

SSPBT Position Request Template

Name of Requester: Michele LeBleu-Burns

Program/Department: EOPS/Guardian Scholars

Date Completed: January 18, 2022

Position Requested: Guardian Scholars Counselor/Coordinator

1. How Is this position linked to the College's ICCs?

Institutional Core Competencies:

1. Communication and Expression
2. Information Literacy
3. Physical/Mental Wellness and Personal Responsibility
4. Civic Capacity for Global, Cultural, Social and Environmental Justice
5. Critical Thinking

Although the main institutional core competencies addressed by this position are Physical/Mental Wellness and Personal Responsibility, Information Literacy and Critical Thinking, other learning domains will be promoted as well. When students have a support system, academic guidance and access to basic needs resources, they will have the freedom to be engaged civically, culturally socially to develop their capacity to positively impact their communities and advocate for justice and positive changes within society.

✓ Com & Exp ✓ Info Lit. ✓ P / M Wellness & Personal Resp. ✓ Justice ✓ C. Thinking

[Web link](#)

2. How is this position linked to the College's mission?

De Anza College provides an academically rich, multicultural learning environment that challenges students of every background to develop their intellect, character and abilities; to realize their goals; and to be socially responsible leaders in their communities, the nation and the world. The college engages students in creative work that demonstrates the knowledge, skills and attitudes contained within the college's Institutional Core Competencies.

The Guardian scholars program is linked to the college's mission in that it will support Foster Youth/Youth in Care students' growth and development so they can reach their full potentials. The counselor will provide a wide range of services to facilitate student development and success including:
-Individualized academic and personal counseling services
-Academic, personal and professional development workshops
-Individualized academic support
-Referral to on and off campus resources and services
Personal counseling

[Web link](#)

3. How is this position linked to the College's core values?

1. Integrity
2. Innovation
3. Equity
4. Developing Human Capacity
5. Institutional Core Competencies
6. Civil Engagement for Social Justice

Hiring a full-time counselor will enable the EOPS program to provide a comprehensive set of services for current and former foster youth/youth in care served by the Guardian Scholars program and will provide structural integrity for the program, provide resources to ensure equity, engage the students so that they can develop their individual human capacity. In addition, this counselor will enhance students learning and development via the institutional core competencies and will support students' civic engagement through personal development activities.

✓ Integrity ✓ Innovation ✓ Equity ✓ Develop HC ✓ ICCs ✓ CE for SJ

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4. How will this position impact equitable outcomes for disproportionately impacted student populations (D.I.S.P) served by program/department?

1. Black
2. Foster Youth
3. Latinx
4. LGBTQI+
5. Native American
6. Pacific Islander

Hiring a full-time counselor to serve Foster Youth will go a long way towards addressing the equity gap for these disproportionately impacted student populations on our campus. Nationwide, the success rates for these populations is very low; approximately 40% of former youth in foster care will attend college; 8% will graduate, and less than 3% of former foster youth will earn a degree by age 25.

According to De Anza College institutional research department (Newell, 2020) De Anza students who have been in foster care had a 57% average course success rate in the 2019-2020 academic year. Among targeted foster youth populations (African-American, Latinx, and Filipinx students) the course success rate was 55%. Among the general student population for the same academic year, the course success rate was 71% for African-American, Latinx, and Filipinx students and 84% for all other student populations in comparison.

The fact that foster youth are heavily comprised of Black and Latinx students and have very low course success rates indicates that foster youth students are at high risk and should be at the forefront of De Anza's equity initiatives (Newell, 2020). In addition, A significant number of foster youth also identify as LGBTQ.

Having a dedicated counselor to serve current and foster youth will ensure that they have a solid base of support and access to resources that will promote their personal and academic success.

✓ Black ✓ F Youth ✓ Latinx ✓ LGBTQ+ ✓ N American ✓ P Islander

[Web link](#)

5. How is this position linked to the SSPBT core priorities?

- 1. Student Equity
- 2. Access to Education
- 3. Student Retention
- 4. Student Completion

The target population to be served by this counseling position are disproportionately impacted by the achievement and equity gap as outlined above. The purpose of the Guardian Scholars program is to provide comprehensive academic and financial resources to current and former Foster Youth (FY) also known as Youth in Care (YIC). These efforts are designed to provide equitable opportunities to access education, and increase student retention, completion and success.

✓ Equity ✓ Access ✓ Retention ✓ Completion

[Web link](#)

6. How many years has this position request been included in program APRUs?

This position has been requested on the EOPS Program Review and APRUs over at least the last five years.

[Web link](#)

7. How is this position request linked to the College's Institutional Metrics?

- 1. Basic Skills
- 2. Civic Engagement
- 3. Career Technical Education
- 4. Equity
- 5. Funding
- 6. Outreach
- 7. Planning
- 8. Success and Retention
- 9. Transfer

This request is linked to the college's institutional metrics in the areas of Basic Skills, Equity, Outreach, Career Technical Education, Success, Retention and transfer. The Guardian Scholars program will enhance equitable opportunities for foster youth students as they complete their basic skills courses, pursue their academic goals, and engage in Career Technical Education. The major outcomes related to the institutional metrics include closing the equity gap between foster youth and general population students in student success, retention and graduation and/or transfer rates.

[Web link](#)

8. How will success/effectiveness be measured for this position?

This area will measure effectiveness by improving the retention, success, graduation and transfer rates of student participants in the Guardian Scholars program for foster youth/youth in care. The metrics will be based upon current academic success and completion rates of foster youth/youth in care students as compared to general population students. One such goal is to increase the course retention rates of Foster youth by 10% within the first academic year of hiring the Guardian Scholars foster youth counselor.

9. How will this position utilize innovative/effective practices to meet program goals?

This position will utilize intrusive counseling and Trauma Informed Care practices in meeting the academic and personal counseling needs for FY/YIC students. The counselor will also network with campus and community resources to connect Foster Youth to information and resources to facilitate their success. This includes partnering with various on campus services to meet basic needs and secure mental health services.

10. Is there any additional relevant information or comments regarding this position?

Over the past several years, foster youth have been included in the De Anza College equity plan to secure equity funds from the State Chancellor's Office, yet there has never been dedicated, stable staff or financial resources to support the needs of this population on campus. With this position, foster youth/youth in care will finally have a dedicated professional on campus to serve a student population with much potential, yet so many needs and barriers to their success in pursuing a college education.

Guardian Scholars Counselor/Coordinator, EOPS/Guardian Scholars

| Rubric Submission | ICC | College Mission | College Core Values | Equity Impact D.I.S.P | SSPBT Core Priorities | APRU - Request History | Link to Inst. Metrics | Plan to Assess Effectiveness | Innovation | Total |
|-------------------|-----|-----------------|---------------------|-----------------------|-----------------------|------------------------|-----------------------|------------------------------|------------|-------|
| # 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| # 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| # 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 35 |
| # 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 34 |
| # 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 34 |
| # 6 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 33 |
| # 7 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 33 |
| # 8 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 33 |
| # 9 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| # 10 | 4 | 4 | 4 | 4 | 3 | 0 | 4 | 3 | 3 | 29 |
| # 11 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 27 |

Total: 362
Average: 32.9