

PRAC PRESENTATION



COLLEGE SKILLS & EDUCATIONAL SUCCESS PROGRAMS

TONYA HERSCH

DEAN OF EDUCATIONAL SUCCESS PROGRAMS

APRIL 5, 2022

COLLEGE SKILLS



- NONCREDIT ESL
- CREDIT ESL
- ENGLISH SKILLS/HUMANITIES 101
- ESL LAB
- IS ENGLISH PROGRAM: ONLINE WRITING CENTER
- READING and WRITING LAB

COLLEGE SKILLS



- 1 Full-time Administrative Assistant
- 1 Half-time Enrollment Services Associate I (Full-time employee shared with Enrollment Services)

NONCREDIT ESL
FACULTY

Full-time: 3
Part-time: 26

CREDIT ESL
FACULTY

Full-time: 4
Part-time: 9

ENGLISH SKILLS and
HUM 101 FACULTY

Full-time: 2
Part-time: 9

COLLEGE SKILLS



ESL and ESLN Enrollment

	Spring 19	Fall 19	Spring 20	Fall 20	Spring 21	Fall 21	Spring 22
ESLN 10-40	986	943	938	533	561	571	638
ESL/N 50-86	467	454	454	354	336	359	363
ENGL 98SL	36	20	30	15	21	21	20
ENGL 120SL	21	43	18	32	7	30	38
Total	1510	1460	1440	934	925	981	1059

COLLEGE SKILLS



ESL Success Rates

	Spring 19	Fall 19	Spring 20	Fall 20	Spring 21	Fall 21
ESL/N 50-86	77%	70%	67%	63%	67%	69%
ENGL 98SL	69%	70%	77%	73%	62%	67%
ENGL 120SL	86%	74%	72%	63%	64%	80%

COLLEGE SKILLS



College Skills Alignment & Collaboration

- College Mission: College of Marin's commitment to educational excellence is rooted in providing equitable opportunities and fostering success for all members of our diverse community by offering English as a second language
- EMP SAS Goals 1, 2, 4, and 5: Support noncredit and credit ESL students
- Student Equity Plan: Support ESL students
- Guided Pathways Practices: Enter the Path and Stay on the Path

Collaboration: SAS, Summer Bridge, CE, Enrollment Services, and Counseling

COLLEGE SKILLS



College Skills Budget

Fund	Description	Amount
District	ESLN, ESL, English Skills, HUM 101	\$1,600,574
District	IS English Program	\$266,423
District	Benefits	\$697,660
TOTAL	Non-Discretionary	\$2,564,657
TOTAL	Discretionary	\$1,373,217
TOTAL		\$3,937,874

COLLEGE SKILLS



NEED: Three FT ESL/ESLN Faculty for Spring 2023

- Two of the above were already approved by PRAC in Fall 2020

SAVINGS: \$123,000/year

ESL: 116.8 units and **ESLN :** 187 units - **Total:** 303.8 units each semester

- Several possible retirements over the next few years

Description	Amount
With 7FT - 198.8 units for PT (\$5400 Unit x 2)	\$2,147,040
With 10FT - 153.8 units for PT (\$5400 Unit x 2)	\$1,661,040
3 FT – Column 2, Step 1 w/benefits \$121,000/year x 3	\$363,000
Savings/Year (2,147,040 – 1,661,040 = 486,000 \$486,000 – \$363,000 = \$123,000)	\$123,000

COLLEGE SKILLS



NEED: FT ESA I Position for ESL

COST: Hire vacated FT ESA I Position for Enrollment Services

- Currently 1 Half-time Enrollment Services Associate I (Full-time employee shared with Enrollment Services)
- Dedicate the FT ESA I Position to ESL
- Hire vacated FT ESA I position from May 2020 retirement for Enrollment Services

IS ENGLISH PROGRAM



English Tutoring with Instructional Specialists

- RWL: 66.5 hours /week
- Online Writing Center: 96 hours/week

Fund	Description	Amount
District	Non-Discretionary	\$266,243

Classified Full-time: 2

Classified Part-time: 5
(One PT IS to be filled)

Alignment and Collaboration

- EMP SAS Goal 1: Reduce access and barriers to student goals
- EMP SAS Goal 5: Ensure students reach milestones and goals
- Student Equity Plan: Tutor support for all disciplines
- Guided Pathways Practices: Stay on the Path

Collaboration: SAS and EOPS (Providing one-on-one sessions), Learning Communities, English, English Skills, ESL, Transfer Center

READING and WRITING LAB



Reading and Writing Lab Schedule

M 8:00-5:00pm; 9
T 8:00-5:00pm; 9
W 8:00-5:00pm; 9
R 8:00-5:00pm; 9
F 11:00-1:00pm; 2
Fri., Sat., and evening
Online Hours: 29 hours

RWL Program Budget

Fund	Description	Amount
District	Fall 50 units at \$5400	\$270,000
District	Spring 50 units at \$5400	\$270,000
District	Summer 2.88 units at \$5000	\$15,600
TOTAL	102.88 units at \$5400	\$555,600

Alignment

- EMP SAS Goal 1: Reduce access and barriers to student goals
- EMP SAS Goal 5: Ensure students reach milestones and goals
- Student Equity Plan: Tutor support for all disciplines
- Guided Pathways Practices: Stay on the Path

EDUCATIONAL SUCCESS PROGRAMS



- UMOJA EQUITY INSTITUTE
- LEARNING COMMUNITIES
- TUTORING and LEARNING
CENTER/EMBEDDED PEER TUTOR
PROGRAM
- GUIDED PATHWAYS

UMOJA EQUITY INSTITUTE



Program Features

- Faculty Communities In Practice
- Grow our Own Classified Professionals
- High School to COM Pipeline
- Equity in Mental Health

UEI Program Budget

Fund	Description	Amount
District	14 units at \$5400	\$75,600
District	FT Admin. Asst. Salary and Benefit	\$94,400
District	Speakers and Events	\$5000
TOTAL		\$175,000

UMOJA EQUITY INSTITUTE



Alignment

Responds to 2019-2025 Educational Master Plan and the 2019-2022 Strategic Plan's intentional focus on equity-mindedness and provides an institutional body which seeks to address the following:

- EMP Equity Goal 1: Eliminate racial equity gaps
- EMP Equity Goal 2: Foster Equity-minded employees
- EMP Equity Goal 3: Provide Equity leadership within the community
- Student Equity Plan: Eliminate racial equity gaps
- Guided Pathways Practices: Enter the Path, Stay on the Path, Ensure Learning

Collaboration

- Learning Communities, ASCOM, Psychological Services, IDEA, EOPS, Athletics, EEO, Professional Learning Committee, COMPASS, Summer Bridge, Outreach, Marin High Schools, Marin City Community Leaders, Play Marin, Sausalito Marin City School District, STEM Center, Marin County Office of Equity, Umoja Community Foundation

UMOJA LEARNING COMMUNITY



Fall 2020: 85 Students

Umoja is committed to the academic success, personal growth, and self-actualization of Black, African American, and other students.

- Transfer pathways and agreements with over 30 HBCUs
- Weekly breakfasts
- Community Events
- Woman 2 Woman Group
- College and Conference Field trips
- Linked cohort courses with HUM 101, English, and Counseling
- Umoja Village: studying space, study groups, and free printing/computers
- Academic Counseling and Resources
- Community and Sense of belonging

Alignment

- EMP Equity Goal 1: Eliminate racial equity gaps
- EMP SAS Goal 1: Reduce access and barriers to student goals
- Student Equity Plan: Support African American and Black Students

UMOJA LEARNING COMMUNITY



NEED: Additional Funds for Peer Mentors and Speakers

COST: \$5,000

UMOJA Program Budget

Fund	Description	Amount
SEA (CAT)	Coordination 9 units (9 x \$5400 x 2)	\$97,200
SEA (CAT)	Peer Mentors	\$5,000
SEA (CAT)	Food, Supplies, and Events	\$5,000
	TOTAL	\$107,200
	Increase for Peer Mentors and Speakers	\$5,000
		\$112,200

MAPS LEARNING COMMUNITY



Fall 2021: 60 Students

MAPS (Mapping Academic Pathways for Success): A pathways program, incorporating learning communities and student services to help COM students reach their academic goals more quickly.

- HUM 101 and COUN 130
- Peer Mentoring
- Activities and Speakers
- Internships
- College Field trips
- MAPS Room: studying space, study groups, and free printing/computers
- Academic Counseling and Resources
- Transfer workshops
- Community and Sense of belonging

Alignment

- EMP SAS Goal 1: Reduce access and barriers to student goals
- Guided Pathways Practices: Stay on the Path

MAPS LEARNING COMMUNITY



MAPS Program Budget

Fund	Description	Amount
GP (CAT)	Coordination 6 units (6 x \$5400 x 2)	\$64,800
GP (CAT)	Student Mentors	\$28,000
GP (CAT)	Food, Supplies, and Events	\$8,000
TOTAL		\$100,800

PUENTE LEARNING COMMUNITY



Spring 2022: 112 Students

(27 in the Phase I cohort plus 85 in Phase 3, continuing students receiving Puente support)

Puente works to increase the number of educationally disadvantaged students who enroll in four-year colleges and universities, earn college degrees and return to the community as mentors and leaders.

- Puente Events and College Field trips
- Professional and Peer Mentoring
- Linked cohort classes ENGL 150C/COUN 102 & ENGL 155/COUN 179
- Puente Room: academic counseling, study space, study groups, and free printing/computers
- Academic Counseling and Transfer workshops
- Community and Sense of belonging

Alignment

- EMP Equity Goal 1: Eliminate racial equity gaps
- EMP SAS Goal 1: Reduce access and barriers to student goals
- Student Equity Plan: Support Latinx Students

PUENTE LEARNING COMMUNITY



Puente Program Budget

Fund	Description	Amount
District	Coordination 6 units (6 x \$5400 x 2)	\$64,800
District	COUN Class and Counseling 4.5 units (4.5 x \$5000 x 2)	\$48,600
GP (CAT)	Peer Mentors	\$10,000
SEA (CAT)	Food, Supplies, and Events	\$6,000
TOTAL		\$129,400
UC Puente	Orientations and Field trips	\$2,500
UC Puente	Mentor support events	\$1,500
TOTAL		\$4000

PUENTE LEARNING COMMUNITY



NEED: Second Cohort ENGL 120/COUN 116 and ENGL 150/COUN 179

COST: \$129,400

- **Options:** Many Latinx students come in at the 120 or 150 + 150C level, and we want to have two options -- the current 150 + 150C for those who want to raise their skills in a semester, and a 120 one for those who want or need more time to get to 150-level skills.
- **ESL:** This would also enable connection with those coming out of 98 and 98SL, allowing them to take ENGL 120 with ESL 88 Editing.

Fund	Description	Amount
District	10.5 units at \$5400 x 2	\$113,400
District	Puente Mentors	\$10,000
District	Food and Supplies	\$6,000
Total		\$129,400

MI FAMILIA LEARNING COMMUNITY



Mi Familia is a physical space, resource center, and community for Latinx and all students and staff, including all levels of ESL students and their families. Mi Familia welcomes the larger community of all COM students and staff.

- **Cultural Experiences:** Mi Familia provides access to cultural activities that celebrate Latinx history and heritage, including speakers, activism and community engagement, art, food, music and more.
- **Academic Services:** Mi Familia bridges to and collaborates with established COM learning communities, staff and resources with other academic services such the TLC, ESL Lab and support services like the EOPS/CARE/CalWORKs, Transfer Center, and counseling. Counseling and other services are provided in Spanish.
- **Social Services:** Mi Familia connects students to resources such as tax preparation advice, legal and immigration advice, career services, and job opportunities as well as off-campus groups like 10,000 Degrees.

MI FAMILIA LEARNING COMMUNITY



Mi Familia Guiding Principles and Values

We recognize:

- **the complexity of our students' identity** by welcoming and celebrating all racial, cultural and ethnic backgrounds, all genders and sexual orientations, many languages and lived experiences.
- **the beauty, power and creativity** of these experiences, which provide an existing reservoir of resources and competencies from which all students can draw.
- **the potential of hopes, dreams, and goals** and the fact that each student has the capacity to grow and change, reaching their academic aspirations
- **the importance of solidarity and connection** within our campus and broader community to foster a sense of belonging and equitable opportunities for all students

MI FAMILIA LEARNING COMMUNITY



Goals of the Mi Familia Program and Resources

- Providing social events to engage the Latinx and extended COM community for inclusion and cultural experiences.
- Examining the persistence of incoming college students participating in the program and equipping these students with the tools needed for successful educational program completion.
- Clarifying a pipeline of support that includes student services, financial aid, and learning communities, the workgroup seeks to increase educational equity for all students that center around community building and cultivating a sense of belonging.
- Empowering all Latinx students throughout their academic journey at College of Marin.
- Empowering specifically the ESLN student to learn English better and create a sense of belonging to the larger college community.

MI FAMILIA LEARNING COMMUNITY



Who Does Mi Familia Serve?

- Mi Familia services the entire Latinx population (45%) of College of Marin and welcomes all students. Within our general intentionality we will be focusing on particular group of students thus far identified as being under-served and under-resourced students in need of greater support to achieve goals.
- Adult Credit & non-credit ESL
- Recent HS graduates in credit & non-credit ESL
- Young Latinx male students
- Recently arrived students graduating early under AB 2121
- Generation 1.5- diaspora of Latinx students from Marin & East Bay
- Returning students
- Working students

MI FAMILIA LEARNING COMMUNITY



Alignment and Collaboration

- **SAS Goal 2:** Increase enrollment of adult students—both credit and noncredit—who have not gone to college and need support; improve outreach strategies to all of Marin’s adult populations.
- **SAS Goal 4:** Build awareness in students of educational goal options and paths to achieve these goals.
- **SAS Goal 5:** Ensure that all students reach milestones and complete educational goals in a timely manner.

Collaboration:

Learning Communities, Counseling, EOPS, CARE & CalWORKS, Transfer Center, Career Services, Psychological Services, SAS, TLC, ESL Lab, Enrollment Services, Canal Alliance, 10,000 Degrees

MI FAMILIA LEARNING COMMUNITY



NEED: Mi Familia Learning Community

COST: \$116,400

Proposed Mi Familia Program Budget

Description	Amount
Coordination 8 units (8 x \$5400 x 2)	\$86,400
Peer Mentors	\$10,000
Food and Supplies	\$5000
Speakers	\$15,000
TOTAL	\$116,400

TUTORING and LEARNING CENTER



Tutoring and Learning Center Program

- Small group tutoring in many subjects
- One-on-one tutoring for EOPS students
- COM hourly jobs keep students on campus
- Spring 2021: 140 -160 weekly tutoring sessions were offered online
- Spring 2022: In-person and online sessions available

Alignment and Collaboration

- EMP SAS Goal 1: Reduce access and barriers to student goals
- EMP SAS Goal 5: Ensure students reach milestones and goals
- Student Equity Plan: Tutoring support for English and Math
- Guided Pathways Practices: Stay on the Path

Collaboration: SAS, EOPS, RWL, and the Math Lab

TUTORING and LEARNING CENTER



TLC Program Budget

Fund	Description	Amount
District	Non-Discretionary	\$118,520
District	Discretionary	\$40,900
TOTAL		\$159,420
SEA	Embedded Peer Tutors	\$25,000

TUTORING and LEARNING CENTER



Update

- In 2020, PRAC allocated \$25,000 to the TLC to convert nonstudent math tutors to classified IS work
- TLC collaborated with SAS, the RWL, and the Math Department to leverage funds and existing positions to do the following:
 - Increase two current Math Lab Instructional Specialists to FT to provide support for the TLC including EOPS and SAS students
 - Hire a FT Math IS for the TLC

Semester	Number of Non-student Tutors
Fall 2019	Non-Student Tutors: 18
Spring 2022	Non-Student Tutors: 9

TUTORING and LEARNING CENTER



NEED: PT TLC Instructional Specialist: 25hr/week 10 MPY

COST: \$39,000/year

1 PT Classified Instructional Specialist for TLC to provide tutoring for College Skills and subjects such as Biological Sciences (Anatomy, Physiology, and Microbiology for Pre-nursing), ECE, and Social Sciences

- Shift away from Non-student tutors
- Partner with SAS and EOPS
 - Work one-on-one with EOPS and SAS students
- Mentor and recruit student tutors for TLC
- Cost for PT TLC IS 10MPY with benefits - \$59,000/year
- Non-student tutor hours that will be replaced with position - \$20,000/year

GUIDED PATHWAYS PROGRAMS



Guided Pathways Budget

Description	Amount
Guided Pathways Travel and Conferences (CAGP Cohort 2)	\$10,000
Guided Pathways Coordinator	\$30,000
MAPS Learning Community	\$100,000
Outreach and Summer Bridge Ambassadors	\$20,000
Puente Mentors	\$10,000
TOTAL	\$170,000

GUIDED PATHWAYS PROGRAMS



NEED: Guided Pathways Programs – MAPS and GPS Coordination for Fall 2022

COST: \$130,000/year

- Guided Pathways funds end after 2021-22

Description	Amount
Guided Pathways Coordinator	\$30,000
MAPS Learning Community	\$100,000
TOTAL	\$130,000

COST and SAVINGS SUMMARY



COST TOTAL: \$296,800/year

Schedule	Description	Amount
Spring 2023	ESLN/ESL FT Hires	(\$123,000)
Fall 2022	ESL ESA I FT Position	Hire Vacated Position
Fall 2022	UMOJA Peer Mentors and Speakers	\$5000
Fall 2022	Puente Second Cohort	\$129,400
Fall 2022	Mi Familia Learning Community	\$116,400
Fall 2022	Tutoring and Learning Center IS	\$39,000
Fall 2022	Guided Pathways	\$130,000
TOTAL		\$296,800