



Program Review
New Position Request Presentation

Position: Retention Specialist

Requested by: Mayra Arellano and Mahitha Rao

Mission

San Mateo County Community College District's Promise Scholars Program (PSP) helps first time, full time students earn certificates and associates degrees within two to three years by providing comprehensive financial, counseling, and academic supports. Students receive dedicated academic counseling, personalized career development, tutoring, enrollment fee waivers, textbook assistance, and transportation assistance to support their enrollment, completion, and transfer/career goals.

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SCHOLARS
PROGRAM**

SMCCCD PSP Expansion

- Promise Scholars Program Expansion Plan
 - Fall and Spring on-boarding
 - Incoming cohort continuously growing
 - Support part time model
- Current Staffing Model
 - 1 retention specialist for 500 incoming and continuing students
- Proposed Staffing Model
 - 1 first year student retention specialist to support expansion
 - 1 continuing student retention specialist

	2019-20 (Actuals)	2020-21 (Actuals)	2021-22 (Target)	2022-23 (Target)	2023-24 (Target)
Skyline College	756	738	950	1,125	1,500
College of San Mateo	737	665	950	1,125	1,500
Cañada College	493	473	600	750	1,000
# SMCCCD Promise Students	1,986	1,876	2,500	3,000	4,000

Retention and Persistence Data

Cohort

Fall to Spring
Retention

Fall to Fall
Retention

Percentage on
Academic Dismissal

Percentage on
Academic Probation

Fall 2018

88%

72%

7.2%

27%

Fall 2019

85%

70%

4%

8.5%

Fall 2020

95%

80%

6%

6.6%

Supporting the College's Vision and Values

- **Cañada College Goal #1 - Student Completion/Success**

- Education Master Plan Under (2017-2022) Goal 1, Part 3
 - Hiring a Retention Specialist allocated to our first year cohort will increase successful course completion and semester to semester persistence.
- Meeting benchmarks
 - Completion and persistence of first semester through academic coaching
 - Foster college success skills to navigate college in their first semester
- Retention of High Need students

- **College Goal #2 - Community Connections**

- Outreach efforts with off-campus community partners and high schools
- On campus collaboration
 - Resource sharing with student service programs on campus to provide extra support for our incoming students

- **College Goal #3 - Organizational Development**

- Onboarding incoming students (first year experience)
 - Early Alert and interventions with cohort professors
 - Participating in campus-wide Community of Practice meetings
 - Support CRER 401: College Success Summer Bridge Course

Requested Allocation



- Grade : 24
- Step : 1
- Annual Cost: \$63,840
- 100% Fund 1

Thank You!

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Any Questions?

