

Charter for
Career Counseling Guided Pathways and Equity All-Stars
Fall 2020-Spring 2021

(To be posted on appropriate Council webpage once approved)

This Charter is established between the (Career Counseling Guided Pathways and Equity All-Stars) and the (Overseeing Senate or Council) to structure the process and planned outcomes for the (Group Name) during the (length of charter, in number of years) year period of the (Fall 2020 - Spring 2021) academic/calendar year(s).
(Councils = 5 year Charter; Committees, Project Teams and Workgroups = 1 year Charter)

Purpose/Charge

The following guiding principles will lead the work of this group:

- 1) Career counseling should drive

and their future career options). Other services and referrals are built into the career decision-making wheel in order to provide comprehensive support for the student throughout their time at Norco College and beyond which will increase the number of degrees and certificates that are completed as well as lowering down the accumulation of excess units.

EMP #3 (Equity) Close all student equity gaps.

Career Counseling GP+Equity All-Stars bases all services on research and data to ensure accuracy and ensure success. We will be basing our own program on the successes of others in closing the equity gaps such as Georgia State University, who have successfully raised the success rates of their Black and Latinx students to be on par with their White and Asian counterparts. Career Counseling will be exploring predictive analytics in order to try and analyze what hot spots to concentrate on in order to pinpoint supports before they become overwhelming for a student. This will allow the college to provide resources for students when they need them proactively, whenever possible, whether the student is aware of the need or not.

EMP #4 (Professional Development) Implement Professional Development around Guided Pathways and equity framework; a culture of ongoing improvement

In order to enact institutional change it is vital that the whole institution alters the mindset of what the institution does. Career Counseling GP+Equity All-Stars are committed to providing this training in combination with the other GP+Equity Leads to ensure that the Institution (Faculty + Classified Professionals + Administrators + Students) is well informed and trained on the GP + Equity framework that is being developed and implemented. This will be done through various modalities via individual

Meeting Time/Pattern	<p>The Career Counseling GP+Equity All-meets bi-weekly on (Monday) at (11am-12pm) via (Zoom).</p>
Roles of Chairs and Members	<p>The Co-Chairs are accountable to (the overseeing body) to ensure continuity of dialogue between governance tiers. Chairs are responsible for preparing agenda and facilitating meetings of the (proposed body) based on best practices and guidelines for effective facilitation.</p> <p>Members are recognized as stakeholders with important expertise and perspectives relevant to the strategic charge of the (proposed body) that can help to achieve the (proposed body's) charter deliverables (relevant strategic charge). Members are expected to actively attend and participate in all meetings, deliberations, and decision-making processes of the (proposed body). While representing the perspectives of the constituency group to which they belong</p>