**Los Medanos College HSI FIVE YEAR PLAN**

**ÉXITO – Creating a Robust & Effective Transfer Pipeline**

**PURPOSE:** The new ÉXITO Transfer Program will create systemic change to increase Hispanic and low-income student transfers to four-year universities.

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**PROBLEMS**

- Too few Hispanic and low-income students are transferring
- Students are not utilizing academic, transfer and student support services
- Cohort communities are siloed and serve a small number of students
- LMC has not scaled up the integration of academic and support services
- LMC Lacks a Strong Culture of Evidence - Assessment & Professional Development
- Under-enrollment in higher-level classes due to low persistence creates fiscal instability

**STRATEGIES**

- High School Readiness for College - Outreach & Orientation
- Transfer Readiness - ÉXITO Transfer Center and Services
- Institutional Readiness - Professional Development & Assessment

**PROCESS**

- Students
- Educators/Practitioners

**MILESTONES (by 2011)**

- Establish Welcome Center
- Enhance Transfer Center
- Establish Evidence & Strategy Teams
- Create & Implement Transfer Academia
- Scale up 2 Learning Communities / year

**SHORT-TERM OUTCOMES (by 2012-14)**

- Connect early with Hispanic and low-income students and families in middle/high school
- Provide Hispanic and low-income students with programs and strategies that support, value and accelerate transfer
- Create and sustain a college-wide assessment and transfer culture that supports informed, data-driven and equity-focused decisions

**LONG-TERM OUTCOMES (by 2015)**

- Increase:
  - Fall to Fall retention rate of first-time transfer students
  - # of students who are transfer directed within 3 years
  - # of students who are transfer prepared within 3 years
  - # of students transferring to 4-year colleges/universities
  - # of students who receive Associate degrees
STRATEGIES for COMPONENT 3: 
INSTITUTIONAL READINESS – ASSESSMENT AND PROFESSIONAL DEVELOPMENT

• Create and sustain a college-wide transfer culture which makes informed, data-driven and equity-focused decisions for a robust transfer culture at LMC.

• Create a Culture of Evidence at LMC

• Center CUE Equity Scorecard Model and Participatory Action Research

• CCSSE (Community College Survey of Student Engagement) Survey and Benchmarking

• On-going Professional Development opportunities regarding transfer for faculty and staff
Possible activities/strategies

- Great Transfer Seminars
- The Role of Faculty and Staff in the transfer process
- GE Teaching Communities
- Stipends for PT Instructors to work on assessment activities
- AVIDizing LMC
- Counseling Interns
- Conference Participation that relates to transfer goals