

STUDENT SUCCESS

EMP RECOMMENDATION STUDENT SUCCESS 1

Develop, implement and evaluate a college-wide plan for student retention and success, including mechanisms to connect SLO assessment to program review.

Champion: Vice President of Student Learning and Student Services

Objective SS1.1

Increase institutional preparedness to address student equity.

Performance Indicator SS1.1

Higher level of institutional preparedness in Spring 2017 than currently (defined by opportunities to learn about different identity groups and employee participation. Baseline Fall 2015: 40% employees say COM "often" provides opportunities to learn about different identity groups; 41% "often" participate and 21% "rarely" participate.)

Action Step 1.1

Develop a tool to anonymously gauge current and Spring 2017 level of institutional preparedness. Based on current results, develop support programs, training or other activities needed to meet objective.

Action Step 1.2

Increase opportunities for professional development/training to enhance awareness/understanding

of issues impacting diverse student populations, including multicultural issues and the effects of inequities.

Action Step 1.3

Implement promising practices in institutional policies, pedagogy, curriculum development, and student services, including multicultural practices.

Action Step 1.4

Embed equity, inclusion and diversity in the academic and work environment, in practice, such as in governance, committees and work groups, and through research and teaching about disparities, equity, diversity and democracy.

Action Step 1.5

Assess effects of equity, inclusion and diversity efforts.

Objective SS1.2

Increase the degree, certificate and/or transfer-seeking student persistence rate by 6 percentage points within 3 cohort years beginning with the Fall 2014 entering cohort.

Performance Indicator SS1.2

Percentage of degree, certificate and/or transfer-seeking students starting first time in 2014-15 who enrolled in the first three consecutive terms. Baseline is 50.4%. (Use CO Student Success Scorecard cohort definition but generated rate internally in order to track shorter term rather than 6 years per CO method. Baseline is 5 year average.)

Action Step 2.1

Implement Student Success and Student Equity Plans