Sierra College's Path to Guided Pathways

Presented By:

Dr. Linda Williams

Director Enrollment Management and Financial Aid

SIERRA COLLEGE

Developed Problem Statement:

Students at Sierra are not reaching their educational goals in a timely manner, or at all.

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Four Pillars of Guided Pathways

Create clear curricular pathways to employment and further education.

Help students choose and enter their pathway.

Help students stay on their path.

Ensure that learning is happening with intentional outcomes.

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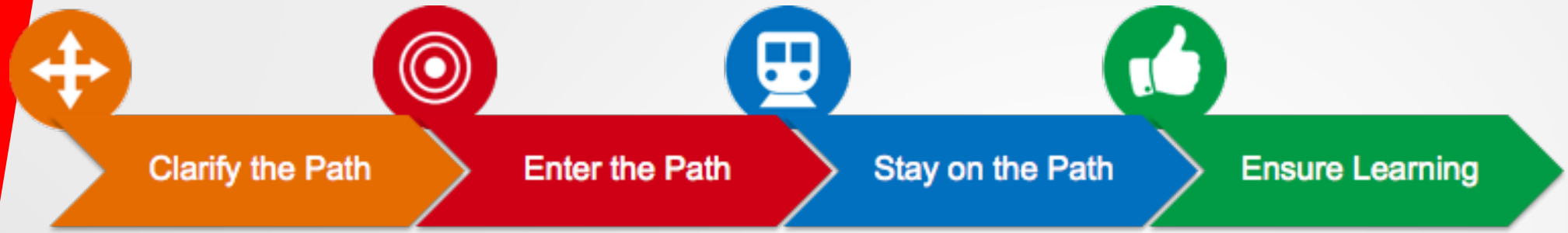

Clarify the Path	Enter the Path	Stay on the Path	Ensure Learning
Career Exploration	Individually Customized Pathway	Visual Progress Dashboard	Analytics
Setting Goals	Prescriptive Task-based Advising	Nudges & Reminders	Data Warehouse
Finding Programs	Intelligent Resource Recommendations	Community-based Support	Built for Deeper Integration with College Systems
		Student Help-Desk	

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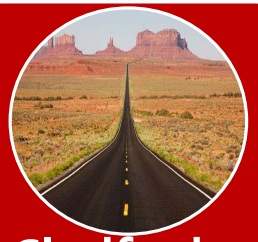
Sierra College: Using Guided Pathways to Reach the Vision for Success Goals



Clarify the Path

Ensure Learning

Help Students on the Path

Keep Students on the Path

Ensure Learning

Sierra Commitment before the California College Promise Innovation Grant

- Re-engineering Sierra For Student Success – R4S
- Administration allocated resources to the R4S team
- Reassignment of 16 faculty and staff
- Reassignment of two deans
- Financial Aid was at the table

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Began in Fall 2015 with formation of the Reengineering Sierra for Student Success (R4S) Task Force

R4S
REENGINEERING SIERRA COLLEGE FOR STUDENT SUCCESS

Facilitated discussions on change management and student momentum points for faculty, classified staff, and managers.

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Spring 2017 - organized 150 programs of study

Administration of Justice
* Administration of Justice for Transfer: AS-T Degree
* Administration of Justice—Corrections Concentration: AA/AS Degree
* Administration of Justice—Courts Concentration: AA/AS Degree
* Administration of Justice—Law Enforcement Concentration: AA/AS Degree
* Reserve Peace Officer: Skills Certificate
Agriculture
* Sustainable Agriculture: AS Degree
* Sustainable Agriculture: Certificate of Achievement
* Sustainable Agriculture Business: Skills Certificate
Anthropology
* Anthropology for Transfer: AA-T Degree
Applied Art and Design
* Applied Art and Design—Graphic Design Concentration: AA/AS Degree
* Applied Art and Design—Illustration Concentration: AA/AS Degree
* Applied Art and Design—Multimedia Concentration: AA/AS Degree
* Applied Art and Design—Graphic Design Concentration: Certificate of Achievement
* Applied Art and Design—Illustration Concentration: Certificate of Achievement
* Applied Art and Design—Multimedia Concentration: Certificate of Achievement
* Digital Illustration: Skills Certificate
* Graphic Design: Skills Certificate
* Video Production and Editing: Skills Certificate
* Visual Arts and Media: Skills Certificate
* Web Design: Skills Certificate
Art
* Studio Arts for Transfer: AA-T Degree
* Studio Art: AA Degree
Art History
* Art History for Transfer: AA-T Degree
* Art History: AA Degree
Automotive Technology
* Automotive Analysis: AA/AS Degree
* Air Conditioning and Body Electrical: Certificate of Achievement
* Alignment and Brake: Certificate of Achievement
* Automatic Transmission: Certificate of Achievement
* Automotive Engine Machining: Certificate of Achievement
* Emission and Driveability Tune-Up: Certificate of Achievement
* Master Automotive Technician: Certificate of Achievement
* Powertrain: Certificate of Achievement
* Entry Level Automotive Service and Repair: Skills Certificate
Biological Sciences
* Biology for Transfer: AS-T Degree
* Biological Sciences: AS Degree
* Watershed Ecology: AS Degree
* Watershed Ecology: Certificate of Achievement
Business
* Business Administration for Transfer: AS-T Degree
* Accounting: AA/AS Degree
* Administrative Professional: AA/AS Degree
* Business Administration: AA/AS Degree
* Business Entrepreneurship: AA/AS Degree
* General Business: AA/AS Degree
* Management: AA/AS Degree
* Marketing: AA/AS Degree
* Real Estate: AA/AS Degree
* Accounting: Certificate of Achievement
* Administrative Professional: Certificate of Achievement
* Business Entrepreneurship: Certificate of Achievement
* General Business: Certificate of Achievement
* Management: Certificate of Achievement
* Marketing: Certificate of Achievement
* Real Estate: Certificate of Achievement
* Small Business: Skills Certificate
Chemistry
* Chemistry for Transfer: AS-T
* Chemistry: AS Degree
Communication Studies
* Communication Studies for Transfer: AA-T Degree
* Journalism for Transfer: AA-T Degree
* Communication Studies—General Concentration: AA/AS Degree
* Communication Studies—Graphic Design/Multimedia Concentration: AA/AS Degree
* Communication Studies—Mass Communication Concentration: AA/AS Degree
Computer Information Systems
* Computer Information Systems—Computer Applications Concentration: AA/AS Degree
* Computer Information Systems—Networking Concentration: AA/AS Degree
* Computer Information Systems—Technical Support Concentration: AA/AS Degree
* Virtual Office Professional—Administrative Concentration: AA/AS Degree
* Computer Information Systems—Computer Applications Concentration: Certificate of Achievement
* Computer Information Systems—Networking Concentration: Certificate of Achievement
* Computer Information Systems—Technical Support Concentration: Certificate of Achievement
* Virtual Office Professional—Administrative Concentration: Certificate of Achievement
* Digital Literacy: Skills Certificate
* Information Assurance and Cyber Defense: Skills Certificate
* Information Assurance Technician (Level 1): Skills Certificate
* Information Assurance Technician (Level 2): Skills Certificate
Computer Science
* Computer Science for Transfer: AS-T Degree
* Computer Science—Computer Science Concentration: AA/AS Degree
* Computer Science—Management Information Systems Concentration: AA/AS Degree
* Computer Science—Embedded Systems Concentration: Certificate of Achievement
* Computer Science—Web Programming Concentration: Certificate of Achievement
Construction and Energy Technology
* Construction Management: AS Degree
* Energy Technology: AS Degree
* Residential Building Construction: AA/AS Degree
* Energy Technology: Certificate of Achievement
* Residential Building Construction: Certificate of Achievement
* Photovoltaic: Skills Certificate
* Photovoltaic Advanced: Skills Certificate
Deaf Studies
* Deaf Studies—American Sign Language: AA Degree
* Deaf Studies—American Sign Language: Certificate of Achievement
Drafting and Engineering Support
* Drafting and Engineering Support—Architectural/Civil Concentration: AA/AS Degree
* Drafting and Engineering Support—Mechanical/Civil Concentration: AA/AS Degree
* Drafting and Engineering Support—Architectural/Civil Concentration: Certificate of Achievement
* Drafting and Engineering Support—Mechanical/Civil Concentration: Certificate of Achievement
* Architectural Drafting Specialist: Skills Certificate
* Drafting Essentials: Skills Certificate
* Mechanical Drafting Specialist: Skills Certificate
Drama
* Theatre Arts for Transfer: AA-T Degree
* Theater Arts: AA Degree
* Stagecraft: Skills Certificate
* Costuming: Skills Certificate
Earth Science
* Geology for Transfer: AS-T Degree
* Geology: AS Degree
Economics
* Economics for Transfer: AA-T Degree
Education
* Elementary Teacher Education for Transfer: AA-T Degree
* Liberal Studies—Elementary Education: AA Degree
Engineering
* Engineering: AA/AS Degree
* Civil Engineering Technology: Certificate of Achievement
* General Engineering Technology: Certificate of Achievement
English
* English for Transfer: AA-T Degree
* English: AA Degree
English as a Second Language
* English as a Second Language Academic Preparedness: Skills Certificate
Environmental Studies and Sustainability
* Environmental Studies and Sustainability: AS Degree
Fashion
* Fashion Industries: AS Degree
* Fashion Industries: Certificate of Achievement
* Fashion Design: Skills Certificates
* Fashion Merchandising: Skills Certificates
Fire Technology
* Fire Technology: AA/AS Degree
* Fire Technology: Certificate of Achievement
Geography
* Geography for Transfer: AA-T Degree
* Geographic Information Systems (GIS): Skills Certificate
History
* History for Transfer: AA-T Degree
* History: AA Degree
Human Development and Family
* Early Childhood Education for Transfer: AS-T Degree
* Early Childhood Education: AA/AS Degree
* Early Childhood Education—Master Teacher: AA/AS Degree
* Early Childhood Education—Site Supervisor: AA/AS Degree
* Early Childhood Education Teacher: Certificate of Achievement
* Early Childhood Education Associate Teacher: Skills Certificate
Humanities
* Humanities—Asian Studies: AA Degree
* Humanities—Diverse Perspectives: AA Degree
* Humanities—General: AA Degree
Lesbian, Gay, Bisexual and Transgender Studies
* Lesbian, Gay, Bisexual and Transgender Studies: AA Degree
Liberal Arts
* Arts and Cultures: AA Degree
Mathematics
* Mathematics for Transfer: AS-T Degree
* Mathematics: AA/AS Degree
Mechatronics
* Mechatronics Technology: AA/AS Degree
* Mechatronics Technology: Certificate of Achievement
* Electro-Mechanical: Skills Certificate
Music
* Music for Transfer: AA-T Degree
* Music: AA/AS Degree
Natural Science
* Natural Science
Nursing, Registered
* Registered Nursing: AA/AS Degree
Nutrition and Food Science
* Nutrition and Dietetics for Transfer: AS-T Degree
* Nutrition and Fitness: Certificate of Achievement
Philosophy
* Philosophy for Transfer: AA-T Degree
* Philosophy: AA Degree
Photography
* Photography: AA/AS Degree
* Photography: Certificate of Achievement
* Alternative Processes in Photography: Skills Certificate
* Color Photography: Skills Certificate
* Digital Imaging: Skills Certificate
* Landscape Photography: Skills Certificate
* Narrative Photography: Skills Certificate
* Photographic Processes: Skills Certificate
* Portrait, Fashion and Wedding Photography: Skills Certificate
Physical Education
* Kinesiology for Transfer: AA-T Degree
* Physical Education: AA/AS Degree
Physics
* Physics for Transfer: AS-T Degree
* Physics: AS Degree
Political Science
* Political Science for Transfer: AA-T Degree
Psychology
* Psychology for Transfer: AA-T Degree
* Psychology: AA/AS Degree
Recreation Management
* Recreation Management: AA/AS Degree
* Recreation Specialist: Certificate of Achievement
Social Science
* Social and Behavioral Sciences: AA/AS Degree
Sociology
* Sociology for Transfer: AA-T Degree
Spanish
* Spanish for Transfer: AA-T Degree
Welding Technology
* Welding Technology: AA/AS Degree
* Welding: Certificate of Achievement
* Gas Metal Arc Welding: Skills Certificate
* Gas Tungsten Arc Welding: Skills Certificate
* Metal Fabricator and Designer: Skills Certificate
* Shielded Metal Arc Welding: Skills Certificate
* Welding Entrepreneurship: Skills Certificate
Women and Gender Studies
* Women's Studies: AA Degree

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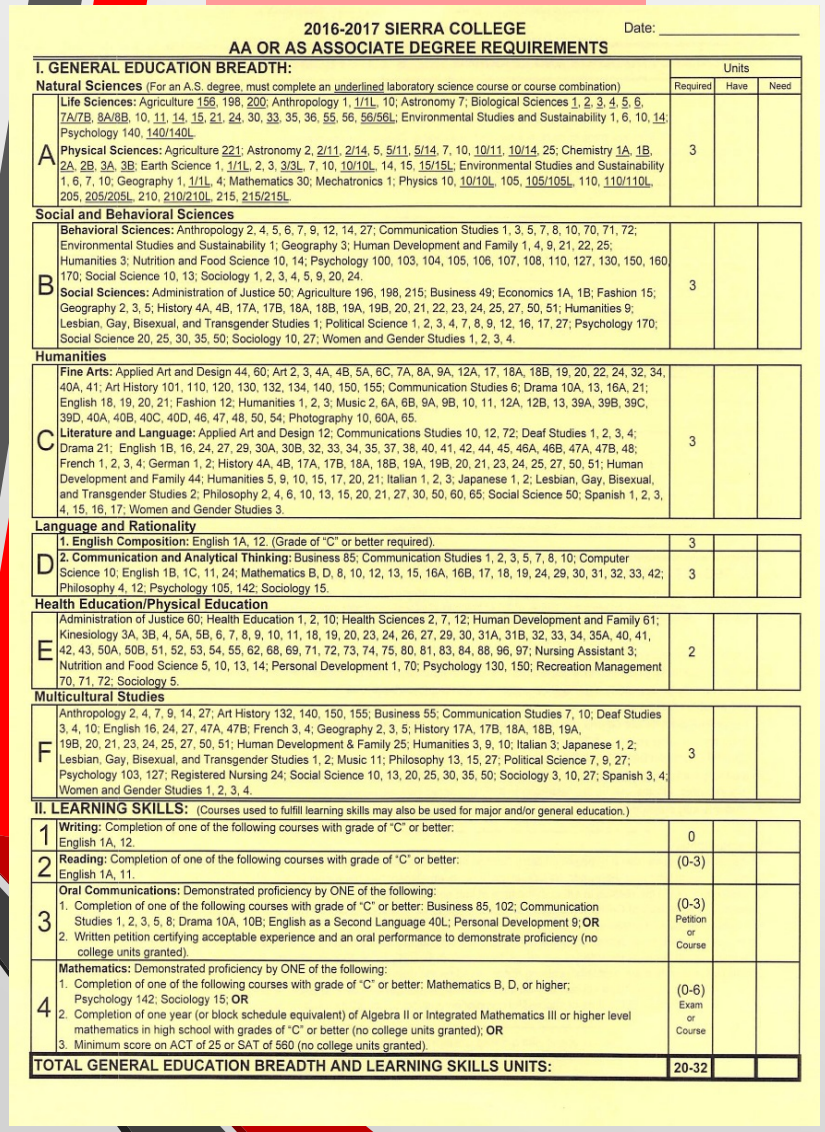
Fall 2016 - created templates for each degree and certificate

Before



2016-2017 SIERRA COLLEGE
AA OR AS ASSOCIATE DEGREE REQUIREMENTS

Date: _____

I. GENERAL EDUCATION BREADTH:		Units		
Natural Sciences (For an A.S. degree, must complete an underlined laboratory science course or course combination)		Required	Have	Need
A	**Life Sciences:** Agriculture 156, 198, 200; Anthropology 1, 1/1L, 10; Astronomy 7; Biological Sciences 1, 2, 3, 4, 5, 6, 7A/7B, 8A/8B, 10, 11, 14, 15, 21, 24, 30, 33, 35, 36, 55, 56, 56/56L; Environmental Studies and Sustainability 1, 6, 10, 14; Psychology 140, 140/140L **Physical Sciences:** Agriculture 221; Astronomy 2, 2/11, 2/14, 5, 5/11, 5/14, 7, 10, 10/11, 10/14, 25; Chemistry 1A, 1B, 2A, 2B, 3A, 3B; Earth Science 1, 1/1L, 2, 3, 3/3L, 7, 10, 10/10L, 14, 15, 15/15L; Environmental Studies and Sustainability 1, 6, 7, 10; Geography 1, 1/1L, 4; Mathematics 30; Mechatronics 1; Physics 10, 10/10L, 105, 105/105L, 110, 110/110L, 205, 205/205L, 210, 210/210L, 215, 215/215L	3		
Social and Behavioral Sciences				
B	**Behavioral Sciences:** Anthropology 2, 4, 5, 6, 7, 9, 12, 14, 27; Communication Studies 1, 3, 5, 7, 8, 10, 70, 71, 72; Environmental Studies and Sustainability 1; Geography 3; Human Development and Family 1, 4, 9, 21, 22, 25; Humanities 3; Nutrition and Food Science 10, 14; Psychology 100, 103, 104, 105, 106, 107, 108, 110, 127, 130, 150, 160, 170; Social Science 10, 13; Sociology 1, 2, 3, 4, 5, 9, 20, 24. **Social Sciences:** Administration of Justice 50; Agriculture 196, 198, 215; Business 49; Economics 1A, 1B; Fashion 15; Geography 2, 3, 5; History 4A, 4B, 17A, 17B, 18A, 18B, 19A, 19B, 20, 21, 22, 23, 24, 25, 27, 50, 51; Humanities 9; Lesbian, Gay, Bisexual, and Transgender Studies 1; Political Science 1, 2, 3, 4, 7, 8, 9, 12, 16, 17, 27; Psychology 170; Social Science 20, 25, 30, 35, 50; Sociology 10, 27; Women and Gender Studies 1, 2, 3, 4.	3		
Humanities				
C	**Fine Arts:** Applied Art and Design 44, 60; Art 2, 3, 4A, 4B, 5A, 6C, 7A, 8A, 9A, 12A, 17, 18A, 18B, 19, 20, 22, 24, 32, 34, 40A, 41; Art History 101, 110, 120, 130, 132, 134, 140, 150, 155; Communication Studies 6; Drama 10A, 13, 16A, 21; English 18, 19, 20, 21; Fashion 12; Humanities 1, 2, 3; Music 2, 6A, 6B, 9A, 9B, 10, 11, 12A, 12B, 13, 39A, 39B, 39C, 39D, 40A, 40B, 40C, 40D, 46, 47, 48, 50, 54; Photography 10, 60A, 65. **Literature and Language:** Applied Art and Design 12; Communications Studies 10, 12, 72; Deaf Studies 1, 2, 3, 4; Drama 21; English 1B, 16, 24, 27, 29, 30A, 30B, 32, 33, 34, 35, 37, 38, 40, 41, 42, 44, 45, 46A, 46B, 47A, 47B, 48; French 1, 2, 3, 4; German 1, 2; History 4A, 4B, 17A, 17B, 18A, 18B, 19A, 19B, 20, 21, 23, 24, 25, 27, 50, 51; Human Development and Family 44; Humanities 5, 9, 10, 15, 17, 20, 21; Italian 1, 2, 3; Japanese 1, 2; Lesbian, Gay, Bisexual, and Transgender Studies 2; Philosophy 2, 4, 6, 10, 13, 15, 20, 21, 27, 30, 50, 60, 65; Social Science 50; Spanish 1, 2, 3, 4, 15, 16, 17; Women and Gender Studies 3.	3		
Language and Rationality				
D	**1. English Composition:** English 1A, 12. (Grade of "C" or better required).	3		
	2. Communication and Analytical Thinking: Business 85; Communication Studies 1, 2, 3, 5, 7, 8, 10; Computer Science 10; English 1B, 1C, 11, 24; Mathematics B, D, 8, 10, 12, 13, 15, 16A, 16B, 17, 18, 19, 24, 29, 30, 31, 32, 33, 42; Philosophy 4, 12; Psychology 105, 142; Sociology 15.	3		
Health Education/Physical Education				
E	Administration of Justice 60; Health Education 1, 2, 10; Health Sciences 2, 7, 12; Human Development and Family 61; Kinesiology 3A, 3B, 4, 5A, 5B, 6, 7, 8, 9, 10, 11, 18, 19, 20, 23, 24, 26, 27, 29, 30, 31A, 31B, 32, 33, 34, 35A, 40, 41, 42, 43, 50A, 50B, 51, 52, 53, 54, 55, 62, 68, 69, 71, 72, 73, 74, 75, 80, 81, 83, 84, 88, 96, 97; Nursing Assistant 3; Nutrition and Food Science 5, 10, 13, 14; Personal Development 1, 70; Psychology 130, 150; Recreation Management 70, 71, 72; Sociology 5.	2		
Multicultural Studies				
F	Anthropology 2, 4, 7, 9, 14, 27; Art History 132, 140, 150, 155; Business 55; Communication Studies 7, 10; Deaf Studies 3, 4, 10; English 16, 24, 27, 47A, 47B; French 3, 4; Geography 2, 3, 5; History 17A, 17B, 18A, 18B, 19A, 19B, 20, 21, 23, 24, 25, 27, 50, 51; Human Development & Family 25; Humanities 3, 9, 10; Italian 3; Japanese 1, 2; Lesbian, Gay, Bisexual, and Transgender Studies 1, 2; Music 11; Philosophy 13, 15, 27; Political Science 7, 9, 27; Psychology 103, 127; Registered Nursing 24; Social Science 10, 13, 20, 25, 30, 35, 50; Sociology 3, 10, 27; Spanish 3, 4; Women and Gender Studies 1, 2, 3, 4.	3		
II. LEARNING SKILLS: (Courses used to fulfill learning skills may also be used for major and/or general education.)				
1	**Writing:** Completion of one of the following courses with grade of "C" or better: English 1A, 12.	0		
2	**Reading:** Completion of one of the following courses with grade of "C" or better: English 1A, 11.	(0-3)		
3	**Oral Communications:** Demonstrated proficiency by ONE of the following: 1. Completion of one of the following courses with grade of "C" or better: Business 85, 102; Communication Studies 1, 2, 3, 5, 8; Drama 10A, 10B; English as a Second Language 40L; Personal Development 9; **OR** 2. Written petition certifying acceptable experience and an oral performance to demonstrate proficiency (no college units granted).	(0-3) Petition or Course		
4	**Mathematics:** Demonstrated proficiency by ONE of the following: 1. Completion of one of the following courses with grade of "C" or better: Mathematics B, D, or higher; Psychology 142; Sociology 15; **OR** 2. Completion of one year (or block schedule equivalent) of Algebra II or Integrated Mathematics III or higher level mathematics in high school with grades of "C" or better (no college units granted); **OR** 3. Minimum score on ACT of 25 or SAT of 560 (no college units granted).	(0-6) Exam or Course		
TOTAL GENERAL EDUCATION BREADTH AND LEARNING SKILLS UNITS:		20-32		

After

Associate of Arts for Transfer - Anthropology

YEAR ONE			
Fall Semester	**Units**	**Spring Semester**	**Units**
MAJOR REQUIREMENTS		**MAJOR REQUIREMENTS**	
ANTH 1	**3**	ANTH 5	**3**
ANTH 1L	**1**	ANTH 6	**3**
ANTH 2	**3**		
MAJOR ELECTIVES		**MAJOR ELECTIVES**	
GENERAL EDUCATION (for degree or transfer)		**GENERAL EDUCATION (for degree or transfer)**	
ENGL 1A	**3**	ENGL 1B or PHIL 4	**3**
SOC 15 or MATH 13	**3-4**	HIST 18A, 18B, 25, or 27	**3**
Transferable Elective	**1-2**	Transferable Elective	**3**
Total Semester Units:	**15**	Total Semester Units:	**15**
YEAR TWO			
Fall Semester	**Units**	**Spring Semester**	**Units**
MAJOR REQUIREMENTS		**MAJOR REQUIREMENTS**	
ANTH 7 or ANTH 4	**3**		
MAJOR ELECTIVES		**MAJOR ELECTIVES**	
		ANTH 9 or ANTH 10 or ANTH 12 or ANTH 14 or ANTH 27	**3**
		ANTH 9 or ANTH 10 or ANTH 12 or ANTH 14 or ANTH 27	**3**
GENERAL EDUCATION (for degree or transfer)		**GENERAL EDUCATION (for degree or transfer)**	
COMM 3 or COMM 5	**3**	SSCI 50 or ARHI 132 or ARHI 140 or ARHI 150 or ARHI 155	**3**
PSYC 130 or HDEV 1 or NUTF 10	**3**	SSCI 25 or LGBT 2 or WMST 3	**3**
GEOG 1 or ESCI 10 or ESCI 1	**3**	POLS 1	**3**
Transferable Elective	**3**		
Total Semester Units:	**15**	Total Semester Units:	**15**
			60

…Into 9 Interest Areas

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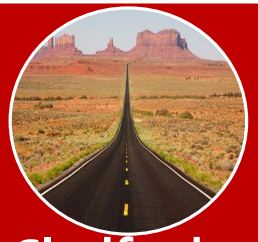
Sierra College: Using Guided Pathways to Reach the Vision for Success Goals



Clarify the Path

Ensure Learning

Help Students on the Path

Keep Students on the Path

Ensure Learning

New Systems Design Thinking:

- How can we *support our at-risk and equity populations* who have declared a major for financial aid eligibility but are really undecided about their goal?

- How can we provide career exploration activities to help undecided students make informed choices, *reduce excess units* and *increase completion rates?*

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Spring 2018 - began to integrate and resource career planning

Clarify the Path

Help students on the Path

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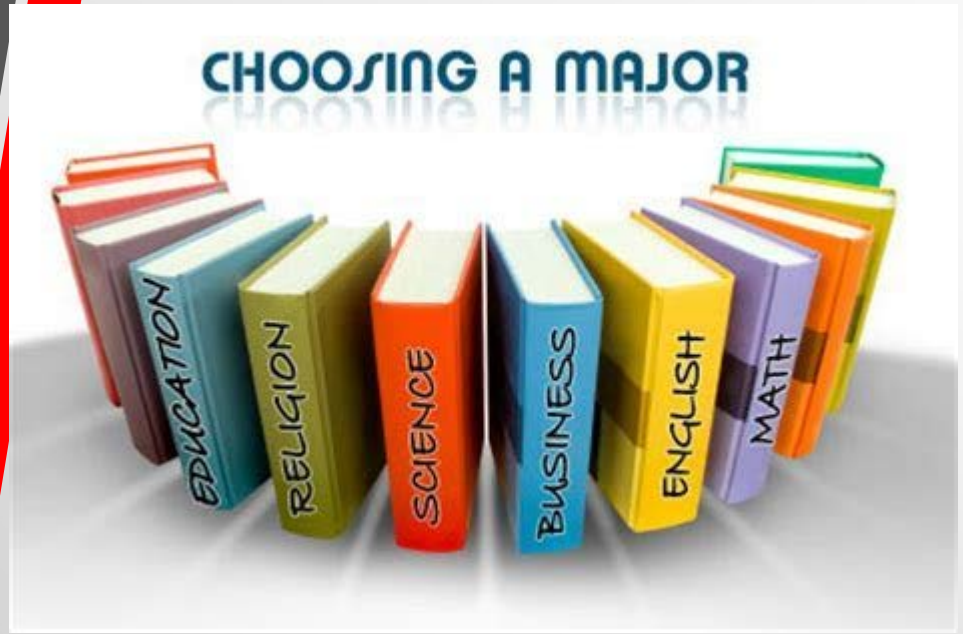
Old Paradigm: What's your major?



New Paradigm: What's your career goal?

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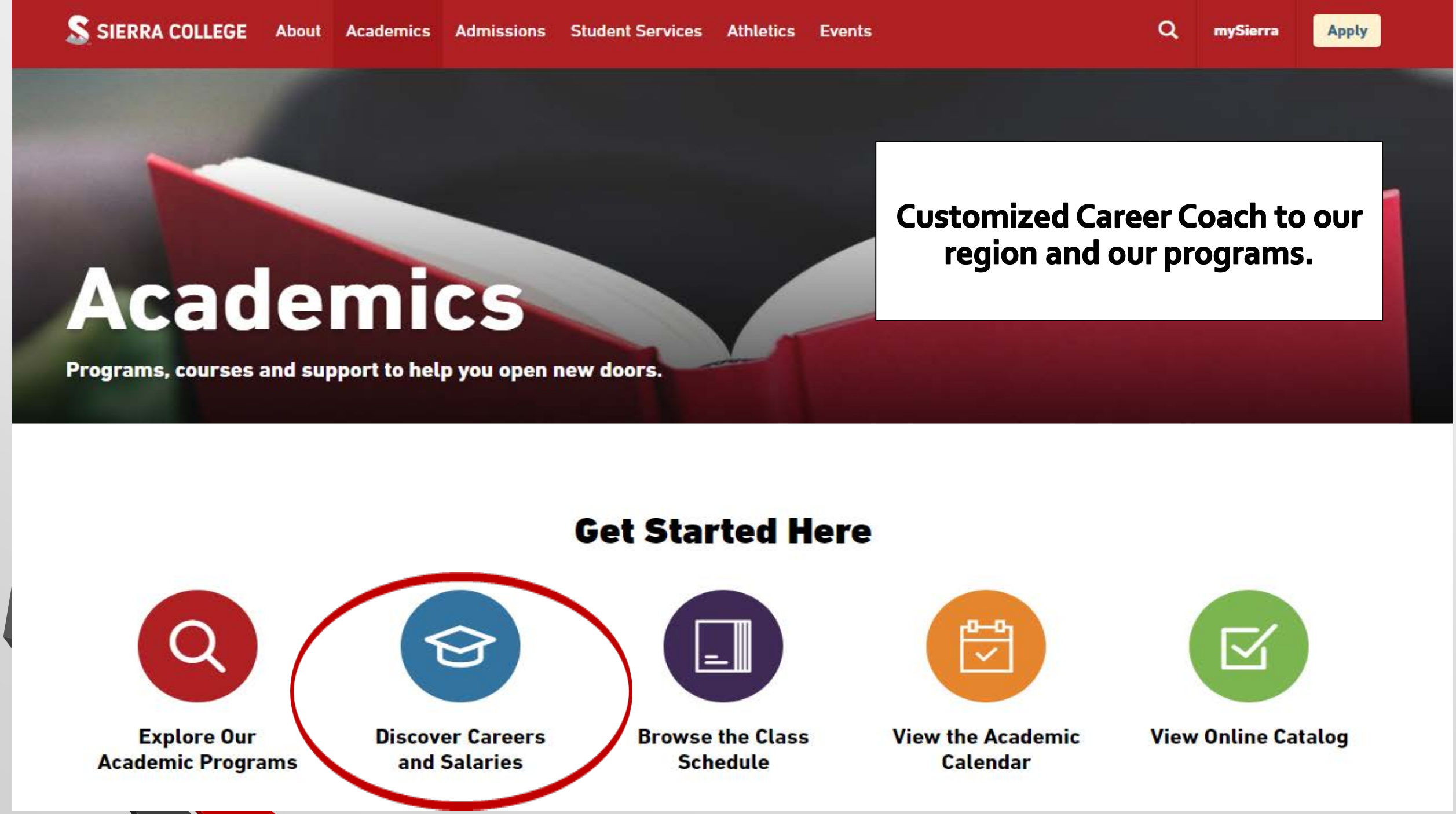
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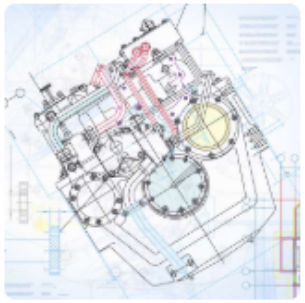
About
Academics
Admissions
Student Services
Athletics
Events
mySierra
Apply
Academics
Programs, courses and support to help you open new doors.
Customized Career Coach to our region and our programs.
Get Started Here
Explore Our Academic Programs
Discover Careers and Salaries
Browse the Class Schedule
View the Academic Calendar
View Online Catalog

Electronic Drafters

Draw wiring diagrams, circuit board assembly diagrams, schematics, and layout drawings used for manufacture, installation, and repair of electronic equipment.



Save

Annual Wage

$65,835

Top Entry-level Education

An Associate Degree	51%
A Certificate	38%
A Bachelor's Degree	9%

Mapping Technicians

Calculate mapmaking information from field notes, and draw and verify accuracy of topographical maps.

Save

Annual Wage

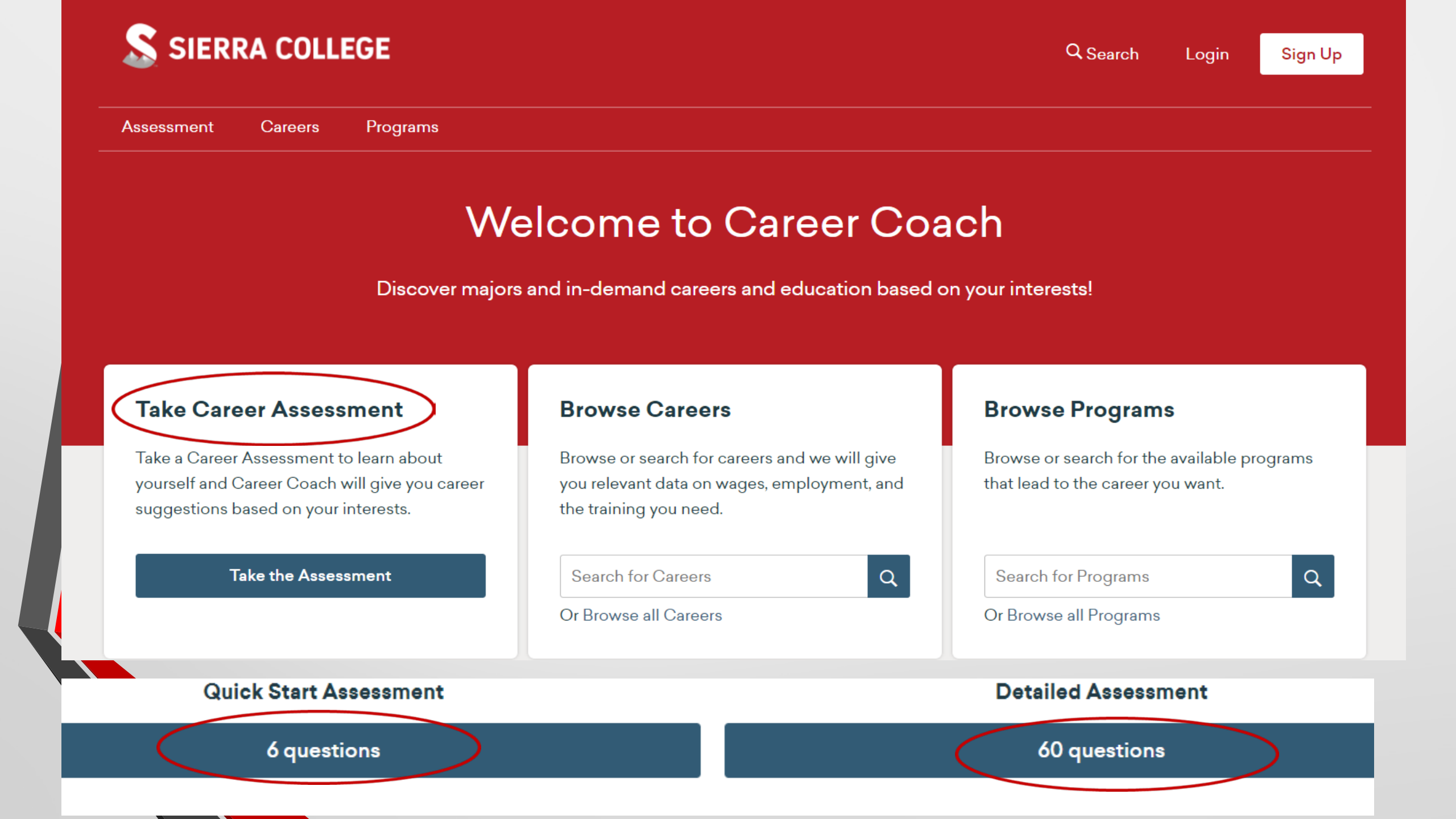
$59,248

Top Entry-level Education

A Bachelor's Degree	48%
Some College	14%
A Certificate	13%

Civil Engineering Technicians

Apply theory and principles of civil engineering in planning, designing, and overseeing construction and maintenance of structures and facilities under the direction of engineering staff or physical scientists.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Search
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Assessment
Careers
Programs
Welcome to Career Coach
Discover majors and in-demand careers and education based on your interests!
Take Career Assessment
Take a Career Assessment to learn about yourself and Career Coach will give you career suggestions based on your interests.
Take the Assessment
Browse Careers
Browse or search for careers and we will give you relevant data on wages, employment, and the training you need.
Search for Careers
Or Browse all Careers
Browse Programs
Browse or search for the available programs that lead to the career you want.
Search for Programs
Or Browse all Programs
Quick Start Assessment
6 questions
Detailed Assessment
60 questions

Created Career Development Continuum with targeted activities

US Department of Education regulations regarding financial aid eligibility don't align with the concept of Meta Majors. Students must declare a major to be eligible.

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- Made a proposal to Vice Chancellors Perez and Mohr and Executive Vice Chancellor Hope to use "General Studies" for each Interest Area

- Chancellor's Office researched implications, including legal ramifications, and agreed to prototype the solution with Sierra as the test case with the caveat that undecided students must be guided to a program of study within one year

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- Articulation Officer created 9 new General Studies programs, one for each Interest Area and flagged them as Financial Aid eligible
- New programs uploaded to ***CCCApply*** using student-friendly language
- Created flags in ***Starfish*** identifying students who didn't declare a major
- Created Financial Aid processes to ensure students will only receive aid for one year
- Providing interventions (e.g. workshops, counseling, informational interviews, job shadows) to help them select a program of study based on career goal by not later than the end of their second term

Went live in CCCApply for Spring 2019 applicants

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Sierra College CCCApply Screen Shot

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Spring '19 application counts to date under a "soft launch"

	Declared a specific major	Chose Interest Area (but not a major)	
Applied Technologies	2085	246	12%
Business and Innovation	1505	362	24%
Earth and Environment	267	147	55%
Education	598	363	61%
Language and Literature	300	146	49%
People, Culture and Society	889	185	21%
Public Safety, Health and Wellness	2134	231	11%
Science, Technology, Engineering and Math	1182	323	27%
Visual and Performing Arts	627	226	36%
Total Spring 19 Applicants to date	9587	2229	24%

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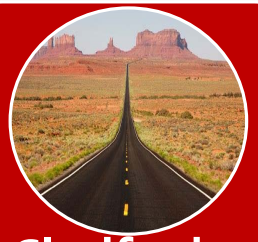

Clarify the Path

Ensure Learning

Help Students on the Path

Keep Students on the Path

Ensure Learning

We are in organized chaos

- Financial Aid Policies are fined tuned to be student friendly
- A&R and Financial Aid try to align when possible
- Verification efficiencies
- Technology efficient
- I have a bubble of seasoned financial aid staff and colleges across the state
- I hire people with soft skills first
- Financial Aid is at the table for every major move our campus makes

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