

COLLEGE APPLICATION

APPROVED

Personal Information

(Last) Doe

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North Seattle College Guided Pathways

**BEST
PRACTICE**



Why NSC has paused our Land & Labor Acknowledgement

On Wednesday, September 6, 2023, Chancellor Dr. Rosie, the College Presidents, and members of the Seattle Colleges attended the Washington State Board for Community and Technical Colleges Puget Sound Government-to-Government Summit with Tribal Leaders at Renton Technical College.

Members of the Seattle Colleges and 11 other area community and technical colleges members had a round table discussion with tribal leaders from across Western Washington, which strengthened relationships during the day-long gathering. The Government-to-Government Summit drew Tribal Leaders from the Muckleshoot, Snoqualmie, and Suquamish tribes. During the summit we've learned from each other and explored opportunities for ways to increase the number of Indigenous and Native students within the SBCTC system. Most importantly, we discussed ways to create partnerships and trust with our tribal members. Dr. Denise Bill, executive director of Muckleshoot Adult and Higher Education, welcomed that by saying, "We really need each other. We can do this together."

As we engage in processes of bringing together our colleagues doing various work centering our Native and Indigenous communities, Seattle Colleges will pause on formally reading our Land Acknowledgements until we have convened the Seattle Colleges community-Indigenous Partnerships Roundtable discussion. We encourage the community to provide information from this update and invitation as a replacement of a formal land acknowledgement.

It's critical to not have our Land Acknowledgements become just a token gesture. Land Acknowledgements are not meant to be static, scripted statements that every person must recite in exactly the same way. They are expressions of relationships we have with our tribal leaders and Native/Indigenous communities.

Therefore, Seattle Colleges will spend this academic year 23'-24' building tribal relationships with institutional actions. "Building relationships is about action," said Lynn Palmanteer-Holder, director of Tribal Government Affairs for the State Board for Community and Technical Colleges. "These tribal relationships have to be real and authentic and have long-term reciprocal benefits."

Our goal is to build tribal relationships with the original occupants and stewards of the lands where the Seattle Colleges gather: the traditional home of the Coast Salish people, the traditional home of all tribes and bands within the Duwamish, Suquamish, Tulalip, and Muckleshoot nations.

While on our journey to build real and authentic tribal relationships, we encourage the Seattle Colleges community to consider their responsibilities to the people and land, both here and elsewhere, and to stand in solidarity with Native, Indigenous, and First Nations People, and their sovereignty, cultural heritage, and lives.

We are honored to continue building a strong relationship with Clear Sky, a youth-centered, youth-driven program that creates successful grassroots organizing with the clear purpose of serving Native youth.



North Seattle College

Guided Pathways



Guided Pathways:

- **Addresses** the urgent large-scale changes needed to improve student success and completion and closing equity gaps.
- **Promotes** accountability through continuous reflection, assessment, and organizational improvement.
- **Engages** collaborative interdisciplinary, interdepartmental approaches.
- **Redesigns** structures, practices, and policies to improve students' experiences and educational outcomes.
- **Advances** student success by removing barriers and confusion through a strategic integration of our systems, services, and instruction.

The four priorities of 2023-2024 are: Mapping, Placement, Intake & Onboarding, and Exploratory Experiences.

<https://www.sbctc.edu/colleges-staff/programs-services/student-success-center/guided-pathways.aspx>

Guided Pathways, in collaboration with colleagues across Seattle Colleges, centers student voices through an aligned, comprehensive, systemic approach to student success and anti-racist work.

| SBCTC



Student Leadership & Multicultural Programs

Gratitude to our NSC Student Leaders of 2023-24

Chayton Remle (Pronounced Chay-ton) (he/him), President

Mohamed Fathi Bin Nagi (Nagi) (he/him), Chair Events Board

King Vicente Sambonge (he/him), Governance Board

Sophia Mann (she/her), Governance Board

Cante Tadashi Remle (pronounced like Chan-te) (he/him), Events Board

Katayoon Golshan (Katy) (she/her), Treasurer

Eden Martinez (she/her), Events Board

Violet (Anh) Nguyen (she/her), Events Board

Minh Quang Tô (Mikey - if you can't say Minh), Chair Club Board

Wren Lane (they/them), Governance Board

Ricardo Gurango (Rick) (he/him), Events Board

Nicole Abigail Hadisenjaya (she/her), Governance Board

Jackie Le (she/her), Vice President

Maitsetseg Otgonbaatar (Maika) (she/her), Club Board

Nha Minh Pham (she/her), Club Board

Nguyen Hoang Dao Nguyen (she/her), Club Board

New Student Orientation & Survey Data from Fall 2023

Interview with Kara Schwartz, M. Ed., Assistant Director of Advising

Number of students attended :200+

Students self-identified:

Age (54% 16-20, 19% 21-30, 15% 31+, 11.5% did not answer),
Gender (42% female, 35% male, 11.5% non-binary/gender fluid),
Race/ethnicity(42% white, 3.8% Black, 7.7% Latine, 7.7% Indigenous, 23% 2 or more races, 15% did not self-identify)

Area of Study Workshops:

- Arts, Design & Graphics: 14
- Business & Accounting: 16
- Education & Human Services: 4
- Health & Medical: 14
- STEM: 39
- Skilled Trades & Technical Training: 3
- Social Science, Humanities & Language: 20
- Undecided/Exploratory: 2
- Running Start: 95
- Total: 20

What percentage of students rated new student orientation as Excellent or Good?

- o 92% of students rated the day as “Excellent” or “Good.”

What do you think was the most useful part of New Student Orientation?

- o Students consistently rate the Area of Study Sessions led by academic advisors and faculty as the best part of the day. Students really value the opportunity to meet their instructors and learn about what they can expect in their classes.
- o Following the Fall NSO Feedback Survey, students really enjoyed the workshop sessions! We look forward to continue offering workshops at NSO.



New Student Orientation & Survey Data

continued...

What was new about Orientation in the fall (e.g. workshops)? The New Student Orientation (NSO) planning committee has wanted to provide conference-style workshops for students for some time and through lots of collaboration and communication, we were able to make that happen! We used previous NSO survey data to help inform which workshops we offered – one that was in high demand was a session about technology and student accounts (ctcLink, Canvas, MySeattleColleges Login, etc.). Thanks to our eLearning and IT colleagues, students were able to get the help and information they needed at NSO! Check out all the workshops offered at Fall NSO [here](#).

What findings do you feel are important?

Based on the student feedback survey, 89% reported that they felt more connected to North, and I believe that is in large part due to the level of involvement from all areas across campus. From those who helped check students in to the event, departments and offices that presented workshops, volunteers who helps escort students to various sessions, and the energy and involvement from our student leaders – you all had a major impact on how our new students felt about starting their journey at North.

Anything you would like to share about the Orientation?

I would like to express deep gratitude to the NSO Planning Committee: Jessica Albavera, Jillian Fisher, Susan Shanahan, and Zuleica Olvera as well as all the volunteers, presenters, and speakers. Fall NSO would not have been such a success without everyone's support – we had about 60 staff, faculty, and student leaders involved. Having our community come together for this event is the model we hope to have for NSO every quarter – check out our upcoming dates here. It was great to see our community come together to help welcome our newest Tree Frogs!



100-Day Project: Diversity in Pharmacology

Interview with Mary Najera, Melissa Maganas, & Leann Dittmar



Why is implementing Diversity in NSC's Pharmacology program important? As a college that serves our community, it is our responsibility to build career paths that are accessible based on the diverse needs of our student communities. The Latinx community is underrepresented in the healthcare workforce in Seattle; and in the pharmacy workspace represents a minority that has historically remained underrepresented. We are faced with a disproportionately low number (<7%) of pharmacy workers that identify as Latinx vs our general Latinx patient population in Seattle at 19%. As a Hispanic working in an industry where Hispanics are the most underrepresented, it is important to me to be available to support the Latinx students so they can succeed in the program and then thrive in the industry. Implementing Diversity programs such as the Latinx Outreach/Mentorship Program within the Pharmacy Technician program, is essential to recognizing that our communities are thriving with diversity and our workforce in Washington needs to represent this. Having people, specifically in healthcare that represents our culture can change our perspective drastically about the way we make decisions about our community's health moving forward. These small changes can make great impacts regarding health and address current disparities that many face right now.

What is your role in this work?

Mary Najera: I began as an Latinx Outreach specialist and this role has evolved to being a mentor/tutor to current and prospective students that have interest in being a part of the program. My goal is to assist in their educational needs as a Pharmacy Technician student and aid them through a successful college transition and completion of the program. This includes advising, translating, and navigating through the college's resources for support.

Melissa Maganas: My role is to mentor the Latinx pharmacy technician students. I support them throughout the year by being available to answer questions, review material and any other school related issues that may arise.

Leann Dittmar: I oversee the outreach and mentorship for the program which involves a large amount of networking within the Latinx community. I also help with grant writing and allocation of funds for the necessary ongoing work in this project.

100-Day Project: Diversity in Pharmacology

continued...



How does your work support PoC (People of Color) students and students with disabilities?

This work directly supports PoC students by addressing a specific population (LATINX) to work with common barriers such as language (english as a second language), college transition, and funding support. We serve as the bridge between the college services and PoC students and students with disabilities to access the pharmacy technician program at the college.

What is your vision for success for the students you serve?

Success to me would see students thrive amongst the hardships they face by facilitating an inviting and comforting environment that supports their needs as a student and as a person.

For some of them, it may mean paving the way for a career in the pharmacy technician field and for others , the program may open new doors for their dreams and personal growth. Guiding them to a path of success and confidence would be the best possible outcome.

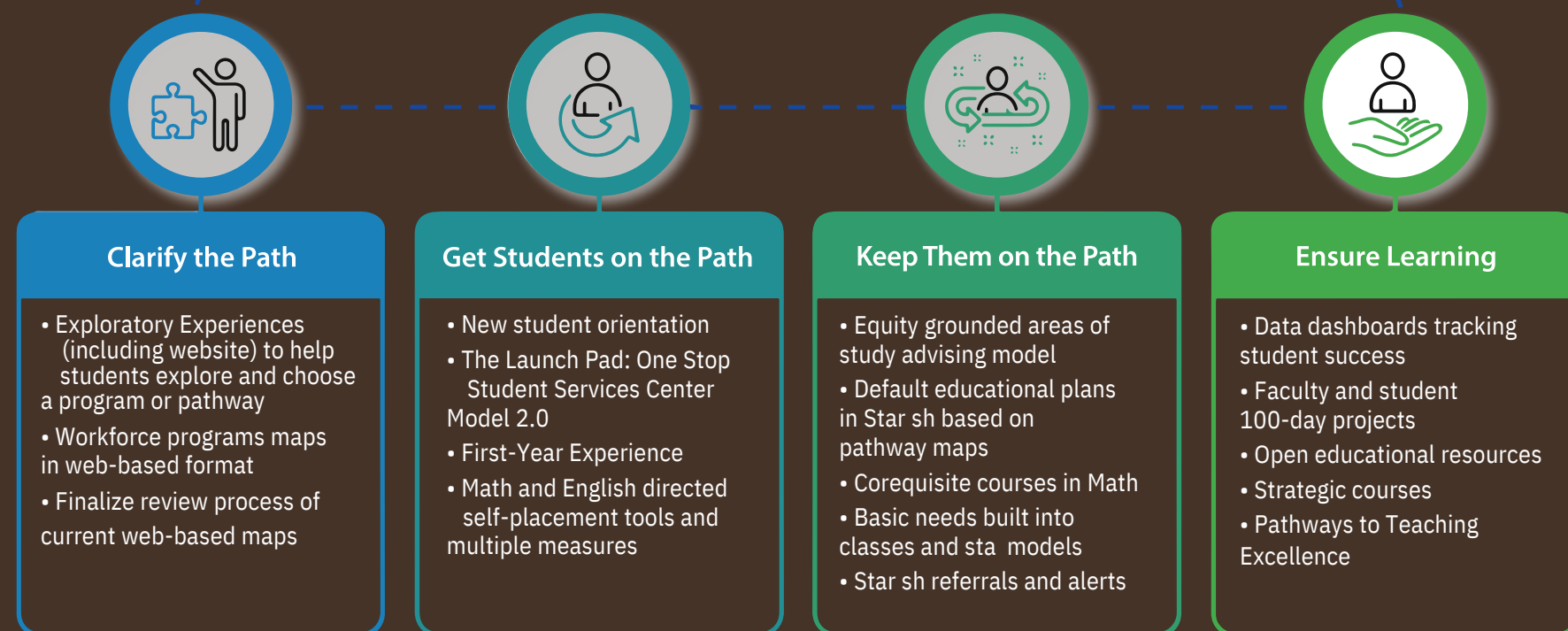
How can staff and faculty refer students to you?

Staff and faculty may refer students to Mary Najera via email: mary.najera@seattlecolleges.edu , Melissa Maganas by email: Melissa.maganas@seattlecolleges.edu or contacting Leann Dittmar by email: leann.dittmar@seattlecolleges.edu



Guided Pathways at North in 2023-2024

Centering: Data, Student Voice, and Equity



Aimee Brown, Title III Director

Interested in joining a subcommittee?

Contact Aimee Brown at

aimee.brown@seattlecolleges.edu

[Guiding Team Roster link](#)

Goal: Increase retention and completion rates and close equity gaps.

