

COASTLINE

C O L L E G E



**2025-2028 STUDENT EQUITY AND ACHIEVEMENT PLAN
EXECUTIVE SUMMARY**

Executive Summary:

Coastline College 2025–2028 Student Equity and Achievement Plan

Purpose and Vision

The 2025–2028 Student Equity and Achievement (SEA) Plan reaffirms Coastline College’s commitment to reimagining education through flexibility, innovation, and equity. Anchored in the College Mission and 2030 Vision Plan goals, Equity in Engagement, Equity in Excellence, and Equity in Effectiveness, the plan outlines strategies to ensure that all students, particularly those historically marginalized and disproportionately impacted, have equitable access to opportunities for completion, transfer, and lifelong success. As a Hispanic-Serving Institution (HSI), Asian American and Native American, and Pacific Islander Serving Institution (AANAPISI), Coastline advances equity as a collective, campus-wide responsibility rooted in data, inclusion, and continuous improvement.

Planning Process and Race-Conscious Approach

The SEA Plan was developed through an inclusive, multi-phase process involving faculty, classified professionals, management, and students. Constituency engagement included formal workgroup representation, open forums, and shared documentation via Teams to ensure transparency. Student voices guided every stage from reflection on the 2022–2025 plan to the co-creation of goals for 2025–2028.

A race-conscious framework grounds the plan, explicitly addressing systemic racism and structural barriers. Disaggregated data by race and ethnicity informed the identification of equity gaps and the design of targeted, culturally responsive interventions. Strategies prioritize the experiences of Black/African American and Hispanic/Latine, ensuring that equity is embedded college-wide across instructional, student support, and operational practices.

Evaluation and Accountability

Progress will be reviewed annually each fall, with the SEA Plan Workgroup and Institutional Research leading an evaluation of disaggregated outcomes and strategy effectiveness. Findings will be shared through campus-wide open forums and constituency meetings, culminating in an annual Equity Progress Report to ensure reflection, accountability, and iterative improvement.

Key Findings from the 2022–25 Cycle

Analysis of the prior plan identified root causes of persistent equity gaps:

- Enrollment barriers tied to limited in-person service hours and outreach that was not culturally responsive.
- Transfer-level math/English challenges linked to instructional design and lack of contextualized, relevant pedagogy.
- Persistence gaps exacerbated by financial and technological barriers and a lack of culturally affirming spaces.

- Completion and transfer barriers resulting from students not having a single dedicated advisor throughout their entire college journey and unclear pathways.

High-impact practices that showed measurable improvement and will continue include:

1. Personalized, holistic student engagement (relationship-based outreach).
2. Expansion of Umoja and identity-based programming, fostering belonging and representation.
3. Adoption of Open Educational Resources (OERs) and inclusive pedagogy, particularly in STEM.

2025-2028 Strategic Priorities by Metric

1. Successful Enrollment

- **Goals:** Increase enrollment for Black/African American by 3.9 percentage points and White students by 5.5 percentage points.
- **Actions:** Develop structured, race-conscious outreach campaigns via Slate; produce a welcome video featuring diverse student voices; and institutionalize the Dolphin Success Week event to connect students to resources pre-semester.

2. Transfer-Level Math & English Completion

- **Goals:** Improve completion within the first year for Black/African American by 15 percentage points and for Hispanic/Latine students by 10 percentage points.
- **Actions:** Launch culturally responsive outreach campaigns, hire an Outreach Coordinator, implement a Faculty Equity Coach position, and create a Culturally Responsive Teaching Summer Institute and a Community of Practice.

3. Persistence (First to Second Term)

- **Goal:** Raise persistence for Black/African American students by 8 percentage points.
- **Actions:** Establish an Umoja Peer Mentorship, host cultural and academic events, expand case management, and enhance faculty/staff representation through targeted recruitment.

4. Completion

- **Goal:** Increase completion for Black/African American students by 17 percentage points.
- **Actions:** Conduct equity audits of degree pathways, expand Hope Scholars course access, redesign AA/AS/ADT pathways using OERs, and strengthen Umoja-specific professional learning and community-building initiatives.

5. Transfer to Four-Year Institutions

- **Goals:** Increase transfer for Black/African American students by 20 percentage points and for Hispanic/Latine students by 15 percentage points.

- **Actions:** Address financial barriers through culturally relevant workshops and hybrid collaborations; expand early engagement in TAG/TSP/HBCU pathways; and integrate success stories to normalize transfer as an expected outcome.

Sustaining Equity Through Culture and Capacity

The SEA Plan positions equity as a shared institutional responsibility. Through ongoing professional learning, race-conscious data analysis, and cross-departmental collaboration, Coastline will sustain a culture of belonging, transparency, and accountability. Strategic investments in staffing, faculty development, OER integration, and student voice will ensure that equity goals translate into measurable student outcomes.