

## **Berkeley City College Integrated Plan 2017-2019 Executive Summary**

**Introduction to Berkeley City College:** Berkeley City College is a public, two-year community college in Berkeley, CA, located in Northern California east of the San Francisco Bay. The college is one of 114 California Community Colleges and a part of the Peralta Community College District. The City of Berkeley is a densely populated and diverse community with an increasingly complex and demanding economy. BerkeleyCC also services the counties of Alameda, Contra Costa, and San Francisco through face-to-face and online instruction. In Fall 2016, BerkeleyCC served 7,006 students generating 1,980 FTES.

Berkeley City College embraces a vision and values which allow all members of our college community to grow and thrive. The college was founded on the premise that all are welcome to our learning community and we are first and foremost committed to this. The foundations of our success as a center for learning originate in our diversity and in our respect for each other, our love of knowledge, education and collaboration, in our commitment to civic engagement and to social justice, and to lifelong learning for everyone. All are welcome to join us and grow as we learn and thrive together.

**Mission, Accreditation, and Governance:** Berkeley City College's mission is to promote student success, to provide our diverse community with educational opportunities, and to transform lives. The College achieves its mission through instruction, student support and learning resources which enable its enrolled students to earn associate degrees and certificates, and to attain college competency, careers, transfer, and skills for lifelong success. Berkeley CC is accredited by the Accrediting Commission for Community and Junior Colleges of the Western Association of Schools and Colleges.

**Student Profile:** BerkeleyCC student body is rich in diversity. In Fall 2016, 7006 students enrolled at BerkeleyCC, including 600 international students from around the world. Females comprised 53% of the student population while 44% were males. While the average student age is 26, learners from 14 to over 65 years old study at BerkeleyCC. Although almost half of the student body continued from the previous semester, of concern is the large segment of students who are part-time (over 70%) compared to full time status.

The predominant ethnic and racial groups students identified with were Hispanic (25%), Caucasian/White (25%), Asian (23%), and African American (15%). Pacific Islanders, American Indian/Alaskan Native, Multi-racial, and other Non-White categories were also represented. This diversity creates opportunities to learn about different cultures, histories, and practices. More than 60% of BerkeleyCC students are degree seeking and close to 30% are first time freshman. About 30% who enrolled declared educational plans that were aligned to transfer to a University of California or a California State University partner.

Many of BerkeleyCC students are faced with challenges beyond academic abilities and college readiness. Over 70% of BerkeleyCC students are categorized as low income. Basic needs are a priority. Housing availability and cost, food security, affordable childcare, and financial instability are constant challenges and threats to educational success. Berkeley City College serves a high proportion of priority students, including, but not limited to, economically disadvantaged students, Veterans and their dependents, students who are part of foster care service, first generation, and formerly incarcerated learners. This is the foundation of the equity work being done by the faculty, staff, students, and administrators at Berkeley City College.

**2014-2016 Student Equity and Budget Plan:** As reported in the 2017 BerkeleyCC Integrated Plan Submission, for the most current reporting year of 2015-16, there are areas of positive trends as well as areas of challenges. Berkeley City College exceeded the District Resident, Total FTES, and Productivity targets; enrollment status in categories such as First-Time, Returning, Continuing, and Special Admit showed increases, and Total Credit Course Enrollment, including CTE Enrollment also grew during this period. Total Degrees and Certificate awarded during this time frame also increased. Areas that Berkeley City College continues to track including FTE and headcount enrollment, Basic Skills enrollment, Course Success, and productivity trends. Strengthening the capacity to manage and report data to support evaluation of initiatives, impact on equity goals, and in identify resources to support program and services is also a priority.

**Budget Summaries:**

**2014-2015 Berkeley CC Student Equity**

<b>Object Code</b>	<b>Description</b>	<b>Total Budget</b>
1000s	Counseling, Faculty, and Other Salaries	\$156,763
2000s	Classified, Non-academic, and Other Salaries	\$51,063
3000s	Benefits	\$41,184
4000s	Supplies	0
5000s	Consultants, Professional Services	\$1,007
<b>TOTAL BUDGET</b>	<b>\$250,017</b>	

**2015-2016 Student Equity**

**BerkeleyCC Program Budget**

<b>Object Code</b>	<b>Description</b>	<b>Total Budget</b>
1000s	Counselling Services (hourly)	\$100,000
2000s	Classified, Non-academic, and Other Salaries	\$140,000
3000s	Benefits	\$40,000
4000s	Supplies	\$10,000
5000s	Consultants, Professional Services	\$55,000
<b>TOTAL BUDGET</b>	<b>\$345,000</b>	

**District Equity Budget**

<b>Object Code</b>	<b>Description</b>	<b>Total Budget</b>
1000s	Classified	0
2000s	Classified, Non-academic, and Other Salaries	\$41,862
3000s	Benefits	\$18,840
4000s	Supplies	\$28,953
5000s	Advertising TV, Misc. operational, conference	\$22,331
<b>TOTAL BUDGET</b>	<b>\$111,986</b>	

**2016-2017 Student Equity (Ending on June 30, 2018)**

**BerkeleyCC Program Budget including 2016 carryover**

<b>Object Code</b>	<b>Description</b>	<b>Total Budget</b>
1000s	Counseling, Faculty, and Other Salaries	\$107,000
2000s	Classified, Non-academic, and Other Salaries	\$114,000
3000s	Benefits	\$35,000
4000s	Supplies	\$8,000
5000s	Conferences	\$15,000
6000s	Equipment	\$287,000
7000s	Book Voucher	\$36,000
<b>TOTAL BUDGET</b>		<b>\$600,000</b>

**District Equity Budget 2016-17**

<b>Object Code</b>	<b>Description</b>	<b>Total Budget</b>
1000s	Classified	\$0
2000s	Classified, Non-academic, and Other Salaries	\$41,862
3000s	Benefits	\$18,840
4000s		\$0
5000s	Advertising TV, Misc. operational, conference	\$22,331
<b>TOTAL BUDGET</b>		<b>\$83,033</b>

Student Equity, SSSP, and BSI funds have provided Berkeley City College the opportunity to expand its services. For example these funds increased BerkeleyCC’s ability to outreach to at-risk and underserve populations. Student Services was able to add more counselors to provide guidance, educational planning, and follow up. Initiatives such as Multiple Measures provide for a wider array of tools to place students in Math and English, and Learning Communities and Umoja support first year success and beyond. Faculty and staff were able to take advantage of professional training, workshops, and conferences to advance their knowledge in student success, curriculum and program development, and equity initiatives.

Peralta Community College District Office provided outreach and recruitment support via participation in events, deploying media and marketing strategies, and “in-reach campaigns” to reach African American, Hispanic, foster youth, students with disabilities, and Veterans resulting in increases in completion of interest cards and applications. The District Office also assisted in coordinating HBCU college visits and events that connected over 3000 students, parents, and community members to plan for transfer.

**2017-2019 Integrated Plan:** The 2017-2019 Integrated Planning work at Berkeley City College was prefaced with the question: Where do we want to be in 2021? Our goal--Berkeley City College is to be an institution where student participation, completion, and success cannot be predicted by student demographics. The focus of BerkeleyCC's instructional and student support services is to achieve equity and to eliminate the education gap in student access (participation), learning, completion, and success with exemplary programs.

Through BerkeleyCC Ed Committee, faculty, staff, and student representative created a matrix that aligned the BerkeleyCC EMP Goals, Strategies, Initiatives and Activities, and Metrics into one document to prepare of the Integrated Plan submission. The document details and maps important concepts related to the work that BerkeleyCC is closing the access and completion gaps and increasing student success.

For example, BerkeleyCC identified key planning strategies underpinning the initiatives to close the achievement and completion gaps:

#### Integrated Planning Strategies

1. Utilize research-based best practices to increase student access (participation), learning, completion, and success with exemplary programs
  - Utilize previous learning experiences for placement
  - Guided exploration for undecided students
  - Clearly delineated program requirements (default course sequence)
  - Developmental education transformation
  - Provide proactive, embedded and integrated student support
  - Maximize and enhance learning communities
  - Student engagement
  - Strategic Pathway Scheduling
2. Develop integrated communities of practice aligned to the students' educational pathways to provide more connected learning experiences inside and outside of the classroom
3. Incorporate technology tools to communicate, support and customize the student experience
4. Develop data infrastructure to track and evaluate student and program progress
5. Assess student learning and experiences and apply assessment findings for continuous improvement in programs and services

BerkeleyCC also charted how current initiatives aligned with students’ progress through college under the “Moving In, Moving through, and Moving on” framework.

Moving In	Moving Through	Moving On
1. Access to Early College Credit	2. Access to Transfer English and Math Courses	
4. Initial Course Placement	3. Access to Majors, especially ones with prerequisites	
	5. Accessible and affordable learning materials	
	6. Supplemental Instruction in degree pathways	
	7. Supplemental Instructions in Basic Skills	
	8. Achievement Milestone Recognition	
	9. Co-curricular and Experiential Learning	
	10. Intrusive Degree Pathway Support	
12. Scaled Learning Cohorts		
13. Enrollment Management		
Technology, Quality Assurance, and Professional Development:		
11. Continuous Technology Updates		
14. Assessment Tools		
15. Skills Development for Faculty, Staff, and Teams		

The matrix, along with this report, was vetted through various campus and district governance committees for feedback, revision, recommendation, and/or approval.

The 2017-19 Berkeley City College full report can be found on:

<http://www.berkeleycitycollege.edu/wp/edcomm/files/2017/12/BerkeleyCC-2017-19-BSI-SE-SSSP-Integrated-Plan-Submission-Final.pdf>.

The 2017-19 Integrated Planning Matrix can be found on:

<http://www.berkeleycitycollege.edu/wp/edcomm/files/2017/12/BCC2017-Integrated-Planning-Matrix.pdf>.

The 2017-19 Executive Summary can be found on:

<http://www.berkeleycitycollege.edu/wp/edcomm/files/2017/11/BerkeleyCC-2017-19-Executive-Summary.pdf>.