

Los Rios Community College District
Action Planning Template
September 3, 2020

In just the last six months, the Los Rios Colleges have faced the Covid-19 pandemic, 4 million unemployed Californians, and racial and civil unrest ignited by police brutality. What does this new reality mean for Los Rios' trustees, administrators, faculty and classified employees? How can our governing board of trustees work together to ensure transformational change and reform to meet our equity goals and achieve student success outcomes?

We need to elevate our data, be laser-focused, intentional, timely and put it at the center of our planning. Our commitment to use actionable data in our decision-making process is critical to making the **right** decisions.

Los Rios' values and goals must align to ensure that:

- I. **STUDENT SUCCESS AND EQUITY PLANS:** Student success and equity is at the center of every agenda item we discuss, every plan we put forward and every decision we make. Each colleges' equity plan shall include goals, targets and metrics to gauge success. Each college's equity plan shall be aligned with a shared district-wide vision for student success and equity.
- II. **PRIORITIZE OUR MOST VULNERABLE STUDENTS:** Our most vulnerable students shall remain a priority and not get lost when student enrollment of less vulnerable students increases. As we anticipate that students who might have otherwise attended 4-year institutions will choose to attend Los Rios, we must remain vigilant to ensure that scarce resources remain available to our most vulnerable students and we provide a sustainable pathway for success.
- III. **STAY THE COURSE ON AB 705:** We remain committed to the importance of accurate placement and will stay on course to achieve the Vision for Success goals and AB 705.
- IV. **NEED FOR BETTER DATA TO MEASURE OUTCOMES:** In order for Trustees to truly understand the performance of all students, we need better, disaggregated data for South East Asian, Latino and Black students who face low educational attainment and have persistent rates of poverty.
 - A. In order to better understand challenges faced by Hmong, Mien, Laotian, Vietnamese and Thai students, we need data that provides an accurate profile that identifies each group and whether they are US or non-US born.

- B. Latinx students are the largest population of students of color attending Los Rios – 25%. In order to better understand our Latinx students, we need data that provides a more accurate profile by U.S. and non-U.S. born Latino students.
- C. In order to better understand Black students attending Los Rios, we need data that provides a more accurate profile of the Black diaspora and identifies whether they are U.S or non-U.S. born Black students.
- V. STUDENT SUPPORT SERVICES: We need to ensure that student support services are adequately funded and determine if there are unmet gaps that require us to do more. Services include counseling, financial aid and other essential services such as food pantries, housing, health and mental health access.
- VI. FIRST YEAR EXPERIENCE: We need to assess whether all newly entering students are engaged in a timely and meaningful “first year” student experience program. The key to student success is ‘belonging’ and connectedness. We need to identify the critical educational experiences, success elements and guidance that all students need in order to be successful.
- VII. JOBS & EMPLOYMENT: We need to ensure that our career education programs are aligned with regional employer and industry needs and be mindful of families that have been hardest hit economically and lack opportunities for high quality, high paying jobs.
 - a) Are we tracking degrees, certificates, etc., to employment in same field?
 - b) Are we measuring whether they lead to a livable wage?
 - c) Are they aligned with highest paying jobs in our region?
 - d) Can we track the demographic data of our students entering lowest and highest paying jobs?
 - e) Are high percentages of our Latinx and African American students in programs that are low paying jobs?
 - f) Are we providing student guidance on the salary ranges and career mobility in our career education programs?
- VIII. We will take a hard look at our law enforcement, public safety and security training as well as our criminal justice programs.