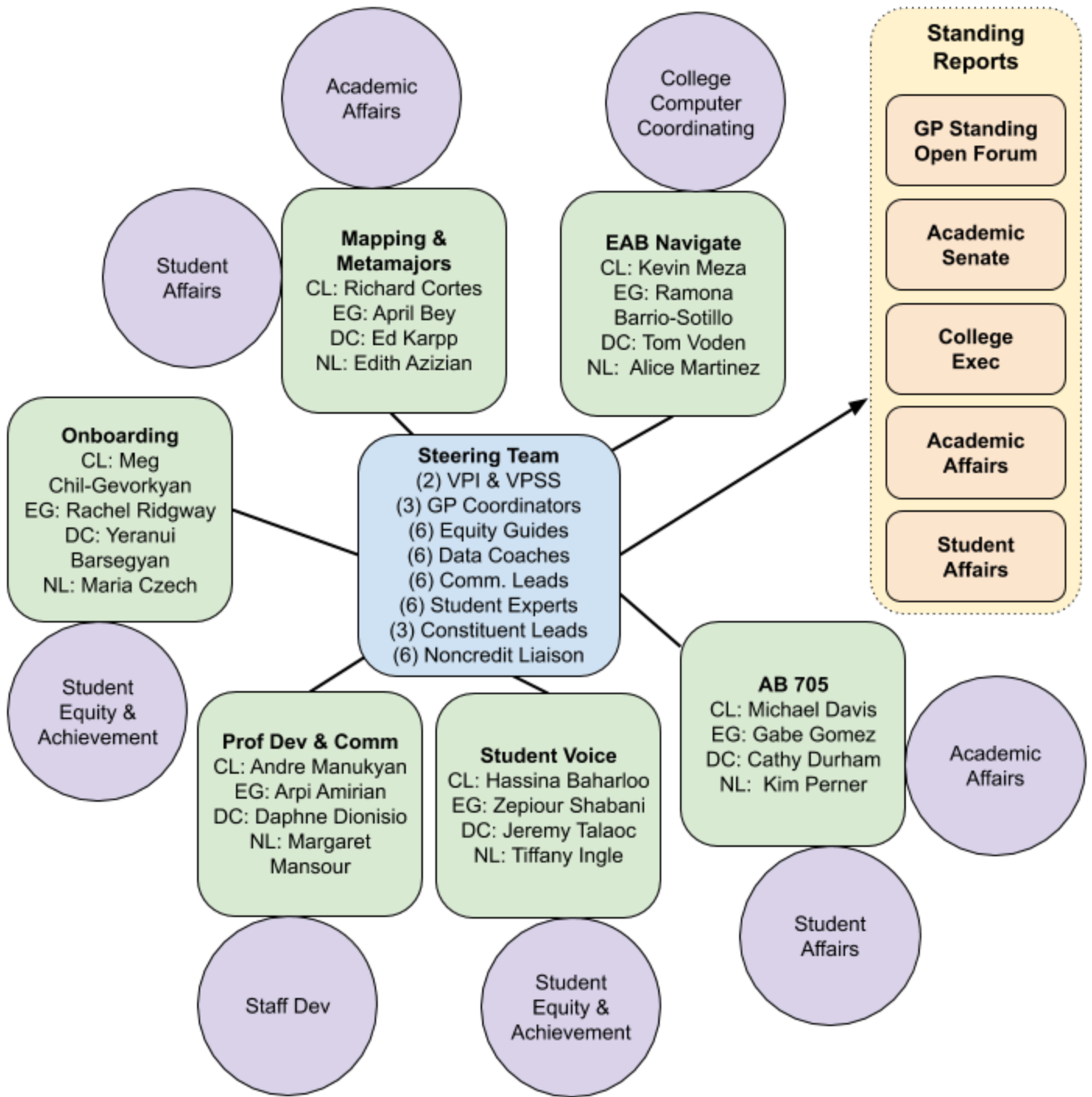


GP Implementation Team Structure 2.0

A working document aimed at describing GCC's updated GP structure

Visual Representation

On the next page is a diagram of the structure for GCC's GP implementation efforts. The sections below describe each component. [This link to the Google Drawing of this diagram](#) may be useful in case someone wishes to comment on the specific elements in the diagram.



Workgroups

Depicted in green in the diagram above, *Workgroups* are objective-driven teams that are focused on *doing* the work for GP implementation. They are intended to be relatively short-lived, dissolving once their targeted deliverables are complete. Our LA/OC Regional GP Coordinators have provided [some guidance on the structure and charge of Workgroups](#), which they call “Design Teams.”

Just as the lifespan of GP Workgroups are intended to be variable, so are the number of Workgroups. As of the drafting of this document, four Workgroups are naturally present in GCC’s GP environment:

- **Program Mapping & Metamajors**
 - This workgroup is focused on developing our metamajors and program maps, as well as mainstreaming their use and ongoing review/revision. They seek to facilitate a broad-based and inclusive effort to maximize the quality, effectiveness, and level of use of metamajors and program maps.
- **EAB Navigate**
 - This workgroup is focused on the remaining Navigate implementation work, as well as ongoing evaluation improvement, and integration of the tool throughout college processes.
- **Professional Development & Communications**
 - This workgroup is focused on developing and supporting college-wide communication and involvement in the GP college redesign process.
- **Student Voice¹**
 - This workgroup is focused on “engaging students to amplify their experience as a means to positively impact the effectiveness of college policies, practices, or programs.” The group aims to help us better understand the student experience at GCC, as well as disseminate that understanding across the college.
- **Onboarding**
 - This workgroup will address the many facets of student onboarding to GCC, including the experiences tailored to different categories of students (e.g., DE, CE, Ecap, ESL, etc), as well as onboarding-related policy, process, procedure for employees. The group aims to make the student onboarding experience more consistent and supportive for all students, creating a strong foundation for their success at GCC.
- **AB705**
 - This workgroup brings with it sweeping changes that will impact the experiences of virtually all students early in their journey here at GCC. Its implications go beyond assessment rules and procedures: careful consideration of the design of instruction, pedagogy, and curriculum in math, English and ESL, as well as academic supports and how all this fits together into a seamless and supportive student experience, are among the key considerations for this Workgroup.

New Workgroups can be created by the GP Steering Committee.

¹ This is the definition used by The RP Group, Career Ladders Project, and the Academic Senate for California Community College in their 2018 guide, *Collecting Student Voices for Guided Pathways Inquiry and Design: Why Do It, How It Works, and What It Looks Like in Action*. Retrieved from:

http://cccgp.cccco.edu/Portals/0/StudentVoicesInquiryGuide_Full_May14.pdf

Lead Roles within each Workgroup

Lead Roles will serve on the Steering Committee that meets on the fourth Monday of each month at 1:30pm after the GP Open Forum (formerly the GP Steering Committee meetings).

Each Workgroup is open to membership from all but shall be comprised of one person in each of the following roles:

- **Communication Leads (CL)** will be responsible for setting meetings, agendas, minutes and reporting out.
- **Data Coaches (DC)** will be responsible for accessing, compiling and presenting information. These roles will be filled by individuals whose current work capacity consists of high usage of data or serves on a data-driven committee.
- **Equity Guides (EG)** will be responsible for ensuring that practices and recommendations are evaluated from an equity lens. These roles will be selected in consultation with the Equity Team Leaders (Director and Faculty Co-coordinators).
- **Student Expert Consultants (SE)** will be responsible for attending and participating in meetings. These roles will be open to all students, and positions will be filled with an emphasis on adequate representation through the Student Expert Consultant team. It is expected that more than one SE will serve on each Workgroup, but one will serve as Lead SE and also serve on the GP Steering Team.
- **Noncredit Liaison (NL)** will be responsible for ensuring that practices and recommendations are evaluated from a noncredit lens.

Selection of Individuals to Serve in Lead Workgroup Roles

Nominations of individuals to serve in these special roles will be solicited across key governance committees. Nominations will be reviewed and selections will be made by the GP Coordinators, Academic Senate President, Guild President, CSEA President, VPI, and VPSS (or designees).

Workgroup Members At-Large

In addition to the lead roles described above, each workgroup will have an unlimited number of “members-at-large.” That is, workgroup membership is entirely open and all interested parties are welcome.

Note Regarding Student Co-designers

A priority of our Guided Pathways redesign efforts is to authentically engage students throughout the process. Building on the efforts of the Student Voice Inquiry Team (spring and summer 2019), it is expected that one of the leaders of the Student Voice workgroup will coordinate a team of student co-designers. Several students from this team will be selected to serve as the Student Expert Consultants, which are Workgroup Lead Roles defined above.

GP Steering Team

Depicted in blue in the diagram, the GP Steering team is intended to be the central coordinating and decision-making/recommending body of GCC's GP movement.

Steering Team Make-up

- GP Coordinators: GCC's three GP Coordinators---Classified, Counseling Faculty, Instructional Faculty
- The Communication Leads (CL), Data Coaches (DC), Equity Guides (EG), and Students Expert Consultants (SE) from all active Workgroups (variable in number), Noncredit Liaisons (NL)
- Constituent Leads: Academic Senate President, Guild President, CSEA President, VPI and VPSS (if they have not already been placed on the team in one of the Special Roles), or designees

Standing Reports from the Steering Team

The Steering Team will maintain a standing report item to the Academic Senate, College Executive Committee, Academic Affairs, and Student Affairs. In addition, the GP Coordinators will facilitate the monthly Standing Open Forum meeting, which will be scheduled immediately preceding the GP Steering Team meeting.

Associations With Governance Committees

Though they are encouraged to reach-out across the college community as appropriate in order to achieve their respective charges, each Workgroup will foster a close working relationship with key governance committee(s). This will include a standing report on the committee's agenda, and an expectation that the governance committee will serve as a resource to the Workgroup. The associated governance committees are depicted in purple in the diagram above.

References

1. Many aspects of modeled after the [2018-19 Santiago Canyon College Guided Pathways Work Group Organizational Charge and Chart](#)