



# Student Equity Plan Process Skyline College 2019 -2022

Student Equity and Support Programs

# Changes to Metrics

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- Access
  - Course Completion
  - ESL and Basic Skills
  - Degree & Certificate
  - Transfer
- Access
  - Retention
  - Transfer
  - Transfer Level Math & English
  - Completion of Certificate or Degree



# Student Equity Plan Template

1. In the chart below the three-year goal for each metric based on data for the college's overall student population and identify the activities that support goal attainment.

Metric	Current Baseline Data for Overall Student Population	Goals for Overall Student Population	Activities that support the goal
<i>Access: Successful Enrollment</i>	Chancellor's Office MIS	College identified goals for closing equity gaps	
<i>Retention: Fall to Spring</i>			
<i>Transfer to a four-year institution</i>			
<i>Completion of transfer level math and English</i>			
<i>Earned credit certificate over 18 units, associate degree, CCC bachelor's degree</i>			



## 4 Questions

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- What did your institution do with the funds for 16 - 19?
- What were the outcomes of those actions?(Equity Funds)
- What are you doing in the designated areas campus wide?
- What are you doing for disproportionately impacted students? (Equity Funds)



## Changes to Funding

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- Student Equity and Achievement Program (SEA)
- Combines funding for SSSP/SE/BSI
- Same funding as '17-'18



# 2016-2019 Plan Data

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- Access - AA/Latinx/Veterans
- Course - AA/Latinx/API/Foster
- ESL&BSI - AA/Latinx/Foster/Veterans
- Completion - AA/Foster/Veterans
- Transfer - Foster/Filipino/Latinx/API



# 2016 – 2019 Student Equity Plan

## Key Progress Points

1. **Decrease** in access
2. **Increase** in Course Completion
3. **Decrease** in ESOL/Basic Skills Completion
4. **Increase** in Degree Completion
5. **Increase** in Transfer

Summary of DI Group Outcomes based on Fall 2015 Equity Plan Performance Indicators

Performance Indicator	DI Group	15-16	16-17	17-18	Trend
Access	Overall	53%	49%	48%	↓
	Black or African-American	40%	35%	37%	↓
	Hispanic or Latino	51%	50%	51%	→
	Veterans	63%	61%	54%	↓
Course Completion	Overall	74%	75%	76%	↑
	Black or African-American	62%	65%	64%	↑
	Hispanic or Latino	68%	69%	70%	↑
	Native Hawaiian or <u>other</u> Pacific Islander	56%	64%	70%	↑
	Current or Former Foster Youth	62%	57%	56%	↓
ESOL and Basic Skills Completion	Overall	63%	64%	58%	↓
	Black or African-American	58%	62%	50%	↓
	Hispanic or Latino	60%	71%	52%	↓
	Current or Former Foster Youth	74%	80%	55%	↓
Degree Completion	Overall	14%	15%	17%	↑
	Black or African-American	0%	5%	7%	↑
	Current or Former Foster Youth	8%	0%	13%	↑
	Veterans	14%	17%	19%	↑
Certificate Completion	Overall	6%	6%	4%	↓
	Black or African-American	4%	0%	0%	↓
	Current or Former Foster Youth	8%	0%	13%	↑
	Veterans	14%	0%	0%	↓
		<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>Trend</b>
Transfer	Overall	797	832	805	↑
	Hispanic or Latino	159	201	201	↑
	Filipino	149	158	145	↓
	Native Hawaiian or <u>other</u> Pacific Islander	-	-	12	-
	Current or Former Foster Youth	-	-	-	-



# 2016-2019 Plan Expenditures

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- Direct Services to Students
  - FAAYS (GSP)
  - Clipper Cards/Book Vouchers (GSP)
  - Brothers Achieving Milestones (BAM)
  - Veterans Resource Center Support
  - PEP (Enrollment Services)
  - CTE Day (Workforce)
  - Human Library
  - Tutoring





# 2016-2019 Plan Expenditures

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- Programs for College Community
  - Conferences/NCORE
  - Equity Summit
  - Equity Training Series
  - College Lecture Series



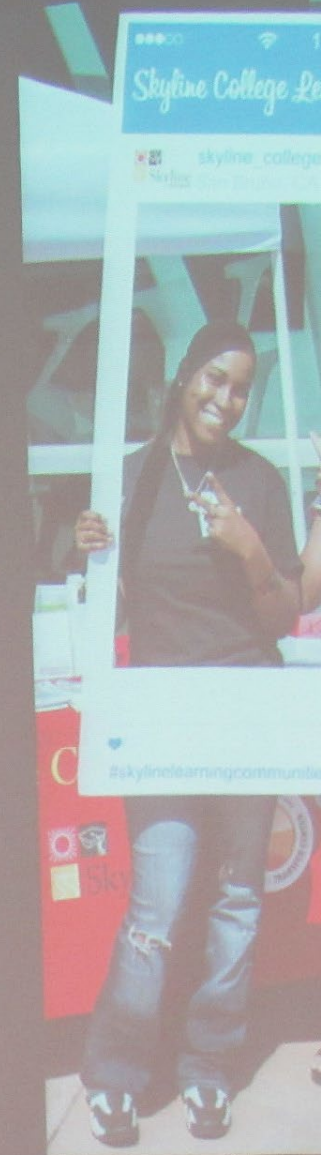
# 2016-2019 Plan Expenditures

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- Staffing Support for Programs/Services
  - Dean of SESP (70%)
  - Division Assistant SESP (70%)
  - PSC Student Equity Support Program
  - Retention Specialist (GSP)
  - Financial Coach (50%)
  - Student Workers (SESP)
  - Tutors

## STUDENT VOICE SURVEY

- Administered in Spring 2018 and sent to 9,922 students
- Sample Size: 1,970
- Response Rate: 20%
- Racial representation matching the actual student body



## June 30, 2019 DRAFT Student Equity Plan

- Executive Summary
- Review of metrics for 2016 – 2019 plan
- Disproportionately Impacted Student Groups for 2019-2022 plan
- Proposed activities to address DI gaps in metrics



**Baseline Data, Goals, and Activities for Overall Student Population**

<b>Metric</b>	<b>Baseline</b>	<b>Goal</b>	<b>Activities that Support the Goal</b>
Attained the Vision Goal Completion Definition	776	1,038 (34% increase)	
Completed Both Transfer-Level Math and English	240	350 (46% increase)	
Retained from Fall to Spring at the Same College	5,741	6,000 (5% increase)	
Enrolled in the Same Community College	9,450	10,000 (6% increase)	
Transferred to a Four-Year Institution	1,540	1,600 (4% increase)	

Source: CCCCO NOVA; Student Equity Plan Portal; Goal: Expected # in 2021-22

⊕ **Baseline Data, Goals, and Activities for Disproportionately Impacted (DI) Student Groups**

<b>Attained the Vision Goal Completion Definition</b>				
<b>DI Groups</b>	<b>Baseline</b>	<b>Goal</b>	<b>Activities that Support the Goal</b>	
Veteran (M)	7	13		
LGBT (M)	5	6		
LGBT (F)	5	11		
Foster Youth (M)	2	4		
White (M)	52	58		
NH or other PI (M)	2	3		
NH or other PI (F)	3	5		
More than one race (M)	10	15		
African-American (M)	6	10		
African-American (F)	7	12		
AI or AN (M)	0	1		
AI or AN (F)	0	1		
Disabled (M)	18	19		
<b>DI Group Totals</b>	<b>117</b>	<b>158</b>		<b>35% Increase in Vision Goal Attainment</b>

<b>Access: Enrolled in the Same Community College within 1 Year of Applying</b>				
<b>DI Groups</b>	<b>Baseline</b>	<b>Goal</b>	<b>Activities that Support the Goal</b>	
LGBT (M)	130	159		
LGBT (F)	237	256		
Foster Youth (M)	37	49		
Foster Youth (F)	40	61		
White (M)	804	874		
White (F)	938	976		
Some other race (M)	27	67		
Some other race (F)	33	70		
NH or other PI (M)	61	89		
NH or other PI (F)	73	100		
African-American (M)	185	211		
African-American (F)	222	288		
AI or AN (F)	17	24		
<b>DI Group Totals</b>	<b>2804</b>	<b>3224</b>		<b>15% Increase in Same College Enrollment</b>

<b>Retention: Retained from Fall to Spring at the Same Community College</b>			
<b>DI Groups</b>	<b>Baseline</b>	<b>Goal</b>	<b>Activities that Support the Goal</b>
LGBT (M)	48	56	
White (M)	432	462	
White (F)	483	524	
African-American (M)	48	67	
African-American (F)	77	89	
<b>DI Group Totals</b>	<b>1088</b>	<b>1198</b>	<b>10% Increase in Fall to Spring Retention</b>

<b>Completed Both Transfer-Level Math and English Within the District in the First Year</b>			
<b>DI Groups</b>	<b>Baseline</b>	<b>Goal</b>	<b>Activities that Support the Goal</b>
Veteran (M)	0	3	
LGBT (F)	1	4	
Hispanic (M)	21	41	
Hispanic (F)	29	37	
African-American (M)	1	3	
African-American (F)	0	2	
Disabled (M)	1	5	
Disabled (F)	2	5	
<b>DI Group Totals</b>	<b>55</b>	<b>100</b>	<b>82% Increase in Transfer Level Math &amp; English Completion Within the District in the First Year</b>

<b>Transferred to a Four-Year Institution</b>				
<b>DI Groups</b>	<b>Baseline</b>	<b>Goal</b>	<b>Activities that Support the Goal</b>	
Foster Youth (M)	5	5		
Foster Youth (F)	6	8		
Some other race (F)	8	10		
NH or other PI (M)	3	5		
Filipino (M)	97	102		
African-American (F)	18	21		
AI or AN (F)	1	1		
Disabled (F)	55	56		
Veteran (M)	22	22		
<b>DI Group Totals</b>	<b>215</b>	<b>230</b>		<b>7% Increase in Transfer to a 4-Year Institution</b>



# Student Equity Plan Process/Timeline

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- **Fall 2018**- Data Review for DI groups
- **March 7** - Academic Senate
- **March** - SEED Committee Work for activities/efforts
- **April**- Drafting equity plan; CCCCO Data Issues; Extension
- **May 1** - Executive Cabinet
- **May 9** – Draft Overview to SPARC
- **May 16** – Draft Overview to Academic Senate
- **May 22** – Draft Overview to Executive Cabinet
- **June/July**: SEED sub-committee work group, PRIE, Instructional to finalize student Equity Plan
- **August**: Academic Senate/Classified Senate/Associated Students
- **September 25**: Board of Trustees
- **June 30, 2019** - State Chancellor's Office (NOVA System)



# Questions

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