

Work Plan Content:

Question Group: Persistence: First Primary Term to Secondary Term

Using a percentage, estimate your college's level of progress advancing local goals related to ensuring entering students are successful persisting from their First Primary Term to Secondary Term.

Helper Text:

Using data available in Launchboard and related local data, consider what 'Persistence' means for entering students at your college and the definition provided with Launchboard data.

Persistence: First Primary term to Secondary Term is defined by the Student Success Metrics Dashboard in Launchboard as follows: Among enrollments by cohort students, the course success rate in their first year from first term.

Use this definition and your college's local goals and ideas about Persistence to determine an accurate percentage.

Selections:

Less than 50% complete

Sub Questions:

What Is your college's local goal?

Helper Text: 'Local Goal' is an ideal achievement to reach for this metric.

Increase entering students persisting from their first primary term to their second primary term by 3 percentage points annually over the baseline each year for the duration of the plan.

What are the major barriers for your college to reach this goal?

Helper Text: 'Major Barriers' may be varied and can be related to smaller and larger campus structures. Consider your Student Equity Plan and other planning tools to specify barriers present with your disproportionately impacted student populations in mind.

1. Communication issues with students about student services and resources. Communication to students through website, email, and other modalities disorganized
2. Insufficient faculty training and/or inadequate availability of technology for students taking hybrid and online modalities of teaching
3. Weak sense of student belonging and uneven connections between students and the College
4. Lack of clarity in regard to class schedule regularity and services offered at satellite campuses.

5. Ferrelli Consultants hired and completed configuration and process gap analysis of Hartnell's Degree Audit module. However, implementation is stalled and degree audit data remains "dirty."
6. Panther Learning Lab not in a central location.

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What needs to be done to remove this/these barriers? What actions/structural changes has your college taken to begin the process?

Helper Text: As Guided Pathways work should be active and ongoing, what has your college identified as structural issues in need of addressing over the course of this four-year Guided Pathways cycle?

1. In-Progress: Establish meta major communities for students. Meta major communities were approved by the participatory governance system in Spring 2020. However:
 - a. Most of the implementation to this point has taken place around enrolling students.
 - b. Next steps will promote meta major identity and community building among current students and faculty to foster academic, social, and college belonging tied to persistence, momentum, transfer, and completion outcomes
 - c. Marketing plan being created with Swim Digital for meta majors
2. In-Progress: Caring Campus Campaign has begun at Hartnell 2022-23, which is promoting positive staff-student connections.
3. In-Progress: Coursedog scheduling software approved by the Board of Trustees. Ferrelli Consultants hired and completed configuration and process gap analysis of Hartnell's Degree Audit module. However, implementation of data clean up must happen first.
4. New Project: Fall 23 a pilot will run for a cohort first-year experience program
5. New Project: Expanded Zero Cost Textbook and OER to include certification of courses utilizing ZCT and Low Cost Textbooks
6. New Project: Established a Basic Needs Center

What are the equity considerations in your actions to remove student friction points and ensure that all students will benefit from them?

Helper Text: Your college previously identified students experiencing disproportionate impact in the 2022-25 Student Equity Plan. How does your college plan to scale up the efforts identified?

1. Some meta majors have had significantly more resources than others. A couple of Hartnell's meta majors have new buildings, study areas for students, specialized student services, marketing, and a clear sense of identity which assists with persistence. However, roughly the other half of meta majors have very few amenities.

2. Caring Campus Campaign will help with students who do not feel comfortable asking for help because staff will be proactively reaching out to students.
3. Getting Ferrelli Consultants back to the clean up of data for Coursedog is imperative for equity concerning degree audit.

What is the institutional structure, if any, in place that ensures that the Guided Pathways-informed Persistence work remains an institutional priority moving forward?

Helper Text: N/A

1. Student Persistence work group that will continue having meetings into 2023-24, and its action plan will be updated and implemented.
2. Hartnell joined Achieving the Dream (Accelerating Equitable Outcomes Cohort)
3. Student Success Specialists approved to be hired for each meta major.
4. The Academic Senate provided release time for a ZTC faculty coordinator to enhance adoption of free and Low-Cost textbooks.

Does your college face any barriers sustaining the provided structure? How does your college plan to overcome them?

Helper Text: What efforts will be made to ensure this barrier is no longer present in the next four years?

1. Barriers:
 - a. Student Persistence work group is temporary, not a long-term continuous improvement structure.
 - b. Hartnell's relationship with Achieving the Dream is newly established
 - c. Confusion/disagreement about the role of Student Success Specialist.
2. Overcoming barriers:
 - a. Training of the Student Success Specialists in Summer 2023

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With Persistence: First Primary Term to Secondary Term in mind: Is your college leaning into continuous improvement principles to ensure that your efforts continue to advance the goal of Persistence: First Primary Term to Secondary Term equitably and do not develop new barriers for students?

Helper Text: Continuous Improvement is a process already present in various structures across campuses. Please consider how your college is applying this process to Guided Pathways-informed efforts and metrics.

Selections:

In Progress

Selection Sub Questions:

What does your college need to do to develop and implement a continuous improvement process related to this goal at your college?

Helper Text: N/A

Need to reassess the roles and needs of area deans through meta major, DE, and satellite campuses lenses

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What learnings and improvements related to this goal does your college believe it would benefit the most from by engaging in the continuous improvement cycle over the next four-year Guided Pathways cycle?

Helper Text: N/A

Change is going to take a culture shift concerning examining data related to student success and equity gaps and ensuring meta major communities address the closing of these gaps.