

College of the Siskiyous

2019-2022 Student Equity Plan Student Equity Executive Summary

The Student Equity plan will work toward addressing the disproportionate impact of identified student groups and improve the general student population success. Although the Chancellor’s Office does not identify all of the following populations as “impacted” (due to the cohort size), College of the Siskiyous will seek to provide augmented and targeted services toward the following groups: Black/African American, Foster Youth, Veterans, Native American/American Indian, Hispanic, Disabled, and low-income students.

The Student Equity efforts are in collaboration and partnership with other programs, such as EOPS, Foster Youth Success Program, TRiO, and Veterans, as well as areas within Instruction such as the math and English faculty and the Academic Success Center. Student Equity’s primary focus is to provide outreach to identified groups and direct support to students that will meet student basic needs (such as food insecurity, book and supply costs, and student transportation costs). The services Student Equity provides cannot be supplied by other categorical programs (or, as in EOPS, can only serve limited number of students) due to funding and program limitations per Title V and Ed Code.

Augmented services will include Eagle Ambassadors (peer mentor program), extended orientation workshops, expanded tutoring, collaboration with TRIO programs, additional outreach and application assistance to off-site locations, professional development, implementation of an Early Alert system, and food for student activities, such as application workshops, “meet-ups,” and travel.

Listed below are the direct services and resources budgeted provided to students in identified cohorts:

Goals and Activities to Achieve Goals	Resources Budgeted to Achieve Goals
INCREASE <u>ACCESS</u> FOR OVERALL POPULATION AND IDENTIFIED STUDENT GROUPS <i>Targeted recruitment, outreach and staff development that focus on identified student groups.</i>	<i>Resources Budgeted:</i>

<ul style="list-style-type: none"> • Reach out to service-area community agencies and schools to collaborate on college outreach and recruitment, and FAFSA completion. • Facilitate “Family Night” application (COS and FAFSA) workshops at area schools and resource centers. • Veterans counselor staff development • Change Student Ambassadors into Eagle Ambassadors to assist with onboarding process. Eagle Ambassadors will work with applicants through their first year to serve as mentors and assist with onboarding processes. 	<ul style="list-style-type: none"> • Travel costs to implement outreach events and application workshops • Travel to conferences and meetings with community agencies. • Food for prospective students and families at application workshops • Registration and travel for Veterans’ Counselor and Certifying Official for staff development in Veterans issues • Eagle Ambassadors training and wages.
<p>INCREASE <u>RETENTION</u>, FALL TO SPRING FOR OVERALL IDENTIFIED STUDENT GROUPS</p> <ul style="list-style-type: none"> • FAFSA completion and verification assistance • Expansion of peer tutoring program; promote the use of NetTutor • Implement an Early Alert system • Embed tutoring in math and English • Case management • Counseling and advising • “Base Camp” wrap-around services • Academic probation and dismissal workshops • Development and updates of educational plans • Student Success seminars (workshops) 	<p><i>Resources Budgeted:</i></p> <ul style="list-style-type: none"> • Travel for staff to assist with FAFSA completion at off-site locations. (i.e., Yreka, Family Resource Centers) • Implementation costs of Early Alert System • Tutoring costs for embedded tutoring. • Ongoing costs for S.O.A.R.’s
<p>INCREASE <u>TRANSFER</u> GOING RATES OF OVERALL AND IDENTIFIED STUDENT GROUPS</p> <p><i>Provide opportunities for students in identified cohorts to learn about transfer and California universities.</i></p>	<p><i>Resources Budgeted:</i></p>

<ul style="list-style-type: none"> • Partner with TRIO programs on University visits • Notify students of when University reps are on campus. Host “pizza party” for students meeting with rep. • Invite students nearing transfer to attend Family Night application workshops • Expand summer tutoring • Development and updates of educational plans • Student Success seminars • Implement an Early Alert system • Embed tutoring in math and English 	<ul style="list-style-type: none"> • Student travel costs for University tours. • Each year, in addition to CSU/UC colleges, visit to a Historically Black University, Hispanic Serving Institution, or a Native American University for interested students. • Cost of food for students attending application workshops. • Cost of summer and embedded tutoring • Food for Family or Transfer Night application workshops to universities,.
<p><u>INCREASE COMPLETION OF TRANSFER LEVEL ENGLISH AND MATH FOR OVERALL POPULATION AND IDENTIFIED STUDENT GROUPS</u></p> <ul style="list-style-type: none"> • Implement an Early Alert system • Imbedded tutors in math and English • Expansion of peer tutoring program; promote use of NetTutor • Full implementation of AB 705 • Professional development for faculty and staff 	<p><i>Resources Budgeted:</i></p> <ul style="list-style-type: none"> • Implementation costs for Early Alert system • Cost for imbedded tutors, peer tutoring program and Net Tutor • Professional development costs (conferences, travel)
<p><u>INCREASE EARNED DEGREE/CERTIFICATE (OVER 18 UNITS) COMPLETION FOR IDENTIFIED STUDENT GROUPS</u></p> <ul style="list-style-type: none"> • Monitor academic progress of identified cohorts • Support “Meet-Ups” with luncheon for targeted groups, such as Foster Youth, Veterans and Native Americans. 	<p><i>Resources Budgeted:</i></p> <ul style="list-style-type: none"> • Cost of luncheons for students attending Foster Youth “Meet-Ups.”
<p><u>ALL GOALS</u> <i>Address basic needs of students that will allow them to focus</i></p>	<p><i>Resources Budgeted:</i></p>

on academics. Refer students to other Student Services to address other needs (EOPS, SSSP, tutoring, etc.)

- Food pantry, sack lunches, meal tickets
- CalFresh Application Assistance
- “Student Success” packs (charger, lunch bags, etc.)
- Book vouchers for EOPS students who have “timed out” and Student Equity eligible Siskiyou Promise students.
- Extended Orientation Workshops to augment
- Create and maintain community resource guide that identifies community and COS resource referrals

Provide staffing to implement and coordinate services.
Obtain data to measure student success and success of activities.

- Funding for sack lunches, meal tickets to cafeteria and food pantry
- Purchase supplies for success packs
- Fund book vouchers for Student Equity eligible Siskiyou Promise recipients and “timed-out” EOPS students nearing graduation.
- Fund student travel, student supplies and meals for students attending Extended Orientation Workshops.
- Cost of publishing resource guide
- Salary and benefits for counselors, advisors, program administrators and financial aid staff.

Equity Expenditures 2015-16	
Staff Salary and Benefits	\$119,459
Student Assistance (food, supplies, transportation)	\$3,757
Professional Development	\$14,562
Outreach	\$1,362
Siskiyou Promise	\$20,694
Other (Data Warehouse, Student Computers)	\$111, 920

Equity Expenditures 2016-17	
Staff Salary and Benefits	\$172,301
Student Assistance (food, supplies, transportation)	\$15,768
Professional Development	\$7,200

Outreach	\$4,320
Siskiyou Promise	\$41,070
Other (Data Warehouse, Database Maintenance)	\$19,998
Equity Expenditures 2017-18	
Staff Salary and Benefits	\$99,386
Student Assistance (food, supplies, transportation)	\$16,782
Student Field Trips (HBCU tour, SSS college trips)	\$14,127
Professional Development	\$12,335
Outreach	\$1,200
Siskiyou Promise	\$34,488