Pathways to Success and Equity Committee (PSEC)
Re-Structure Plan – Spring 2022

The Pathways to Success and Equity Committee (PSEC) proposes the following changes to the committee and its related groups as described below for implementation starting in Spring 2022. The committee wants to redefine its membership, structure, activities, and goals to emphasize college-area expertise-and-representation, and hold meetings under a monthly review-plan-and-action cycle in which all members have clear responsibilities inside and outside of the meetings, and to bring their activities in line with campus objectives under the Guided Pathways framework and the CCC Chancellor's Vision for Success.

The following are the changes proposed and approved by the membership of the current Pathways to Success and Equity Committee:

Re-name PSEC to the Guided Pathways Committee and amend the charge language, activities, and goals to reflect that focus

The proposed focus of the current PSEC moving forward will be to prepare, support, and maintain the Guided Pathways framework at the college as part of the CCC Chancellor's Vision for Success. To this end, we propose re-naming the committee more clearly and simply the 'Guided Pathways Committee', and to revise its charge, activities, and goals to reflect this focus.

Elevate Equity and Social Justice Task Force to parallel sub-committee within College Council

The consensus from members of PSEC and the Equity and Social Justice Task Force is to make the latter a permanent sub-committee of College Council, independent of but working collaboratively with the Guided Pathways Committee on issues of equity, but with a wider and distinct charge relating to social justice on our campus and in our community for our students, faculty, and staff. PSEC and the Equity and Social Justice Task Force have developed and approved a new charge for the proposed sub-committee, and will redefine the charge of PSEC, bringing a proposal to College Council early in the Spring 2022 semester. The proposed new sub-committee name is the Social Justice Action Committee.

Re-structure the re-named Guided Pathways Committee to help implement its goals

To help implement focus at the college on our Academic and Career Pathways, the committee recommends changing the structure and activities of the proposed Guided Pathways Committee, as well as its relationship to the current Outreach Committee and Data Team, several members of which overlap among the groups. In this new model, the 'core' of the new Guided Pathways Committee is our 'Pathway Teams' that will be responsible for representing the programs and disciplines within each of the current four Academic and Career Pathways to our students and community in outreach, support, and advising, and to review and advise the college faculty, staff, and administrators associated with the programs within each pathway using a student-centered perspective in areas such as onboarding, scheduling, equity gaps, retention, teaching-and-learning strategies, and career and transfer goals, etc.

Pathway Teams

The **Pathway Teams** would consist of: 1) a **faculty** member from a program within the pathway, 2) a **counselor** knowledgeable about the programs within the pathway, and 3) a **student peer mentor** from one the programs within the pathway - all of whom would meet regularly with the area Dean for the pathway, as well as participate in student onboarding meetings, events, and activities, on- and off-campus outreach, student advising for the pathway (particularly for new and prospective students), as liaisons for students to faculty and programs within the pathway, and in general serve as the 'face' of the pathway for the college. They would also be primarily responsible for teaching new pathway-based Student Success courses offered in the first few weeks of the semester for new students to aid with their transition to college and preparation for their areas of interest and career and/or transfer goals. The Pathway Team meetings would be led by the Dean of Instruction responsible for the programs included within the pathway.

Outreach & Onboarding Team

The **Outreach committee** would become absorbed into the Guided Pathways committee structure. The two committees had significant overlap in area positions, and in this new structure, those members would meet as a group each month to further research, develop, and implement ideas for campus activities relating to Outreach and Onboarding discussed in the Guided

Pathways full committee meetings. The Outreach & Onboarding Team meetings would continue to be led by the Dean of Student Success and Counseling and the Director of Communications & Community Relations. The Outreach Team would include these leaders, plus the Directors of Student Equity & Success, Enrollment Services, Financial Aid, Athletics, Title V, and the JEC Center Program Coordinator, as well as an Administrative Assistant.

Data Team

The **Data Team** would also become absorbed into the Guided Pathways Committee structure. The Data Team also had overlap in area positions with PSEC, and in this new structure, those members would also meet as a group each month to further research, develop, advise, and share thoughts derived from the examination of college, program, and course-level data, particularly as they relate to outcomes, student success and equity goals, college strategic goals and objectives, and institutional effectiveness, to be shared in the Guided Pathways full committee meetings. The Data Team meetings would continue to be led by the Director of Institutional Research, and would include the four Pathway Team faculty and counselors, as well as the Director of Enrollment Services and the Director of Equity and Student Success, as well as an Administrative Assistant.

The restructured, full **Guided Pathways Committee** will consist of all of these team members under the supervision of the committee Co-Chairs, who in the full committee meetings will report on their work within their respective teams, as the work is reviewed, and new plans and actions are proposed.

Proposed Monthly Meeting Schedule:

The proposed meeting structure of the new Guided Pathways Committee is based on a monthly review-plan-and-action cycle that starts with the full Guided Pathways committee, in which in the first week of the month, prior work of the full committee and teams is reviewed, followed by new or ongoing monthly goals or objectives that will be introduced and discussed, and a plan for implementation prepared. In the second week of the month, the Outreach & Onboarding Team will meet, and follow a similar plan for work within its area. In the third week of the month, the Data Team will meet in a similar manner. In the fourth week of the month, the pathway teams will meet (as a group or by individual pathway teams) again in the same manner, with a focus at the level of the individual Academic and Career pathways. At the start of the next monthly cycle, the prior month's work will be reviewed, and goals or objectives revised as needed.

Monthly Meeting Sequence:
- 1st Week: Guided Pathways Full Committee
- 2nd Week: Outreach & Onboarding Team
- 3rd Week: Data Team
- 4th Week: Pathway Teams

PSEC RE-STRUCTURE PROPOSAL

Guided Pathways Committee

Administrative Co-Lead	Faculty Co-Lead

Data Team

Director, Institutional Research

Director, Equity & Student Success	Director, Enrollment Services

Administrative Assistant

Dean, Instruction					Dean, Instruction
	Faculty	Faculty	Faculty	Faculty	
	Counselor	Counselor	Counselor	Counselor	

Student	Student	Student	Student

Pathway Teams

Dean, Student Success & Counseling	Director, Communications & Community Relations
Director, Financial Aid	Director, Athletics
Director, Title V	JEC Center Program Coordinator

Pathway Support Members

Outreach & Onboarding Team

Guided Pathways Committee (GPC) Proposed Structure & Schedule					Monthly Schedule				
					Wk 1	Wk 2	Wk 3	Wk 4	
Who	GP Committee	Outreach & Onboarding	Data Team	Pathway Teams	GP Committee	Outreach & Onboarding	Data Team	Pathway Teams	Hours/Month
Pathway Leadership Team									
Co-Chair, Administrative*	1				1				1
Co-Chair, Faculty**	1				1				1
Administrative Assistant/Classified Staff**	1	1	1		1	1	1		3
Pathway Teams									
Public Safety (Orange) Pathway, Faculty Lead**	1	1	1	1	1	1	1	1	4
Public Safety (Orange) Pathway, Counselor Lead**	1	1	1	1	1	1	1	1	4
Public Safety (Orange) Pathway, Student Mentor	1	1		1	1	1		1	3
Business, Information Systems, and Industry (Blue) Pathway, Faculty Lead**	1	1	1	1	1	1	1	1	4
Business, Information Systems, and Industry (Blue) Pathway, Counselor Lead**	1	1	1	1	1	1	1	1	4
Business, Information Systems, and Industry (Blue) Pathway, Student Mentor	1	1		1	1	1		1	3
Health, Natural Science, and Math (Green) Pathway, Faculty Lead**	1	1	1	1	1	1	1	1	4
Health, Natural Science, and Math (Green) Pathway, Counselor Lead**	1	1	1	1	1	1	1	1	4
Health, Natural Science, and Math (Green) Pathway, Student Mentor	1	1		1	1	1		1	3
Arts, Humanites, Social Science & Education (Purple) Pathway, Faculty Lead**	1	1	1	1	1	1	1	1	4
Arts, Humanites, Social Science & Education (Purple) Pathway, Counselor Lead**	1	1	1	1	1	1	1	1	4
Arts, Humanites, Social Science & Education (Purple) Pathway, Student Mentor	1	1		1	1	1		1	3
Dean, Instruction (Orange/Blue/Green)***	1			1	1			3	4
Dean, Instruction (Purple)***	1			1	1			1	2
Pathway Support Team									
Dean, Student Success & Counseling (or Designee)***	1	1			1	1			2
Director, Communications and Community Relations (or Designee)***	1	1			1	1			2
Director, Institutional Research (or Designee)***	1		1		1		1		2
Director, Enrollment Services (or Designee)	1	1	1		1	1	1		3
Director, Equity & Student Success (or Designee)	1	1	1		1	1	1		3
Director, Financial Aid (or Designee)	1	1			1	1			2
Director, Title V (or Designee)	1	1			1	1			2
Director, Athletics (or Designee)	1	1			1	1			2
JEC Center Program Coordinator (or Designee)	1	1			1	1			2
Total	26	21	12	14					

*By Appointment of College President

**By Appointment of Senate President

***Leads for Team Meetings

PORTERVILLE COLLEGE

GUIDED PATHWAYS Sub-Committee
(of College Council)

Using the framework of Guided Pathways and pursuing goals outlined in the CCC Chancellor's Vision for Success, the Guided Pathways sub-committee of College Council will use a monthly review-plan-and-action cycle to develop and implement strategies that promote student success and equity in all phases of the student journey at Porterville College. Under an Administration-and-Faculty Co-Chair structure, representatives from key areas across the college will support teams that represent each of our Academic and Career Pathways as they promote opportunities for learning through the college and within our community and service area, identify and remove barriers to student success and equity, promote effective teaching-and-learning strategies, and help ensure successful graduation, transfer, and workforce entry goals. The Guided Pathways sub-committee will serve as a hub in these matters for the college, for which communication from its representatives back to their respective areas will be a necessary prerequisite for successful campus implementation of its recommendations.

Activities

1. Oversee the creation, implementation, and maintenance of college activity under the Guided Pathways framework
2. Organize or participate in college outreach events and communications and promote academic programs to the college service area
3. Develop integrated marketing, communication, and public relations strategies and messaging within the college and service area
4. Initiate or cultivate strategic partnerships between the college and the community to promote college programs
5. Work with area high schools to create awareness of the college's Academic and Career Pathways, degrees, and certificates
6. Develop and implement strategies to improve the onboarding and registration process for new students
7. Develop and implement strategies to reduce student course repetition and drop rates and promote student persistence
8. Create opportunities for students to interact with faculty and community experts in their areas of interest
9. Establish clear local definitions and measures of student success
10. Analyze college-, pathway-, program-, and course-level data for student success and equity to identify trends and areas requiring further strategic focus
11. Identify obstacles to student success and develop and implement actions to address and remove obstacles
12. Develop long term action plans and interventions for improving student success with equity
13. Initiate or participate in campus-wide discussions or evaluations of data in relation to assessments of institutional effectiveness and college strategic initiatives
14. Propose, develop, or support initiatives that improve instructional effectiveness and high-impact teaching-and-learning strategies
15. Propose, develop, or support initiatives that improve student awareness of student support services
16. Propose, develop, or support initiatives that improve faculty awareness of faculty support services
17. Organize or support events that promote transfer institutions and an understanding of the transfer process
18. Organize or support events that promote workforce opportunities and an understanding of workforce needs and preparation to enter the workforce

Outcomes

1. Improved cross-program, cross-division, and cross-college communication
2. Improved strategic utilization of data for program evaluation
3. Increased community presence and community awareness of college programs and student opportunities
4. Increased high school awareness of college's programs and student opportunities
5. Increased early use of student educational plans
6. Improved course completion rates
7. Improved first-year student retention/persistence
8. Reduced time to graduation
9. Reduced units at graduation
10. Improved graduation rates
11. Improved transfer rates
12. Increased workforce partnerships
13. Increased college enrollments

PORTERVILLE COLLEGE

GUIDED PATHWAYS Sub-Committee
(of College Council)

QUORUM

1. All agenda items must come to the Co-Chairs of the committee.
2. All agenda items on which action is taken are forwarded to the College Council.
3. The deadline for submitting agenda items is one week prior to the scheduled meeting.
4. If a decision needs to be made at a regularly scheduled meeting, the majority vote will be the final recommendation to the College Council. If an unscheduled special meeting is called, a minimum of 50% plus 1- committee members must be present.

MEETINGS

Meetings of the full committee are to be held once per month, in the first week of the month. Subsets of members within the committee, detailed below, will be held in subsequent weeks each month, according to the following schedule: Week 2 - Outreach & Onboarding Team, Week 3 – Data Team, Week 4 – Pathway Teams.

Regular and special meetings of the full committee shall be called or canceled by at least one of the co-chairs. The co-chairs should include one administrator (appointed by the College President) and one faculty member (appointed by the Academic Senate President). Meetings of the subset teams shall be called or canceled by their respective leads, but only after informing the committee Co-Chairs.

Outreach & Onboarding Team Co-Leads:
Dean, Student Success and Counseling
Director, Communications and Community Relations

Data Team Lead:
Director, Institutional Research

Pathway Team Leads:
Area Deans for each pathway

MEMBERSHIP COMPOSITION: FULL COMMITTEE – (voting members)

Administrative Co-Chair (appointed by the College President)	1
Faculty Co-Chair (appointed by the Academic Senate President)	1
Administrative Assistant/Classified Staff	1
Faculty Pathway Leads (appointed by the Academic Senate President)	4
Counselor Pathway Leads (appointed by the Academic Senate President)	4
Student Peer Mentor Pathway Leads	4
Deans, Instruction	2
Dean, Student Success and Counseling*	1
Director, Institutional Research*	1
Director, Communications and Community Relations*	1
Director, Enrollment Services*	1
Director, Equity & Student Success*	1
Director, Financial Aid*	1
Director, Title V*	1
Director, Athletics*	1
JEC Center Program Coordinator*	1

Total Membership 26

*Or designee

PORTERVILLE COLLEGE

GUIDED PATHWAYS Sub-Committee
(of College Council)

MEMBERSHIP COMPOSITION: OUTREACH & ONBOARDING TEAM – (voting members)

Dean, Student Success and Counseling*...1
Director, Communications and Community Relations*..1
Faculty Pathway Leads (appointed by the Academic Senate President) 4
Counselor Pathway Leads (appointed by the Academic Senate President) 4
Student Peer Mentor Pathway Leads..4
Administrative Assistant/Classified Staff 1
Director, Enrollment Services*...1
Director, Equity & Student Success* 1
Director, Financial Aid*...1
Director, Title V* 1
Director, Athletics*..1
JEC Center Program Coordinator*...1

Total Membership 21

*Or designee

MEMBERSHIP COMPOSITION: DATA TEAM – (voting members)

Director, Institutional Research*..1
Administrative Assistant/Classified Staff 1
Director, Enrollment Services* 1
Director, Equity & Student Success* 1
Faculty Pathway Leads (appointed by the Academic Senate President) 4
Counselor Pathway Leads (appointed by the Academic Senate President) 4

Total Membership 12

*Or designee

MEMBERSHIP COMPOSITION: PATHWAY TEAMS

Deans, Instruction 2
Faculty Pathway Leads (appointed by the Academic Senate President)..4
Counselor Pathway Leads (appointed by the Academic Senate President) 4
Student Peer Mentor Pathway Leads...4

Total Membership 14

PORTERVILLE COLLEGE

GUIDED PATHWAYS Sub-Committee
(of College Council)

CURRENT MEMBERSHIP:

MEMBERSHIP COMPOSITION FULL COMMITTEE – (voting members)

Administrative Co-Chair (appointed by the College President) ....Primavera Arvizu
Faculty Co-Chair (appointed by the Academic Senate President) ....Robert Simpkins
Administrative Assistant/Classified Staff .... Jodie Logan
Dean, Instruction ....Michelle Miller-Galaz
Dean, Instruction .... Osvaldo Del Valle
Dean, Student Success and Counseling*..Erin Wingfield
Director, Institutional Research* .... Michael Carley
Director, Communications and Community Relations*...Roger Perez
Director, Enrollment Services*.. Jonathan Miranda
Director, Equity & Student Success* .... Julian West
Director, Financial Aid* .... Tiffany Haynes
Director, Title V* .... Reagen Dozier
Director, Athletics*... Joe Cascio
JEC Center Program Coordinator* .... Ashley Land
Faculty Pathway Leads (appointed by the Academic Senate President) .... TBA
Counselor Pathway Leads (appointed by the Academic Senate President) .... TBA
Student Peer Mentor Pathway Leads...TBA

Revised:

9/9/2015
10/7/2015
9/21/16
05/2017
3/2018
10/2018
4/2019
9/2019
9/2020
12/2021
1/27/2022