

2019-20 Promise Scholars Program Annual Program Plan

I.A. Program Profile: Purpose

Describe the program(s) to be reviewed. What is the purpose of the program and how does it contribute to the mission of Skyline College?

Narrative

The Promise Scholars Program is a comprehensive student support model that includes dedicated counseling, academic support, professional development resources, and financial support. The program is modeled after the evidence-based and highly successful City University of New York's Accelerated Study in Associate Programs (ASAP) model and aims to address barriers that students face in both accessing and succeeding in higher education. The Promise Scholars Program is a key component of Skyline College's comprehensive redesign, and upholds the Skyline Promise to ensure students "Get in...get through...and graduate on time!"

Associated Objectives

1132-90% Semester-to-Semester Retention of PSP Cohort

1131-Three-year graduation/transfer rate of 50%

1130-Two-year Graduation/Transfer rate of 25%

I.B. Program Planning Team

Annual program planning is intended to be a collaborative process which promotes dialogue and reflection. Please identify all individuals who contributed to or shaped the narrative. Include names and the title or role of each person.

Narrative

Ellen Murray, Director, Promise Scholars Program with support from:

Counseling: Luis Escobar, Dean; Kim Davalos, Counselor; Ivan Silva, Counselor; Jessica Lopez, Career Counselor; Grace Beltran, Program Service Coordinator

TRiO/EOPS: Michael Stokes, Director, TRiO (and lead for Promise Scholars Summer Institute); Melanie Espinueva, Counselor and Coordinator, EOPS

Admissions and Records: Will Minnich, Dean; Sue Lorenzo, Registrar; Martin Marquez, Admissions Assistant III

Financial Aid: Regina Morrison, Director

Learning Center: Raymon Gutierrez, Retention Specialist; Chelssee De Barra, Interim Learning Center Manager

Instruction: Mary Gutierrez, Dean; Ray Hernandez, Dean

Outreach: Lauren Ford, College Recruiter

II.A. Analysis: Progress on Prior Program Objectives (Goals) and Activities

Describe the progress made on previously established program objectives (goals) including identification of achievements or areas in which further effort is needed. New programs which have not yet established CPR/APP objectives should discuss progress on program implementation or activities.

Narrative

The Promise Scholars Program is a comprehensive student support model that includes dedicated counseling, academic support, professional development resources, and financial support. The Program has been in a pilot stage since Fall 2016, but will launch a full replication of the Accelerated Studies in Associate Programs (ASAP) model beginning with the Fall 2018 Promise Scholars cohort, and significantly expand the number of students it serves.

Pilot Stage:

Fall 2016 - The program's first pilot cohort, served 139 incoming students, and provided fee waivers, access to lending library materials, and some additional counseling support for the students' first year in college.

Fall 2017 - The program's second pilot cohort, served 253 incoming students, provided fee waivers for the first full year (Fall 2017, Spring 2018, Summer 2018), a dedicated counselor, and began to implement ASAP student engagement benchmarks and minimum thresholds. Students also had access to a dedicated career counselor. In Spring 2018, the program also piloted group counseling sessions for Promise Scholars, and developed group counseling curriculum, and counseling benchmarks by semester. Students will receive these support services until the end of Summer 2018.

Full ASAP Replication:

Fall 2018 - Beginning with the Fall 2018 scholar cohort, the Promise Scholars Program will end its pilot phase and begin a full replication of the ASAP model.

Results from Pilot Stages:

The pilot programs from Fall 2016 and Fall 2017 have shown positive initial results in terms of students persistence semester to semester. Results can be reviewed in further detail in the attached documentation.

Associated Objectives

1133-90% of active Promise Scholars will complete all semesterly engagement requirements

1132-90% Semester-to-Semester Retention of PSP Cohort

1131-Three-year graduation/transfer rate of 50%

1130-Two-year Graduation/Transfer rate of 25%

II.B. Analysis: Program Environment

Describe any recent external or internal changes impacting the program or which are expected to impact the program in the next year. Please include when the specified changes occurred or are expected to occur.

Narrative

While the Promise Scholars Program launched pilot cohorts in the 2016-2017 and 2017-2018 academic years, the 2018-2019 academic year will be the first year for full replication of the Accelerated Studies in Associate Programs model. The Program will almost double in size (moving from serving 253 students to a goal of serving 500 new students in the Fall 2018 cohort), and will launch additional elements of the ASAP model that have not been implemented with the previous pilot cohorts. Detailed changes for the 2018-2019 academic year can be found under the "Planning" documentation in this review.

Associated Objectives

[1156-PSP Parent/Family Bridge Initiative \(in Conjunction with Transfer Center and Dream Center\)](#)

II.C. Analysis: Student Learning Outcomes (SLOs and PSLOs)

(1) Instructional Programs Only: Describe what was learned from the assessment of course SLOs for the current and past year.

(2) Student Service Programs Only: If PSLOs are being assessed this year (3-year cycle), describe what was learned. If no assessment was done because this is an off-cycle year, please state that this item is not applicable.

Narrative

Given that the Promise Scholars Program has only piloted the ASAP model with the Fall 2016 and Fall 2017 cohorts, the PSLOs are not applicable. The Promise Scholars Program will adhere to PSLOs beginning in the Fall 2018-Spring 2019 cycle.

Associated Objectives

1132-90% Semester-to-Semester Retention of PSP Cohort

1156-PSP Parent/Family Bridge Initiative (in Conjunction with Transfer Center and Dream Center)

1131-Three-year graduation/transfer rate of 50%

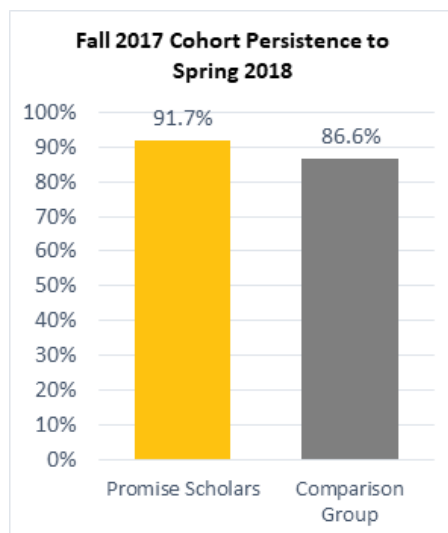
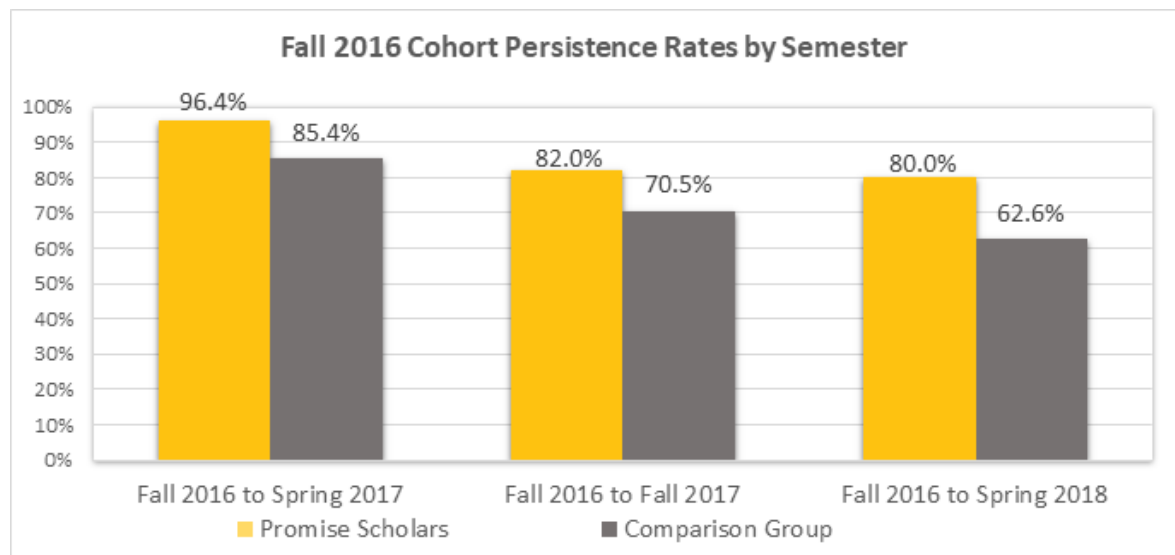
III.A. Reflection: Considering Key Findings

Consider the previous analysis of progress achieved, program environment, and course-level SLOs or PSLOs (if applicable). What are the key findings and/or conclusions drawn? Discuss how what was learned can be used to improve the program's effectiveness.

Narrative

While the Promise Scholars Program did not maintain formal PSLOs for its pilot stage (Fall 2016 and Fall 2017 cohorts), the pilot cohort student outcomes were nonetheless tracked and assessed.

Persistence Rates for Promise Scholars in Fall 2016 Pilot Cohort:



Data Source:

Skyline college institutional data accessed through SAP Business Object on 1/29/18. Relevant definitions:

First time Full time comparison group: Students who were enrolled in 201608 and it was their first non-Summer term of enrollment in SMCCCD with an enrollment status of '1'. Students must have been enrolled in 12 or more units districtwide during Term 201608, with at least 6 units at Skyline College. Students must have declared a degree, certificate, or transfer seeking goal. Promise scholarship recipients are excluded.

Fall to Spring Persistence: Percentage of Fall students who continued enrollment at Skyline College in Spring 2017.

Fall to Fall Persistence: Percentage of Fall students who continued enrollment at Skyline College in *both* Spring 2017 and Fall 2017.

Fall 2017 Promise Scholars Cohort Demographic Information[i]

97.2% of Fall 2017 Promise Scholars are California Residents or AB540 exempt (246 students)

70% of Fall 2017 Promise Scholars receive a BOG B or C waiver. (176 students)

73% of Fall 2017 Promise Scholars attended a Skyline College feeder high school (184 students)

64.4% of Fall 2017 Promise Scholars are first generation students (163 students)

[i] All Fall 2017 Promise Scholars Demographic Data (including Figure 3 and Figure 4) based on Financial Aid ARGOs report Promise_Report accessed 1/26/18 and Skyline college institutional data accessed through SAP Business *First generation:* A student is labeled as First Generation if neither parent/guardian earned Bachelor's or higher. This information is self-reported from the cccApply application. If parent/guardian educational levels are unknown or not reported, then a student is classified as Not First Generation.Object on 1/29/18. Relevant definitions:

First generation: A student is labeled as First Generation if neither parent/guardian earned Bachelor's or higher. This information is self-reported from the cccApply application. If parent/guardian educational levels are unknown or not reported, then a student is classified as Not First Generation.

Associated Objectives

[1131-Three-year graduation/transfer rate of 50%](#)

III.B. Reflection: ISLOs

If your program participated in assessment of ISLOs this year:

- (1) What are the findings and/or conclusions drawn?
- (2) Does the program intend to make any changes or investigate further based on the findings? If so, briefly describe what the program intends to do.

Narrative

The program did not participate in assessment of ISLOs this year, given that it was in its pilot stage. However, the program lends itself most readily to lifelong wellness, by supporting students in building skills to navigate and persist through challenges, transitioning into college life, and setting and achieving both academic and professional goals.

Associated Objectives

1133-90% of active Promise Scholars will complete all semesterly engagement requirements

1131-Three-year graduation/transfer rate of 50%

1130-Two-year Graduation/Transfer rate of 25%

IV.A. Strategy for Program Enhancement: Continuation/Modification

Indicate whether the program is continuing implementation of the last CPR strategy or revising the strategy. Please describe the modifications if revisions are intended.

Note: Any new strategies should be linked to Institutional Goals through creation of objectives in the next section. If the program has not yet participated in comprehensive program review, an annual or multi-year strategy can be defined in this item.

Narrative

Beginning in the 2018-2019 academic year, the Promise Scholars Program will adhere to the ASAP fidelity model and aim to meet or exceed Promise Scholars Program/ASAP replication minimum thresholds across a range of factors. Below, please find the anticipated benchmarks and thresholds which will be used to assess the progress and success of the program and student outcomes.

In addition to these minimum thresholds, the fidelity model includes:

150:1 counselor ratio

Dedicated counselor until student completes educational goal (successfully transfers and/or earns a degree from Skyline College), up to three full years

Dedicated career counselor

Financial Support: fee waiver, monthly incentive, bookstore textbook/material credit

Promise Scholars Summer Institute: all students placed below-transfer level in math and/or English during initial counseling intake will be asked to participate in the Promise Scholars Summer Institute (led by Michael Stokes), a three or six week acceleration program that builds academic skills and student community

Promise sectioned coursework (to build a sense of community among Promise Scholars)

SEP Plans that ensure that students completes educational goal within two years, with a maximum of three years.

Academic Benchmarks	
Retention	Minimum Thresholds
Second Semester	90%
Third Semester	80%
Fourth Semester	70%
Fifth Semester (retained or graduated)	65%
Cumulative Credits Earned each Semester	10
Developmental Education Enrollment (for students w/ developmental need)	95%
Full Skills Proficient after One Year	90%
Promise Scholars Has an updated, comprehensive SEP	95%
Promise Scholars participate in a minimum of 3 blocked Promise course sections within their first year (fall, spring, and following summer)	90%
Graduation	
Two-year (ASAP: 25%)	35%
Two-and-a-Half years (ASAP: 35%)	45%
Three-year (ASAP: 50%)	55%
Student Engagement Benchmarks	
Monthly Advisor Contacts (based on need)	85%
Note: In First Semester, all students are considered high need, and must connect with dedicated counselor in individual and group settings a minimum of 8 times during the semester	95%
Semester Advisor Contacts (based on need)	95%
Semester Career/Employment Milestone Completion	95%

Associated Objectives

1155-Clarify and Set Annual PSP Operating Budget in Conjunction with Business Office

1156-PSP Parent/Family Bridge Initiative (in Conjunction with Transfer Center and Dream Center)

IV.B. Strategy for Program Enhancement: Action Plan and Resource Requests

Based on the most recent CPR and any desired modifications, develop an annual action plan with related resource requests. No narrative response will be entered in this section, but the objectives you create will be printed automatically in the APP report under this item.

(1) To begin, click on PLANNING at the top of the page, then CREATE A NEW OBJECTIVE. To view previously created objectives, click PLANNING at the top of the page, then VIEW MY OBJECTIVE.

(2) IMPORTANT! Make sure to associate each objective to this standard in the APP. Need help? Contact the PRIE Office for further instructions. Institutional Goals. Need help? Contact the PRIE Office for further instructions.

Narrative

Associated Objectives

[1155-Clarify and Set Annual PSP Operating Budget in Conjunction with Business Office](#)

[1135-Consolidated Pathways Pilot Implementation Fall 2020 Semester \(in collaboration with Instruction\)](#)

[1134-Counselors will maintain a 1:150 caseload ratio \(maximum\) and implement the PSP tiered-support model](#)

[929-Increase Number of Students Supported through PSP to 750 Annually](#)

[1156-PSP Parent/Family Bridge Initiative \(in Conjunction with Transfer Center and Dream Center\)](#)

[931-Stabilize Staffing Structure for Promise Scholars Program](#)

Enhanced Budget with Objectives and Tasks

[Enhanced Budget with Objectives of Promise Scholars Program](#)