

2025 – 2026 Strategic Plan Overview

Presented to AVCCD Board of Trustees July 14, 2025





Table of Contents

- AVC Values
- AVC Service Plan
- Overview
- SEAP Goals
- ESA Structure Graphic
- Strategic Goal #1
- Strategic Goal #2
- Strategic Goal #3
- Strategic Goal #4
- Strategic Goal #5
- Strategic Goal #6
- ESA Leadership Team
- AVC Veterans 2025 Pre-Commencement
- Thank You





- Community
- Academic Excellence
- Integrity
- Respect



AVC Service Plan

Service:

Realign college policies, practices, and processes to remove barriers and to become more effective, efficient, and responsive to students, employees, and the community.

Equity:

Improve the college culture by becoming a more caring, welcoming, accessible, and inclusive campus.

Resources:

Increase student awareness about campus resources.

Vision:

Being more future-thinking, agile, innovative, and proactive.

Education:

Expansion of offerings and effective course scheduling.

Success:

Boost success rates by prioritizing the student experience.



Overview

Equity and Student Achievement (ESA) exists to support and operationalize the AVCCD mission to provide a quality comprehensive education to a diverse population of learners and demonstrate commitment to student success by offering value and opportunity, in service to our community. Equity and Student Achievement is responsible for supporting and advancing a campus culture of diversity, equity, inclusion, accessibility, and cultural humility.





Student Equity and Achievement Program 2022-2025 Goals

Goal 1. Increase **enrollment** of <u>Black or African American females</u> to PPG-1, or less than -3.6%.

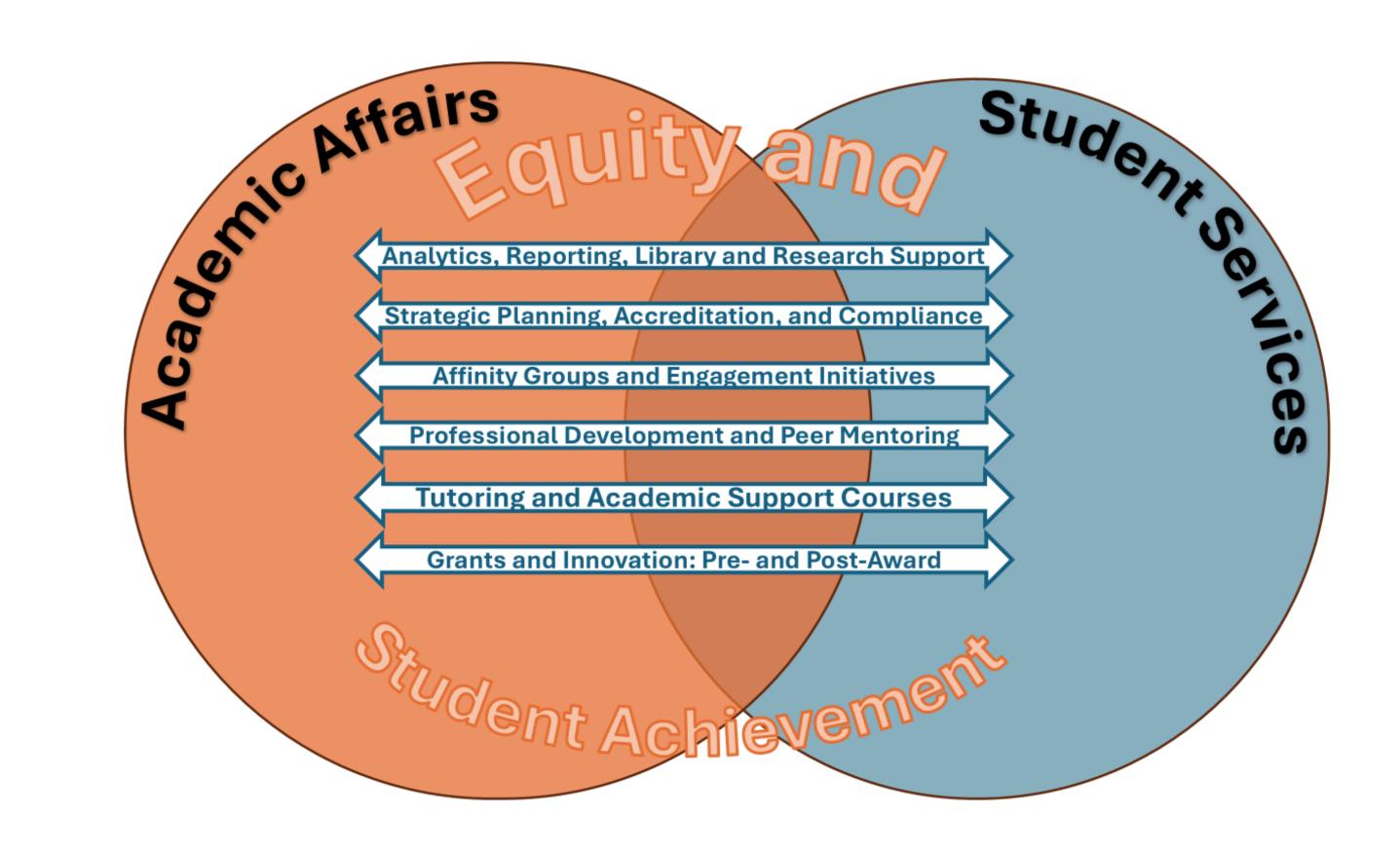
Goal 2. Increase percentage of <u>Black or African American males</u> completing **transfer-level math and English in the first year** to close the 12.8% equity gap identified in 2020-2021; Increase percentage of <u>Hispanic/Latinx males</u> completing transfer-level math and English in the first year to eradicate the disproportionate impact gap.

SEAP Goal 3. Increase the **retention** rate of <u>Black or African American males</u> from primary term to secondary term to close the equity gap to less than 4%; Increase the retention rate of <u>Veteran males</u> from primary term to secondary term to >60%.

SEAP Goal 4. Increase the **completion** rate of <u>Black or African American males</u> by more than 4%, thereby closing the equity gap in completion for this group by 10% or more.

SEAP Goal 5. Increase the **transfer** rate for <u>Black or African American males</u> to eradicate disproportionate impact gap; Increase the transfer rate for <u>Hispanic/Latinx males</u> to eradicate disproportionate impact gap by 2025-2026.







Service:

Equity and Student Achievement will foster creative, critical, and analytical thinking in addressing equity gaps and developing culturally responsive learning experiences for all students.

- Manage development of 2025-2028 Equity Plan
- Expand impact of Equity Advisory Council
- Develop marketing materials and campaigns
- Build/update dashboards; Provide related PD
- Provide leadership for Vision Aligned Reporting
- Provide leadership for and consultation with affinity group coordinators and related support initiatives
- Facilitate PD focused on student achievement
- Expand New Faculty Orientation offerings





Equity:

Equity and Student Achievement will foster cultural humility and a culture of unconditional belonging for students, faculty, staff, and administrators.

- Expand/Refine Equity Speaker Series
- Advertise/Promote student affinity groups
- Develop peer mentoring program to be used by all affinity groups
- Develop/Launch affinity groups for faculty and staff
- Revive Caring Campus Initiative
- Collaborate on outreach, enrollment/registration, and transfer events
- Sponsor professional development to support staff and faculty in increasing student achievement: Customer Service, De-escalation, Trauma Informed Care, Green Zone, culturally responsive teaching





Resources

Equity and Student Achievement will refine and expand ESA communications to increase student awareness of programming/supports available; Increase faculty/staff/administrator awareness of and participation in equity initiatives/programs/data.

- Refine and expand Celebrate AVC data summits
- Develop and launch student achievement resources awareness campaign
- Revitalize Academic Achievement Committee
- Continue partnerships with equity-focused PD providers
- Refine and expand marketing campaigns
- Develop a student achievement and leadership program

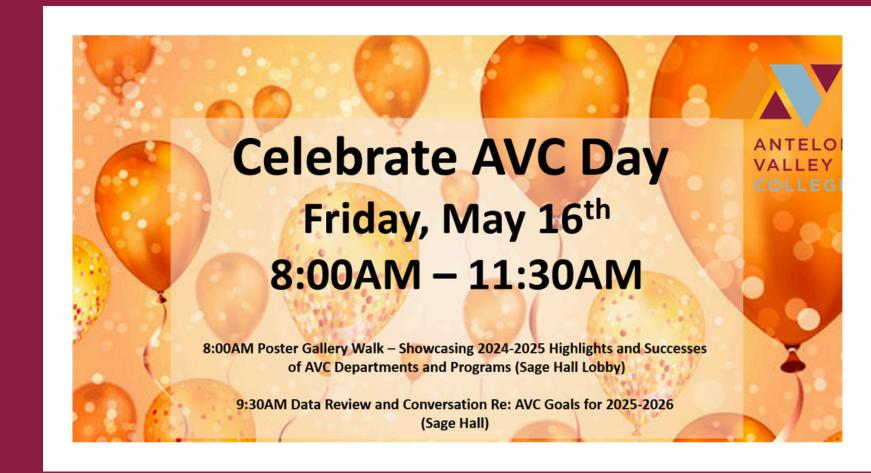




Vision

Equity and Student Achievement will provide leadership and support for strategic planning, accreditation, grants and innovation for the district, linking the key planning and resource identification processes to increase District agility.

- Leverage Program Review and Enrollment Management processes/teams to increase student access, support, and success
- Launch ACCJC Mid-Term Report Workgroups
- Revitalize SPBC
- Refine and expand guiding document crosswalk to build efficiencies across the campus
- Establish monthly grant check-ins
- Refine pre- and post-award grant support structures







Education

Equity and Student Achievement will provide real time disaggregated data regarding student enrollment trends and enrollment needs to allow for effective schedule expansion.

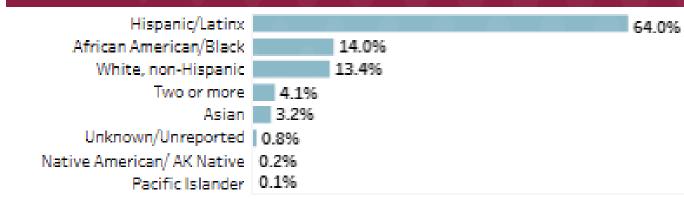
Key Initiatives:

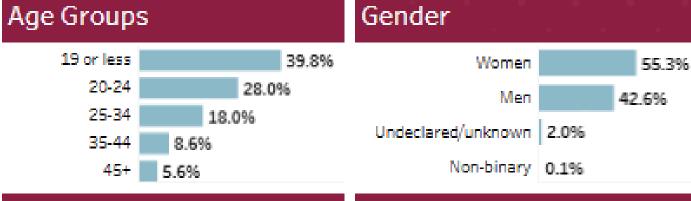
- Through SEM Academy, develop predictive analytics scheduling sandbox to identify opportunities for schedule refinement
- Maximize CPL benefits for Veterans through MAP
- Support refinement and expansion of access and services for dual enrollment and incarcerated students
- Create general dashboard overview videos/tutorials to support campus
- Revive data coaching program
- Refine research request process to maximize efficiency
- Develop formal certified IRB program

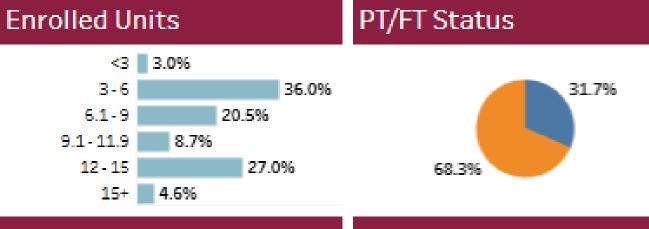


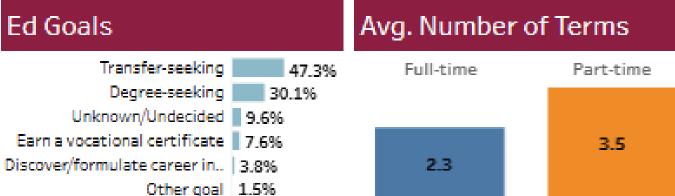
Fall 2024 Student Profile











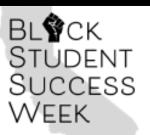


Success

Equity and Student Achievement will partner with students, staff, and faculty to develop and provide relevant and engaging academic support, peer mentorship, and affinity group resources to foster student belonging and increase enrollment, persistence, retention, and completion rates.

Key Initiatives:

- Refine and expand tutoring and other academic supports offered by the Learning Center
- Refine and expand classes, workshops, guided pathways support and other academic supports offered by the Library
- Refine and expand programming and supports offered by the Veterans Resource Center, including counseling and CPL offerings through MAP
- Develop peer mentoring program to be offered to all affinity group participants
- Refine and expand affinity group programming, events, and support to engage more students





For more information, please email: equity@avc.edu

MONDAY, APRIL 21

Academic Support Services 11:00 PM - 12:00 PM;

2:00 PM - 3:00 PM Location: HUB Commons

#TheBlackHour Webinar Watch Party The Rise of Black-Serving Institutions

Location: HUB Commons Refreshments will be provided.

12:00 PM - 1:00 PM

#TheAfterParty

Commons

w/ Guest Speaker Prof. Vejea Jennings 1:00 PM - 2:00 PM Location: HUB



TUESDAY, APRIL 22



Meet n' Greet Mixer Faculty, Staff & Students 11:00 AM - 12:00 PM Location: Umoja Village

<<< RSVP encouraged. Refreshments will be provided.

#TheBlackHour Webinar Watch Party

Black Servingness: Maintaining Our Voice and

12:00 PM - 1:00 PM | Location: HUB Commons

Refreshments will be provided.

#TheAfterParty w/ Guest Speaker Cedric White 1:00 PM - 2:00 PM Location: HUB Commons

WEDNESDAY, APRIL 23

#Tabling

CTE & Entrepreneurship 11:00 PM - 12:00 PM; 2:00 PM - 3:00 PM

Location: HUB Commons

#TheBlackHour Webinar Watch Party

Power Moves: Equipping Black Talent for Tomorrow's Workforce

12:00 PM - 1:00 PM Location: HUB Commons Refreshments will be provided.

w/ Guest Speaker Christian Zellet 1:00 PM - 2:00 PM

#TheAfterParty Location: HUB Commons

THURSDAY, APRIL 24

#TheBlackHour Webinar Watch Party Putting the AFRICAN in African

American Student Success 12:00 PM - 1:00 PM Location: HUB Commons Refreshments will be provided.

#TheAfterParty w/ Guest Speaker Erica Meadows 1:00 PM - 2:00 PM

Location: HUB Commons

AVC APOLLO NIGHT TALENT SHOW

Faculty, Staff & Students 2:00 PM - 4:00 PM Location: HUB Commons Refreshments will be provided.

FRIDAY, APRIL 25

#AVCFaculty

Zoom facilitated by Dr. Rebecca Farley & AVC Equity Advisory Council Members 11:00 AM - 12:00 PM Location: Zoom

#TheBlackHour Webinar Watch Party

Live from the Frontlines of Black Student Success: Accounts from Practitioners and Executive Leadership 12:00 PM - 1:00 PM

Location: Zoom

UPON REQUEST FIVE BUSINESS DAYS BEFORE THE EVENT, REASONABLE ACCOMMODATIONS WILL BE

ESA Leadership Team



Equity & Student Achievement





Thank You

For further inquiries and information



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2025