

**2017-19 Basic Skills Initiative, Student Equity,
and Student Support Services Integrate Plan**

Embedding Equity at Fresno City College



Coffee and Conversation



**Thursday, October 26
11:30AM–1:00PM • Staff Dining Room**

**Join President Goldsmith and members of the Integrated
Planning Team for coffee and conversation to discuss
the Basic Skills Initiative, Student Equity, Student Success
Support Program Integrated Plan and FCC Equity Efforts**

Desserts and beverages will be served





Fresno City College



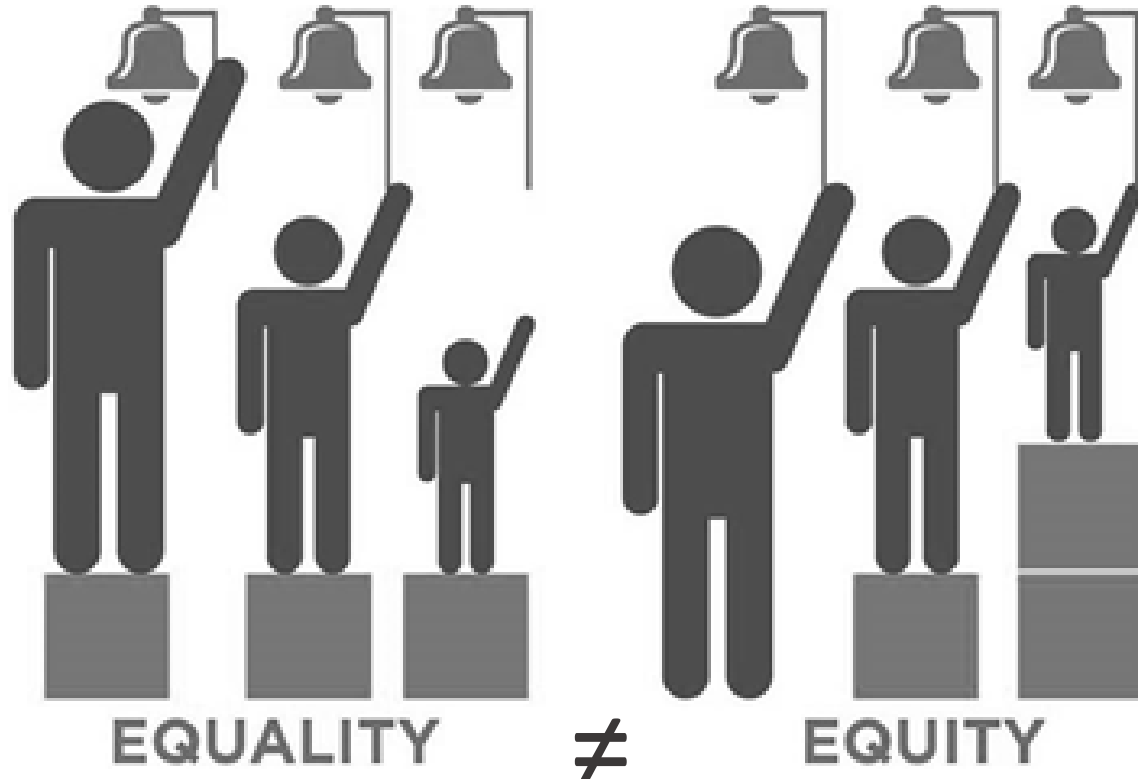
2017-19 Basic Skills Initiative, Student Equity,
and Student Support Services Integrate Plan

Embedding Equity at Fresno City College

October 24, 2017 – 11:30 AM-1:00 PM – FCC Staff Dining Room

Dr. Carole Goldsmith, President
Dr. Donna Cooper, Basic Skills Coordinator
Julie Preston-Smith, SSSP Coordinator
Ray Ramírez, Student Equity Coordinator

Student Equity at FCC



Student Equity at FCC **is not solely** viewed as a regulatory requirement.

Instead, Student Equity is viewed as an **opportunity to bring awareness to the root causes and effects of inequities** to provide faculty, classified professionals, and administrators with the **information and resources necessary to mitigate outcome disparities.**

Background

1/14/17: Chancellor's Office releases 2016-17 expenditure guidelines for BSI, SE, and SSSP

1/15/17: Chancellor's Office requires colleges to integrate BSI, SE, and SSSP into one cohesive plan, and releases Integrated Plan template

Intent: Decreasing the duplication of efforts while improving coordination across the three programs to increase student success and close equity gaps.

Compliance: The three programs retain separate requirements as specified in Education Code and title 5 regulations; requirements are built into the Integrated Plan to ensure compliance with applicable law and regulations

~~12/1/17~~ ~~12/15/17~~ **1/31/18:** Newest, Newest, Chancellor's Office submission deadline 😊

BSI, SE, SSSP Integrated Plan Template

- **2-Year Plan**
- **12 questions** with specific word limits for most questions, including:
 - Previous accomplishments
 - Progress towards achieving the identified goals from prior year plans
 - Integrated student success goals and integrated budget plan for 2017-19
- **Required** to select **5 overarching** (integrated) **goals**
- **Required** to create an **executive summary**
- FCC decided to use **Student Equity** as the **overarching driver** of the Integrated Plan goals and activities in an effort to **imbed Student Equity at FCC**

Embedding Equity at Fresno City College

Core Institutional Effectiveness Measures for 2017-2021

“The Core 9”

1. Course Retention Rate
2. Successful Course Completion Rate
3. DE Successful Course Completion Rate
4. Completion – Student Progress and Attainment Rate (Scorecard)
5. Basic Skills Education Progress (Scorecard)
6. Transfer Level Achievement (Scorecard)
7. Transfer Rate (6 year)
8. Graduation Rate (IPEDS)
9. Total Number of Degrees or Certificate Awarded

BSI, SE, SSSP Integrated Plan Goals

1. Increase the number of students who complete their education goals (certificate, degree, or transfer)
2. Accelerate student completion of transfer level math and English courses
3. Close retention, success, and GPA gaps for disproportionality-impacted students
4. Mitigate the number of students that reach academic or progress probation
5. Create structures and processes that foster student engagement in and out of the classroom.

Equity in Student Success Outcome

Challenges

- Internal bureaucratic practices
- Circumstantial challenges: Ability to hire key leadership roles necessary to advance equity and implement changes to old programs has contributed to stalled efforts
- Decreasing equity gaps takes time = Educational inequity is a multifaceted and systemic problem

Student Equity Progress

	Student Group	Indicator	Integrated Plan Goal	Baseline Gap	Current Gap	Progress	2020 Goal
11,130 (47%)	Male	Access	1, 2, 3, 4, 5	-5.6%	-1.1%	+4.5%	-3.6%
		Basic Skills (ESL)	2, 3, 4, 5	-2.1%	-5.8%	-3.7%	-0.1%
		Degree and Certificate Completion	1, 2, 3, 4, 5	-0.9%	-2.4%	-1.5%	0.0%
1,658 (7%)	Black/African American	Course Completion	2, 3, 4, 5	-11.6%	-9.5%	+2.1%	9.6%
		Basic Skills (English)	2, 3, 4, 5	-9.7%	-13.6%	-3.9%	-7.7%
		Basic Skills (Math)	2, 3, 4, 5	-11.1%	-16.7%	-5.6%	-9.1%
		Degree and Certificate Completion	1, 2, 3, 4, 5	-1.2%	-5.9%	-3.7%	0.0%
12,550 (53%)	Hispanic/Latino	Course Completion	2, 3, 4, 5	-2.8%	-3.5%	-0.7%	-0.8%
		Basic Skills (Math)	2, 3, 4, 5	-3.2%	-1.5%	+1.7%	-1.2%
		Transfer Rate	1, 2, 3, 4, 5	-4.9%	-5.2%	-0.3%	0.0%
239 (1%)	Native American & Indigenous	Course Completion	2, 3, 4, 5	-3.0%	-4.7%	-1.7%	-1.0%

Notes: Baseline year for Access and Course Completion is Fall 2013. Baseline year for Basic Skills, Degree/Certificate, and Transfer is 2008-09 (6-year cohorts). Progress is calculated by subtracting current gap from the baseline gap.



Reflecting on the results. . .

- Through campus based research, inquiry, and reflection, FCC has come to the conclusion that this is the result of an overreliance on unscalable, small, programmatic approaches to closing equity gaps.
- To that end, the college is currently engaged in several college wide projects and activities specifically designed to increase success and completion amongst students of color.

2017-19 Integrated Plan Goals

- **Goal 1:** Increase the number of students who complete their education goals (certificate, degree, or transfer)
- **Goal 2:** Accelerate student completion of transfer level math and English courses
- **Goal 3:** Close retention, success, and GPA gaps for disproportionality-impacted students
- **Goal 4:** Mitigate the number of students that reach academic or progress probation
- **Goal 5:** Create structures and processes that foster student engagement in and out of the classroom.

Research in Action at FCC

Key Partnerships:

- Center for Urban Education (CUE): The State of Equity at FCC
- Community College Equity Assessment Lab (CCEAL)
- Minority Male Community College Collaborative (M2C3) National Consortium on College Men of Color (NCCMC)
- InsideTrack: Pilot project aimed at improving success for Men of Color in math
- Center for Organizational Responsibility and Advancement (CORA)

Research in Action at FCC

Professional Development:

- FCC Institutional Development of Equity Access and Success (IDEAS) Summit - Spring 2018
- Black Minds Matter: A focus on Black boys and men in education, hosted by FCC (Livestream site) – free 8-week public course
- CORA: Teaching Men of Color and Supporting Men of Color in the Community College online training certificate programs
- Classified Senate Staff Development Day 2017: Equity, Inclusion, Integrity, Excellence
- Assessment and Placement, Acceleration & Multiple Measures Conferences

Structured Educational Experiences that Promote Equity:

- Guided Pathways
- Equitizing assessment, placement, and math and English courses: Multiple Measures, Acceleration, Pre-Stats Course

Next Steps

Implement Sustainable Institutional Change to Close Equity Gaps:

- Center for Urban Education: 2-YR, 2 Phase Process; 5 Change Labs
- CCEAL Institutional Assessment Package Surveys: Instructional faculty, student services, students
- Guided Pathways WorkGroup/Guided Pathways Model
- 15-to-Finish Approach
- Student Equity and Success Committee
- Pilot InsideTrack Coaching Methods
- CORA Trainings: Teaching/Supporting Men of Color in CCs; Unconscious Bias; Racial Microaggressions

Institutional Research Data

<http://www.fresnocitycollege.edu/faculty-and-staff/institutional-research-and-effectiveness/institutional-research/data-dashboards.html>

FCC Duplicated Course Enrollment by Ethnicity

[http://www.fresnocitycollege.edu/uploadedFiles/documents/faculty-and-staff/FCC Student Success by Ethnicity.pdf](http://www.fresnocitycollege.edu/uploadedFiles/documents/faculty-and-staff/FCC%20Student%20Success%20by%20Ethnicity.pdf)