Activity/Project/Initiative: ___Program Awareness_____

How will we measure success/progress toward our goal?	Who?	Benchmark for Year 1	Benchmark for Year 2	Benchmark for Year 3	Additional Notes or Considerations
- Survey communication path - Measure how students learned about services - Contact tracking system - Black/AA students ~300 We should have all of this cohort know our services	- CPIE - for data - David Ogul - for communication	- Survey communication methods - Communication plan	- Implement communication plan	- Update survey of communication methods - Follow up with surveys	

Activity/Project/Initiative: ___College Hour_____

How will we measure success/progress toward our goal?	Who?	Funding Source	Benchmark for Year 1	Benchmark for Year 2	Benchmark for Year 3	Additional Notes or Considerations
- Attendance - Surveys - Inquiry Groups	- Schedulers - Calendar Committee - Heriberto - Director of student development, engagement, and basic needs	VPSS?	- Speak with Dr. Marshall Fulbright and Calendar Committee for approval for college hour	- Create programing with Calendar committee	- Advertise College hour and why we are doing it - Attempt to implement	- Year 4, measuring engagement with programming

Activity/Project/Initiative: Contact Tracking (Cohort tracking?)

How will we measure success/progress toward our goal?	Who?	Benchmark for Year 1	Benchmark for Year 2	Benchmark for Year 3	Additional Notes or Considerations

- Change in completion rate
 	
- Engagement with support services
  -usage
  -utilization
 	
~ 300 students to track
 	
Current completion rate 5-6%
 	
-Ability to track different groups of applicants based on ACP
	- Counseling
	
	- Cohort/department chair or coordinator
	
	- Academic success coach
	
	- Tutoring
	Non-academic
	
	- CalWorks
	  - new horizons
		- Current assessment
		  - Completion
		  - Demographic
		  - exit survey
		  - engagement usage
			- Data monitoring
			
			- Implementation of tracking processes
				- Data monitoring by cohort coordinator
				
				- Adjustments of tracking process
					- Revisit SEP committee planning under SS&E committee

Activity/Project/Initiative: ___Early Alert System (Year 2)___

How will we measure success/progress toward our goal?	Who?	Benchmark for Year 1	Benchmark for Year 2 Piloted by Community Team & FYE	Benchmark for Year 3	Additional Notes or Considerations

- Campus-wide use of CRM advise - Eventually higher persistence rate	- Identify representative to go to Technology Committee	- Obtain a demonstration of the early alert systems to make an informed decision and approved through Technology Committee 　- Go to Tech CMTE regarding purchase/approval 　　- Go to IT District	- IT creating the infrastructure to allow colleges to implement CRM Advise 　- Exploring 　- CRM Advise request demo from company 　- Determining required data and where it typically comes from - Partner with instructor, tutoring? More scaffolding support instructor in providing various modes of instruction teaching to be intrusive *Culturally responsive practices* Cultivating Culturally responsive realtionships	- CRM Advise piloted with African American students in Math & English - Grades - Absenteeism - CRM Advise implemented college wide	In order to have a fully functional early alert system, human resources need to be identified first because we cannot have a system if we do not have people to support the resources the students need then the system will not be utilized effectively.

Activity/Project/Initiative: 　　Black Scholars Community Team

How will we measure success/progress	Who?	Benchmark for Year 1	Benchmark for Year 2	Benchmark for Year 3	Additional Notes or Considerations

toward our goal?		Fall 2022/23	2023/2024	2024/2025	

	- UMOJA Counselors
	  - hire 2 additional counselors
	
	- Success Coach
	
	- Financial Aid Advisor
	
	- Instructional Faculty Advisor
	
	- Dean of Counseling main lead?
	
	- Faculty Champions
		- Create a Black Scholars Community Team
		
		- Hire 2 part time counselors
		
		- Success Coach
		
		- Set goals/expectations
		
		- Create a tracking system
		
		- Outlining/timeline what the plan to reach out to student is e.i: check points wk. 4,8,12
		
		- PD should be provided to the team
			- 1st Cohort
			
			- Retain % ? from Fall to Spring
			
			- Ongoing PD
			
			- 2024 Summer Retreat to evaluate efforts
			
			- CEP for students
			
			- Cultural engagement activities
			
			- Jan. 2024 follow up with students who haven't registered for SP 2024
				- Retain %? From Fall to Fall
				
				- Grad Check ins
				
				- Follow up services
				
				- If successful, expand to other communities
				
				- Regular evaluations
				
				- Replicate model for other groups
				  - academic and interpersonal
				
				- Focus groups for students and faculty
				  - are they building relationships?
				  - Connecting?
					- Create terminology descriptions of assignments
					
					- Should we include a mental health Counselor?
					
					- Check ins are for faculty and students

Activity/Project/Initiative: Black Allyship Training

How will we measure	Who?	Benchmark for Year 1	Benchmark for Year 2	Benchmark for Year 3	Additional Notes or

success/progress toward our goal?					Considerations

- Incorporate Black Allyship Training	- Dean of Equity
	
	- PD Committee
		- Reach out to Dr. Wendy Stewart and Shawtae Mitchum at MiraCosta College to host training at GC and train the trainers
		
		- Have a cohort attend PD
		
		- Draw trainer from 1st cohort(s)to conduct future PDs
		  - determine incentives
		  - discuss incentives to participate
			- Have #? People attend
			
			- Start offering trainings to GC
			
			- Have administrators accountability by sending staff they oversee to the training
			
			- Keep track of who has been attending
			
			- How can we incentivise attending
			
			- Train the trainers
				- Ensuring representation from departments across campus
				
				- Reaching out to specific departments	

Activity/Project/Initiative: ___ Cohort and Contact Tracking _____

How will we	Who?	Benchmark for	Benchmark for	Benchmark for	Additional Notes

measure success/progress toward our goal?		Year 1	Year 2	Year 3	or Considerations
- Have a program to track cohorts in place and used for inter. purposes -Ability to track different groups of applicants based on ACP	-IT -Academic Departments -Counseling -Success Coach -Student Services -Guided Pathways Team	- Identify needs -Align with Guided Pathways Team -Determine how to identify or "mark" the different ACP's within the Student Information System	- work with it to ensure goals are met and measurable -	- System implementation	

Activity/Project/Initiative: ___Address Student Financial Concerns_____

How will we measure success/progress toward our goal?	Who?	Benchmark for Year 1	Benchmark for Year 2	Benchmark for Year 3	Additional Notes or Considerations
- Students develop and plan for how to afford college -More/Targeting communication to students regarding re: college affordability (Mandatory "summer onboarding for 1st time students)	-Outreach, Counseling, Financial Aid, A&R	- Develop "How to afford college workshops, videos, etc.	- Target 10% of first time to college freshmen complete financial plan	- Target 25% first time to college freshmen to complete financial plan	

Activity/Project/Initiative: __Cohort and Contact Tracking__ __(Enrollment)__ __(Outreach)__ _____

How will we measure success/progress toward our goal?	Who?	Benchmark for Year 1	Benchmark for Year 2	Benchmark for Year 3	Additional Notes or Considerations
-Tracking system in place and used to source intervention and outcomes -Comprehensively track outreach done by various departments throughout the college -Single sign-on for ease -Identify actual system or software that can operate mobility and on desktop -Ability to track different group of	- Success Coach -Departments chairs and coordinators/Teams who conduct Outreach activities -Outreach, Financial Aid, Athletics, International, etc -IT for support of system -Outreach coordinator -Other user groups -Community partners -Technology	- Identify data to be collected - Determine system for data storage -Identify positions responsible for data entry/maintenance -Determine who has access -Identify user reports	- Align IT and teaching committee with goal - Purchase/Develop system -Train Users -Test system -Beta implementation	- Implement system at larger scale -Follow-up to ensure its working properly -Evaluate how it is affecting Outreach scheduling (did it change anything?) -AA split up -Set targets	*discuss single sign-on across platforms *reduce manual input from users and students

incoming students based on ACP					

Successful Enrollment

1. Implement a cohort tracking system (8 votes)
2. Outreach contact tracking system (8 votes)
    a. AA community outreach
3. Data on students who applied but not enrolled
4. Address student financial concerns (7 votes)

Persistence

1. Black Scholars Community Team (7 votes)
    a. Dedicated case managers
2. Comprehensive student profile (affective and educational)
3. Host Black Ally Training (7 votes)
4. Implement CRM Advise (4 votes)
5. Faculty Champions campaign series (1 vote)

Completion

1. Build student and employee awareness of programs for students (6 votes)
2. Caring campus 2.0
3. Contact tracking and follow up (7 votes)
4. Equity funds allocation for professional development and student success and equity (1 vote)

Transfer/Transitions

1. Promotion of ADT's and bridget to SDSU with an ADT
2. Stronger partnership with local business and industry
3. SDSU Microsite (AOJ and Child Development)
4. Adult Learner/Short-Term certificates and job placement
5. University visits to SDSU, UCSD, and other popular transfer universities (Especially for DI student groups)

6. Guest speakers for career exploration and bridge-building to the 4-year university

Completion of Math/ English in the first year

How will we measure success/progress toward our goal?	Who?	Benchmark for End of Year 1 Fall 2022/23	Benchmark for End of Year 2 2023/2024	Benchmark for Year 3 2024/2025	Additional Notes or Considerations
Identify current completion rates, compare to future rates. Identify cohort numbers each semester. Track their completion rates after 1 full year.		Equity-minded professional development. What do we need to provide for faculty? We want to encourage faculty to attend an PD and then incorporate these changes as part of their curriculum and not treat it as an add on. We want to create an environment where faculty look to attend these PD activities not because they have to but because they want to. Some ideas for teachers to to consider: Inviting syllabus, asset-minded instruction, integrate curriculum that reflects student lived experiences (historical influence or current events, e.g. Flint, MI from a stats pov, housing crisis), transparent			

		assignment design, utilizing FIG - faculty inquiry groups What can we do to encourage students to enroll in Math/English in first two semesters?			