

Yuba College Education Master Plan Refresh

GOAL: PERSISTENCE & RETENTION Strategy Prioritization and Implementation Actions

These strategies and implementation-ready actions were developed through a structured, faculty- and staff-led process during the Yuba College two-day retreat, January 6th and 7th, 2026. Educators first reviewed the full set of persistence & retention strategies generated by campus colleagues, then identified the approaches they believed would make the greatest difference for students. For each priority strategy, participants worked through a crosswalk to examine existing operations, existing workgroups, policies, and programs that could support or impede implementation. When barriers surfaced, teams documented concrete findings and solutions to address them. The resulting actions reflect this collective analysis and are intentionally practical, grounded in current campus capacity, and designed to move from ideas to execution.

GOAL: PERSISTENCE & RETENTION

Strategy 1: Fully implement degree pathways that direct students into certificates and degrees that are aligned with industry and transfer.

Implementation-Ready Actions

- Ensure students' **major/program is assigned accurately**.
 - **Improve transfer credit evaluation process** to ensure timely course-to-course articulations.
 - Create a **standard process for counselors to review and confirm program placement** during first-term advising.
 - Improve **auto-award functionality**, including enabling auto-awards for certificates when requirements are met.
 - Publish a **student-facing guide** explaining how degree audit and auto-awards work.
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Strategy 2: Develop intentional, student-centered schedules

Implementation-Ready Actions

- **Improve coordination between class scheduling and public transportation** schedules.
 - Review options for students to have a **safe place to wait** between commitments.
 - Provide greater access to and advertising of **on-campus employment options** to support student academic success.
 - Conduct a **short student survey each term** focused on scheduling barriers.
 - Use survey data annually to improve the **master schedule development process**.
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Strategy 3: Improve use and offering of academic support services.

Implementation-Ready Actions

- Improve **tutor recruitment and retention**.
- Increase **opportunities for faculty-student interactions** such as increased fieldtrips, creative faculty office hours, implementing research-based belonging activities, etc.

- Develop and provide adequate academic support for all **gateway and high-impact courses**.
 - Ensure tutoring availability aligns with **high-demand courses and peak student availability**.
 - **Implement Early Alert system** with a clear workflow, follow-up procedures and training for faculty and staff.
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Strategy 4: Leverage scholarships and local funding to reduce financial strain

Implementation-Ready Actions

- Ensure Early Alert can **flag students with basic and financial needs** and provide adequate follow-up.
 - Improve student access and **communication of basic needs and financial support**.
 - Work with Foundation to **explore the expansion of completion grants** based on student milestones.
 - Implement **targeted and timely financial aid in-reach** communication at key milestones in a student's career.
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Strategy 5: Improve and increase the visibility and awareness of student processes and supports

Implementation-Ready Actions

- Produce **and broadly distribute short (≤ 2 -minute), single-topic videos** on key student resources featuring **student mentors, testimonials, and real faces** utilizing belonging research principles.
 - Revise orientation videos into **segments with quick comprehension checks**.
 - Identify a sustainability plan to **ensure ongoing updating of video and orientation material**.
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Strategy 6: Partner with District HR to streamline and strategically improve hiring processes

Implementation-Ready Actions

- Develop and maintain **Yuba College onboarding handbook for managers, staff, and faculty (FT and PT)**.
 - Create a **hiring handbook** for a transparent and clear hiring process at the college.
 - Create and offer **campus training for hiring managers**.
 - Advocate for the **use of district-wide best practices**.
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Strategy 7: Teaching & Learning

Implementation-Ready Actions

- Strengthen and **expand Faculty-led Communities of Practice** focused on data-informed strategies.
- **Support faculty in designing assignments** that reflect students' lived experiences, promote relevance, and foster deep engagement across disciplines

- **Promote use of active learning and inclusive classroom practices** across modalities (in-person, hybrid, online)
- Implement **at least 3 pilots to improve student completion** in impacted courses to promote a culture of innovation

Appendix

Digital transcription of retreat post-it notes.

Persistence & Retention: Priority Strategy Prioritization, Implementation Crosswalk, and Findings

Strategy:

Fully implement degree audit pathways that lock students into certificates and degrees

Existing Operational

- Existing degree audit function in Colleague
 - District Registrar
 - District Educational Services Analyst
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Existing Workgroups / Taskforces

- District Technology Committee
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Other (Policies, Program Review, Related Processes)

- Existing transfer credit evaluation process
 - Existing auto-award process
 - Existing graduation petition process
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Findings and Solutions

- Need a **different Yuba College transfer credit input process**
- Need **course equivalency updates** in Colleague
- Develop a **new non-bulk transfer credit process**
- Needs **dedicated, cross-functional, focused task force** to address
- Solution needs to be **implemented district-wide**
- **Colleague consultant / other college best-practice implementation**

- **Top-down issue/solution campaign** for faculty and staff

Strategy:

Develop intentional, student-centered schedules

(Includes work obligations, modality, and transportation)

Existing Operational

- Scheduling development process in **CBA**
 - Existing scheduling process
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Existing Workgroups / Taskforces

- **SEM Workgroup (?)**
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Other (Policy / Program Review)

(No items listed in this column)

Findings and Solutions

- **Incorporate on-campus jobs** to help students build workable schedules
 - **Change when buildings open** so students have a place to wait
 - **Adjust evening schedules** to work for bus riders
 - Move start times back **30 minutes**
 - **Survey student needs**, including suggestions for how the college can help
 - **Identify funding sources**
 - **Look for grants** *(Assign: Allen)*
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Strategy:

Increase tutor and professional expert pay and incentivize faculty participation in tutoring and mentoring.

Existing Operational

- **Writing & College Success Center**
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Existing Workgroups / Taskforces

(None explicitly listed)

Other (Policy / Program Review)

(None explicitly listed)

Findings and Solutions

- **Need to find funding** to support increased tutor/professional expert pay
- **Look for grants** to sustain tutoring, mentoring, and faculty participation

Strategy: Sponsor a Community Resource Fair *(similar to College Information Day)*

Existing Operational

- Basic Needs Coordinator
 - Basic Needs website
 - TimelyCare
 - Harmony Health Clinic
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Existing Workgroups / Taskforces

- Collaboration between **Campus Life** and **Basic Needs**
 - **EOPS**
 - **CalWORKs**
 - **DSPS**
 - **Child Care**
 - **ILP**
 - **Mini-Corps**
 - **CalWORKs counselor** creates a resource list
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Other (Program Review, Policy, etc.)

- County Office of Health & Social Services
 - Yuba-Sutter Transit
 - **RP Focus Group results**
 - **Grad Survey results**
 - **RISC Survey results**
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Findings and Solutions

- **Create a student advisory group** to provide input and feedback
 - Identify community partners
 - Provide student needs to community partners
- **Engage with community partners** to identify specific connection points
- **Connect housing resources, social services, and child care**
 - Ask them to participate
 - Coordinate fair dates

- **Reach out to resources on the CalWORKs list** to invite them to Resource Day

Strategy: Leverage foundation scholarships and local funding to reduce financial strain

Existing Operational

- Foundation
 - Emergency Grant Application
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Existing Workgroups / Taskforces

- Executive Team
 - Foundation Board
 - Emergency Alert / **Fast Track Cloud**
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Other (Program Review, Policy, etc.)

- Web page for **explanation and policy**
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Findings and Solutions

- **Make it easier to find on the website**
 - Place under both “*Resources*” and “*Student Services*”
 - Promote on front pages
- **Modify Early Alert** so faculty and staff can:
 - Identify students in financial need
 - Provide a **revenue stream** for those needs
- **Part of Fast Track**
 - Single sign-on
 - Track cloud
- **Create a foundation account** for this purpose
 - Allow faculty and staff to donate
 - Increase and diversify the revenue stream

Strategy

Partner with Mass Communications to provide videos on college life and available resources

Existing Operational

- **Mass Communications**
 - Program
 - Faculty
 - Studio
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Existing Workgroups / Taskforces

- **Mass Communications Club**
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Other (Program Review, Policy, etc.)

- **Weekly President's Office email**
 - **Facebook**
 - **Instagram**
 - **The App**
 - **Webpage**
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Findings

- **Workgroup to identify:**
 - Videos needed
 - Timing
 - Support and delegation
- **Revise orientation video**
 - Segment content
 - Include quick checks after each section
- **Videos must be short**
 - No longer than 2 minutes
 - Single subject per video
- **Feature student mentors**
 - Put names and faces in videos
 - Include student testimonials
- **Department stories**
- **Faculty stories**
- **ASL videos**
 - Explain experiences and values in different course modalities
(*online, hybrid, HyFlex, in-person*)

Strategy

Streamline and strategically improve hiring processes

Existing Operations

- **OPC** (*HR / aka Human Resources*)
 - **Faculty Hiring Requests**
 - **Unions**
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Existing Workgroups / Other

- **Faculty Senate**
 - **Staffing Committee**
 - **Administration Groups** (*Tammy, Sam, Karissa*)
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Other (Program Review, Policy, etc.)

- **Hiring Policies**
 - **Program Review**
 - **Resource Request Process**
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Findings

- **Redo minimum qualification determination**
- **Increase use of technology** to improve and review processes
- **Identify and eliminate repetitive steps**
- **Increase number of sections on waitlists** to accurately measure class demand
- **Review and update approval steps**
- **Need to offer courses for persistence & retention** that must be staffed
- **Resource allocation model**
 - Ability to change HR processes with the “customer” in mind
- **Solidify rotation schedule**

Strategy

Implement a Latinx student graduation initiative

Existing Operational Programs (O.P.)

- **Affinity Groups**
 - Mesa Puente
- **Student Success Teams**
- **Dreamers**
- **EOPS**

- **TRiO**
 - **LEAD Committee**
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Existing Groups

- *None*
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Findings / Implementation Ideas

- **Improve retention and persistence of Hispanic students**
- **Secure HSI grants**
- **Marketing and outreach** to Hispanic students and groups
- **Identify barriers to graduation**
- **Protect DREAMers and undocumented students**
- Address **language proficiency** at all levels
- Focus on **Latinx graduation**
- Provide **micro-awards and recognition**
- Build and strengthen a **network of allies**