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| **Goal** | **Veterans**  | **Re-entry, 25+**  | **DI Populations**  | **Traditional Students** |
| **Increase retention****Overall Areas:****Outreach****Engagement****Prof Development****Counseling****ACP’s and Success Teams** **Culturally responsive** **Targeted academic support****Alumni Relations** | Provide more on campus courses to satisfy VA benefit requirements.Provide faculty with training on veterans, reserve deployments and how to accommodate students.Engage veteran alumni as a strategy for student successProvide ACP information that is veteran specific and connect it with the Veterans office at Miramar. Advertise SVO club meetings more widelyShare campus announcements during first 5 minutes of class Share campus announcements through the VA OfficeBetter communication with students, especially regarding campus resources and the enrollment process-admission through graduation.      | Provide diverse time, modality and course offerings for the adult learner.Provide scheduled outreach to students during the semester.Create adult learner ed-plans Ensure that student support is appropriate level for adults 25+ (e.g. older Tutors with degrees) Assignments that are flexible so that older adults can identify.Identify placement gaps that might exist of which the student is unaware.Mandatory ed plans with follow-up. | Targeted outreach during the semesterEmbedded tutoring and targeted supportCulturally responsive curriculumDirect students to affinity groups on campus.Diverse faculty representationFaculty training on addressing DEI Engage Alumni as a strategy for student successLeverage College Hour—programming to increase student engagement opportunities for DI populations.Expand Concierge Counseling/Embedded Counseling model (e.g., BTCWI counseling model)Offer various schedule options proven to support DI populations, such as evening and HyFlex options.Provide additional wraparound services for students proven to impact a student’s decision to continue enrollment in college.Leverage ACPs to support DI populations. In alignment with Strategic Direction 3: Systematically review, develop and incorporate equity-minded practices in: culturally responsive instructional pedagogy, student-centered services, and recruitment, screening, and retention of employees. | Provide scheduled outreach to students during the semester.Align students with an ACP and walk them through an Ed plan through counseling.Provide students with immediate follow up after dropping or failing a course to provide support or redirect to another ACP. Provide diverse modalities that support economic and transportation challenges.More 12-week classes.Make a “To Do” list in the MySDCCD Portal: Complete your Orientation? Complete your FASFA? Complete your Ed-Plan?Counselors must be present on campus and available. Students are being “pushed” towards Zoom sessions when they want f2f (this is restated from above).*Counseling concerns (availability, modality) are persistent in the student tally document!* |