



Guided Pathways Steering Committee Minutes

Friday, October 20, 2023 at 1:00 p.m.

LPC Mission Statement	LPC Planning Priorities	
<p>Las Positas College is an inclusive, learning-centered, equity-focused environment that offers educational opportunities and support for completion of students' transfer, degree, and career-technical goals while promoting life-long learning.</p>	<p>Establish a knowledge base and an appreciation for equity; create a sense of urgency about moving toward equity; institutionalize equity in decision-making, assessment, and accountability; and build capacity to resolve inequities.</p>	<p>Increase student success and completion through change in college practices and processes: coordinating needed academic support, removing barriers, and supporting focused professional development across the campus.</p>
Administrators (5)	Classified Professionals (4)	Faculty Members (6)
<ul style="list-style-type: none"> <input type="checkbox"/> Dyrell Foster, President <input checked="" type="checkbox"/> Jeanne Wilson, VP Student Services <input checked="" type="checkbox"/> Joel Gagnon, Dean Student Services <input checked="" type="checkbox"/> Nan Ho, VP appointed by President <input type="checkbox"/> Shawn Taylor, Director of Student Equity & Achievement 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Jean O'Neil-Opipari <input checked="" type="checkbox"/> Ana Del Aguila <input checked="" type="checkbox"/> Kristi Vanderhoof <input type="checkbox"/> Jennifer Farber 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Jill Carbone, At-Large <input checked="" type="checkbox"/> Jim Ott, A&H <input type="checkbox"/> <i>Vacant</i>, PATH <input checked="" type="checkbox"/> Mary Lauffer, BSSL <input checked="" type="checkbox"/> Carrie Frates, STEM <input type="checkbox"/> Angella VenJohn, Student Services
LPC Student Government (2)	Guests	
<ul style="list-style-type: none"> <input type="checkbox"/> Lena Munad, Student Government Representative <input checked="" type="checkbox"/> Hassieb Hassieb, Student Appointed by LPCSG 	<ul style="list-style-type: none"> Anshika Singh Joanna Chiu Kayla Pascua Irena Keller Noor Ibrahim 	
Chairs		
<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Kristy Woods, Academic Services Lead Coordinator <input checked="" type="checkbox"/> Jared Howard, Student Services Lead Coordinator <input checked="" type="checkbox"/> Danielle Bañuelos, Program Mapper & Career Coach Specialist 		

Membership 17 (Quorum = 9)

[Guided Pathways Website](#)

Agenda Item	Information/Discussion
1.	<p>Welcome/Call to Order <i>For information</i></p> <ul style="list-style-type: none"> • Popcorn introductions – introductions for first meeting of the year.
2.	<p>Review & Approve Agenda <i>For action</i></p> <ul style="list-style-type: none"> • Mary Lauffer moves to approve / Jim Ott seconds • All approve
3.	<p>Review & Approve Prior Minutes – <i>For action</i></p> <ul style="list-style-type: none"> • Carrie Frates moves to approve / Jill Carbone seconds • All approve
4.	<p>Guided Pathways Steering Committee Modality <i>For information</i></p> <ul style="list-style-type: none"> • Virtual vs. HyFlex Meetings • Poll Results: We will maintain virtual meetings for the Guided Pathways Steering Committee
5.	<p>FLEX Day – Reflection <i>For Discussion</i></p> <ul style="list-style-type: none"> • All pathways had the opportunity to be in the same room to discuss students in their pathway. • Jill Carbone – STEME Pathway – 10 people – classified and adjunct were in attendance for the most part • Jim Ott – Language, Literature, and Comm Studies Pathway – 5 total members – mostly English faculty – very fruitful discussion; chance to look at numbers and discuss changes to curriculum – do we want to keep ENG 1AEX • Mary Lauffer – Business, Economics, Entrepreneurship and IT Pathway – perhaps not all faculty were aware and maybe didn’t know the importance of this session. Maybe we could notify faculty again – it would have been helpful to have more helpful to have faculty from more programs there. Excited to hear counselors are being trained on Ellucian Advise and will support at-risk students directly – it would be wonderful to be able to utilize Advise and counselors to communicate that information and reach out to them. Canvas shells was also exciting to hear about health services/events will be communicated via Canvas shells. • Kristi Vanderhoof – Undecided Pathways – 2 counselors, Kristi, and Kristy W. Discussion about how to reach HS students who are undecided – saw many students were 19 or younger. Wanting to do some outreach this semester. Discussed change of major process as well. • Irena Keller – Society, Culture, and Human Development Pathway – didn't see too many issues with enrollment – only gender – more females than males. Could be because of the name of the pathway. One way to address it would be to ask the students. For social sciences, it may be intimidating to see science, but others may want to see that. • Carrie Frates – there are individuals who feel less fear and overwhelmed and people are ready to put things into action. • Kristy Woods – keynote panel – one panelist noted how helpful program maps were.

6.

Academic & Career Pathways

• Annual Review of Names and Programs

- We agreed to discuss once per year. We need to go through the approval of our pathways. We will then have a motion to then approve in November.
- Joel Gagnon – there is a campus-wide discussion around moving departments to match pathways. Annual review of pathways and programs will become more cumbersome – it won't necessarily be as possible as we realign our departments. This has yet to be determined. If we move a program into a different department, it may be difficult to do if departments shift.
- Kristy Woods – there may be a shift to move away from “Guided Pathways” to Pathways. There will likely be a move to institutionalize pathways as part of departments.
- Jeanne Wilson – agrees with Joel that there is a move in this direction. With commencement, part of the design will look to include your pathways. The thought is to use the GP names (pathways) on the flags for commencement. If names do change, that could impact these flags that we create.
- Kristy Woods – discussion of names is in our charge. There was a whole year conversation about names and we decided that we would revisit every year. We could look to stop if that is decided.
- Jill Carbone – same boat as Dr. Wilson – reprinting due to name changes is not a big deal per designers. If we redo names, we need to redo Canvas logos
- Kristy Woods – we should have a discussion about them. Then we bring them to all the Senates so that we land on some names for marketing purposes and that we will remove the “every year” from the charge. Kristy emailed the campus that this discussion would happen. Each division should hear about this and we will reconvene in November to vote and possibly not revisit for a longer time period. There was some contention around “Society, Culture, and Human Development”
 - Ana Del Aguila – Irena really wanted Science to be included – one reason we may not have male students is because they may not see this as a science field. We are thinking about adding the word “education.” Even though students take human development course as part of ECE, students (who have not taken the course yet) may not know that this reflects education (how to teach).
 - Irena Keller – I agree with Ana – some colleges have human dev degree – we don't, we have early childhood education. If we realign by division, then humanities may not be part of the pathway.
 - Kristy Woods – if we look at all interest areas and students, it was determined that humanities fit best in this pathway. There hasn't been any discussion around moving them into another pathway. The only discussion around moving programs is around adding some non-credit programs into the pathway. That is the concern that has been brought up in program review and divisions. When we asked staff, the leading names for People, culture, and human development; social sciences, future and human development; Society, Culture, and Human Development. Most popular was “Society, Culture, & Human Development.” We could go back out and have a vote if desired with just the two.
 - Ana Del Aguila – looking to add the word “Education.” Like Irena said, we don't have a degree in human development. There was discussion last time around education being a part of all pathways (as individuals can become educators).
 - Irena Keller – what about adding “early education” (human development is part of social sciences). Ana – maybe Elementary Education. I would also ask Humanities if they consider themselves part of “Culture” or should we replace them with “Humanities”
- Kristy Woods – Culture is common to K-12 and some comm colleges. We can update the survey with Irena and Ana. I would like it to go out to all employees and students to make these decisions.

- Joel Gagnon – in our charge did we discuss how we would make a change because we are combining a lot of different ideas. With a survey, it doesn't necessarily carry the marketing or the accuracy perspective. We didn't define how the final decision gets made.
- Mary Lauffer – agree with Joel – what is really important is what it means to the students. If I am a student, I am looking for my major, I don't understand these pathway names necessarily. Was there a consideration of how universities organize their colleges? College of Education, etc. That might be a great way to organize our programs based on this. Then we would list the programs under the broad heading that are generic. For Advanced Manufacturing and Transportation may stay. Would be great to have student feedback – how they view their pathway is most important. What students really care about is their major.
- Chat – liked the idea of the “social sciences” being added
- Hassieb Hassieb – want to add onto Mary's point – when I look at this, a lot of it feels overwhelming. The universities have different branches. Within each college it gets more specific. Or having acronyms instead of each name – maybe design acronyms to make this more manageable.
- Kristi Vanderhoof – With students in Career Center, sometimes we have trouble finding some majors (film). People will naturally go to health for allied health (it is in STEM). IT vs. CS.
- Joel Gagnon – everything should be a branching decision. Need to be able to search by major to find the pathway. Not only go pathway to major.
- Mary Lauffer – we don't want to have to learn a system to find their major. Of course, they should be able to just find their major. We don't want to have customers to learn something new to have to buy something. Same goes for major.
- Joel Gagnon – knew he was an Econ major (didn't know what Liberal Arts College). Maybe having a filter will take some of the pressure off having perfect language to name each pathway.
- Mary Lauffer – we want to make it as simple as possible for students.
- Jean O'Neil-Opipari - when we visit HS, we can't ask what major, we ask “what do I want to do?” If we can take the “what do I want to do” question and translate that for them. When I grow up, I want to be X. If we can use that knowledge to smooth this process for them.
- Kristy Woods – all pathways were sorted by majors and career outlooks. Common core classes that allowed students to shift easily. In listening, the search function may take time to move forward. We can work on making the “Not sure what you are looking for” pdf link. Joel noted in chat that undecided has reduced by 90%. We do need to make it easier for them to identify their pathway. Once we can get Advise (know who are students are in our pathway), we can start to do targeted marketing. Once they login to MyPortal, we can then customize their card to show their pathway based on major and then their link to their pathway will be more easily available.
- We need to do some homework
- Work with Chip to ask him about names
- Need to ask our colleagues
- Ask students about names
- Research other community colleges are doing
- If you are interested in a subcommittee to explore Society, Culture and Human Development, contact Kristy to work on this before November meeting. If you are interested in being a part of this discussion, please let Kristy know that you are interested.
- Jean would like to join.
- Nan Ho – the idea would be for divisions to align with pathways, not the other way around. We also may want to look at a structure for how we make changes with a rubric. It could be confusing if students start in one pathway and then move into another pathway. Let's setup some guidelines for how frequent should this be and the rubrics we follow (marketing, clarity). It also impacts moving departments into new divisions.

- Kristy Woods – we have another IEPI team coming to meet with us (and regional coordinators) - how often are schools reorganizing and what rubrics do they use (how are they maintaining their names).
- **Technology Support Infrastructure**
 - Jill Carbone – we are restructuring to support one pathway course in Canvas. IT does not have the capacity to support 8 pathways. We are working with Scott to create one pathway Canvas page to support all students. We still think it is a very powerful tool. We will do more direct linking to websites. With the restructure, we are doing some final touches to go live in spring. Will be adding videos about how to use Canvas. Adding video from a first gen student on why making an ed plan is important.
 - Kristy Woods – the win – everyone will be placed in a Canvas shell this spring. We can also integrate into mobile app. In MyPortal, we can get communications about pathway. We have communication pieces on the cusp, but we need to wait to get technology there.
 - Loss – we will have one Canvas shell for spring (not 8 individual pathways).
 - Every semester, students will be placed into the shell (shell expires every semester).
 - We have to decide how we will roll this out. Global announcements. We don't want to annoy students either. We want to talk to Chip about this. With Student Ambassadors – what is the right level of communication that is appropriate. There needs to be a balance between too much communication and not enough communication. It is going to be a compromise and hit a sweet spot that works for everyone. To Jill, Nadiyah, Chris – have worked very hard on this product.

- **Action items from CADP & IEPI**

Caring Campus and Academic & Career Pathways -

- Kristy Woods – We got back from conference – GP is not going away we can see the impact of the initiative. Theme at college day, what are things we can do as a caring campus. Persistence Project activities have been brought into the fold of caring campus. This is within every role on campus (we all have a role)
- Jill Carbone – question for Jim – Persistence Project is in the classroom. Is there a way to denote the classroom work of Persistence Project if it is being called caring campus.
- Jim Ott – if we look at Caring Campus identities, the best practices are exactly the same as what is noted in the Persistence Project. We just promote reminders starting in spring (no more compensation for Persistence Project activities), this is part of the caring campus culture. Persistence Project was never supposed to be a forever project. PP activities are now just a part of the expectations.
- Kristy Woods – we have already embedded PP activities in the Caring Campus webpage

Pathway Student Success Teams (PSST)

- IEPI group will meet in November
- What is intentional work we can do to reduce equity gaps to take luck out of knowing what is available on campus. We have had two retreats as a CADP project team and we have had rigorous discussion to figure out “what is a Student Success Team”
- You may not have heard we did not get the HSI grant. With no money, what does a Success Team look like. The work needs to shift to make working with students easier to do not on top of.

7.	<p>SEA – Student Equity & Achievement update – Shawn Taylor</p> <ul style="list-style-type: none"> • Kristy Woods – student equity plan is really well done. we looked at data and looked at the equity gaps. If there was a sizable gap, they were identified and there is an engagement to reduce the gap. We want to break that down by pathway to see what that will look like. Is there something we can do within our pathway to help with that. • The My Pathway checklist was published into an illustrated book. This will be added to the pathway’s webpages. • Danielle Bañuelos – Is the student equity plan available to look at? <ul style="list-style-type: none"> ○ Kristy Woods – shared in the chat and available on the website • Jill Carbone – would love to do another Flex Day session offered in spring with this content (2-hour session with no other sessions available) <ul style="list-style-type: none"> ○ Kristy Woods – we can ask. • Jill Carbone – for Jean – can we look at tri-valley demographic data, pathway data, and equity data to review. <ul style="list-style-type: none"> ○ Jean O’Neil-Opipari – two places to get that data: good schools and individual city’s websites.
8.	<p>Student Services Guided Pathways Updates</p> <ul style="list-style-type: none"> • <i>No update</i>
9.	<p>Academic Services Guided Pathways Updates</p> <ul style="list-style-type: none"> • IEPI – aligns with data coming in from SEA lens and by pathway and getting energy around data discussions. Dr. Foster and Dr. Ho spoke about looking at data by pathway as a slice and then dicing with the equity lens. • Thank you, Jim about updates for persistence Project. • Everyone being a caring campus person but also using all of our job descriptions being part of a pathway person. What language do we use to show that we have a mission to serve pathways? • Data – demographic data in our area – Rajinder did a presentation (city data). We also have data for Alameda County from feeder schools and what their intents are as far as academic goals and how do they differ from other school districts (Dublin vs. Livermore vs. Pleasanton, etc.) there is some data available from IR office
10.	<p>Good of the Order</p> <ul style="list-style-type: none"> • 10/20 - LPC High School Counselor Open House tabling opportunity for A&C Pathways 8:30 – 10:30 a.m. Room 2401 • 11/2 – LPC Preview Night A&C Pathways Table 5:00 – 6:00 p.m. • 11/8 – Student Internship Panel – who have been interns at companies in different areas <ul style="list-style-type: none"> ○ Student Ambassador club will be attending • New Community Ed Program Coordinator – Megan Garcia; Community Ed is often the first chance for students to take advantage of LPC offerings • All pathways depend on good curriculum – we rolled out software updates for curriculum.

Meeting adjourned at 2:57 p.m.

Next meeting: Friday, November 17, 2023