



DRAFT

2019-22 Student Equity Plan (For Planning Purposes Only)

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
Access: Successful Enrollment	2014/15 = 72.1% 2015/16 = 71.7% 2016/17 = 73.4% 2017/18 = 72.8% Source: SSM	Goal: + 0.8% pts 73.6% Convention: Old statistician rule of thumb	See Appendix B
Retention: Fall to Spring	2014/15 = 67.3% 2015/16 = 66.9% 2016/17 = 68.2% 2017/18 = 66.6% Source: SSM	Goal: + 1.1% pts 67.7% Convention: Old statistician rule of thumb	
Transfer to a four-year institution	2014/15 = 954 2015/16 = 873 2016/17 = 813 Source: SSM	Goal +7% 901 Note: this would be in alignment with Vision for Success goal for this metric	
Completion of transfer level math and English	2014/15 = 8.6% 2015/16 = 10.5% 2016/17 = 14.3% 2017/18 = 17.0% Source: SSM	Goal + 2.8% pts 18.8% Note: straight line projection	
Earned credit certificate over 18 units, associate degree, CCC bachelor’s degree	2014/15 = 1,061 2015/16 = 1,425 2016/17 = 1,661 2017/18 = 1,738 Source: SSM	Goal +4% 1,807 Note: this would be in alignment with Vision for Success goal for this metric	



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2. In the chart below enter the three-year goal for each student equity population shown to be disproportionately impacted in each metric and identify the activities that support goal attainment.

Metric	Current Baseline Data for Disproportionately Impacted Student Population	Goals for Disproportionately Impacted Student Population	Activities that support the goal
Access: Successful Enrollment	Black/African American=41.9% Foster Youth=37.4% LGBTQ=43.2% Students with Disabilities=47.5% Some other race 32.4% White= 45.2%	Goal +2.5% Black/African American=44.4% Foster Youth=39.9% LGBTQ= 45.7% Students with Disabilities=50%	SEE APPENDIX B
Retention: Fall to Spring	Black=60.6% Foster Youth=58.5% LGBTQ=63.2% Students with Disabilities=69.6% Some other race= 59.5% (den 42) Source: SSM	Goal +1.6% Black=61.6% Foster Youth=60.1% LGBTQ=64.8% Students with Disabilities=61.1%	
Transfer to a four-year institution cohort based	Black=6.7% (1,301) Foster Youth=8.7% (184) LGBTQ=3.5% (198) Students with Disabilities=6.3% (940) Some other race= 6.2% (den 65) Veterans 8.6% Source: SSM	Goal +9.0% Black=increase base by 2.3% Foster Youth=increase base by 5.5% LGBTQ= increase base by 5.5% Students with Disabilities=increase base by 2.7%	



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<p><i>Completion of transfer level math and English</i></p>	<p>Black/African American=9.9% Foster Youth=0% (den 60) Students with Disabilities=8.6% (116) Hispanic 15.9% (895) Veterans 5.6% (18) Some other race= 59.5% (den 5) Source: SSM</p>	<p>Goal +3.5% Black=13.4% Foster Youth=further inquiry needed Students with Disabilities=12.1% Veterans=9.1% ESL data currently not available but future group under AB705 changes</p>	
<p><i>Earned HS equivalency, noncredit certificate, CO approved credit certificate, associate degree, CCC bachelor's degree</i></p>	<p>Black=4.5% (2,786) snapshot Foster Youth= 2.3% (485) LGBTQ=3.6% (527) Students with Disabilities=5.7% (1652) Hispanic 5.5% (7249) Veterans 10.6% (556) First Generation 5.2% (9,493) American Indian 2.4% (41)</p>	<p>Goal +5.5% Black=increase base by 1% Foster Youth=increase base by 3.2% LGBTQ=1.9%</p>	



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3. Outline a process and schedule for evaluating the progress made toward meeting your student equity goals. (500 words max)

Upon the recommendation and guidance of District Research and Planning (DRP) Leadership, the colleges will continue to develop the strategic components of their Student Equity and Achievement Plans using locally validate data provided by the DRP. The data used in the SEA Plans will conform to the metrics identified by each of the colleges and the student populations that the local data have revealed to be disproportionately impacted. The data will be provided to the colleges through several tools designed to support local monitoring and assessment activities. Data dashboards will provide the colleges with detailed DI data for all student subpopulations updated every semester. To supplement the dashboard data, the DRP will support research requests from the colleges that will pursue more detailed lines of inquiry. These tools and services will serve as an ongoing resource for future goal-setting efforts and progress assessment. (provided by Greg Stoup)

4. How will your college ensure coordination across student equity-related categorical programs or campus-based programs? (500 words max)

Under the coordinated leadership of the Vice President of Instruction and the Vice President of Student Services, the efforts under the Student Equity Plan will be reviewed and discussed through a cross-functional team of faculty, administrators and classified staff. LMC will engage in a process of continual assessment and efforts will be coordinated with institutional work on Guided Pathways. LMC is committed to embedding equity-minded practices across efforts and plans to support the success of all students.

5. Each college must create an executive summary that includes, at a minimum, the Student Equity goals for each required student group, the activities the college will undertake to achieve these goals, and the resources budgeted for these activities.

The executive summary for this plan must also include an accounting of how Student Equity funding for 2015-16, 2016-17 and 2017-18 was expended and an assessment of the progress made in achieving the identified goals from prior year plans. The summary must also include the name of the college or district official to contact for further information. The executive summary must be posted to the college website. Provide a link to your college’s executive summary below:

6. Identify one individual to serve as the point of contact for your college (with an alternate) for the Equity Plan and provide the following information for that person:

Point of Contact:

Name Sabrina T. Kwist Title Dean of Equity & Inclusion Email Address skwist@losmedanos.edu Phone _____

Alternate Point of Contact:

Name _____ Title _____ Email Address _____ Phone _____



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Approval and Signature Page

College: _____ District: _____

Board of Trustees Approval Date: _____

We certify the review and approval of the 2017-19 Integrated Plan by the district board of trustees on the date shown above. We also certify that the goals, strategies and activities represented in this plan meet the legislative and regulatory intent of the Student Equity and Achievement program and that funds allocated will be spent according to law, regulation and expenditure guidelines published by the California Community Colleges Chancellor’s Office.

Chancellor/President	Date	Email Address
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Chief Business Officer	Date	Email Address
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Chief Instructional Officer	Date	Email Address
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Chief Student Services Officer	Date	Email Address
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President, Academic Senate	Date	Email Address
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