



Program Review
New Position Request Presentation
Umoja Program Full-Time Academic Counselor

Position: Academic Counselor

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Mandates, Goals and Initiatives

- **Umoja Global Mandates:** It is encouraged that each program have a full-time counselor that also has Umoja Program coordination time.
- **SMCCCD Board goals or strategic initiatives:**
 - Focus on strategies to increase student enrollment.
 - Affirmation of Commitment to Social Justice (2016)
 - Dignity and Respect: . . . all individuals should be extended a basic level of understanding and accommodation . . .
 - Access and Affordability: . . . committed to keeping . . . colleges accessible and affordable so all individuals throughout the socio-economic spectrum have an equal opportunity to attain their natural potential.
 - Removing Barriers: . . . committed to removing barriers to student success . . .
 - Serving All: . . . values the unique characteristics of our students, and is committed to meeting our students where they are and to providing them the quality education and support services that best support their individual needs and circumstances.
 - Valuing and Promoting Diversity: . . . continued practice of promoting, encouraging and fostering diversity, equity and inclusion inside and outside of the classroom, including in its hiring, . . .
 - Participation and Freedom of Expression
 - Safe and Inviting: All students . . . must feel that their learning . . . environments are free from fear, . . . discrimination and intolerance.
- **Non-Fund 1 matching or supplemental funding availability:** Umoja Statewide will provide an additional program funding beginning Fall 2024. MOU expected to be signed by December 31, 2023.



Support for the 2022-2027 Educational Master Plan's Strategic Initiatives

1. Umoja (a Kiswahili word meaning unity) is a community (EMP/SEMP Goal #3 – Create a Climate of Inclusivity)
- 2. Improve Cañada College's record with Black student equity, success and retention. (EMP/SEMP Goal #1 – Improve Student Completion/Success)**
- 3. Improve Black student success and retention rates in 5 years. (EMP/SEMP Goal #1 – Improve Student Completion)**
4. Make Cañada College an area magnet school for Black students. (EMP/SEMP Goal #2 – K/12 Partnerships)
- 5. Work closely with our other support programs (i.e. Promise, PUENTE, Colts, Spark Point, CalWORKs, EOPS, DRC, Learning Center (tutoring) and . . .) in order to share existing resources. (EMP/SEMP Goal #3 – Support Climate of Inclusivity)**
6. Strengthen collaborative relationships with community members (EMP/SEMP Goal #2 – Community Connections)
- 7. Student orientation, welcome ceremony/ritual, end-of-year celebration (EMP/SEMP Goal #3 - Promote a Climate of Inclusivity)**
8. At least one Umoja supported class (EMP/SEMP Goal #1- Develop Clear Pathways)
9. Program participants engage in Umoja Cañada College activities (EMP/SEMP Goal #2 – On Campus Events)
10. Faculty and classified professional engage in Umoja professional development activities (EMP/SEMP Goal #3 – Professional Learning Plan)
- 11. Guided Pathways affinity groups to promote student completion (EMP/SEMP Goal #1 – Improve Student Completion & Goal #3 - Institutionalize the Effective Structures to Reduce Obligation Gaps)**
- 12. Cañada Umoja Course Planning: (EMP/SEMP Goal #1 – Improve Student Completion)**
13. Core courses (2-3 cohorted) (EMP/SEMP Goal #1 – Cohorted Programs)
- 14. Cañada Umoja Services and Activities: (EMP/SEMP Goal #1 – Develop Clear Pathways & Goal #2 – Strengthen Support Services)**
15. Mentorship (peer to peer and faculty/staff/administrator/community member to student) (EMP/SEMP Goal #2 – Mentorships & Goal #3 – Promote Climate of Inclusivity)
- 16. College Visits (EMP/SEMP Goal #2 – College Partnerships)**
- 17. Work-Study and Placement (90% retention rate) (EMP/SEMP Goal #3 - Institutionalize Effective Structures)**

Support for College's Immediate Priorities

1. Create and sustain an inclusive, antiracist, and equity-minded campus culture;
2. Expand programs and opportunities (in North Fair Oaks, Belle Haven, East Palo Alto w/emphasis on BIPOC communities);
3. Strengthen K-16 pathways and transfer;
4. Reimagine how we support students' accessing career opportunities



Umoja Program Growth Justification

- **Enrollment:**

- Spring 2022
 - ENGL 105
 - PLSC 310
 - MATH 200/800
- Fall 2022
 - PLSC 210: **8 students** (5 in person, 3 over zoom)
- Spring 2023
 - ENGL 110: **7 students** (2 In Person, 5 over zoom)
 - PLSC 310: **7 students** (4 In Person, 3 over zoom)
 - MATH 200: **16 students** (In person and zoom as needed)
- Fall 2023
 - ENGL 100: **20 students** (13 In Person, 7 over zoom)
 - PLSC 210: **28 students** (19 In Person, 9 over zoom)

- **Course Offerings:**

1. ENGL 100 (Fall Semesters & Spring?)
2. ENGL 110 (Spring Semesters)
3. MATH 200 (Spring Semesters & Fall?)
4. PLSC 210 (Fall Semesters)
5. PLSC 310 (Spring Semesters)



Umoja Full Time Counselor Justification

Staffing Trends (FTEP Ratios):

- Counselor/Student
- Currently serving: 82 students total w/14 hours of adjunct counseling
 - Serving students who have taken Umoja classes in the past
 - Current Umoja cohort students
 - Prospective current students
- As the Umoja program grows, one on one counseling support is needed for more students with 1 hour long appointments to provide holistic services, and regular follow up check-ins at least three a semester



Narrative

- Providing individualized counseling that treats each student as a human being takes a lot of time.
- 1 hour appointments are necessary because ½ of the time is spent getting to know our students and what is happening to make sure they can do well in their classes. Especially, when we take into consideration racialized trauma – need time to process so can move on in a healthful way. Other student groups, for example, ESL students, have similar needs and are granted more counseling time.
- Black students have a specific community need that thrives on knowledge of ones culture, trauma and resource needs
- We know the College wants to show its continued support of Black students through concrete action, which hiring a full-time counselor specifically to address Black students' needs would do.
- Black students need to be in an ethnically diverse campus that shows a commitment to Black student success (more rigorous recruitment efforts). More welcoming environment by adding a staff person with experience working with the Black community
- A go to person – for all questions: transfer, financial aid, getting connected on campus, personal needs (being there: schedules, campus tours/locations, resources).
- Umoja Coordination
- Ensure smooth transfer pathway for students interested in HBCU's. Counselors will need to participate in trainings and be educated on the process and experience of attending an HBCU

Umoja Program Success and Retention

Umoja Program classes have a significantly higher rate compared to non-Umoja Program classes

- ENGL 100: **90%** v 60% (success)
- ENGL 110: **87%** v 57.5% (success)
- MATH 200: **82%** v 59% (success)
- PLSC 210: **100%** v 60% (success)
- PLSC 310: **94%** v 65.4% (success)

Retention, overall, for Umoja Program classes is close to 100%.

Transfer level first year completion for Black students within the District:

- MATH: 42%
- ENGL: 46%



Umoja Program F/T Academic Counselor Objectives

A “dedicated” program counselor will help the college to close the equity gap in the following ways:

1. Early student identification and proactive matriculation support for the Umoja Program cohort.
2. Consistent, timely, intrusive communication and guidance to create greater opportunities for student achievement.
3. Monitor Umoja Program cohort to support student retention.
4. Review college and program data to identify Umoja Program candidates.
5. Early identification and assessment of students’ unique support needs.
6. Early identification of students who may serve as peer mentors and tutors.
7. Close collaboration with instructional faculty to support Umoja Program students, and Black students in general.

Thank you!!

Questions??

Cañada College

UMOJA COMMUNITY