

Closing the Achievement Gap: One Community College District's Journey

**CCLC Annual Conference
San Jose, California
November 18, 2011**



Who We Are

- **Dr. Helen Benjamin – Chancellor, Contra Costa Community College District**
- **Peter Garcia– President, Diablo Valley College**

About CCCCD

- **Established by public vote in 1948, Contra Costa Community College District (CCCCD) opened its doors in 1949 to serve the residents of Contra Costa, California.**
- **Presently CCCCD consists of three colleges, two outreach centers, and an administration office.**
- **Located throughout the County, the colleges serve unique populations which are reflected in their demographics.**
 - **Contra Costa College - West County**
 - **Diablo Valley College - Central County**
 - **Los Medanos College - East County**

Contra Costa Community College District

No matter where you live in the county, we have a facility near you (or within 15 minutes from you).



Contra Costa County is one of the nine counties in the San Francisco-Oakland Bay Area. It has a population of more than one million residents, placing it among the 38 largest counties in the United States. In recent years, the county's population growth has been primarily the result of foreign immigration with the county becoming more urban in character and having an increasing ethnically diverse population.

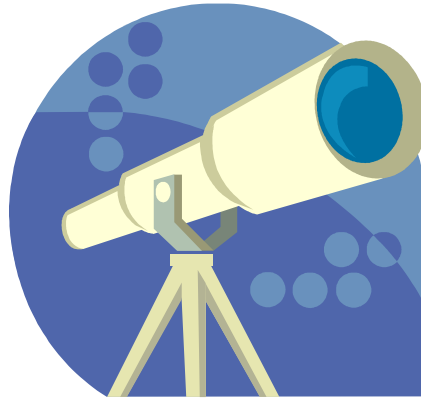
Our Colleges



- **Contra Costa College, located in San Pablo, serves approximately 14,000 students annually. Its student body is predominately Hispanic (27%), African American (26%), and white (14%).**
- **Diablo Valley College, located in Pleasant Hill, serves approximately 34,150 students annually. Its student body is predominately white (42%), Asian (17%), and Hispanic (14%).**
- **Los Medanos College, located in Pittsburg, serves approximately 16,800 students annually. Its student body is predominately white (32%), Hispanic (27%), and African American (18%).**

Our Outreach Centers

- **With most of Contra Costa County's population growth occurring in the eastern and southern sub-regions of the county, CCCCD has established two outreach centers:**
 - **The San Ramon Center, part of Diablo Valley College, serves the southern part of Central County**
 - **The Brentwood Center, part of Los Medanos College, serves a growing section of East County**
- **Demographers project that over the next twenty-five years approximately 55% of the county's population growth will occur in East County.**



Why Focus On Equity?

LOS MEDANOS COLLEGE



USC Center for Urban Education's Equity Scorecard Model applied at LMC

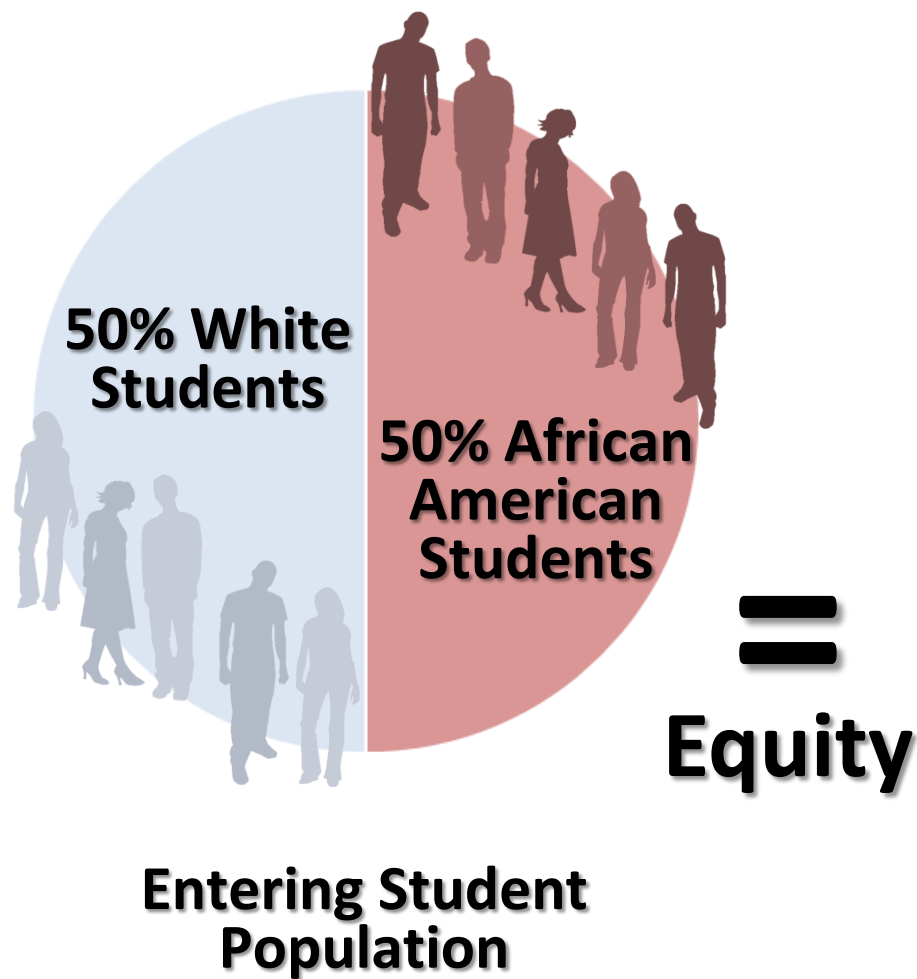
WHAT IS THE EQUITY SCORECARD?

- It is a Data Sensemaking tool
- It is a Theory of Change
- It is a Cultural Practice
- It is a Leadership Approach

Three Key Principles of the EqS

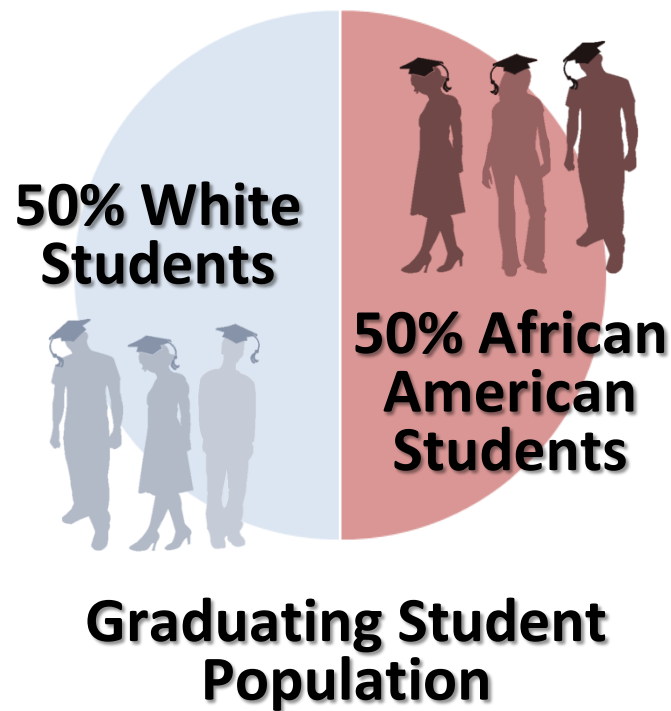


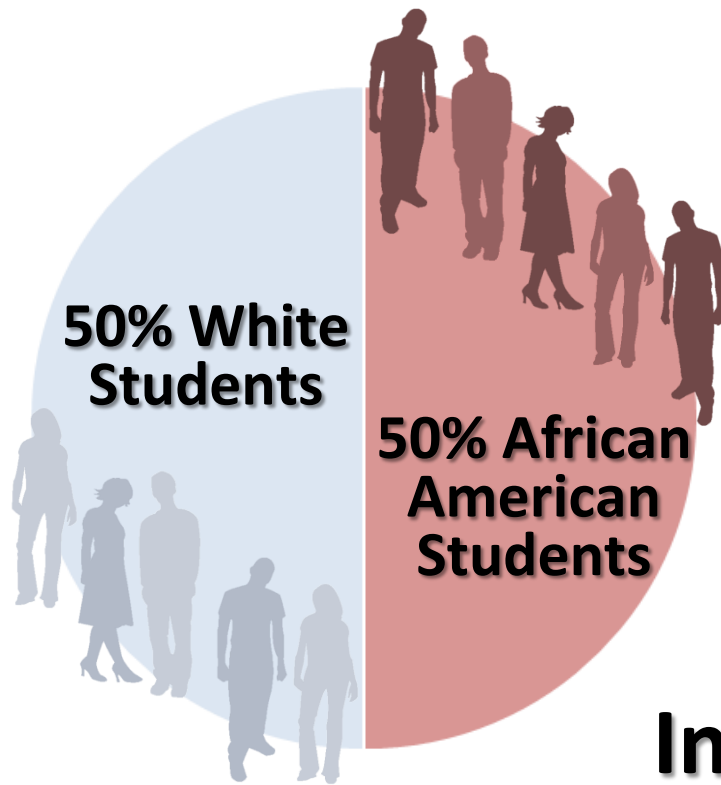
- 1. Race matters.**
- 2. It is important to change minds—but it is just as important to change structures.**
- 3. The way to change minds and change structures is to bring a diverse group of stakeholders together to engage in collaborative and productive activities to reduce inequities.**



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Equity

New Concepts



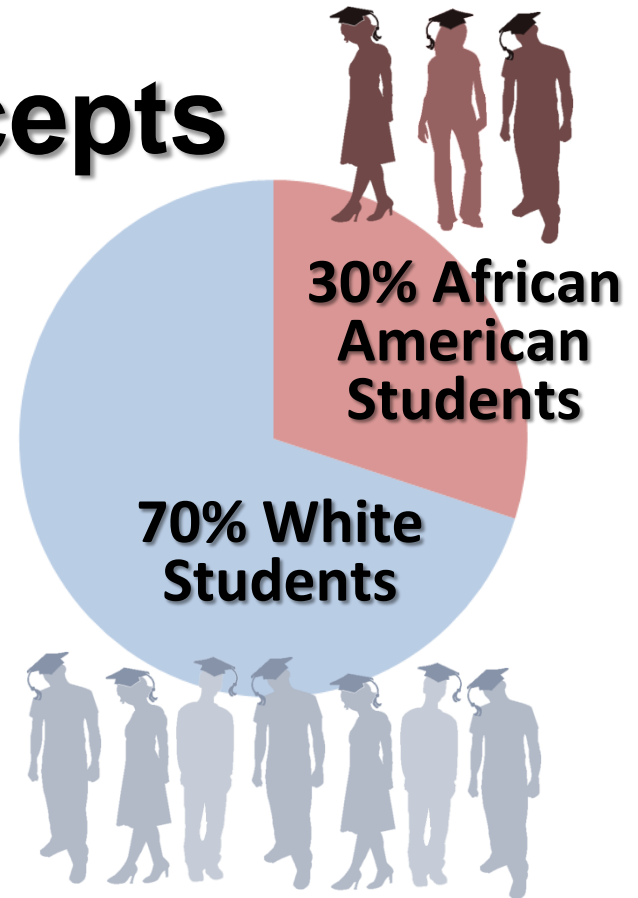


Entering Student Population

New Concepts



Inequity



Graduating Student Population

Lens for Data Analysis

New Concepts



Focus on Students



Institutional Accountability

What can we control?

The Achievement Gap @ CCCCD

% Point Gap by Measure, Site, Race/Ethnicity

Table(s)	Measure	Site	African American	Asian/ Pac. Is.	Filipino	Latino/a	White	Other/ Unknown
Table 1 - Table 2	Transfer Prepared	Contra Costa	-6.4%	7.7%	2.8%	0.6%	-2.6%	-2.2%
		Diablo Valley	-3.5%	0.1%	1.1%	-3.1%	-3.4%	8.8%
		Los Medanos	-12.5%	-0.5%	0.8%	3.9%	5.9%	2.4%
		CCCCD	-7.8%	2.0%	1.1%	-4.4%	1.5%	7.6%
Table 3 - Table 2	Transfers to UC and CSU	Contra Costa	-3.6%	3.5%	-0.5%	-3.6%	-3.1%	7.3%
		Diablo Valley	-1.3%	7.3%	1.9%	-2.1%	-7.3%	1.4%
		Los Medanos	-8.7%	1.6%	1.0%	-1.2%	1.8%	5.5%
		CCCCD	-5.5%	6.8%	1.3%	-4.7%	-1.6%	3.7%
Table 4 - Table 2	Degrees and Certificates	Contra Costa	0.2%	1.1%	2.2%	0.6%	-2.9%	-1.2%
		Diablo Valley	-0.1%	-0.9%	0.8%	1.2%	-0.8%	-0.2%
		Los Medanos	-2.1%	-1.2%	1.8%	0.5%	3.1%	-2.0%
		CCCCD	0.3%	-1.2%	1.5%	2.1%	-1.1%	-1.5%

Degrees and Certificates - LMC

Table 3 - Degrees and Certificates

Category	Report Year		African American	Asian/ Pac. Is.	Filipino/ Filipina	Latino/ Latina	White	Other/ Unknown	Grand Total
Degrees and Certificates	2008-09	#	39	118	61	216	334	51	819
		%	5%	14%	7%	26%	41%	6%	100%
3-Yr. Average Enrollment (2006-07 to 2008-09)		%	16%	6%	6%	26%	38%	8%	14,960
% Student Body vs. % Degrees & Certificates (2008-09)			-11%	8%	1%	0%	3%	-2%	
	2009-10	#	33	94	33	173	242	63	638
		%	5%	15%	5%	27%	38%	10%	100%
3-Yr. Average Enrollment (2007-08 to 2009-10)		%	17%	6%	5%	27%	35%	10%	16,024
% Student Body vs. % Degrees & Certificates (2009-10)			-12%	9%	0%	0%	3%	0%	

Source: CCCCCO Data Mart

Degrees and Certificates

Site	African American	Asian/ Pac. Is.	Filipino	Latino	White	Other/ Unknown	Grand Total
Contra Costa	●	■	☒	■	▲	●	↑
Diablo Valley	☒	●	☒	☒	★	●	↔
Los Medanos	●	■	☒	☒	☒	★	↓

Point Gap Indicator:

- = Gap Exists - Gap Increasing
- ⊗ = Gap Exists - Remained the Same
- ▲ = Gap Exists - Some Improvement
- ☒ = Parity Without Improvement
- = Parity With Improvement
- ★ = Improvement (Closed Gap)
- Shading behind the symbol indicates a significant difference in proportion from the baseline year to the current year*

Grand Total Legend:

- ↑ = Improved since base year
- ↔ = Same as base year
- ↓ = Declined since base year

*Significance level 0.05; 95% Confidence; Claim: Pop Proportion 1 = Pop Proportion 2; Sample provides evidence to reject the claim

Table	Measure	Site	African American	Asian/Pac. Is.	Filipino	Latino	White	Other/Unknown	Grand Total	
Table 1	Transfer Prepared	Contra Costa	●	■	■	●	★	★	↔	
		Diablo Valley	⊗	●	⊗	⊗	★	⊗	↔	
		Los Medanos	⊗	■	■	●	■	●	↑	
Table 2	Transfers to UC and CSU	Contra Costa	●	■	★	●	★	⊗	↔	
		Diablo Valley	●	■	■	▲	▲	⊗	↓	
		Los Medanos	●	■	●	★	■	⊗	↔	
Table 3	Degrees and Certificates	Contra Costa	●	■	⊗	■	▲	●	↑	
		Diablo Valley	⊗	●	⊗	⊗	★	●	↔	
		Los Medanos	●	■	⊗	⊗	⊗	★	↓	
Table 4	CTE Course Success	Contra Costa	▲	⊗	★	●	■	⊗	↓	
		Diablo Valley	⊗	⊗	▲	▲	⊗	■	↔	
		Los Medanos	⊗	■	■	●	⊗	★	↓	
Table 5	Basic Skills Improvement - Math	Contra Costa	<i>Not available due to coding issues in data set.</i>							
		Diablo Valley	●	■	★	●	⊗	▲	↑	
		Los Medanos	<i>Not available due to coding issues in data set.</i>							
Table 6	Basic Skills Improvement - English	Contra Costa	●	★	⊗	★	★	⊗	↑	
		Diablo Valley	●	■	■	▲	●	⊗	↑	
		Los Medanos	⊗	⊗	⊗	■	■	▲	↑	
Table 7	Basic Skills Improvement - ESL	Contra Costa	●	■	★	●	★	■	↓	
		Diablo Valley	■	■	⊗	●	●	⊗	↑	
		Los Medanos	★	⊗	⊗	●	★	★	↓	

What CCCCD is Doing to Close the Achievement Gap

Achievement Gap Conversations Districtwide

Implementation Begins in 2011-12

July, 2010: CCCCDC Leaders Attend Participatory Critical Action Research Institute by CUE

**August 12, 2010: Introduced Concepts Via CUE Presentation/
~40 participants**

November 5, 2010: Shared Data, Discussed What's Been Done at Each College, Discussed Various Models/ ~60 participants

March 3, 2011: Oriented New Members, Reviewed More Data, Brainstormed Solutions for Instruction and Student Services/ ~75 participants

April 29, 2011: Sub-committees recommend to Chancellor's Cabinet low to no cost alternatives for closing the achievement gap

Low/No-Cost Alternatives

Implementation Begins in 2011-12

- Built consensus on
District equity mission statement
- Target students on academic probation
- Create bridge course for late enrollees
- Passport to Progress Campaign
- Whistling Vivaldi Project
- Service Learning program



Alignment

- **CCLC 2020 Vision for Student Success**
- **State Chancellor's Task Force on Student Success**
- **District 2011-15 Strategic Plan**
- **College strategic plans**





Questions???

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Diablo Valley College