An Imperative to Promote the Community College

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The Career Ladders Project
Activity– in dyads

- What do you think are the perceptions of parents about community college?

- What do you think are the perceptions of students about community college?

- What are your perceptions of the community college?
CAREER LADDERS PROJECT

Fosters educational and career advancement through research, policy initiatives and direct assistance to community colleges and their partners.
Bill & Melinda Gates Foundation 3 million dollars: SF Mayor’s office, SFUSD, CCSF

Research indicators
- 1000 HS graduates per year (mostly African American and Latino students) not going to Postsecondary education.
- Losing students through each of the steps of the 5 step enrollment process – overwhelming for First Gen Students of Color

Urgent need to improve transition
Breaking Down Misperceptions
How Counselors Worked Collaboratively in San Francisco

Cross-institutional Counseling Professional Learning Community was formed to:

- Increase post-secondary access
- Improve communication between SFUSD and CCSF counselors
- Raise the visibility of community college as a viable post-secondary option
- Clarify, develop, and streamline information about the CCSF matriculation process

Over the course of the three-year grant period, the team:

- Bridged the historical gap between the counselors at each institution
- Established a shared vision and goals to improve post-secondary access
- Worked on improving cross-institutional processes
## Cross-institutional Counseling PLC

<table>
<thead>
<tr>
<th>Our Process</th>
<th>Our Key Accomplishments</th>
<th>Our Counselor’s Role</th>
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<tbody>
<tr>
<td>• Convened a larger group of counselors from both institutions to review data &amp; brainstorm goals</td>
<td>• Improved &amp; formalized communication and relationships between SFUSD &amp; CCSF counselors</td>
<td>• Break down the myths for students &amp; families</td>
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<td>• Develop action items &amp; point people</td>
<td>• Shift SFUSD’s post-secondary promotion efforts to include community colleges as a viable option, with an emphasis on supporting underrepresented and low-income students</td>
<td>• Encourage students to consider CCC as a viable option among the college menu</td>
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<td>• Develop Professional Development opportunities</td>
<td>• Advocated for policy changes and services that increase post-secondary access</td>
<td>• Reduce the stigma and increase the sense of success in being a community college student (year-long)</td>
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Major Outcome #1: Bring the Enrollment Process into the High Schools

- Created a formal venue for counselors to share information and work towards common goals
- Fostered relationships between the counselors and built trust
- Expanded to counseling faculty through the institutionalization of cross-institutional PD opportunities on:
  - (1) CCSF enrollment process
  - (2) promoting CCSF as a viable option
  - (3) supporting truant students
  - (4) financial aid
  - (5) undocumented students
  - (6) workforce options
  - (7) support services
Major Outcome #1: Bring the Enrollment Process into the High Schools (continued)

- Established points of contact at each institution
- Improved CCSF staff’s access to SFUSD students, a critical factor
- The 5 matriculation steps now begins at the high schools
- CCSF counselors coordinate with SFUSD lead counselors to schedule:
  - Online Application Sessions
  - Orientation
  - Placement Testing (either at the HS or through field trips to the CCSF campus)
  - Counseling/Ed Planning.

*Events occur between November-April in preparation for FRISCO Day where students can then register for Summer & Fall classes!*
Major Outcome #2: FRISCO Day

- Initiative to increase our high school graduating seniors’ knowledge and awareness
- Ensure a successful transition to college
- Every SFUSD HS senior participates
- Community College and 4 year venue
- Workshops for all students:
  - Financial Aid & Financial Literacy
  - Networking
  - Preparing for College Life/College Scenarios
  - Transfer Options
  - Resource & Academic/CTE programs Fair
  - Matriculation Support
- All students who complete the matriculation steps receive early registration dates for summer and fall classes
FRISCO Day Goals

- **Self-advocacy skills:** The ultimate goal is to guide students to be effective self-advocate for his/her education and future.

- **College knowledge:** Students will learn how to “work the college system” - whether they are off to a UC, CSU, CCSF or another college or program, we will expose students to the ins and outs of how to get what they need, including how best to manage their financial aid.

- **Persistence:** Students will learn how to persist in their education and not give up but seek out resources to assist in their effort.

- **Options:** Students who do not yet have a plan will learn about the programs CCSF offers which are over 100 certificates to enter skilled jobs in the workforce and programs to transfer to 4 year universities.
Results from Collaboration

Early Wins

- **Retention Rates:**
  - 98% in first semester, 89% at second semester
  - Compared to 65% at second semester

- **Majority are going full time**
  - Increased average units from 8 to 128

Enrollment among of students of color increased

- % of African-American students increased by 18%
- % of Latino students increased by 24.5%
Activity – Ideas for Working Collaboratively

- What if you were to build a similar partnership that is system wide and owned equally by both the community college and the high school district?

- In an ideal world, what would that partnership look like?

- What barriers would need to be overcome to build this partnership?
Tips for Collaboration

- Utilize data to drive goals including focus groups: counselors, parents, students
- Offer PD to faculty/counselors at both CCC & HS
- Determine the best times and methods of communication for each party
- Leads attend “Meet & Greet” session to exchange calendars, contact information
- Create a list of who in the High Schools and who at the CCC is responsible for what aspect of the student success (i.e. testing center, CBOs that work at the individual school sites, etc.)
- Collaboration begins with High schools/District identifying a counselor “lead” or point person to partner with CCC counselor
Tips for Collaboration (continued)

- Joint meetings with CCC & HS counselors to plan & network
- Maintain on-going email communication
- Become familiar with high school schedules including testing, special events, etc. that may impact collaborative work.
- Share your partnership plan with the administrators at your school site to ensure they support the discussion and arrangements made with CCC counselors
- Work with your administration at both CCC and HS district – share the who, why, what of this work. Work together to remove stigma.
6 Phases of Implementation

Phase 1: Inquiry

Phase 2: Buy-in

Phase 3: Planning

Phase 4: Implement

Phase 5: Results

Phase 6: Sustain
How Would you Implement a Similar Partnership?

- Poster Board Gallery Walk

- Write your ideas around opportunities and barriers for each of the 6 phases of implementation?

- Summary & Discussion
Group Discussion - What will be your first next step?

- What was your biggest take away from today’s session?

- If you were to implement this work next week, what is something you can do now to get it started?
Thank you!

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