**FACTC Winter Meeting Minutes 2020**

South Puget Sound Community College, Olympia, Washington

February 13 & 14, 2020

**Thursday February 13, 2020**

Presenter: Kristi Wellington-Baker, SBCTC

Notes by Tiffanie Maule from Pierce College

Welcome from Tim Stokes, President of SPSCC

Introductions

4:13 pm Washington State Guided Pathways (GP): Equity Minded Design presentation

National Movement. Jenkins book. Critique, technical solution to a greater problem. Intentional redesign. Map given to show where states have been heavily engaged.

3 big goals: Increase completion, close equity gaps, develop adaptive leaders. Last 12 presidents hired from out of state. Are we growing leaders?

Community - Share all thoughts.

Deb Bright, Univ. of Illinois to Washington, Equitable practice in community colleges. Develop a vision for Washington state. Vision and Mission established. Guiding Principles. Speaker stated she would send PowerPoint regarding her presentation.

4 pillars have evolved with equity really at the center of all of it. Focus groups state they are looking for a pathway to a better life, which is about the classroom experience as much as anything. Faculty is crucial in all 4 pillars and helping the state in this framework. Early alert system is crucial and it doesn’t work if faculty doesn’t use it. Faculty is single most important contact with students.

GP Design – What does that look like on the ground?

Design an onboarding process that engages all students.

Create transparent curricular maps that are clear to ALL students and community members.

Gap in data access was found to be a big issue among colleges.

Invest in excellent equity-minded. . .

Create an early alert process that generates relevant equity-minded trauma…

Design relevant equity-minded co-curricular engagement activities and instructional support systems.

2020 Scaling Guided Pathways Key System Strategies

Engagement: GPAC Guided Pathways Advisory Council – faculty and students are missing. Working on adding student advisory council. “What is the best way to engage faculty at the system level?”

It was brought up that last spring the FACTC submitted a resolution to the state board for professional development of GP and nothing came of it.

Karen Halpern recommends considering 3 constituencies:

1. Don’t forget prof/tech, she believes a big chasm has formed between transfer and prof/tech.
2. Academic
3. Invite people who don’t get invited. Terry Taylor says this is difficult because sometimes the FACTC group don’t feel listened to. Jen Wetham states that one of the issues is how people get nominated and the support of presidents. 75% of VPIs have turned over, could be cause of lack of support of FACTC. Terry said they needed convincing that FACTC was not part of the union. Jen states tighter knit of instruction commission and \_\_\_\_\_\_\_\_\_\_\_could be useful. We could add FACTC tagline to our signatures.

5:15 temperature check – group says to keep going with GP

Data Literacy

Teaching & Learning – what Professional development would be good and what type of delivery is best (timing and mode of instruction)

Action Plan – Work plan is due from the institution, due March 2nd. Work plan is functioning as an action plan. 5 – year action plan with this year’s action steps. List of requirements in year 1. State board has some tools to Identify readiness of colleges to implement GP. Essential practice areas and when they need to be implemented.

Question – What happens if colleges don’t meet processes and/or outcomes? No mechanism for setting a target nor does she believe targets should be created, but she does believe trends should start showing proof of improvement. Many haven’t participated due to lack of incentives, so now there are incentives.

Question- What about students with unmet needs around housing, mental health, etc.?

HB 2158 – shifted the dollar amount available for students. The importance of getting students to fill out FAFSA. We have the ability to change some things about our system. We can’t let ourselves off the hook because systems aren’t implemented. If we can understand what we are doing really well and learn how to shift good ideas to others who need help with the solution.

Jen recommends reviewing Work Plan Review Process.

1. Work plan due March 2nd, Review March 12-13, Feedback March 17, Revisions due March 31, Final approval April 3.
2. Structure in place to provide feedback.
3. Approvals must get to state board for approval in May so allocations are provided.
4. July of 2020 – Investment report due
5. December, 2020 HB2158 Oversight Board report due from SBCTC
6. July 2021 ????

Are people required to use the language from the work plan? Not so much, as long as the intent of the plan is implemented.

FACTC Business: 5:48 pm Terry Taylor

Sally Sheedy, Web Page, being done remotely. She is about to retire and there is a need to fill this position. Denise was sick, she is still the secretary. Rob is still struggling to get access to the bank account. Randy met with Rob, but the minutes were needed for proof of membership, then letter of president was needed for proof (Terry then provided), Fiduciary account application is now needed it was sent from Randy to Rob with most of it filled out and ready to go. Randy has been sending Rob the bank statements. Balance was read, but I didn’t catch it. First week of January, January 17th, invoice newsletters to all the presidents in the state. Question whether newsletters are email or hardcopy. Terry stated newsletters are traditionally sent via printed copy. Terry and Rob are planning on going to the bank at the end of meeting on Friday.

Jody Peterson – still trying to figure things out.

Terry’s report – Karen and Terry came up with an issue regarding “the future of FACTC.” Consistent members and attendance is a problem. Terry is going to retire in the next 3 years and new president needs to be considered for the future. All white guys, maybe consider diversity in the group. Part could be the method of picking reps is school different among all the schools. Terry hopes communication with those not here and figure out why they are not here. One barrier is the cost of transportation and whether or not the school covers that. Is there money from the state board to support our work? Christy suggested to put the request for traveling funds forward to the Instruction Commission. Mention of offering meetings via Zoom. Karen stated it was possible for tonight’s meeting. Would the genuine face to face meeting lose value of the group’s purpose. Karen shared that there was discussion that maybe the newer and younger faculty aren’t volunteering as much as the more seasoned veterans. Are the people between tenure process and experienced faculty stepping up?

Won’t be solved, but think about these issues.

Jen stated some thoughts are regarding lack of engagement are that agenda’s weren’t always consistent and didn’t always look important. However, there is now a reason to attend these meetings highly due to Guided Pathways (GP).

Christy recommends thinking about a communication strategy with VPIs and VPs of student services. There is a lot of transition occurring that is affecting effective engagement.

FACTC needs to be made more visible to the rest of the faculty at all the institutions of who their representatives are at each institution.

FACTC twitter account. FACTC@factof This was to be a method of how to communicate more.

I was happy to do this, but I am not responsible for spelling, grammar, and inaccurate info. I did the best I could. 😊

**Friday February 14, 2020**

FACTC Notes by Tiffanie Maule

Theme – Guided Pathways (GP)

Karen Halpern started with a show-n-tell of SPSCC Faculty Mentors (Advisors) and Educational Planners. Mentors create the relationship with the student. Be mindful of advising creep. She demonstrated “Compass” aka, Starfish, which I s software they use to create a network to support students, i.e., degree planner, filled automatically. The system automatically populated times of day. Technology would however mean that the student wouldn’t need to visit advisor because the ed plan is automated. She was able to view the student’s grade in ‘current time.’

Jen – left spring FACTC meeting energized. Diversity among the college campuses. Jen and Bill concocted a survey in order to say “this is a substantial sampling.” Emails sent from Jen conducting a survey that got 434 responses making it substantive overall. Does not say how many colleges are representative, but it does appear to be a large response overall.

Bill Moore – high level qualitative analysis.

Questions:

* When it comes to faculty understanding of and role in a guided pathways redesign, what do you see as the single biggest question, problem, concern, or issue?”
* We want to create professional learning opportunities to support faculty engagement in guided pathways. “This could be events, resources, courses, trainings…What do you suggest?”

New landscape, GP is a bigger scale and now there is money behind it.

The questions in the survey were around the following. . .

Communication Issues and challenges around communication.

GP Substance issues: Primary - faculty role, limiting choices, curricular implications, roles of advising.Secondary – program groupings and maps, definitions/goals, connections to existing work.

Process/Implementation Issues: Workload/labor, ownership, collaboration, adjunct faculty, pace/scale

Other beliefs/attitudes: sense of threat/fear of potential changes, initiative fatigue, cynicisms, beliefs about purpose of higher education, other concerns.

Recommendations for professional learning efforts for faculty.

General advice (for both SBCTC support and campus-level efforts.

Could we develop a faculty network for GP?

Side notes:

Read bill 2158 to see how the funds are being allocated.

Difference between faculty engagement and faculty leadership.

Tight timetable for the money.

Discussion RE Next Steps

* Faculty involvement in developing work plans?
* Campus communications about how resources will be invested?
* Priorities for campus-level and system-level support for faculty engagement in guided pathways?
  + Is there a way the system could connect faculty among the schools, i.e. community of practices among faculty at different colleges? Get creative to connect these faculty people, zoom, ATL, etc.

10:30 Arlen Harris from the State Board

Update on bills this legislative session and next year’s legislative session. Inside the classroom is what the legislators are inquiring about.

House Bill 1702: This would require course catalogs highlight classes that offer low cost course materials “under $50” It passed the house January 22 – next is a hearing next week.

February 7th, all bills had to be out of their policy of origin. This week bills are being debated on the house and senate floor.

Leg.Wa.gov – bill search go to TVW so you can watch the tv hearing.

House bill 1715: high schools withholding grades and transcripts for students. Students owing a fee can’t be used as a prohibitor from them getting transcripts. Passed the house 35-32.

House bill 2299: ... beyond GEDs. Technical Associate degrees expand to baccalaureate degrees and classrooms behind bars.

House bill 2327: Title of sexual misconduct in post-secondary institutions – enhanced background checks for employees.

House bill 2513: Not only not withhold a transcript, but cannot hire a deb collector to collect that debt. PLU pushing back due to them being private and having unpaid debt. Discussion about a possible dollar limit

House bill 6141 Higher education access, requiring all high school seniors to fill out FAFSA. Jen and Arlen working on reaching out to adult learners to fill out FAFSA. Letting adult learners be able to fill out financial aid awards.

Senate bill 6142: Higher education common application. Lt. Governor thinks any individual who wants to continue past high school should only have to fill out one piece of paper to get invited to a college.

Bill 6405 - break down of adjunct faculty ratios. What is the right ratio? Transitioned into a study to understand the correct ratio. People are receptive to this study. Is the ratio still at 70:30? Yes, statewide 50:50.

House bill 2158: big piece was funding provided. $30 million to GP. Fixes to 2158 – OFM and dept of revenue assessed a shortfall, bill 6492 instructions to dept of revenue on how to collect taxes, etc. Higher B&O taxes to cover $200 million gap. Oversight committee assembled selected by the Washington Round Table, first meeting in the spring, and recommendations to future legislation. . . He doesn’t think they have rule making authority.

Senate bill 6505: Dual credit direct costs. College in the high school and all running students would not have to pay books and fees and those costs would be eaten by the institutions. Conversation around equity issue. High schools would have to eat the cost of IP and AP exams. Go to OSPI website for more information and last year’s report

House bill 2382 – Community and Technical College housing. Allow to work with private partners to develop housing at their colleges. Teacher affordable housing.

House bill 2589 – require all institutions to put suicide prevention hotlines on the back of all student ID cards.

Instructor from Columbia Basin Matt(?) would like to come talk to FACTC as an ally.

Start looking at a calendar for next year to do “Hill day” Matt would be helpful to share this process.

Feedback on last legislation on the bill regarding displaying ages of public employees? Restrictions on public information requests. Discussion of exception for victims of domestic violence.

Suggestion – Put calendar invite out immediately for next year’s FACTC legislative reception/breakfast/hill day/????

Question – Monday is WFT Hill day, is it overload if FACTC shows up on Thursday and then WFT shows up? Response was “didn’t think so” because of two different representations. Terry mentioned maybe rescheduling one of those.

Should FACTC be on the Org chart? And what does that look like if it is?

Budget transparency is an issue for WA.

14 new presidents in the last 5 years – great opportunities for conversations with fresh minds.

Even more VPs have turned over than presidents. FACTC has a need to be redefined.

FACTC could be helpful providing best practices on forming a Faculty Senate for colleges requesting the help.

Next meeting Friday, May 8th following ATL conference in Lynnwood. ATL May 6-8, 2020. FAFCTC Meeting Friday, May 8 and Saturday, May 9, 2020.

Next year’s legislation is going to look at capital projects on campuses.

Policy stuff that is going to be hot? The dual credit bill is going to show there is a large amount of money in the Workforce Education Act.

$30 million for GP is not one time funded, it is the standard amount going forward. There are strings with the money with accountability needed to show there is movement forward.

Retention and completion rates in the future.

Also look at diversity and how we reach the larger demographic such as students of color and females and identifying trend towards completion.

How are students who pop in get coded so as they don’t affect how we get dinged when they don’t complete a degree. For example, a student only wants to update their Excel skills, they enroll in an Excel course, and they are coded as a Business Degree DTA. They will show an incomplete DTA.

11:308 pm Jen’s presentation on GP Webinar Series (Equity and Programs)

CH 3 Rethinking Student Instruction from Redesigning American Community Colleges.

The group were told to find words that resonated and discuss amongst partners about why.

Jen recommended to go back to the campuses and have these types of conversations. . .

“Who knows about habits of mind. . . “

Raising issues such as motivation and how motivation is solely put upon the student. Go deeper into how the responsibility of motivation can be put on the program and encourage deeper conversations about who this responsibility belongs to. Jen wanted this to be pointed out in the notes.

Course centric model. . . learning facilitation approach means the college is thinking about the course competencies, how they are scaffolded, to fulfill the program needs and guide the students experience from the first to the last day.

Collaborative inquiry framework – because its’ focused on learning – and address gaps in the learning system whether it’s the students or the faculty?

VPI at Highline, Emily \_\_\_\_\_\_\_\_\_\_\_, referred the paragraph regarding *Rethinking Student Instruction* – Slide Deck available.

\*ATL Initiative to *Suppoting Faculty Engagement in Guided Pathways*

\*Survey Bill discussed early. Jen addresses the components from survey mentioned previously in Bill’s presentation.

Hasn’t been a lot of case making for GP that is Faculty Centered.

What does it mean to make a case of faculty led Guided Pathways? Not making it deficit based. How to honor the hard work that has already been done and how it matters to faculty? How will this make my life better and my life easier?

Webinar series, 134 voices: 1. Overview, Metacognitive Skills, Concepts, and Habits of Mind: Peer-Based Professional Inquiry; Partner . . .

ATL March 26th and 27th 2020 North Bend. Draft Agenda: Share Chief “Adaptive Challenges” to faculty leadership and engagement from the 12 early adopter colleges. Engage in a mapping activity to create the bones of strategic plan to foster faculty leadership and engage faculty in your guided pathways redesign with those challenges in mind.

Conference Strands for ATL:

1. Equity-minded Praxis
2. Guided pathways: Design, models, approaches
3. Faculty Leadership & Engagement
4. Research-Based Learning Frameworks: TILT, Problem-Based Learning, the WA Course Design Checklist, Reading Apprenticeship, 4 Connections, UDL.

\*Accepting proposals until next week.

What’s Next? Summer 2020 Pro D

\*Washington Center Summer Institute

Purpose: Ensure your GP redesign does not “work around instruction.”

An Elevator Pitch for GP:

Beyond “eliminating choice.”

4 Design Pillars:

1. Clarify the Path for Students – learning outcomes for each path,
2. Get Students on the Path – based on interest or discipline or career aspirations.
3. Keep Students on the Path – Instructional and non-instructional supports that cultivate the 3 most important predictors of success: 1. Academic Confidence 2. Sense of belonging. # Improved mastery of skills that employers value.
4. Ensure Students are learning – Learning Facilitation Model – conceptualizing courses rather than course centric and importance of sequencing the learning.

Pathway to what?

Post-Secondary credentials. Post-secondary education is provided by colleges, universities, and technical institutes. An individual’s post-secondary is education is represented by “credentials.”

Who Cares about credentials? This credential could affect income over a lifetime. The higher credential the more their lifetime earnings will increase. Capitalistic society means credentials matter.

GP asks us to put our collective attention on …

1. Transfer – prepare students for Bachelors
2. Occupational – prepare students for jobs

“A Focus on Programs (Not Courses)” The structure itself De-incentivizes the desire for an AA.

The assumption is that if everybody does a really good job teaching their own courses students will get what they need.

Terry: Encouraged to keep conversations going on the List Serv. Important because we have these campus issues.

FACTC Business:

Edmonds is on board to host the May FACTC meeting. If Edmonds is unable it could possibly be done at Cascadia or Everett. Cascadia, parking is an issue.

May need someone to take over the keys to the website, Sally is retiring soon. Passwords need to be handed over.

Rob and Terry have to go to the bank after this meeting.

Terry would like a motion to allow the President to engage with State Board to have FACTC form a more formal role with the State Board. This could enhance implementation of Guided Pathways.

Karen motioned that Terry would be allowed to engage in conversation with the state board to have FACTC form a more formal role with the State Board. This motion was seconded by Rob. Goal is to have a faculty voice to the State Board. Bylaws advocate for a voice to the State Board. All in favor, the motion passed.

Next meeting on May 8th and May 9th tentatively set for 1:30 pm, please come with some ideas…newer members have recommended an annual schedule. Thorough discussion and decide on the three meetings for the following year. Time to do a retreat, although depending on Guided Pathways and prescribed tasks, the retreat may interfere with Guided Pathways. Part of the discussion is whether or not we have a retreat and what is done at the retreat if it is decided. Retreat has an impact on the budget. Annual schedule would be helpful.

Informal survey on the list serv. How many are being compensated for coming to the FACTC meeting and if it is an issue?

Discussion of Instruction Commission and how Christy talked about them having an understanding that they should be funding FACTC. The more VPs understand the role of FACTC hopefully they will be more helpful in supporting faculty to get to the meetings.

Sam agreed to take over the website from Sally.

Homework: Christy asked for ideas about good professional development? If people could come up with one idea for the next meeting. What could the Student Success Center offer? Send to Terry or Jen sooner than later to synthesize and forward to Christy.

Previous Homework assignment is to help educate others about Guided Pathways and having the FACTC group to take on the leadership to educate others on GP.