Work Plan Content:

Question Group: Student Equity and Achievement (SEA) Program Integration

Using the scale below, describe your college's progress integrating SEA Program with Guided Pathways to achieve KPI Metrics.

Integration in Progress –

    Sub-Questions:

        What are some present challenges that affect reaching full integration?

        Helper Text: These challenges may align or match your Student Equity Plan and/or earlier answers.

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1. Need to enhance services for students at Satellite Campuses; Dual Enrollment in HS; in Salinas Adult School; in prison/jail/youth centers.
2. Academic Dismissal policy. Currently, it punishes students who may better be served by interventions.
3. Students who need evening/weekend services and generally outside of the 9-5 time frame, including some part-time and adult students, and students at the centers (other than the main campus) have less access to services.
4. For access to services for online students, we implemented many versions of remote services during the pandemic that are still in place. Those services need to continue to improve.
5. Admission and Registration system structural issues, with policies impacting student success in different ways; both intentionally and unintentionally. A few examples are shown below.
    a. Tuition payment process can drop students. If a student doesn't pay for one class she/he gets no access for all other paid classes.
    b. GPA deficits issues have an impact on students' enrollment, continuation, completion, etc. Probationary students with deficit of GPA requires reapplication until out of the GPA deficit ; more harmful than good
6. Need better data gathering and analysis for all subgroups. For example for foster youth, adults, etc.

7. Need of one cohesive place to coordinate/integrate all plans and activities, as well as improve efficiently and accountability, so rather than adding more "initiatives" one needs to also consider "what to stop doing."

Helper Text: These actions may align or match your Student Equity Plan and/or earlier answers.

1. Working on establishing student success teams for each meta-major, and more collaborations between counseling and instructional faculty. This also includes the hiring of Student Success Specialists for the Meta-Majors and a new Dean of Student Equity and Pathways.
2. Money Mondays, HERF funds, Basic Needs.
3. Cohort and/or grant funded programs such as for Salinas Valley Promise, Dual enrollment, STEM Internship programs, Umoja, Rising Scholars, TRIO, Teaching Pathway Program (TPP) and CSin3 (Computer Science in 3 years in partnership with CSUMB).
4. AB705 and AB1705 in full compliance.
5. Zero Textbook Costs (ZTC) and Low Textbook Costs (LTC) are in compliance.
6. Math Academy, and a year-long just-in-time Math remediation in partnership with faculty and the Panther Learning Lab.
7. First Year Experience (FYE), although not yet implemented, but a pilot in fall 2023.
8. The New Hire People Engagement includes a series of orientations and PD workshops, open to other employee groups beyond the newly hired and the members of the Diversity & EEO Committee. For example, the New Hire People Engagement Program will continue to offer on a regular basis a half day to a day long Diversity, Equity and Inclusion workshops, with guest presenters. The

> ultimate goals include sustainable (training the trainers) and provide valuable insights into creating long lasting DEIA cultures.
> 9. Work group that will continue having meetings into 2023-24, will review progress made,and consider fine tuning the GP Work Plan through these regular meetings.

<mark>Leaning into continuous improvement principles, what will be the key immediate, intermediate, and long-term outcomes toward full integration for your college?</mark>

Helper Text: With your college's commitment to continuing integrating this program and Guided Pathways, consider what steps need to be taken in the immediate term (within one year), intermediate term (one to three years) and long-term (four or more years) to achieve an integration with continuous improvement and evaluation cycles.

This table is limited to 100 Characters per Outcome Response

Timeframe (<mark>100 Characters ONLY</mark>)
<mark>Immediate</mark>: Role of five student success specialists. DEIA workshops, Onboarding process for employees
<mark>Intermediate</mark>: DEIA focus outreach/recruitment/Data; Revisit equivalency; Training for Rising Scholars.
<mark>Long-Term</mark>: Integration of SEA initiatives with accountability across all campuses and centers,

Role of five student success specialists by beginning of AY 23-24.

Annual DEIA focused outreach/recruitment/data outcomes reviewed by end of FY 23-24.

Equivalency revisited by end of FY 24-25.

Training for Rising Scholars evaluated by end of FY 24-25.

Cluster hiring evaluated by end of FY 24-25.

Complete integration of SEA initiatives evaluated for accountability and community involvement across all campuses and centers by end of FY 25-26.