How do California Community Colleges (CCC) plan to approach guided pathways development between spring 2018 – summer 2019? The RP Group prepared the following highlights for the California Community Colleges Chancellor’s Office (CCCCO) and its partners, summarizing high-level results from a preliminary analysis of CCC Guided Pathways Phase I work plans.

**College Priorities for Phase I**

- Colleges plan to prioritize six key elements for Phase I:
  - Pursuing cross-functional inquiry (90%, n=103)
  - Identifying shared metrics (78%, n=89)
  - Establishing inclusive decision-making structures (75%, n=86)
  - Integrating planning (71%, n=81)
  - Developing clear program requirements (72%, n=83)
  - Continuing improvements to basic skills (70%, n=80)

*College Phase I priorities...*

- Reflect the nascent stage of GP development across the CCC system
- Demonstrate that colleges understand that they are building the foundation necessary for effective, student-centered institutional change--culturally and structurally
- Indicate that colleges are tackling these priorities in a synergistic and interrelated manner, with many overlapping activities and approaches
- Include cross-cutting activities such as:

**PHASE I WORK PLAN QUICK FACTS:**

- Covers California Community College Guided Pathways (CCC GP) Phase I funding period (spring 2018 - summer 2019)
- Required by the CCCCCO for colleges to access CCC GP funding
- Submitted by all 114 CCC in March 2018
- Prompted colleges to identify:
  - Current GP efforts and Phase I action plans
  - Timeline for implementing each of the 14 key elements for GP development, selecting from: (1) spring 2018 - summer 2019; (2) fall 2019 - summer 2020; (3) fall 2020 - summer 2021; and or (4) fall 2021 - summer 2022
  - Current efforts to include the use of high school grades in their assessment and placement processes
  - Intended allocation of their CCC GP Phase I funding
  - Support needed from the CCCCCO to facilitate GP adoption
Examining student equity data, identifying persistent barriers to achievement for specific populations, and articulating metrics to drive access, success, and completion

Revamping and aligning institutional structures including: (1) college governance; (2) institutional research; (3) campus-wide programs and initiatives, and (4) college planning and resource allocation

Soliciting student input and engaging students in decision-making

Bolstering GP awareness and endorsement through broad communication and engagement strategies

Building stakeholder capacity through professional development and training

**College Allocations of Phase I Funding**

- Total one-time allocation for CCC GP by State of California: $150M
- Phase I allocation by CCCCO to CCC: ~$34M
- CCC allocations of CCC GP awards:
  - Instructional Salaries = $11,547,508
  - Other Operating Expenses and Services = $8,417,213
  - Non-instructional Salaries = $6,422,236
  - Employees Benefits = $3,466,361

- Human capital or personnel-related investments reflect colleges’ early stage of development and their effort to staff up their GP work and engage all stakeholders in GP development

**College Requests for CCCCO Support**

- Professional development workshops focused on:
  - Managing organizational change
  - Developing teams, effective communication strategies
  - Designing meta-majors and program maps
  - Integrated planning and evaluation

- Effective and promising practices among existing guided pathways efforts
- Opportunities for peer networking and learning
- Technical assistance and coaching