



Guided Pathways and the Road to Equity: ASCCC Academic Academy 2018

Randy Beach, ASCCC Guided Pathways Task Force, Southwestern College
Mayra Cruz, ASCCC Executive Committee, At-Large Representative

Description

- ❑ Becoming Equity Minded
- ❑ An examination of national and state data
- ❑ Explore how can colleges use available, campus-specific data in the design of guided pathways
- ❑ Discuss how KPIs, Launchboard, and Scoreboard data from your individual campus can help you make the argument for greater systemic equity in the pathways framework



What brings you to this breakout?

What do you hope to learn?

Cultural Humility



- Cultural humility was introduced as an alternative to cultural competence.
- Competence assumes that one can learn or know enough that one can actually reach a full understanding of a culture to which they do not belong.
- Culture is dynamic, not static and each individual has own cultural perspectives and preferences
- Cultural humility is similar to cultural sensitivity, however, sensitivity does not touch on the necessity of self-reflection, learning, or growth.



Cultural Humility versus Cultural Competence

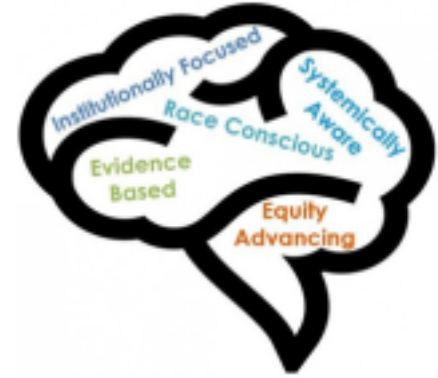
Cultural humility promotes...

- Continuous engagement in self reflection and self-critique as lifelong learners and reflective practitioners
- Checking the power imbalances that exist in the professional-client relationships
- Mutual respect, partnership, and advocacy with communities on behalf of the clients served and in which clients are embedded. (Tervalon, M. and Murray-Garcia, J.(1998))



6

The Practice of Being Equity Minded



Perspective or “mode” of thinking exhibited by practitioners who call attention to patterns of inequity in student outcomes (Center for Urban Education)

- take personal and institutional responsibility for the success of students
- critically reassess your own practices
- requires that practitioners are race-conscious and aware of the social and historical context of exclusionary practices in American Higher Education.

Data and Equity: What's Data Good For?

- Data quantifies information objectively, but also tells a narrative
- Data can introduce ideas in eye-opening, visual ways
- Can inform dialog and encourage/support deeper thinking
- Data can enable faculty and administrators to act and be supported
- Data can be your best friend and worst enemy
- “Never underestimate the power of data denial”
- When relying on data to tell your story, know your sources
- Faculty need to know the sources to leverage the impact of data

National Data: Research and Resources

- [The U.S. Department of Education's College Scorecard](#): a comparison of schools by degree program, size, location, or name.
- [The Integrated Postsecondary Education Data System](#) (IPEDS) from the National Center for Education Statistics: a mandatory reporting system for all post-secondary institutions that participate in any federal student financial aid program to provide student data on enrollment, persistence, degrees/certificates awarded, and on financial aid.

National Data: Research and Resources

- [The Digest of Education Statistics](#): includes the number of schools and colleges, teachers, enrollments, and graduates, in addition to educational attainment, finances, federal funds for education, libraries, and international education, population trends, attitudes on education, education characteristics of the labor force, government finances, and economic trends.
- [Center for Urban Education at USC, The Equity Scorecard](#): quantitative and qualitative data and inquiry tools for problem-solving to improve the success of students from underrepresented racial-ethnic groups
- [The National Student Clearinghouse® Research Center™](#): provides research on enrollment, transfer, high school graduates, and much more

State and Local Data: Research and Resource

- [California Community Colleges Chancellor's Office MIS Data Mart](#): provides information about students, courses, student services, outcomes and faculty and staff.
- [The Launchboard](#): a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data on the effectiveness of college programs in both CTE and non-CTE pathways.

Research and Resources

- [The Research and Planning Group for California Community Colleges](#): provides research and analysis on general elements of CA's community college landscape and topical issues.
- [O*Net Online](#): contains hundreds of standardized and occupation-specific descriptors on almost 1,000 occupations covering the entire U.S. economy, the skills and abilities needed for those occupations, and job forecasts. Though not exclusive to CA, was developed here.
- [Community College Research Center](#): provides research specific to community colleges and is heavily involved in Guided Pathways work.

Establishing Key Performance Indicators (KPIs)

- Specific metrics to build your data narrative
- Intended to provide a framework for measuring GP progress as a system
- Based on data metrics employed by the national Guided Pathways movement and the California Guided Pathways Project (“The 20”)
- Includes completion and momentum/progression metrics
- Considered highly when “making the case.”

The Launchboard

- **Strong Workforce Program Dashboard:** provides annual results, disaggregated data, and benchmarking information for metrics associated with the Strong Workforce Program
- **Guided Pathways Dashboard:** provides information on first-year momentum points for first-time students including retention, gateway course completion, and unit accumulation, as well as historical trends, disaggregated figures, and comparison data to contextualize results
- **K-14 CTE Transition Dashboard:** provides information on the outcomes of high school CTE students who enroll in community college, including basic skills and completion outcomes, benchmarked against first-time, non-CTE students

Secure | <https://www.calpassplus.org/Launchboard/GuidedPathways.aspx#>

Apps | Bookmarks | Google | Inbox - beachjard... | SWC Smartsheet | DEFT | Work | Home - Dropbox | Family | Road later | Group Exercise | Y... | today | Trails & Hiking | Po...

California Community Colleges | Launchboard

K-14 CTE | GP | Help | Log-Out

Guided Pathways

First-time ever in college

Includes students who enrolled in a community college for the first time in the fall of the selected year, excluding current and past concurrent enrollment students and other students with prior community college credit.

First-time, including summer and early college students

Includes students who enrolled in a community college for the first time in the summer or fall of the selected year, including those who had previously received concurrent enrollment credit.

DATA VISUALIZATION

RESEARCH TABLE

90816 | Phone: 816.498.8880

Berstow College

Stairwide

Allen Hancock

American River College

Antelope Valley College

Bakersfield College

Berstow College

GUIDED PATHWAYS TAB

[Click here to reset](#)

Secure | <https://www.colpages.org/Launchboard/GuidedPathways.aspx#>

Home CCC Pipeline SWP K-14 CTE GP Help Log-Out

GUIDED PATHWAYS TAB

First-time ever in college
Cohort

Southwestern College
College

2015-2016
Academic Year

[Click here to reset](#)

DATA VISUALIZATION RESEARCH TABLE

Drilldown by

Participation

Number of Students in the Cohort	Average Number of Credits Attempted in Year One
2,831 Students	21 Units

The College Data: Making the Case Activity

Your college wants to make the case for guided pathways.

- What will be the response to data by people at your college?
- What data would be useful to make the case for guided pathways?
- **What Makes Sense to You?**

Data Points to Consider (Examples from LB)

- Average Number of Credits Attempted in Year One
- College-Level Course Success Rate
- Persisted from Term 1 to Term 2
- Successfully Completed Transfer-Level Math in Year One
- Successfully Completed Transfer-Level English in Year One (or both)
- Successfully Earned 6+ College Credits in First Term
- Successfully Earned 15+ College Credits in First Term
- Successfully Earned 30+ College Credits in Year One
- Attempted 30+ Credits in Year One

Student Data

- Quantitative data vs. qualitative data
- What “data” do we learn from students?
- Mechanisms for student engagement
 - Focus Groups
 - Interviews
 - Surveys
 - Class Visits
 - Meetings with student leadership/clubs/organizations

Setting the Stage for Data Talk

- Create space for people with different perspectives to describe what jumps out at them.
- Ask people to present hypotheses, encourage alternative hypotheses.
- Determine what you can agree on based on the data, can we agree on action steps?
- List additional information you need to guide possible action steps.
- Don't fear concerns about methodology, address them, but don't let these questions prevent a discussion about students.

From Data Talk to Data Action

- Create a journey map focused on the arc of a student's experience over time. Look for highs and lows and their causes.
- Conduct focus groups and interviews with students to understand their experience.
- Create a visual representation of the way work is currently done using a process map. Annotate the map with major issues or barriers.
- Find more data and analyze when needed. Dig deeper.
- Scan research and relevant literature to find information about the problem or how it may be solved.

Supporting Equity and Pathways: The Money

- Student Equity and Achievement Funding Program
 - a. Specifically created for Guided Pathways
 - b. Integrates BSI, Equity, and SSSP Funding
- New Funding Formula
 - a. Calculates funding on completion and equity metrics
 - b. 20% of determined by the number of low income and low-income adult students in a district based on their unduplicated headcounts of Pell, AB540, and Promise Grant 25 years and older+ students

Questions? Info@asccc.org

Randy Beach, ASCCC Guided Pathways Task Force, Southwestern College
rbeach@swccd.edu

Mayra Cruz, ASCCC Executive Committee, At-Large Representative
cruzmayra@fhda.edu

Additional Resources

- Guided Pathways Key Performance Indicators Overview

<https://cccgp.cccco.edu/Portals/0/uploads/Guided%20Pathways%20KPI%20At%20A%20Glance.pdf>

- California Community Colleges Scorecard

<https://scorecard.cccco.edu/scorecard.aspx>

- Launchboard <https://www.calpassplus.org/LaunchBoard/Home.aspx>

- Center for Urban Education <https://cue.usc.edu/equity/equity-mindedness/>