



Building the future through quality education

2323 North Broadway • Santa Ana, CA 92706 -1640 • (714) 480-7300 • www.rscsd.edu

Santa Ana College • Santiago Canyon College

PLANNING AND ORGANIZATIONAL EFFECTIVENESS COMMITTEE

POE is the district-level planning and accreditation oversight and coordinating committee that makes recommendations to District

AGENDA

Wednesday, September 22, 2021 3:30pm-5:00pm

<https://cccconfer.zoom.us/j/94764702826> or dial 1 669-900-6833 / 94764702826#

- I. WELCOME**
- II. *APPROVAL OF MINUTES – Action**
 - a. August 25, 2021 meeting
- III. DISTRICT COUNCIL UPDATE – Information**
 - a. August 30, 2021
- IV. WELCOME OF NEW COMMITTEE MEMBER - Information**
- V. *POE EVALUATION COMMITTEE GOALS 2020-21 / CREATION OF GOALS 2021-22 – Discussion / Action**
- VI. *STRATEGIC PLAN OBJECTIVES – YEAR 2 DATA - Review / Discussion**
- VII. PLANNING AT THE COLLEGES - Information**
 - a. Santiago Canyon College
 - i. Planning Update on Accreditation
 - ii. Enrollment Update
 - b. Santa Ana College
 - i. Planning Update on Accreditation
 - ii. Enrollment Update
- VIII. BOARD INSTITUTIONAL EFFECTIVENESS COMMITTEE (BIEC) – Information**
 - a. Update from September 16, 2021 – Technology for Student Success
 - b. Agenda Item for November 18, 2021 – Strategic Planning at the Colleges
- IX. *GRANT DEVELOPMENT SCHEDULE - Information**
- X. GUIDED PATHWAYS - Information**
 - a. *Santa Ana College
 - b. *Santiago Canyon College
- XI. OTHER**

*NEXT MEETING: **Wednesday, October 27, 2021***

**attachment provided*

POE COMMITTEE MEMBERS:

Dr. Vaniethia Hubbard • James Isbell • Dr. Jeffrey Lamb • Dr. James Kennedy • Cristina Morones • Enrique Perez • Nga Pham • Roxana Pleitez • Kristen Robinson • Craig Rutan • Sarah Santoyo • Mark Smith • Martin Stringer • Michael Taylor • Jose F. Vargas • Aaron Voelcker

RSCCD Mission Statement

The mission of the Rancho Santiago Community College District is to provide quality educational programs and services that address the needs of our diverse students and communities.

2013 – 2023 RSCCD Goals

RSCCD Goal 1

RSCCD will assess the educational needs of the communities served by RSCCD and will adjust instructional programs, offerings, and support services and will allocate resources as needed to optimize the alignment of students' needs with services and fiscal resources.

RSCCD Goal 2

RSCCD will assess the educational needs of the communities served by RSCCD and then pursue partnerships with educational institutions, public agencies, non-profit organizations, and business/industry/labor to collaboratively meet those needs.

RSCCD Goal 3

RSCCD will annually improve the rates of course completion and completion of requirements for transfer, degrees, certificates, and diplomas.

RSCCD Goal 4

RSCCD will support innovations and initiatives that result in quantifiable improvement in student access, preparedness, and success.

RSCCD Goal 5

RSCCD will use a cycle of integrated planning that will demonstrate the effective use of resources.



Building the future through quality education

2323 North Broadway • Santa Ana, CA 92706 -1640 • (714) 480-7300 • www.rscdd.edu

Santa Ana College • Santiago Canyon College

PLANNING AND ORGANIZATIONAL EFFECTIVENESS COMMITTEE

POE is the district-level planning and accreditation oversight and coordinating committee that makes recommendations to District

Minutes

Wednesday, August 25, 2021 3:30pm-5:00pm via zoom

Present: Dr. Vaniethia Hubbard • James Isbell • Dr. Jeffrey Lamb • Dr. James Kennedy • Cristina Morones • Enrique Perez • Nga Pham • Kristen Robinson • Craig Rutan • Mark Smith • Martin Stringer • Michael Taylor • Jose F. Vargas • Aaron Voelcker
Guest: Ms. Iris Ingram
Record keeper: Ms. Patricia S. Dueñez

Mr. Perez called the meeting to order at 3:33pm.

I. WELCOME

Mr. Perez provided welcoming remarks.

II. *APPROVAL OF MINUTES – Action

a. July 28, 2021 meeting

It was moved by Mr. Smith; seconded by Mr. Taylor to approve the July 28, 2021 minutes. Abstentions from Mr. Vargas, Ms. Robinson and Ms. Ingram as they were not present at the July meeting. With no corrections and none opposed, the motion passed.

III. DISTRICT COUNCIL UPDATE – Information

a. July 19, 2021

Mr. Perez provided a brief report.

IV. *POE EVALUATION COMMITTEE GOALS 2020-21 / CREATION OF GOALS 2021-22 – Discussion

Ms. Pham shared screen of 2020-21 Committee Goals. During this review, a request was made to check if the budget allocation recommendation to evaluate of programs at district level initiated by Mr. Shahbazian had been forward and approved by District Council. If it was not approved by DC, then it will need to be carried to the next DC meeting. Ms. Pham will review the two committee minutes to ensure that this recommendation was also approved by DC.

Feedback from committee members was requested of draft committee goals and that Ms. Pham will review previous minutes to fully detail committee accomplishments and bring to next meeting.

Suggestions for 2020-21 accomplishments: IEPI completion of work, regular updates on key initiatives for planning, alignment of educational related initiatives like Districtwide Enrollment Management Workgroup and Districtwide Guided Pathways Subcommittee, closer alignment of district and college initiatives, completion of goals, POE being instrumental for conversations and more collaborative approach to accreditation, increase to membership of committee.

Suggestions for 2021-22 goals; continue to develop districtwide enrollment reports, completion of enrollment management data warehouse, development of Comprehensive Master Plan process/timeline, ensure alignment of district goals to college goals, review of data for each objectives in timely manner so that changes are made in time to impact our work.

POE COMMITTEE MEMBERS:

Dr. Vaniethia Hubbard • James Isbell • Dr. Jeffrey Lamb • Dr. James Kennedy • Cristina Morones • Enrique Perez • Nga Pham • Kristen Robinson • Craig Rutan • Sarah Santoyo • Mark Smith • Martin Stringer • Michael Taylor • Jose F. Vargas • Aaron Voelcker

Mr. Voelcker reported on SCC Educational Master Plan set of goals projected to have by end of fall, beginning of spring.

Dr. Lamb reported SAC just finished their Educational Master Plan.

Dr. Kennedy joined the meeting at this time.

Importance was made on highlighting ways that district goals work in support of already embedded goals and initiatives.

DISTRICTWIDE PLANNING FOR FALL – Discussion / Action

a. *Districtwide Planning Process Survey Results

Ms. Pham **shared screen** and walked committee through survey results. There is a high understanding of roles and responsibilities of Governance Cmtes; more transparency in budget allocation processes is needed; linkage between college and district processes should be reviewed; need for request for resource allocations to be included in colleges' processes. Ms Pham noted that District Council and other governance committees will be reviewing this survey results at the same time as their annual review of committee roles/responsibilities/membership and review of 2020-21 and creation of 2021-22 committee goals in coming weeks.

Discussion ensued on resource allocation process. Requests from colleges to create new position at district office needs to come through POE and then to FRC to ensure request aligns with planning.

It was **suggested** to offer Professional Development training on process and functions of Governance Committees in relation to the planning design manual so that better knowledge is reflected in survey results.

Ms. Ingram reported on developing a budget town hall related to the Budget Allocation Model; projected for some time in fall, possibly September.

Mr. Perez reported on development of town hall related to enrollment and different areas that impact enrollment.

It was **suggested** to have a presentation on how local monies are spent during professional development week.

Mr. Voelcker **posted in chat** the link to survey that SCC's PIEC also conducted to evaluate their planning and budgeting process.

b. 2023-2033 Comprehensive Master Plan

i. *Update to Draft Timeline

Ms. Pham provided update to draft timeline.

Ms. Pham will follow-up to place first reading of goals to the Board of Trustees January 2023 Docket as first reading recommendation for approval.

ii. *Scope of Work

Ms. Pham provided an overview of a draft Project Scope.

It was **suggested** to add a guiding statement.

c. *Strategic Plan Objectives – Year 2 Data for review/discussion

Ms. Pham reported data for objective 1A focused on “optimize the number of feeder high school students enrolled at SAC/SCC”.

Mr. Perez reported that this will ensure we keep our pulse on the data and stay on top of each of the objectives to the goals instead of waiting until the end of the year.

Ms. Pham will forward to Mr. Vargas, as requested, the detailed dual enrollment data by feeder high school document.

V. PLANNING AT THE COLLEGES - Information

- a. Santiago Canyon College
 - i. Planning Update on Accreditation
Mr. Voelcker reported on the upcoming meeting with Dr. Ralston and Darlene Diaz re: Enrollment Management Cmte. and the site visit scheduled for March 7, 2022.
 - ii. Enrollment Update – Fall F2F and Online Courses
Mr. Stringer **shared screen** on enrollment report and provided update. Has noticed an increase to online enrollment when COVID #'s increase; reported on the call campaign and call center.
- b. Santa Ana College
 - i. Planning Update on Accreditation
Dr. Lamb provided update; dates similar to SCC's, completion of educational master plan and the Enrollment Management Cmte.
 - ii. Enrollment Update – Fall F2F and Online Courses
Mr. Perez thanked Dr. Hubbard and Dr. Lamb re: increase in enrollment and the heavy lift. Dr. Lamb reported on increase to enrollment, projected to meet target, increase being a coordinated affair across several depts., reported on several outreach events and the addition of more English sections.
Dr. Kennedy shared email from new partner 'REACHLOCAL' on marketing efforts; **shared screen** of enrollment report; anticipates reaching targets.

VI. BOARD INSTITUTIONAL EFFECTIVENESS COMMITTEE (BIEC) – Information

- a. Update from August 12, 2021 Meeting – topic was Apprenticeship Program at SCC
- b. Agenda Item for September 16, 2021 Meeting – topic will be Technology to Support Student Success
No report due to time constraints.

VII. *GRANT DEVELOPMENT SCHEDULE – Information

Mr. Perez reported this item is informational.

VIII. GUIDED PATHWAYS - Information

- a. Santa Ana College
 - b. Santiago Canyon College
- Mr. Perez reported that an update to Guided Pathways was provided at the July 15 Board Institutional Effectiveness Committee.

IX. OTHER

Ms. Duenez will follow up with CSEA on classified representation from DO and SAC and will follow up with ASG on student representation from both colleges.

Next meeting is scheduled for Wednesday, September 22, 2021.

Mr. Perez adjourned the meeting at 5:08pm

**attachment provided*

Approved: _____

RSCCD Resource Development Grant Development Schedule

Grant	District/ College	RSCCD Goals	Due	Status	Expected Notification Date	Match	If awarded ...	Institution- alization?	District/College authorized submission
Submitted									
<i>U.S. Department of Education Talent Search Average \$325,000 per year for 5 years</i>	SAC – Alicia Kruizenga (writing) SCC – Jennifer Coto (considering)	#1 - #4	6/30/21	UPDATE: Awarded.	October 2021	No	Provide college and career preparation services for cohorts of students in SAUSD intermediate schools and after they transfer to high school. Meet ambitious objectives pertaining to graduation, college enrollment and college completion.	No	Yes (SAC)
<i>National Science Foundation Advancing Innovation and Impact in Undergraduate STEM Education at 2-Year Colleges Up to \$2 million</i>	SCC – Denise Foley	Goals #1, #3, and #4	5/28/2021	Submitted	Sept/Oct 2021	No	Thorough and intensive recruitment and orientation, monitoring and instructional support services for STEM majors to increase retention, success and completion.	No	Yes
<i>U.S. Department of Education – Title III HSI-STEM \$700,000 - \$1,200,000 per year for 5 years</i>	SCC – Denise Foley, as lead; and as a partner in UCI's and CSUF's proposal SAC – partner in CSUF's proposal	Goals #1, #2, #3, and #4	6/14/2021	Submitted	September 2021	No	Thorough and intensive recruitment and orientation, monitoring and instructional support services for STEM majors to increase retention, success and completion.	Expectation of continued support for project strategies that prove significantly effective.	Yes
<i>U.S. Department of Education – Asian American and Native Pacific Islander Strengthening Institutions \$300,000 per year for 5 years</i>	SAC – Dr. Hubbard; Dr. Dela Cruz	Goals #1, #2, #3, and #4	6/28/2021	Submitted	September 2021	No	Build the Asian Pacific Islander Center, and provide services that address academic and personal needs to improve retention, persistence and completion.	Expectation of continued support for project strategies that provide significantly effective.	Pending
<i>SBA Community Navigator Program \$50,000 - \$100,000</i>	CSUF SBDC Leader Center will apply RSCCD's SBDC will be a partner	Goals #1 and #2	7/23/2021	Submitted	December 2021	No	RSCCD's SBDC will implement its Virtual Marketing Internship Program in Santa Ana, Anaheim and Inland Empire.	No	Pending

RSCCD Resource Development Grant Development Schedule

Grant	District/ College	RSCCD Goals	Due	Status	Expected Notification Date	Match	If awarded ...	Institution- alization?	District/College authorized submission
<i>Regional Collaboration and Coordination Grant (new competitive RFA for the Regional Consortia) Admin \$2.3 million Portfolio \$27.6 million</i>	DO – Dr. Alex Davis RSCCD submitting to host the Regional Consortium for Orange County <u>only</u>	Goals #2, #3 and #4	8/31/2021	Submitted	September 2021	No	RSCCD would continue to host the LAOCRC and provide fiscal services. Facilitate regional strategic planning and investments in CTE programs to meet Strong Workforce Program and Vision for Success goals.	No	Yes
FALL 2021									
<i>NSF Advanced Technology Education Grant \$300,000 - \$600,000 over 3 years</i>	SAC – Madeline Grant	Goals #3 and #4	10/14/2021	Writing	Mid to late Spring 2022	No	Develop cybersecurity program.	No	Pending
	DO – Sarah Santoyo	Goals #1, #2, #3, and #4	10/14/2021	Decided not to move forward	Mid to late Spring 2022	No	Host biotechnology consortium providing faculty development, student internship opportunities, and building pathways (e.g., dual enrollment, non-credit) to connect under-served and under-represented students to high-wage STEM jobs in a growing industry.	No	Yes
<i>California Apprenticeship Initiative Pre-Apprenticeship and Apprenticeship grants Up to \$500,000 over two years</i>	DO – Sarah Santoyo	Goals #1, #2, and #4	12/15/2021	Considering	March 2022	Yes. 20% from employer partner.	Build non-traditional apprenticeship program in Digital Marketing.	Yes. Expected that the apprenticeship program will be sustained after grant ends.	Pending
<i>TBL Pilot for K-16 Collaborative</i>	SAC – Jeffrey Lamb	Goals #1, #2, #3, #4	Waiting for RFA to be released	Planning					Pending
OPEN SUBMISSION									
<i>U.S. Financial Aid Services Invitation to submit proposal \$900,000 - \$1,200,000</i>	DO – Joy Hermsen	Goals #3 and #4	12/31/2021	Writing	Fall 2021	No	Implement pilot project with 6-9 community colleges in CA to increase FAFSA application submissions and eligible low-income	No	Yes

RSCCD Resource Development Grant Development Schedule

Grant	District/College	RSCCD Goals	Due	Status	Expected Notification Date	Match	If awarded ...	Institutionalization?	District/College authorized submission
							and URM students receiving financial aid awards.		
<i>U.S. Economic Development Administration – Public Works & Economic Adjustment Assistance (up to \$30,000,000)</i>	DO – Enrique Perez	Goals #1, #2, #3, and #4	Applications accepted on an on-going basis	Planning	60-days after app & all req documents submitted	20%-50% based on program & other factors	Lead a regional partnership of key stakeholders to implement a workforce development project.	Yes. Expected that building and programs will be maintained.	Yes
<i>Institutional Effectiveness Partnership Initiative Up to \$200,000</i>	DO – Narges Rabii-Rakin	Goals #1-#4	Open submission of Letter of Interest	Considering	6 months after submission	No.	An IEPI team would conduct an institutional need assessment related to RSCCD's Diversity, Equity and Inclusion Plan, and develop a project to address operational functions necessary to implement the plan. Then, funds would be allocated to implement the project.	Grants are to improve operational effectiveness. Grant strategies that were effective are expected to be retained.	Pending

RSCCD Resource Development Grant Development Schedule

1) Plans for personnel to be hired by the grants listed above: please refer to attachment.

2) GRANT OPPORTUNITIES

CALIFORNIA COMMUNITY COLLEGES CHANCELLOR'S OFFICE

Pre-Apprenticeship and Apprenticeship Grants. Award range of last competition \$500,000 - \$1,000,000. Due 12/15/2021. Projects to create pre-apprenticeship and registered apprenticeship programs for non-traditional careers.

ECONOMIC DEVELOPMENT ADMINISTRATION

STEM Talent Challenge Program. Due October 12, 2021. \$250,000 over 24 months. Create an implement innovative STEM work-based learning models that complement the region's innovation economy. Develop and or expand regional workforce capacity to support high-growth, high-wage entrepreneurial ventures, industries of the future and other innovation-driven businesses that have high likelihood of accelerating economic competitiveness and job creation. 50% Match required.

NATIONAL SCIENCE FOUNDATION

Advancing Innovation and Impact in Undergraduate STEM Education at Two-Year Institutions of Higher Education. Applications accepted anytime until 2023. Supports projects that are bold, potentially transformative to address the immediate challenges facing STEM education at two-year colleges and/or anticipate new structures and functions of the STEM learning and teaching enterprise. Promotes approaches that advance innovation and use evidence-based practices in undergraduate STEM education at two-year colleges. NSF also seeks to support systemic approaches to advance inclusive and equitable STEM education practices. Up to \$2,000,000.

Improving Undergraduate STEM Education: Hispanic-Serving Institutions. Due August 25, 2021 (Track 1 and Track 2). Support projects that provide research on engaged student learning, what it takes to diversify and increase participation in STEM effectively, and improve understanding of how to build institutional capacity at HSIs. Expected outcomes include broadening participation of students that are historically underrepresented in STEM and expanding students' pathways to continued STEM education and integration into the STEM workforce. Track 1: Planning Projects (\$200,000, plus \$100,000 to add a community college partner). Track 2: Implementation and Evaluation Projects (\$500,000, plus up to \$200,000 to add a community college partner). Track 3: Institutional Transformation Projects (up to \$3,000,000). Projects are 3-5 years.

Racial Equity in STEM Education. Full Proposal due 7/13/2021 or 10/12/2021. Projects should 1) advance the science of promotion of racial equity in STEM, 2) substantively contribute to removing systemic barriers that impact STEM education, the STEM workforce, and scientific advancement, 3) institutionalize effective and inclusive environments for STEM learning, STEM research, and STEM professionals, 4) diversify the project leadership (PIs and CO-PIs), institutions, ideas, and approaches that NSF funds, and 5) expand the array of epistemologies, perspectives and experiences in STEM. Projects should also building theory, develop methods, test approaches and interventions, assessment approaches and interventions, establish authentic partnerships, change practices and policies, and/or focus on affective, behavioral, cultural, social components and implications.

S-STEM: Proposals due March 16, 2022. Scholarships for STEM students up to \$10,000 per student per year. Projects must have a model that demonstrates scholarships increased success and completion, especially among disadvantaged students.

Grant Schedule

Summary Sheet of Positions related to grant and contract proposals

Site	Grant	Staff proposed in grant applications
DO	EDA Grant	Not known at this time. Still in planning.
DO	Financial Services Administration	Project Director Resource Development Coordinator 50% (existing staff person in Resource Development)
DO	IEPI	Not known at this time. Still in planning.
DO	Regional Collaboration and Coordination Grant (competitive renewal RFA for the OC-RC)	<u>Existing staff</u> Executive Director, Dr. Alex Davis Administrative Secretary, Marbella Ruiz Resource Development Coordinator, interim Vanessa Palomares Special Project Specialist
SAC	Asian American Native Pacific Islander Strengthening Institutions	Faculty Coordinator – 5 LHE Counseling hours – 20 hours per week Student Services Coordinator – full-time (new hire) Equipment and Furniture for AARC Outreach materials Food Book Vouchers for the students Conference funds for administrator, faculty, and students
SAC	GEAR-UP	Not known at this time
SAC	Talent Search	Based on 19/20 staff for existing program: Director 33.3% FT Student Services Coordinator Student Services Specialist 19/hr Ongoing Admin Clerk 19/hr Ongoing
SCC	NSF <i>Advancing Innovation and Impact in Undergraduate STEM Education at 2-Year Colleges</i>	10 LHE/year release for PI STEM & Career Counselors (adjunct hourly) Faculty stipends Part-time Research Specialist Instructional Assistants (hourly) SI Student Assistants (hourly)
SCC	Title III HSI-STEM	Faculty release to serve as full-time Project Director Coordinator for counseling component Project Support staff (2) STEM & Career Counselors (adjunct hourly) Faculty stipends Part-time Research Specialist (2) Instructional Assistants (hourly) SI Student Assistants (hourly)

Santa Ana College GP Updates for POE

New Items (TL;DR):

1. Guided Pathways is launching its inaugural Equity-minded Teaching and Learning Institute this year. Membership in the cohort has been confirmed and a budget has been approved. Facilitators for the institute will be Maria Aguilar Beltran, Stephanie Clark, Merari Weber, Arjun Nair and Jose Mercedes Lopez.
2. Guided Pathways program maps are actively being published on the website (sac.edu/pathways root). Department chairs and faculty leads will be receiving emails over the next few weeks confirming maps or requesting map submissions for programs new to our catalog. We expect this to become an annual review that occurs after the curriculum / catalog calendar ends in Spring.
 - There will be a second phase of map updates implemented this fall following recommendations provided by our Web Redesign team.
3. Success Teams continue to assist with student / institutional contact and communication. Faculty Leads are assisting with Canvas communication and monitoring Q&A discussions within their CAPs, as well as assisting with Career Exploration months. Any faculty interested in joining Success Teams can contact Stephanie Clark to learn more, weekly meetings for Faculty Leads are occurring Wednesdays from 4-4:30pm.
 - Additional success team roles include coordinators, success coaches, financial aid experts, counseling liaisons, and **NEW to SUCCESS TEAMS** are student ambassadors.
4. We are always looking to fold new folks into the Guided Pathways and Equity work, please reach out to Stephanie Clark or Maria Aguilar Beltran if you have an interest in joining our teams. *We especially have a need for new membership and input on our GP 'Entry' Team.*
5. Career Coach Taskforce ad hoc group designed a Career Hub on Canvas, which will be launched shortly. The hub will connect students to all services related to career exploration and professional profile development.

Current Campus Planning & GP-related Events

1. **Career Exploration Months – Submission & publication process determined below**
 - **Directors** - Career Exploration Committee – membership includes:
 - i. Career Center staff
 1. Responsibilities – Web page update & flier creation
 2. Offer one CAP-related career exploration workshop per month
 - ii. CTE staff
 1. Evaluate workshops for outreach / high schools
 - iii. Success Team Coordinator's Coordinator
 - iv. Success Team Faculty Lead Coordinator
 1. GP Announcements
 - **Success Teams are responsible for the following:**
 - i. Career Exploration workshop registration form.
 - ii. Social media requests are the responsibility of Success Team (information including registration form provided via Teams.)

- iii. Teams should have all calendar submissions complete by the 15th of the month prior to their assigned month.
- **Career Coach Taskforce**
 - i. Centralized taskforce focused on scaling our career ed. opportunities to all CAPs
 - ii. Goal of developing a career-minded educational map to assist students in developing a professional profile during their educational journey.
 - iii. Ad Hoc group hoping to develop a plan for Phase 2, Fall 2021.
 - iv. Career Canvas shell.
 - v. Standing report to GP core team.
2. **Coffee with Colleagues** - ongoing
 - **Under the direction of the GP Learning & Engagement Team**
 - An inclusive casual meeting concept focused on the lessons from our convocation keynote speaker. Focused on ‘naming the moment’ and ‘identifying the interventions.’ Actionable items are often identified here and brought back to our Learning & Engagement team.
3. **Equity in Action! – Equity Allies Group**
 - **Organized by STEM professor Arjun Nair.**
 - Hopeful that group members will have (or develop) experience in T3 framework through the Skyline Equity Institute (funded by SEAP via PD) and/or anti-racist practices through USC Race & Equity Institute (funded by SAC Foundation).
 - Convene on the 1st and 3rd Friday of each month.
 - Supported by Learning & Engagement team.

GP Work/Team Updates

- **SOAA** – Due in November, outreach to participating reporters to begin shortly.
- **GP Learning & Engagement team** – *Ongoing work.*
 - **Planning for New Faculty Institute** – developing a 4-year plan for New Faculty Institute.
 - The team will work with VPs to identify both operational and equity priorities for the NFI PD series.
 - Professional Development faculty workgroup is also available to assist with logistics and content delivery.
 - Considering wrapping adjunct training into this as an adjunct leadership institute as well (with the year 1 New Faculty Institute).
 - **Cultural Curriculum Audit Program – in process – equity-based certification**
 - Learning & Engagement team presented to this project plan to CIC and Academic Senate, and received both feedback and support from the bodies.
 - Career Ladders Project serving as consultants on developing this plan.
 - Developed this as a Canvas shell with intention of having monthly convenings.
 - “Equity-Minded Teaching & Learning Institute” is the title.

- Modeled after LBCC's Cultural Curriculum Audit.
- Considering also how to recruit or incentivize faculty in largest courses on campus to create greatest impact.
- Training Plan is ready for sharing with constituent groups, including Senate, SEAP and Core Team.
- Important: Must also train tenure-faculty reviewers if we train new faculty in these concepts.
 - Setting milestones for this plan:
 - Classroom Audit (T3)
 - Online Classroom Audit (incorporate OEI/OER?)
 - Curriculum Audit Plan (Scheduling/Units/Skills)
 - Senate Input (Retreat?)
 - Recognition? How do we inspire and maintain momentum when launching an intensive training plan?
 - Potentially a *Presidential Invitation* targeting special faculty groups, such as instructors from the 5 largest courses on campus.
 - Could this be offered as a Noncredit certificate? CEUs?
 - Could these certified practitioners drive a mentorship program?
- **Convocation & Flex Week** – Working with PD coordinator on identifying convocation speaker and developing a flex-week plan.
- **Past Events**
 - Held Pathways Summit for Math, English & Quantitative reasoning May 19-20, facilitated by Career Ladders Project. Focused on applied & active learning.
 - Summit #2 was held June 8-10, and was facilitated by Diego Navarro. The summit focused on creating the 'gravity' and the 'glue' in the classroom. Developing the classroom environment and psychological readiness for classroom instruction.
 - Brought the summit work back to the Success Teams during the August Success Summit during Flex week (Fall '21).
- **Web Redesign Team** – *have begun meeting again with additional budget to complete this project.*
- **GP Mapping Team** – some work has now shifted to Faculty Leads via Success Teams.
 - Web maps are in the process of being published, this is a Fall '21 project with a need for annual review.
- **Starfish Implementation Team** - ongoing – *meetings will be bi-weekly.*
 - Pushing for 100% faculty adoption, three surveys have been launched.
 - John Steffens shared a very positive report that included 1000+ academic flags raised and several thousand kudos.
 - Training will continue related to reporting and reporting needs.
 - **New Flags and Future Planning**

- Team is considering how to implement our first system flag, associated with *enrollment status change* – teams would hope a flag like this might support Veterans and financial aid recipients, early discussions about how to approach /monitor this type of flag and other system flags.
- Requests are also coming in for special offices or groups, flags to identify Honors, etc... Starfish Team will consider how best to prioritize this work for adding groups, as these will require training/preparing for influx of recommendations.
- **Success Teams – ongoing**
 - Team Directors**
 - **Dean of Counseling**, Maria Dela Cruz managing Coordinators, Counseling Liaisons and Student Success Coaches.
 - **GP Coordinator**, Stephanie Clark, is managing the Faculty Leads.
 - **Counseling Co-Chair**, Dr. Steve Bautista is managing Success Coaches.
 - **Associate Dean of Financial Aid**, Robert Manson, is managing Financial Aid specialists.
 - **Director of College Research**, Janice Love, managing data specialists & support.
 - **Dean of Outreach**, Alicia Kruizenga and Daniel Marquez, managing Student Ambassadors.
 - **Associate Dean of Student Services & Dean of Business**, Armando Soto and Madeline Grant, managing Career Coach Taskforce.
 - **Projects**
 - **Communication: Canvas Shells**
 - Improved our direct communication with CAP students.
 - Faculty Leads are managing these shells in collaboration with their team.
 - Still determining objectives and clear goals for these Shells, at this time we are communicating events, sending announcements, answering questions directly, and offering a direct line of communication to the Success Team members.
 - **Trained Success Team Members to Communicate via Canvas**
 - Focused on connecting students to all aspects of campus.
 - Includes Career Exploration events.
 - **Communication: Website**
 - Success Teams are to manage the CAP site information (not maps).
 - Plan to continue our Sharepoint training for our Success Teams.
 - Faculty Leads will be trained in May and address inaccurate web maps.
 - **Communication: Starfish** (mostly relying on Success Coaches for the team-related work in Starfish)

- Conversation around institutionalizing Career Coaches is ongoing through the Career Coaches Taskforce.
- Continue to focus on goals related to ed. plans, early alert & financial aid.
- Now includes goal of identifying near completers.
- **Connecting goals to tools:**
 - Starfish (current students/student services connection/tracking)
 - Website (prospective student outlook/simple info)
 - Canvas (current students/success team communication/CAP events)
- **Past Events**
- Held Success Team summit May 25th to celebrate our achievements and prepare for our next year's goals and priorities.
-
- **GP Transitions Team**
 - **Co-Chairs: Faculty Member, Dual Enrollment Coordinator, CTE HS Articulation Officer**
 - Hoping to synthesize early college credit opportunities, noncredit & GE into a plan for college transitioning.
 - Attended GP Lab with CLP on Dec. 9th to work on Dual Enrollment strategies.
 - Will assist with connecting to high schools when appropriate for Career Exploration events, and also assist with any surveys related to high school subject availability, etc.

Fall Items / Events

- **Coffee with Colleagues** – 1st & 3rd Fridays
- **Equity in Action!** – 1st & 3rd Fridays
- **Equity-minded Teaching & Learning Institute** – Monthly Friday meetings
- **CAGP Virtual Training sessions** - November 17-19th

SCC Guided Pathways Update—September 2021

All four development groups, the Leadership team, and the STEM success team have had their first fall semester meetings and begun working on the following goals

1. Branding Guided Pathways

- Present to ASG and other students the drafts of the GP Mission/Vision statements developed by the branding task force
- Send the student-vetted statements through the governance process for revision/approval
- Utilize the approved statements as the basis of how we present/market GP at SCC (including colors/icons)
- Determine how to organize and maintain the GP website

2. Success Teams

- Recruit and support additional programs/pathways to pilot their version of success teams
 - Real Estate (over 300 students) has tentatively agreed to expand their current work into a success team
 - Actively seek a variety of programs to participate (not just transfer)
- Develop a venue for the STEM success team to report to the campus about their experience

3. Early intervention

- Identify colleges of similar size and budgets and collect information about their processes for early alert/intervention
- Task the STEM success team with piloting/evaluating feasible intervention strategies
- Continue to explore software like STARFISH

4. Professional Development

- Develop informational and training material about utilizing the newly approved SCC Pathways to improve the student experience
 - Utilize Cornerstone
 - Explore possible monetary incentives for part-timers

5. Program Information

- Evaluate the new ELumen Program Builder
- Create a Senate resolution proposing that all programs create program information documents that include suggested semester sequences
 - This could alleviate some of the concerns about the online catalog not being easily printable
 - A later proposal might be that programs are asked to update this information every year as part of their annual plan.

6. Organizational Structure

- Review the effectiveness of the combined meetings
- Create a proposal for spring of how to integrate the GP work at SCC into the governance structure