

Executive Summary

Summary Table

The following table summarizes the areas of disproportionate impact identified in our analyses, as well as our four-year target goals for mitigation of that impact. The goals were developed as a result of a dialogue within the College's Institutional Excellence Council (IEC), a group that tracks and discusses overall institutional student success and effectiveness indicators.

The table below summarizes specific programs and services that will be implemented to improve outcomes for the target groups. Ongoing faculty and staff development are vital to the successful implementation of these programs.

Success Indicator	Disproportionately Impacted Group	Percentage Point Gap from Average (Past)	Percentage Point Gap from Average (Most Recent)	Target Goal (by 2021)	Goal Progress	Progress	Activities to achieve goals
		2013/14	2015/16				
	OVERALL (from SANDAG)	--	--				
Access	Asian	-7.2	-6.4	Close gap	Gap Reduced	+0.8	<ul style="list-style-type: none"> Continued development of the Outreach office
	Hispanic/Latino	-5.2	-4.7	Close gap	Gap Reduced	+0.5	<ul style="list-style-type: none"> Providing mandatory face-to-face orientation
	Male	-6.1	-7.4	Close gap	Gap Increased	-1.3	<ul style="list-style-type: none"> Marketing/messaging to students and employees
	30-39 Years	-5.9	-6.4	Close gap	Gap Increased	-0.5	<ul style="list-style-type: none"> Clarify the pathway to degree/certificate completion
	40-64 Years	-26.5	-27.0	Reduce gap by 5 points	Gap Increased	-0.5	<ul style="list-style-type: none"> campus-wide by formalizing and piloting program maps, and begin the design of Meta-majors that are connected to career exploration.
	65+ Years	-12.9	-13.8	Reduce gap by 10 points	Gap Increased	-0.9	
Course Completion		Fall 2014	Fall 2016				
	OVERALL	68.4%	68.0%				
	African American/Black	-13.0	-12.3	Reduce gap by 10 points	Gap Reduced	+0.7	<ul style="list-style-type: none"> Development of a 'retention center' to assist with early alert interventions
	American Indian or Alaskan Native	-16.9	-8.0	Reduce gap by 10 points	Gap Reduced	+8.9	<ul style="list-style-type: none"> Targeted professional development on teaching and learning, focused on equity-minded practices for faculty in the 12 identified high-enrolled, non-success courses.
	Hispanic/Latino	-4.5	-4.8	Close gap	Gap Increased	-0.3	
	First Generation	-3.9	-2.7	Close gap	Gap Reduced	+1.2	

Success Indicator	Disproportionately Impacted Group	Percentage Point Gap from Average (Past)	Percentage Point Gap from Average (Most Recent)	Target Goal (by 2021)	Goal Progress	Progress	Activities to achieve goals
Basic Skills English Completion	Foster Youth	-23.2	-26.8	Reduce gap by 10 points	Gap Increased	-3.6	<ul style="list-style-type: none"> Engage in systematic process of reviewing all course syllabi (creating model syllabi) Ongoing professional development to faculty teaching accelerated courses and to those teaching basic skills courses Implementing multiple measures Spring 2018
	OVERALL	2008/09 to 2013/14	2010/11 to 2015/16				
	African American/Black	-11.2	-16.5	Reduce gap by 10 points	Gap Increased	-5.3	
	American Indian or Alaskan Native	-14.2	-19.4	Close gap	Gap Increased	-5.2	
	Hispanic/Latino	-4.6	-3.4	Close gap	Gap Reduced	+1.2	
	Pacific Islander	-12.1	-4.7	Close gap	Gap Reduced	+7.4	
	Male	-3.5	-1.9	Close gap	Gap Reduced	+1.6	
	20-24 Years	-6.1	-7.7	Close gap	Gap Increased	-1.6	
	25-39 Years	-5.2	-3.5	Close gap	Gap Reduced	+1.7	
	40+ Years	-19.9	-16.0	Reduce gap by 10 points	Gap Reduced	+3.9	
Basic Skills ESL Completion	First Generation	-8.3	-8.9	Close gap	Gap Increased	-0.6	
	OVERALL	2008/09 to 2013/14	2010/11 to 2015/16				<ul style="list-style-type: none"> Ongoing professional development to faculty in ESL courses
	Filipino	N/A	N/A	N/A	N/A	N/A	
	Hispanic/Latino	-16.6	-8.5	Reduce gap by 10 points	Gap Reduced; Target Met	+8.1	
	Male	3.9	-7	Close gap	Gap Increased	-10.9	
	40+ Years	-17.3	-10.2	Reduce gap by 10 points	Gap Reduced; Target Met	+7.1	

Success Indicator	Disproportionately Impacted Group	Percentage Point Gap from Average (Past)	Percentage Point Gap from Average (Most Recent)	Target Goal (by 2021)	Goal Progress	Progress	Activities to achieve goals
Basic Skills Math Completion	OVERALL	2008/09 to 2013/14 33.0%	2010/11 to 2015/16 39.8%	Reduce gap by 10 points	Gap Increased	-9.6	<ul style="list-style-type: none"> Ongoing professional development to faculty teaching accelerated courses and to those teaching basic skills courses Implementing multiple measures Spring 2018
	African American/Black	-5.3	-14.9	Close gap	Gap Increased	-0.9	
	Hispanic/Latino	-5.4	-6.3	Close gap	Gap Closed	+7.6	
	Pacific Islander or Native Hawaiian	-5.7	+1.9	Close gap	Gap Reduced	+0.2	
	20-24 Years	-4.9	-4.7	Close gap	Gap Reduced	+3.5	
	First Generation	-10.9	-7.4	Reduce gap by 10 points	Gap Reduced		
	Overall	2008/09 to 2013/14 17.2%	2010/11 to 2015/16 20.4%				
	African American/Black	-5.3	-14.9	Close gap	Gap Increased	-9.6	
	Hispanic/Latino	-5.4	-6.3	Close gap	Gap Increased	-0.9	
	Pacific Islander or Native Hawaiian	-5.7	-14.8	Close gap	Gap Increased	-9.1	
Certificate or Degree Completion	Male	-1.9	-3.0	Close gap	Gap Increased	-1.1	
	20-24 Years	0.0	-3.7	Close gap	Gap Increased	-3.7	
	25-39 Years	+3.7	-3.8	Close gap	Gap Increased	-7.5	
	First Generation	-1.2	-3.9	Close gap	Gap Increased	-2.7	

Success Indicator	Disproportionately Impacted Group	Percentage Point Gap from Average (Past)	Percentage Point Gap from Average (Most Recent)	Target Goal (by 2021)	Goal Progress	Progress	Activities to achieve goals
Transfer	Overall	2008/09 to 2013/14	2010/11 to 2015/16				• Clarify the pathway to degree/certificate completion campus-wide by formalizing and piloting program maps, and begin the design of Meta-majors that are connected to career exploration.
	African American/Black	-5.0	-4.0	Close gap	Gap Reduced	+1.0	
	American Indian or Alaskan Native	-21.1	N/A	Reduce gap by 10 points	N/A	N/A	
	Hispanic/Latino	-4.9	-3.4	Close gap	Gap Reduced	+1.5	
	Pacific Islander or Native Hawaiian	-6.9	-9.3	Close gap	Gap Increased	-2.4	
	20-24 Years	-4.3	-5.0	Close gap	Gap Increased	-0.7	
	25-39 Years	-15.6	-15.9	Reduce gap by 10 points	Gap Increased	-0.3	
	40+ Years	-25.2	-25.7	Reduce gap by 10 points	Gap Increased	-0.5	
	Economically Disadvantaged	-3.1	-3.4	Close gap	Gap Increased	-0.3	
	40+ Years	-25.2	-25.7	Reduce gap by 10 points	Gap Reduced	+3.2	
	Students w/ Disabilities	-13.7	-15.5	Reduce gap by 10 points	Gap Increased	-1.8	