



Student Equity Plan 2017-2018

EXECUTIVE SUMMARY

INTRODUCTION

The El Camino College Student Equity Plan (SEP) is designed to advance the college mission. The college Mission Statement reads in part: We provide excellent comprehensive educational programs and services that promote student learning and success in collaboration with our diverse communities. By addressing the needs of those student groups that have been historically underserved, we are embracing and pursuing the mission of our college. The college Mission Statement and the Student Equity Plan both serve to provide basic skills completion, degree and certificate completion, career and technical education and transfer opportunities for all our students. The Student Equity Plan helps us provide the necessary tools to ensure all our diverse students have the same opportunity to achieve their goals.

The Equity Planning process involved the Institutional Research and Planning Department collecting and analyzing student success data disaggregated by ethnicity, gender, disability, foster youth, veteran status, and low income economic standing to identify areas of need. A Student Equity advisory team was comprised of research analysts, Vice President of Academic Affairs, faculty members, deans, classified managers, staff, and students. Team members were sent to the University of Southern California (USC) Center for Urban Education Institute to learn about the supported research methods, data analysis and identification of disproportionately impacted students. They also participated in the Seed of Change Retreat that was designed to bring together faculty, staff, and administrators to discuss ways to improve collaboration among SEP, SSSP, and BSI activities. Following the retreat this advisory team met bi-monthly in order to further develop implementation plans that would increase student success. We aimed to incorporate a more cohesive plan that aligns with the goals of the programs as well as El Camino College's Master Plan. During these campus events, campus leaders from counseling, academic programs, categorical programs such as Foster and Kinship Care, Veterans Office, Puente, and Project Success examined the data and modified the pedagogical approaches for current programs to bridge the equity gaps.

The team has implemented a plan that builds upon successful programs already in place at El Camino College. Categorical programs such as First Year Experience, MESA, the Reading Success Center, the Math Tutoring Center, KEAS, Student Equity Re-Envisioned (SER), Guardian Scholars, Asian American Pacific Islander (AAPI), Student Development Offices' Student Empowerment Series, Puente and Project Success already provide services targeting economically disadvantaged students, racial and ethnic cohorts, foster youth, and basic skills students. The Student Equity Plan provided additional support in the form of personnel, counselors, tutoring, book and computer loans. Our campus has found Peer Assisted Study Sessions (PASS); which provides mentoring and tutoring, to be an effective tool that assists in reducing the achievement gaps. The Student Equity Plan provided resources for the introduction and expansion of PASS Mentors into courses that targeted disproportionately impacted students at all levels and across the curriculum. The plan also provided the campus community of

administrators, faculty, staff and students with professional development to address topics of equity and cultural awareness.

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El Camino College 2017-2018 Student Equity Plan:

TARGET GROUPS

The student success data collected, disaggregated and analyzed by ethnicity, gender, disability, foster youth, veteran status, and low income economic standing has shaped the El Camino College Student Equity Plan. The primary group identified across all categories in the research is African American students, who are disproportionately impacted in all five success indicators. Students with an identified disability, foster youth, Latino and Pacific Islander students are identified as impacted in three of the five indicators. The other impacted student groups are addressed as shown in the table below.

Success Measure	Target Student Group
Access	Veterans, Identified Disability, African-American, White
Course Completion	Foster Youth, African-American, Pacific Islander, Latino
Basic Skills Completion – English	Pacific Islander, African-American, Native American/Alaska Native, Identified Disability
Basic Skills Completion – ESL	Latino, Female
Basic Skills Completion – Math	Foster Youth, African-American, Pacific Islander, Identified Disability
Degree and Certificate Completion	African-American, Latino
Transfer	Foster Youth, Identified Disability, Latino, Pacific Islander, Economic Disadvantage, African American

GOALS

From the collected data, a work plan is created with an overarching goal to increase rates of success in each area (or close the gap) for each underserved group within four years.

Below is a list of each individual goal broken down by Success Indicator:

A. Access

Increase access by five percent within the first four years of this plan for African American students, and students who identify as veterans.

B. Course Completion

Increase course completion by five percent within the first four years of this plan for students who are African American, Pacific Islander and for students who identify as foster youth. Increase course completion rate for Latinos by 2.5% in four years, as we try to improve the number of courses lost.

C. ESL and Basic Skills Completion

Increase basic skills pathway completion by ten percent within the first four years of this plan for students who are African American and Pacific Islander in English and math and identified disability students. Increase basic skills ESL completion rates for Latinos and females by ten percent in four years.

D. Degree and Certificate Completion

Increase degree and certificate completion by ten percent within the first four years of this plan for students who are Latino and African American.

E. Transfer

Increase transfer rates by five percent within the first four years of this plan for students who are African American, Latino, Pacific Islander, Foster Youth, identified disability students and for students who are economically disadvantaged.

Each goal has activities associated with it that includes an implementation plan, target dates for completion, and evaluation.

ACTIVITIES

The Student Equity Plan (SEP) explored existing programs and services that served these groups, as well as those activities that were currently under development through the Student Success and Support Programs (SSSP) and Basic Skills Initiative (BSI) to determine the interventions needed to be implemented that address the equity gaps. The SEP Advisory group completed a gap analysis, identifying services that were not currently supported, and services that were proven to be effective and could be expanded. Based on that gap analysis, additional activities were added to the Equity Plan. The activities vary widely, but among those activities, several themes emerged. Those themes included:

- Activities that increase student mentoring/tutoring/advising and student engagement, such as Peer Assisted Study Session Mentors and Supplemental Instruction Coaches.
- Activities that strengthen cohort learning models, such as learning communities in KEAS, PUENTE (First and Second cohorts), AAPI's linked learning communities, accelerated pathways in Basic Accelerated Math (BAM), Math Academies, etc.
- Creating a Student Equity Council that provided leadership opportunities for council members to give constructive feedback to ECC's Student Equity Advisory team on closing the equity gap.
- Activities that increase opportunities for ongoing, cohesive professional learning opportunities for faculty, staff and students, such as SER targeting courses with large equity gaps and the Student Equity Council's Student Empowerment Series.
- Activities that collect, analyze, and disseminate data on success indicators for at-risk student groups.
- Activities that create programs to support students in generating educational plans and goals including programs such as MESA.
- Activities that offer cultural awareness, cultural responsiveness pedagogy, and incorporate best practices in teaching that have been identified as effective with impacted student populations.

Several of the activities listed above improved or strengthened activities that already existed or were currently under development. These activities represented an alignment of the Student Equity Plan with other college plans. For example, the alignment included developing culturally-responsive teaching and learning professional development opportunities through Intergroup Dialogue workshops and the development of Student Equity Re-envisioned, which is a community of faculty and staff that focuses on best practices to address disproportionate

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RESOURCES

The Student Equity Plan joined SSSP and BSI Advisory team to better collaborate activities and resources. These resources were distributed among the five success indicators and the other category as shown in the table below.

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