|  **Goal**  |  **Focused Populations** | **Activities in each program that serve the goal listed**  | **Goal Area**  |
| --- | --- | --- | --- |
| **SSSP**  | **Student Equity**  | **BSI**  |
| **1. ACCESS:** Increase access through enrollment of students currently underserved in our community.  | Veterans ESL   | **Los Medanos College has engaged in the coordination of activities and partnerships that support student participation and access:** * High School Partnership
* Pre-orientation Workshops
* Senior Saturdays
* Summer Bridge Programs (STEM Jam, Summer Bridge, etc.)
* LMC Welcome Day
* ESL Welcome Day
* LMC GO Day/Night
* DSPS & EOPS Welcome event

**Data:** Use SSSP disproportionate impact data to inform new and current orientation activities for newly identified focus populations**.**  | Increase Counseling Services for DSPS and Veterans ESL Peer Advisory Leaders (PALS) Moved to BSI    | Acceleration in English & Math (Transfer level Freshman Composition and Statistics.)   | Access |
| **2. IDENTIFYING PATHWAYS:** Increase the number of students that define a goal and pathway by the end of their first year.  | All new, first year students  | **Increase Staffing/Services to** * Career Advisingwill be mapped into the sequence of student required contacts.
* Enhance Career Services to include a staff member focused on the coordination of career exploration in the first year.
* Career Advising will also be offered as one of the targeted interventions offered to special populations, such as Foster Youth.

**Technology:** * Use tablets to remotely access the college’s online education planning tool and student records.  Counselors will then be able to offer in-person assistance to students during peak times, i.e. registration, add/drop periods, by going directly to where students are located, such as:  waiting in line for Admissions and Records, Financial Aid, Assessment Center, the cafeteria, or the outdoor quad.
* Invest in texting and chat software to enhance communication with students regarding next steps, important dates, and upcoming events.

**Data:** Use SSSP disproportionate impact data to inform new and current orientation, counseling, education planning, and follow up activities for newly identified focus populations**.**  | Enhance Counseling Services for MESA, UMOJA, ESL, Foster Youth, Veterans and DSPS   | ESL Appreciative Advising Designing contextualized ESL Counseling Courses    | Retention Degree & Certificate Completion  |
| **3. COLLEGE-LEVEL TRANSITION:** Increase the number of students successfully transitioning into college level math and English course.  | ESL Hispanic or Latino Low Incom Students Foster Youth  Black or African American  Individuals with Disabilities   | **Counseling Partnership:** A collaboration between the Developmental Education Program and the Counseling Department that provides information about early academic counseling right in the classroom.   **Expand Orientation:** Update to include additional modules that support student transition. **Expand Assessment Prep:*** Enhance information provided to students (test prep/presentations/website)
* Increasing awareness of Multiple Measures Assessment Placement.

**Supporting development of student success workshops:** Collaboration with Center for Academic Support. **Data:** Use SSSP disproportionate impact data to inform new and current assessment/placement activities for newly identified focus populations**.**   | Enhance Counseling Services for MESA, UMOJA, ESL, Foster Youth, Veterans and DSPS  MESA Student Engagement Activities, Tutors   | Direct placement into transfer level English and Math gateway transfer course through multiple measures and co-requisite course support model English 095 Assessment Portfolio Math 12 Redesign (Pre-Algebra course recommended for students who have not completed Algebra 1 in high school, but who need algebra for their major.)    | ESL/Basic Skills Completion  |
| **4. PERSISTENCE & COMPLETION:** Increase successful course completion, and term to term persistence.  | Black or African-American  Current or former foster youth  Low income students    | **Implement Starfish Early Alert**: Implementation of this software will assist students in developing multi-year course plans while offering opportunities for instruction and student services to effectively work together in identifying and assisting students who are at-risk.  **Increase counseling services (one-on-one appointments, workshops, etc.)** * Collaboration with Counseling and other support services (Library, Tutoring, etc.) to provide Student Success Workshops.
* Review Counseling appointment/drop in schedule to align with key dates such as last day to drop with a “W”.
* Counseling Partnership with Developmental Education Program

**Mentoring Program:** Male Empowerment Network (M.E.N.) is a student success initiative focused on improving the educational outcomes of men of color.  Students in the M.E.N. Program benefit from mentoring, personal and professional development opportunities and civic engagement. **Data:** Use SSSP disproportionate impact data to inform new and current counseling, education planning, and follow up activities for newly identified focus populations**.**   | Strengthen and Enhance UMOJA Scholars program AA Male Mentoring program AA Student Engagement Activities, HBCU  SRSS program position moved through SSSP)  FAM – Equity Office Hour with StarFish utilization Foster Youth Coordinator Position   | Synchronous tutoring provided through Center for Academic Support  Workshops on Universal Design for Learning ESL Peer Tutoring Program ESL Success Coaches        | Retention  |
| **5. EQUITABLE SUCCESS:** Improve the number of LMC students who earn associates degrees, certificates of achievement, transfer, or obtain career employment.  | ESL  Former or current foster youth  Black or African- American Inclusive Pedagogy and data analysis to inform our practice  | **Starfish Degree Planner Pilot:**Pilot new degree planner that works in tandem with early alert retention tool. It includes up to date information regarding units needed for completion of educational goal and has interactive features that warn students of consequences if they were to deviate from the plan. **Enhancing Counseling Services:*** Student Wellness Program, a collaboration with JFK University
* Counseling course development (Couns 926) and enhancement to support student success and education plan development
* Additional counseling positions, such as FT counselor .5 ESL/.5Puente

**DSPS enhanced services:** * Learning Skills course
* Additional tutoring services in Science.

**Data:** Use SSSP disproportionate impact data to inform new and current follow up activities for newly identified focus populations**.**   | Enhance Counseling Services for ESL Enhance Counseling Services for Foster Youth Strengthen and Enhance UMOJA Scholars program AA Student Engagement Activities, HBCU  \*Six success factors  |      | Transfer Degree & Certificate Completion  |
| **6. LEARNING CULTURE:** Enhance staff, faculty and administration’s understanding and use of culturally inclusive practices and pedagogy, demonstrating empathy and compassion when working with students.  |   | **Support professional development:** Include webinars, professional learning communities. **Enhance current meeting structure:** Include items that support professional development, such as UndocuAlly training, etc. **Continue supporting NEXUS**(faculty orientation) and the development of a version of NEXUS for classified staff.   | Equity professional development: speakers and conference attendance  Equity professional Learning Facilitators FAM – Equity Office Hour  | Universal Design for Learning Project ESL Success Coaches  |  |