

Mt. San Jacinto College SSSP/SE/BSI Integrated Plan Executive Summary

Overview of the Student Equity Plan

Student Success Indicators

According to the California Community College System's Office and the California Code of Regulations, each college within the system is charged with the responsibility of designing and implementing a Student Equity Plan (SEP). The intent of the Student Equity Plan is to address underrepresented population's needs with the interest and intent of improving these students' opportunities for success. Mt. San Jacinto College examined student equity in the context of the following five Student Equity Indicators, as required by the California Code of Regulations, Title 5, Section 54220:

1. Access
2. Course Completion
3. Basic Skills and ESL Course Completion
4. Degree and Certificate Completion
5. Transfer

Target Groups

For the purposes of this plan to adequately assess equity, Mt. San Jacinto College performed comprehensive analyses for the following five required disaggregated subgroups as required. The subgroups used for this self-evaluation included gender, ethnicity (American Indians or Alaskan natives, Asians or Pacific Islanders, Blacks, Hispanics, Whites), age group, disability status, economically disadvantaged, foster youth, and veterans. Students identified as foster youth, have at one time, been in a court-ordered out-of-home placement. The results of data analyses identified disproportionately impacted groups that were targeted for interventions. These groups were African American students; current and former foster youth; first year students; and students age 20-24.

Student Equity Plan Goals

- Increase by 2% the number of students from targeted populations who earn a degree and/or certificate compared to the 2014-2015 baseline
- Increase by 2% the number of students from targeted populations that are transfer-ready to four-year colleges/universities compared to the 2014-2015 baseline.
- Increase student retention by 2% among students from targeted populations each semester/term compared to the 2014-2015 baseline
- Increase by 2% the success rates of students from the targeted populations each academic year compared to the 2014-2015 baseline
- The rate of students assessing into 3 or more levels “below college level” Math will decrease by 2% over the 2014-2015 baseline
- The number of first-time students persisting to the next academic term/year will increase by 3% over the 2014-2015 baseline
- Determine whether barriers to access exist for all Mt. San Jacinto College populations and remove those barriers for target populations if they are determined to exist

Student Equity Plan 2014-2015 Progress and Achievement

In 2014, the Mt. San Jacinto College Student Equity Committee convened and developed a three-year Student Equity Plan tied to statewide allocated funds in the amount of approximately \$770,000. During the 2014-2015 academic year, the Student Equity Committee used the plan’s goals to pilot programs, establish partnerships, and offer activities that serve as the baseline for establishing ongoing goals among the college’s stated targeted population. Signature activities from the plan’s inaugural year that demonstrated success include the following:

- Completion of an institutional equity audit to identify institutional barriers and obstacles impacting student success
- Enhanced data and analysis regarding student perceptions through the completion of the Community College Survey of Student Engagement (CCSSE) Survey Engagement and several district-wide student focus groups
- Improved availability, access and analysis of data related to student equity and disproportionate impact and student success
- Improved integration and leveraging of resources (BSI, SSSP, Equity, Title V grant) to support the coordinated implementation of key student support programs and services
- Expansion of best practice student learning support programs (supplemental instruction, peer mentoring, pre-assessment tutoring and support, etc.) increasing course completion and retention for impacted students

- Increased college readiness for incoming students through college to career transition program, dual enrollment, and curriculum alignment efforts
- Implemented and piloted a student peer mentoring program
- Increased professional development opportunities for faculty that focused on prevalent institutional equity and student success issues
- Hiring of key staff (Interim Student Equity Director, Interim Basic Skills Coordinator)

Student Equity Plan 2015-2016 Progress and Achievement

In 2015, the Mt. San Jacinto College Student Equity Committee convened and developed a three-year Student Equity Plan tied to statewide allocated funds in the amount of approximately \$1,700,000 including \$107,300 in special reallocated funds. During the 2015-2016 academic year, the Student Equity Committee focused on a deeper analysis of Student Equity data. This analysis was used to inform the development the 2015-2018 Student Equity Plan. The main planned interventions were professional development, support for first year students, and student mentoring. Signature activities from the updated plan that demonstrated success include the following:

- Development of implementation plan for the First Year Experience (FYE) Program
- Improved availability, access and analysis of data related to student equity and disproportionate impact and student success
- Increased professional development opportunities through an institutional partnership with Center for Organizational Responsibility and Advancement (CORA)
 - Teaching Men of Color in the Community College
 - Supporting men of Color in the Community College
- Purchased office equipment for Student Equity staff through use of Special Reallocation of Student Equity Funds. Equipment includes computer, Surface Pros, scanners, and portable printers
- Funded the creation of 2 labs equipped with computers (36 new laptops per lab) and charging towers plus accessories to support ENGL 92 (a course in the FYE program)
- Funded equipment and supplies for EOPS so they can better serve students on all MSJC campuses. Equipment includes computers, laptops, phones, scanners, printers, projector and screen

- Funded equipment for to be used by students in Student Life, including computers and printers.
- Funded books, equipment, and travel for Puente program.
- Assessment of Districtwide professional development needs
- Provided enrichment and development opportunities for student leaders
- Improved integration and leveraging of resources (BSI, SSSP, Equity, Title V grant) to support the coordinated implementation of key student support programs and services
- Expansion of best practice student learning support programs (supplemental instruction, peer mentoring, pre-assessment tutoring and support, etc.) increasing course completion and retention for impacted students
- Increased college readiness for incoming students through college to career transition program, dual enrollment, and curriculum alignment efforts
- Increased professional development opportunities for administrators, faculty, and staff that focused on prevalent institutional equity and student success issues
- Hiring of key staff (Student Equity Director, Basic Skills Coordinator, Professional Development Coordinator)

Student Equity Plan 2016-2017 Progress and Achievement

In 2016 Student Equity received statewide allocated funds in the amount of approximately \$1,800,000. Signature activities from the plan's inaugural year that demonstrated high level of success include the following:

- Piloting of FYE program in collaboration with Title V
- Developed and implemented FYE Mentor program to provide peer mentors to FYE students
- Provided students with speakers to motivate, inspire, and inform them about college success, majors, and careers

- Funded development of a new anatomy and physiology back lab. Equipment includes Notebooks, Surface Pros, charging towers, anatomy models, lab equipment, and lab supplies.
- Focus groups for targeted student populations
- Cultural competency training for classified staff, faculty, administrators, and students
- Speaking engagements on campus by nationally renowned speakers
- Expanded professional development opportunities through our institutional partnership with Center for Organizational Responsibility and Advancement (CORA) by adding the following:
 - Unconscious bias
 - Racial Microaggressions
- Provided LGBTQ awareness training to administrators, faculty, staff, and students
- Supported improvement of the Mt. San Jacinto College website
- Funded a data analytic tool to help us better serve targeted student groups
- Improved integration and leveraging of resources (BSI, SSSP, Equity, Title V grant) to support the coordinated implementation of key student support programs and services
- Expansion of best practice student learning support programs (supplemental instruction, peer mentoring, pre-assessment tutoring and support, etc.) increasing course completion and retention for impacted students
- Increased college readiness for incoming students through college to career transition program, dual enrollment, and curriculum alignment efforts

Student Equity Plan 2017-2018 Progress and Planning

In 2017, the Mt. San Jacinto College Student Equity received statewide allocated funds in the amount of approximately \$1,750,000. Signature activities currently in progress include the following:

- Developed and implemented a Summer Bridge Program
- Continued and refined FYE program in collaboration with Title V
- Expanded FYE Mentor program to provide peer mentors to FYE students
- Provided students with speakers to motivate, inspire, and inform them about college success, majors, and careers
- Cultural competency training for classified staff, faculty, administrators, and students
- Speaking engagements on campus by nationally renowned speakers
- Improved integration and leveraging of resources (BSI, SSSP, Equity, Title V grant) to support the coordinated implementation of key student support programs and services
- Increased college readiness for incoming students through college to career transition program, dual enrollment, and curriculum alignment efforts
- Assembled a team to receive intensive mentorship training by the African American Male Education & Network Development (A²MEND) organization
- Began an officially affiliated A²MEND student chapter at Mt. San Jacinto College
- Assembled a team to receive intensive Umoja community training
- Began an officially affiliated Umoja program at Mt. San Jacinto College

Student Equity 2014-2017

Classification	2014-2015	2015-2016	2016-2017*
Academic Salaries	104,348	428,578	332,306
Classified Salaries	107,529	192,635	334,642
Benefits	33,670	134,618	172,546
Supplies & Materials	169,961	188,722	251,317
Operating Expenses	349,404	590,640	575,070
Capital Outlay	0	183,021	0
Other Outgo	5,704	0	120,500
Total	770,616	1,718,214	1,786,381

*Projected expenditures