

## **Executive Summary**

Compton College's Student Equity and Achievement (SEA) Plan 2025-2028 reflects our unwavering commitment to eliminating disproportionate impact and creating equitable pathways to success for all students.

The Compton College 2035 Comprehensive Plan establishes one singular, driving goal: accelerate student completion while advancing equity and success. This singular goal focuses all institutional planning, actions, and activities toward student completion as the ultimate measure of our success. Every strategy in this SEA Plan advances this goal by eliminating barriers, providing comprehensive support, and creating multiple pathways that enable students—particularly those experiencing disproportionate impact—to complete their educational objectives efficiently and successfully.

Compton College 2035 is guided by five equity-mindedness principles that inform and integrate with all institutional planning:

- **Systemic Awareness** - We recognize that inequitable outcomes result from systemic barriers, not individual deficits. Our strategies address institutional practices, policies, and cultures that create barriers.
- **Race Consciousness** - We explicitly name and address how racism and racial inequity shape student experiences and outcomes. We center the experiences of students of color in our equity work.
- **Evidence-Based** - All strategies are grounded in research, data, and proven practices. We continuously assess effectiveness and refine approaches based on evidence.
- **Institutionally Focused** - We examine and transform institutional practices rather than attempting to "fix" students. The institution adapts to serve students, not vice versa.
- **Equity Advancing** - Every decision, policy, and practice is evaluated for its impact on equity. We ask "will this advance equity or maintain the status quo?"

These five principles are integrated into the objectives and strategies in the areas of focus for Compton College 2035: the SEA Plan, Education and Guided Pathways, Enrollment Management, Technology, Human Resources Staffing, and Facilities.

### ***Comprehensive and Integrated Planning Process:***

This SEA Plan is rooted in Compton College's commitment to intentional and integrated comprehensive planning. Compton College 2035 was developed through an inclusive, participatory process that engaged all constituency groups—faculty, students, classified professionals, administrators, and community members—through Academic Senate, Associated Students, campus committees, President's Cabinet, advisory boards, and community outreach.

Because Compton College is focused on intentional and integrated comprehensive planning with a singular institutional goal, the Compton College 2035 planning process and its outcomes directly informed this SEA Plan. The stakeholder engagement, equity-mindedness principles, and singular goal established through Compton College 2035 provide the foundation and framework for this SEA Plan's development and implementation. This approach ensures alignment across all institutional planning efforts and prevents siloed work that could undermine our collective focus on accelerating student completion while advancing equity and success.

***Key Goals Aligned with Compton College 2035's Singular Goal:***

All goals in this SEA Plan advance the singular goal of accelerating student completion while advancing equity and success:

- Increase successful enrollment for disproportionately impacted (DI) student populations → accelerates completion by ensuring DI students can access college
- Improve completion rates for transfer-level math and English in the first year → accelerates completion by enabling momentum toward credential
- Enhance persistence from primary term to secondary term → accelerates completion by preventing stop-out
- Increase completion of degrees, certificates, and transfer → directly achieves completion goal
- Expand access to living-wage employment through career technical education → advances success beyond college into economic mobility
- Eliminate equity gaps across all success metrics by 2028 → ensures equity in all completion outcomes

This plan integrates multiple funding streams—Student Equity and Achievement Program, Strong Workforce, Carl D. Perkins V, and Guided Pathways—to provide comprehensive support that addresses the full spectrum of student needs from recruitment through completion and beyond.