

# Cheers

## After today's events, I'm cheering about...

- The change and restructuring that is coming.
- How all of us are trying to develop a better and more successful Delta community
- A positive change
- Athletics/ CTE
- The collaboration of so many people- I believe the new "Delta Way" will be positive!
- The steps we came up with to help students
- More clarity towards the beginning of action to move forward and bring about "what ought to be"
- Possibility of actually seeing positive changes benefit Delta students
- The increasing momentum in developing this framework
- The work to remove barriers to finding and staying on path
- The great ideas
- The level of involvement we have throughout the retreat
- Making systematic changes
- The future as an institution
- Legitimate enthusiasm for change
- Having ideas to look into for recommendations
- The passion of the people who teach here
- Commitment of the college and its staff to the process
- Connecting with staff and faculty
- moving in the right direction for our students
- A great balance of critical thinking and fun, creative brainstorming
- Lots of opportunities to collaborate and capitalize on shared ideas
- The result of our collective efforts in terms of ideas and built up energy
- Achievement
- Changes that are going to occur
- Positive attitudes
- Progress and ability to work together
- How our disgust of "what is"(data) is activating our engagement towards crafting "what will be"
- Seeing students here. We need their input!
- Hearing from students and having their feedback incorporated into our activities
- Productive! Strong intersect with GP and strategic goals
- Working together

- Voices included in the conversation- lots of diversity
- Great dialogue and participation
- Really good and practical ideas people have and the enthusiasm that builds as a result of sharing those ideas
- That so many people care about the college and moving forward
- About how guided pathways will provide a clear path for students
- Motivation for change
- Shared governance
- Time and effort being put into the planning process for GP
- Working on strategic goals and updating them
- Our ability to work together and agree on common goals
- How we are moving forward with improving the school
- Possibilities
- The “Delta Way” becoming a positive statement
- Having a better understanding of GP and what has been accomplished in the past year
- Working with people who are truly committed to student success
- Opening the lines of communication and a cross functional open discussion
- Being on track with AB705 and its implications for students
- Being on the same page about the same barriers students face
- Equity
- Achieving great work understanding
- Time spent listening to students share their perspectives and experiences

# Concerns

## After today's events, I'm concerned about this...

- Timelines and implementation
- How we improve our success data?
- How we capture qualitative data on student success?
- Is leadership going to prioritize equity and not consume it for the funds only?
- Why 70 out of 100 don't get past the application?
- Keeping the momentum going
- How the difficult decisions will actually be made. It's one thing to agree on broad principles but another to take action.
- Moving to action
- How are we going to garner student voice from a variety of different students? (online, part-time, working, returning, parents, vets, etc.)
- When will the change start?
- Funding to have resources to remove barriers, ie., more course/section offerings, technical capabilities to streamline degree planning, more financial aid and academic counselors, more outreach
- Family resistance to the changes associated with guided pathways
- Time, talk, and effort leading to action and changes
- How to get students here when something unexpected happens.
- People not recognizing "progress" and "action"
- Not going anywhere
- A strategic goal that does address the health, wellness and safety of students and staff.
- Lack of committed involvement, especially to reach out and broadcast the message to grow our network of change.
- How is guided pathways going to work for students that are here trying to transfer who are already close to their unit count?
- Funding- many of today's ideas included advising, counseling, mentoring for the students. Where will we find the money to pay for all the additional support staff needed? Without enough support GP will not be successful.
- Staffing- so many great ideas sound like they would need extra staffing or a shift in staff priorities
- The difference in opinion and strategy. Since it's a big change there are big opinions
- If people really believe in these messages or if it will be neglected.
- That we will not maintain student center approach
- The units we will expect students to take doing their first year in English and Math

- Instilling the principles of English and Math across the curriculum
- Backlash
- Support for the team
- When classes are cancelled it prevents students from finishing their pathway in a timely manner.
- Hadn't realized the timeline for GP was four years- will we maintain energy?
- Getting too specific about GP
- Additional work / Effort expected by "equity" office
- Strategic goals- too complex. Students should be able to read and understand the without explanation.
- How much support our students are receiving
- Questions in the application process being worded in a more student friendly way.
- Ensuring broad-based participation by faculty and staff
- The transition from high school to college and all of our first year students in general.
- How limited our collaborative results were on the loss and momentum endeavor
- How will behaviors of certain individuals be affected by these changes?
- Will changing policies help people succeed in a world of limited financial aid and hardships?
- How will our goals actually become measurable?
- Overall mission of college

# Contemplations

## After today's events, I'm contemplating this...

- How do we bring the other 400 or so employees on board... not to mention students.
- The Delta way forward
- Integrating the work faculty and assessment is doing for AB705
- How to help students get over the barrier of talking to the counselor when they can talk to someone else
- How can my department, (library) help in improving the dismal math statistics?
- Combining all the ideas for GP graphic
- Are we organized for the change?
- How my work can contribute to student success and align with the guided pathways initiative.
- Connecting equity to guided pathways
- How can I contribute to GP as an individual and as a team member?
- Outreach to community and faculty to faculty (college/high school) networking
- Overwhelming to consider how many barriers our students have to overcome, and how we're going to address them?
- Data disaggregation
- How can we reach out to the 70% of students who apply but never make it to the classroom?
- How I can contribute to the change at Delta
- We really need a first year experience program to help retain students and increase student success
- How can we provide better one on one assistance with such a large student body
- How do we take this institution- wide effort and focus in on our own small world as employees?
- On how to connect my Pathway
- What are the next steps?
- How we can add extra target points during enrollment
- How to better support my student as an instructor
- How do we increase utilization from the community which encompasses people who aren't in school and are older adults
- Integration
- We seem to consistently and passionately describe our challenges- when will we strategically implement solutions?
- Do I revisit the equity initiatives and recommend new directions

- How people will accept the change
- How to engage students “who can” with students “who can’t” in order to reduce attrition and increase success in addressing the loss and momentum of points
- Looking more closely at pre-existing GP programs
- How long this process is going to take?
- A design that will create a new culture at Delta College that will nurture and value students at every stage
- Reframing the “Delta Way”
- How can we better serve our student population?
- Further development of goals and achievements
- Need to hire more staff to help with expanding equity work
- Getting more involved with ensuring that I thoroughly understand the guided pathways framework
- How quickly we can make change that have a significant impact
- How will Delta be able to address teachers who are not supportive- teachers who intimidate students which causes them to quit.