Q1.
Dear Deans/VPs,

This is where you enter the data from your Deans PAR template. Please plan to enter your data all at once! We do not have control over the Qualtrics server and do not want you to lose your work.

Please reach out to the PAR Tri-Chairs if you have any questions:
Brian Goo bgoo@chabotcollege.edu, Na Liu nliu@chabotcollege.edu, and Simon Abramowitsch sabramowitsch@chabotcollege.edu.

Q2.
Name of Your Area/Division:

> Academic Pathways and Student Success

Q3. Your Name:

> Abigail Patton

Q4.

Campus-Wide Issues

Q32. Programs in your division/area were asked to rank the [seven recommendations](#) PRAC put forward. Please review your [Division/Area Summary Data Report](#) (these reports aggregate all responses from programs in your division/area). Based on their responses and your own experiences, in ranked order, what do you believe are the top 3-5 campus-wide issues that deserve immediate attention?

Issue # 1	- Dedicate resources for implementation of impending mandates, such as Cal-GETC, AB705/1705
Issue # 2	- Improve student access from application to registration
Issue # 3	- Scale successful practices from grants, categorical endeavors, and learning communities

Issue # 4 (optional)	- Improve fluency with business and HR processes
Issue # 5 (optional)	

Q33.

Service Area Outcomes

Q5. 1. Are there any programs/services/areas with service area outcomes in your division/area?

Yes No
◉ ○

Q6.
Please refer to your [Division/Area Summary Data Report](#) from Qualtrics. Service areas were asked the status of their SAO assessments. Have all service areas within your division/area assessed two SAOs in the past five years, *in which assessments included plans for continuous improvement*?

Note: To directly look up a service area's SAO assessment results, use this [SAO 2022 Assessment Update SPREADSHEET](#).

Yes No N/A
◉ ○ ○

Q7.
If not, by when do you believe you can support the service areas in your division/area with filling out the [SAO 2023 Assessment Updates Survey](#) in Qualtrics?

Q8.

Learning Outcomes Assessment Results

Please refer to your [Division/Area Summary Data Report](#) from Qualtrics and the [SLO Assessment Report](#) to answer the following questions.

Q29. Are there any programs/services/areas with **student learning outcomes (SLOs)** in your division/area?

Yes No

○ ◉

Q25. Is assessment for all SLOs in your division/area up to date?

This question was not displayed to the respondent.

Q9.
If not, by when do you anticipate being able to support faculty in your division/area with completing this process? (Or for VPs, how will you support the Deans to get this task completed?) Do you have concerns you would like to share?

This question was not displayed to the respondent.

Q27. Please refer to your Division/Area Summary Data Report from Qualtrics and the PLO Assessment Completion Report to see how many Certificate and Degree Programs in your division assessed PLOs in the 5-year cycle. Programs who did not submit a complete PLO assessment are highlighted in pink.

This question was not displayed to the respondent.

Q28. Is assessment for all PLOs in your division/area up to date?

This question was not displayed to the respondent.

Q29.
If not, by when do you anticipate being able to support faculty in your division/area with completing this process? (Or for VPs, how will you support the Deans to get this task completed?) Do you have concerns you would like to share?

This question was not displayed to the respondent.

Q11.
Reflections on Goals & Future Planning

Context: In their Fall 2021 PARs, programs in your division/area established goals to support continuous improvement in SLOs, PLOs, SAOs, meeting the college mission, or mission critical priorities in the Educational Master Plan. Please review the Division/Area Summary Data Report to see how programs in your division/area responded to the question: what is going well and what are some challenges regarding completing your programs/area's goals?

Q31. What trends in their accomplishments stand out regarding completing your division'/area's goals?

There were several positive trends and accomplishments evident across different programs, most notably the increase in the number of students enrolled and engaged in the various programs. There has also been an increase in success rates in our dual enrollment courses and in our RISE courses. The programs in the APSS division also had an increase in participation in the orientations as well as success in campus training for program participants and student employees. Lastly, many programs also shared that they continue to see a demand for dual modalities services including in person and online which has contributed to the increase in participation. Overall, these achievements demonstrate a commitment to improving student outcomes, increasing participation, and adapting strategies to better meet the needs of students in various programs and areas. Ongoing efforts indicate a dedication to continuous improvement and responsiveness to changing circumstances.

Q13.
What trends regarding challenges stand out regarding completing your division'/area's goals?

The challenges and trends identified that present as barriers to the completion of program goals include personnel capacity, infrastructure development, counselor support and technology. Several areas noted that the onboarding process for both dual enrollment and traditional students continues to be a challenge. The areas continue to refine and provide clarity around the processes but technology remains an area to be leveraged to improve. There was also the need for continued professional development to increase cultural competence with curriculum, pedagogy and practice. Several areas also shared that there was a need for counselor support and the need to hire more counselors. Additionally, with the increase in using the dual modalities to serve students, personnel capacity continues to be an issue. Overall, these challenges highlight the complexity of achieving program goals, involving issues such as resource allocation, training, integration of services, and adapting to evolving circumstances.

Q17.

Program Maps

Q18. 1. Have all program maps been updated in your division/area?

Yes No N/A
○ ○ ◉

Q20. 2. If not, by when do you believe you can support the programs in your division/area in completing their maps? Please share the [Review Your Program Map](#) document and [Program Map Review Feedback form](#) with faculty in your area to provide updates for maps. If faculty members need support to update program maps, they can reach out to Heather Oshiro [hoshiro@chabotcollege.edu](#).

Q21.

Summary Analysis

Q34.
Please provide a summary of your division's/area's **key contributions/ major achievements** since the Fall 2022 Update Year PAR. (300 words)

The divisions key contributions and major achievements include the increase in services for special admit students, including dual enrollment, non-credit and justice impacted students that greatly contribute to the SCFF. The increase of enrollment reflects the success of targeted efforts to attract and support DI student. The growth is also indicative of our divisions' responsiveness to the evolving needs of students and our ability to create inclusive and inviting spaces. Another achievement is the increase in success rates for dual enrollment, RISE and FYE students. Through strategic and comprehensive support, there has been a positive trend in student outcomes. Our division has also spearheaded the implementation of program maps and Student Success Teams that will provide a clear and structured pathway for students, facilitating planning and building connecting points for students with faculty, classified professionals and administrators. The SST provide an integrated approach to supporting students with cross functional teams for support navigating the college and a path to timely completion.

Q22. Please provide a summary of your division's/area's **greatest challenges** since the last Fall 2022 Update Year PAR. (300 words)

Since the Fall 2022, the divisions greatest challenges have been the need to expand personnel to respond to the student needs, increase in engagement and the dual modality in serving students. Additionally, the area has also been challenged with the slow implementation of technology like CRM advise and advise and the student portal, which are key to the successful implementation of the Student Success teams.

Q23.

Goals and Resource Requests for Your Dean's/VP's Office

Context: Your office also established goals, please look at this sheet to see the goals that you first established in Fall 2021 and updated or confirmed in Fall 2022.

Q35. So far, what is going well regarding completing your office's goals? Please include reflections on achievement of outputs or outcomes.

Outcomes in my area include increased of some staff in high need areas, including building out the infrastructure for our early college programs. We hired an Educational Project Manager, which partially replaced the unfilled retirement position of the CTE Manager that was collapsed in 2020. We also hired an Early College Pathways Program and will be bringing on an outreach specialist for the division. These three positions are also supported by the HPN grant and other braiding funding including the California Adult Education Program, Strong Workforce Program, and contract classes funding. With the new K-16 grant, we are hoping to hire 2 dual enrollment specialist and a .5 A&R dual enrollment specialist. Additionally, the division has successfully spearheaded the development and implementation of 5 out of the 8 pathways SSTs. We are still discussing how FYE will fit into the SSTs and the Learning and Career Pathways; however, FYE has begun integrating the program maps for student course selection. Although some changes has been made, we hope that by early Spring, we will have updated our website in time for heavy fall recruitment.

Q24. What are some challenges regarding completing your office's goals? Please include reflections on challenges with producing outputs or outcomes so far.

Some of the challenges in complete the goals of the division are the slow process to hire personnel, even with funding identified. The Pathways Technology Coordinator, a position as part of the HSI STEM grant, is an key position in supporting the Student Success Teams. We have been unable to hire for this position; however the job description was approved by the board in November of 2023. Additionally, another challenge in completing our goals has been funding to be able to sustain and scale SST efforts, including the expansion of FYE. The GP teams have created great momentum in increasing support for the SSTs and as we prepare for full implementation, it is critical that we identify funding for the institutionalization of the positions. We are hoping to incorporate this work as part of new HSI grant.

Q39. *Note: if you need to amend one of your office's PAR goals, please email the adapted goals to Na Liu nliu@chabotcollege.edu

Context: You will need to enter resource requests for your own division's/VP's offices into Fall 2023 Resource Request Submissions.

Q36. How do these requests support the goals in your division/area?

In order to scale up the SSTs, we will need classified personnel, as Student Retention Specialist, to provide comprehensive support for students and provide coordination support for faculty, counselors, classified professionals, administrators and peer guides supporting the pathways. These positions will allow for the full implementation of teams, using the learning community model, to provide targeted support for students based on their pathway.

Location Data

Location: (37.8107, -122.2479)

Source: GeoIP Estimation