

# SAN DIEGO MIRAMAR COLLEGE

## Pathway to Student Equity and Success Model

### Mission Statement

San Diego Miramar College's mission is to prepare students to succeed by providing quality instruction and services in an environment that supports and promotes success, diversity, inclusion, and equity with innovative programs and partnerships to facilitate student completion for degrees/certificates, transfer, workforce training, and/or career advancement.

### Model Alignment

**A) Strategic Plan:** The Strategic Plan is made up of 5 lofty goals, which chart the direction of the college through strategic directions within a 7-year cycle:

- 1. Pathways** - Need to ensure we build coherent pathways for students
- 2. Engagement** - Need to ensure opportunities for student engagement with the college during their time with us
- 3. Organizational Health** - Need to ensure that our institution is running well in meeting students where they are (through self-reflection)
  - a. Are our programs vibrant and healthy (program review process)?
  - b. Do our operations fit the needs of our students (accreditation process)?
- 4. Relationship Cultivation** - Need to ensure relationships are built and sustained both within and outside the college
- 5. DEI** - Need to ensure that we address DEI needs across the institution

**B) Guided Pathways (GP):** Structures and processes are built across the college that actualize the strategic goals/directions through the GP pillars:

- 1. Clarify the Path** - Building Academic and Career Pathways (ACP) for students
- 2. Enter the Path** - Revising orientation through our landmark event Jets Jumpstart
- 3. Stay on the Path** - Ensuring every ACP has a Success Team in place
- 4. Ensure learning** - Creating professional development for faculty through our Culturally Responsive Educators Academy and Training for Equity (CREATE) Professional Development program

Miramar Strategic Plan	Miramar Educational Plan		
Strategic Goals	Guided Pathways Pillars	Strategic Enrollment Management (SEM) Goals	Equity Metrics
Pathways	Clarify the Path	Increase Access	Successful Enrollment
Engagement	Enter the Path	Increase Retention	Complete Transfer-Level Math & English in 1st year
Organizational Health	Stay on the Path	Increase in Persistence	Term Persistence (Term to Term)
Relationship Cultivation	Ensure Learning	Increase Success & Completion	Completion Rates (Vision for Success)
Diversity, Equity, and Inclusion (DEI)		Building a Community	Transfer

#### Alignment Mapping

Vision 2030: Equity In Access			
Pathways	Clarify the Path	Increase Access	Successful Enrollment
Relationship Cultivation	Enter the Path		
Diversity, Equity, and Inclusion (DEI)			

  

Vision 2030: Equity In Support			
Pathways	Stay on the Path	Increase Retention	Complete Transfer-Level Math & English in 1st year
Engagement	Ensure Learning	Increase in Persistence	Term Persistence (Term to Term)
Organizational Health		Building a Community	
Relationship Cultivation			
Diversity, Equity, and Inclusion (DEI)			

  

Vision 2030: Equity In Success			
Pathways	Stay on the Path	Increase Success & Completion	Completion Rates (Vision for Success)
Engagement	Ensure Learning		Transfer
Relationship Cultivation			
Diversity, Equity, and Inclusion (DEI)			

**C) Strategic Enrollment Management (SEM):** Based on the student experience/ journey, action and/or activities are built within the Guided Pathways structures and processes from access to success/ completion:

- 1. Increase Access**
- 2. Increase Retention**
- 3. Increase in Persistence**
- 4. Increase Success and Completion**
- 5. Build a Community**

**D) Equity Metrics:** Not every student journeys through or experiences the college the same way. Thus, equity barriers are identified (through data analysis of equity metrics), which highlight certain groups (Black/ African-American and Latino/a/e/x), so we need to adjust our structures, processes, action, and activities accordingly (through data informed self-reflection):

- 1. Successful Enrollment**
- 2. Complete Transfer-level Math and English in the 1st year**
- 3. Term persistence (term to term)**
- 4. Completion rates**
- 5. Transfer**

### Miramar College First-Time to College Guided Pathways Cohort

Measure	Fall 2022 Cohort	Collegewide Benchmark
Headcount	2,320	-
Retention Rate	91%	90%
Success Rate	76%	78%
Persistence Rate	74%	57%

### Take Home Message - Action Items

#### Faculty involvement:

- Professional development to understand student resources
- Welcome and check in with students over the term

#### Establish communication with students through a point of contact:

- CRM (Customer Relationship Management) system
- Career coach, counselor, faculty

#### Connect students to resources through various methods:

- CRM system
- Events and fairs
- Classroom visits by student services

#### Provide a human touch:

- Follow-ups



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