|  |  |  |  |  |  | **Student Competencies** |
| --- | --- | --- | --- | --- | --- | --- |
| **Domain** | **Themes** | **SVC Application or Measurement** | **Status** | **Priority** | **Lead** | **College Identity** | **College Knowledge** | **Academic Competence** | **Sense of Direction** |
| Curriculum & Pedagogy | Curriculum reflects student identity | Curriculum AssessmentReview Diversity Designation processFaculty professional development | Begin 16-17 Academic Year | Med | Title IIIGen EdDiversity Committee | X |  | X |  |
| Curriculum alignment across Educational Pipeline | Maestros Para el Pueblo – Education | Underway2016-2017 expand beyond education | High | Laura/ Sinead/ Daisy | X | X | X | X |
|  | Alternative Placement | Underway | High | Student Success Taskforce |  |  | X | X |
|  | ESL/ ABE/ Developmental Ed Alignment | Underway (Pathways) | High | Kenny/ Laura/ Joan | X | X | X | X |
| Classroom-focused support systems & Co-curriculum Classroom Connected | First Quarter Experience & Pathway integration of Instruction & Student Services & Validating Practices | UnderwaySee advising charter (for validating practices) | High | Title IIISSTF | X | X | X | X |
|  | Create English Puente first quarter experience/pathwayExplore Puente professional development | Ongoing | High | TRIO & English | X | X | X |  |
|  | Increase Access to Tutoring for all including ABE/transitioning students (math & English), recruit multicultural tutors | Proposed | Medium  | Gabe/Dave/Laura/ Joan |  |  |  |  |
| Inclusive pedagogy (repeat from Curriculum) | Inclusive Pedagogy Faculty Learning Community including study of Validation | Begin 2015-16 Academic Year | High | Title III, Kenny | X |  | X | X |
| Co-curriculum is classroom-connected; | Calling all Colors | Ongoing | High | Yadira | X | X | X | X |
|  | Latino Leadership Institute/Aim High Mentoring/ Catholic Community Services (Toltec Legacy Leadership Program) | Ongoing | Medium | Yadira/ Diana/ Daisy | X | X | X | X |
|  | Maestros Para el Pueblo Club | Ongoing | High | Laura/ Sinead/ Daisy | X | X | X | X |
|  | Develop collaborative Latino cultural programs as a collaboration between Student Services, Instruction, and McIntyre Hall eg. Monthly heritage events, Partnership between Calling All Colors/Maestros students and McIntyre events  | In Operating Plan, Ongoing | High | Yadira/Daisy | X |  |  |  |
| Campus Climate | Highly supportive, easily navigable systems with culturally relevant validating practices | Lean/Equity Review of Student Services Process  | Done – resulted in SSTF Recommendations | High | IEP |  | X |  | X |
|  | Navigator Model-including ed plan, financial plan, life plan extended College-wide | Begin 2015-16 Academic Year with SSTF | High | Title III and I-Catch | X | X | X | X |
|  | Navigator Model - train staff to provide personalized asset-based advising/case management | Begin 2015-16 Academic Year with SSTFMay not be clearly in workplan especially culturally relevant validating practices  | High | Title III and I-Catch | X | X | X | X |
|  | Tailor Student Orientation to Student Background/Level of Readiness /Interest | In Process Student Success Taskforce | Medium | Sinead/Jennifer | X | X | X | X |
|  | Develop Admissions Team to support newly applied students | Ongoing | Medium | Sinead |  |  |  |  |
|  | Provide bilingual/FAFSA & WASFA financial aid counseling services | Financial aid workshops, Partially funded by Title III (no position funded) | High | Dave/Crystal |  |  |  |  |
|  | Undocumented Task Force-Remove Barriers | Ongoing | Medium | Dave/ Laura/ Yadira/Diana |  | X |  | X |
| Faculty and Administrators of Color | Debrief on hiring process and review and revise hiring procedures to attract deep and diverse candidate pools.Investigate hiring full-time faculty in Ethnic Studies/Chicano StudiesMentoring pipeline of faculty and staff of colorSupervisory training on mentoring | 2015-16 Operating Plan but unfunded, requested for 2016-17 | High | Carolyn/ Kenny | X |  | X | X |
| Faculty prepared for Latino students | Inclusive Pedagogy Faculty Learning Community including study of Validation (repeat from Curriculum & Pedagogy) | Begin 2015-16 Academic Year | High | Title III, Kenny | X |  | X | X |
|  | Train staff and administrators in culturally relevant validating practices | Beginning Winter 2016 | High | Title III, Carolyn/HR |  |  |  |  |
|  | Training to Build Awareness/Knowledge of Latino Community (Cultural Competency) | Begin 2016-17 Academic Year | High | Title III, Kenny/ Laura | X |  |  |  |
|  | Equity Series-mandatory diversity and equity training for faculty and staff | Proposed, Requested for 2016-17 | High | HR | X |  |  |  |
|  | Conversational Spanish for Faculty/Staff | On Hold? | Medium | CLT? |  |  |  |  |
| Friendly climate | Review Noel-Levitz survey, Pluralism survey results | Cabinet/IEP/Diversity Committee | High | Laura | X |  |  |  |
|  | Review alternate survey instruments that reflect inclusive climate, Focus group follow up | Beginning Winter 2016 | High | IEP/ Laura | X |  |  |  |
|  | Develop alternative measures that account for privilege bias | Review if necessary | Medium | IEP/ Laura |  |  |  |  |
|  | Orientation of New Employees and training current employees on Student Validation, Personalized Support, and mitigating the effects of power and privilege | Begin 2016-17 Academic Year | Medium | Title III, HR | X |  |  | X |
|  | Lean Events and Equity Reviews include awareness of validation and personalized support | Begin 2016-17 Academic Year |  | IEP | X |  |  | X |
| Celebration of culture | Current Celebrations* Champions of Diversity
* Monthly Theme Heritage Events (October-Hispanic)
* Altares de Muertos
* Celebrate the World
* Global Fest
* Pow Wow (Beginning Fall 2015)
* Diversity conference

Possible Additional CelebrationsMother’s Day event in the future | Ongoing | Medium | Yadira | X | X |  | X |
|  | Student Clubs* Calling All Colors
* Maestros Club
* First Nations Club
 | OngoingOngoingChartered Fall 2015 | Medium |  | X | X | X | X |
|  | Explore Latino Cultural Center | 2014-15 Operating Plan-Hold | Low | Tom | X | X |  | X |
|  | Investigate the development of an interdisciplinary Equity and Social Justice Department and an Elder in Residence program | 2015-16 Operating Plan | Medium | Kenny/ Laura | X | X | X | X |
| Access |  | Access Core ThemeDevelop Timeline for Title V “Emerging HSI” eligibility (eligible after Title III/5 years)  | In 2013 19% Latino overall; 13% degree seeking vs. 10% District population | Medium | CabinetLaura/IEP |  |  |  |  |
|  | Increase financial aid availability for Latino and undocumented studentsCollege Goal WashingtonFAFSA/WASFA workshops & AssistanceUndocumented student scholarshipsMexican Consulate ScholarshipFoundation fundraising/scholarshipsWaivers | In progress/ongoing | High | Dave/Laura/SineadFinancial aidYadiraDianaTomISST |  |  |  |  |
|  | SEM 1 (Latino) Latino & Spanish Speaking A Team Members | Ongoing | High | ISSTEnrollment Services | X | X |  | X |
|  | SEM 2 (ESL Transition)BEDA class visitsGED classes in SpanishIBestPathways | Ongoing | High | ISSTDiana/ATeamJoan | X | X |  | X |
|  |  |  |  |  |  |  |  |  |
| External Relations | Latino community | KSVR: Expand bilingual radio programming to highlight SVC programs & departments.OICChurchesHeadStart/Family Life visitsHost/collaborate on Mexican Consulate EventsLatino Information Night/Latino Prep AcademySVC Spanish WebsiteVarious Fairs including: Seamar Health & Farm Fairs, Backpack Blessings.Posting materials about events and programs in the communityParticipate in local Latino facebook pages SVC staff attend: Latino Advisory committee & Latino Resources Team. | Ongoing | High | Dave/Rip/JuanDianaDianaDianaDianaDianaPIODianaDianaDianaDiana/Yadira/Daisy/Consuelo | X | X |  |  |
| Families of Latino students | K-12/Family Partnerships - La Comunidad: Redefining HSI Gates GrantHeadStart/Family LifeMulticultural Family Orientation |  | Medium | Grant Not FundedDianaDiana/Yadira/Daisy | X | X |  | X |
| P-20 Partnerships | Sem 4 (High School Recruitment)Maestros para el PuebloCulturally targeted high school territoriesLatino Prep AcademyAltares De Muertos Event | Ongoing | High | Laura/ Sinead/ DaisyDaisyDianaDianaYadira/Daisy | X | X | X | X |
|  | College Access Corps/AVID | 2014-15; Discontinued 2015-16 | Low |  |  |  |  |  |
| Latino Alumni | Mentoring program? |  | Low | Angelica? | X | X |  | X |
| Community Members as Mentors | Aim High | Ongoing | Medium | Yadira | X | X |  | X |