

Student Equity Executive Summary

2019-2022

Students First!

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

Values Statement

Our actions and decisions are based on the following values:

- **Integrity:** Committing ourselves to honesty and ethics in all individual and institutional conduct.
- **Collegiality:** Cultivating a respectful campus culture that celebrates diversity and is built on a foundation of participatory governance, open dialogue, and varied perspectives.
- **Equity & Success:** 1) Providing ready access to a high-quality education, 2) Helping students identify and achieve their educational goals, and 3) Minimizing equity gaps and empowering students from all walks of life to thrive in our campus community.
- **Excellence:** Continuously improving our individual and collective efforts to help our campus community reach its full potential.
- **Creativity & Innovation:** Supporting new approaches to problem solving, risk taking, and creative expression.

College Vision

We make the following commitments to our students, our community, and each other:

- We will provide equitable educational opportunities through early intervention initiatives, accessible and clearly mapped curriculum, and robust student support services.
- We will help students explore, identify, and expediently fulfill their transfer and career goals.
- We will foster a love for learning across the broad areas of human knowledge and understanding.
- We will engage with our community and support the local economy.
- We will prepare our students for fulfilling careers and promote economic and social mobility.
- We will nurture a civically minded campus dedicated to engaging and improving our community and democratic republic through a culture of civil discourse and practice.
- We will respect the Earth by cultivating an environmentally responsible generation and pursuing campus initiatives that are mindful of our natural resources.
- We will provide a safe and secure learning environment on our campus.
- We will promote wellness through self-awareness, self-care, and support of one another to establish and maintain healthy lifestyles.

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 includes faculty, staff, administrators, and students to support our Student Learning Model, blends instructional and student services programs under the leadership of two Vice Presidents: Academic Affairs and Student Support.

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Our Institutional Effectiveness department with the assistance of the 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 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.

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 CCCC, 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.

Our College plans 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 identify best practice strategies to provide access to our applicants and retain our DI students from fall to spring, 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. Equity-related programs such as EOPS, which has proven to be successful and the model for serving under-represented/disproportionately impacted students. These 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.

Budget

Student equity funding for 2019-2020 funding is to provide interventions that align with the State's Chancellors Office Vision of Success plan, Moorpark College Educational Master Plan and our current 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.

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

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 respective areas.

2019-2020 PROPOSED BUDGET		
Object Code	Category	Expense
1000	Academic Salaries	
	Equity Counseling	\$16,522.58
2000	Classified and Other Non-Academic Salaries	\$405,658.00
	Equity Director (100%)	
	Tutorial Services Specialist II (100%)	
	Office Assistant (100%)	
	Technical Data Specialist (90%)	
	Research Analyst (65%)	
	Technical Data Specialist (30%)	
	Student Success Services Supervisor (25%)	
	Student Health Professional Expert (hourly)	
	Professional Development Coordinator (hourly)	
	Multicultural Day Specialist (hourly)	
	Course Embedded Tutors (hourly)	
		Salaries
3000	Employee Benefits	
	Benefits	\$312,795.43
4000	Supplies and Materials	
5000	Other Operating Expenses	
6000	Capital Outlay	
7000	Other Outgo	
	Total 2019-20 Anticipated Expenditures	\$854,106.00
	2019-20 Anticipated Allocation	\$854,106.00

Activities

The activities defined in our Equity Plan focuses on the following:

1. Access for DI group to successfully enroll at Moorpark College
2. Study DI groups that have little and/or no data
3. Mental health awareness counseling to improve retention and completion
4. Tutorial and course embedded tutoring to comply with AB705 (Completion of Transfer-level Math and English in the first year)

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5. Professional development for faculty and staff that includes Multicultural Day programming and equity-related activities such as teaching men of color and equity in the classroom
6. Equity Counseling to increase success, retention, completion, and transfer

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.

2019-2022 STUDENT EQUITY ACTIVITIES	
Metric	Activities
Enrolled in the Same Community College (ACCESS)	<ul style="list-style-type: none"> • Development of revised marketing and recruitment materials that target our DI groups • Outreach Department provide workshops at feeder high schools and local community events, campus tours, in-person registration sessions (Raider Registration) • Welcome Center and Outreach Office will provide application workshops • Counseling services on AB705 multiple measures and self-placement for students • Guided Path to Success (GPS) to provide summer bridge program and yearlong programing • Institutional Research Office will conduct study sessions on specific DI groups with no or limited data
Retained from Fall to Spring at the Same College (RETENTION)	<ul style="list-style-type: none"> • Drop-in tutoring in equity-related programs (VRC, Athletics, Foster Youth, ACCESS, and EOPS) • Course-embedded tutoring for Math and English • Writing and Math Center to provide academic support workshops and tutorial trainings • Provide mental health awareness workshops and individual and small group sessions • Enhance current textbook lending library in the VRC and the College Library • Provide equity counseling for our DI groups • Provide mental health awareness workshops and individual and small group sessions • Professional Development trainings and sessions for faculty and staff • Institutional Research Office will conduct study sessions on specific DI groups with no or limited data
Completed Both Transfer-Level Math and English Within the District in the First Year (COMPLETION)	<ul style="list-style-type: none"> • Offer year round bridge workshops that assist our DI groups with additional academic support services • Drop-in tutoring in equity-related programs (VRC, Athletics, Foster Youth, ACCESS, and EOPS) • Course-embedded tutoring for Math and English • Writing and Math Center to provide academic support workshops and tutorial trainings • Provide mental health awareness workshops and individual and small group sessions • Professional Development trainings and sessions for faculty and staff • Enhance current textbook lending library in the VRC and the College Library • Provide equity counseling for our DI groups

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<p>Attained the Vision Goal Completion Definition (EARNED CREDIT CERTIFICATE AND/OR DEGREE)</p>	<ul style="list-style-type: none"> • Institutional Research Office will conduct study sessions on specific DI groups with no or limited data • Drop-in tutoring in equity-related programs (VRC, Athletics, Foster Youth, ACCESS, and EOPS) • Course-embedded tutoring for Math and English • Writing and Math Center to provide academic support workshops and tutorial trainings • Provide mental health awareness workshops and individual and small group sessions • Enhance current textbook lending library in the VRC and the College Library • Provide equity counseling for our DI groups; counseling services on AB705 multiple measures and self-placement for students • Provide mental health awareness workshops and individual and small group sessions • Professional Development trainings and sessions for faculty and staff
<p>Transferred to a Four-Year Institution (TRANSFER)</p>	<ul style="list-style-type: none"> • Institutional Research Office will conduct study sessions on specific DI groups with no or limited data • Drop-in tutoring in equity-related programs (VRC, Athletics, Foster Youth, ACCESS, and EOPS) • Course-embedded tutoring for Math and English • Writing and Math Center to provide academic support workshops and tutorial trainings • Provide mental health awareness workshops and individual and small group sessions • Enhance current textbook lending library in the VRC and the College Library • Provide equity counseling for our DI groups; counseling services on AB705 multiple measures and self-placement for students • Provide mental health awareness workshops and individual and small group sessions • Professional Development trainings and sessions for faculty and staff • Guided Path to Success (GPS) to provide summer bridge program and yearlong programming • Offer four-university admissions college trips for DI groups