

4CS Guided Pathways Participation Survey

January 30, 2019

The results are in! Thank you to all who participated, and to the California Community Colleges Classified Senate (4CS) leadership who facilitated this peer-to-peer sharing opportunity.

Background

In academic year 2017-2018, each of the California community colleges elected to participate in a 5-year funded program for planning and implementing Guided Pathways (GP). Now that we are in Year Two, 2018-2019, colleges across the state are working on the inquiry and design stages of Guided Pathways implementation. They are analyzing data about student success, finding ways to increase participation in Guided Pathways work across the college, and ensuring that systems and processes are in place to create conditions for change. During this early stage of planning and implementation, we wanted to share information with colleges and districts about supports available at other colleges for participation by classified professionals.

87% of Survey Respondents are involved with Guided Pathways

The survey was distributed on the 4CS listserv beginning on January 22, 2019. During the week that the survey was open, 85 individuals responded.

- 42% of respondents indicated that their positions directly involved Guided Pathways work (administrative support, research, admissions and records, human resources, and more).
- Of the 58% of respondents whose positions did not directly involve Guided Pathways work, nearly 3/4 (71%) had been given the opportunity to participate in Guided Pathways as a member of the college community in one or more capacities: 25% are on the Guided Pathways lead committee; 16% are involved in training and professional development; 16% are involved in subcommittees and workgroups; 10% serve on governance committees which oversee or discuss GP. 18% have participated in GP launch events, town halls, planning discussions, etc. Several reported they actively follow the GP information to inform colleagues or to use in their work.
- Note: 5% of respondents indicated they had not previously heard about Guided Pathways and/or expressed the belief that their college or district was not participating in Guided Pathways.

Workload and manager permission are among the most common challenges to participation

Respondents were asked what challenges there were for classified professionals who would like to participate in Guided Pathways work. Lack of permission or release time was cited by 28% of respondents; workload- difficulty to leave the desk- was cited by 18%. Significantly, a lack of clarity about GP, and why/how to be involved, was cited by 22%. Additional multi-respondent identified challenges included: limited invitations/seats for classified professionals to participate; lack of information and communication about opportunities to participate; perceptions that the classified perspective is not respected; and non-inclusion of district office staff and those at remote locations. One of the respondents also noted the personal challenge of being required to take vacation time to attend a conference, and another shared they had to replace lunch hour with their GP committee participation.

Governance-type policies and administrative support are being extended to Guided Pathways

- Nearly 2/3 (61%) of respondents indicated their institutions had extended the policies and administrative support for classified professional participation in participatory governance similarly to Guided Pathways participation. Several mentioned having classified professionals as committee tri-chairs, GP leadership and work group members.
- Respondents noted issues for GP that also can related to governance activities, such as lack of communication/report-out to the campus about the committees' work, emphasis on constituent leader participation rather than on wider classified involvement (same people at every committee), and lack of reassigned time/release time/overtime for classified professional participation. Interestingly, 7% of respondents indicated their perceptions that it was too early in the college's GP work to have dealt with inclusion issues related to classified professionals.

Limited other supports have been established as yet for classified professionals participation

- When prompted to indicate whether specific supports for classified professionals were available at their institutions, respondents indicated current availability of the following:
 - Supervisor permission to participate, subject to other work commitments (45%)
 - Professional development stipends or paid conference attendance (8%)
 - Approved overtime for GP work (4%)
 - Out of class assignments for GP work (2.5%)
 - Other (14%): strong local department support; support of individuals by their administrators; robust college policies encouraging classified professional participation; weekly college updates and regular trainings and speakers to keep all informed and involved.
- 38% of respondents indicated there were no specific supports from the college or district at this time for classified professionals participation in Guided Pathways.
- Here again, several respondents commented that it was too soon in their college's GP work to have supports for classified professionals identified.

Classified professionals have suggestions for supports of Guided Pathways participation

Survey respondents offered a number of ideas about additional supports that could be adopted to facilitate classified professionals participation in Guided Pathways work.

- 10% mentioned financial supports, either stipends, overtime, or special project pay.
- 7% suggested additional workshops and training involving staff from all college departments.
- 5% indicated that it would be helpful for supervisors to get clear communication from senior administration about needing to encourage classified professionals participation.
- Other suggestions: free food at meetings and events; recognition of participation by the college/administration; widespread and proactive encouragement to participate; and providing opportunities to *do* (be active in implementing Guided Pathways) rather than simply attend committees and meetings.

At least 21% of colleges were represented in this survey

This survey was intended to get an early glimpse, via peer-to-peer sharing, of the supports for classified professionals to participate in Guided Pathways work at their colleges and districts. It was an anonymous survey; particular answers cannot be associated with specific respondents or colleges. However, because some individuals voluntarily provided contact information for follow-up or mentioned their institutions in the survey, we do know at least 24 institutions (21% of California community colleges) were represented.

For more information about Guided Pathways

- For more information about CCC Guided Pathways, please visit <http://cccgp.cccco.edu/>.
- Participate in the GP community at <https://visionresourcecenter.cccco.edu/>.
- Get to know the Guided Pathways Regional Coordinators at <https://cccgp.cccco.edu/coordinators-map>.
- Consider signing up to receive the GP News, <http://cccgp.cccco.news/>.

The results of this survey are being shared on the 4CS listserv and the Guided Pathways regional coordinator listservs.