
LOS MEDANOS COLLEGE

Guided Pathways Spring Retreat

3-15-19

Gardens at Heather Farms

RETREAT ACTIVITY

**Guest Speaker: Luis Chavez, Senior Director, Career Ladders Project
Guided Pathways Overview and Connection to Vision for Success**

Team Agreements

- **Mutual Respect**
- **Shared Commitment to moving forward**

“The GP Check-in” / Shapes Activity

Attendees placed sticky notes on each shape to define: what’s clear, what’s unclear, and three things needed to move forward:

- Square = what’s clear (what’s squared away)
- Circle = not clear
- Triangle = 3 things needed to move forward

Square – What’s clear (all squared away)

- English and math co-reqs
- GP is to provide support for all students to increase success and efficiency
- Requires action from ALL
- Student Success
- This is hard work, but it’s about students not us (faculty)
- GP is something that is moving forward...we are working on design
- Why GPs are beneficial for students
- Definition
- Classified, faculty, admin, KR andwill need to work together to build GP
- Definition of Guided Pathways
- Large Big Picture Framework
- Idea on HOW
- The need for Guided Pathways
- Guided Pathways will help us to guide students without getting lost
- Benefit to students
- Definitions of Pillars

- Collaborate, Focused, Student Focused
- Guided Pathways will make the path easier for students
- Guided Pathways is a framework designed to help students plan educational path/goals and reach them sooner
- LMC will get GP done....eventually
- Using Holland domains to design meta majors
- Careers are based upon KSA's (Knowledge, Skills and Abilities). Letting KSA's guide the Meta Majors using Holland Code is a good foundation for aligning the majors. This IS a student centered design. https://www.csustan.edu/sites/default/files/groups/Career%20Services/2017-Postings/other/majors_by_holland_code.pdf

Circle – What's NOT Clear?

- Do we go big with a big redesign OR do we do just enough to get Sacramento off our backs?
- What technology can accelerate change?
- How to move faculty, staff, and management forward
- How to make it fit for every student
- Do we have LMC campus support?
- How to navigate the need for District-Wide support to move certain things/tools forward
- Roles of the pathways team
- How will GP be implemented with commitment by all?
- Finalizing career categories
- How will transfer agreements be effected?
- How are particular college/universities program requirements communicated to students?
- Do we have a timeline goal?
- Where can I get more info?
- Getting counseling more on board to being split into meta majors
- How will the collaboration work with transferring institutions
- How do we build consensus?
- How to implement at LMC?
- Communication
- How do we make change happen without people being afraid of change?
- How exactly are we going to implement them?
- How will we balance faculty advising and counseling?
- Will we all agree to change?
- Commitment from everyone
- How do we incorporate flex for transfer requirements?
- How is flexibility for students built in?
- How close are we to defining and grouping our meta majors?

Triangle – 3 Things Needed to Move Forward

- Vision (LMC Dream), Direction (the How), Action (The When and The Change)
- Specific work plans for groups (small and manageable), More professional development on campus from people in similar situations, actual meta majors to work from
- Manager support, Program to work with each other, Conversations/collaborations

- Action Plan, Role Plan, SMART outcomes
- Effective Leadership, Clear Communication, Common Vision
- Support, Respect, Appropriate Compensation
- Student flexibility in GP, Clarity re: access to classes (bottlenecks), funding implications long term
- Space, Req time, Student voices
- Clear Plan, By in from entire college, the Will to Change
- Defined Counseling and advising models, Timeline/Roll-out plan. Messaging of Professional Development to move this forward
- Action Plan
- Commitment
- Can one size fit all?
- Clear outcomes
- Funding
- Holistic Advising “The Fit”
- Dialogue with Department Chairs
- Commitment by all, Resources to follow, how GP can be incorporated into strategy plan
- How this pathway empowers our students
- Need my program members to be on board

NEED QUESTIONS ANSWERED:

- How will we know when we have enough “agreement” (by-in) to move forward?
- What can be my role?, What’s best for students?, How does this improve everyone’s experience (students, faculty, staff, etc)
- What about life-long learners?
- How to select GE for each pathway?
- Do we want to build an intensive cohort model?
- How can I assist in the process? I need information/details from other departments to know how to include those topics/applications in my math classes.
- How deep do we want to go into Pathways as a college?

Let’s Do This!!