



Santa Ana College Executive Summary for 2017-2019 Integrated Plan

We are privileged to serve Santa Ana and its surrounding communities. Educators, community and business leaders, municipal partners, entrepreneurs, and philanthropists coordinate to create a college that has as its mission the attainment of the educational goals and dreams of an entire region. The work of Student Equity at Santa Ana is to make the attainment of these dreams and goals incumbent upon the hard work and content of the character of our students and not income, gender, ethnicity, disability status, previous military service, or any other qualifying characteristic. The goal is to have a campus where student success is the center of our every activity and is the measure by which we determine the college's success.

The Santa Ana College Integrated Plan represents a year-long process of inquiry, coordination and planning conducted by the entirety of the Santa Ana College community. Hundreds of faculty, staff, students and administrators supplied input as to how to make our college a more equitable and student-success centered campus. The new Integrated Plan brings together plans and activities from every academic, student service and administrative division. It is the promise of the members of our institution to work together across all boundaries to supply the best possible campus for our students to receive an education. Many of the activities presented within the plan cross between Research, Continuing Education, Student Services, Academic Affairs, and Administrative Affairs in order to eliminate boundaries and provide support to our students.

Progress has been made towards the closing of our equity gaps. This is particularly the case for Basic Skills math and course completion. However, the changes that we have made are only now really beginning to take effect on an institutional level. The changes that are needed, the advent of multiple measures, the wholesale redesign of our basic skills program, and our future work with Guided Pathways are either in the planning stages or, as is the case with multiple measures and basic skills, have yet to make an impact on degree and certificate attainment. Furthermore, Student Equity has made large investments in technology and bridging the digital divide and these investments are providing the infrastructure that will eventually change our campus culture.

The 2017-19 Integrated Plan is a continuation of a promise and the planning activities set forth in 2014-16 Student Equity, SSSP and BSI plans. But it is a significant expansion as well. Whereas, the Santa Ana community was only becoming aware of what equity was and how it played a role in our students' success, we have a far greater understanding and many more tools to conduct the work of equity. The Integrated Plan was written by faculty and administrative leaders of SSSP, Student Equity, BSI, non-credit BSI and non-credit SSSP.

The following enumerate the activities and expenditures for Student Equity at Santa Ana:

Success Indicator: Access		
14-15 Goals		
SAC expert faculty and staff will provide annual training to outside agencies staff (Veterans Services Agency; OCDE; OC Social Services Agency; Dept. of Rehabilitation etc.) and feeder schools, including articulation meetings with SCE faculty regarding the matriculation process at SAC for historically underserved populations (foster youth, special needs, and veterans).	Produce increased quality written and electronic materials for use by agencies and schools working with these targeted populations. Outcome: Marketing materials specifically targeting historically underserved populations will be developed for use by agencies and schools. Materials and Website will be focus tested prior to implementation. Outcomes will be measured by analytics annually.	
15-16 Goals		
A1. Improve access to SAC for historically underserved populations through interaction with outside agencies and schools (including SCE) serving these populations.	A2. Increase information, awareness about SAC and its specialized programs by building a more robust pre-orientation process to historically underserved populations complementing the Student Success and Support Program (3SP) efforts.	
Activity	Funding Year	Total Funding
Provide wrap-around services for Foster Youth	14-18	\$33,137
Development and implementation of Universal ID's for all RSCCD students	16-18	\$79,632
Increase Access in Continuing Education for undocumented students	17-18	\$7,183
Provide bus passes and laptop use for Upward Bound students to increase matriculation to college.	16-17	\$34,470
Fund cultural and consciousness raising activities for students via Associated Students and Interclub Council	16-18	\$300,762
Provide opportunity for high school students to earn college credit while in high school with counseling and pathways courses offered at their school site.	15-18	\$401,659
Outreach to disproportionately impacted subgroups within the community and at community high schools	14-18	\$266,380
Improve accessibility to electronic and instructional resources for disabled students by bringing in personnel to insure compliance and access to electronic and instructional resources	14-18	\$39,468
Increase access to resources for veterans in the Veterans Resource Center by bringing staffing to capacity	15-18	\$114,380
Improve the ability of the scholarship office to find and deliver awards to disproportionately impacted students by conducting systematic research and using that research to target and pursue disproportionately impacted subgroups	15-18	\$76,074

Make the conditions in welding labs more equitable for female welders by providing female instructional assistants	15-17	\$36,957
Expand the hours of operation for the Learning Center, Library, Math Center and Academic Computing Center to provide low-income and working students access to study areas, computers and instructional support	15-17	\$82,060
Increase matriculation to the campus of low-income, Latinos by providing a summer life-writing program	15-16	\$4,478
SAC expert faculty and staff will provide annual training to outside agencies staff (Veterans Services Agency; OCDE; OC Social Services Agency; Dept. of Rehabilitation etc.) and feeder schools, including articulation meetings with SCE faculty, regarding the matriculation process at SAC for historically underserved populations (foster youth, special needs, and veterans).	14-17	\$17,382

Success Indicator: Course Completion		
14-15 Goals		
Provide academic support services for target population students to increase retention and successful course completion.	Create accelerated developmental education pathways.	
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To provide an equity-centered process for at-risk students allowing students to have all course materials at the start of classes by providing Open Educational Resources (OER). A no cost solution for students to have access to all materials necessary for course success on day-one would improve their course engagement, retention, and success.		
Activity	Funding Year	Total Funding
Provide for supplemental instruction for STEM courses	17-18	\$20,339
Increase resources in the Learning Center to provide instructional support to disproportionately impacted students in gatekeeper courses	14-18	\$261,741
Increase resources in the Math Center to provide instructional support to disproportionately impacted students in mathematics	14-18	\$218,656
Expand experiential opportunities to students in sciences, business and math	15-16	\$11,050

Expand and refine the Online Educational Resources at the campus to provide students and faculty with low-cost or no-cost textbook options	15-18	\$252,489
Expand and improve distance education offerings for disproportionately impacted groups non-traditional students	15-18	\$80,670
Conduct a pre-semester Math Jam to prepare disproportionately impacted students to be successful in difficult transfer-level math course	15-17	\$33,913
Increase books in SAC library that are associated with gatekeeper courses and courses with the highest disproportionate impact.	14-15	\$14,479

Success Indicator: Basic Skills Completion		
14-15 Goals		
To determine why students are not succeeding in Basic Skills and ESL classes through the student voice.	To improve student equity in degree-applicable course completion by students who completed Basic Skills Math, English or ESL levels below transfer	
15-16 Goals		
Develop an equitable and student-success centered assessment and placement system.	Improve student equity in degree-applicable course completion by students who completed Basic Skills Math, English, or ESL levels below transfer.	
Activity	Funding Year	Total Funding
Improve ESL education at Continuing Education off-site locations by providing for laptop carts for areas without technology access	16-17	\$51,564
Bring the redesigned elementary and intermediate algebra pathway to full implementation providing impacted students with an accelerated and more targeted pathway to course completion	14-18	\$888,878
Bring together non-credit ESL, EMLS and English faculty to discuss and plan strategies for improving transition from non-credit to credit ESL and develop a comprehensive English reading, writing and language program	14-17	\$44,654
Offer Math Boot Camps (2 weeks) to high school students, veterans, and other equity impacted populations to ensure accurate assessment and placement of students. (See Pasadena City College Pathways Program)	15-16	\$7,039

Success Indicator: Degree and Certificate Completion		
14-15 Goals		
Provide training to all PT/FT counselors regarding degree and certificate requirements and career opportunities.	To develop best practices for increasing degree and certificate completion.	
Activity	Funding Year	Total Funding
Create and disseminate Career Pathways templates for upcoming Guided Pathways Initiative	16-17	\$34,325
Provide informed and compassionate counselling to disproportionately impacted communities including foster youth	15-16	\$186,784
Provide peer mentoring to students who are struggling academically in order to improve persistence to degree and certificate completion	15-18	\$29,450
Improve Instructional Assistance in Human and Manufacturing Technology to improve instruction and increase student involvement	15-17	\$46,480
Improve experiential learning by improving and expanding SAC internship program for disproportionately impacted students	15-18	\$59,453
Provide training to all PT/FT counselors regarding degree and certificate requirements and career opportunities.	14-15	Completed using SSSP
Increase use of degree and certificate audit program to support target student completion.	14-15	Completed
Implement a program to help onboard incoming freshmen into college life called SAC Days	16-18	\$6,483

Success Indicator: Transfer	
14-15 Goals	
Bring staffing and staff/counselor training in the University Transfer Center to adequate levels to support equity initiatives.	Provide enhanced financial aid application and follow-up assistance to students in the targeted subgroups as they work toward and achieve transfer.
Expand support services to targeted subgroups needing alternatives to the traditional educational model.	Develop effective, early, and sustained college-wide and community communication regarding opportunities in higher education, purposefully reaching out to targeted subgroups.
Increase transfer to universities for all groups, specifically among the targeted subgroups	
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Increase transfer to universities for all groups, specifically among the targeted subgroups.		
Activity	Funding Year	Total Funding
Expand EOPS to 200 more students, thereby improving transfer success to disproportionately impacted communities	14-15 15-16 16-18	\$375,249
Coordinate with MESA to provide opportunities for leadership, research and mentoring to improve transfer for disproportionately impacted communities in STEM 3	14-15 15-16 16-17	\$350,366
Expand Transfer Center Activities to support impacted students in exploring transfer opportunities and developing skills necessary to succeed at 4-year institutions	15-16	\$878,818
Support Freshmen Experience in improving outcomes and persistence for first-year students	15-16	\$250,922
Assist the honors program in helping impacted students towards transfer	15-16	\$4,887
Expand the Transfer Mentor Program by 25% each year to a goal of 150 annually, targeting identified equity subgroups.	14-15	\$32,289
Fund the Summer Scholars Transfer Institute	14-15	\$167,371
Expansion of services for the Bridge to Engineering Program which takes disproportionately impacted students and progresses them towards degrees and transfer in engineering	15-16	\$78,043

Overall and Multiple Success Indicator Activities		
Student Equity at Santa Ana College is committed to providing the necessary technology, marketing and research infrastructure necessary to conduct the work of Equity.		
Activity	Funding Year	Total Funding
Student Equity Coordination <ul style="list-style-type: none"> • Student Equity Coordinator • Student Equity Staff • Conferences • Hospitality and Non-Instructional Supplies • Marketing and Printing 	14-18	\$1,130,669
Professional Development	14-18	\$1,012,582

<ul style="list-style-type: none"> • Professional Development Coordinator • Professional Development support • Speakers • Conferences and travel • Faculty Stipends • Hospitality and Non-Instructional Supplies • Marketing and Printing 		
Research Analysis <ul style="list-style-type: none"> • Research Director • 2 Research Analysts • Research Software and Hardware • Conference and Travel • Non-Instructional Supplies • Marketing and Printing 	14-18	\$714,642
Marketing <ul style="list-style-type: none"> • Outreach to low-income and non-traditional groups 	14-18	\$357,999
Technology and Software <ul style="list-style-type: none"> • Technological Project Manager • Digital Dons Laptop Loan Program • Universal ID program • Student Portal 	14-18	\$961,870
CEC Equity Coordination <ul style="list-style-type: none"> • CEC Student Equity Coordinator • Outreach to Undocumented students • Technology Update for Off-site program 	15-18	\$190,869

If you need more information regarding Student Equity at Santa Ana or Santa Ana’s Integrated Plan, then please contact George Sweeney at Sweeney_George@sac.edu.