



**COMMUNITY AND
TECHNICAL COLLEGES**
Washington State Board

*We have also come to this hallowed spot
to remind America of the
fierce urgency of NOW.
This is no time
to engage in the luxury of cooling off
or to take the tranquilizing drug of gradualism.
Now is the time
to make real
the promises of democracy.*

Martin Luther King, Jr

**WASHINGTON STATE GUIDED PATHWAYS
LAUNCH EVENT**

Bremerton, WA

January 15, 2020



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As a step toward honoring the truth and achieving healing and reconciliation, we have begun the practice of opening our events and gatherings by acknowledging the traditional Native lands on which we stand. Such statements become truly meaningful when coupled with authentic relationships and sustained commitment, which we continue to build as an agency and system.



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GUIDED PATHWAYS VISION

**A system that advances
racial, social, and economic justice
by achieving
equitable student aspiration,
access, economic progress and
goal attainment**

CONSIDER...

Identity

Who am I/we?

Power

How are we respectively situated relative to opportunity and institutional power?

Partnership

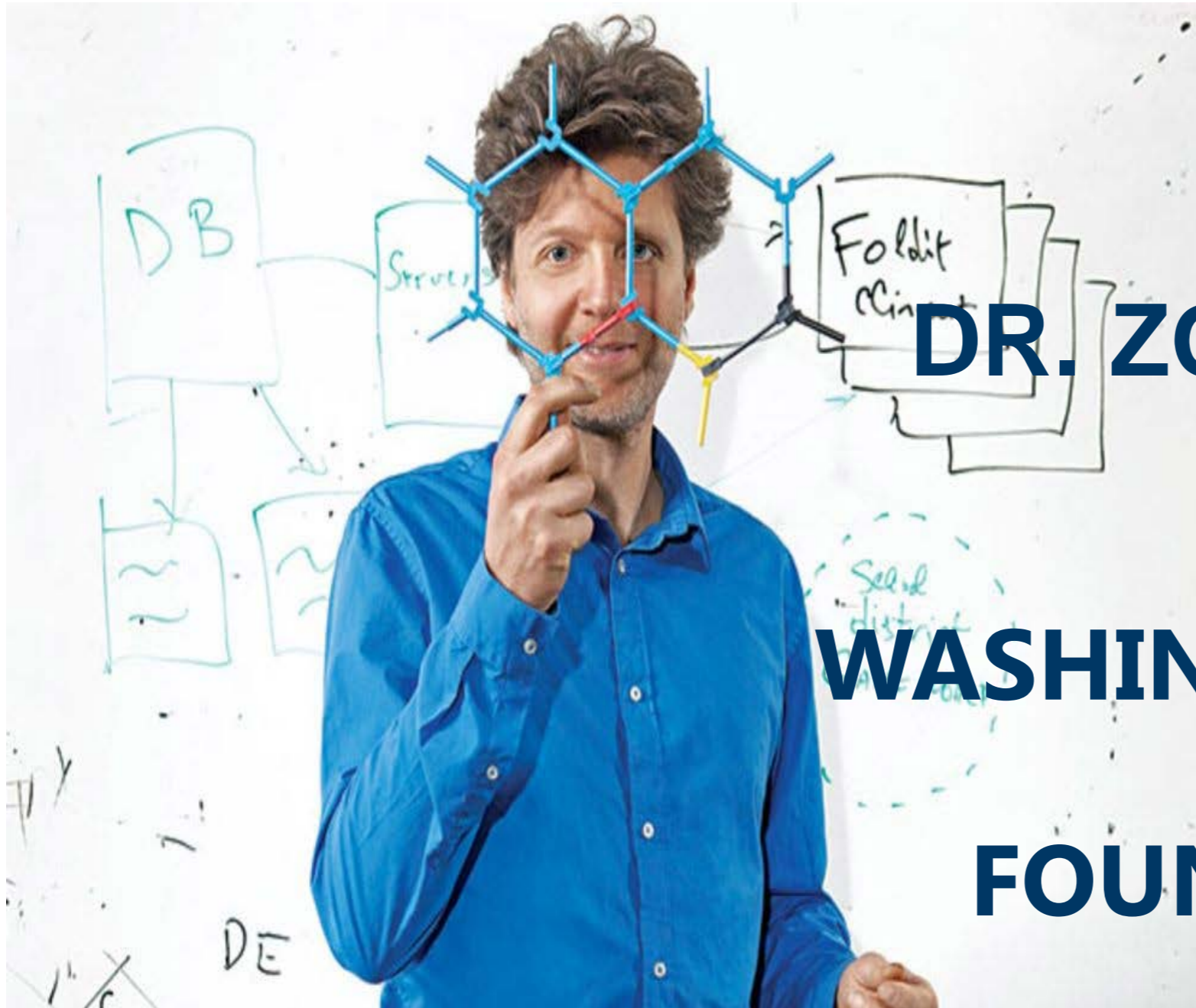
Given the above, how can we create a design team that honors and engages the entirety of our diverse communities?

AGENDA

8:30 - 8:45	Welcome & Introductions
8:45 – 9:30	Keynote – –<i>Zoran Popović, Enlearn Founder, UW Faculty</i>
9:30 – 9:45	<i>Break</i>
9:45 – 11:45	<i>Design Thinking for Guided Pathways: Part I</i>
11:45 – 12:45	<i>Lunch/ Table Discussion</i>
12:45 - 1:45	<i>Design Thinking for Guided Pathways: Part I</i>
1:45 – 2:00	<i>Break</i>
2:00 – 2:30	<i>Lessons Learned - Early Adopters</i>
2:30 – 2:45	<i>Work Plan Introduction</i>
2:45 – 4:15	Team Time
4:15- 4:30	Closing Session



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DR. ZORAN POPOVIC
**UNIVERSITY OF
WASHINGTON FACULTY
&
FOUNDER, ENLEARN**



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ED DESIGN LAB TEAM

Education Design Lab

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Design Challenges ▾

News & Events

Innovator Network

Micro-Credentialing ▾



LUNCH TOPICS

- What do you want to know more about regarding equitable human centered design?
- Brainstorm potential systemic policies and practices that do not reflect equitable human-centered design?
- What will it take to redesign the student experience for ALL students?
- What are we willing to give up in order to implement changes?

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WORK PLAN

Guided Pathways Implementation Work Plan¹

WORK PLAN

This to

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GUIDED PATHWAYS ESSENTIAL PRACTICES

FACULTY, STAFF, AND STUDENT ENGAGEMENT

Faculty, staff, and student supports. Appro

WORK PLAN

For each essential practice, provide a brief description of the current status and the action plan to improve it.

Minimum Requirements:
Students are provided with advising, placement

Status Update
Please briefly describe the current status of this essential practice on your campus.

- Please note:
- Your Action Plan should outline how you will close the remaining gap between current practice and this EP.
 - Your Action Plan should describe how you will evaluate progress on this EP.
 - Your Action Plan should include strategies for identifying outcome gaps and addressing equity goals related to Meta Majors and Programs of Study.

Action Plan
Activities planned to close any gap between the definition of the essential practice and its current status on your campus. Please include activities to evaluate, refine and improve the essential practice.

WORK PLAN

DUE DATE: _____
FINAL DATE: _____

META MAJORS AND PROGRAMS OF STUDY

Programs of Study (clustered into Meta Majors) are well-designed to guide and prepare students to enter employment and/or further education. Learning outcomes are clearly defined for each program of study (not just defined at the course level) and those learning outcomes inform a default course sequence aligned with industry identified needs, transfer pathways, and degree completion minimum requirements.

Minimum Requirements:

By the end of the **second year** (Early Adopter Cohort One Spring 2018; Early Adopter Cohort Two Spring 2020; Final Cohort Spring 2021), 1) Meta Majors and the Programs of Study within them have been defined, 2) each Program of Study has defined learning outcomes at the program level, and 3) relevant industry partner feedback has been incorporated.

Status Update

Please briefly describe **1) the current state** of this essential practice on your campus, **2) progress** since your last work plan update (if applicable), and **3) the remaining gap** between the current status on your campus and the essential practice as defined above.

Please note:

- Your Action Plan should outline how you will **close the remaining gap** between current practice and this EP.
- Your Action Plan should describe how you will **evaluate progress** on this EP.
- Your Action Plan should include strategies for **identifying outcome gaps and addressing equity goals** related to Meta Majors and Programs of Study.

Action Plan	Person/Group/Entity Responsible	Resources Needed	Target Completion Date	Status: Planning, Early Implementation, Scaling, Iterative
Activities planned to close any gap between the definition of the essential practice and its current status on your campus. Please include activities to evaluate, refine and improve the essential practice.				

WORK PLAN ESSENTIAL PRACTICES

1. FACULTY, STAFF, AND STUDENT ENGAGEMENT
2. META MAJORS AND PROGRAMS OF STUDY
3. EXPLORATORY SEQUENCE FOR EACH META MAJOR
4. PROGRAM/DEGREE MAPS
5. COMMUNICATION
6. TECHNOLOGY
7. INTAKE
8. ADVISING
9. PATHWAY COLLEGE LEVEL MATH & ENGLISH – YEAR ONE
10. GATEKEEPER COURSES
11. MATH PATHWAYS
12. SCHEDULING
13. PROGRAM MONITORING
14. INTERVENTION AND/OR REDIRECTING STUDENTS
15. ENSURING LEARNING

NO PROBLEM.

WORK PLAN

FACULTY, STAFF, STUDENT & LEADERSHIP ENGAGEMENT

COMMUNICATION & ENGAGEMENT

- Strategic Communication
- Internal & External

CURRICULUM DESIGN & ASSESSMENT

- Meta Major/ Area of Study Development
- College Level Math & English within 1 year
- Program/ Degree Maps
- Gatekeeper Courses
- Scheduling

TECHNOLOGY INTEGRATION

- Assess
- Identify
- Integrate

ADVISING & INTERVENTIONS

- Onboarding from EVERY door
- Placement
- Structured exploration
- Holistic Student Supports
- Advising

PROGRAM MONITORING ENSURING LEARNING

WORK PLAN

FACULTY, STAFF, STUDENT & LEADERSHIP ENGAGEMENT

FACULTY, STAFF, AND STUDENT ENGAGEMENT	POTENTIAL PROCESS MEASURES	POTENTIAL INVESTMENTS
<p>Faculty, staff, and students are engaged in developing, implementing, and refining each Guided Pathways element including but not limited to program/degree maps and integrated supports. Appropriate departments, work groups, or committees with broad faculty, staff, and student representation engage in ongoing work and provide feedback to leadership.</p>	<ol style="list-style-type: none"> 1. Faculty, staff, and students are broadly engaged in interdisciplinary teams to support equity-centered Guided Pathways implementation 2. Diverse, cross-functional teams have been formed to: <ul style="list-style-type: none"> • Communicate with internal college constituents • Engage with community partners • Assess and prioritize essential practice areas 3. Leadership articulates equity-centered Guided Pathways implementation consistently and publicly. 	<ul style="list-style-type: none"> • Engage interdisciplinary faculty in planning time for data analysis, meta major and curricular redesign efforts • Provide access to faculty and staff professional development related to equity-minded teaching and learning practices • Engage faculty and staff in student focus group facilitation for deepened understanding of the student experience • Other investment ideas?

TEAM TIME

- Using what you've learned, identify **ONE** essential practice area of the work plan your team would like to prioritize next year.
- Identify what process outcome you believe will change, and what early momentum metrics you anticipate this essential practice will impact.

CLOSING

1. As you reflect on the changes in your institutional language, culture and race consciousness over the last year, how might they affect the priorities and design of equitable practices in your work plan?
2. What 1-2 priorities did you identify?
3. What early momentum metrics do you theorize will be impacted, and what about your strategy is designed to close the equity gap?



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***If there is no struggle,
there is no progress.***

Frederick Douglass



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THANK YOU!



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