

GRIT Program Review Analysis

Department/Office/Program: Medical Assisting

Date: 5/10/23

- 1. Concerning issues around access, retention, and success of students**
 - It is not clear what the success rates are for specific populations

- 2. Concerning issues around equity**
 - Persistence rate of Latinx students, even though it is the population is the largest represented in the program.
 - Lower persistence rates for African American and Latinx students.
 - It is not clear what the success rates are African American and Latinx students

- 3. Promising practices that support students that are being implemented**
 - Actively working with students to address different learning styles and resource needs
 - Actively working to create a welcoming environment for students to thrive
 - Provide and post grades
 - Provide up to date grades
 - Encourage students to take advantage of office hours
 - Study skills and student success topics posted to guide student success
 - Promote study groups and group assignments
 - Practice of not requiring English courses as pre-requisites

- 4. Important to note**
 - Clarification question – are all items listed in section 3 (above) implemented in every class?

- 5. Recommendations**
 - Figure out ways to lower material and textbook costs
 - Work with ESL to develop language acquisition for students who may need additional support
 - Work with EOPS/Care/CalWorks to support single parents in the program
 - Provide embedded support
 - Bring in speakers from the field, if this is not happening already
 - Provide/require more tutoring and lab hours
 - Assess the implementation of externship hours and impact on student persistence and retention

- 6. Commendations**
 - Persistence rate has been gradually increasing since 2019
 - Program is more diverse than COM overall
 - Job placement and workforce preparedness efforts
 - Utilize weekly assignments and evaluations to assess student needs and where they need help
 - Intentional about training options to prepare students for career

GRIT's Charge

The Guidance, Resources, Integration, and Transformation (GRIT) Committee operates in collaboration with PRAC and the Academic Senate to support College of Marin's commitment to providing equitable opportunities and fostering success for all members of our diverse community. GRIT reviews institutional plans, program reviews, and data to ensure that antiracist practices, equity and access are embedded in all plans and programs and that resources and efforts support overall student success.

Definitions

The following definitions have been adopted by COM as stated in the Educational Master Plan 2017-2025, p. 18:

Equity: Recognizing the historical and systemic disparities in opportunity and outcomes and providing the resources necessary to address those disparities.

Equity-minded: The perspective or mode of thinking exhibited by practitioners who call attention to patterns of inequity in student outcomes. These practitioners are willing to take personal and institutional responsibility for the success of their students, and critically reassess their own practices. It also requires that practitioners are race-conscious and aware of the social and historical context of exclusionary practices in American education.