

Alternate Appendix F - Year 3 tenure Review

My quest to continuously improve of as a counselor is an important thing for me. I have embraced new challenges when it comes to the counseling profession. This is my second year as the lead counselor for both the Aviation and STEM pathways. Establishing a safe haven and environment for our students is still of utmost importance. During my first two years as a full-time counselor at West Los Angeles, I have developed a new level of humbleness and empathy. I have a great grasp on how I interact with our students. I continue to make sure that they are able to reach me should anything come up. I continue to establish a level respect in my interactions which is often reciprocated by the students I come across. The one thing that this past year has taught me is to be prepared for anything. This profession will teach you that there are many things outside of West LA College that will affect the ability of a student to succeed.

I continued my role as a faculty success coach in the Culturally Relevant Pedagogy Practices grant here at West Los Angeles College until it ended May of 2025. This was a DEIA professional development program that was focused on black student success in both online and in person courses at WLAC. Our goal was to decrease the education gap for our black students. The objective to recruit teaching faculty to adopt teaching methods that helped our goal was a success. New teaching methods were accepted and have been a permanent stay. Higher education was indeed an obtainable thing for our African American students despite various personal obstacles. We showed that we were there for

them. Although the funding for this program ran out, this program produced everlasting results; it was a success.

This year also brought obstacles to our front door. I was able to see first-hand the unfair treatment of our undocumented students. West Los Angeles College vowed to make this campus a safe place for our students of all kinds. We experienced our undocumented students go through the fear of ICE agents interfering with their quality of life and their pursuit of education. ICE agents have been witnessed using enforcement actions to detain, deport and separate undocumented students from their families. As a result, it called for campus leaders, faculty and staff to become aware, educated and use their voice to fight off the unfair treatment. As a campus, we have refused data information, and entrance to our campus without a warrant. These acts have created fear amongst our students which has had a direct impact on their attendance and their academic performance. As a result, I had to get myself prepared which caused me to develop tools that was used to help our students affirm their identities. I was also able to help students empower their education endeavors thus uplifting all students that may be undocumented. Going outside of the norm in this case was an example of my dedication to our counseling department, our West LA College campus, and our lovely community.