



Title III Newsletter

February 14, 2019



Attendees: Pete Lortz, Curtis Bonney, Kelda Martensen, Jillian Fisher, Edgar Jasso, D'Andre Fisher, Aaron Korngiebel, Warren Brown

Cross-campus team sent to Guided Pathways 101 Training

North Seattle College sent a cross-campus team from Equity, Diversity, and Inclusion, Student Services, and Instruction to the Association of Community Colleges Guided Pathways 101 training. **Edgar Jasso**, Full time math faculty and the math faculty coordinator was one of the participants and provided some insight about the conference.

What was one of your top “take-aways” you learned at the conference about implementing Guided Pathways work?

That Community College students overall tend to take about 30% more credits than needed for an Associate’s degree. Implementing the Guided Pathways model will help students take only the courses they need for their degree, or for transferring to a 4-year university. This translates into a better use of resources and time for all.

What session(s) seemed most valuable to you?

The most valuable sessions for me were the embedded time we had to reflect on how we could implement the ideas we were learning about at our own campus. We don’t have many opportunities to have people from different parts of our college seated at the same table talking about how to improve our impact in student’s lives. The time we spent talking about this, each one of us giving our own perspective, was very productive.

Any next steps you’d like to see happen as a result of the conference?

I believe it is important to have ongoing conversations across campus. We are still in the process of creating our own version of “Guided Pathways” at North Seattle College, and for that we need as much input as possible.

What was your favorite food from New Orleans?

Beignets (Cafe Du Monde is open 24 hours!)

What is Title III?

In October 2018, North Seattle College was awarded a Title III: Strengthening Institutions Grant. This federal grant is a five-year, \$2.2 million grant. This grant has four main areas of focus: Seattle Pathways, Strategic Enrollment Management, Increased student access to campus resources, and Supplemental Instruction. In the first year, the main focus will be on implementing a Seattle Pathways framework. There will be a Guiding Team made up of employees and students across the campus to help guide Seattle Pathways work. Title III has already hired a director, Aimee Brown. Other elements Title III will focus on right away include: providing signage and equipment for the new Equity

and Welcome Center, funding a new Assistant Director of Advising, and books related to Seattle Pathways for the library. We had our first Seattle Pathways and Seattle Promise campus kick off on January 30th. If you missed it, we plan to have Q&A events and other opportunities to learn and be involved in the future. As the work progresses, look forward to more updates, information, and ways to get involved!

Missed the on campus kick off on January 30th? View the videos here: <https://www.youtube.com/channel/UCMRgVxWPDk3MOEV17Wnt8gg>

Interested in hearing about Title III and Seattle Pathways at your department meeting? Contact Aimee Brown at aimee.brown@seattlecolleges.edu to set up a time.

SBCTC Guided Pathways Principles

Guided Career Pathways work requires embracing radical, equity-minded, transformational organizational change.

Guided Career Pathways work requires an unwavering commitment to racial and social equity.

The voices of students, faculty, staff and community members are essential to engage in effective problem-focused inquiry processes that lead to meaningful action.

Guided Career Pathways work requires a focus on learning and outcomes aligned to community and industry needs.

Guided Career Pathways requires the system to foster learning amongst colleges through partnerships, professional development, and other vital resources.

Equity and Seattle Pathways

A guided pathways model (or the Seattle Pathways model at Seattle Colleges) is intended to keep equity at the center. Because the Title III grant has such a large focus on Seattle Pathways, several of the grant reporting requirements revolve around bettering the student experience for all students, but especially our underrepresented students. For example, the grant requires that North Seattle College close the equity gaps in completion rates and retention rates for our underrepresented students.

Because this student population is such a priority at North Seattle College, it was decided to have the Title III Director report to the Associate Vice President of Equity, Diversity and Inclusion and be part of the Equity, Diversity, and Inclusion department. This is a unique model not found at any of the colleges in the area. Many colleges are actually reaching out to us to learn more about our model and how they can adapt theirs.

Look forward to hearing more on this front and participating in this work as it progresses!

Four Pillars of Guided Pathways



Create clear curricular pathways to employment and further education.



Help students choose and enter their pathway.



Help students stay on their path.



Ensure that learning is happening with intentional outcomes.

What is Seattle Pathways?

Seattle Pathways is Seattle College's version of Guided Pathways. Guided Pathways is a research-based framework that simplifies choices for students, groups courses together so students see a clear path through college and into careers, and provides intensive, targeted support to keep students on course. The framework divides the work into four pillars: clarifying the path to students' end goals, helping students choose and enter their pathway, helping students stay on the path, and ensuring learning is happening.

Colleges around the nation are adopting guided pathway models and a growing body of research has shown them as effective in closing student achievement gaps. At least 10 colleges throughout Washington State have started the work, embracing a pathways model. The pathway model was introduced this fall by Chancellor Shouan Pan and the college presidents. College leaders believe Seattle Pathways will boost efforts already underway and help reduce achievement gaps with our vulnerable student populations. A large part of the Title III grant is dedicated to implementing Seattle Pathways and providing funding for this framework in order to close equity gaps.

"The Seattle Colleges have an opportunity to be a model on how to overcome achievement gaps and ensure that every student succeeds. I applaud the work already taking place at each of our colleges, and I look forward to building out Seattle Pathways, in part through these prestigious grants," Chancellor Pan said in a recent Seattle Colleges news release.

At North, we have already been implementing elements of guided pathways in various departments. One example is that our advising department already embraces a caseload advising model, assigning students to one advisor based on their program path.

Featured Department: Early Childhood Education

Annie Garrett and **Caroline O’Callahan** worked with the Early Childhood Education department to reflect on their work with Seattle Pathways.

What Seattle Pathways work is ECE already doing?

The Early Childhood Education pathway is comprised of three stackable certificates that then stack into the Associate of Applied Science degree, and then into the Bachelor of Applied Science degree. As students progress through the certificates and degrees, they are increasingly competitive and qualified for higher positions in the professionalizing early learning job market. The pathway is designed so that students' ECE coursework and credits are not lost through the progression. Students are supported in transferring in equivalent coursework from other colleges as well. Curriculum builds on past knowledge, especially at the Bachelor degree level, which is a cohort model. ECE-specific Program Managers advise students specifically for this pathway and connect to them through group advising embedded into ECE courses as well as developing and revising education plans throughout students' time in the program. Program Managers and faculty work closely together to identify and address barriers to students both on an individual and

programmatic level.

What is ECE looking forward to as North implements Seattle Pathways?

We are looking forward to being able to assess our pathways model in terms of student retention and graduation. We expect that we'll be able to compare our model to others at the college and learn from the best practices of other departments. We want to structure our advising and monitoring processes in ways that best supports student success navigating through higher education. We expect that working together across campus will enlighten our understanding of best advising and instructional practices to support these goals.

What is the best thing about being part of the ECE department?

The best part of the ECE department is the shared commitment to equity, community, and learning.

Is your department working on Seattle Pathways projects? You could be featured in an upcoming issue of the Title III Newsletter! Contact Aimee Brown for more information.

Data Spotlight

For the 2017-2018 school year, North Seattle College students were:

- 73% part-time (taking fewer than 12 credits each quarter)
- 54% over the age of 30
- 36% students of color (of the students who reported race and ethnicity on enrollment forms)
- 51% taking classes during the evening, weekend or online
- 53% working part or full time



“When doing Guided Pathways work, always ask ‘Who is this affecting?’ and ‘Does this policy/practice have the impact that we want it to have?’”-Dr. Michael Benitez

Lessons from South Seattle College

South Seattle College was awarded a Washington College Spark Grant that allowed them to embark on Guided Pathways work in a cohort model with three other colleges. **Aimee Brown**, Title III Director at North, attended South’s Guided Pathway Cohort Retreat in Vancouver, WA on January 16th and 17th focused on program mapping.

What were some of the biggest lessons you learned?

Program mapping is essentially mapping out the student experience in each program, not only which courses they will take and when, but keeping the students’ end goals in mind. It also can include listing when students will need to do things like apply for financial aid and talk with their transfer institution. I enjoyed seeing South Seattle College start program mapping because it brought up many important conversations related to the student experience such as which math students are most likely to place into, when classes are offered, and how to partner best with four year institutions. It gave me insight into some of the questions North will wrestle with over the next few years.

What session seemed most valuable to you?

One of the most powerful sessions was with Dr. Michael Benitez. He spoke about equity and guided pathways. He reminded us that the most important part of cultural competency is not awareness, it’s advocacy. With any guided pathways work, he challenged us to think, “who is this affecting? And does this policy/practice have the impact that we want it to have?” This will help keep equity and our students at the center of any changes we make.

Any next steps you’d like to see as a result of the conference?

I would like to see us ask the hard questions about the student experience so we can improve, and make sure we have the right stakeholders in the room when we talk about these potential changes.

Website Coming Soon!

Did you know we will have a Title III website? It will have recordings from all campus events, copies of the newsletter, information about the Guiding Team, and more! Check back next month: <https://northseattle.edu/title-three>

Opportunities to get involved!

Interested in getting involved in Seattle Pathways and Title III work? Here are a few ways:

- **Join the guiding team as a faculty member-** Interested in shaping this work? The guiding team is a cross-campus decision making group focused on implementing Seattle Pathways at North that meets monthly. We're looking for one faculty from each division to be members on the guiding team. Faculty will be paid to serve in these roles. Please contact your instructional dean for more information.
- **Be the guiding team secretary-** This volunteer position takes notes during the monthly guiding team meetings and gets to have a deeper view and perspective of the Seattle Pathways work. If you are interested, please contact your supervisor, who will be responsible for recommending you.
- **Apply for funding related to faculty Seattle Pathways projects-** If you are wanting to work on a faculty project related to Seattle Pathways and need funding, please contact Aimee Brown at aimee.brown@seattlecolleges.edu. Applications are due by March 5th for spring quarter funding.

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