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Redesigning College for Student Success:

Using the Scale of Adoption Assessment for Planning and Improvement

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**Washington SBCTC Student
Success Center Webinar**

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Guided Pathways in Washington Community and Technical Colleges

- ✓ SBCTC/CCRC Research Partnership on Guided Pathways
- ✓ Increasing completion and closing gaps
- ✓ The Scale of Adoption Assessment (SOAA)
- ✓ Equity Items on the SOAA
 - Background on equity work in Washington
 - Why these three initial items?
 - Assessment items aimed at understanding processes underway
 - Equity work embedded in pathways reforms
- ✓ The Role of Change Facilitators in Washington CTC Guided Pathways
- ✓ Student Success Institutes (mark your calendars!):
 - May 7, 2018: Columbia Basin College (for east-side colleges)
 - May 8, 2018: Clover Park Technical College (for west-side colleges)

Guided Pathways **Practice Areas**

- 1) Mapping Pathways to Student End Goals
- 2) Helping Students Choose and Enter a Path
- 3) Keeping Students on their Path
- 4) Ensuring that Students are Learning

College Equity and Guided Pathways

- A fundamental goal of guided pathways is to decrease equity gaps in student outcomes, and the SBCTC has committed to reducing equity gaps through its guided pathways reforms.
 - As colleges strengthen supports for students to explore, enter, and progress toward their goals, examining current practices and proposed reforms through an equity lens is crucial.
 - Specifically, colleges need to consider whether pathways practices are having differential impact on people of different races, ages, socio-economic status, and gender.
 - The SOAA contains a section designed to help colleges reflect upon current practices and assess progress toward achieving SBCTC's goals to reduce equity gaps in student postsecondary outcomes.

Purpose of the Assessment

For Washington colleges:

- ✓ To reflect on current practices and on how reforms align with the guided pathways framework and can address equity gaps in student outcomes
- ✓ To assess college-wide understanding of pathways practices
- ✓ To develop a plan for next steps and implementation at scale
- ✓ To learn about other colleges' practices and policies

For the Washington SSC:

- ✓ To gather information about colleges activities, practices, & challenges
- ✓ To design coaching, workshops, and technical assistance activities
- ✓ To track colleges' progress over time; re-assess college needs and challenges

Scale of Adoption Assessment (SOAA): A 6-step process

- 1) Individuals review the SOAA
- 2) College leadership team completes the SOAA
- 3) Colleges engage in follow-up interviews with CCRC and Washington change facilitators
- 4) CCRC synthesizes and summarizes the data from the SOAA assessment and calls
- 5) CCRC reports back the findings to colleges
- 6) WA SSC uses findings to design coaching, workshops, and technical assistance activities to support scale implementation

Who should be involved in completing the SOAA?

- New or existing cross-functional, college-wide leadership team:
 - **Recommended participants:**
 - Chief Diversity or Equity Officer/MSSDC representative
 - Executive VP for Instruction
 - VP for Student Services
 - Deans (Career/Technical and Transfer/Arts & Sciences)
 - Faculty (Career/Technical, Transfer/Arts & Sciences, and dev ed)
 - Director of Advising and advisors/success coaches/counselors
 - Registrar
 - Information Technology representative
 - Institutional Research representative
 - Financial Aid representative
 - Others?

What is the process for completing the SOAA?

- Prior to the team meeting:
 - Survey additional college stakeholders for input on the SOAA, specifically column 2 and 3 (scale of adoption and progress to date)
 - Leadership team members individually review the SOAA, add notes to column 3 related to her/his area/department, select rating (column 2)
- At team meeting:
 - Team reviews the 19 essential practices
 - Discuss progress to date (column 3), drawing on feedback from extended stakeholder group
 - Come to consensus on current scaling status
 - Develop a preliminary timeline for next steps, getting to initial scale implementation
- Plan for 2-3 hours to complete the SOAA assessment as a team

How to decide your college's scaling status

Scaling Status	Official Definition	Description
Not occurring	College is currently not following, or planning to follow, this practice	College is either <u>not currently planning to implement a practice, but may in the future</u> ; or has <u>no plans to implement the practice</u> .
Not systematic	Practice is incomplete, inconsistent, informal, and/or optional	For any number of reasons, practice currently <u>affects, happens for, happens to, or is accessible to some, but not all students</u> (e.g. it's optional, informal, inconsistent, etc.)
Planning to Scale	College has made plans to implement the practice at scale and has started to put these plans into practice	College, with support of leadership, faculty, etc. has <u>committed to implementing the practice</u> and has a <u>plan and timeline</u> for implementation.
Scaling in Progress	Implementation of the practice is in progress for all students	College has piloted or tested the practice (not required for all practices), and is currently scaling it for all students, with a timeline for being at scale (currently at around 50%)
At Scale	Practice is implemented at scale—that is, for all students in all programs of study	Practice is in place for all <u>entering</u> students in a given semester.

What information should your college include in the SOAA?

START HERE	STEP 3	STEP 2	STEP 4
Column 1: Guided Pathways Essential Practices	Column 2: Scale of Adoption at our College	Column 3: Progress to Date Implementing Practice	Column 4: Next Steps, Timeline for Planning & Implementation
<ul style="list-style-type: none"> • Read through all 19 Guided Pathways “essential practices” by practice area (e.g. Mapping pathways to student end goals, etc.). • These are idealized statements of guided pathways practices; what a practice would look like at scale. 	<ul style="list-style-type: none"> • Based on what your team wrote in Column 3, what is your current scaling status? • (Review the SOAA scale on page 1) • Remember, this tool is for improvement and planning purposes – you’ll be doing this again in a year or so! 	<ul style="list-style-type: none"> • What is the college currently doing related to the essential practice? • What current efforts/reforms/practices relate to the GP practices and how? • Which students are currently affected by the practice? • Who (people or depts.) within the college is currently doing this practice? 	<ul style="list-style-type: none"> • If a practice is “not systematic” or “not occurring,” what will it take to move into planning? • Who from the college should be involved in the planning and design of the practice? • Who is the lead? • Which external partners (e.g., universities, HS, employers) should be engaged in the planning, design, and implementation? • What resources and support does the college need to move this practice forward? • Lay out a preliminary timeline.

What information should your college include in the Equity Practices section?

START HERE	STEP TWO	STEP THREE
<p><u>Column 1:</u> SBCTC Equity Goals</p>	<p><u>Column 2:</u> Progress to Date Implementing Practice</p>	<p><u>Column 3:</u> Next Steps, Timeline for Planning & Implementation</p>
<p>Read through the listed equity goals.</p>	<p>Provide concrete examples of activities underway, as of spring 2018, related to goals.</p> <p>Are specific stakeholders or departments particularly active in these activities?</p>	<p>Describe plans for future activities related to this goal, and a timeline for next steps.</p>

Follow-up interviews with college teams

- Purpose of the follow-up interview
 - To review college's progress implementing the GP essential practices, next steps, and timeline
 - To learn about colleges' processes to implement reforms to address equity gaps
 - To answer questions about the practices, discuss any challenges
 - To determine what assistance the college requires

Follow-up interviews with college teams

- Who should be included the follow-up interview?
 - 2-3 members of the leadership team that completed the SOAA
- Interview is 2 hours
- Interview will be led by CCRC researchers and Washington change facilitators.
- Interviews will be conducted in March and early April.
- CCRC will reach out to schedule the interviews after submission of SOAAs on February 28.

Timeline for Scale of Adoption Assessment

- **February 28:** SOAA is due to Joe Holliday (jholliday@sbctc.edu)
- **End of February:** CCRC will email to schedule follow-up calls
- **March 5 – April 4:** CCRC will conduct follow-up calls with Washington colleges
- **May 7 & 8:** Student Success Institutes (presentation of findings from SOAA)

Questions?

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