

Impact: Results & Use of Results Reported by Goal



Annual Program Plan FYE/SYE

Strategic Direction 1 - Student-Centered Curriculum

There are no Data Analysis and Suggested Actions for this Strategic Direction

Strategic Direction 2 - Student Access

There are no Data Analysis and Suggested Actions for this Strategic Direction

Strategic Direction 3 - Student Success

Annual Program Plan FYE/SYE

Analysis of Data

Reporting Year: 2021 - 2022

Conclusion: Trending Up

Analysis of Data: The analysis of this data is based on a review of the data from 2019-2020. The focus of this analysis is directed by Strategic Direction 3 - Goal B, Metric 3 - Improve and expand educational support programs for all students. Currently, the 2021-2022 First-Year Experience (FYE) cohort of students total number is 428. Based on previous data, 86% of FYE students are retained campuswide and 70% of FYE students are successful in their courses. 34% of students that were retained earned an A, 26% of students that were retained earned a B, and 19% of FYE students retained earned a C in their courses. Specifically, the retention and success rates of FYE students compared to campuswide are trending up due to services that are provided to FYE students. Specifically, academic success coaching and academic counseling. Students are also provided with various student success workshop that include topics such as choosing the right major, time management and growth-mindset. Equity gaps that exist in our program that align with campuswide gaps are the success rates of our disproportionately impacted students groups, specifically our Black and Hispanic students. The FYE and SYE team has been working on intentional outreach to these students groups by obtaining reports that identify these student groups and additionally by running reports with an added layer to include only men in these DI populations. By targeting the males in these populations we can directly connect them to counseling and support services for Males of Color which includes the CHES program - Collaborative for Hispanics in Higher Education and Student Success which pairs mentors from California Lutheran University and provides these students with personal academic and success coaching services. This work also allows the team to be intentional about multi-campus collaboration as well as intrusive and inclusive student services for DI populations. Student Learning Outcomes have been established for both the FYE and SYE programs to assess how our services are impacting the students overall experience. In addition, the SLO's will allow us to improve on current practices and whether our services are providing our students with the tools necessary to navigate their college journey. The qualtrics survey has been created and will be distributed at the end of the fall 2021 semester and data will be forthcoming.

Entered By: Claudia Sitlington

Analysis Dates: 09/27/2021

Suggested Actions

Suggested Action: A request for an additional full-time Success Coach to sustain the programming efforts, event offerings, starfish connect outreach, and overall integrity and reputation of the program. By continuing to hire provisional classified staff, it makes it difficult to create and maintain innovative and esteemed programming. In a 30-day period, a total of 3 success coaches submitted their resignations. (09/27/2021)

Strategic Direction 4 - Campus Safety and Wellness

There are no Data Analysis and Suggested Actions for this Strategic Direction

Strategic Direction 5 - Organizational Effectiveness

There are no Data Analysis and Suggested Actions for this Strategic Direction

Dean Signature - Dean Signature indicates review.

There are no Data Analysis and Suggested Actions for this Strategic Direction

Assessment: Program Overview (SWOT)



Annual Program Plan FYE/SYE

CTE Program: No

Program Description: The Guided Path to Success Program (GPS) is a student success and support program that connects first year students with Student Success Coaches and Academic Counselors to simplify and ease their transition from high school to college.

Program Plan Writer/Editor/Contact Person: Claudia Sitlington

Department Chair / Coordinator / Program Lead: Claudia Sitlington

Dean/Manager: Dr. Khushnur Dadabhoy

2021 - 2022

Strengths: The FYE program and team displayed a tremendous level of adaptability by working remotely for 18 months. The team transitioned with ease and dedication to assure that the students would not experience the transition to online services in a negative or stressful way. Success Coaches and Counselors under the direction of the Student Success Supervisor, were up and running to see students by day 3 of the stay at home order. The ultimate use of technology is an extreme strength and proved that students can still be served in any capacity. The program showed strength by adapting to a remote work environment and by creating new and innovative ways to not only keep students engaged but to retain them in what was and still is a very challenging time for not only students but staff.

An example of an innovative and technological advancement that FYE and SYE created, is the Virtual Community Hour (VCH). By implementing VCH shortly after courses were moved online, provided students with a virtual space to socialize and talk about how they are doing as well as what sort of things they are doing to fill the time during the pandemic. FYE/SYE student workers were also involved in VCH by providing peer support and relatability to situations. VCH sessions were facilitated by Success Coaches to provide a flow and structure for the sessions. VCH was a highlighted session at the virtual 2021 First Year Experience Conference and was presented by an FYE Student Success Coach and the Student Success Supervisor.

The FYE program has established a greater presence on campus by further creating intentional partnerships across campus including collaborations with the Career Transfer Center, Tutoring, Library Services, Counseling, Financial Aid, Dreamers, and Men of Color programs. Collaborations continue to strengthen overall programming and student success.

Social media presence and postings have also been more apparent this year, requiring a stronger online presence for both FYE and SYE. Student workers are responsible for all social media posts as well as evaluating the social analytics.

Weaknesses: Weaknesses: As mentioned in years prior, the same weakness continues to present itself, which is the lack of full-time staff. The FYE program continues to operate with one full-time success coach and one provisional 80% success coach. In August of 2021, 3 part-time success coaches submitted their resignations within 30 days of one another. The time to complete the hiring process, hiring paperwork, training, and systems permissions access, becomes a difficult task when in turn, the classified staff member only stays employed for a few months. These individuals leave for opportunities where they are offered permanency and benefits.

Opportunities: Opportunities: The implementation of the SYE program has been a rewarding opportunity for students. Students have expressed that they desire FYE services beyond the first-year to keep them involved, grounded and successful. SYE provides exactly this. All FYE students as well as students with 30 units or more campuswide, are contacted by SYE to begin the program opt in process. The collaborations between FYE and SYE coaches and counselors has created an opportunity to

streamline and strengthen services and to create new and innovative programming to reach all students in the programs.

With the Collaborative for Hispanics in Higher Education and Student Success (CHESS) Male initiative provides students and specifically males of color with additional mentor and peer opportunities. Additional programming includes a focus on career, leadership, transfer and internship programming.

Threats: Threats: With the lack of full time success coaches, the FYE program will continue to struggle to retain staff. Provisional positions are unable to provide professional upward mobility for staff which creates high turnover.

Program Plan



Annual Program Plan FYE/SYE

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Initiative: Targeted Outreach to High Schools and Community Agencies

Continue outreach efforts to local high schools and high school counselors to market and provide knowledge of FYE programs and services will be ongoing. Outreach efforts begin in the fall the year before the students will enter Moorpark College. Continue working diligently to keep the students who are not yet here and those that are currently in attendance abreast of communications that pertain directly to them.

Initiative Status: Active

Initiative Year(s): 2017 - 2018, 2018 - 2019, 2019 - 2020, 2020 - 2021, 2021 - 2022

Start Date: 10/02/2017

Resource Requests

(A) Active Request - New or reallocated funding to hire an additional full time success coach. (Active)

Justification: By adding an additional full time Student Success Coach, we can lower the number of students in each cohort. This would allow for Student Success Coaches to participate in more targeted Outreach events. An additional full-time success coach will create a more cohesive communication stream within the office to better serve our current as well as prospective FYE students. It is fundamental to the success and sustainability of the program to add an additional full-time staff position. The hiring of an additional full-time success coach will streamline and improve processes and programming for FYE and first-year best practices.

Contact Person for Request: Claudia Sitlington

Resource Category - Where does this request belong?: (B) Classified Request

Funding Source: Categorical Fund

Priority: High

Overall / Aggregate Cost: 129000

Replacement Item: No

Building and Room #: Student Success Center 100

Work Plan

Increase program visibility. - Claudia Sitlington, Student Success Coaches.

Details: Increase participation in outreach events at our feeder high schools, continuation schools, community events, parent and student organizations.

Status of Action Step: Active