

**Seattle Pathways Steering Committee: President's Cabinet+
Meeting**

September 17, 2019 | 10:30 am - 12:00 pm | BE1102

Minutes

1. Pathways Update
 - a. Mission Statement-complete
 - b. Bylaws and Charter-complete
 - c. Work Plan-Not confirmed, see action item
 - d. SBCTC SoAA & 5 year plan
2. Today's Goals
 - a. Practice water breaks while we're running a marathon
 - b. Gain more fluency
 - i. First ideal steps for Pathways work:
 1. Make the case with student data and voice
 2. Broadly engage faculty and staff to scrutinize the status quo and help plan large scale change
 3. Communicate the vision and goals for change
 4. Communicate real world examples of when it has worked for our students specifically
 - ii. Why did you choose to be involved in Guiding Team?
 1. Learning on the true EDI focus
 2. Understanding that this will actually help students not waste time and money
3. World Café Exercise (Activity)
 - a. Intake & Onboarding:
 - i. Round 1:
 1. How have we **made the case** already? **Student voice?** What are our wins?
 - a. SP kickoff event-presentation with data
 - b. Student focus groups (student experience SP related)
 - c. Senior Leadership buy-in/ awareness-President's Retreat
 - d. First Year Experience Conference
 - e. Social media student survey

- f. Starfish
 - g. Reorganized advising and career exploration
 - h. Counseling Center redesign
2. What do we need to do better?
- a. Starfish training
 - b. Student focus groups
 - c. Systemized first year courses
 - d. Accessing and information sharing re: changes/ wins
 - e. What is mandatory?
 - f. Leveraging partnerships
 - g. Professional Development Day-breakout sessions
 - h. Intake process for registering students
 - i. GP support for DSP
 - j. Simplify the processes for getting and staying on the path
 - k. Interview students in the middle of quarter one to gauge their experience
- ii. Round 2:
1. How have we **engaged faculty and staff**? What are our wins?
- a. Advisors are engaged with onboarding process with students
 - b. Broad communication
 - c. Campus influencers/ champions engaged
2. What do we need to do better?
- a. Clear, concise information on website
 - b. SP when onboarding new employees and training for supervisors
 - c. More communication
 - d. Getting more influencers on board
 - e. Union leadership engagement
 - f. Divisional meetings with data and case statement
 - g. Faculty prof. development (intake/ onboarding)
 - h. Focus groups with faculty
 - i. College 100 course
 - j. Learning communities
- iii. Round 3:
1. How have we **communicated the vision and goals**? What are our wins?
- a. Ideas!

2. What do we need to do better?
 - a. Articulate v/m/g
 - b. Address the hold-ups
 - c. Who creates? How?
 - d. Group discussions/ breaking down separation/ engaging across areas
 - e. Being a SP college
 - f. Collaboration/ communication from District Office
 - g. Campus-wide information
- b. Faculty & Staff Engagement: (PURPLE)
 - i. Round 1:
 1. How have we **made the case** for faculty and staff engagement with Pathways? Examples? What are our wins?
 - a. I-BEST
 - b. Statway
 - c. College success course
 - d. Learning Communities
 - e. Faculty, students and District Team on steering committee to preliminary training
 - f. Faculty engaged in redesign
 - g. Some Workforce programs already “Pathways”
 - h. Change in orientation
 - i. Change in Counseling
 - j. Summer Bridge, Running Start and Starfish orientation
 - k. Best Practice Team
 2. What do we need to do better?
 - a. Connect the dots across the institution
 - b. Expand awareness to entire campus: what and why, GP is more than a tool-it can drive us
 - c. Formalize CMU to include webpage, etc.
 - d. Make data relevant to all-results oriented, not process oriented
 - e. 2 way CMU, not just one way
 - f. Regular way of getting testimonials out to others
 - ii. Round 2:
 1. How have we **built capacity to use and report on data**? What are our wins?
 - a. IR office
 - b. Cohort models, smaller programs

- c. Settled on 4 indicators we will measure
 - d. Set up Tableau dashboards
 - 2. What do we need to do better?
 - a. Teach how to interpret data
 - b. Need more immediate data quarter to quarter
 - c. Set up training for existing data
 - d. Tell the stories of how work with data made a difference to students
 - e. Share dashboard more widely and have it used
 - f. Course success dashboards in Tableau
 - g. Understand data related to intake and onboarding and what it is telling us
 - h. People trained to access and query the data to marry data to questions and circumstances people have
 - i. Build peoples investment in the data
 - j. Determine how we invite people in to explore the data at a deeper level
- iii. Round 3:
 - 1. How have we communicated the vision and goals? What are our wins?
 - a. Kick off
 - b. Professional development
 - c. How it's been communicated
 - d. Money to support the work
 - 2. What do we need to do better?
 - a. Steering team embody vision and goals
 - b. Formalize CMU channels we are using
 - c. Share examples more widely
 - d. Translate/ transform language in vision and goals to explanations that they really relate to
 - e. Need to unify us/ raise the stakes
- iv. Questions:
 - 1. Do people know about case data?
 - 2. Where and when are we talking about it?
 - 3. What "spinning plates" did you discover?
- c. What thoughts/ feelings have changed re: the above topics?**
 - i. More encouraged re: faculty and staff engagement
 - ii. When discussing with people with different backgrounds it's easier to see the positive impacts

- iii. Faculty and Staff Engagement: there may be a lot of barriers especially related to faculty doing the work and working cross-divisionally
- iv. What is the State Boards commitment to change?
- v. Sensitivity side-some questions are hard to discern, there are so many questions, etc.—not student friendly so not really Guided Pathways-minded
- vi. Onboarding: how to we onboard new faculty/ staff? Is there any GP language in their onboarding/ connection to their work? Are we assessing as we continue to do evaluations of staff?
- vii. New Tenure Track Faculty-there are benchmarks that have to be selected between quarters and if not met then you're not advanced to continue—maybe incorporate EDI benchmarks that tie to GP with tangible measurements
- viii. Have this conversation at a development day
- ix. Why it's important to have foundation involved

4. Next Steps

- a. Send out activity notes
- b. Scale of Adoption Assessment review
- c. Use these to inform a retreat
- d. Vote on the Work Group Work Plan via email