Developing a more equity minded high school engagement strategy

5 Dimensions of Equity™
- Aspiration
- Access
- Achievement
- Economic Progress
- Engagement
Figure 1.2: Snohomish County and EvCC Racial and Ethnic Diversity

Source: American Fact Finder (https://factfinder.census.gov); EvCC Internal IR Data
We are not stuck in traffic, we *are* the traffic.
We are not stuck in a system, we *are* the system.
Student Success Framework (Excerpt)

PARTNERSHIPS
Develop seamless Community—K-12—EvCC—University—Industry pathways

PROCESSES
Using a racial equity mindset, analyze and improve internal processes and procedures

PERSONALIZED ENGAGEMENT
Engage students consistently with messaging and support timed and targeted to their needs

PEDAGOGY
Expand teaching and learning efforts to support student retention and completion
STUDENT SUCCESS FOR HIGH SCHOOL PIPELINE

GOAL
Develop a strong and growing pipeline of students from high schools enrolling in the institution who are served seamlessly in route to achieving their education and career goals.

STRATEGIC THEMES
PARTNERSHIPS
PERSONALIZED ENGAGEMENT
PROCESS IMPROVEMENT
PEDAGOGY

ACTIVITES
DEVELOP STRATEGIC PARTNERSHIPS WITH SCHOOL DISTRICTS
EXPAND DUAL ENROLLMENT STRATEGIES
STRENGTHEN HIGH SCHOOL OUTREACH AND RECRUITMENT
CONDUCT HIGH SCHOOL ENROLLMENT CONVERSION ANALYSIS
IMPROVE RETENTION & COMPLETION EFFORTS

5 DIMENSIONS OF EQUITY
Student success strategies work represented here reflect the collective, aligned efforts of Guided Pathways, Equity, and SEM.

This pipeline work is often not linear, sequential, or owned by any one department, division, or organization.
Engagement in the High School

- Embedded Career Coach in the high schools
- EvCC Road Show
- On-site services
- K-12 events
- Dual enrollment
- Free and Reduced Lunch Tuition Waivers
- Micro-scholarships

TJ, EvCC Student
College in the High School

**Aspiration:** Enrollment for Low-income Waiver students in CHS (2014-2017)
- Students of Color: Increased 39% (597 to 827)
- First Generation: Increased 248% (264 to 920)

**Access:** Transitions to college of these students
- Last year 40% of low-income CHS seniors enrolled at EvCC after high school graduation

**Achievement:** Retention of these students
- 93% of these students were retained from fall to winter quarter

Arbay Hussein, EvCC Student
‘One successful student at a time’

Aspiration:
“I highly recommend CHS because it helps you build & understand material as it also gives you exposure to college.”

Access:
“I would not have began school in Fall quarter here at EvCC if it were not for the micro-scholarship. . .”

Achievement:
. . . [microscholarship] helped me take at-least one class & in Winter quarter it helped pay for my rent & did not have to drop classes & go to work."

- EvCC Student, Victoria Woeppel
What have we learned?

1. This is difficult work.
2. Approach the work with an equity mindset.
3. Enrollment and equity opportunities are between the ‘seams’ of our systems, processes, and procedures (K-12/Community College).
4. The work is not linear, sequential, or owned by any one department, division, or organization.
5. Align your systems to the needs of the students, including taking your college to the students (Outreach, On-site Services, Programs)
6. Building the pathway is not enough. Walk your students down the pathway.
7. Aim for less of an ‘enrollment funnel’ and more of a vertically integrated process
8. Personalized engagement matters a great deal.
9. Success is not just a credential but a high demand career in our local economy.