Bakersfield has been working on aspects of Pathways since 2014 and was one of the three California community colleges selected to participate in the AACC national Guided Pathways Project. Much of the detailed timeline and activities were developed as part of the national GP Project.

**Original** Leadership Structure

**Core Team:**

**Charge:** *The core team develops the timeline and work projects. They coordinate the institutes and they are the ones accountable:*

Co- Leads Dean of Institutional Effectiveness (Lead of project) & Faculty Chair

Pathways Team Lead – Program Director for SSSP and Equity

One Representative from Student Government & One from the Peer Mentors

Student Affairs – Counselor and Dean of Counseling

Dean Academic Affairs (1) & CTE Dean (1)

Curriculum Committee Chair - Faculty

Student Support Services and Pre-collegiate pathway

Accreditation Standing Committee Chair (same as our co-chair)

**Implementation Task Force (includes Core Team)**

**Charge**: *The focus of this taskforce is to implement the BC version of Pathways. This taskforce will be the central communication hub for pathways with required reporting to groups they represent. The taskforce will work with assigned areas to discuss meta-majors/areas of study and help coordinate information needed and documentation of pathways detail. The committee will suggest, plan and deliver professional development at the winter and summer institutes and other meetings as determined by the taskforce. The taskforce will lead the ground work on the implementation plans pre and post AACC institutes.*

*The taskforce will help create the website for the Pathways webpage and any written materials for communication. It is likely that these members will play a role in writing key documents for accreditation related to pathways.*

Co-Chairs - Dean of Institutional Effectiveness & Faculty Lead

4 Academic Senate Reps; Plus other faculty and volunteers

Classified union appointee

Faculty Union Representative

Adjunct Faculty

Student Government President/ student appointee

Student Services Support Program Director

One rep each from:

Information Technology Faculty

Dean of Academic Technology

Professional Development Program Manager

Data Coaches (2)

Data Analyst & Researcher

Equity Department Representative

Rural Initiatives representative:

Web and Marketing Representatives

Members at large (2):

Pathway work groups: Faculty Chairs and Directors (FCDC); Program Review; Accreditation; Strategic Directions; Educational Administrators

Completion Coaches (like our mentor program but much more developed and extensive. Students are divided into clusters for each specific meta-major pathways and also in affinity groups (based on student characteristics such as EOPS, athletes, etc). Each completion coaching team has 10-20 faculty and staff serving as coaches and contains about 3-4000 students . Eventually the hope is that all 30,000 students in the college will be seen as an individual)

Reassign Time/ Percent of Contract time:

* + Dean of Institutional Effectiveness (Lead of project) Currently 50%
  + Pathways Team Lead/SSSP/Equity- Currently 25%
  + Faculty with Reassign Time: Currently 2 faculty with one class section reassign each(20%), however a lot of the Curriculum Co-Chair is reassigned to do this work reassigned 2 class sections (40%) and Accreditation Co-Chair (20%)
  + No other reassign but data coaches and completion coaches are reimbursed for pathways work about $1000 a semester/year depending upon workload
  + Classified completion coaches are paid for overtime beyond contract assignment up to $1000/year
  + We pay faculty to come to institutes at $30 and this represented $20,000 for the winter institute alone where we had 155 faculty. (We have a minimum of 2 or 3 institutes per year).
  + We pay faculty for specific work as we see it needs done. For instance – faculty are working on the catalog and web redesign. Depending upon the work we
  + Researcher 25%

Funding provided by cobbling together SSSP, BSI, Equity, BSSOT, other grants

**Phase 2 Faculty Leadership in Guided Pathways in Spring 2018**

The Bakersfield College Guided Pathways Implementation Team invites faculty leaders in the College’s 10 Learning & Career Pathway Completion Coaching teams to provide leadership in establishing start-up processes and materials for long-term implementation and scale. The Implementation Team encourages those who are particularly process-focused and project-driven to consider applying for this one-semester commitment.

**Qualifications for Consideration:** Interested faculty must be:

* A tenure track faculty member
* An engaged member of a Learning & Career Pathway Completion Community

**Overview**

* Guided Pathways Lead Faculty; up to two faculty per Learning & Career Pathway. Additional lead faculty considered on a case-by-case basis and determined in consultation with the administrative lead of the Learning & Career Pathway
* One-time start-up special compensation for approximately 10 hours/week of work
* Spring 2017 Special Compensation: $30/hour; Not to exceed $5,000 in the spring term

**Responsibilities**

* Attend each of your assigned Learning & Career Pathway Completion Community meetings
* Attend a 2 hour orientation with the Pathways Implementation Team
* Meet with a representative from the Pathways Implementation Team 5 to 7 times throughout the spring semester; dates and times TBD based on need and availability
* Serve as the communication liaison for the Guided Pathways Implementation Team
* Attend the Winter Institute: January 10-11; Co-facilitate activities for your Learning & Career Pathway throughout the institute
* Co-lead all Learning & Career Pathways Completion Community meetings in coordination with the administrative lead (bi-weekly or monthly, depending on Completion Community)
* Develop and disseminate guided pathways communication to Completion Community and department in departmental meetings
* Lead the development of a visual catalog of programs in your Learning & Career Pathway (the Pathways Mapper tool); coordinate efforts with Curriculum Committee
* Ensure communication about Completion Coaching changes with the Pathways Implementation Team

**Deliverables**

* Learning & Career Pathway video (2 minutes)
* Learning & Career Pathway Program Mapper template complete
* Coordinate the collection of content and information specific to the pathway.
* Comprise a list of the accolades, points of pride, or brags for each LCP
* In conjunction with the Pathways Communication Team, develop the following informational and promotional material specific to the pathway:
  + Website
  + Posters
  + Flyers, and
  + Pathway brochures

**Accountability**

* The Guided Pathways Implementation Team will coordinate directly with the administrative Lead (identified Dean) for each Learning & Career Pathway to monitor the work and evaluate deliverables from the Lead Faculty
* Lead faculty will meet with representatives from the Guided Pathways Implementation Team to monitor progress and provide ongoing support

**Process to Apply for Consideration**

* Faculty self-nominate for consideration to the Guided Pathways Implementation team. Applicants should provide a brief vision statement indicating what the applicant would like to accomplish for his/her respective pathway through this leadership role. Faculty should send self-nominations to Lesley Bonds at [lesley.bonds@bakersfieldcollege.edu](mailto:lesley.bonds@bakersfieldcollege.edu)
* The Guided Pathways Implementation Team will review faculty applications and approve in coordination with the administrative lead (identified dean)
* The Guided Pathways Implementation Team will submit names of faculty lead recommendations to Academic Senate as an informational item
* All faculty leads will sign a special compensation agreement before the end of the fall term
* **Deadline for Consideration: November 6, 2017**

**Phase Three Leadership in Guided Pathways in Fall 2018**

Guided Pathways Implementation Team will help guide:

* Students attempting 15 units in the first semester
* Students completing transfer-level English and math in the first year
* Students attempting 30 units in the first year
* Students completing 9 core pathway units in the first year

##### **Role, Purpose, & Scope**

* Completion Community support, engagement, and coordination
* Dissemination of information and engagement of faculty and staff campus-wide
* Engage faculty leaders in the development of start-up processes and materials

**Reports To & Communicates With**

This committee reports to the College President and communicates with the faculty and staff of Bakersfield College.

**Membership**

The membership of this committee is comprised of the following.

3 Administrative Leads

* Counselor Lead
* Discipline Lead
* Affinity Group Lead

Management Representatives pulled from

* Strong Workforce
* Institutional Effectiveness
* Communication Planning
* Academic Support
* Outreach

Faculty Representatives

* Academic Senate
* Accreditation and Institutional Quality
* Budget
* Curriculum
* ​Counseling

District Representative

## Members

### Chairs

| **Role** | **Name** |
| --- | --- |
| Dean, Instruction | Cornelio Rodriguez |
| Director, Student Success & Equity | Lesley Bonds |
| Faculty | Jessica Wojtysiak |

### Curriculum Leads

| **Role** | **Name** |
| --- | --- |
| Curriculum Committee Administrative Chair | Billie Jo Rice |
| Curriculum Committee Faculty Chair | Jennifer Johnson |

### Counseling Leads

| **Role** | **Name** |
| --- | --- |
| Dean, Counseling & Student Success | Grace Commiso |
| Counselor | Brynn Schock |

### Data Leads

| **Role** | **Name** |
| --- | --- |
| Dean, Institutional Effectiveness | Craig Hayward |
| Institutional Researcher | Amber Hroch |
| Director, Student Success Technology | Dan Hall |

### Senate & Budget Leads

| **Role** | **Name** |
| --- | --- |
| President, Academic Senate | Steven Holmes |
| Faculty | Nick Strobel |

**For more information see** [**https://committees.kccd.edu/committee/guided-pathways-implementation-team**](https://committees.kccd.edu/committee/guided-pathways-implementation-team)