



Program Review
New Position Request Presentation

Position: EOPS/Promise Counselor

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Mission – Promise

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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Mission - EOPS

Extended Opportunity Programs and Services (EOPS) was the first social justice program at the community college level to address the issues of access, equity, and completion at the state level; acting as a gateway for financial and social mobility. EOPS provides a network of supportive counselors and dedicated staff, in addition to financial, and other various retention assistance so that students stay focused on their educational path while at Cañada College. Some of the services students receive are academic counseling, a book voucher, educational supplies, transportation and food assistance, and priority registration.

E O P S

Extended Opportunity Program and Services



Foster Youth Success Initiative

Mission

Foster Youth Success Initiative (FYSI) is a statewide effort supported by the California Community College Chancellor's Office. The purpose of FYSI is to create a network of support that will meet the academic, social, emotional, and financial needs of college-bound students. We provide a comprehensive support program to increase the number of former foster youth graduating from a community college with an associate's degree, vocational training, or transferring to a four-year university.

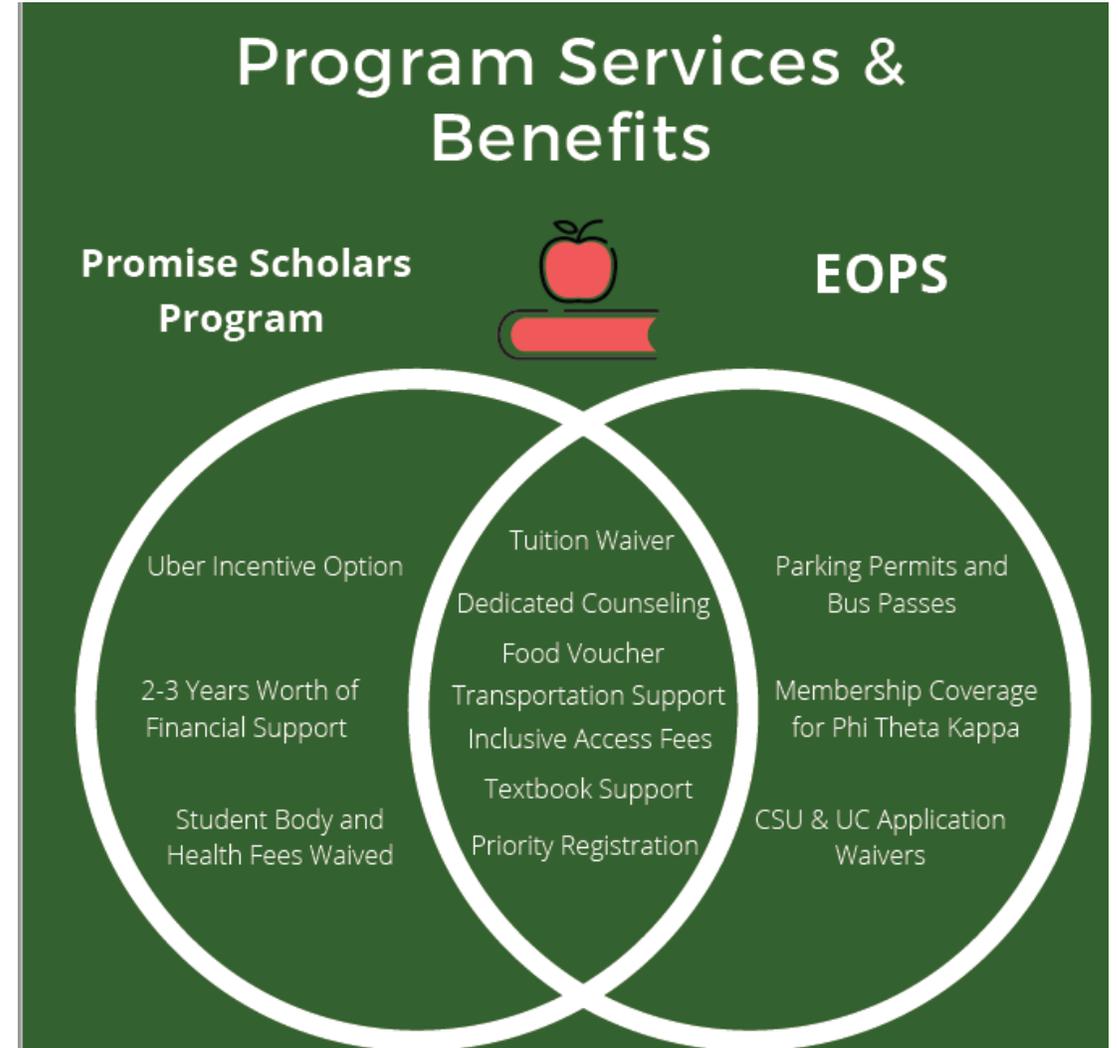


Promise and EOPS Partnership

IN BOTH PROGRAMS? HERE IS WHAT YOU
NEED TO KNOW

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Program Requirements & Expectations

Promise Scholars
Program



EOPS

Attend Monthly
Incentive
Workshops

Attend Monthly
Counseling Contacts
*EOPS Counseling
Appointments Satisfy
This Requirement

Maintain Fulltime
Status

Submit Mid-
Semester Progress
Reports
Meet With Counselor
Frequently

Three Counseling
Appointments Are
Required Per
Semester

Services and
Benefits Cap at 70
Units Unless
Declaring a High
Unit Major

Shared Students: EOPS/Promise



Personnel Request

EOPS/Promise/FYSI Counselor

Duties:

- Provide consistent student follow-up
- Teach a CRER (cohort) class
- Organize Summer Bridge Program
- Facilitate Workshops/Group Counseling Sessions
- Provide Career Exploration
- Participate and contribute to the anti-racist and social justice initiatives on campus
- Support our Foster Youth and Homeless Students
- Be a bridge for students in both EOPS & PSP



SMCCCD PSP Expansion

	2019-20 (Actuals)	2020-21 (Actuals)	2021-22 (Actuals)	2022-23 (Target)	2023-24 (Target)
Skyline College	756	738	767	1,125	1,500
College of San Mateo	737	665	928	1,125	1,500
Cañada College	493	473	478	750	1,000
# SMCCCD Promise Students	1,986	1,876	2,173	3,000	4,000

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Cañada College EOPS Expansion

	2018-19 (Actuals)	2019-20 (Actuals)	2020-21 (Actuals)	2021-22 (Actuals)	2022-23 (Target)	2023-24 (Target)
EOPS	418	355	253	219	350	450

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Extended Opportunity Program and Services

Cañada College FYSI Expansion

	2019-20 (Actuals)	2020-21 (Actuals)	2021-22 (Actuals)	2022-23 (To Date)	2023-24 (Target)
FYSI	2	3	7	13	20
FY Identified at Cañada	77	32	37	31	Unknown

FYSI

Foster Youth Success Initiative

How does this position request further the College's ability to achieve its strategic goals & immediate priorities?

EMP COLLEGE GOAL #1 Student Access, Success, and Completion

Cañada College ensures student access to relevant and transformative student services and instructional programs that are inclusive, diverse, equitable, and anti-racist. As an institution, Cañada contributes to the financial stability of students to empower them to pursue personal, academic, professional, and civic goals. Cañada College continuously assesses processes and removes barriers to student access, success, and completion.

1.11 -- Complete the college redesign process according to the essential practices of Guided Pathways and ensure that all students are connected to and feel supported by their Interest Area and Success Team and, if applicable, their special program (e.g., Promise, EOPS, TRIO SSS, Puente, Umoja, etc.).

1.14 -- Strengthen and scale student affinity programs and other student support programs such as Umoja, Puente, EOPS, and TRIO SSS and create strong ties and coordination between them and the Interest Area Success Teams such that BIPOC and LGBTQ+ students are well supported to complete their educational journeys at Cañada within 3 years.

1.16 -- Create a campus culture that expects and supports students' completion of their educational goals within three years using tactics such as: (1) scheduling classes according to student interest and demand (informed by Student Education Plan (SEP) data); (2) offering more course-taking opportunities during the summer; (3) monitoring student progress more closely (via Success Teams, the Retention Specialist Community of Practice, and the Transfer Center).

How does this position request further the College's ability to achieve its strategic goals & immediate priorities?

- Promise and EOPS counselors have experience serving first-time, full-time college students with an educational goal to graduate with a degree or certificate, or transfer to a 4-year university.
- The demographic of our cohort reflects our high need students within Cañada College's service area.
- To increase the opportunity gap among the underserved population in our community, EOPS, PSP, and FYSI prioritize low-income, first-generation, housing insecure, and AB540 students.
- The PSP and EOPS are committed to equitable practices by removing systematic and financial barriers to increase student completion and success. To continue our equitable, accessible, student-centered work through an anti-racist lens, we require full-time dedicated counselors to maintain the integrity and permanency of our programs.

How does this position request further the College's ability to achieve its strategic goals & immediate priorities?

EMP COLLEGE GOAL #2 Equity-Minded and Antiracist College Culture

Cañada College transforms its culture to be equity-minded and antiracist. Our teaching, learning, and services create a sense of belonging among all community members so they are able to recognize that their unique selves are valued, express themselves fully, and thrive. Our educational practices reflect the fundamental importance of individualized learning experiences, the shared building of knowledge, and promoting social justice at Cañada College.

2.6 -- Revise and improve faculty and staff hiring practices that recognize both traditional and nontraditional experiences and qualifications to ensure the hiring of a diverse pool of faculty and staff applicants.

How does this position request further the College's ability to achieve its strategic goals & immediate priorities?

- EOPS requires that counselors have the following:
 1. completed a minimum of nine-semester units of college course work predominantly relating to ethnic minorities or persons handicapped by language, social or economic disadvantages; OR six-semester units or equivalent of a college-level counseling practicum or counseling fieldwork courses in a community college EOPS program, or in a program dealing predominantly with ethnic minorities or persons handicapped by language, social or economic disadvantages; and,
 2. have two years of occupational experience in work relating to ethnic minorities or persons handicapped by language, social or economic disadvantages.
- The purpose of FYSI is to create a network of support that will meet the academic, social, emotional, and financial needs of college-bound students exiting the foster care system. It is crucial that faculty and staff working with FYSI students are knowledgeable of the intrinsic issues they face and understand how to support them.
- The Promise Scholars Program (PSP) contributes to anti-racism at Cañada College through programming, collaboration, data-driven inquiry, and staff professional development. In addition to program collaboration, Promise engages in data inquiry and reporting.

How does this position request further the College's ability to achieve its strategic goals & immediate priorities?

EMP COLLEGE GOAL #3 Community Connections

Cañada College establishes equity-minded partnerships with other educational institutions, employers, governments, and community-based organizations that result in seamless pathways for high school students transitioning to college, college students transitioning to university, and all community members pursuing career, and lifelong educational opportunities.

3.2 -- Transform where we share what Cañada has to offer by identifying and reaching new outreach audiences that help strengthen our ties to BIPOC communities (particularly those communities our recruitment maps indicate might be underserved, such as North Fair Oaks, Belle Haven, and East Palo Alto). Recruit more BIPOC students, including more students who identify as Black / African American.

3.3 -- Utilize relevant social media and other marketing platforms to reach community members in the formats and virtual environments in which they exist. Ensure College websites are up-to-date, accurate, informative, and speak to community members in language that is welcoming and inclusive.

How does this position request further the College's ability to achieve its strategic goals & immediate priorities?

- Collaboration is one of the strongest keys to our success. Every year, our cohort consists of shared students among student services across campus, such as Punte, STEM, TRIO, and Athletics. However, the largest shared student population is with PSP and EOPS. Currently, one of our adjunct counselors is a shared EOPS/Promise counselor. To strengthen this partnership, the hiring of a full-time EOPS/Promise/FYSI shared counselor will be able to serve our highest-need students, including former foster youth, low-income, and first-generation students. We have found that students participating in both programs have higher engagement and persistence rates during their time in college due to the increase in wrap-around services.
- EOPS has an Advisory Board made up of on-campus and off-campus partners, including programs from SUHSD, Sequoia Adult School, CSUs, and community agencies.
- The In Resources & Opportunities for Success & Excellence (ROSE) Committee is a collaboration with FYSI, San Mateo County, and the Foster & Kinship Care Education Programs that has created a network of support.

EOPS Outcomes Comparison Report

Key Findings from a Comparison Report of EOPS Students and Potentially EOPS Eligible Students, Fall 2018 - Spring 2022:

- Overwhelmingly 73% of EOPS students identify as Latinx.
- EOPS students perform better academically with higher Fall to Spring persistence.
- EOPS students are more likely to take more units than the comparison group.
- EOPS students are far more likely to attain a degree or certificate than the comparison group.

Ethnicity	EOPS		Comparison	
	Number	710	2,330	
American Indian/Alaskan Native		0.0%	1	0.0%
Asian	22	3.1%	140	6.0%
Black - Non-Hispanic	29	4.1%	71	3.0%
Filipino	7	1.0%	82	3.5%
Hispanic/Latino	522	73.5%	1,472	63.2%
Multiraces	12	1.7%	96	4.1%
Pacific Islander	12	1.7%	34	1.5%
Unreported	59	8.3%	136	5.8%
White Non-Hispanic	47	6.6%	298	12.8%

	EOPS	Comparison
Fall to Spring Persistence	710	2,330
2018-2019	86%	80%
2019-2020	82%	78%
2020-2021	77%	74%
2021-2022	77%	72%

FTES	EOPS	Comparison
Number	710	2,330
2018-2019	0.74	0.64
2019-2020	0.69	0.61
2020-2021	0.66	0.57
2021-2022	0.64	0.57

Awards	EOPS		Comparison	
Number	710		2,330	
Any Award	231	32.5%	466	20.0%
Certificate	153	21.5%	202	8.7%
Degree	188	26.5%	398	17.1%

EOPS/FYSI Update

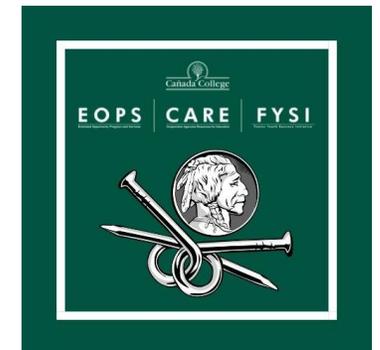


- The State approved for \$30M in additional funds to expand NextUp programs at Community Colleges.
- The CCCCO's intent is to have NextUp at all the Community Colleges.
- The CCCCO will be mailing out a letter of commitment to colleges that do not already have a NextUp Program.
- If accepted, the colleges will receive the funding starting in spring 2023 and it will be the entire year's allocation.

Current Staffing - Counseling

- EOPS
 - 2.0 – 1 full-time and the remaining time divided by four counselors.
- EOPS/PSP
 - .5 – 1 adjunct
- PSP
 - 4.0 – 2 full-time and 4 adjunct
- FYSI
 - 0

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Requested Allocation

SALARY PROPOSAL FROM FUND 1

Proposed Budget	FTE	Projected Salary Step 5, Grade 4	Projected Benefits 41.03%	Total Projected Budget
EOPS/PSP/FYSI Counselor	1	\$98,340	\$40,353	\$138,693

- Fund 1 allocation can be used towards the EOPS required match.
- New NextUp funding will require staffing to support FY students under EOPS.

Thank You!

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Any Questions?