

Student Equity Executive Summary

2019-2022

Students First!

Moorpark College has a rich legacy of student-centered education. The college mission reads: With a "students first" philosophy, Moorpark College empowers its diverse community of learners to complete their goals for academic transfer, basic skills, and career technical education. Moorpark College integrates instruction and student services, collaborates with industry and educational partners, and promotes a global perspective.

The phrase "Students First!" drives the college's core values and is foundational to the college's everyday conversations.

We value a learning environment that embraces innovative thinking, a culture of creativity and excellence through:

Community: Embrace a shared commitment to the development of relationships among internal and external constituents to foster a culture of student success

Integrity: Commit to transparency, civility, collegiality, and collaboration in all relationships

Equity: Recognize and respect individuals and perspectives through equitable access and participation in the campus community

Dialogue: Foster open and productive communication between all campus and community constituents in evidence-based decision-making

Access: Create an environment in which the institution responds to the evolving needs of all while using its constituents and technology to enhance human development and connection

Responsibility: Live a commitment to the well-being of self, others and promoting a culture of service

Citizenship: Promote purposeful and proactive involvement in a local and global society

Evidence of our dedication to our "students first" philosophy can be seen in our college's Student Learning Model, blending instructional and student services programs under the leadership of two Vice Presidents: Academic Affairs and Student Support. Our Student Learning Model is based on the belief that students are served effectively when the institution views students holistically. Looking at students from a holistic perspective shifts the institutional focus from "What are we teaching? To "What are students learning?"

Process and Schedule:

The Student Equity and Achievement (SEA) data provided by the California Community College Chancellor's Office (CCCCO), identifies disproportionately impacted (DI) groups and presents target goals for each indicator area: access, fall to spring retention, completion of transfer-level English and math in the first year, vision goal attainment, and transfer. Moorpark College intends to include faculty, staff, administrators, and students to work collectively that will be consist of our Student Learning Model, blending instructional and student services programs under the leadership of two Vice Presidents: Academic Affairs and Student Support.

Our Institutional Effectiveness department with the assistance of our Director of Student Equity will develop a control group for each metric to evaluate after every academic term. Additionally, the Director of Student Equity will meet throughout each term with all departments/programs that receive equity funding to ensure specific interventions are in place and showing progress in

Student Equity Executive Summary

2019-2022

closing the equity gaps. Our college will provide data feedback annually to our shared governance communities to outline progress of each metric and provide recommendations to the Student Equity & Achievement committee for annual review and will

However, since equity efforts should have an impact on the institution as a whole, data on each of the indicators will be gathered for the entire college to determine if the equity plan activities are being scaled to a level that has an impact institutionally. Simply, evaluation will be done at the end of each academic year to determine whether Moorpark College has met its stated goal for each indicator area. The extent to which each goal is being met will be evaluated and reported in our annual review, per the guidelines of the CCCCCO, and will be part of campus-wide program review reporting.

Evaluation and assessment of each program or activity identified within the plan will be conducted on an ongoing basis, as described within each activity. These activity-specific evaluations will provide an understanding of the impact each activity is having on student success of disproportionately impacted groups within the respective indicator area.

Success Criteria

Moorpark College will coordinate efforts with equity related programs and/or campus based programs through the Student Equity & Achievement (SEA) committee. The SEA committee has members from many of our campus shared governance committees that will provide recommendations on closing the equity gaps. The Equity Director and the Institutional Effectiveness Office coordinate all equity-related activities with all program leads receiving equity funding to ensure the interventions are closing our equity gaps in each respected matrix. The Equity Director will work with student equity-related categorical programs and campus-based programs, such a professional development regarding all five matrix and DI populations. The Equity Director, Program Leads and a member of the Institutional Effectiveness Office will schedule monthly meetings to connect with program progress, needs, budgeting, and next steps. This level of coordination will afford the College a streamline process and provide updates to college constituencies with equity updates.

An example to improve enrollment in the same community college, areas such as admissions, financial aid. Outreach, and counseling would work closely in our enrollment management committees to provide best practices strategies to provide access to our applicants as well as, retain our students from fall to spring of our DI students, which may lead to changing the methods we used in the past. Presently, these programs use various strategies to recruit students such as websites, college events, classroom presentations, and referrals. While these recruitment methods have been successful in attracting qualified participants, students with the highest needs have not been prioritized. Because equity-related programs offer above and beyond support services not available to the general student population, it is critical to develop a campus-wide strategic recruitment plan to ensure students with the most needs are provided the opportunity to join these programs. Specifically, equity-related programs must ensure DI students with the highest needs are heavily recruited to fill all available slots before other students are considered. Equity-related programs must also closely reflect the general student population gender ratio.

Student Equity Executive Summary

2019-2022

Budget

Student equity funding for 2018-2019 was used to provide interventions that were aligned with our integrated plan goals. Moorpark College received approximately \$854,106. Most of the funding was allocated to staffing, the college hired an equity director, three institutional research specialists, five student success coaches, veteran and outreach office assistant, partially salaries for our Guided Pathways for Success Supervisor, Dean of Student Learning (focus on Institutional Effectiveness), and hourly staff that includes: Mental Health professional, Professional Development Coordinator, Multicultural Day Specialist, outreach student workers, tutors and course embedded tutors, and equity-related counseling.

Additionally, the remaining funding was allocated for professional development for faculty, staff and administrators by attending the annual Hispanic Association of Colleges and Universities (HACU), African American Male Education Network and Development (A2MEND) and the Student Success Conference.

A lending library was established in the Veterans Resource Center for equity populations to check out books for each semester. The textbooks provided our equity groups access to all their instructional materials to ensure their course success. Lastly, many of our categorical programs received general and office supplies to operate and plan for programming for their respected areas.

Activities

The activities defined in our equity plan are focusing on further studying of groups that have little and/or data, mental health awareness, tutorial and course embedded tutoring in math and English, professional development for faculty and staff, equity-related counseling, Multicultural Day Programming, Outreach and In-reach services, Teaching Men of Color Advocates (TMOCA) trainings and support, and equity in the classroom initiative.

The activities defined in this plan include:

- Activities around increasing student engagement and community-building
- Activities that include opportunities for professional development for faculty and staff
- Activities that increase institutional research and analysis and presentation of student success data
- Activities that increase awareness of our service programs available to underserved populations
- Activities that support students in creating and achieving their educational goals