

San Diego Miramar College
2017-19 Basic Skills Initiative, Student Equity, and
Student Success and Support Program Integrated Plan

Executive Summary

<http://www.sdmiramar.edu/institution/plan/alignment/agendas>

As part of the 2017-19 Integrated Plan, each college must create an executive summary that includes, at a minimum, the Student Equity goals for each required student group, the activities the college will undertake to achieve these goals, and the resources budgeted for these activities.

The executive summary for this plan must also include an accounting of how Student Equity funding for 2014-15, 2015-16, and 2016-17 was expended and an assessment of the progress made in achieving the identified goals from prior year plans.

The summary must also include the name of the college or district official to contact for further information. The executive summary must be posted to the college website.

San Diego Miramar College's mission is to prepare students to succeed in a complex and dynamic world by providing quality instruction and services in an environment that supports and promotes diversity, equity, and success, while emphasizing innovative programs and partnerships to facilitate student completion for transfer, workforce training, and/or career advancement.

The College's Mission and Vision Statement provide the overall framework and basis for integrated planning college-wide. This connection is achieved by the development of Strategic Plan Goals that directly support the College mission and used to guide college-wide planning over a 7-year period. Through the implementation of the Strategic Plan, the mission guides institutional decision-making, planning, and resource allocation. Administrative Services, Instructional Services and Student Services divisions' programs and service areas develop their goals in alignment with the Strategic Plan, thus ensuring that the college mission is central to planning at all levels of the College and all levels of planning.

The process of creating the Miramar College Integrated Plan for Basic Skills Initiative, Student Equity Plan and Student Success and Support Program has been beneficial to the College and helped validate the existing Miramar College Planning Framework. Thus, while this new mandate to integrate the three targeted plans presented some challenges such approaches to planning are central to the College's Mission.

As shown throughout all areas of this Integrated Plan, the College has effective programs and services in place to undertake the planned activities in support of the success for all students. This plan is a well-rounded one that employs resources from not only the funds of the targeted programs, but will achieve improvements for students using a comprehensive approach and multiple perspectives. This includes, professional development aimed specifically at improving instruction; support for specific programs that have shown positive outcomes for underrepresented student populations, such as EOPS; classroom academic support and tutors. As a result of these efforts, the students will continue to experience San

Diego Miramar College as a welcoming place to receive a quality education and outstanding services. Research has clearly demonstrated that when students feel they have a supportive campus environment they become better integrated and more successful. Therefore, San Diego Miramar College intends to use SEP, SSSP and BSI to develop new supportive programs and expand existing programs that have demonstrated success and promise, and at the same time strengthening the connection and communication between individual support programs for designated student populations (i.e. EOPS, DSPS, Veterans) that are in place to support student success. During the two-year period of this plan, the College will continue to employ its college-wide integrated planning framework with the deliberate focus of creating equitable outcomes for all of the students.

Required Targeted Groups

Target groups identified from the data analysis: African American, Latino, Pacific Islander, Filipino, Foster Youth, DSPS, Veterans students. All groups demonstrate disproportionate impact Degree & Certificate Completion and Transfer. Throughout this equity plan, activities and services are described to improve outcomes for these areas.

2017 – 2019 Student Equity Goals, Activities, and Resources Budgeted for Activities

(Goals apply to all required targeted student groups)

The primary goal of the Student Equity Plan is to reduce disproportionate impact in Access, Retention, Degree & Certificate Completion, ESL & Basic Skills Completion and Transfer rates for current or former Foster Youth, Low Income Students, Students with Disabilities, Veteran students as well as African American, American Indian, Asian and Pacific Islander, Filipino, Latino and White students. The goal is to mitigate the impact by 2% each year, for each measure. An important secondary goal is to implement an ongoing annual equity review process to ensure meaningful and impactful student equity efforts across the entire college, particularly for those student populations that may not currently demonstrate disproportionate impact but are essential in any equity plan, i.e. students who are at risk of being placed on academic probation or being academically disqualified. All activity-specific goals reflect college efforts to reach equity as defined by the 80% index methodology. Specific goals for each metric regarding student populations demonstrating disproportionate impact are listed below.

| Student Equity Goals | Budget |
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| A. <u>Access Goals</u> | |
| a) Plan Goal #1: Enhance First Year Experience, Learning Communities, Basic Skills for College Promise and Freshman students. | |
| 1. Provide tutoring and Supplemental Instruction. | 30,000 |
| 2. Provide test prep for English and Math assessment (i.e. Math and English Jam). | 3,333 |
| 3. Increase outreach to parents and students, encourage students to enroll. | 27,672 |
| 4. Link incoming students to specific services (EOPS, DSPS, Counseling, Career Counseling). | 83,333 |
| 5. Outreach to recruit new students that are underrepresented | 80,000 |

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| b) Plan Goal #2: Improve Basic Skills and ESL completion for the target populations | |
| 1. Counseling Faculty partner with Basic Skills Faculty and peer mentors to increase student success. | 3,560 |
| c) Plan Goal #3: Establish online services for students and alternative delivery services | |
| 1. Provide on-line tutoring for on-line students and test proctoring for online classes. | 11,200 |
| d) Goal #5: Hire, Train and Supervise Peer Mentor and Tutors to assist with disproportionately impacted populations. | |
| 1. Provide a structured mentoring program that aids in retention through coordinated activities and connections to counselors. | 10,000 |
| B. Retention Goals | |
| a) Plan Goal #1: Enhance First Year Experience, Learning Communities, Basic Skills for College Promise and Freshman students. | |
| 1. Provide tutoring and Supplemental Instruction. | 30,000 |
| 2. Provide test prep for English and Math assessment (i.e. Math and English Jam). | 3,334 |
| 3. Increase outreach to parents and students, encourage students to enroll. | 27,672 |
| 4. Link incoming students to specific services (EOPS, DSPS, Counseling, Career Counseling). | 83,334 |
| b) Plan Goal #2: Improve Basic Skills and ESL completion for the target populations | |
| 1. Counseling Faculty partner with Basic Skills Faculty and peer mentors to increase student success. | 3,560 |
| 2. Provide Embed tutoring for courses with low success/and or retention rates. | 21,926 |
| c) Plan Goal #3: Establish online services for students and alternative delivery services | |
| 1. Provide on-line tutoring for on-line students and test proctoring for online classes. | 11,200 |
| d) Plan Goal #4: Develop effective enrollment strategies that decrease the time to complete academic goals. (Revised) | |
| 1. Faculty Coordinator will identify and monitor students at risk with an early alert system. | 30,000 |

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| 2. Faculty Coordinator, Counselors and Career Counselors identify students moving through Guided Pathways to develop course offerings. | 26,667 |
| C. <u>Transfer Goals</u> | |
| a) Plan Goal #3: Establish online services for students and alternative delivery services | |
| 1. Provide on-line tutoring for on-line students and test proctoring for online classes. | 11,200 |
| b) Plan Goal #2: Strategic Enrollment Management/Guided Pathways | |
| 1. Faculty Coordinator will identify and monitor students at risk with an early alert system. | 30,000 |
| 2. Faculty Coordinator, Counselors and Career Counselors identify students moving through Guided Pathways to develop course offerings. | 26,666 |
| D. <u>ESL/Basic Skills Goals</u> | |
| a) Plan Goal #1: Enhance First Year Experience, Learning Communities, Basic Skills for College Promise and Freshman students. | |
| 1. Provide tutoring and Supplemental Instruction. | 30,000 |
| 2. Provide test prep for English and Math assessment (i.e. Math and English Jam). | 3,333 |
| 3. Increase outreach to parents and students, encourage students to enroll. | 27,672 |
| 4. Link incoming students to specific services (EOPS, DSPS, Counseling, Career Counseling). | 83,333 |
| b) Plan Goal #2: Improve Basic Skills and ESL completion for the target populations | |
| 1. Counseling Faculty partner with Basic Skills Faculty and peer mentors to increase student success. | 3,560 |
| 2. Provide embed tutoring for courses with low success/and or retention rates. | 21,924 |
| 3. Train faculty to implement innovations, and high impact practices | 31,170 |
| c) Plan Goal #3: Establish online services for students and alternative delivery services | |
| 1. Provide on-line tutoring for on-line students and test proctoring for online classes. | 11,200 |
| d) Plan Goal #5: Hire, Train and Supervise Peer Mentors and Tutors to assist with disproportionately impacted populations. | |

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| 1. Provide a structured mentoring program that aids in retention through coordinated activities and connections to counselors. | 10,000 |
| E. Degree & Certificate Completion Goals | |
| a) Plan Goal #3: Establish online services for students and alternative delivery services | |
| 1. Expand on-line counseling for on-line students | 90,000 |
| 2. Provide on-line tutoring for on-line students and test proctoring for online classes. | 11,200 |
| b) Plan Goal #4: Develop effective enrollment strategies that decrease the time to complete academic goals. | |
| 1. Faculty Coordinator will identify and monitor students at risk with an early alert system. | 30,000 |
| 2. Faculty Coordinator, Counselors and Career Counselors identify students moving through Guided Pathways to develop course offerings. | 26,668 |
| 3. Utilize enrollment management strategies to identify courses required by students to offer more classes to complete degrees through Guided Pathways | 99,242 |
| 4. Provide support and assistances with course content and study skills | 25,000 |
| c) Goal #5: Hire, Train and Supervise Peer Mentor and Tutors to assist with disproportionately impacted populations | |
| 1. Provide a structured mentoring program that aids in retention through coordinated activities and connections to counselors. | 10,000 |
| Total | \$1,068,959 |

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