Integrated Initiatives and Integrated Planning

How do we get from this...
GUIDED PATHWAYS

Check here for updates on Gavilan’s Guided Pathways Task Force.

Stay connected with the NER Guided Pathways Newsletter:
http://gavilan.communicationsgavilan.edu/Guided-Pathways-Newsletter.pdf

The California Community College Chancellor’s Office has recently released the Vision for Success: Strengthening the California Community Colleges to Meet California’s Needs, which emphasizes a “commitment to the Guided Pathways initiative, a five-year, $250 million project aimed at engaging administrations, faculty and staff to enact comprehensive changes so that all courses are designed as part of a coherent pathway with a clear outcome.”

For too many community college students, reaching completion goals is often a “drop dead” - they face a bewildering number of choices and often take courses they don’t need, resulting in an average of five or more years spent reaching transfer-readiness, or debt accrued and no degrees or certificates earned. To remedy this problem, more colleges are restructuring their programs into guided pathways.

Pathway Design Principles:
- Ensure students learn requirements for success
- Minimize time required to prepare for college
- Accelerate non-remedial pre- and core programs of study
- Customize and contextualize instruction
- Make student supports with instructor
- Leverage technology to improve learning and program delivery

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Dynamic Enrollment Management

• Began in December 2017 with group of 20 representing all areas of the college
• Broke into five groups to focus on:
  – Scheduling guidelines development
  – Curriculum cycle
  – General scheduling cycle timeline
  – Potential software upgrades/ add-ons
  – Goals/ performance metrics/ data products

Dynamic Enrollment Management

• Plan approved through shared governance process
• Has timeline, deadlines, incorporates counselor review, defines chain of command
• Participating in 2018-19 IEPI Strategic Enrollment Management (SEM) Academy
• Weekly ‘Power Half Hour’ meetings to identify and immediately address current issues as they arise
• Once program mapping is complete, changes in course sequencing will be implemented, focusing on recreating a needs-driven, two year schedule instead of rolling current one
Program Planning

• Changed from a ‘check the box’ review to a forward thinking, planning document
• Piloting new document this year with Student and Administrative Services. Next year rolling out to all instructional programs
• Informs authors of departmental completion rates, cost of programs, budget impact
• Encourages examination of class schedules
• Ensures department SLOs are up to date

Program Planning

• Incorporates peer reviewers and supervisor sign off into process, building cross-campus program knowledge
• Creates goals with timelines and responsible parties
• Timeline incorporates budget planning on a three year cycle

Future implementation includes:
• Shifting timeline so budget information can be submitted for current cycle consideration
• Changing annual reports, a separate process, into program updates, which will review progress toward stated goals
### Example Program and Collaboration Three-Year Program Plan Goal Setting Worksheet

<table>
<thead>
<tr>
<th>Goal</th>
<th>Connection of Goal to Mission Statement, Strategic Plan and SAO Results. One sentence limit.</th>
<th>Proposed Activity to Achieve Goal One sentence limit.</th>
<th>Responsible Party One sentence limit.</th>
<th>Fund amount requested. If a collaboration, what % required from each partner?</th>
<th>Timeline to Completion Month / Year</th>
<th>How Will You Evaluate Whether You Achieved Your Goal Two sentence limit.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase proportion of EOPS students completing degrees by five percentage points</td>
<td>Mission statement: works to prepare students from all backgrounds. Strategic Plan: Strategy 2, Goal 1 SAO Results: Outcome 1; 76% of students completed 3 counseling visits</td>
<td>Increase counseling touch points from three times per semester to five times per semester by restructuring appointment and communication schedule</td>
<td>Associate Dean of EOPS and CalWORKs None</td>
<td>December 2020</td>
<td>In three years, compare EOPS student graduation rates from before the touchpoint increase to graduation rates after the increase</td>
<td></td>
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<tr>
<td>Decrease average response time for IT requests from three days to two days</td>
<td>Mission statement: Supports innovative practices. Strategic Plan: No direct connection. SAO Results: Outcome 3: End-user problems will be responded to in a timely manner and resolved effectively by MIS staff. No results yet.</td>
<td>Implement new workflow management software</td>
<td>Director of Information Technology</td>
<td>September 2019</td>
<td>Compare average response times from one year before software implementation to one year after implementation</td>
<td></td>
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</tbody>
</table>

### Strategic Plan

- Moving from a 5-year model, re-assessed annually, to a static three year plan
- Goals based, with goal format mirroring the Program Review and Planning document
- All college constituencies participate in plan creation, with massive push for input in February and March
- Once strategic plan is board-approved, departments and divisions goals will be created to align with the College Plan.
- Strategic Plan is now incorporated into PIPR plans.
Budget Committee Integration

• Currently, budget is created annually, looking at every department request every year.
• Due to PIPR, budget will be built on a three year cycle; one third of the college submitting requests in each year.
• As the number of incoming requests coming to the budget committee will be less, more time and thought can be given to each request, prioritizing and building toward common goals.

Budget Committee Integration

• Because funding requests build toward commons strategic goals, supervisors can advocate for dollar requests.
• At the end of the budget creation processes, departments will know the amount of funding they will receive over the next three years and can plan accordingly.
### Table: PIPR Plans and Annual Updates

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<tr>
<td>Year In Cycle</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
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<tr>
<td>Educational/Facilities Master Plan (6-year cycle)</td>
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<td>Strategic Planning Committee</td>
<td>Accreditation Site Visit</td>
<td>Review Mission Statement</td>
<td>Review Values</td>
<td>3 Year Strategic Plan Focus on Accreditation</td>
<td>Review Planning Cycle</td>
<td>Create 4-Year Strategic Planning Cycle</td>
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<tr>
<td>Budget Committee</td>
<td>Regular process</td>
<td>Plan with Instructional Requests</td>
<td>Plan with Student Services Requests</td>
<td>Plan with Administrative Services Requests</td>
<td>Plan with Instructional Requests</td>
<td>Plan with Student Services Requests</td>
<td>Plan with Administrative Services Requests</td>
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<tr>
<td>PIPR - Instructional</td>
<td>Annual Update</td>
<td>Instructional report</td>
<td>Annual Update</td>
<td>Annual Update</td>
<td>Instructional report</td>
<td>Annual Update</td>
<td>Annual Update</td>
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<tr>
<td>PIPR - Student Services</td>
<td>Annual Update</td>
<td>Annual Update</td>
<td>SS Report</td>
<td>Annual Update</td>
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<td>SS Report</td>
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<tr>
<td>PIPR Administrative Services</td>
<td>Annual Update</td>
<td>Annual Update</td>
<td>Annual Update</td>
<td>Admin Serv Report</td>
<td>Annual Update</td>
<td>Annual Update</td>
<td>Admin Serv Report</td>
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<td>ILO review</td>
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<td>SLO Review</td>
<td>SLO Outcomes assessment</td>
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<tr>
<td>Curriculum</td>
<td>Year 1 Cluster Review</td>
<td>Year 2 Cluster Review</td>
<td>Year 3 Cluster Review</td>
<td>Year 4 Cluster Review</td>
<td>Year 5 Cluster Review</td>
<td>Year 1 Cluster Review</td>
<td>Year 2 Cluster Review</td>
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Questions?