



SKY SS PRU Report

2022 - 2023

SKY SS - Promise Scholars Program

Luis Escobar

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02/09/2023

Program Information

Assessment Unit Information

Program Type

Student Services

Division

Counseling, Advising and Matriculation (CAM)

Assessment Contact

Ellen Murray, Sha'Kuana Ona

Comprehensive Program Review

2023 - 2024

Program Review Update

Fall 2022, Fall 2026

2022 - 2023

SKY Student and Learning Support Services Program Review Update

Submitter Name:

Ellen Murray

Submission Date:

11/14/2022

DIVISION:

Counseling, Advising, and Matriculation (CAM)

PROGRAM NAME:

Promise Scholars Program

YEAR OF REVIEW

2022-2023

1. PROGRAM STUDENT LEARNING OUTCOMES (PSLOs) RESULTS

i. How frequently were PSLOs assessed for the last three years?

The Promise Scholars Program (PSP) at Skyline College formally launched in Fall of 2018 after a two-year pilot phase. PSP replicates the City University of New York's (CUNY) Accelerated Studies in Associate Programs (ASAP) model, which is an extensively evaluated, comprehensive student support program proven to double the two-year and three-year graduation rates of participating students. Skyline College was the first community college in the state of California to replicate ASAP, and the program's initial success motivated the district to replicate the model district-wide beginning in Fall of 2019.

Being a new program, the 2022-2023 academic year is the first year that the program is eligible for incorporation into the institution's formal program review process, and as such, its PSLOs are not fully developed. However, since PSP is an ASAP replication site, PSP is held to several important benchmarks, which serve as PSP's current PSLOs, and are assessed on a semesterly and annual basis. One of PSP's priorities in the upcoming year is to develop additional PSLOs for the program beyond the ASAP benchmarks, with a particular focus on further aligning with Skyline College's new education master plan, as well and incorporating – formally – a number of critical counseling goals that go beyond the ASAP counseling engagement benchmarks.

The current PSLOs include minimum thresholds for retention, unit accumulation, and graduation rates. Specifically, PSP aims to:

Retention - Minimum Thresholds:

90% retention rate of participating Scholars from 1st semester to 2nd semester

80% retention rate of participating Scholars from 1st semester to 3rd semester (1st year)

Unit Accumulation - Minimum Threshold: 10 units earned each semester

Graduation - Minimum Thresholds:

2-year graduation rate (includes trailing summer): 25%

3-year graduation rate (includes trailing summer): 50%

Note on graduation rates: ASAP specifically aims to double graduation rates, and the model has proven to do so at multiple campuses (both within CUNY and in other state replications). At the time of the Fall 2018 cohort launch, Skyline college's 2-year graduation rate hovered between 4% and 6% for first-time full-time

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students, and 3-year graduation rate hovered between 12% and 14% for first-time full-time students. A decision was made – for a variety of reasons to incorporate the ASAP percentages – 25% and 50%, which was the calculated rates for CUNY based on their own first-time, full-time graduation rates – instead of a doubling of the Skyline rate, which would have been 12% and 28%, respectively.

In addition, PSP tracks student engagement in required workshops and counseling appointments, based on support level, on a weekly basis to ensure high and consistent levels of engagement with the program. Thus far, the Promise Scholars Program has generally met all of these PSLOs, beginning with our Fall 2018 cohort, though we do see some small dips in retention during semesters in which the Covid19 pandemic was at its peak, and these retention dips may also impact graduation rates further down the line. However, even with the small dips in retention and engagement, PSP has shown remarkable progress and impact, particularly on two-year and three year graduation rates in comparison to other first-time, full-time students. The program is excited to continue to make an impact for participating scholars, and expand and adapt the model to ensure we continue to meet the needs of our student community.

A review of minimum threshold/benchmark results by cohort (starting with Fall 2018 PSP cohort) can be found under the attached document section

ii. What have you learned from reviewing the PSLO results? What may account for these results? What are their implications for your programming?

PSP has had a significant impact on graduation rates, and has more than doubled 2-year graduation rates, consistently, since the PSP model was implemented at Skyline College. It has come close to doubling the 3-year rate. We see some small dips in retention for our 2020, 2021 and 2022 PSP cohorts, which indicates that we may see an impact on 2 and 3 year graduation rates for these latter cohorts, but still expect a significant, positive impact on rates. Covid19 pandemic impacted enrollment in the program and retention in the program, but we are tracking and adjusting our support offerings to ensure that the drop in enrollment and in retention is temporary. In a "post" pandemic landscape, students have indicated that it is important to offer programming and support in hybrid modalities, to allow for maximum flexibility for students, which we will continue to do. Additional priorities for PSP include closing equity gaps in retention and graduation by race/ethnicity, gender, and first generation status.; and to build more vibrant and close-knit student communities for PSP Scholars and increase a sense of connectedness among students.

iii. Are the PSLOs still relevant to your program? If not, what changes might be made?

The current PSLOs are still relevant to our program, since PSP replicates the ASAP model, and the central aim of the program is to ensure more students complete their degree within two and three year timeframes. The PSLOs relating to retention and program engagement serve as important progress markers towards the two-and-three year graduation goals, and allow us to fairly accurately predict how closely our student cohorts are tracking as they make their way through their 1st and 2nd years.

However, the ASAP model doesn't explicitly put in place counseling benchmarks that are important to our program and students, and also does not explicitly address equity in program outcomes and expectations. Over the next year, PSP aims to develop a small set of additional PSLOs that directly incorporate a deeper counseling perspective and vision for PSP, as well as directly address equity gaps across race, gender, first-generation status and income. This is critical work because as it stands, while the program has made significant impact across all student groups, equity gaps exist based on student race, gender, and first-generation status. The charts below cover graduation and retention rates, disaggregated across these areas.

iv. Please indicate whether the following tasks have been completed.

Updated new or changed PSLOs on the program website after approval by the appropriate person(s)

No

Submitted a current assessment calendar to the Office of Planning, Research, and Institutional Effectiveness

No

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2. ADDITIONAL INFORMATION

Please note anything else that has not been captured above that is relevant to program accomplishments, challenges, and resource needs. Explain and document your response as needed.

N/A

Related Documents

[PRU Documentation_Nov22_Fall 2018 Promise Scholars Program Review.pdf](#)

[PRU Documentation_Nov22_Fall 2019 Promise Scholars Program Review.pdf](#)

[PRU Documentation_Nov22_Fall 2020 Promise Scholars Program Review.pdf](#)

3. The last step is to review the multi-year program goals, update their status, and add resource requests as needed. You can access program goals from the hamburger menu in the upper-left hand corner, Step 2: Goals and Resource Requests.

GOAL

Reduce Equity Gaps

Goal and Desired Impact on Students

Explore and implement PSP initiatives and team trainings to support the reduction of equity gaps across race, gender, and income in graduation rates, retention (semester and 1 year), and unit accumulation

Year Initiated

2022 - 2023

Implementation Step(s) and Timelines

- November 2022-January 2023: Work with PRIE and Counseling Dean (plus other advisory colleagues) to dig further into equity gaps among PSP students, and develop SMART goals in equity gap reduction
- January 2023 - Launch pilot series of community events/workshops/conversations with lead counselor Dionicio Garcia for men of color (scale up of program intended for 2023-2024 academic year)
- Spring 2023 -- Work with CTTL, Dean of Counseling, and colleagues across campus to identify and implement professional development opportunities re: best practices in supporting disproportionately impacted students
- Spring 2023-Summer 2023 -- Work with institutional and district leadership to identify ways in which to re-think PSP financial supports in ways that may have greater positive impact and flexibility on disproportionately impacted students in the program.
- Summer 2023 - Attend NCORE as a PSP team to learn and develop a set of best practices for implementation within Skyline's PSP for reducing equity gaps.
- Add additional initiatives/action items, as needed

Resource Request

Division Name

Counseling, Advising, and Matriculation (CAM)

Year of Request

2022 - 2023

Resource Type

Other

Resource Name

NCORE Conference Participation (May-June 2023)

Resource Description

Cover funding (ground and air transportation, conference fees/registration, hotel costs, per diem) for 9 PSP team member (6 faculty, 2 classified, 1 administrator) to NCORE (New Orleans, May 30th-June 3rd, 2023)

Funds Type – Mark all that apply.

One-time Cost

Briefly explain how this request helps to advance the goals and priorities of your program, the College, the District, and/or the California Community College Chancellor's Office.

One of PSP's top priorities this year is to implement better practices in hopes of reducing racial equity gaps across graduation, retention/persistence and unit accumulation. Skyline College's first education master plan is to be an antiracist and equitable institution, and third goal is to ensure that all students have the support and resources needed to achieve their educational goals. This request directly aligns with the EMP goals, and the aim of this professional development opportunity is to spend focused time learning and coming together as a team to develop an evidence based action plan to urgently address racial equity gaps experienced by students in our program

Cost

30,000

Level of need, with 1 being the most pressing

1

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Resource Request

Division Name

Counseling, Advising, and Matriculation (CAM)

Year of Request

2022 - 2023

Resource Type

Other

Resource Name

Funding for PSP Men of Color Initiative (PSP Brown & Black Scholars)

Resource Description

The funding will allow for a pilot launch of PSP's Brown & Black Scholars, an initiative developed by counselor Dionicio Garcia to support men of color in our program and ultimately decrease equity gaps seen across graduation and retention for men of color in PSP. The \$5,500 estimate includes event and food costs for the program, marketing materials, and the cost of a peer mentor student assistant line (\$17.50/hr rate for 10 hrs per week for Spring 2023 semester).

Funds Type – Mark all that apply.

Recurring Cost

Briefly explain how this request helps to advance the goals and priorities of your program, the College, the District, and/or the California Community College Chancellor's Office.

We hope with the building of an intentional community for men of color in PSP, with civic engagement and social justice elements, will allow for PSP to actively address equity gaps. This aligns directly with Skyline College's education master plan, specifically goals 1 and 3.

Cost

5,500

Level of need, with 1 being the most pressing

2

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GOAL

Build PSP Team Professional Development Capacity

Goal and Desired Impact on Students

Build Capacity to Increase Ability for PSP Staff and Faculty to Serve in Various professional capacities on campus

Year Initiated

2022 - 2023

Implementation Step(s) and Timelines

- Work across PSP team to identify top priority professional development opportunities for the year -- and align with programmatic priorities/institutional priorities. Request budget to cover attendance/participation in top, core PD opportunities off-campus, and work closely with CTTL colleagues to identifies PD opportunities that can be covered/implemented on-campus for PSP team as well.
- Attend NCORE as a team (early summer 2023) if possible (this would be aligned with Goal #1 -- reduction of equity gaps)
- Re-think ways to implement workshops, counseling appointments, and arranging schedules to ensure PSP scholars have high access to counselors, but also in a way that allows counselors to participate in critical committee/institutional work and engage in priority events/community events across campus (this has been a

pinch point since the launch of the program, where both PSP faculty and staff, due to intensity of caseload contact requirements, do not often feel that can engage in other various roles on campus without straining student access to appts/workshops)

- Implement ideas/action plans to address this issue, as needed throughout Spring 2023 to Spring 2024

Mapping

- SKY College Values: (X - Selected)

SKY College Values

- Campus Climate: X
- Social Justice: X
- Student Success and Equity: X

Resource Request

Division Name

Counseling, Advising, and Matriculation (CAM)

Year of Request

2022 - 2023

Resource Type

Other

Resource Name

NCORE Conference -- Team Attendance

Resource Description

PSP is requesting \$30k to send full PSP to NCORE in late May/early June 2023 to participate in NCORE lectures/conversations and develop a set of best practices as a PSP to address PSP equity gaps for students (this will cover air and ground transportation, conference fees, hotel fees, and per diem expenses for 9 PSP team members -- 6 faculty, 2 classified, 1 administrator)

Funds Type – Mark all that apply.

One-time Cost

Briefly explain how this request helps to advance the goals and priorities of your program, the College, the District, and/or the California Community College Chancellor’s Office.

One of PSP's top priorities this year is to implement better practices in hopes of reducing racial equity gaps across graduation, retention/persistence and unit accumulation. Skyline College's first education master plan is to be an antiracist and equitable institution, and third goal is to ensure that all students have the support and resources needed to achieve their educational goals. This request directly aligns with the EMP goals, and the aim of this professional development opportunity is to spend focused time learning and coming together as a team to develop an evidence based action plan to urgently address racial equity gaps experienced by students in our program

Cost

30,000

Level of need, with 1 being the most pressing

1

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GOAL

Improve supports and resources for PSP students in declaring and/or switching majors

Goal and Desired Impact on Students

Improve support for students exploring major options, and increase offerings for students who are considering switching majors.

Year Initiated

2022 - 2023

Implementation Step(s) and Timelines

Fall 2022- early Spring 2023: Collect better data on student major declaration, major switches and timeline to graduation (work with PRIE/ITS/others to identify how and where accurate data on this is collected)

Spring 2023: Based on data trends and patterns, develop early counseling and programmatic supports that increase students' confidence and commitment to a major by the end of their first year. Build out and improve upon supports for students who switch their major in their 2nd and 3rd years (how to best navigate resources/options acknowledging that PSP only offers 3 years of maximum support)

Ultimately, track student progress with major declaration and implement programs and supports/counseling practices that over time, decrease the number of students switching majors after their 1st year in the program, and increase the percentage of students in PSP declaring -- confidently -- their major by their 2nd semester at Skyline college.

GOAL

Improve partnership with student success program for academic probation and dismissal students.

Goal and Desired Impact on Students

Improve partnership with student success program for academic probation and dismissal students.

Year Initiated

2022 - 2023

Implementation Step(s) and Timelines

Exploration goal -- specific SMART goals will be developed after accessing/exploring probation and dismissal data

Fall 2022- Spring 2023 -- PSP leads (Kim Davalos and Sha'Kuana Ona) will develop action plan in conjunction with Alberto Santellan (student success program lead) and other colleagues, as needs, aiming to decrease number of students landing on probation and dismissal each semester. Build better supports for students on multiple semesters of dismissal (prevention program), and increase resources to support student in earning a degree/certificate within three years (maximum time for PSP support)

GOAL

Increase collaboration on outreach, onboarding, and programmatic supports between PSP, EOPS, and TRiO

Goal and Desired Impact on Students

Increase collaboration on outreach, onboarding, and programmatic supports between PSP, EOPS, and TRiO

Year Initiated

2022 - 2023

Implementation Step(s) and Timelines

Fall 2022 and Spring 2023 -- develop collaboration/integration/alliance proposal to present to Deans, VPSS, and Cabinet for consideration

Spring 2023 -- refresh marketing materials across programs and collaborate on outreach efforts

Spring 2023 -- review logistical challenges across programs in selection and onboarding, and streamline process for students

Summer 2023/Fall 2023 – prepare materials for cohesive experiences for shared students
Additional actions/initiative implementation, as needed.

Resource Request

Division Name

Counseling, Advising, and Matriculation (CAM)

Year of Request

2022 - 2023

Resource Type

Classified Professional/Administrator Position (permanent)

Resource Name

Shared Program Services Coordinator (33%) -- Financial Aid (Shared Position for PSP/EOPS/TRiO)

Resource Description

Estimated cost of 1/3 of benefits and salary for a PSC (annually) for financial aid. The program leads identified this staffing need during onboarding of new students in summer 2022. Having a specific financial aid PSC will allow us to increase the number of eligible students for our programs, and also triage/troubleshoot issues that come up as all students in our programs apply each year for financial aid.

Funds Type – Mark all that apply.

Recurring Cost

Briefly explain how this request helps to advance the goals and priorities of your program, the College, the District, and/or the California Community College Chancellor's Office.

This aligns with the EMP goals #2 #3: Increase student enrollment by being responsive to the communities we serve.

Ensure that all students have the support and resources needed to achieve their educational goals. In order to maximize enrollment in our programs, students must complete their financial aid application for consideration. We want to ensure that the maximum number of students possible are eligible and onboarded into our programs -- financial aid is often the primary barrier for being able to admit a student to our program. Having a PSC with a financial aid specialty would help address this issue.

Cost

50,000

Level of need, with 1 being the most pressing

3

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Resource Request

Division Name

Counseling, Advising, and Matriculation (CAM)

Year of Request

2022 - 2023

Resource Type

Supplies

Resource Name

Marketing materials -- rebranding and refreshing

Resource Description

PSP is in need of refreshed marketing and outreach materials for 2 core reasons : 1) increased collaboration with EOPS and TRiO means we need additional "alliance" materials to share with incoming/prospective students and 2) with SB893, PSP's financial supports are not as prominent of a support and there needs to be a refocus on our other supports beyond enrollment fees.

Funds Type – Mark all that apply.

Recurring Cost

Briefly explain how this request helps to advance the goals and priorities of your program, the College, the District, and/or the California Community College Chancellor’s Office.

This will directly help with the EMP goal #2 (increase enrollment), since PSP is one of the core programs that FTFT students enter into at Skyline.

Cost

15,000

Level of need, with 1 being the most pressing

2

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