



Pathway Navigation Community of Practice Summary of Padlet Activity
March 5, 2021

Challenges to Implementation and Themes from Breakout Sessions

Equity in Pathway Navigation Implementation	Themes and ideas for actionable steps:
<p>HUMAN</p> <ul style="list-style-type: none"> • Finding and learning from the harder to reach students; support their financial literacy; student calling campaign at a pain point in the process • Drawing connections for HS and new CC students between onboarding and dual enrollment, for example • Make the steps in onboarding meaningful for students and their families; to understand why it's important. • Shift in mindset – communication with students, not to students; change the way we look at students; right to fail, right to success, support to succeed (T3 model); trauma informed practice • Improve organizational understanding of student experience and impact (i.e., financial aid delays, real world impact on students) <p>STRUCTURAL</p> <ul style="list-style-type: none"> • Review of college policies in place and how they reflect current goals; some policies reflective of older practices and needs • Work with hard-to-reach populations in group sessions aligned with class times to get more participation • Coordination across campus offices; internal time to prepare for students • Mindful use of data and disaggregation of data used for onboarding and PN decisions <p>ORGANIZATIONAL</p> <ul style="list-style-type: none"> • Leadership and staff hiring that is more reflective of student population; equity goals reflected in evaluations and program review practices • Simultaneous cultural shifts and policy shifts at all levels 	<ol style="list-style-type: none"> 1. PN policies and practices implemented reflect equity-minded goals 2. Work to ensure use of PN or related funds are used to support DI students 3. Facilitate cultural change/shifts at all levels (policies and mindsets) 4. Understand of who is filling the seats on campus: require staff training on cultural context of their communities and historical (and current) traumas 5. Thoughtful and equity-minded data use to drive all of the above

<ul style="list-style-type: none"> • Internal communication that facilitates a common understanding of equity priorities and student access needs <p>MATERIAL</p> <ul style="list-style-type: none"> • Budgeting that more strongly and consistently supports DI students • Not enough staff to provide the level of support or responses to needs (high touch balanced with use of technology) 	
<p>Career Planning Before Education Planning Themes and ideas for actionable steps:</p>	
<p>HUMAN</p> <ul style="list-style-type: none"> • Need more human resources; to collaborate more deliberately • Shift in thinking - right to fail, right to success, support to succeed (T3 model) • Career training for groups; focus on instructional faculty and class 5 professionals that have student interaction • Language to families aligned with the student and family needs; • Help students understand what successful career planning is and how to participate in it • Faculty engagement, buy-in and feedback (both counseling and instructional) <p>STRUCTURAL</p> <ul style="list-style-type: none"> • Career planning outreach to K12 sector; include it in recruitment • Need more faculty and leadership “on board” and what CPBEP looks like within the context of pathways (first faculty, then present to leadership) • Hiring processes that are intentional (passion and understanding of the cultural shift and support development of solutions) • Advising and helping students with pathways is everyone’s role; build capacity to do this • Policy and cultural shift from old way of doing planning to CPBEP • Change policies – make aspects of the onboarding process MANDATORY; when optional, students and families don’t take it on; rethink incentives <p>ORGANIZATIONAL</p> <ul style="list-style-type: none"> • Instructional and student services build a common set of values and practices around engaging students in career panning before ed planning (e.g., options in the field, faculty build it into courses) 	<ol style="list-style-type: none"> 1. More collaboration and shared values on purpose of career planning (across K12, instructional faculty and student services); PD/training 2. Make aspects of onboarding and career exploration/planning “mandatory” to ensure students engaged in the process 3. Stronger partnerships with K12 around career planning and in CC recruitment processes 4. Develop career courses by meta major or pathway

<ul style="list-style-type: none"> • Greater collaboration between counselors, instructional faculty, classified professionals, high school/adult ed partners, etc. to embed career and academic planning throughout a students' educational journey; need more structural supports to make it happen • Wraparound supports and education for students; collaboration and communication to do that better • Marketing to students what services are available • Strengthening K12 partnerships around CPBEP; career center and outreach to K12 better aligned • Community partnerships with workforce 	
<p>Student Services Delivery During and Post-COVID 19</p>	<p>Themes and ideas for actionable steps:</p>
<p>HUMAN</p> <ul style="list-style-type: none"> • Staff and subject matter need to be online • Technology tools alone do not help people work together • Validate the human needs and refocus; student focused, holistic approach to student success; not a return to “normal” • Recognize that a wide range of things were not working for many students pre-COVID <p>STRUCTURAL</p> <ul style="list-style-type: none"> • Look at the lack of understanding of policies happening with students when they drop (e.g., deadlines) • Financial aid doesn't support student with the true cost and every student needs tech supports • Consider adult re-entry needs; figuring out technology, polices and systems remotely not working <p>ORGANIZATIONAL</p> <ul style="list-style-type: none"> • Communication when changes in policies in every shifting environment; identify and clarify messaging • Continue to support necessary innovation that COVID uncovered (better use of technology, greater student supports) • As an institution, look at mental health issues for students and staff; need additional structures for wellness resources and supports ongoing <p>MATERIAL</p> <ul style="list-style-type: none"> • Digital divide, access, WIFI, unstable internet and software; IT is overloaded and old systems don't serve current needs • Sustainability of solutions implemented during COVID with small and cut budgets 	<p>Build into onboarding practices:</p> <ol style="list-style-type: none"> 1. Address digital divide; technology and access for all types of students (DI, re-entry, low income) 2. Clear and regular communication with students and staff on changes to policy or process and services available (identify methods and messaging) 3. Mental health supports increase now and post-COVID 4. Thoughtful and equity-minded data use to drive all of the above