



No More Paths to Nowhere:

Guided Pathways at Bakersfield College



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California's Landscape: A Shift in Focus toward **Program Completion**



- CCCCCO Vision for Success
- Proposed Funding Formula
- Cross-System Focus on Baccalaureate Completion



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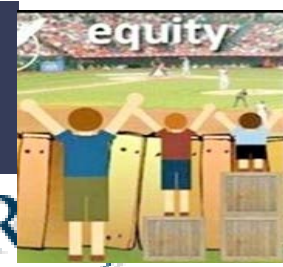
California Community Colleges

CURRICULUM



CAREER LADDERS PROJECT

FOSTERING EDUCATIONAL AND CAREER ADVANCEMENT FOR CALIFORNIA



CALIFORNIA COMMUNITY COLLEGES



These are good interventions, but...

- System-wide improvement is slow
- Course success \neq goal attainment

Chancellor Oakley's Comments on Leadership:

<https://www.bakersfieldcollege.edu/conference/leadershipmatters>





CCCCO Vision for Success

Goal 1

INCREASE the number of student earning credentials by at least **20%**

Goal 2

INCREASE the number of students who transfer by **35%**

Goal 3

REDUCE average units accumulated by students who complete degrees to **79**



Guided Pathways





Proposed “Funding Blocks”

Success (25%)

- Transfer *(BC 33%; CA 40% in 6 yr)*
- Completion of degree/certificate *(BC 38%; CA 48% in 6 yr)*
- CTE Employment and wage gains *(BC 46%; CA 54% in 6 yr)*
- Equity gap incentives

Equity (25%)

- Student income/socioeconomic status
- Location (i.e. rural, urban, etc.)

Access (50%)

- Number and size of colleges/districts
- Facilities factor (gross square footage, acreage, etc.)
- FTES
- Headcount

**Data provided by the BC Office of Institutional Effectiveness and CCCCCO DataMart as published on the Renegade Scorecard*



Cross-System Focus on Completion & Transfer

CSUs: Associate Degrees for Transfer	UCs: UC Pathways
<p>SB 1440: Student Transfer Achievement Reform Act</p> <p>Fall 2011:</p> <ul style="list-style-type: none">-CCC development of Associate Degrees for Transfer-Guaranteed Admission to CSU system with Junior Status	<p>April 2018 MOU: “Enhancing Student Transfer”</p> <p>Fall 2019:</p> <ul style="list-style-type: none">-Completion of a UC Pathway and achievement of requisite GPA will guarantee place in UC system-Associate Degree Transfer meets or exceeds major requirements in a UC Transfer Pathway for the same major will be accepted <p><i>*Existing Transfer Admission Guarantees (TAGs) retained</i></p>

VISION FOR SUCCESS: INCREASE the number of students who transfer by **35%**

Through the Gate Transfer Study

**92% of students with
60+ transferable units
are lacking their
transfer-level math
course.**

**Through the Gate Research Team at RP Group: Darla Cooper, Kristen Fong and Andrew Kretz*



THROUGH THE GATE



Our Why



KERN COUNTY STATS

	CA	Kern	BC
Total Population (2015 est.)	39,144,818	882,176	27,000
Race/Ethnicity (2014)			
White alone	38.5%	36.2%	22%
Hispanic or Latino alone	38.6%	51.5%	64.8%
Black or African American alone	6.5%	6.3%	4.6%
Asian alone	14.4%	5.0%	4.1%
Income and Poverty (2014)			
Median household income	\$61,489	\$48,574	66.3% on Financial Aid
Persons below poverty level	16.4%	23.4%	
Educational attainment (2014, age 25+)			
High school graduate or higher	81.5%	73.0%	80% are First Generation
Bachelor’s Degree or higher	31.0%	15.2%	



BC'S GUIDED PATHWAYS KEY TERMS

Completion Coaching Community	A cross-functional team of faculty, staff, and administrators responsible for oversight and engagement of a particular group of students during a period of time. The individuals in the group have at least one statistical factor – such as meta-major of study – in common. Each team member is called a “Completion Coach.”
Meta-major	A collection of academic programs that have common or related content. Programs within a meta-major will share some common requirements to allow for early exploration as students may enroll in this broad field of interest without collecting excess units.
Program of Study	A set of courses and related activities that lead to an attainment of educational objectives such as a certificate or an associate’s degree; often referred to as a major of study.
Pathway	A descriptive and easy-to-use plan detailing the scope and sequence of courses required to complete a credential efficiently and transition to baccalaureate degree programs or the labor market. Includes the route a student takes to connect with, enter, progress through, and complete his/her program of study, as well as, the skills they need to acquire for the labor market they will enter after their certificate or associate or baccalaureate degree.

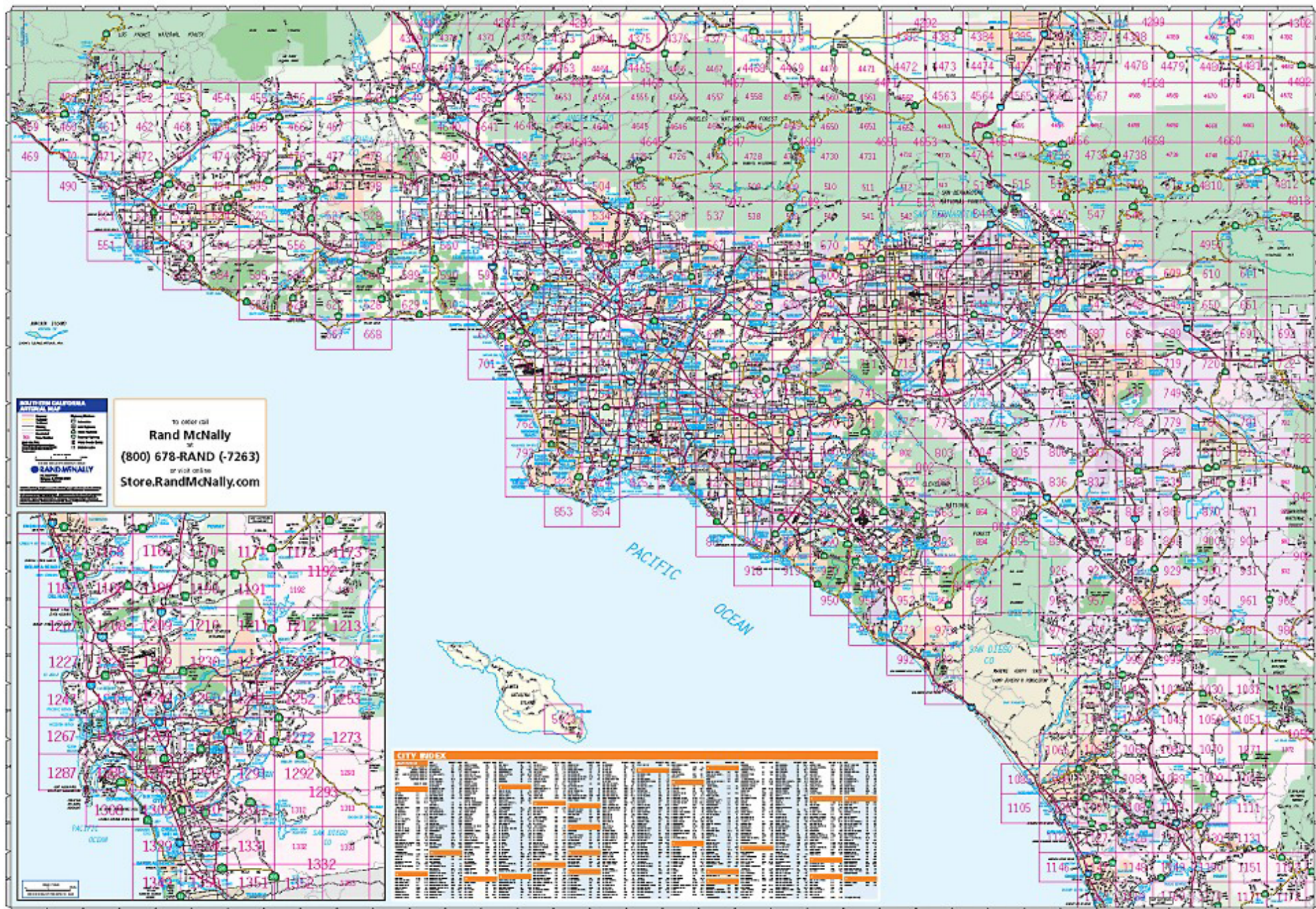
FOUR PILLARS OF GUIDED PATHWAYS

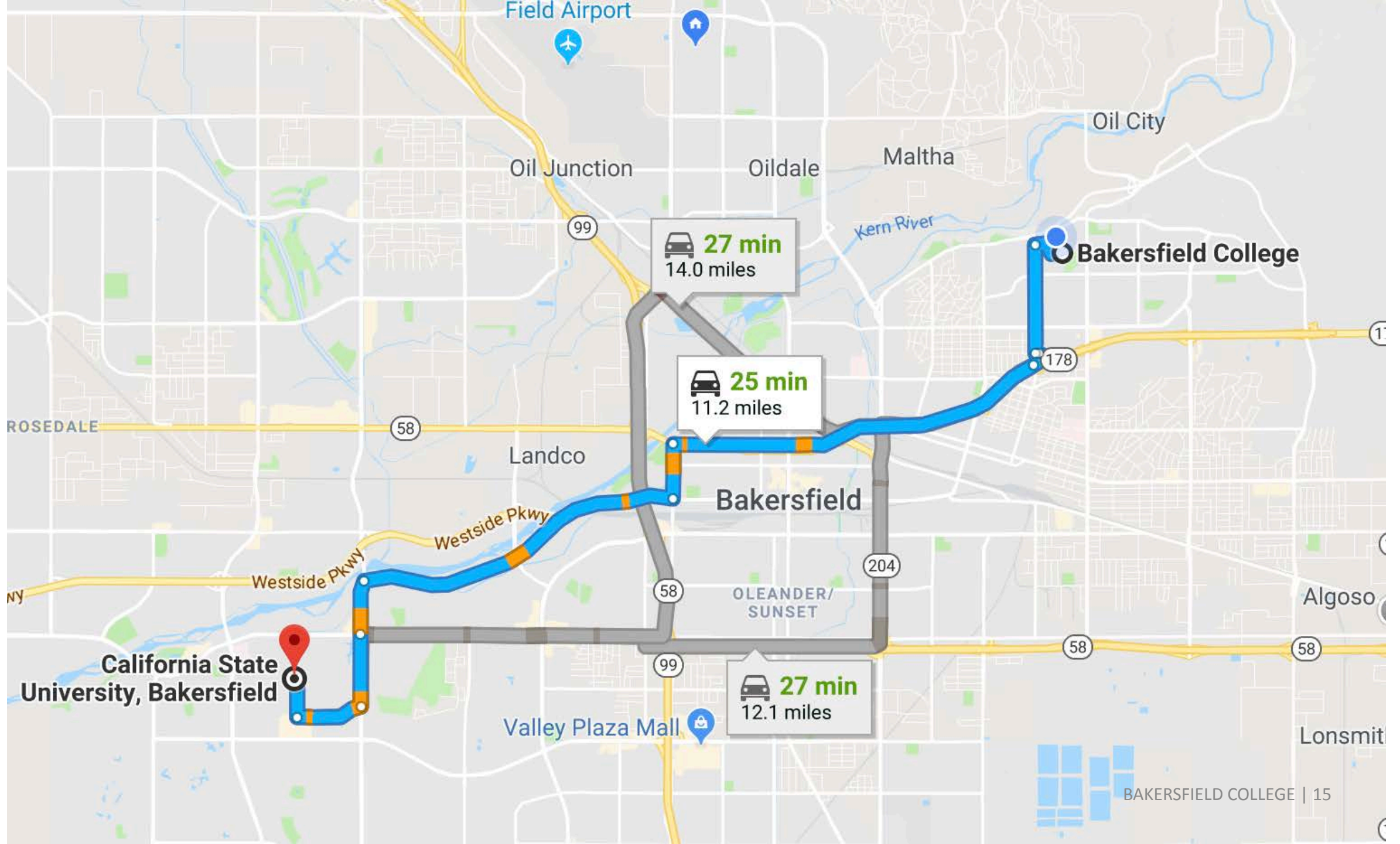


Pillar I:

Clarify the Path

- Early High School Engagement
- Defined Competencies
- Grouping Programs of Study





To 10 Meta-Majors (Hi Tech + Hi Touch)

Agriculture, Nutrition & Culinary Arts

1,499 students

Industrial & Transportation Technology

1,157 students

Arts, Humanities & Communication

2,372 students

Public Safety

1,222 students

Business

2,583 students

Social & Behavioral Sciences

3,798 students

Education

1,750 students

STEM

2,450 students

Health Sciences

4,402 students

Personal & Career Exploration

1,637 students

DESIGN: *Guided Major & Career Exploration*

BAKERSFIELD COLLEGE

HOME OF THE
RENEGADES

Enr

Introduction



Enrollment
Information



Account/Mailing
Information

Personal
Information

Education

Citizenship/Military

Residency

Needs &
Interests

Supplemental

-- Select --

- AA Accounting with BC General Education Pattern
- AA Accounting with CSU General Education Pattern (CSUGE)
- AA Accounting with UC General Education Pattern (IGETC)
- AA Administrative Office Assistant with BC General Education Pattern
- AA Administrative Office Assistant with CSU General Education Pattern (CSUGE)
- AA Administrative Office Assistant with UC General Education Pattern (IGETC)
- AS-T Administration of Justice with CSU General Education Pattern (CSUGE)
- AS-T Administration of Justice with UC General Education Pattern (IGETC)
- AA Agriculture Business Management with BC General Education Pattern
- AA Agriculture Business Management with CSU General Education Pattern (CSUGE)
- AA Agriculture Business Management with UC General Education Pattern (IGETC)
- AS Agriculture Business Management with BC General Education Pattern
- AS Agriculture Business Management with CSU General Education Pattern (CSUGE)
- AS Agriculture Business Management with UC General Education Pattern (IGETC)
- Agriculture Business Management Certificate of Achievement
- AA American Sign Language with BC General Education Pattern
- AA American Sign Language with CSU General Education Pattern (CSUGE)
- AA American Sign Language with UC General Education Pattern (IGETC)
- AA Animal Science with BC General Education Pattern
- AA Animal Science with CSU General Education Pattern (CSUGE)
- AA Animal Science with UC General Education Pattern (IGETC)
- AS Animal Science with BC General Education Pattern
- AS Animal Science with CSU General Education Pattern (CSUGE)
- AS Animal Science with UC General Education Pattern (IGETC)
- Animal Science Certificate of Achievement
- AA-T Anthropology with UC General Education Pattern (IGETC)
- AA-T Anthropology with CSU General Education Pattern (CSUGE)
- AS Architecture Drafting with CSU General Education Pattern (CSUGE)
- AS Architecture Drafting with BC General Education Pattern

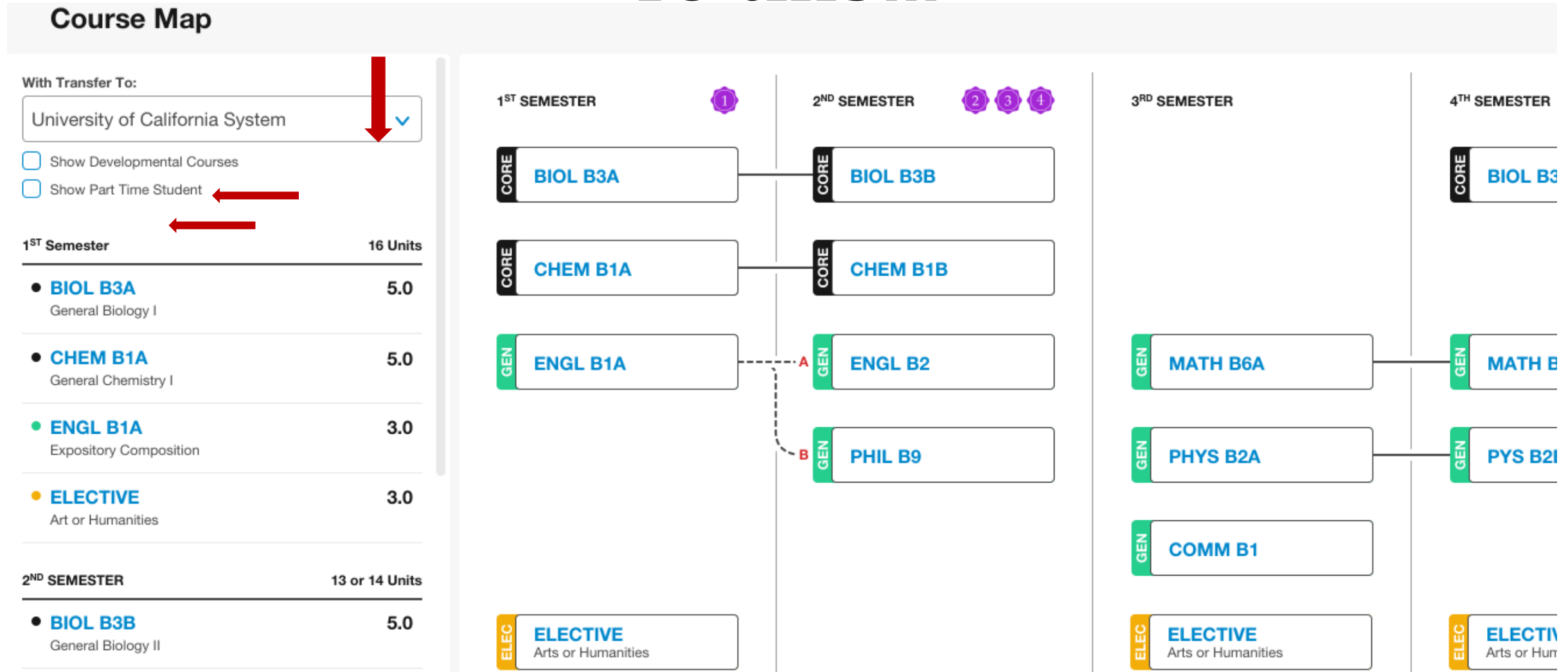
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To this...



DESIGN: *Intersegmental Alignment; Guided Major & Career Exploration; Clear Program Requirements*

Learning Objectives

1

Identify medical problems and apply appropriate and effective solutions.

2

Analyze clinical situations, determine a diagnosis, or create a plan of action.

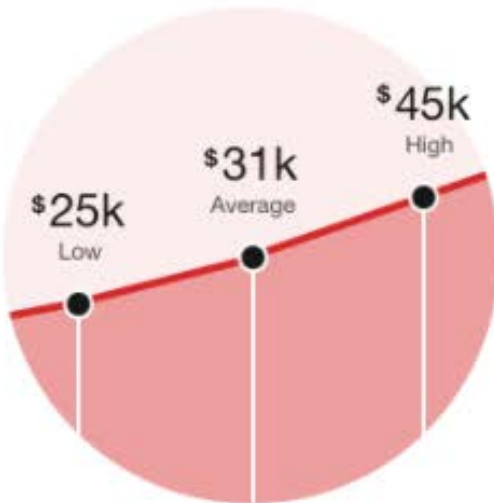
3

Demonstrate proficiency using a microscope.

Salary, Growth and Careers

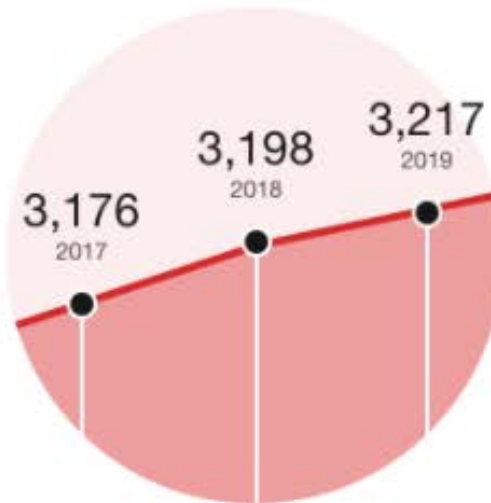
Salary

New workers generally start around \$25,000, while experienced workers can earn as much as \$45,000.



Growth

This sector is expected to grow by 5% over the next 10 years.



Careers

Dietician/Nutritionist

\$47k
Average Salary

+21%
Job Growth

IMPLEMENTATION: *Integrated Technology Infrastructure; Aligned Learning Outcomes*



FOUR PILLARS OF GUIDED PATHWAYS



Pillar II:

Enter the Path





Evolution of Multiple Measures at BC

MM 1.0: 2014-2016	MM 2.0: 2016-2017	MM 3.0: 2017-2018	MM 4.0: 2018-2019
To Place in ENGL 1A	To Place in ENGL 1A	To Place in ENGL 1A	To Place in ENGL 1A
<ul style="list-style-type: none">EAP (college ready)EAP conditional with ERWC (with C or better)HS GPA 3.0 or above & "B" in last English class & four years of English with C or betterAP English Jr/Sr year with grade of BReading score of 06Nine of any potential A-G	<i>AP, CREP, EAP and ERWC all count</i> <u>Direct enrollment</u> CUM Jr. GPA \geq 2.6 transfer <u>Delayed enrollment</u> CUM GPA \geq 2.6 transfer *Use the approach that places student highest	<i>AP, CREP, EAP and ERWC all count</i> <u>Direct enrollment</u> CUM Jr. GPA \geq 2.6 transfer <u>Delayed enrollment</u> CUM GPA \geq 2.6 transfer *Use the approach that places student highest <i>About 70% of students place into ENGL B1A</i>	<i>AP, CREP, EAP and ERWC all count</i> HS GPA \geq 1.9 <i>About 85% of students place into ENGL B1A</i>

DESIGN: *Intersegmental Alignment; Improved Basic Skills*



So, how are they doing?

Defining Throughput Rates

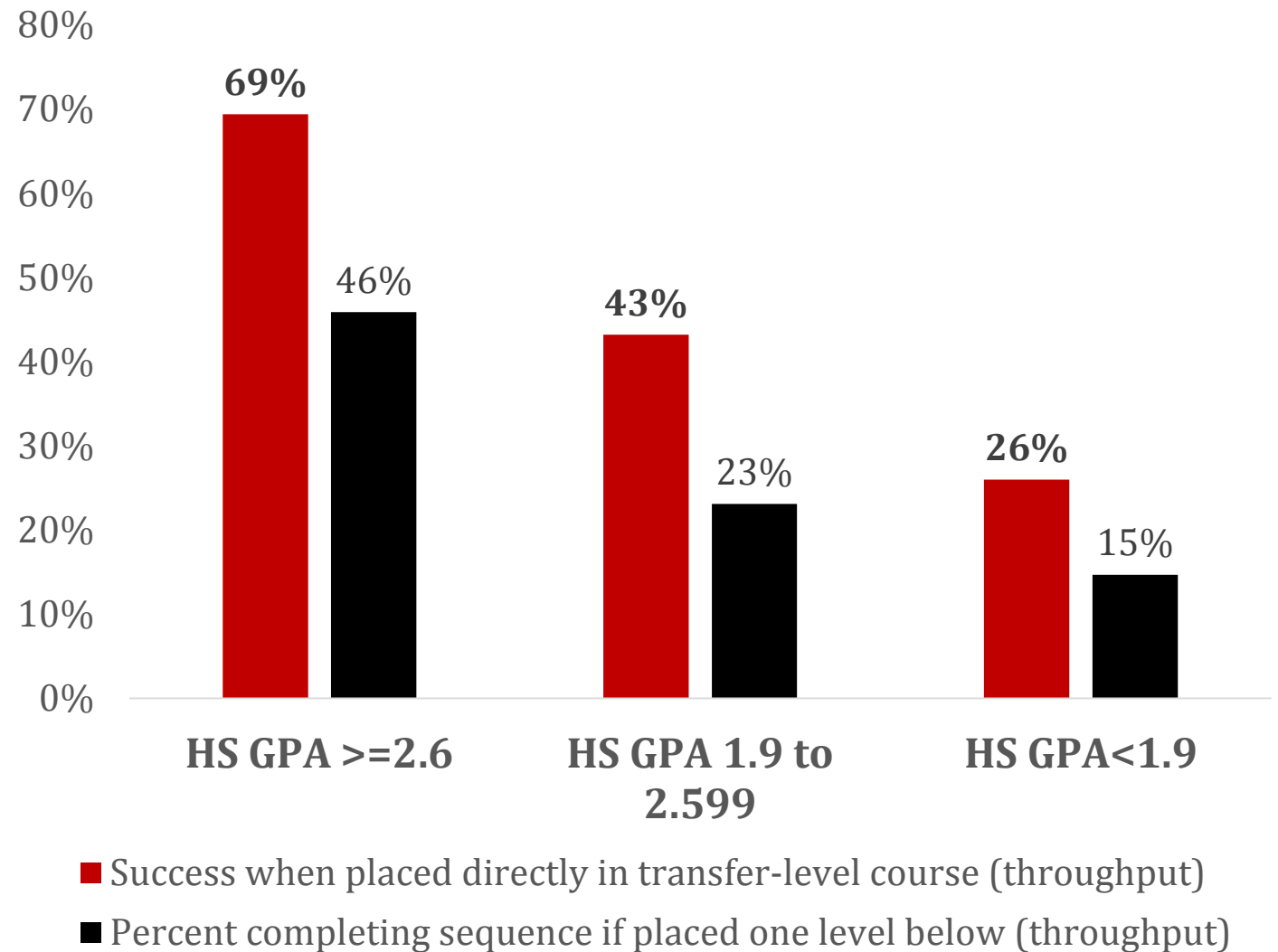
The proportion of a cohort of students who complete the *transferable or gateway math or English* course within a certain time frame

*Analysis Timeframe: Within one year (two primary semesters)

Are students with low HS GPAs successful?

- Are looking at success rates or throughput rates?
- Students who place directly into transfer level coursework have **higher throughput rates** than similar students who placed into developmental coursework.

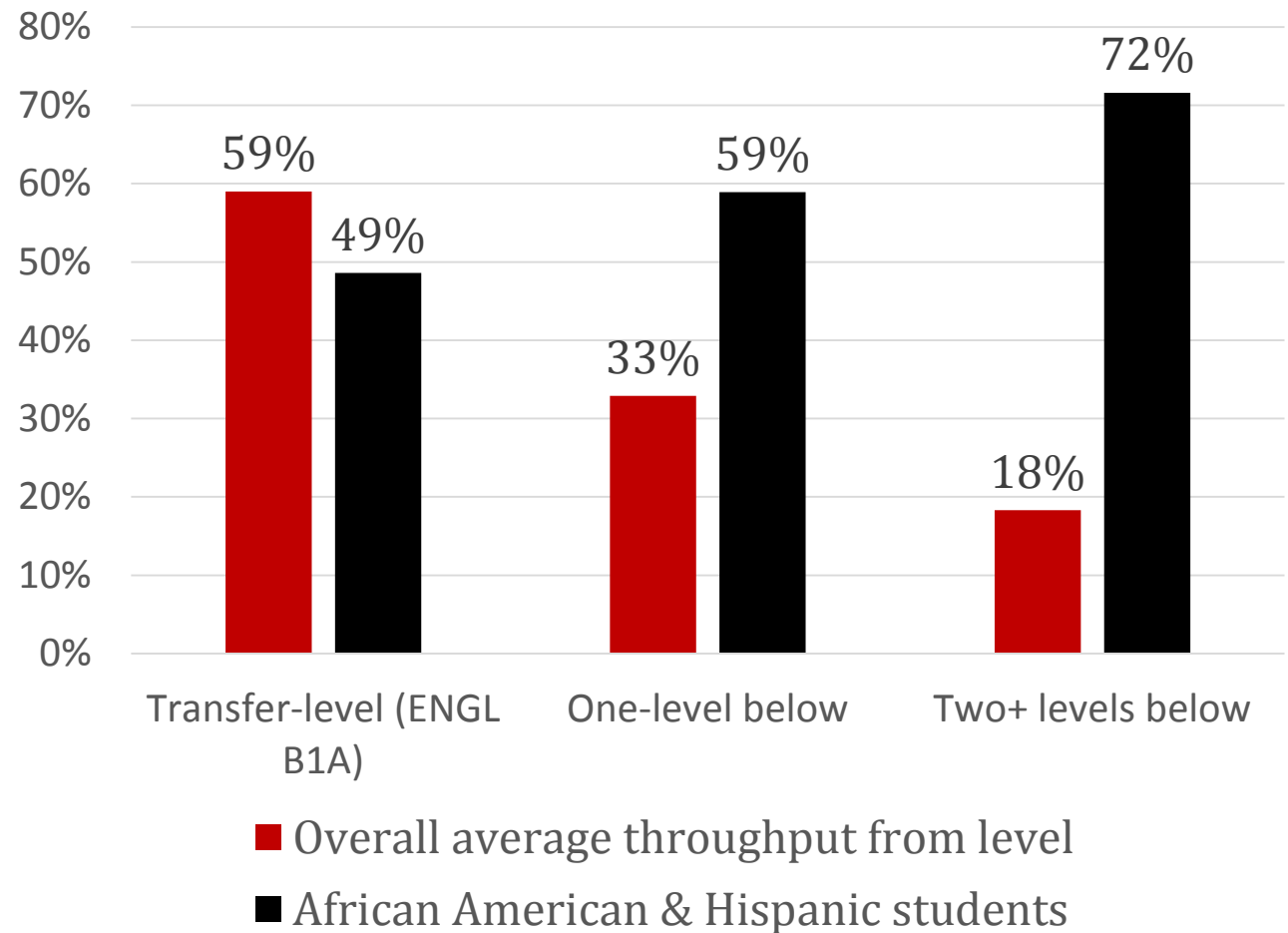
Success and throughput rates for students with three different HS GPA profiles – BC data



**Data provided by the BC Office of Institutional Effectiveness*

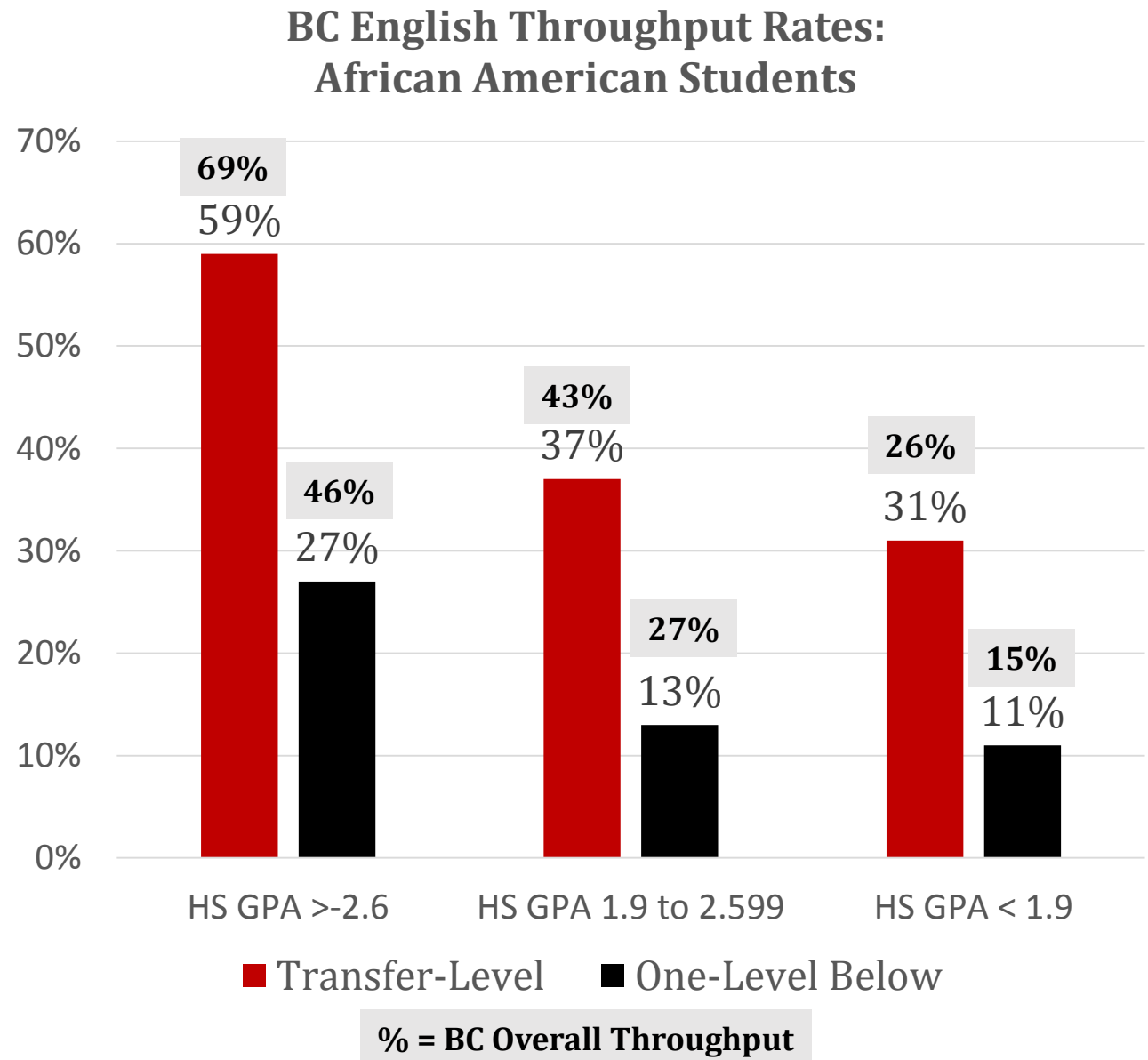
Placement is an equity issue

Many more BC students of color are placed into the remediation levels with the lowest throughput



**Data provided by the BC Office of Institutional Effectiveness*

Throughput by Race: African American Students



**Data provided by the BC Office of Institutional Effectiveness*

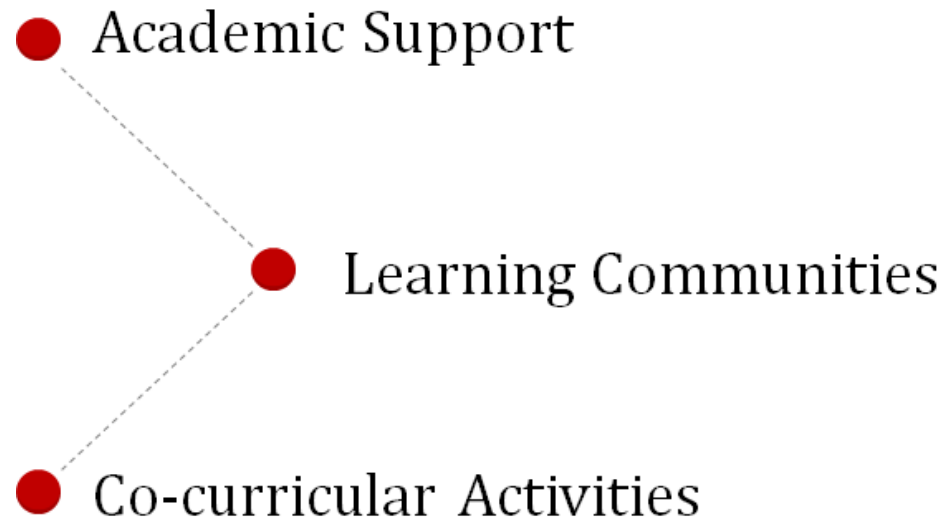


FOUR PILLARS OF GUIDED PATHWAYS



Pillar III:

Stay on the Path



To 10 Meta-Majors (Hi Tech + Hi Touch)

Agriculture, Nutrition & Culinary Arts

1,499 students

Industrial & Transportation Technology

1,157 students

Arts, Humanities & Communication

2,372 students

Public Safety

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Social & Behavioral Sciences

3,798 students

Education

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STEM

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Health Sciences

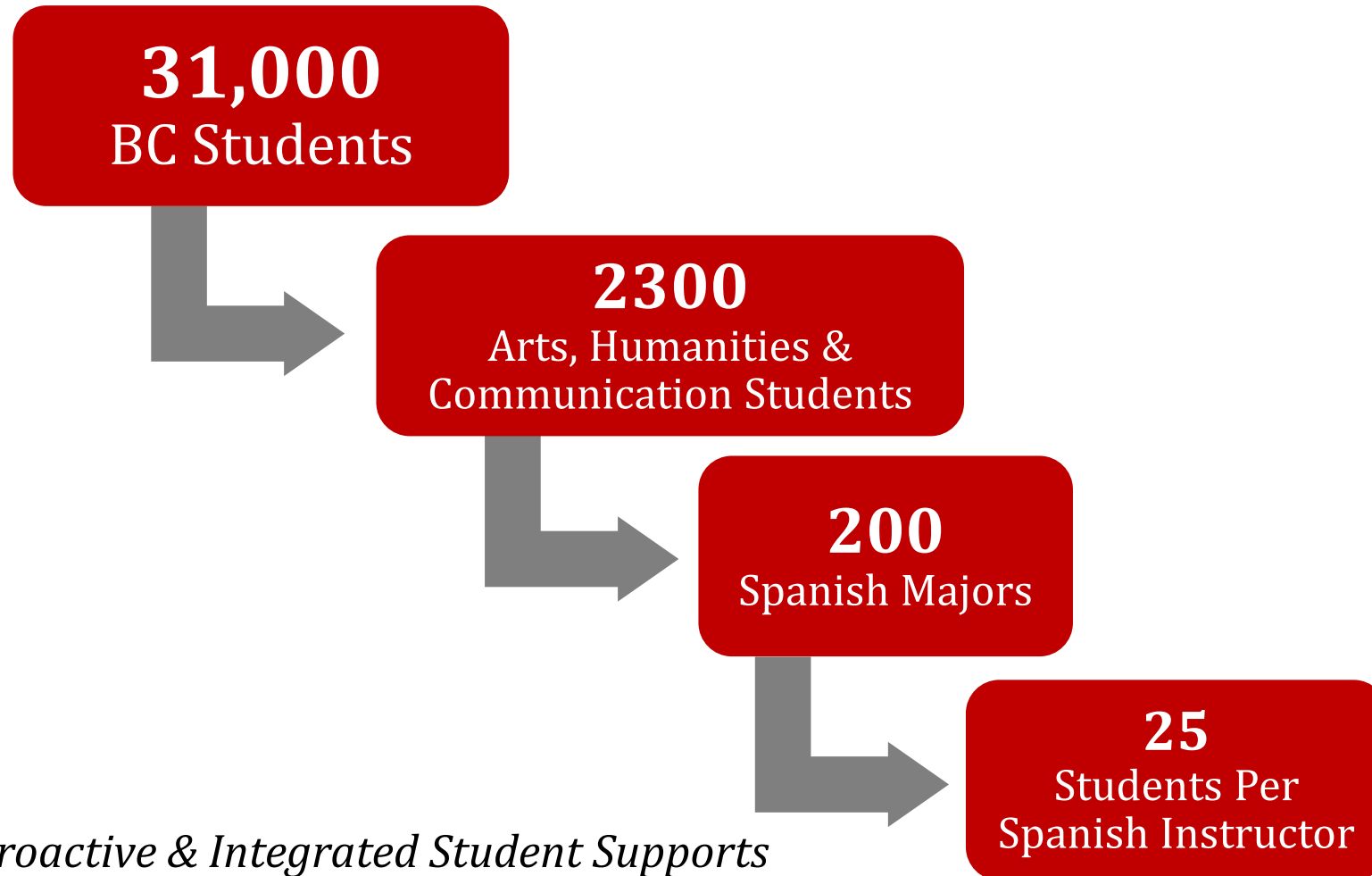
4,402 students

Personal & Career Exploration

1,637 students

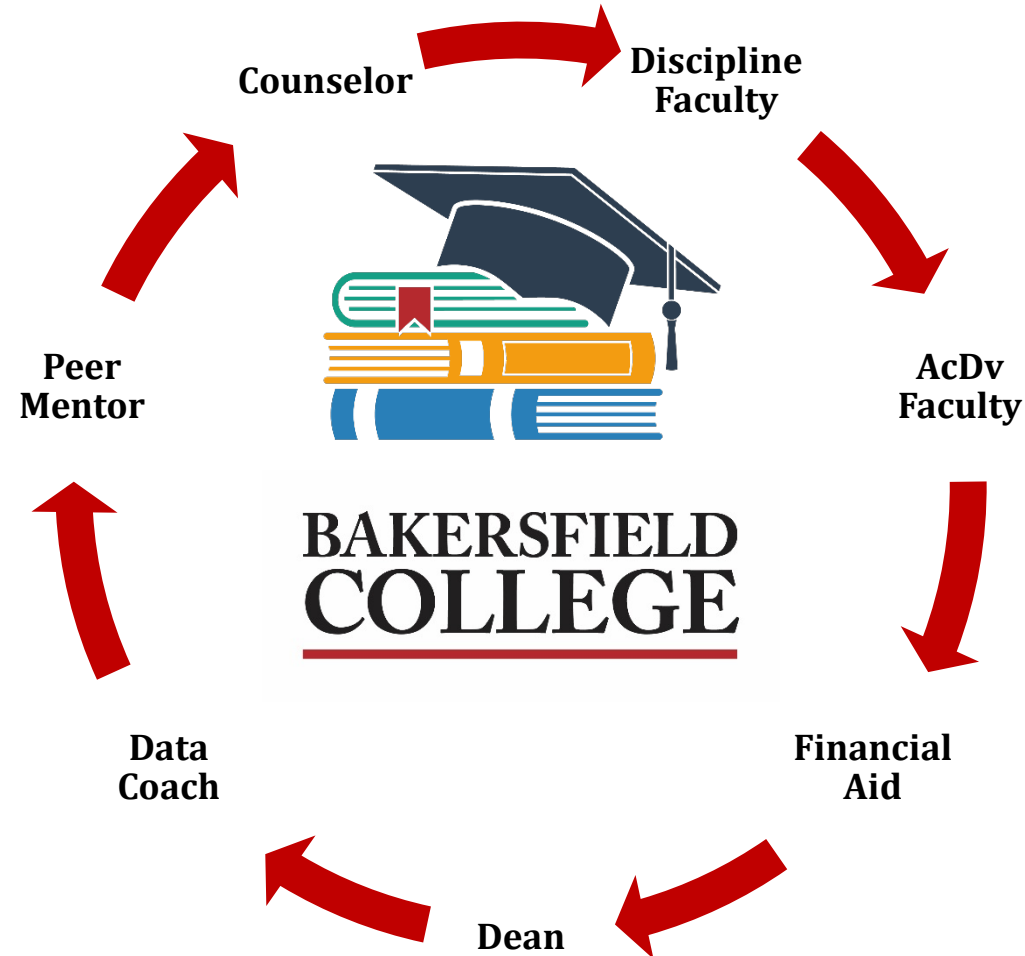
DESIGN: *Guided Major & Career Exploration*

KEEPING STUDENTS ON THE PATH: Completion Coaching



IMPLEMENTATION: *Proactive & Integrated Student Supports*

Keeping Students on the Path: Completion Coaching



IMPLEMENTATION: *Proactive & Integrated Student Supports*

Affinity Groups

**African American
Initiatives**

Athletes

Dreamers

DSP&S

EOP&S

Foster Youth

The Kern Promise

Veterans

Completion Coaching Community

We'd like to introduce you to YOUR Completion Coaching Community specifically designed to work with you...BC DREAMer Students

Pedro Ramirez
Educational Advisor, Outreach



The decisions that our students make today, will determine the kind of future they will have tomorrow. Work hard each and every day, take advantage of the support services available to you and whenever any issues arise, reach out to your Counselor/Advisor for assistance.

661-395-4364
pedro.ramirez1@bakersfieldcollege.edu

Jackie Lau
Admission & Records/DREAMer Liaison



Despite everything, YOU are destined for greatness. YOU just need a chance! We are offering you that chance, everyone deserves an education. Knowledge is power!

661-395-4303
jacqueline.lau@bakersfieldcollege.edu

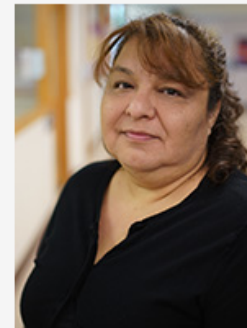
Lisa Robles Kent
Program Manager, Student Success & Equity



Student success is my focus and always my goal. I will ensure that processes are in place so that your team can help you reach your educational goals.

661-395-4705
lkent@bakersfieldcollege.edu

Gina Hunter
Financial Aid



Your success is important. I can help you remove the financial barriers that can stop you from reaching your educational goals.

661-395-4480
ghunter@bakersfieldcollege.edu



COMPLETION COACH RESPONSIBILITIES

Coach Title	Expert in
Counselor/Ed Advisors	Educational planning and transfer decisions
Dean	Coordination of team meetings and outcomes
Data Coach	Finding and interpreting cohort data
Discipline Faculty	Discipline-specific coursework, transfer, and career
Financial Aid Expert	Tracking financial aid information
Student Support Expert	Intrusive guidance for support in academic career

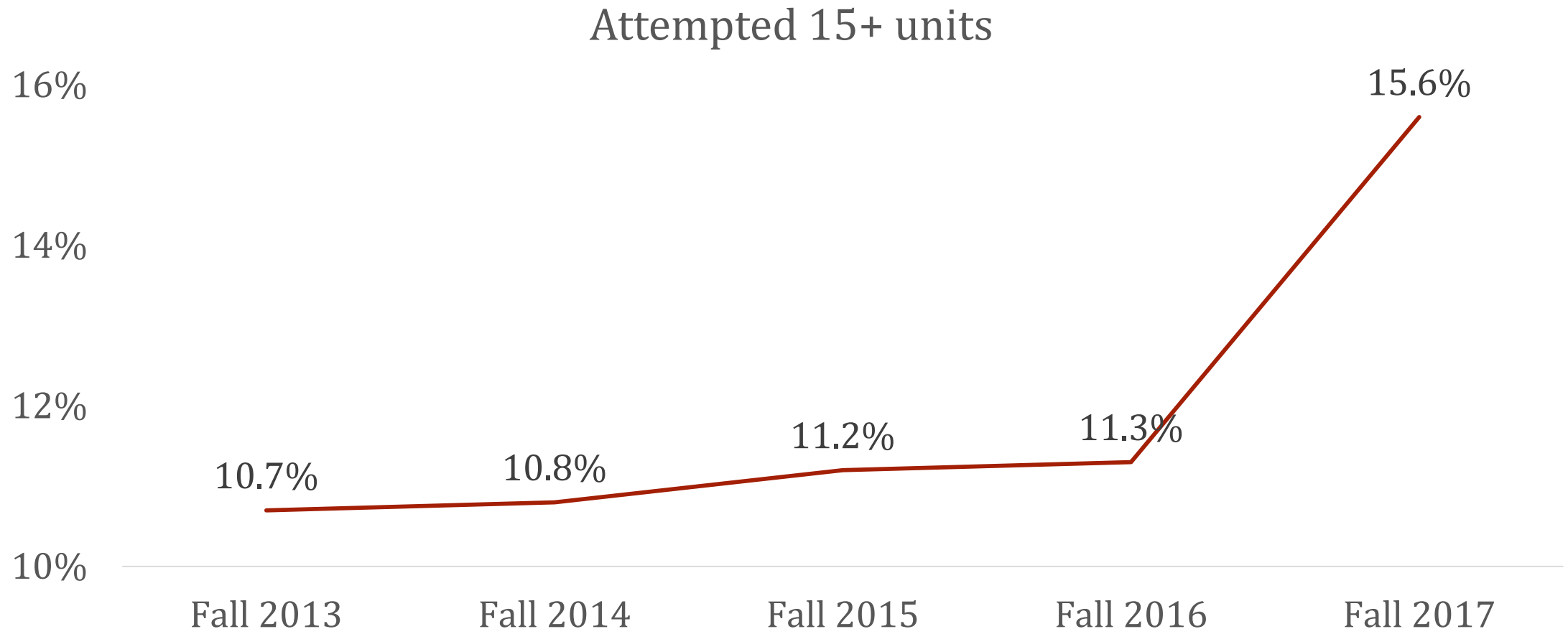


schedule for week of 8/21/2017

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
8am		CRIM B8-02 71514 Class 8:00 am-9:25 am 1LA 111		CRIM B8-02 71514 Class 8:00 am-9:25 am 1LA 111			
9am							
10am		POLS B1-08 72459 Class 9:35 am-11:00 am 1H 51		POLS B1-08 72459 Class 9:35 am-11:00 am 1H 51			
11am		English Extend the Classroom 11:15am-12:15am Writing Ctr.		English Extend the Classroom 11:15am-12:15pm Writing Ctr.			
12pm							
1pm		ENGL B1A-39I 71650 Class 1:00 pm-2:25 pm 1H 23		ENGL B1A-39I 71650 Class 1:00 pm-2:25 pm 1H 23			
2pm		PSYC B1A-07 72484 Class		PSYC B1A-07 72484 Class			
3pm							

Designing the Results We Want

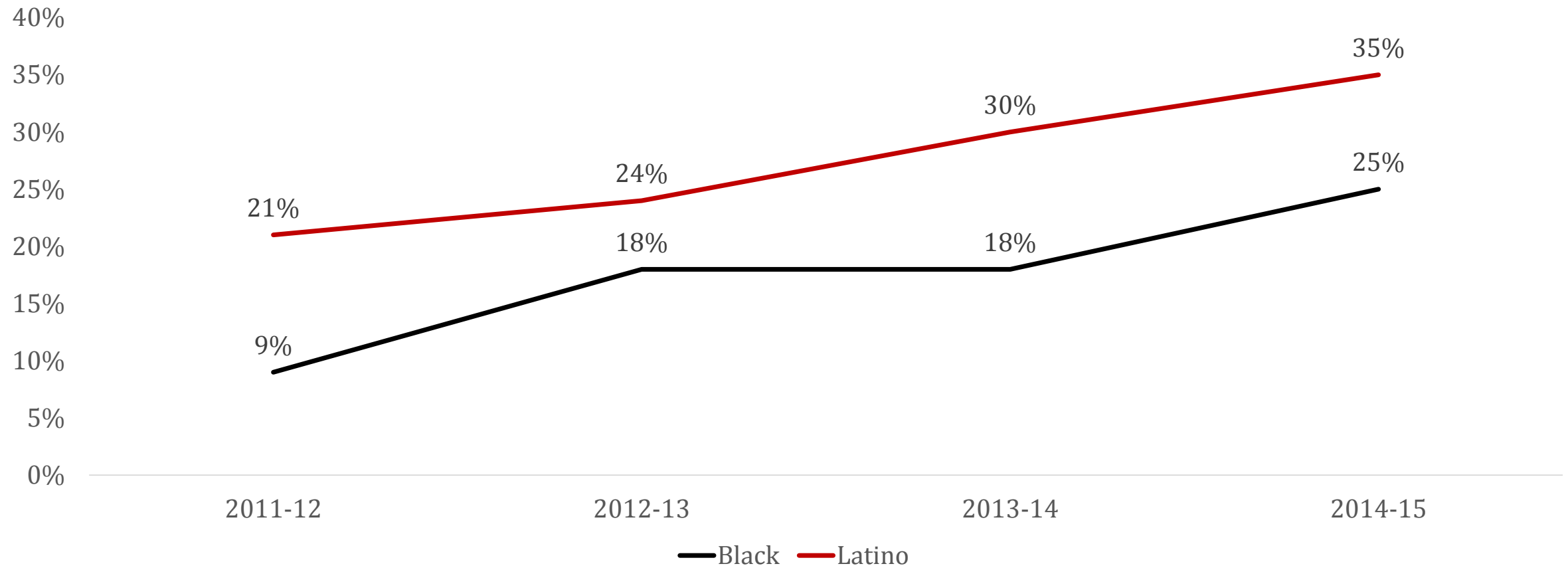
Percentage of Incoming Students Attempting 15 or More Units in the First Term at Bakersfield College





Focusing on Equity in Guided Pathways

Proportion of students completing transfer level English in the first year disaggregated by ethnicity





FOUR PILLARS OF GUIDED PATHWAYS



Pillar IV:

Ensure Learning

- Nesting Student Learning Outcomes
- Mapped Program Learning Outcomes
- Creative pedagogy



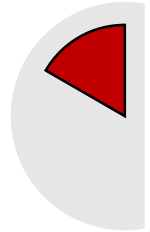
What's Next in Placement & Progression?

CSUs: Executive Order 1110	CCCs: AB 705
<p>Fall 2017: Assessment & Placement</p> <ul style="list-style-type: none">-Retired placement test except for upward placement-Use of MMs <p>Fall 2018: Developmental Education</p> <ul style="list-style-type: none">-Developmental Education not required-Boosting support <p>Fall 2019: Early Start</p> <ul style="list-style-type: none">-Credit-bearing Early Start Co-Requisites and concurrent supports	<p>Fall 2019: Placement & Program Progression</p> <ul style="list-style-type: none">-Use of MMs-Optimize probability of Transfer-Level math* and English in first year-Optimize probability of ESL sequence in 3 years-Placement in remedial only if determined to be “highly unlikely” to success in transfer and placement in remedial improves throughput <p><i>*Or a lower-level math if that is the graduation requirement for the student's program of study or educational goal <u>and</u> transfer-level math won't fulfill that program's math requirement</i></p>

VISION FOR SUCCESS: INCREASE the number of student earning credentials by at least **20%**



GP Implementation Team



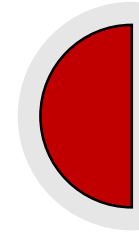
Management

Institutional Effectiveness
Program Review
Enrollment Management
Academic Support
Outreach
Student Employment



Faculty

Academic Senate
College Council
Faculty Chairs & Directors
Council
Program Review
Assessment &
Institutional Quality
Committee
Budget Committee
CCA Union
Math Department
English Department
Counseling



Classified

Educational Advising
Financial Aid
Equity
Data Coaches



GUIDED PATHWAYS IMPLEMENTATION TEAM



**15+ Units
in First
Term**

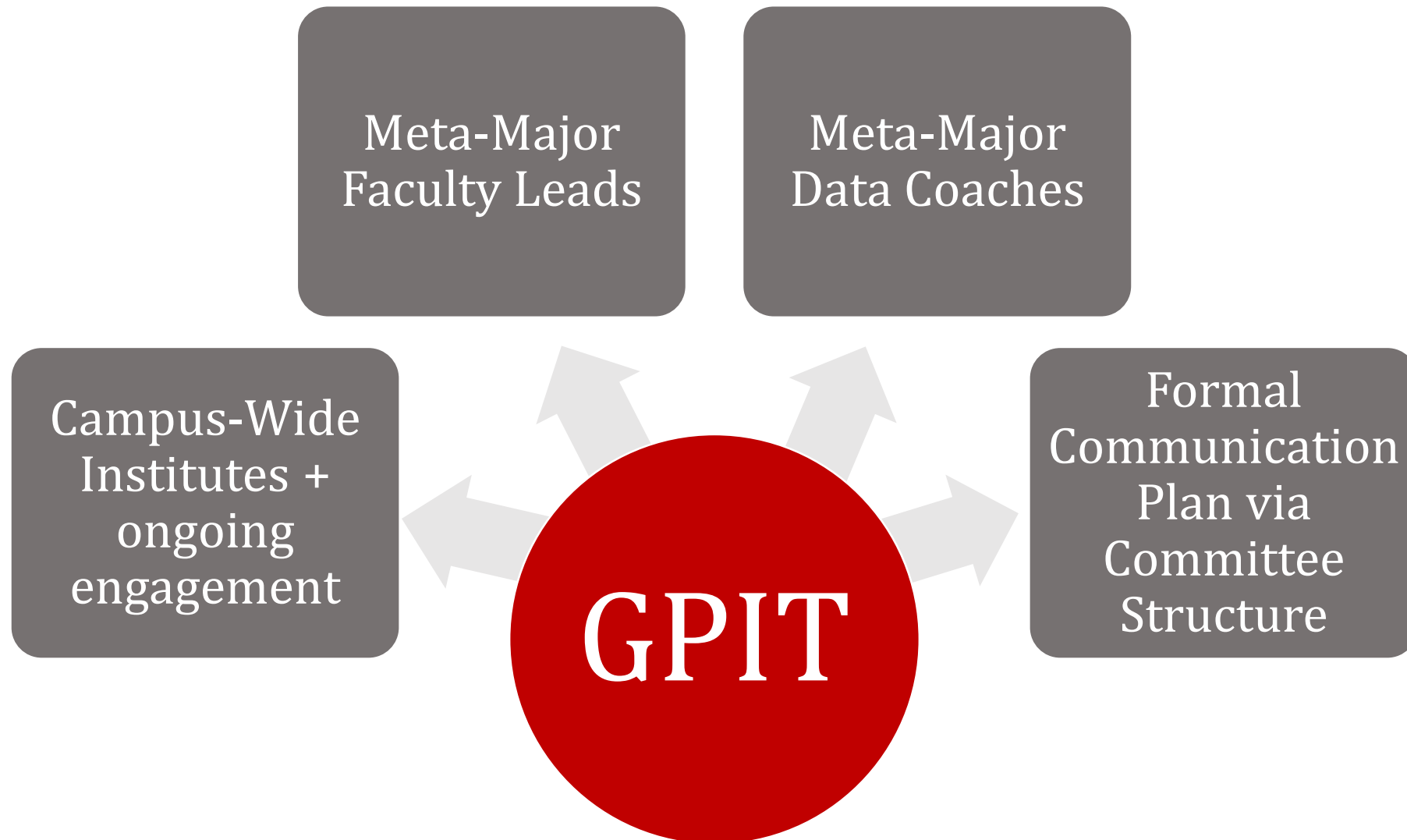
**30+ Units
in First
Year**

**Transfer-
Level Math
& English
in First
Year**

**9 Core
Pathway
Units in
First Year**



GPIT STRATEGIES





INQUIRY

Cross-Functional
Inquiry

Shared Metrics

Integrated Planning

DESIGN

Inclusive Decision-
Making Structures

Intersegmental
Alignment

Guided Major &
Career Exploration

Improved Basic Skills

Clear Program
Requirements

IMPLEMENTATION

Proactive and Integrated
Student Supports

Integrated Technology
Infrastructure

Strategic Professional
Development

Aligned Learning
Outcomes

Assessing and
Documenting Learning

Applied Learning
Outcomes

Questions?

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