**GUIDED PATHWAYS ESSENTIAL PRACTICES: SCALE OF ADOPTION SELF-ASSESSMENT**

**CALIFORNIA COMMUNITY COLLEGES’ ASSESSMENT OF PROGRESS IN THE IMPLEMENTING OF GUIDED PATHWAYS**

Revised February 2019

**Institution Name:** Click or tap here to enter text. **Date:** Click or tap here to enter text.

This tool is designed to help your college assess how far along you are toward adopting essential guided pathways practices at scale. The first part of the Scale of Adoption Assessment (SOAA) includes essential practices examined in CCRC’s book, *Redesigning America's Community Colleges: A Clearer Path to Student Success* by Thomas Bailey, Shanna Smith Jaggars, and Davis Jenkins (Harvard University Press, 2015). We suggest that you convene faculty, staff, and administrators from across areas of your college to discuss the extent to which each essential practice listed in the first column is currently implemented at your college as of spring 2019. In column two, indicate the extent to which the practices have been adopted at your college using the following scale:

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| --- | --- |
| **Scale of Adoption** | **Definition** |
| *Not occurring* | College is currently not following, or planning to follow, this practice |
| *Not systematic* | Practice is incomplete, inconsistent, informal, and/or optional |
| *Planning to scale* | College is has made plans to implement the practice at scale and has started to put these plans into place |
| *Scaling in progress* | Implementation of the practice is in progress for all students |
| *At scale* | Practice is implemented at scale—that is, for all students in all programs of study |

In column three, describe the progress your college has made toward implementing each practice at scale. For practices that are *scaling* or *at scale*, note that we are also asking you to indicate which semester a practice first reached this point. Finally, in column four, indicate the next steps your college plans to take toward implementing the given practice at scale and the college’s timeline for implementing these steps. *Don’t be concerned if your college has made minimal progress implementing any given practice.* This assessment will help your college develop and refine a plan for implementing guided pathways at scale at your college. Project partners and the Chancellor’s Office will also use this information to follow the system’s progress in implementing guided pathways over time.

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**A new addition to the SOAA in fall 2018: Equity Considerations**

A fundamental goal of guided pathways is to increase the rate at which underrepresented students earn college credentials, particularly degrees and credentials in fields of high economic value, while also closing gaps for low-income students, students of color, returning adults, students with disabilities, and other groups with inequitable outcomes. As colleges seek to strengthen supports for all students to explore options for careers and college and choose and complete a program of study suited to their interests and aspirations, we encourage colleges to critically examine each practice to think about how the college is serving students who have been historically underrepresented and/or underserved in higher education.

The SOAA was recently updated to include “Equity Considerations” in each practice area so that your pathways team can discuss and articulate connections between the college’s pathways reforms and equity goals. Your team does not need to answer all of these questions as part of the SOAA process and they are not intended to be used as “assessments.” Also, don’t be concerned if your college has had minimal discussion and/or efforts related to any given question. We hope the questions help initiate or advance conversations about whether and how institutional practices are having differential impact on historically underserved groups and how your college can leverage your pathways work to close equity gaps by identifying and addressing causes of inequity, removing systemic barriers, and focusing design decisions and resource allocation in ways that more effectively address needs of underserved groups. In doing so, you may want to include details about how the college is addressing these concerns in the “progress to date” and/or “next steps/timeline” column.

As your team completes the SOAA, please refer to the equity consideration questions to facilitate conversations about connections between the college’s pathways and equity efforts. **Please submit the initial SOAA via email to the Chancellor’s Office by April 30, 2019. A certified version within the NOVA system should be submitted by September 30, 2019**. For the initial submission or more information about the SOAA, please email [guidedpathwaysinfo@cccco.edu](mailto:guidedpathwaysinfo@cccco.edu).

NOTE: For those 20 colleges who participate in the California Guided Pathways Demonstration Project, this SOAA has been updated (a few additions and changes in order) since the version you completed in September. So please use this current version for submission.

| **Guided Pathways Essential Practices** | **Scale of Adoption  at Our College** | **Progress to Date Implementing Practice**  *(If Scaling in Progress or At Scale, please indicate which term (e.g., fall 2015) the college first reached this point)* | **Next Steps Toward Implementing Practice at Scale & Timeline** |
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| *We are interested in how colleges connect equity efforts to their pathways work, planning, and discussions. The guiding questions in each of the four areas can help colleges consider how equity intersects with specific pathways practices. As themes, ideas, or areas for future work emerge during your discussion, please note the ways in which equity issues connect with guided pathways implementation in “Progress to Date” and “Next Steps”.*  **Equity Considerations in Area 1:**   * Are the college’s website and program pages easy to navigate and understand for students and families without prior experience with higher education? * How could the college ensure that access to and use of this information is equitable for students who have been historically underrepresented and/or underserved in higher education (e.g., racial/ethnic minority students, lower-income students, first-generation students, students with disabilities, indigenous students, formerly incarcerated students, veterans, undocumented students, etc.)? * How are financial costs, potential debt, and economic benefits of program completion (including paths to program-relevant regional employment, projected earnings, and transfer outcomes) made clear for prospective students? Do program websites clarify differences in earnings potential between related certificates and degrees and across levels of educational attainment? | | | |
| 1. MAPPING Pathways to student end goals 2. Programs are organized and marketed in broad career-focused academic and communities or “meta-majors”. *(Note: This practice was added to the SOAA in February 2019)* | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  Guided Pathways Coordinators are meeting with faculty across disciplines to identify commonalities and a shared set of first-year sequences.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |
| 1. Every program is well designed to guide and prepare students to enter employment and further education in fields of importance to the college’s service area. | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  Some Career Education programs have a cooperative work experience requirement.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |
| 1. Detailed information is provided on the college’s website on the employment and further education opportunities targeted by each program. | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  Websites for Career Education Programs include Fast Facts about student outcomes, employment opportunities, wages, job growth, and job openings.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |
| 1. Programs are clearly mapped out for students. Students know which courses they should take and in what sequence. Courses critical for success in each program and other key progress milestones are clearly identified. All this information is easily accessible on the college’s website. | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  Guided Pathway Coordinators are working with faculty to identify 1st year course sequences that will allow students to branch off into several specific programs of study.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Provide clearer paths for majors such as social work, environmental studies, etc.  *Timeline for implementing next steps:*  Click or tap here to enter text. |
| 1. Required math courses are appropriately aligned with the student’s field of study (*Note: This essential practice was moved from Area 2*) | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  The following math pathways have been developed: [insert]. Advising sheets have been developed for counselors and students. MATH-10 has been developed to support career education students.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |

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| **Equity Considerations in Area 2:**   * Does the college assess whether historically underrepresented and high needs students are disproportionately enrolled in programs that lead to lower remuneration careers? Has the college considered how it can help underrepresented students raise their educational and career expectations while at the same time meeting their more immediate economic needs? * For critical program courses, does the college disaggregate enrollment, pass rate, and subsequent success data by student characteristics? What strategies has the college used to improve overall student success in these courses? * Does the college proactively partner with feeder high schools that serve predominantly underrepresented and high needs students to help students explore academic and career interests and develop viable plans for college? Are dual enrollment opportunities made available to high school students who are deemed “not yet college ready”? Is the college building bridges to high-opportunity college programs for students in adult basic skills programs? | | | |
| 1. HELPING STUDENTS Choose and ENTER A program PATHWAY 2. Every new student is helped to explore career/college options, choose a program of study, and develop a full-program plan as soon as possible. | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  Placement workshops and orientations are available for all students. A new enrollment services advisor position was created to provide one-on-one support for students. The course My Future, My Plan was developed to help students develop a 10-year education plan.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |
| 1. Special supports are provided to help academically underprepared students to succeed in the “gateway” courses for the college’s **major program areas**. | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  Embedded Peer Instructional Cohort leaders have been embedded in several gateway courses. Math and English support courses have been developed for academically underprepared students. The writing center has been revamped to support all students through drop-in.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |
| 1. Special supports are provided to help academically underprepared students to succeed in the program-relevant “gateway” **math** courses by the end of their first year. *(Note: This practice was added to the SOAA in February 2019)* | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  Math support labs have been created for [insert]. Math lab is available to any student who enrolls in a variety of lab courses.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |
| 1. Special supports are provided to help academically underprepared students to succeed in the “gateway” **English** courses by the end of their first year. *(Note: This practice was added to the SOAA in February 2019)* | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  An English support course for transfer-level has been developed for academically underprepared students. A drop-in wiritng center staffed by tutors is available to students. A non-credit READ-260 is avalible to all students.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |
| 1. Intensive support is provided to help very poorly prepared students to succeed in college-level courses as soon as possible. | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  General Studies (GS) courses are available. GS-1 College Success and GS-6 First Year Experience are offered each semester. EOPS students are required to enroll. GUID-205 Supervised Tutoring is offered to students needing support in transfer-level courses outside of math and English.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |
| 1. The college works with high schools and other feeders to motivate and prepare students to enter college-level coursework in a program of study when they enroll in college. | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  The college just develops GS-7 My Future, My Plan. Several high schools would like to dual enroll students in the course. A pilot is occurring in fall 2019. Four local high schools also offer career education courses in welding, construction, and computer information systems.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |

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| **Equity Considerations in Area 3:**   * How does the institution support advisors to incorporate engaging, proactive, and culturally relevant advising practices to better support underrepresented students’ success in their programs? * How does the college ensure that underrepresented students are not disproportionately directed away from competitive, limited access programs? * How does the college integrate academic and student support services into pathways so that the support is unavoidable and therefore less stigmatized? * How does the college ensure that low-income students' financial stability needs (e.g., nutrition, transportation, childcare, public benefits, emergency assistance) are being met so they can make progress toward program completion? | | | |
| 1. KEEPING STUDENTS ON PATH 2. Advisors monitor which program every student is in and how far along the student is toward completing the program requirements. | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  Counseling performed a half way there campaign for students with 30+ units. The KT site does a mid-semester celebration to honor academic progress, and they carefully monitor the progress of all students.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |
| 1. Students can easily see how far they have come and what they need to do to complete their program. | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  Students can run a degree audit for a select program.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |
| 1. Advisors and students are alerted when students are at risk of falling off their program plans and have policies and supports in place to intervene in ways that help students get back on track. | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  A retention alert system is in place for instructors to alert counseling/advising about students who need additional support. Career education has done advising campaings calling all students who are close to completing a program to provide them with help to finish missing coursework.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |
| 1. Assistance is provided to students who are unlikely to be accepted into limited-access programs, such as nursing or culinary arts, to redirect them to another more viable path to credentials and a career | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  Click or tap here to enter text.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |
| 1. The college schedules courses to ensure students can take the courses they need when they need them, can plan their lives around school from one term to the next, and can complete their programs in as short a time as possible. | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  Two-year course sequences are published for programs. Programs with cancelled classes and low enrollments are reviewed through the AP 4021 Program  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |

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| **Equity Considerations in Area 4:**   * How is the college ensuring that underrepresented students participate in program-relevant active and experiential learning opportunities? * As faculty make curricular changes to better align course assignments with program learning outcomes, how does the college support faculty to implement pedagogical changes that better support learning outcomes success for underrepresented students (e.g., culturally responsive teaching)? * What opportunities exist for faculty or advisors to critically examine their role in advancing equity-minded teaching and advising practices at the college (e.g., critically examining the role of unconscious bias in the classroom or advising that could affect student aspirations for a particular field and/or program selection)? * Is the college disaggregating program learning outcomes data, program retention and completion data, and other assessment measures by race, income, age, and gender to examine equity gaps? How is this data disseminated and discussed among college staff, with students, and with the outside community? | | | |
| 1. ENSURING THAT STUDENTS ARE LEARNING 2. Program learning outcomes are aligned with the requirements for success in the further education and employment outcomes targeted by each program. | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  Uncertain?  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |
| 1. Instruction across programs (especially in program introductory courses) engages students in active and applied learning, encouraging them to think critically, solve meaningful problems, and work and communicate effectively with others. *(Note: This practice was added to the SOAA in February 2019)* | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  Through GE outcomes via curricular review and assessment?  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |
| 1. Students have ample opportunity to apply and deepen knowledge and skills through projects, internships, co-ops, clinical placements, group projects outside of class, service learning, study abroad and other experiential learning activities that program faculty intentionally embed into coursework. | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  Cooperative work experience courses are available to all students and required of a few programs. The college has a coordinator to help students find relevant experiences. Health Occ and human services programs have ample clinical experiential requirements.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |
| 1. Faculty/programs assess whether students are mastering learning outcomes and building skills across each program, in both arts and sciences and career/technical programs. | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  Faculty regualry participate in SLO assessments. All course, program, general education, and institiutional learning outcomes are assessed on a regular cycle.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |
| 1. Results of learning outcomes assessments are used to improve teaching and learning through program review, professional development, and other intentional campus efforts. | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  Faculty regualry participate in SLO assessments. All course, program, general education, and institiutional learning outcomes are assessed on a regular cycle.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |
| 1. The college helps students document their learning for employers and universities through portfolios and other means beyond transcripts. | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  Click or tap here to enter text.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |
| 1. The college assesses effectiveness of educational practice (e.g. using CCSSE or SENSE, etc.) and uses the results to create targeted professional development. | Not occurring  Not systematic  Planning to scale  Scaling in progress  At scale | *Progress to date:*  The college regularly administers the Noel Levitz Student Satisfaction Inventory (SSI). The SSI was administered this spring 2019.  Term, if *at scale* or *scaling:*  Click or tap here to enter text. | *Next steps:*  Click or tap here to enter text.  *Timeline for implementing next steps:*  Click or tap here to enter text. |