

Guiding Team March 13th

Minutes

In attendance: Open Campus Meeting

1. Introductions and welcome

D'Andre Fisher, Associate Vice President for Equity, Diversity and Inclusion read North Seattle College's Land Acknowledgement Statement and introduced the two strategic goals of Seattle Pathways. Seattle Pathways is a deliberate and comprehensive approach to achieve two strategic goals: student success and diversity, equity, inclusion and community.

Joe Barrientos, Vice President for Student Services, introduced the four pillars of Guided Pathways, as recommended by the American Association of Community Colleges (AACC):

- Clarify the path
- Enter the path
- Stay on the path
- Ensure learning

Aimee Brown, Title III Director, gave an overview of the Department of Education Title III grant. Implementation of Seattle Pathways at North is the primary focus of this grant. Other focuses areas include Strategic Enrollment Management, Increased student access to campus resources (such as funding furniture for the Equity and Welcome Center), and Supplemental Instruction. The grant totals \$2.1 million over 5 years (2018-2023).

Pete Lortz, Vice President for Instruction discussed the purpose of Guiding Team as a cross-functional team of individuals and a decision making body. The current meeting is a sample of how Guiding Team will operate. Participants reviewed the roster, which also showed open positions for faculty from Math and Science, Arts Humanities and Social Science, Workforce Instruction, and Basic and Transitional Studies. In addition, Pete talked about the need for a volunteer secretary/scribe to take minutes at the monthly Guiding Team meeting. As a professional development opportunity, this position at South is handled by advisor who wanted an opportunity to attend Guiding Team.

Aimee discussed many more ways for the campus community to be involved in the Seattle Pathways effort beyond serving on Guiding Team. Examples are at the end of these minutes. Aimee also encouraged participants to invite her to departmental meetings to discuss Seattle Pathways and how to be involved.

2. Discussion on Meeting Time and Length

The group discussed meeting time and length for the Guiding Team, acknowledging that the current morning schedule may not meet the needs of faculty. Pete Lortz discussed the length of the meeting, saying that three hours is needed in order for the Guiding Team to accomplish its work. At South, the meeting was originally two hours, but that did not leave enough time for professional development.

The work of Guiding Team is part of North Seattle College's Seattle Pathways/Guided Pathways redesign, which is funded 100% by a U.S. Department of Education Title III Strengthening Institutions Grant (award #P031A180148). Out of the total grant of \$2,177,508, \$1,771,535 is allocated to the Guided Pathways redesign.

Optimally, each Guiding Team meeting should provide time for program work (North will begin with Program Mapping) and Professional Development for team members.

Feedback on meeting time include:

- Basic and Transitional Studies - Most instructors teach until 2 pm.
- If we want faculty to take leadership role, we need to look at when CAS and other committees meet. Faculty Senate meets one Wednesday per month.
- Take a look at the participating faculty are and then adjust to meet their teaching schedules.
- Do not hold first or last weeks of a quarter.
- Regarding meeting length, participants expressed the need for Guiding Team to be productive. Three hours is okay if the work is productive.

3. Professional Development – Betsy Hasegawa

D’Andre introduced Betsy Hasegawa, Ph.D., Associate Vice President of EDI at South. She has worked at the state level on Guided Pathways for the past three years and has been in the Community and Technical College systems for 4+ years.

Betsy spoke on Guided Pathway’s central focus of eliminating the racial equity gap. She mentioned that the biggest mistake of the first cohort of Guided Pathways colleges was a lack of connection to racial equity. The SBCTC has now added an equity piece into the scale of adoption document and is also addressing change management, which requires having a vision for what the change is going to be.

Betsy mentioned that much of the work of Guiding Team will be discovering what we don’t know. Learning can be hard and uncomfortable, both signs that the team is doing a good job

Betsy discussed a handout called “Philosophical Aspects of Cultural Difference,” which compares and contrasts how different ethnic groups measure achievement. Higher education overwhelmingly measures achievement via the European/Euro-American worldview, which has a “member-object” focus. For example, this worldview rewards getting good grades. Higher education does not reward achievement for individuals who do not have a member-object focus, creating a racial equity gap. We need to figure out how to teach to underrepresented students who face the most barriers.

4. Introduction to Program Mapping

Pete introduced program mapping, which is about making the institution ready for students. The Title III grant has a large focus on program mapping and has some funding to compensate faculty who work on this task. Aimee discussed some of the technical parts of program mapping:

- Maps start with the end in mind: further education and/or employment.
- Must address part-time and full-time course sequences that consider when courses are available.
- Include “to do lists” and milestones broken down by quarter, e.g., for financial aid, transfer, advising, and graduation.
- Include funding options and cost of the program.

Aimee is currently exploring program mapping templates.

Upcoming Events:

- April 10th- 11-12:30pm “Successful Processes for Creating Meta-Majors” webinar followed by group discussion
- April 11th- Spring Guided Pathways Student Success Institute in Spokane, WA
- April 22nd- 10-12- “Scale of Adoption Assessment: Leveraging and Scaling Existing Student Success Work” followed by a review of North’s scale of adoption/current four pillar work
- April 25th- 3-4pm Q&A about Seattle Pathways