Proactive And Integrated Resources & Supports (PAIRS)

Wednesday, March 17, 2021

4:00-5:00 PM | ZOOM

Agenda & Minutes

- Welcome! (Start Recording and Closed Captioning)

- A resource from Chris:
  - "Measuring the Whole Student: Landscape Review of Traditional and Holistic Approaches to Community College Student Success," Melissa Blankstein & Chritine Wolff-Eisenberg

- Cohort & Success Team Models
  - Bakersfield has separated Student Services and Academic teams. They have affinity groups, then meta-major construction. But interwoven safety nets. Not here's your safety net because you're a STEM student a "FY" student. How create an integrated version of this.
  - Where do the different pieces lie? Then assign in an interwoven approach.
  - We have a limited time. What are our action items; what are our steps.
  - We're two years behind now. Data, bringing key players together. But who do we bring this together? How realistic is this?
  - Generalizability: can we expand this?
  - The folks that are ahead of the curve?
  - Start with the most vulnerable andnit helps all.
  - Staying on the Path - the middle part in Bakersfield.
  - Complete "transfer level math and English" - let's start with a smaller set, looking at the last two. Can we get them through Math and English and some number of units/courses.
  - When students have positive experiences during first semester KEY! With peers and with faculty (and all encounters)
  - Building in case management/student support.

Plan:
- Identify Student Population
- Look at Enrollment Patterns
- Assess Interventions
- Start with Outreach & Branding (NextUp)
- Onboarding: By the time we identify students they're at a different place in their journey.
- Students may be coming back later; with different goals.
- We need tech to connect cohort to services/programs/even academic programs

Integrated into the Bakersfield model has data coaches.
Need info from CCCApply; data coaches

Start documenting our plan: Who what where when

Structure of original documents

Data dashboards may be helpful

Planning Document Participants -
- Linda, Brian, Sade, Gina, Trina

See below for topic and resources wikis. Please add to it anytime. (Link)

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Next Meeting: Wednesday, April 7 | 4:00-5:00 | Zoom
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MIssion: PAIRS will work with the campus community to integrate supports proactively along students' educational journeys, identifying and addressing inequity and structures of oppression where we find them.

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TOPICS TO CONSIDER

Models
- Overview of Existing Models
- Debrief from OPP Meeting with Ailene & Ryan (**hold** for rescheduling)

Project Components (The W's)
- Who will make up the team?
- What will their objectives be?
- What infrastructure is needed to get started?
- When can we reasonably start?
- How will we measure success?

Core Outcomes
- Some sources to draw from
  - [The Pillars](#)
  - Key Performance Indicators
  - Student Success Metrics (same as our KPIs?) (soul crushing - larger societal issues; the quantitative is a frame of reference but not the be-all. But population needs to achieve these! Markus. Need to do both. If we're not, our system is failing! Elements - need to start in many ways in the classrooms; can't just throw a bunch of services. Have to start with faculty who are invested. Get away from banking model. Only so much we can do without buy-in from faculty. Professional learning for Pathways! Create a sense of belonging, etc., make sure PL is geared in this way.
  - PL needs to be part of union contracts. Must make it mandatory. Say a prayer that we get a strong dean who will come into Math and take leadership.

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Student Success Metrics

1. Associate Degrees (ADTs and AA/AS)
2. Baccalaureate Degrees
3. Credit Certificates
4. Completion of Transfer Math & English in 1 year
5. Transfer to 4-year
6. Attained Regional living wage

The 2019-20 budget bill made several changes to the calculations of outcomes in the student success allocation.

- ○ Affective, Holistic Principles & Measures
    - ■ Umoja
    - ■ Basic Needs

Guiding Principles

- ● ____

Sustainability/Scaling Strategies

- ● Work with a Sustainability Mindset
    - ○ Reframing what we already do in terms of team

Resource Needs

- ● Funding

Core Activities

- ● ____

Communication Plan

- ● Messaging
    - ○ Canvas space or other digital meeting place
    - ○ Branding

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- ○ Social Media
- ○ Canvas

Intersections/Interweaving
- Roadshow (department meetings? needed?)
- Direct outreach to faculty?
- Direct outreach to service areas (for support, info sharing)
  - ○ Outreach (as part of our model)
    - Connecting with Foster Youth
    - And later other populations
    - Could we focus on certain populations in our Outreach
    - (If you don't have a target/focus, you can't hit it.)

2019-2020 Student Services Data Dashboard-
https://public.tableau.com/profile/sdmesaresearch#!/vizhome/SS_ProgramReviewDataDashboard2019-2020_Published/Intro

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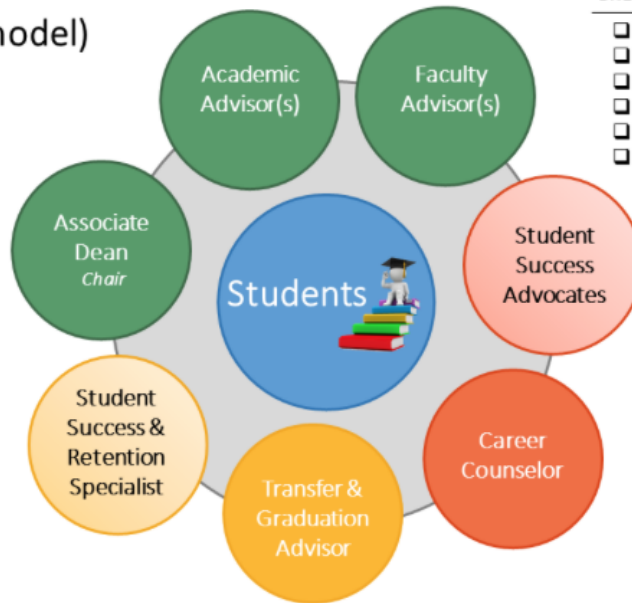
College-Based Student Success Teams

College-Based Student Success Teams
(A conceptual model)

College
- Strategic leadership
- College-specific interventions
- Metrics, tracking and accountability

Academic Affairs
- Strategic direction
- Data-driven plans
- Training and resources
- Metrics, tracking and accountability

Shared Toolbox of Technologies
- ❑ Degree Progress Report (DPR)
- ❑ Student Success Dashboards
- ❑ MyPlanner (IAP)
- ❑ Schedule Builder
- ❑ GradesFirst
- ❑ Early Alert System

Student Affairs
- Student development
- Co-curricular engagement
- Holistic support and resources

(Diagram of circles: Academic Advisor(s), Faculty Advisor(s), Associate Dean/Chair, Students, Student Success Advocates, Student Success & Retention Specialist, Transfer & Graduation Advisor, Career Counselor)

Cal Poly Pomona's College-Based Student Success Teams leverage data to develop interventions that keep students on track to graduation.

The College-Based Student Success Team

College	Academic Affairs	Student Affairs
Associate Dean • Academic Advisor(s) • Faculty Advisor(s)	Student Success & Retention Specialist • Transfer & Graduation Advisor	Student Success Advocates • Career Counselor
• Strategic leadership • College-specific interventions • Metrics, tracking and accountability	• Strategic direction • Data-driven plans • Training and resources • Metrics, tracking and accountability	• Student development • Co-curricular engagement • Holistic support and resources

https://www.cpp.edu/studentsuccess/oss/college-based-ssts.shtml

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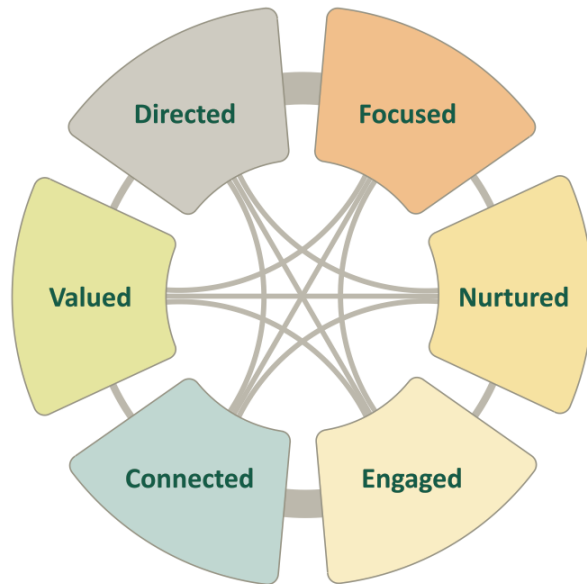Membership | HERE

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Student Support (Re)defined

Equitable
Integrated
Cost Effective

Six Success Factors that Support Student Achievement

Research on community college support indicates that students are more likely to achieve their goals when "six success factors" are present.

▸ **Directed** — students have a goal and know how to achieve it

▸ **Focused** — students stay on track, keeping their eyes on the prize

▸ **Nurtured** — students feel somebody wants and helps them to succeed

▸ **Engaged** — students actively participate in class and extracurriculars

▸ **Connected** — students feel like they are part of the college community

▸ **Valued** — students' skills, talents, abilities and experiences are recognized; they have opportunities to contribute on campus and feel their contributions are appreciated

Directed
Focused
Nurtured
Valued
Connected
Engaged

What do 900 California community college students think

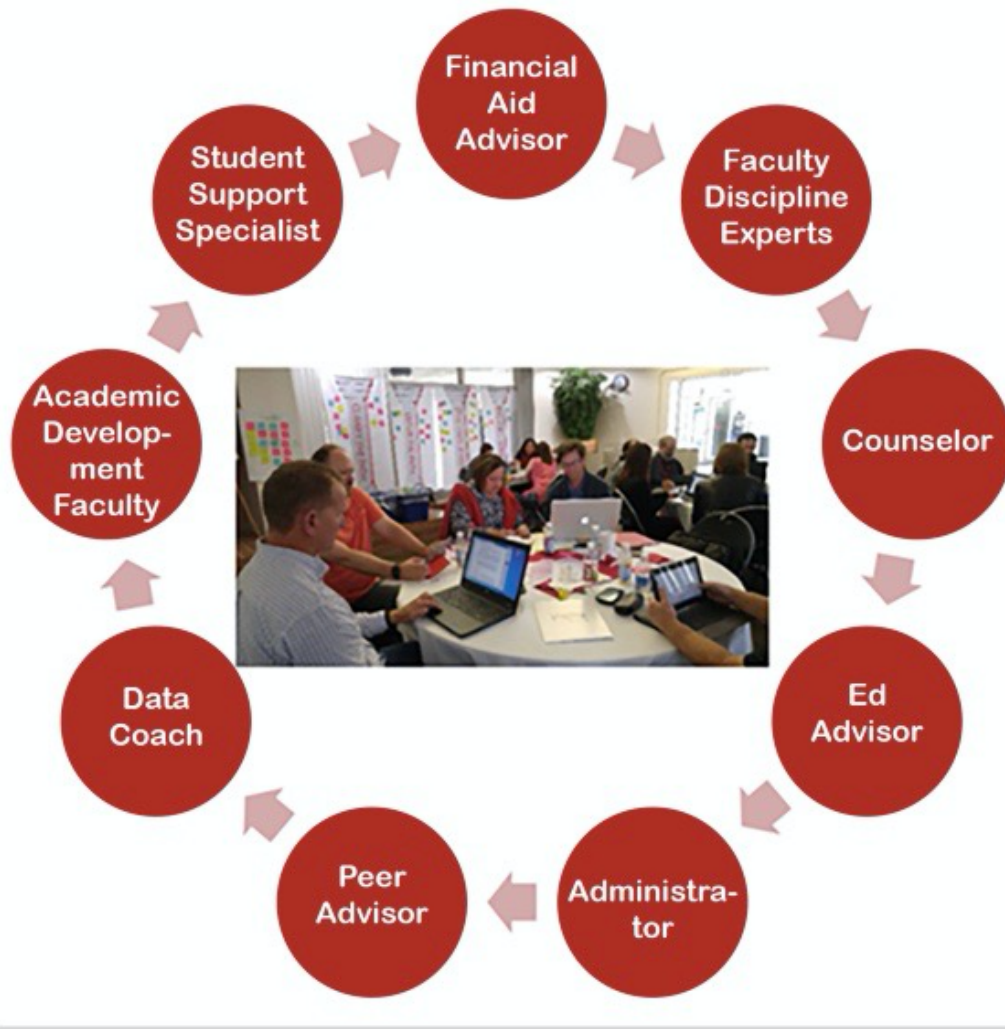the BDgroup

https://laney.edu/english/supporting-student-success/

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Completion Coaching Communities

Bakersfield

https://www.continuous-learning-institute.com/blog/student-success-team-challenges

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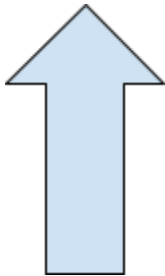
Student Success Team | Teaching & Learning Team Relationship

Coach Dr. Al Solano

Team Member 1
- Role described.

Team Member 2
- Role described.

Teaching & Learning Team

Team Member 3
- Role described.

Student-Centered Collaboration

- Faculty-led teaching & learning team member is part of the Student Success Team.
- Like the Student Success Team, the T&L team will need training, purpose, structure and processes. The devil's in the details.

Team Member 4
- Role Described

Team Member 5
- Role Described

*For this example, the Student Success Team number of members is arbitrary.

Here's a scenario of why instruction is key to Student Success Teams:

https://www.continuous-learning-institute.com/blog/student-success-team-challenges

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What are some considerations to plan Student Success Teams?
https://www.continuous-learning-institute.com/blog/student-success-team-challenges

An effective coach and/or internal college leader(s) would help the campus come up with its own homegrown Student Success Team configuration. I can do another article on this alone, but here are some initial questions to ask:

- - Who needs to be on each team and why?
- - Are there any costs or will the team be entirely time resource allocated?
- - Where will the teams reside? Within a division? Within meta-major? Within an existing school?
- - What will be their purpose?
- - What kind of training will they receive?
- - What's the agenda for the kick-off?
- - How much time will they be given to norm?
- - How often will they meet and for how long?
- - Who will be the doers vs inputters?
- - Who would be the lead or co-leads?
- - How often would the leads or co-leads of all teams meet?
- - Will the teams serve as inquiry teams and/or student support teams? A related question, what data will they analyze and why?
- - Will there be a data coach?
- - Will a few teams get started first or will the campus scale all at once?
- - What's the relationship between Student Success Teams and shared governance?
- - How will equity be infused via these teams?

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SUCCESS TEAM MINI-LIBRARY

Success Team Models *(see links & images above, too)*

- Video, "Student Success Teams to Models: Case Management; Inquiry & Action"
- SSTs @Community Colleges
  - Long Beach: Long Beach CC One Pager
  - Cosumnes River College: Team Member Responsibilities
  - Pasadena City College: Success Coaches
  - Santa Ana: Santa Ana College SSTs
- Virtual SSTs
  - HERE
- SSTs @Four Year
  - Fullerton: CSU Fullerton by NACE; CSU Fullerton by CSUF

Related Issues

- SST Challenges by Al Solano

Tech Supports

- Program Mapper Bakersfield

Success Factors

- Student Success (Re)Defined (RP Group)
- Success Factors Framework (RP Group)
- Predictors of Success/Coreq Model

Needs & Barriers to Transfer

- Students Speak the Truth about Transfer Overview
- Students Speak the Truth about Transfer Slideshow
- Students Speak the Truth about Transfer Full Report
- Student Video & Looking Back after Transfer

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Experiences in Foster Care

- "[11 Phrases You Should Never Say to a Child in Foster Care](#)," Derek Clark
- Stories of Our Students (tl couldn't find the student stories that Sade showed us)
- CCCO Office NextUP "[Real Stories](#)" (scroll down)
- "[Finding Your Purpose - Foster Care Story,](#)" Derek Clark (07:13)
- "[Magnificent Interview with a Foster Care Teen](#)" (29:55)
- "[Hailey's Story | Aging Out of Foster Care | Legacy Housing](#)" (16:06)
- "[Zoe's Story | Aging Out of Foster Care | Legacy Housing](#)" (12:28)
- "[8 Different Foster Homes - My Perspective on Foster Care](#)" (36:02)
- "[(Un)Wanted |Foster Care Documentary](#)" (25:56)
- "[The Day | Age Out: Part One](#)" (10:08)
- "[The Day | Age Out: Part Two](#)" (10:05)
- "[The Day | Age Out: Part Three](#)" (9:12)

Research Related to Students with Foster Experiences (SFE)

- [California College Pathways: FY and Post-Secondary Ed](#)

Mesa Data Related to Students with Foster Experiences (SFE)

- Should we ask Kyung Ae to share data related to SFE with us? / Teach us how to query?

Whole Student

- "[Measuring the Whole Student: Landscape Review of Traditional and Holistic Approaches to Community College Student Success](#)," Melissa Blankstein & Chritine Wolff-Eisenberg

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