GUIDED PATHWAYS SELF-ASSESSMENT TOOL

Self-Assessment Outline

		Scale of Adoption			
Key Element		Pre-Adoption	Early Adoption	In Progress	Full Scale
	1. Cross-Functional Inquiry				
Inquiry	2. Shared Metrics				
_	3. Integrated Planning				
	4. Inclusive Decision-Making Structures				
_	5. Intersegmental Alignment				
Design	6. Guided Major and Career Exploration Opportunities				
	7. Improved Basic Skills				
	8. Clear Program Requirements				
	9. Proactive and Integrated				
	Academic and Student Supports				
_	10. Integrated Technology				
ţi	Infrastructure				
nta	11. Strategic Professional Development				
Implementation	12. Aligned Learning Outcomes				
lmpl	13. Assessing and Documenting				
	Learning				
	14. Applied Learning				
	Opportunities				
	Overall Self-Assessment				

Self-Assessment Items

INQUIRY (1-3)

Engage campus stakeholders in actionable research and with local data; create consensus about core issues and broad solutions.

	SCALE OF ADOPTION				
KEY ELEMENT	Pre-Adoption	Early Adoption	Scaling in Progress	Full Scale	
1. CROSS-FUNCTIONAL INQUIRY College constituents (including staff, faculty across disciplines and counselors, administrators, and students) examine research and local data on student success and discuss overarching strategies to improve student success. College engages in broad, deep and inclusive discussion and inquiry about the Guided Pathways approach, framework and evidence.	O College currently does not have or is not planning to form cross-functional teams to regularly examine research and data on student success.	O Inquiry around guided pathways and/or student outcomes is happening in areas of the college (e.g., by department, division, learning community, special project, initiative), but it is in siloes. Some programs have examined local data, agreed that improvement is necessary, and are engaged in actionable research but action is limited to solutions within programs.	O Inquiry is happening in cross- functional teams that include faculty, staff and administrators. Student voice and/or research on student success and equity are not systematically included and/or focused on closing the equity gap(s). Guided pathways are consistently a topic of discussion.	O Inquiry is happening in cross-functional teams that include faculty, staff and administrators. Student voice is brought in systematically through focus groups, interviews and representation of students in key meetings. Research on student success and equity are systematically included and focused on closing the equity gap(s). Guided Pathways are consistently a topic of discussion.	

Please respond to the following items (500 word maximum per item)

1. Please briefly explain why you selected this rating.

- 2. Describe one or two accomplishments the college has achieved to date on this key element.
- 3. Describe one or two challenges or barriers that you anticipate may hinder progress on this key element.
- 4. Comment (optional): is there any additional information that you want to add that is not addressed sufficiently in the questions above?

INQUIRY (1-3)

Engage campus stakeholders in actionable research and with local data; create consensus about core issues and broad solutions.

	SCALE OF ADOPTION				
KEY ELEMENT	Pre-Adoption	Early Adoption	Scaling in Progress	Full Scale	
2. SHARED METRICS College is using clearly identified benchmarks and student data to track progress on key activities and student academic and employment outcomes. Those benchmarks are shared across key initiatives.	O College is currently not conducting or planning to conduct research on shared metrics that could be used by crossfunctional teams to come to consensus on key issues.	O Key benchmarks and progress on student data are used. They are beginning to be aligned across initiatives.	O College has defined metrics that are shared across its different initiatives. But, student data are not systematically or regularly tracked to inform progress across initiatives. Data for all metrics are not disaggregated and are not systematically and consistently examined with a focus on promoting equitable outcomes for students.	O College uses shared metrics across the different initiatives to understand how student success has improved. College regularly revises and revisits college plans in response to those findings. Data for all metrics are disaggregated. Data for all metrics are disaggregated and systematically and consistently examined with a focus on promoting equitable outcomes for students. Campus stakeholders meet regularly to examine progress on benchmarks, discuss strategies for improvement, and revise plans as needed.	

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INQUIRY (1-3)
Engage campus stakeholders in actionable research and with local data; create consensus about core issues and broad solutions.

	SCALE OF ADOPTION				
KEY ELEMENT	Pre-Adoption	Early Adoption	Scaling in Progress	Full Scale	
3. INTEGRATED PLANNING College-wide discussions are happening with all stakeholders and support/commitment has been expressed by key stakeholders to utilize the Guided Pathways framework as an overarching structure for the college's main planning and resource allocation processes, leveraging existing initiatives and programs such as (but not limited to): • Student Success and Support Program (SSSP) • Basic Skills Initiative/Basic Skills Student Outcomes and Transformation	O College is currently not integrating or planning to integrate planning in the next few months.	O Initial conversations have taken place, mostly among stakeholder leadership including administrators, faculty, and staff. There is a commitment by constituency leaders to engage in institution-wide dialogue to improve student success and align different planning processes. College governance bodies are routinely and formally apprised of opportunities to engage in integrated planning.	O Some conversations have taken place, with all of the key constituency groups at the table. Consensus is building on main issues. Exploration of broad solutions to align different planning processes is still in progress. College governance bodies are routinely and formally apprised of opportunities to engage in integrated planning, and with the help of internal partners (i.e. Classified Senate and Academic Senate) are	O College-wide conversations have taken place with all key constituency groups including: Instructional, counseling, and student support faculty and staff, administrators, and students. All stakeholders reach consensus or agree to move forward on main issues and have identified possible broad solutions. Research, evidence, student data and a Guided Pathways framework inform ongoing planning. Regular joint planning meetings revisit and revise existing plans and strategize about key	

Program (BSI/BSSOT) • Equity Planning (Student Equity/SE) • Strong Workforce Program (SWF)			beginning to routinely inform and engage their constituents around integrated planning.	overarching strategies across the main college initiatives. Integrated plans and overarching strategic goals drive program improvement, resource allocation, as well as professional development using a Guided Pathways framework. College governance structures are regularly used to discuss issues, vet solutions, and communicate efforts.
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DESIGN (4-8)

Establishing and using an inclusive process to make decisions about and design the key elements of Guided Pathways.

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KEY ELEMENT	Pre-Adoption	Early Adoption	Scaling in Progress	Full Scale	
4. INCLUSIVE DECISION-MAKING STRUCTURES College has identified key leaders that represent diverse campus constituents to steer college-wide communication, input and decisions regarding the Guided Pathways framework. Constituents have developed transparent cross-functional work-teams to provide the Guided Pathways effort with momentum and regularly provide opportunities for broad college-wide input. In addition, this plan strategically engages college governance bodies college-wide.	o College currently has not organized or is planning to organize crossfunctional teams or share governance committees that will inform and guide the Guided Pathways effort.	O Workgroups or teams have been created, but they are not yet inclusive of some key campus constituents: instructional, counseling, and student support faculty and staff, and administrators. The college plans to expand the teams through engaging governance structures and hosting broad, inclusive discussions and forums.	O Cross-functional workgroups or teams (representing campus constituents) exist but there are no mechanisms yet identified for gathering and infusing college-wide input (including student voice) into the workgroup decision making policies and processes.	O Cross-functional workgroups or teams who steer the Guided Pathways design process utilize explicit and agreed upon processes for gathering collegewide input (including student voice). Cross-functional teams are in communication and collaboration with college governance bodies.	

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DESIGN (4-8)

Establishing and using an inclusive process to make decisions about and design the key elements of Guided Pathways.

		F ADOPTION		
KEY ELEMENT	Pre-Adoption	Early Adoption	Scaling in Progress	Full Scale
5. INTERSEGMENTAL ALIGNMENT (Clarify the Path) College engages in systematic coordination with K-12, four-year institutions and industry partners to inform program requirements.	O College is currently not partnering or planning to partner with their feeder and destination institutions and/or local industry to align program requirements.	O Coordination between high school feeder district(s), four-year institutions, and industry partners have been established, but the partnerships are not strong and/or inconsistent across the college.	O Coordination between high school feeder district(s), four-year institutions, and industry partners is occurring across the college, and some partnerships are stronger than others, with some pipeline alignment from each partner established.	O Coordination between high school feeder district(s), four-year institutions, and industry partners is occurring across the college, with strong partnerships and pipeline alignments across the various partners.

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DESIGN (4-8) Establishing and using an inclusive process to make decisions about and design the key elements of Guided Pathways.				
	SCALE OF ADO	PTION		
KEY ELEMENT	Pre-Adoption	Early Adoption	Scaling in Progress	Full Scale
6. GUIDED MAJOR AND CAREER EXPLORATION OPPORTUNITIES (Help Students Choose and Enter a Pathway) College has structures in place	O College is currently not implementing or planning to implement structures to scale students' early major and career exploration.	O Discussions are happening about ways to cluster programs of study into broad interest areas.	O Programs of study have been clustered into broad interest areas (such as meta-majors or interest areas) that share competencies. College has not yet implemented meta-	O Programs of study have been clustered into broad interest areas (meta-majors) that share competencies. Foundation and/or gateway courses, career exploration courses,
to scale major and career exploration early on in a student's college experience.			majors/interest areas. College has not yet created foundation courses, gateway courses or other scalable mechanisms for major and career exploration.	workshops and other scalable structures are designed to help students choose a major early on. Cross-functional teams including instructional, counseling, and student support faculty and staffrom different departments and divisions collaborate on clustering programs.

		Student input is systematically included into the process.
		into the process.

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DESIGN (4-8) Establishing and using an inclusive process to make decisions about and design the key elements of Guided Pathways. SCALE OF ADOPTION KEY ELEMENT **Pre-Adoption Early Adoption Scaling in Progress Full Scale** 7. IMPROVED BASIC O College is O College is currently College has scaled one O College has **SKILLS** currently not piloting one or more of or more instance of the scaled relevant evidence-based strategies evidence-based engaging in or the evidence-based (Help Students Choose and planning to develop strategies listed in the listed under "key strategies and has Enter a Pathway; Ensure attained large strategies to improve "key element" description element," but others are Students are Learning) student access and to increase access to and still in the pilot stage. improvements in the success in transfernumber of students success in college and/or level math and transfer-level English and that pass college College is implementing and/or transfer-level English coursework. math courses. evidence-based practices to English and math increase access and success courses within a in college and/or transferyear of enrollment level math and English, regardless of initial including, but not limited placement level. to: The use of high school performance for placement (i.e. cumulative GPA, course grades, noncognitive measures) for placement Co-requisite remediation or shortening of developmental

sequence • Curricular innovations including creation of math pathways to align with students'		
field of study.		

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DESIGN (4-8) Establishing and using an inclusive process to make decisions about and design the key elements of Guided Pathways. SCALE OF ADOPTION KEY ELEMENT **Pre-Adoption Early Adoption Scaling in Progress** Full Scale 8. CLEAR PROGRAM O Some programs O College is O Cross-disciplinary O Cross-disciplinary teams of **REQUIREMENTS** currently not have worked to teams of instructional instructional (including providing or clarify course (including math/English, GE, CTE) and (Clarify the Path) math/English, GE, counseling faculty have mapped planning to sequences, but teams provide clear do not represent CTE) and counseling course sequences. College is clarifying course program cross-disciplinary faculty have been sequences for programs of requirements teams of faculty. convened and are Key educational and career study (including key for students. mapping out course competencies (including transfer milestones) and creating and major requirements and labor A few course. sequences. market information) are used to predictable schedules so that offerings and students can know what they Some course offerings develop course sequences. schedules are need to take, plan course designed to meet and schedules are designed to meet Teams create default program schedules over an extended student demand. period of time, and easily see maps and milestones for program student demand and how close they are to Some courses are offered at times and in completion/transfer, so that completion. College offers a manner that enable students can easily see how close offered at times, and courses to meet student. in a manner, that students to complete they are to completion. demand. enable students to their programs of complete their study in a timely Course offerings and schedules programs of study in fashion. are designed to meet student In order to meet these objectives, college is engaging a timely fashion. demand and are offered at times. in backwards design with and in a manner, that enable desired core competencies students to complete their and/or student outcomes in programs of study in a timely fashion. mind (including time-to-goal

completion and enhanced access to relevant transfer and		
career outcomes).		

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IMPLEMENTATION (9-14) Adapting and implementing the key components of Guided Pathways to meet student needs at scale. SCALE OF ADOPTION KEY ELEMENT **Pre-Adoption Early Adoption Scaling in Progress** Full Scale 9. PROACTIVE O College is O The college has O Collaboration between the O The college has been able to **AND** currently not begun conversations instructional and support scale ways in which proactive **INTEGRATED** supports are provided to most implementing about increased services occurs in specific **STUDENT** coordination and students. The college is able to or planning to programs. **SUPPORTS** implement collaboration between track in which program each proactive and student supports, Processes and tools are in place student is, and how far away integrated instruction, and to monitor student progress and students are to completion. (Help Students Stay student counseling. provide timely support; and are on the Path) used by most staff and/or Student progress is monitored; supports. departments, but may not be mechanisms are in place to Processes and tools are in place to monitor used consistently. intervene when needed to ensure College provides academic and nonstudent progress and students stay on track and provide timely support; complete their programs of academic support There are some structures that but are only used by a allow for support services staff, study. services in a way that is proactive and few staff and/or counseling faculty, and departments and are not instructional faculty to meet, There are several regular aligned with collaborate, and discuss ideas, structures that allow for support used consistently. instruction, so that all students are explicitly the challenges students face, services staff, counseling faculty, and ways to improve and instructional faculty to meet, There are few and/or engaged in these irregular structures that coordination and supports. collaborate, and discuss ideas, services. allow for support the challenges students face, and services staff, ways to improve coordination counseling faculty, and and supports. instructional faculty to meet, collaborate, and

	discuss ideas, the challenges students face, and ways to improve coordination and support services.		
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IMPLEMENTATION (9-14)

Adapting and implementing the key components of Guided Pathways to meet student needs at scale

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TANK DE DE MONTO	SCALE OF ADOPTION				
KEY ELEMENT	Pre-Adoption	Early Adoption	Scaling in Progress	Full Scale	
10. INTEGRATED TECHNOLOGY INFRASTRUCTURE (Help Students Choose and Enter a Pathway; Help Students Stay on the Path) College has the technology infrastructure to provide tools for students as well as instructional, counseling, and student support faculty and staff to support planning, tracking, and outcomes for Guided Pathways including: • Link student demand to scheduling • Ability for students to monitor schedule and progress (e.g., Degree Audit) • System for counselors and faculty to monitor students' progress (e.g., Starfish, early	O College currently does not have or plan to build an integrated technology infrastructure.	O The college has in place technology tools to support academic planning and counseling, but these tools are not used consistently and/or do not provide timely planning, support, and tracking capabilities.	O The college has in place technology tools that enable students, counselors, and faculty to track student progress through a defined pathway and provide some timely planning, support, and tracking capabilities.	O The college has in place technology tools to support planning, implementation and ongoing assessment of guided pathways, including: academic planning; placement; advising; tracking; completion outcomes: career counseling, including employment and salary information; and transfer and bachelor's degree attainment data. College has the capacity to manage and connect course scheduling with student needs and default schedules. The technology infrastructure supports integrated reporting, auditing, and planning processes.	

alert system, etc.)		
 Data on career and 		
employment		
opportunities		
including salary and		
requirements (e.g.,		
SalarySurfer, other)		
• Others		

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IMPLEMENTATION (9-14)
Adapting and implementing the key components of Guided Pathways to meet student needs at scale.

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	SCALE OF ADOPTION			
KEY ELEMENT	Pre-Adoption	Early Adoption	Scaling in Progress	Full Scale
11. STRATEGIC PROFESSIONAL DEVELOPMENT (Help Students Stay on the Path; Ensure Students are Learning) Professional Development (PD) is strategically, frequently, and consistently offered for staff, faculty and administrators and aligned with the college's strategic goals, needs and priorities identified in integrated plans, program review, and other intentional processes.	O College is currently not offering or planning to offer professional development (PD) opportunities aligned with needs and priorities identified in integrated plans, program review, and other intentional processes.	O Professional development is provided to faculty, staff and administrators but the development and offerings of PD is not aligned with the college's strategic goals identified in an integrated planning process, or there are gaps in systematically identifying and meeting those goals.	O Some but not all PD opportunities are developed to intentionally support the college's strategic goals identified as part of an integrated planning process. Strategic professional development includes systematic, frequent and strategic attention to: • Using learning outcomes assessment results to support/improve teaching and learning. • Providing updated information across the college to enable faculty and	O PD opportunities are available for staff, faculty and administrators and are strategically developed to meet the college's overarching goals, shared across initiatives. Assessment of learning outcomes and other data driven processes are continuously used to identify the areas of greatest need for PD to help the college meet its overarching strategic goals. Strategic professional development includes systematic, frequent and strategic attention to: • Using learning outcomes assessment results to support/improve

		staff to refer students to academic and non- academic supports and services as necessary. Improvements in those college processes directly serving students. Leadership capacity and stability for all areas on campus and the college as a whole. Practice analyzing student data (qualitative and quantitative) and identifying structural decisions that can be based directly around student need.	 Providing updated information across the college to enable faculty and staff to refer students to academic and non-academic supports and services as necessary. Improvements in those college processes. directly serving students. Leadership capacity and stability for all areas on campus and the college as a whole. Practice analyzing student data (qualitative and quantitative) and identifying structural decisions that can be based directly around student need. Continued broad engagement in crossfunctional decisionmaking. Regular and consistent training on the use of technology to support academic programs and student services.
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- 5. Please briefly explain why you selected this rating.
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IMPLEMENTATION (9-14)

Adapting and implementing the key components of Guided Pathways to meet student needs at scale.

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	SCALE OF ADOPTION				
KEY ELEMENT	Pre-Adoption	Early Adoption	Scaling in Progress	Full Scale	
LEARNING OUTCOMES (Ensure Students are Learning) Learning outcomes are aligned with the requirements targeted by each program and across all levels (i.e., course, program, institutional) to ensure students' success in subsequent educational, employment, and career goals.	O College is currently not aligning or planning to align learning outcomes.	O Student Learning Outcomes (SLOs), Program Learning Outcomes (PLOs), and General Education Learning Outcomes (GELOs)/Institutional Learning Outcomes (ILOs) have been developed, but they are not systematically reviewed to ensure alignment, academic rigor, integrity, relevance, and currency. Results of learning outcomes assessments are not linked with professional development or changes to the course or program content.	Outcomes (SLOs), Program Learning Outcomes (PLOs), and General Education Learning Outcomes (GELOs)/Institutional Learning Outcomes (ILOs) are reviewed and revised for some outcomes to ensure alignment, academic rigor, integrity, relevance, and currency. Results of learning outcomes assessment are not consistently linked with professional development or changes to the course or program content.	O Student Learning Outcomes (SLOs), Program Learning Outcomes (PLOs), and General Education Learning Outcomes (GELOs)/Institutional Learning Outcomes (ILOs) are regularly reviewed and revised to ensure alignment, academic rigor, integrity, relevance, and currency. Results of learning outcomes assessments are used to inform professional development, and are linked to changes to course and program content.	

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IMPLEMENTATION (9-14)
Adapting and implementing the key components of Guided Pathways to meet student needs at scale.

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	SCALE OF ADOPTION				
KEY ELEMENT	Pre-Adoption	Early Adoption	Scaling in Progress	Full Scale	
13. ASSESSING AND DOCUMENTING LEARNING (Ensure Students are Learning)	O College is currently not assessing and documenting or planning to assess and document	O Attainment of learning outcomes are not consistently tracked or made available to students and faculty. Only a few programs	O Attainment of learning outcomes tracked or made available to students and faculty for most programs.	O Attainment of learning outcomes tracked or made available to students and faculty for most programs. All programs examine and use learning outcomes results to	
The college tracks attainment of learning outcomes and that information is easily accessible to students and faculty. Consistent and ongoing assessment of learning is taking place to assess whether students are mastering learning outcomes and building skills across each program and using results of learning outcomes assessment to improve the effectiveness of instruction	individual student's learning.	examine and use learning outcomes results to improve the effectiveness of instruction.	Most programs examine and use learning outcomes results to improve the effectiveness of instruction.	improve the effectiveness of instruction.	

in their programs.		

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IMPLEMENTATION (9-14)

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	SCALE OF ADOPTION				
KEY ELEMENT	Pre-Adoption	Early Adoption	Scaling in Progress	Full Scale	
14. APPLIED LEARNING OPPORTUNITIES (Ensure Students are Learning) Students have ample opportunity for applied/contextualized learning and practice. Opportunities have been coordinated strategically within and/or amongst programs.	O College is currently not offering or planning to offer applied learning opportunities.	O Few courses and programs systematically include applied/contextualized learning opportunities such as projects, internships, cooperative education (co-op), clinical placements, service learning, study abroad, etc.	O Some courses and programs systematically include applied/contextualized learning opportunities such as projects, internships, coops, clinical placements, service learning, study abroad, etc. Opportunities have been coordinated strategically within and/or amongst programs.	O Students across most or all disciplines and degree areas have ample opportunity to apply and deepen knowledge and skills through projects, internships, co-ops, clinical placements, service learning, study abroad, and other active learning activities that program faculty intentionally embed into courses and programs.	

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ADDI	TIONAL QUESTIONS (500 word maximum per item)
1.	Based on the Self-Assessment above, what do you think best describes your college's guided pathways work overall?
	 Pre-Adoption Early Adoption Scaling in Progress Full Scale
	Please briefly explain why you selected this rating:
2.	What kinds of support would be most helpful to you as your campus begins or continues its work on guided pathways? Are there resources or supports that would most help your college progress on any particular element? Please describe:
3.	Comment (optional): Please share any guided pathways practices or processes that were particularly successful for your college.
4.	Comment (optional): Are there any questions, comments and/or concerns or additional information that you want to provide that has not been addressed sufficiently in this tool?

STATE OF CALIFORNIA

CALIFORNIA COMMUNITY COLLEGES CHANCELLOR'S OFFICE

1102 Q STREET, SUITE 4400 SACRAMENTO, CA 95811-6549 (916) 322-4005 http://www.cccco.edu



Guided Pathways Award Program Self-Assessment Signature Page

In submitting this document to the Chancellor's Office, and by our signatures, we the undersigned certify the information outlined in our Guided Pathways Award Program Self-Assessment was informed by input and agreement among a cross-functional team that spans the constituencies of the college. With submission of this document, we indicate our commitment to adopt a guided pathways framework.

Name of college				
Self-Assessment Signatories				
Signature, President of the Governing Board	Printed Name	Date signed		
Signature, Chief Executive Officer/President	Printed Name	Date signed		
Signature, Academic Senate President	Printed Name	Date signed		
Signature, Chief Instructional Officer	Printed Name	Date signed		
Signature, Chief Student Services Officer	Printed Name	Date signed		

Please print, complete and mail this page to:

California Community Colleges Chancellor's Office Attention: Mia Keeley 1102 Q Street Sacramento, CA 95811

In lieu of mailing, a scanned copy may be emailed to: COGuidedPathways@cccco.edu