effectiveness of ENGL 101 and 101S. Following the review of data, the department began making plans for revising the COR's to improve the courses. A course revision is now under way, using the honors model in order to make placement in ENGL 101S mandatory (instead of elective) for students who place at that level.

Gaps to be Addressed

Economically Disadvantaged Economically disadvantaged students are performing at an 80% retention rate (10% below college-wide) retention rate and a 62% success rate (17% below college-wide). Factors including increasing educational costs and pandemic uncertainties (employment instability, educational disruptions due to pandemic protocols) may be contributing factors.

To address this gap, the college offers a food pantry at IWV to ease the financial and nutritional burden of economically disadvantaged students. The department has sought to lower book costs through the use of OERs whenever possible.

Future addressment: The department will continue to seek ways to lower book costs when feasible.

Age 18-19

The 18-19 age group is performing at an 83% retention rate (7% below college-wide) and a 66% success rate (13% below college-wide)

To address this gap, the department has created and is now running ENGL 101S, the supplemental support class for ENGL 101, and began using embedded tutoring in many of its ENGL 101 offerings.

Future addressment: The department plans to revise ENGL 101S to eliminate loopholes in placement and boost success rates; utilize embedded tutoring in ENGL 101 and S courses; refer struggling students to the Learning Assistance Center.

Age 20-24

The 20-24 age group is performing at an 83% retention rate (7% below college-wide) and a 61% success rate (18% below college-wide).

Past actions to address this gap are the same as for the 18-19 group: the department has created and is now running ENGL 101S, the supplemental support class for ENGL 101, and began using embedded tutoring in many of its ENGL 101 offerings.

Future addressment are also the same as the 18-19 group: the department plans to revise ENGL 101S to eliminate loopholes in placement and boost success rates; utilize embedded tutoring in ENGL 101 and S courses; refer struggling students to the Learning Assistance Center.

African American

African-American students are performing at an 81% retention rate (9% below the college-wide) and a 66% success rate (13% below college-wide).

To strengthen engagement of African American students, the department will choose texts, images, and lessons that reflect the diversity of American culture, including the African American perspective, and present material that appeals to a variety of learning styles.

Examples of such choices include but are not limited to:

1. Open source images in Canvas' Unsplash generator that reflect diversity in student life and culture.
2. Short stories and poems focusing on or written from a variety of ethnic perspectives.
3. Issues of focus that appeal to a diverse audience and include voices from a variety of genders and ethnicities.
4. Lessons that use a multi-layered approach to offering content (text, audio, video, image) to appeal to a variety of learning styles.

DSPS

DSPS student are performing at a 73% retention rate (17% below college-wide) and a 55% success rate (22% below college-wide).