

PRAC PRESENTATION



COLLEGE SKILLS & EDUCATIONAL SUCCESS PROGRAMS

TONYA HERSCH

DEAN OF EDUCATIONAL SUCCESS PROGRAMS

NOVEMBER 10, 2020

COLLEGE SKILLS



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

COLLEGE SKILLS



Noncredit and Credit ESL Fall 2019: 1500 Students

English Skills and HUM 101 Fall 2019: 220 Students

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:
 - basic skills improvement
 - 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
- **Collaborations:** SAS, Umoja, Maps, Summer Bridge, CE, Enrollment Services, and Counseling

COLLEGE SKILLS



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

NONCREDIT ESL
FACULTY

Full-time: 3
Part-time: 34

CREDIT ESL
FACULTY

Full-time: 4
Part-time: 11

ENGLISH SKILLS and
HUM 101 FACULTY

Full-time: 3
Part-time: 9

COLLEGE SKILLS



| Fund | Description | Amount |
|--------------|---------------------------------------|--------------------|
| District | ESLN, ESL, English Skills, HUM 101 FT | \$1,110,760 |
| District | IS English Program | \$346,040 |
| District | Benefits | \$620,036 |
| TOTAL | Non-Discretionary | \$2,076,836 |
| | | |
| TOTAL | Discretionary | \$1,653,673 |
| TOTAL | | \$3,730,509 |

COLLEGE SKILLS



Savings Fall 2022: \$195,000

Fall 2022: 3 Full-time ESLN/ESL Faculty

- Possible retirements
- FT Cost: Step 1, Column 1 with benefits \$85,000 each/year
- Cost Savings of \$195,000 to convert part-time units to full-time units

| Description | Amount |
|---|------------------|
| 379.3 units with 7 FT (\$5000 Unit for PT) | \$1,499,485 |
| 379.3 units with 10 FT (\$5000 Unit for PT) | \$1,304,485 |
| SAVINGS | \$195,000 |

IS ENGLISH PROGRAM



English Tutoring with Instructional Specialists

- RWL and ESL Lab: 100.5 hours /week
- Online Writing Center: 90 hours/week

INSTRUCTIONAL
SPECIALISTS: English
Classified Full-time: 2
Classified Part-time: 6

Alignment and Collaborations

- 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 English
- Guided Pathways Practices: Stay on the Path
- **Collaborations:** Learning Communities, Tutoring and Learning Center, English, English Skills, ESL Lab, ESL, Transfer Center

| Fund | Description | Amount |
|----------|-------------------|-----------|
| District | Non-Discretionary | \$346,040 |

READING and WRITING LAB



Reading and Writing Lab Schedule

M 8:00-9:00pm; 13
T 8:00-9:00pm; 13
W 8:00-9:00pm; 13
R 8:00-9:00pm; 13
F 9:00-2:00pm; 5
S 9:00-12:00pm; 3

| Fund | Description | Amount |
|--------------|-------------------------------|------------------|
| District | Fall 49 units at \$5000 | \$245,000 |
| District | Spring 49 units at \$5000 | \$245,000 |
| District | Summer 4.76 units at \$5000 | \$23,800 |
| TOTAL | 102.76 units at \$5000 | \$513,800 |

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: Tutoring support for English
- Guided Pathways Practices: Stay on the Path

EDUCATIONAL SUCCESS PROGRAMS



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

UMOJA EQUITY INSTITUTE



- In response to the CCC Chancellor's Office call to address equity and President Coon's 9-point plan, and the voice of black lives mattering, the College of Marin is pleased to announce the launch of the Umoja Equity Institute.
- A collaboration of College of Marin to provide Umoja-inspired training and learning activities to advance agendas on equity, inclusion, and anti-racism in our communities.
- The Umoja Equity Institute will establish College of Marin as a hub for the development of innovative programs and services to compliment the mission of the Marin Community College District.

UMOJA EQUITY INSTITUTE



Features

- **Faculty Communities In Practice:** Specific to equity-mindedness and anti-racist classroom practices encourages spaces where faculty learn from and with each other, promoting professional growth.
- **Grow our Own Classified Professionals:** A collaboration with the Professional Learning Committee and the Classified Senate to provide an opportunity for the establishment of a quality professional growth series for employees with the goal of preparing them for elevated positions when they become available.
- **High School to COM Pipeline:** The goals of the High School to COM Pipeline are to work in collaboration with COMs School and Community Partnerships to 1) increase the successful transition of high school students to COM, 2) work with local partners and community-based organizations to offer enhanced educational and social services to the African American community, and 3) provide opportunities for members of the COM community to learn about communities in its service delivery area.
- **Equity in Mental Health:** We will continue our partnership with COMs Psychological Services, equity-focused COM members, and Bay-Area organizations to infuse greater quality of care for African Americans and to effectively develop, implement, and refine COM's mental health programs and support for students of color.

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, Professional Learning Committee, EOPS, Athletics, EEO, COMPASS, Summer Bridge, Outreach, Marin High Schools, Marin City Community Leaders, Bridge the Gap

UMOJA EQUITY INSTITUTE



Needs Spring 2021: \$145,000

- 7 units/semester = 14 units/year
 - 2 units: Coordination
 - 3 units: Faculty Communities in Practice and Grow our Own Classified Professionals
 - 2 Units: Equity in Mental Health and High School to COM Pipeline
- FT Administrative Assistant I
- Speakers and Events

| Fund | Description | Amount |
|--------------|------------------------------------|------------------|
| District | 14 units at \$5000 | \$70,000 |
| District | FT Admin. Asst. Salary and Benefit | \$70,000 |
| District | Speakers and Events | \$5000 |
| TOTAL | | \$145,000 |

UMOJA LEARNING COMMUNITY



Fall 2019: 143 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



| Fund | Description | Amount |
|--------------|--|------------------|
| SEA (CAT) | Coordination 9 units (9 x \$5000 x 2) | \$90,000 |
| SEA (CAT) | Peer Mentors | \$5,000 |
| SEA (CAT) | Food, Supplies, and Events | \$5,000 |
| | TOTAL | \$100,000 |
| Umoja RFA | Umoja Emergency Student Fund | \$10,000 |
| Umoja RFA | Peer Mentors | \$3,700 |
| Umoja RFA | Mental Health and HS Speakers and Events | \$2,300 |
| TOTAL | | \$16,000 |

PUENTE LEARNING COMMUNITY



Fall 2019: 114 Students

(27 in the Phase I cohort plus 87 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
- Mentoring
- Linked cohort classes ENGL 150C/COUN 102 & ENGL 155/COUN 179
- Puente Room: studying space, study groups, and free printing/computers
- Academic Counseling
- 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



| Fund | Description | Amount |
|--------------|---|------------------|
| District | Coordination 10.5 units (10.5 x \$5000 x 2) | \$105,000 |
| GP (CAT) | Peer Mentors | \$11,000 |
| SEA (CAT) | Food, Supplies, and Events | \$6,000 |
| TOTAL | | \$122,000 |
| UC Puente | Orientations and Field trips | \$2,500 |
| UC Puente | Mentor support events | \$1,500 |
| TOTAL | | \$4000 |

PUENTE LEARNING COMMUNITY



Needs Fall 2022: \$113,500

- Second Cohort ENGL 120/COUN 102 and ENGL 150/COUN 179
 - **Options:** Many Latinx students come in at the ENGL 120 or ENGL 150 + 150C level; 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 \$5000 | \$105,000 |
| District | Puente Mentors | \$5,500 |
| District | Food and Supplies | \$3,000 |
| TOTAL | | \$113,500 |

MAPS LEARNING COMMUNITY



Fall 2019: 114 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



| Fund | Description | Amount |
|---------------|---------------------------------------|------------------|
| GP (CAT) | Coordination 6 units (6 x \$5000 x 2) | \$60,000 |
| District/COUN | Coordination 3 units (3 x \$5000 x 2) | \$30,000 |
| GP (CAT) | Student Mentors | \$32,000 |
| GP (CAT) | Food, Supplies, and Events | \$8000 |
| TOTAL | | \$130,000 |

LEARNING COMMUNITIES



Needs Fall 2021: \$104,000

Learning Communities/Peer Mentor Training Coordinator

- Align and increase enrollment of learning communities
- Support events and activities of learning communities
- Standardize peer mentor training for learning communities, COMPASS Mentors, Summer Bridge Ambassadors, Outreach Ambassadors, etc.
- Granted by PRAC for Fall 2019

Alignment

- EMP Equity Goal 1: Eliminate racial equity gaps
- EMP SAS Goal 1: Reduce access and barriers to student goals
- Guided Pathways Practices: Stay on the Path
- Student Equity Plan: Expand peer mentoring program;
Scale, coordinate, and align efforts among the learning communities

TUTORING and LEARNING CENTER



- Small group tutoring in many subjects
- One-on-one tutoring for EOPS students
- COM hourly jobs keep students on campus

| Semester | Student Attendance Hours | Number of Tutors |
|-----------|--------------------------|------------------------|
| Fall 2019 | 7532 | Student Tutors: 24 |
| Fall 2019 | | Non-Student Tutors: 18 |
| Fall 2019 | | Embedded Tutors: 11 |

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: Tutoring support for English and Math
- Guided Pathways Practices: Stay on the Path

TUTORING and LEARNING CENTER



| Fund | Description | Amount |
|--------------|----------------------|------------------|
| District | Non-Discretionary | \$108,780 |
| District | Discretionary | \$50,640 |
| TOTAL | | \$159,420 |
| SEA | Embedded Peer Tutors | \$25,000 |

Needs Spring 2021: \$60,000

- Budget Correction for Spring 2021
 - Granted by PRAC for Fall 2019
 - District wage increase for experienced student tutors to \$18/hr.

TUTORING and LEARNING CENTER



Needs Fall 2021: \$135,000

2 FT Classified Instructional Specialist in Math and Statistics (2 Instructional Specialists at \$80,000 each)

- Shift away from Non-student tutors
- Partner with Math Department
 - 1.5 Math IS for TLC and 0.5 Math IS for Math Lab
 - Align tutoring practices between TLC and Math Lab
 - More support for the Math Lab
- Mentor and recruit student tutors for TLC
- Work one-on-one with EOPS and SAS students

| Description | Amount |
|---|------------------|
| 2 Math/Statistics Instructional Specialists | \$160,000 |
| Math/Statistics Non-student Tutors | (\$25,000) |
| TOTAL | \$135,000 |

GUIDED PATHWAYS PROGRAMS



Needs Spring 2022: \$70,000

- Guided Pathways funds significantly decrease 2020-21

Needs Fall 2022: \$170,000

- Guided Pathways funds end after 2021-22

| Description | Amount |
|--|------------------|
| Guided Pathways Travel and Conferences (CAGP Cohort 2) | \$14,000 |
| MAPS Learning Community | \$100,000 |
| Outreach and Summer Bridge Ambassadors | \$45,000 |
| Puente Mentors | \$11,000 |
| TOTAL | \$170,000 |

SAVINGS & NEEDS



Needs Total: \$532,500

| Schedule | Description | Amount |
|--------------|---|------------------|
| Spring 2021 | Umoja Equity Institute | \$145,000 |
| Spring 2021 | Tutoring and Learning Center | \$60,000 |
| Fall 2021 | Tutoring and Learning Center/Math Lab | \$135,000 |
| Fall 2021 | Learning Communities/Peer Mentor Training Coordinator | \$104,000 |
| Spring 2022 | Guided Pathways | \$70,000 |
| Fall 2022 | Guided Pathways (\$170,000 year) | \$100,000 |
| Fall 2022 | ESLN/ESL FT Hires | (\$195,000) |
| Fall 2022 | Puente Second Cohort | \$113,500 |
| TOTAL | | \$532,500 |