**Gavilan College**

**Equity Proposed Framework**

1. Gavilan College Office of Institutional Research has shown that inequities exist for the following student populations. Please indicate which populations and equity area your proposal will impact below and how many students from that area will be impacted.

|  |  |
| --- | --- |
| Choose a population(s) your proposal will impact | How many students will be impacted?  |
| [x]  Low income Student Course Completion | All in this demographic |
| [ ]  Foster Youth course completion | Click here to enter text. |
| [x]  Latino (Hispanic) student Transfer rates  | All in this demographic |
| [ ]  Transfer Rates of students with a verified disability  | Click here to enter text. |
| [x]  Students that 20-24,25-49,50 or Older | All in this demographic |

2. Please provide a summary of your request and how it will directly serve one or more of the populations indicated above. Include a timeline for the activities that you are proposing.

Developing high-impact, equity-minded guided pathways are now widely recognized as an evidence-based method for increasing student completion and closing equity gaps. We are proposing that Career Ladders Project work with Gavilan to develop the capacity to plan guided pathways, starting with proto-pathways in administration of justice and child development.

1st) a planning group (with CLP support) would learn about models for guided pathways and prepare for two hands-on sessions involving cross-area teams in developing proto-pathways;

2) These teams would design pathways for students declaring an interest in public service, one focusing on child development majors/careers and one for administration of justice/law;

3) Finally, the original planning group would assess the process of devloping the proto-pathways, make modifications if needed, and then launch the pathways planning effort at scale. The proto-pathways developed in stage 2 would be models for looking at other major/discipline pathways.

3. Explain how the activity is culturally and/or socially relativistic to the population you indicated in question #1. Please include appropriate data, research or relevant information to make your case.

Guided pathways contain many of the elements key to reaching and supporting equity populations. Pathways provide mentoring and individualized plans to connect degree program pathways (and developmental education, if needed) with students’ own goals, lives, and emerging interests.

4. How do you propose to specifically target the populations that you indicated in question #1 for services?

Entering students from equity demographic groups will be directed to pathways based on initial career/major exploration. Through a pathways emphasis on contextualized learning, students in equity populations will be introduced to all the competencies they need to develop to reach their completion goals.

5. Please address the following in regards to objectives.

A. What is your proposed objective for the activity? Provide a metric(s) that should be used to measure the success of the activity specifically for the populations indicated In question 1. )

Initially (spring 2017), to develop two proto-pathways for AJ and CD students.

B. What are the objectives for your project?

To develop a plan for launching campus-wide development of guided pathways.

C. Please include a plan on how you will collect data to evaluate if you met the proposed objectives.

Through our planning process, we would develop an data-collection plan to analyze students’ progression towards course and degree milestones, and then disaggregate the data.

6. Can your proposal be scaled to impact a greater number of students? If so how?

Yes, the project has a planning component for scaling up and using the proto-pathways development process in spring as a model for developing pathways for all programs.

7. Please provide a budget and detailed breakdown of requested costs

|  |  |
| --- | --- |
| Description  | Amount  |
| CLP facilitators will devote between six and ten hours a month for ten months within a December 2016 –December 2017 timeframe. The group will establish a meeting structure (approximately monthly with extra calls in advance of events). Some of the meetings will be in person, others by phone/videoconference.  | Cost estimate = $ 24,000 |
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| TOTAL  | $ 24,000 s |