

**Project Abstract**

**“Juntos Avanzamos—Mobilizing Gavilan’s Ethos of Care”**

Gavilan College is a mid-sized community college located in the city of Gilroy in the semi-rural area south of San Jose, California. We are a proud Hispanic-Serving Institution with **60% Hispanics students**. We will address the problems outlined in the CDP with one Activity comprised of three major strategies.

Overarching Goals	5-Year Project Objectives
<ol style="list-style-type: none"> <li>1. <b>Academic Programs:</b> Reinvigorate the Gavilan student experience by making <i>career</i> central, not peripheral, to the academic experience.</li> <li>2. <b>Institutional Management:</b> Develop an innovative coordinated care approach customized to the strengths and needs of Hispanic students that fosters a college culture of inclusion, engagement and excellence through improved communication, coordination and collaboration, and makes equity a top priority.</li> <li>3. <b>Fiscal Stability:</b> Increase student outcomes and close equity gaps to ensure alignment with state-mandated performance-based funding focused on student equity and student success.</li> </ol>	<p><b>Major Title V Project Objectives. By September 30, 2025, Gavilan College will:</b></p> <ol style="list-style-type: none"> <li>1. <u>Access.</u> Increase proportion of students completing the following critical onboarding milestones by 10% over the 2018-19 baselines:               <ol style="list-style-type: none"> <li>a. FAFSA or CA Dream Apps</li> <li>b. New Student Orientation</li> <li>c. Student Education Plan (SEP)</li> <li>d. Pilot <i>College 1</i> to 500 students and scale up to 700 students.</li> </ol> </li> <li>2. <u>Gateway Course Success.</u> Increase the number of students completing the key gateway courses by 20% over the 2018-19 baselines:               <ol style="list-style-type: none"> <li>a. First transfer-level English</li> <li>b. First transfer-level Math</li> </ol> </li> <li>3. <u>Persistence.</u> Increase the one-year persistence of first-time students by 8% over 2018-19 baseline.</li> <li>4. <u>Excess Units.</u> Decrease the number of excess units at completion or transfer by 12 units compared to the 2018-19 baseline.</li> <li>5. <u>Completion Rate.</u> Increase the degree and certificate completion or transfer rate by 5% over 2018-19 baseline.</li> <li>6. <u>Diversity Training &amp; Hiring.</u> Increase the number of faculty and staff that receive Equity-Minded training and professional development. Increase the proportion of full-time, tenure track Hispanic faculty by 10% over the 2018-19 baseline.</li> </ol>
<b>One Activity with Three Strategies</b>	
<ol style="list-style-type: none"> <li>1. <b>Beyond Financial Aid</b> – Making transparent the connection between academic planning, financial literacy and aid, and career planning.</li> <li>2. <b>Beyond Pathways</b> - Adapting Guided Pathways practices and the network of care to the strengths and needs of Hispanic students</li> <li>3. <b>Beyond Rhetoric</b> - Drive a college culture shift to embrace the identity of a Hispanic-Serving Institution</li> </ol>	
<p><b>This Activity addresses Title V Competitive Preference Priority 1 &amp; 2:</b> This project will expand work-based learning experiences and support students’ personal financial literacy through an evidence-based holistic approach addressing the entire student experience.</p>	