tool: Pending mapping tool. Bump goals forward 1 semester** • begin consultation process and entering maps; coordinate with Denee Test- 6 program sequence map visuals: • Collect qualitative and quantitative data (student focus groups, student feedback during counseling sessions) • Redesign and augment maps as needed Review and determine additional resources to be added onto flip side of map sheets Develop a process to get student input Develop a system to select which ADT map sequences to test next Begin shared governance discussions for mapping update process into the curriculum system. Complete draft maps with supplemental information for all ADTs Identify all equity related factors 1) Create 6 certificate maps (Career Education) 2) Consider delivery methods as they relate to equity (Covid and beyond) 3) Consider 1-2 PT maps to pilot --- Continue to collect student feedback	Calling Project Continue to conduct instructional departmental conversations which will review the completion team model, current practices and needs. Explore the development of a common first year experience course. Identify completion team components for implementation or scaling.	✓ Website will be main location for all communication this semester.	CAGP 2.0 lead and coordination Support pilot data collection efforts Meet and work with workgroup leads on an individual basis Communicate with team leads and ensure activities are vetted by college's shared governance process. Provide mapping and clustering pilot data to Leadership and Enrollment Management Team. Review Budget **Shared Governance:** Info: -Outreach master map -Report Pilot Information -Completion team proposal Approval: -SOAA Report Map layout and resources Data collection tools
Spring 2021	Repeat process for **orientation** Review student experience with the orientation, in coordination w/counseling Review other college models on student experience (orientation?) Revise materials – e.g. reg. postcard Build ongoing system for an orientation process that works for different student	Work with student focus groups to get student feedback on the presentation, aesthetics, and titles of clusters and revise, as needed. Develop and implement formalized system of updating and creating clusters through curriculum process , including review updates. Begin working with A&R and IT to create and implement timeline for application cluster option on CCC-	Work with IT to incorporate mapping tool into website (spring) Unable to duplicate in mapping tool: cross listing discussion Begin building maps for non-ADT programs (create a "readiness" survey for programs who need more time) Begin work to integrate Curriculum Committee work between currIQunet and the mapping tool.	Conduct completion team Visioning conversation with Student Services departments. Produce a summative report of completion model conversations that includes possible recommendations. Loop back and wrap up conversations with instructional departments to provide roadmap of Completion Team (created with Communication and engagement team)	Create and distribute three finalized team infographics Publish final drafts of all team infographics on GP website (Coordinate and market all webinars, professional learning, etc., provided by the state to share with campus or identified groups) <---core team??	Communicate with team leads and ensure activities are vetted by college's shared governance process. Schedule regular meetings with exec leadership to provide info on group's activities. Work with Wade Grant to create data dashboard that shows GP impact on success metrics. Secure student participation in all workgroups.

groups (w/counseling) Develop a system for reviewing orientation every year. Coordinate with completion team as they develop FYE courses for each cluster regarding onboarding timing and content ==Repeat process for **Outreach and recruitment**== ==Review student experience with outreach and marketing== ==Review other college models== ==Build ongoing system for a coordinated and systemic outreach and marketing== ==Develop and implement ongoing training for staff on the materials and system==	Apply with ability to change programs in clusters as things progress (Goal: Begin by Spring 2022?) Begin working on presentation of clusters to students (Goal: Spring 2022?) **Clustering Workgroup Work is complete**	==Continue to assess test programs (QUESTION: What does it mean to "test" or "pilot"--focus groups?)== Complete roll out of all ADT maps with student feedback and resources added onto flip side. Potentially Roll out 12-20 ADT course sequence maps with complete list of resources on flip side. Roll out ==(how many?)== maps. Begin building maps for non-ADT programs		Work with Film Program or similar to develop one informational 1.5 min video clip about GP overall Update team subpages with accurate projects and content Update Gavilan College Community groups as needed/invited (i.e., senate, dept chairs, leadership)	Coordinate and align workgroup activities. Provide support and connect them to external resources when needed. Attend all CAGP 2.0 meetings and institute. Utilize coaching sessions according to group needs. Identify critical areas of need that we can share at institutes to get expert feedback.

Guided Pathways Working Timeline

2021-22	Onboarding	Career & Academic Pathways (CAPs)	Mapping	Completion Team	Career Exploration and Experience	Guidance Team/ Tri-Chairs
Fall 2021	Launch outreach and marketing campaign	✓ Finalized 8 Career & Academic Pathways (CAPs) ✓ Facilitated the implementation of a process to join or change CAPs ✓ Gathered, represented & presented data demonstrating the need for integrated academic & student services within each CAP ✓ Began to solicit feedback & delineated desirable functions (integrated academic & student support services) for each CAP ✓ Presented updates & facilitated conversations at Department Chairs, Academic Senate & Curriculum Committee meetings ✓ Began to generate enthusiasm for how the CAP structure will serve students more holistically	Potentially select 6-10 additional ADT sequence maps to roll out in Mapping Tool goes live **(intranet only; campus community review and input. Maybe some student focus group input)** Continue to assess test programs/Reconnect with programs in development Complete non-ADT maps	Introduce completion team model or process based on analysis across campus. Discuss possible recommendations with GP Tri-Chairs and develop implementation plan	✓ Gather group/Launch ✓ Identify priorities ✓ Student interviews/input	Communicate with team leads and ensure activities are vetted by college's shared governance process. **Shared Governance:** Info: Approval: SOAA Report
Spring 2022	Assess outreach Starfish platform design work Outreach events-in-person/online *Begin training for fall * Work with CAPs group to present CAPs to perspective students **Summer:** Online Orientation updates	**Vision** ✓ Building CAP communities inclusive of faculty, staff & students will enable us to create a more coherent, holistic, supportive & successful experience for our students, faculty, staff & college. ✓ Every student, faculty, staff & administrator becomes aware of CAPs & helps build their CAP community. **Professional Learning Plan** ✓ CAPs Breakout at Spring PDD ✓ Spring CAPs Workshop Series (1 session per month x 4) ✓ Collegewide CAPs Workshop for Fall PDD	• Create clear process for creating maps • Create a clear process for updating maps • Create a clear process for implementing mask • Do an analysis of high- enrolled career programs to determine which program needs to be implemented • Launch Program Mapper	Expand completion team component and services	Developing Pilots Update Website Develop tool kit for faculty and Flex Day training of toolkit Update all departments including chairs on toolkit Include tool kit training in faculty orientation Faculty: engagement/training Develop additional support position Continue to get student input Assess outreach	Communicate with team leads and ensure activities are vetted by college's shared governance process. Recruit student for GP Guidance team. Send regular communication out to campus (newsletter). Close out current funding budget. Prepare college to apply and receive new GP funding. Bring informational resources and expertise to support each individual workgroup. Provide intensive support to newly formed groups to help them kick off their activities.

		To fulfill our vision, we would like to work collaboratively to: ✓ Identify skills & practices across the disciplines within a CAP. ✓ Consider how skills & learning transfer from discipline to discipline & class to class. ✓ Identify shared methodologies & pedagogical approaches. ✓ Identify & reinforce values that tend to the affective domain. ✓ Identify what students & faculty & staff value and prioritize within a CAP. ✓ Identify resources & support services that are required across the disciplines. **We would like to work on the following DEI goals:** ✓ Diversification of faculty, reaching out to faculty of color. ✓ Part-time faculty inclusion and support. ✓ Part-time students are the majority of our students. How do we support part-time students within CAPs? ✓ Facilitate staff & faculty collaboration in every CAP so we can all support our students more holistically.		Partner with onboarding Marketing: how do we get the word out Id touch points within CAPs Equity thread throughout _____	Conduct equity check. Gather and report data in our planning work.

Guided Pathways Working Timeline

2022-23	Onboarding	High School and Career Alignment	Clustering	Mapping	Completion Team	Communication/ Engagement Team	Guidance Team/ Tri-Chairs
2022-23: Launch Pilot College-wide							
Fall 2022	Launch: Career Exploration concepts First Semester experience			Mapping Tool goes live Continue to assess test programs	Expand completion team components and services.	Create marketing materials for subteam projects and GP at large Host one GP event for Gavilan College Staff	Communicate with team leads and ensure activities are vetted by college's shared governance process. _____ **Shared Governance:** Info: Approval: SOAA Report
Spring 2023						Create marketing materials for subteam projects and GP at large Host one GP event for Gavilan College Staff	Communicate with team leads and ensure activities are vetted by college's shared governance process.
Full Implementation Goals	Strong partnership with high schools to create a college-going culture Warm Gavilan Welcome Master Map includes student clusters including class path and financial plan, Gav completion team, departmental information and student completion expectations All entering students are a member of the cluster cohort	HS Partnerships will get students on campus Dual Enrollment with early career exploration embedded in courses	Clusters will align with high school pathways All entering students are a member of the cluster cohort	Focused majors leading to careers Each entering student has a Master Map: includes student clusters class path and financial plan, Gav completion team, departmental information and student completion expectations	Master Map includes student clusters including class path and financial plan, Gav completion team, departmental information and student completion expectations Student Service messaging: positive and nudges Barometer of Progress Coordinated handshake from one department to the next All employees have global understanding of student process and expertise in own department		Guide work groups and the initiative overall Keep work teams aligned so all work is done in a coordinated manner Vet and shepherd proposals and information through shared governance Communicate with campus and the Board of Trustees

ED