Executive Summary for 2017 – 19 Integrated Plan: Basic Skills Initiative, Student Equity, and Student Success and Support Program

Antelope Valley College is committed to student success and has endeavored to engage our campus community in an all-inclusive perspective of Student Equity.

2014-2015
During the **2014-2015** academic year, Antelope Valley began establishing a Student Equity Office that would help to facilitate and implement the goals of the campus.

Those goals included:
- Increasing the enrollment and retention of students 40-49 years of age.
- Mirroring the communities our campus serves.
- Increasing the completion and success rates of marginalized populations, including, but not limited to African American students and current and former foster youth, by strengthening support for our Basic Skills courses, FYE Program, student development conferences, and strengthening community relationships.
- Increasing course completion in our Basic Skills and ESL courses.
- Strengthening our completion rates for degrees and certificate completion for our male and African American students.
- Increasing transfer rates for African American and Hispanic students and students with disabilities.

Resources were allocated to close equity gaps:

Outreach	$ 16,501
Student Services & Categoricals	$ 21,739
Research & Evaluation	$ 27,904
Student Equity Coordination and Planning	$ 74,228
Professional Development	$108,853
Instructional Support	$ 65,736
Direct Student Support (childcare, books, supplies, equipment)	$247,713
Total	**$562,674**

2015-2016

During the **2015-2016** academic year, the campus completed in-depth research into our equity gaps and expanded the conversation regarding the Student Equity Plan, and we created strategies and activities designed to close the gaps. The goal was to deploy broad-based programs that would reach more of our marginalized populations.

Those goals included:

• Increasing access and enrollment of whites, males, veterans and individuals with a disability.

• To increasing the number of males, Black/African American, current or former foster youth, and low income students that successfully complete courses.

• Increasing the ESL progression through remedial English by 3%.

•Increasing progression from basic skills courses into college level courses for males, Black/African Americans, and current or former foster youth.

•Increasing the number of degree and certificate completions by current or former foster youth, females, Black/African American, and individuals with a disability.

•Increasing the number of students that are current or former foster youth, individuals with a disability, Hispanic/Latino that transfer to a four-year university.

•Increasing support of AB540/Undocumented students.

•Development of cultural awareness/diversity program.

Resources were allocated to close equity gaps:

Outreach	$ 60,644
Research & Evaluation	$ 59,287
Student Equity Coordination and Planning	$ 323,014
Professional Development	$ 174,216
Instructional Support	$ 205,325
Direct Student Support (childcare, books, supplies, equip, bus passes)	$1,119,913
Total	**$1,942,399**

2016-2017

During the **2016-2017** academic year, Antelope Valley College continued to expand on the activities and strategies to close equity gaps that were set forth in the 2015 Student Equity Plan.

Some of the activities that were expanded are:
- Supporting Basic Skills Math, English, and Reading Courses
- Expanding the campuses Books H.E.L.P. Program
- Providing childcare to student on and off campus.
- Providing students with bus passes
- Providing students with opportunities to attend student development conferences, high engagement activities, and college tours.
- Launching of the campuses Umoja Program.
- Launching of the campuses Guardian Scholars (foster youth) and ARCHES (homeless students) Programs.

Resources were allocated to close equity gaps:

Outreach	$ 32,000
Research & Evaluation	$ 30,000
Student Equity Coordination and Planning	$ 389,000
Professional Development	$ 150,000
Instructional Support	$ 70,000
Direct Student Support (childcare, books, supplies, equip, bus passes)	$1,364,571
Total	**$2,035,571**

From **2014 - 2017**, Antelope Valley College has implemented many programs and activities to close equity gaps across the disproportionately impacted student groups on our campus. These groups are: African Americans, current or former Foster Youth, Males, Whites, Veteran's, Individuals with disabilities, low income, Hispanic Latinos, and Females. We will highlight a few of the more critical and impactful programs and activities across each success measure to demonstrate an assessment of how these gaps are being closed.

SUCCESS MEASURE	PROGRAMS OR ACTIVITIES
ACCESS	**Implementation of strategic outreach and marketing to communities that data identified as our access gaps.** *Those efforts include but are not limited to:* ● Partnering with local bus companies to display AVC ads and bus wraps in communities where there are an increased number of caucasian students. ● Creation of marketing that shows both men and women in non-traditional roles. ● Increasing partnerships with elementary, middle, and high schools to bring students to Antelope Valley College and connect them to the college.

Partnership with the Antelope Valley Transit Authority and the Antelope Valley Air Quality Management Department to create a collaborative program that allows students to have a bus pass at no charge to the student.
- Students that are enrolled in 6 units and have a 2.0 GPA are eligible to receive a 16-week bus pass.
- Students that are below 6 units or below a 2.0 GPA are eligible to apply for a monthly TAP bus pass.

Students have access to all local bus routes.

Partnership with the Child Care Resource Center to provide childcare to students that are enrolled in 6 units and have a 2.0 GPA.
- Childcare covers the time they are in class.
- Childcare supplement allows for study and travel time.

For these programs priority is given to students who are:
White, Male, Veteran, and/or Individuals with Disability.

SUCCESS MEASURE	PROGRAMS OR ACTIVITIES
BASIC SKILLS: COURSE COMPLETION	**Expansion of the Books H.E.L.P Program.** • Purchase of all Basic Skills English textbooks for all sections. • Purchase of Basic Skills Reading textbooks for multiple sections. • Purchase of access codes for all sections of Math 001, which allows students accelerate through the basic skills math series in one semester or to move at a pace that they can successfully complete the course work. **Refurbishment of the ESL Computer Lab and purchase of software.** • Computers • Software **Purchase of software for multiple Basic Skills Programs:** • Reading Plus • Reading Horizons • Learning Express Library **Provided support for tutors including, but not limited to:** • Salary funding • Professional development • Study guides **For these programs priority is given to students who are:** *Black/African American, Current or Former Foster Youth, and/or Males*

COURSE COMPLETION	**Expansion of the Books H.E.L.P Program.** ● Expansion of loaner library inventory by purchasing books to support classes across all disciplines, but focus on courses that have the least success rates. **Implementing Faculty - Student High Engagement Program** ● Program that allows adjunct faculty to have high engagement learning experiences with students on and off campus that increase the students understanding of the subject matter. **Establishment of the Antelope Valley College Umoja Community** ● Culturally responsive curriculum and programing that focuses on African American student success. ● Priority in wrap around services to support students in the Umoja Program. ● Peer Mentoring ● Professional Development for staff and faculty ● Field Trips **Professional Development for faculty across multiple disciplines.** **AVC Study Mid-Semester and Finals Study Jam** ● Creation of live, tutor-supported learning spaces that are supported with study guides, peer mentors, adjunct faculty members and other study resources for 3-days the week before midterms and finals. **For these programs priority is given to students who are:** *Black/African American, Current or Former Foster Youth, Males and/or low-income.*
DEGREE AND CERTIFICATE COMPLETION	**Establishment of the Antelope Valley College Umoja Community** ● Details listed in above. **For these programs priority is given to students who are:** *Current or Former Foster Youth, Individuals with Disabilities, Females, and/or Black/African American Students*
TRANSFER	**Support of the Transfer Center's College Tours to give students exposure to other campuses and opportunities available to them.** **Hosting Historically Black College and University Caravan** ● Hosting 27 HBCU's on our campus for a one day fair.

	Historically Black College and University College Tour ● Took 20 students per year on tour to 7-9 HBCUs ● Tours yielded approximately 7-10 on the spot admissions and some students receiving full-ride scholarships **For these programs priority is given to students who are:** *Current or Former Foster Youth, Individuals with Disabilities and/or Hispanic Latino Students*

2017-2018

With the development of the Integrated Plan for **2017 - 2018**, it is the goal of Antelope Valley College to further the collaboration among Student Equity, SSSP and Basic Skills Initiative. We will implement and maintain the following activities to reach the integrated plan goals that have been set forth by the campus community.

Goal	Budget Allocation	Activities
1: Maximize and leverage the use of resources such as facilities, human resources, and technology to improve student success in academic pathways	$1,680,000	Provide technology support to Institutional Research, Learning Center, and other Centers on campus. Provide personnel and technology support to efficiently implement EduNav. EduNav will provide students online access to their degree audit and provide the opportunity for students to be more directly involved Expansion of Umoja professional development to faculty and staff. Learning Center tutoring through multiple modalities such as embedded tutors, Directed Learning Activities (DLA) and systems such as Reading Plus.
2: Offer intentional and deliberate Professional Development to faculty and staff to facilitate enhanced student learning and academic success	$360,000	Continue to provide campus wide Student Equity annual retreat. Faculty led redesign of basic skills English courses Faculty and staff will continue to attend UC, CSU, and HBCU transfer conferences Other professional development will include Umoja and AVID, Articulation , Probation/Dismissal Career and Transfer. Basic Skills faculty are involved in Umoja and other SE-based programs.

		Faculty attend CRLA conferences and attend and escort students to ACTLA conferences
3: Increase student persistence through basic skills that leads to the successful advancement to and completion of college-level courses	$1,190,155	Continue to provide books and software and other wrap around services to all students enrolled in Basic Skills classes UMOJA cohort and UMOJA supported basic skills offerings Use placement data to direct students to enroll in Basic Skills courses as early as possible in their academic career Review students' academic progress in Basic Skills courses after one year. Assign Basic Skills Counselor to collaborate with Basic Skills faculty At risk students that are on probation will receive targeted interventions Embedding tutoring is offered to enhance the students' learning in Basic Skills Math and English courses. The Learning Center creates Individual Learning Plans for students referred to the Learning Center. Faculty led redesign of basic skills English and Reading courses
4: Continue to offer intentional and deliberate direct services to students to increase access, skills development, transfer and success	$2,035,163	Provide services that reduce barriers such as Books HELP, Bus Passes, Child Care subsidies, food pantry access, and more so students can persist. Provide cohort placement for all students by the third week of each semester and use proactive Counseling approach to increase service, access, skill development and success. Evaluate education plans that are followed by students to determine if they reach their education goal more efficiently for completion and transfer. Expanded offerings such as the Academic Summer Bridge, which has successfully moved students from assessing into Basic Skills courses to assessing into College Level courses
5: Expand partnerships with K-12 education systems to streamline pathways to higher education	$479,700	Strengthen our activities with AVUHSD to increase AVC's Foster Youth, African American and Caucasian male enrollments as per identified equity gaps Continue to offer on-campus workshops for high school Counselors in order to increase feeder schools knowledge of available programs and services.

		Continue to use high school counselors as college adjunct Counselors to direct students into academic and career pathways. High School Bridge Counselors offer seniors advising services during their senior year. Continue offerings such as SMAP, MAPA, Academic Summer Bridge

Antelope Valley Community College District
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