

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT

TO: Board of Trustees

FROM: Dr. Diana Z. Rodriguez, Chancellor

REVIEWED BY: Dr. Gilbert Contreras, President, SBVC

PREPARED BY: Dr. Yvonne Gutierrez, Vice President of Student Services, SBVC

DATE: December 12, 2025

SUBJECT: 2025-2028 Student Equity & Achievement Program (SEAP) Plan (SBVC)

RECOMMENDATION

It is recommended that the Board of Trustees approve the 2025-2028 Student Equity and Achievement Program (SEAP) Plan for submission to the California Community Colleges Chancellor's Office (CCCCO).

OVERVIEW

The Student Equity and Achievement Program (SEAP) is a state-funded program consolidated by the California Community Colleges Chancellor's Office (CCCCO) to support student success and close equity gaps. Per Title 5 regulations, all California Community Colleges are required to develop and submit a comprehensive three-year SEAP Plan.

This 2025-2028 SEAP Plan outlines the college's data-driven goals, planned activities, and corresponding budget for addressing persistent equity gaps among disproportionately impacted (DI) student groups. The plan has been developed through a collaborative process involving faculty, staff, administrators, and students, and it serves as our roadmap for implementing high-impact practices to improve student outcomes. Board approval is the final step required before submitting the plan to the CCCCCO.

ANALYSIS

Approval of the 2025-2028 SEAP Plan is essential for the college to remain in compliance with state mandates and to secure its annual SEAP funding allocation. This funding is critical for supporting a wide range of essential student services, including tutoring, counseling, embedded support, basic needs initiatives, and other interventions specifically designed to assist our most vulnerable student populations.



The plan provides a high-level summary of our equity data, identifies the specific DI student groups we will focus on, and details the strategic interventions we will implement to close achievement gaps. Adopting this plan reaffirms the college's commitment to equity and provides a clear framework for accountability and continuous improvement over the next three years.

SBCCD GOALS

Use those that apply from the list.

1. Eliminate Barriers to Student Access and Success
2. Be a Diverse, Equitable, Inclusive, and Anti-Racist Institution
3. Be a Leader and Partner in Addressing Regional Issues

FINANCIAL IMPLICATIONS

Approval of the 2025-2028 Student Equity and Achievement Program (SEAP) Plan is a required condition for the colleges to receive its annual SEAP categorical funding allocation from the California Community Colleges Chancellor's Office.

These funds are not part of the general fund and are specifically restricted to supporting the goals and activities outlined in the approved plan. This funding is essential for financing a wide range of critical student success and equity initiatives, including, but not limited to:

- Counseling and advising services.
- Tutoring and embedded academic support
- Equity-focused professional development
- Programmatic efforts to close identified achievement gaps.

Failure to approve the plan would jeopardize this vital funding stream and significantly hinder the college's ability to serve its disproportionately impacted student populations.