SEA Annual Report

Status: Certified

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Approved by Ronald Kraft

12/13/2020 08:52 PM PST

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12/14/2020 03:56 PM PST

Disproportionately Impacted (DI) Student Groups

Demographic	Gender	Metric	Baseline	Goal	Equity Change
Black or African American	Male	Completed Both Transfer-Level Math and English Within the District in the First Year	0	3	+200% ◀ ▶
Black or African American	Male	Attained the Vision Goal Completion Definition	5	14	+180% ◀ ▶
Black or African American	Female	Attained the Vision Goal Completion Definition	17	23	+35.29% ◀ ▶
Hispanic or Latino	Male	Transferred to a Four-Year Institution	70	98	+40% ◀ ▶
Black or African American	Female	Enrolled in the Same Community College	359	436	+21.45% ◀ ▶
Black or African American	Female	Retained from Fall to Spring at the Same College	134	157	+17.16% ◀ ▶
Foster Youth	Female	Retained from Fall to Spring at the Same College	26	38	+46.15% ◀ ▶
Veteran	Male	Retained from Fall to Spring at the Same College	75	86	+14.67% ◀ ▶
LGBT	Female	Attained the Vision Goal Completion Definition	14	16	+14.29% ◀ ▶
LGBT	Male	Attained the Vision Goal Completion Definition	6	7	+16.67% ◀ ▶
Black or African American	Female	Transferred to a Four-Year Institution	21	26	+23.81% ◀ ▶
Black or African American	Male	Transferred to a Four-Year Institution	14	16	+14.29% ◀ ▶

Disproportionately Impacted (DI) Custom Student Groups

No population groups selected.

Overall Student Groups

Metric	Baseline	Goal	Equity Change
Enrolled in the Same Community College	6900	7500	+8.7%
Transferred to a Four-Year Institution	581	720	+23.92%
Retained from Fall to Spring at the Same College	4366	4500	+3.07%
Completed Both Transfer-Level Math and English Within the District in the First Year	132	172	+30.3%
Attained the Vision Goal Completion Definition	643	820	+27.53%

Removed Disproportionately Impacted (DI) Student Groups

No groups have been removed.

Activities

Black or African American : Female : Attained the Vision Goal Completion Definition

Related Activity from Student Equity Plan

Complete implementation of online student planning/degree audit module

Categories

- Counseling
- Flexible course scheduling
- Intrusive enrollment case management
- Learning communities
- Online access to student services
- Online educational plans
- Student Success workshops
- Technology access for students

Implementation Status

Fully implemented

Black or African American : Female : Enrolled in the Same Community College

Related Activity from Student Equity Plan

Expand access to Learning Communities and support services

Categories

- Co-requisite courses
- Communities of practice
- Counseling

- Cultural awareness events
- Direct aid (financial)
- Early alert
- First Year experience
- Integrations with Mental Health & Wellness services
- Intrusive enrollment case management
- Learning communities
- New courses
- Peer Mentoring
- Student Recruitment
- Student Success workshops
- Student academic competitions/ research/conferences
- Targeted promotional print material
- Technology access for students
- Tutoring
- University field trips

Implementation Status

Fully implemented

Black or African American : Female : Retained from Fall to Spring at the Same College

Related Activity from Student Equity Plan

Expand access to Learning Communities and support services

Categories

- Bridge courses
- Campus climate
- Counseling
- Cultural awareness events
- Early alert
- Emergency Aid for Students (AB943)
- Expanded hours of operation
- First Year experience
- Integrations with Mental Health & Wellness services
- Intrusive enrollment case management
- Learning communities
- Orientation/Welcome activities
- Outreach to K-12 and community partners
- Peer Mentoring
- Professional development
- Student Recruitment
- Student Success workshops
- Student academic competitions/ research/conferences
- Targeted promotional print material
- Transportation
- Tutoring
- University field trips

Implementation Status

Fully implemented

Black or African American : Female : Transferred to a Four-Year Institution

Related Activity from Student Equity Plan

Increase awareness of transfer services

Categories

- Campus climate
- Counseling
- Cultural awareness events
- Curriculum Development
- Expanded hours of operation
- Intrusive enrollment case management
- Learning communities
- Orientation/Welcome activities
- Outreach to K-12 and community partners
- Professional development
- Student Success workshops
- Targeted promotional print material
- Transportation
- University field trips

Implementation Status

Fully implemented

Black or African American : Male : Attained the Vision Goal Completion Definition

Related Activity from Student Equity Plan

Develop University Preparation Degree

Categories

- Co-requisite courses
- Communities of practice
- Counseling
- Curriculum Development
- New courses
- Research efforts

Implementation Status

Fully implemented

Black or African American : Male : Completed Both Transfer-Level Math and English Within the District in the First Year

Related Activity from Student Equity Plan

Support AB 705 implementation in math and English

Categories

- Co-requisite courses
- Communities of practice
- Counseling
- Curriculum Development
- Embedded Tutoring
- New courses
- Outreach to K-12 and community partners
- Pedagogical tools
- Professional development
- Student Success workshops
- Supplemental instruction

Implementation Status

Fully implemented

Black or African American : Male : Transferred to a Four-Year Institution

Related Activity from Student Equity Plan

Explore barriers to transfer

Categories

- Basic needs support (food, transportation, housing)
- Campus climate
- Counseling
- Cultural awareness events
- Early alert
- First Year experience
- Integrations with Mental Health & Wellness services
- Intrusive enrollment case management

Implementation Status

Fully implemented

Foster Youth : Female : Retained from Fall to Spring at the Same College

Related Activity from Student Equity Plan

Pursue supplemental student success funding

Categories

- Direct aid (financial)
- Textbook access
- Transportation

Implementation Status

Fully implemented

Related Activity from Student Equity Plan

Professional development to support student success initiatives

Categories

- Professional development

Implementation Status

Fully implemented

Hispanic or Latino : Male : Transferred to a Four-Year Institution

Related Activity from Student Equity Plan

Complete implementation of online student planning/degree audit module

Categories

- Counseling
- Cultural awareness events
- Curriculum Development
- Early alert
- Emergency Aid for Students (AB943)
- First Year experience
- Integrations with Mental Health & Wellness services
- Intrusive enrollment case management
- Learning communities
- Online educational plans
- Orientation/Welcome activities
- Peer Mentoring
- Professional development
- Research efforts
- Student Success workshops
- Technology access for students
- Transportation
- Tutoring

Implementation Status

Fully implemented

Related Activity from Student Equity Plan

Increase awareness of transfer services

Categories

- Orientation/Welcome activities
- Other (Specify)
- Outreach to K-12 and community partners
- Student academic competitions/ research/conferences
- Targeted promotional print material

Implementation Status

Fully implemented

Other Category

Campus Transfer Event

LGBT : Female : Attained the Vision Goal Completion Definition

Related Activity from Student Equity Plan

Develop University Preparation Degree

Categories

- Campus climate
- Co-requisite courses
- Communities of practice
- Counseling
- Curriculum Development
- Research efforts

Implementation Status

Fully implemented

Related Activity from Student Equity Plan

Complete implementation of online student planning/degree audit module

Categories

- Campus climate
- Counseling
- Intrusive enrollment case management
- Online access to student services
- Online educational plans
- Professional development
- Student Success workshops
- Technology access for students

Implementation Status

Fully implemented

LGBT : Male : Attained the Vision Goal Completion Definition

Related Activity from Student Equity Plan

Develop University Preparation Degree

Categories

- Campus climate
- Co-requisite courses
- Communities of practice
- Counseling

- Curriculum Development
- Research efforts

Implementation Status

Fully implemented

Related Activity from Student Equity Plan

Complete implementation of online student planning/degree audit module

Categories

- Counseling
- Flexible course scheduling
- Intrusive enrollment case management
- Learning communities
- Online access to student services
- Online educational plans
- Student Success workshops
- Technology access for students

Implementation Status

Fully implemented

Overall : All : Attained the Vision Goal Completion Definition

Related Activity from Student Equity Plan

Develop University Preparation Degree

Categories

- Campus climate
- Co-requisite courses
- Communities of practice
- Counseling
- Curriculum Development
- Research efforts

Implementation Status

Fully implemented

Related Activity from Student Equity Plan

Complete implementation of online student planning/degree audit module

Categories

- Counseling
- Flexible course scheduling
- Intrusive enrollment case management
- Learning communities
- Online access to student services

- Online educational plans
- Student Success workshops
- Technology access for students

Implementation Status

Fully implemented

Overall : All : Completed Both Transfer-Level Math and English Within the District in the First Year

Related Activity from Student Equity Plan

Support AB 705 implementation in math and English

Categories

- Campus climate
- Co-requisite courses
- Communities of practice
- Counseling
- Curriculum Development
- Embedded Tutoring
- Learning communities
- New courses
- Outreach to K-12 and community partners
- Pedagogical tools
- Professional development
- Student Success workshops
- Supplemental instruction

Implementation Status

Fully implemented

Overall : All : Enrolled in the Same Community College

Related Activity from Student Equity Plan

Explore and implement new student communications systems

Categories

- Other (Specify)

Implementation Status

Fully implemented

Other Category

Implement a platform to text students

Overall : All : Retained from Fall to Spring at the Same College

Related Activity from Student Equity Plan

Expand access to Learning Communities and support services

Categories

- Counseling
- First Year experience
- Intrusive enrollment case management
- Learning communities

Implementation Status

Fully implemented

Related Activity from Student Equity Plan

Pursue supplemental student success funding

Categories

- Other (Specify)

Implementation Status

Fully implemented

Other Category

Pursue HSI funding

Overall : All : Transferred to a Four-Year Institution

Related Activity from Student Equity Plan

Develop University Preparation Degree

Categories

- Campus climate
- Co-requisite courses
- Communities of practice
- Counseling
- Curriculum Development
- Research efforts

Implementation Status

Fully implemented

Related Activity from Student Equity Plan

Complete implementation of online student planning/degree audit module

Categories

- Counseling
- Flexible course scheduling

- Intrusive enrollment case management
- Learning communities
- Online access to student services
- Online educational plans
- Student Success workshops
- Technology access for students

Implementation Status

Fully implemented

Veteran : Male : Retained from Fall to Spring at the Same College

Related Activity from Student Equity Plan

Expand campus mental health services

Categories

- Counseling
- Integrations with Mental Health & Wellness services
- Targeted promotional print material

Implementation Status

Fully implemented

Related Activity from Student Equity Plan

Expand access to Learning Communities and support services

Categories

- Basic needs support (food, transportation, housing)
- Counseling
- Cultural awareness events
- Early alert
- Emergency Aid for Students (AB943)
- Integrations with Mental Health & Wellness services
- Intrusive enrollment case management
- Peer Mentoring
- Professional development
- Research efforts
- Targeted promotional print material

Implementation Status

Fully implemented

Expenditures

Year 1 Expenditures

2019-20 Allocation

$2,192,860

Expenditure Type	Year 1 Amount	Percentage of Allocation
1000 - Instructional Salaries	$580,286	26.46%
2000 - Non-Instructional Salaries	$844,306	38.5%
3000 - Employee Benefits	$569,807	25.98%
4000 - Supplies and Materials	$15,960	0.73%
5000 - Other Operating Expenses and Services	$137,416	6.27%
6000 - Capital Outlay	$6,935	0.32%
7000 - Other Outgo	$38,150	1.74%
Total Expenditures	**$2,192,860**	**100%**
Year 2 Forecast	$0	0%
Total	**$2,192,860**	
Remaining Allocation	**$0**	**0%**

Category Spending

Category Spending

2019-21 Allocation Amount

$2,192,860

Activity Category	Percent	Amount
Counseling	29%	$635,929
Professional development	2%	$43,857
Tutoring	6%	$131,572
Orientation/Welcome activities	0%	$0
Emergency Aid for Students (AB943)	2%	$43,857
Embedded Tutoring	0%	$0
First Year experience	4%	$87,714
Basic needs support (food, transportation, housing)	1%	$21,929
Other (Specify)	56%	$1,228,002
Sub-Totals	**100%**	**$2,192,860**
Uncategorized	**0%**	**$0**
Total	**100%**	**$2,192,860**

Other Spending

Classified Salaries, Administrative Salaries, Campus events, Technology, Outreach, Faculty Stipends

Success Story (optional)

Story Title

Staff Equity Training and Student Outreach at the onset of COVID

Responsible Person

Darcangelo, Robin (robin.darcangelo@napavalley.edu)

Success Story

Staff Equity Training

In Spring 2020, Napa Valley College embarked on an effort to ensure training in topics vital to equity were brought to classified professionals. To accomplish this, the Office of Equity and Inclusivity contracted with Dr. Frank Harris, III of the Community College Equity Assessment Lab (CCEAL) to host a series of trainings tailored to this important constituent group. The goal of these trainings was not only to keep staff apprised of current trends in student equity across the country, but to reinforce that they are a vital piece in creating an equity mindset on our campus. The three-part series was: Critical Role of Classified Professional, Student Basic Needs, and Racial Micro Aggression. Unfortunately, due to COVID-19, all of these trainings had to be moved online and hosted through Zoom sessions. However, even though our campus was gripped in its rapid transition to online services, more than half of the staff at Napa Valley College were able to attend these important trainings and create a solid equity foundation among the classified professionals as we entered into the events of summer 2020, as well as the continued growth of the equity mindset on our campus.

In addition to the Equity training we provided, we launched a student survey at the beginning of COVID to determine the needs of our students. What the survey revealed was a need to reach out to each student. Shortly after the survey results were in, we launched a phone banking campaign in an effort to call every student that was attending NVC during the spring semester. We created a phone script and ask several staff, faculty, and administrators to support the efforts. DSPS staff called their students to ensure the specialized services were the appropriate support for this population. What we found during this phone banking campaign was that students were genuinely happy they received a call from Napa Valley College checking on them and trying to find out how we could serve them. We offered specific services including laptops, internet support, and student support services information. We also reached out to Instructional Deans if students were having a difficult time reaching their Professors for questions or concerns. This was a big success, because it provided the college administration and staff insight on how to continue to build on efforts to support students during this crises.

Outcomes

51% of the classified professionals at Napa Valley College attended the Classified professional Equity training series.

1,205 students completed the COVID screening survey. Based off of survey results, 5,047 students were called directly by NVC faculty and staff to insure their well-being.

Challenges (optional)

Description of Challenge

The greatest challenge we faced in the 2019-2020 year in implementing activities related to the SEA program is the same challenge faced by all schools across California, as well as the rest of the world, the coming of COVID-19, and the restrictions we faced as a community to ensure the health and wellness of our staff and students. Dozens of events and activities were cancelled across our campus that were aligned with SEA activities and outcomes. These events ranged from an equity speaker series, to hosting a local youth summit, sending Umoja students on an HBCU tour, hosting a regional leadership conference, and sending a large group of students to planned indigenous cultural events. These events represented the bulk of our large-scale equity sponsored events for the year.

Categories

- Cultural awareness events
- Student academic competitions/ research/conferences
- University field trips

Responsible Person

Darcangelo, Robin (robin.darcangelo@napavalley.edu)