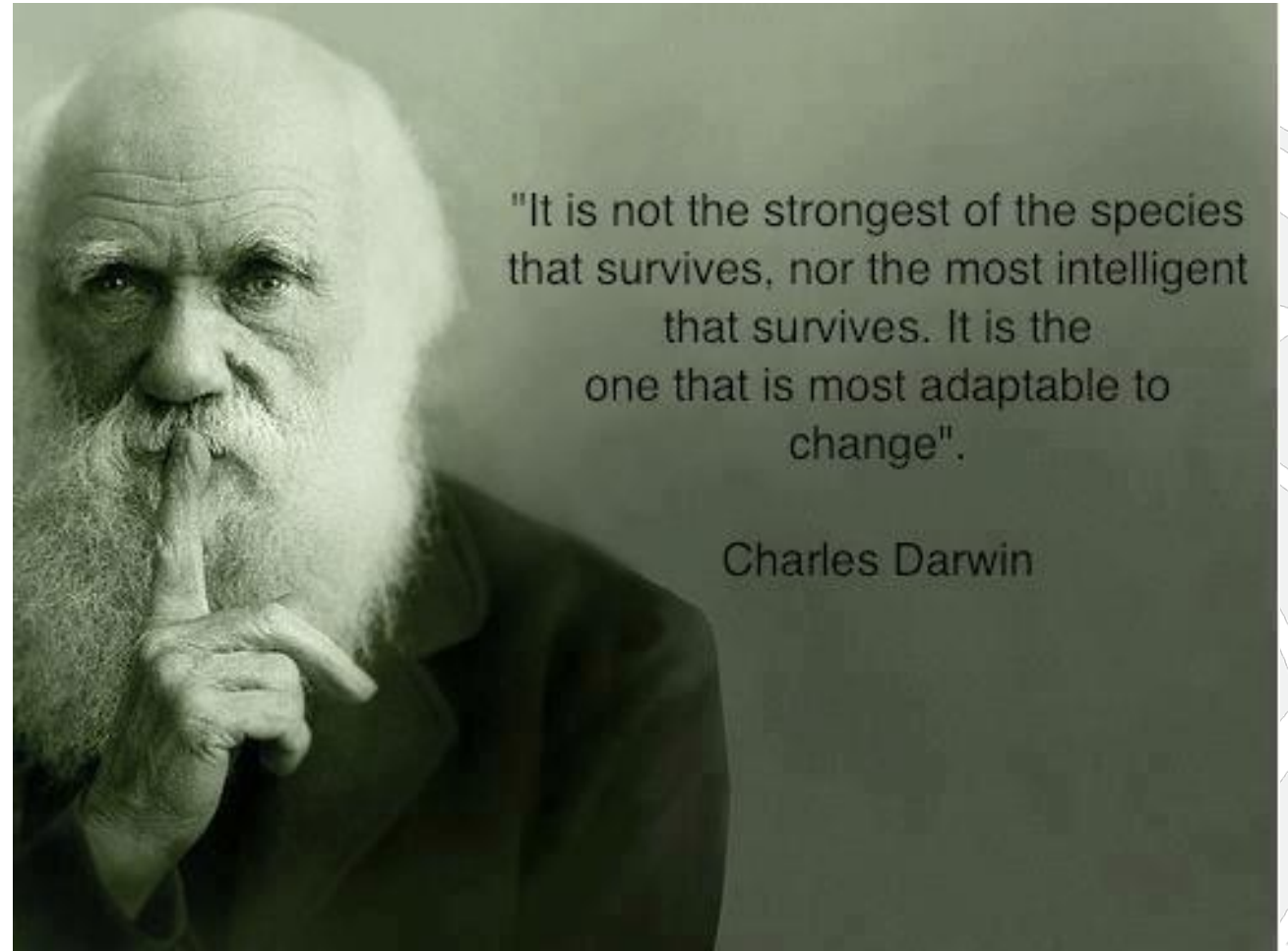


Office of Equitable Student Learning, Experience, & Impact

# Student Success Paradigm Shift

# Setting the context...



# Clarifying our intent...

## Reform

Makes changes in something (typically a social, political, or economic institution or practice) in order to improve it.

## Transform

Make a thorough or dramatic change in the form, appearance, or character of.

# Why transformation...



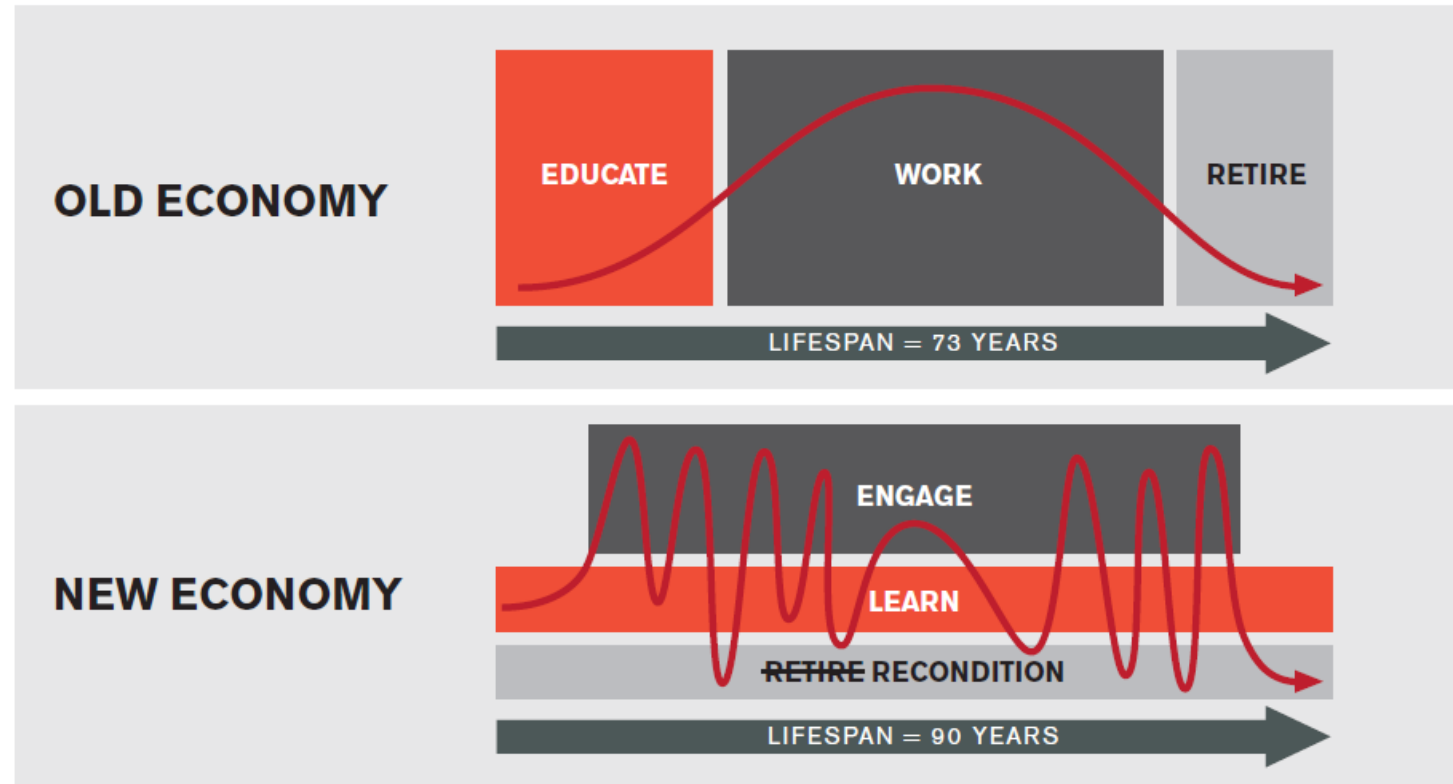
## Paradigm Shift

- Right to Fail
- Completion Agenda

success era so this is where we

# Why transformation...

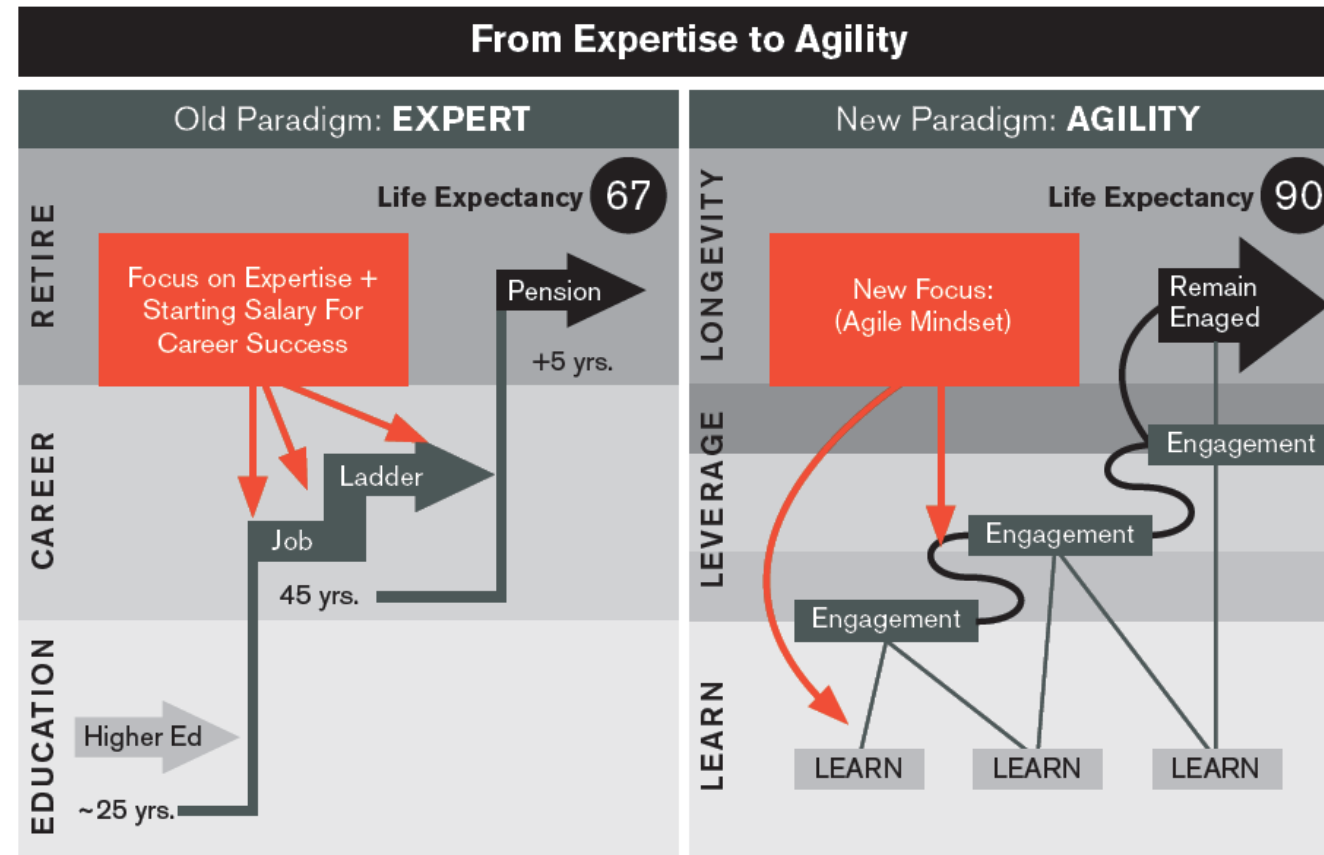
Figure 2: Shifting Life Blocks Framework--Dynamic Education-Work Trajectory



<https://www.linkedin.com/pulse/learning-uncertainty-imperative-heather-mcgowan/>

# Why transformation...

Figure 1. Shifting Life Blocks Framework–Expertise to Agility<sup>viii</sup>



<https://www.linkedin.com/pulse/learning-uncertainty-imperative-heather-mcgowan/>



# Walking the path of change...

We don't see things as they  
are, we see them as we are.

Anais Nin

# Centering Learning is Student-Centered

## Learning

Learning is the acquisition of knowledge or skills through experience, study, or by being taught.

## Teaching

Teaching is the process of attending to people's needs, experiences and feelings, and intervening so that they learn particular things, and go beyond the given.



# What have we learned...

## The Vision for Success

### Vision Goals

- 1. Increase credential obtainment by 20%
- 2. Increase transfer by 35% to UC and CSU
- 3. Decrease unit obtainment for a degree
- 4. Increase employment for CTE students
- 5. Reduce and erase equity gaps
- 5. Eliminate regional gaps

### Commitments

- 1. Focus on students' goals
- 2. Design with the students' experience in mind
- 3. Pair high expectations with high support
- 4. Evidence-based decisions
- 5. Own student performance
- 6. Cross-system partnership
- 7. Thoughtful innovation and action

## Student Equity & Achievement Plans

1

The main takeaway from our review is that the majority of the solutions proposed by plans propose to address equity with race-neutral, generic solutions. There is a tremendous inconsistency between the data and the solutions proposed by an "all students" approach. The inconsistency between what the data shows and the solution(s) proposed is significant.

2

The majority of the solutions fall within the domain of student support services, suggesting that practitioners and leaders view "equity" as achieved through special programs and activities. Classroom culture, practitioners' attitudes, racial literacy, and institutionalized racism are not the focus of the majority of the plans.



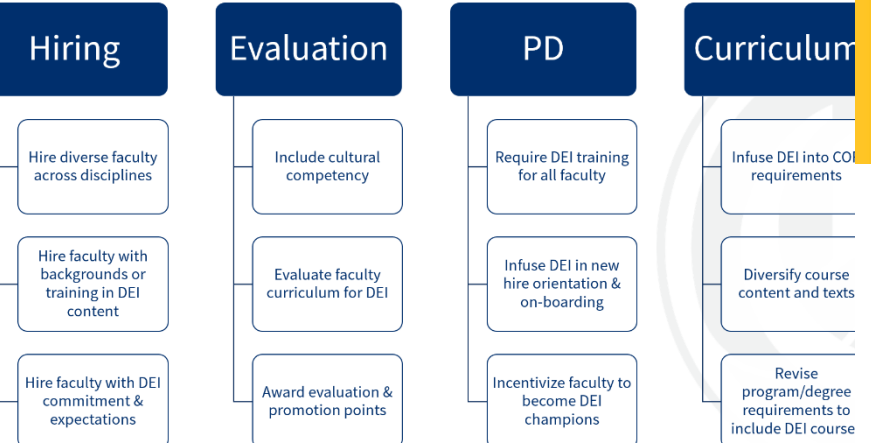
## Mark Reform Boosted Community College Students' Success and Helped Narrow—but Did Not Erase—Racial Disparities

COMPLETION OF "GATEWAY" COURSES ROSE, BUT COULD POSE CHALLENGES

SAN FRANCISCO, November 18, 2020—Implementation of a 2017 state law fundamentally reshaped placement and remediation at California's community colleges and substantially increased student success in key "gateway" courses needed for transfer to a four-year university. Gains have been especially large among Latino and African American students, though racial disparities persist. Despite the educational and economic disruptions of the pandemic, community colleges must meet the challenge of continuing to provide the support needed to succeed in transfer-level courses and advance toward their degree goals.

## The Call to Action

- 2. Campus leaders host open dialogue and add District Leaders, Campus Police, CSSO's and...
- 3. **Campuses audit classroom climate and create inclusive classrooms and anti-racism curriculum (ASCCC)**
- 4. District Boards review and update your Equity Plan (Chancellor's Office, All Campus Leaders, and...



## AB705 Equitable Placements

## The Diversity, Equity, & Inclusion Taskforce

# Learning from Guided Pathways...

***Institutional change*** that improves student outcomes and closes achievement gaps

Identifying and ***eliminating student friction points***

***Assuming everything can and should change***

***Working together*** to change student outcomes

The ***vehicle for*** realizing and achieving the ***Vision for Success***

“

Yesterday I  
was clever, so  
I wanted to  
change the world.

Today I am wise,  
so I am changing  
myself.

Rumi

GH

# Centering our own learning...

“When we are asking teachers and school leaders to do things they don’t (yet) know how to do, we are not asking them to “implement” something, we are asking them to learn, think, and form their identities in different ways.

We are, in short, asking them to be different people.”

Vision Destination:  
Empowered  
Learners

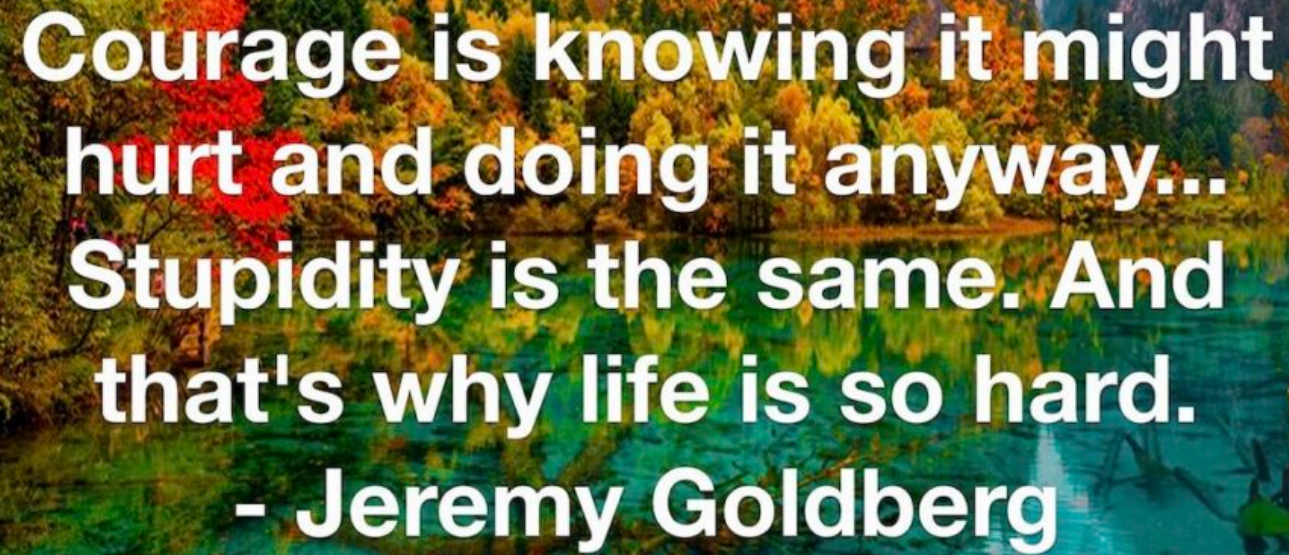
Vision Destination:  
Career  
Mobility

Vision Destination:  
Unconditional  
Belonging



# Office of Equitable Student Learning, Experience, and Impact (ESLEI)





**Courage is knowing it might  
hurt and doing it anyway...  
Stupidity is the same. And  
that's why life is so hard.  
- Jeremy Goldberg**



**Thank you!**