Equity in Design for Holistic Student Supports:
Increasing Success in Community Colleges for Student Mothers

@AchieveTheDream  #ATDcolleges  #CCWomenSucceed
EQUITY IN DESIGN FOR HOLISTIC STUDENT SUPPORTS

What We’re Learning
Julia A. Lawton, Achieving the Dream
Mark Toner, CommunicationWorks

A Gateway to College for High School Students
Nick Mathen, Achieving the Dream
Mark Toner, CommunicationWorks

Increasing Success for Student Mothers at Community Colleges
Meredith Archer Hatch, Achieving the Dream
Mark Toner, CommunicationWorks

Supporting the Success of Students Enrolled Part-Time
Julia Lawton, Achieving the Dream
Mark Toner, CommunicationWorks

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SPEAKERS

Meredith Archer Hatch
Senior Associate Director for Workforce Development and Academic Alignment
Achieving the Dream

Alese Mulvihill
Acting Dean of Student Affairs
Gateway Community College

Shauna Davis
Executive Director of Holistic Student Supports
Achieving the Dream

Gabrielle deCastro
Housatonic Community College Class of 2018
University of Bridgeport expected graduation May 2020

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EQUITY IN DESIGN FOR HOLISTIC STUDENT SUPPORTS

Increasing Success for Student Mothers at Community Colleges

Meredith Archer Hatch, Achieving the Dream
Mark Toner, CommunicationWorks

February 2020

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#CCWOMENSUCCEED

Dr. Daria Willis @EvccPrez · Sep 12
On my way to Capitol Hill to advocate for student parents at colleges and universities across the country! #ccwomensucceed #studentparents @EverettCC @AchieveTheDream

Dr. Karen Stout @drkastout · Sep 19
More on @AchieveTheDream in the field. We are not just on campuses. We are involved in important conversations with policy and non-profit leaders outside #highered on important issues like supporting student parents. #CCWOMENSUCCEED @MeredithATD

Meredith Hatch @MeredithATD · Sep 19
Today’s #FamilyFriendlyCampus Roundtable ended with a call for @SupportGenHope #FamilyFriendly study area. The idea is that space communicates value. #CCWOMENSUCCEED

Achieving the Dream @AchieveTheDream · Apr 25
It’s #takeyourchildtoworkday! And we’re remembering when #ATD_DREAM Scholar Alum @Jenaeprrx shared her powerful testimony on the true cost of college in front of Congress with her daughter. Read more here: ow.ly/yro850newKE #equitymatters #CCWOMENSUCCEED

Casey Crabill @CaseyCrabill · Feb 6
At @OnondagaCC we support student mothers not just with an on-campus daycare but also flexible scheduling! Tricia Buttiglieri is in our Weekend College program which allows her to keep her job and raise her children while going to school on the weekends! #CCWOMENSUCCEED
“Many of our students are facing things that are not in their control. They may be in a state of crisis— a bill comes in that was higher than expected. Once they enroll in school, with the external supports we can provide, sometimes they recognize that the school part is something they can control. Suddenly, we see transformation and leadership in our community among those who have gone through the program, graduated, and been placed in a job.”
**Achieving the Dream**

*With Supports, Community College Women Succeed*

4 Million

Student parents attend college each year. The average age of student parents is 32.

1 in 4

Community college students are parents.

Statistics courtesy of Institute for Women’s Policy Research. [www.iwpr.org](http://www.iwpr.org)
ACHIEVING THE DREAM

With Supports, Community College Women Succeed

- 70% of college student parents are women
- 89% of single college student mothers are low-income

Single mothers with an AA degree earn $300K more over a lifetime than those with a high school diploma

#CCWOMENSUCCEED

@AchieveTheDream #ATDcolleges #CCWomenSucceed
INTERCONNECTED ACADEMIC AND PERSONAL SUPPORTS FOR STUDENT MOTHERS

1. Identifying student mothers in intentional and consistent ways and building relationships with them.

2. Building systems and processes that connect students with supports.

3. Addressing gender inequities and promoting socioeconomic mobility.
Helping Students Achieve Their Dreams

FESP
Family Economic Security Program

Housatonic Community College
Fairfield County’s Community Foundation
FAIRFIELD COUNTY’S COMMUNITY FOUNDATION FUND FOR WOMEN & GIRLS

➢ Largest women’s fund in New England
➢ Twenty-one years of impact
➢ Invest in sustainable solutions
➢ Advance economic security, health and safety for women & girls
➢ Member of Global Women’s Funding Network and Prosperity Together
➢ Thought leader and grant maker

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FESP PILOT: NORWALK COMMUNITY COLLEGE

- Launched at Norwalk Community College in 2008
- Addressed the barriers to GRADUATION via comprehensive supports and prepared students to transfer and/or pursue higher paying jobs
- Incorporated a cohort model
- Target population: single, working mothers (heads of household)
- Served 106 students
FESP 2.0: HOUSATONIC COMMUNITY COLLEGE

➢ Expand Numbers and Build Scale
➢ Provide Broader Wrap-Around Services
➢ Attain Positive Participant Changes
➢ Attain Institutional, Family and Community Changes
➢ Broaden student horizons
WHO ARE OUR FESP STUDENTS?

380 Total FESP Students

- 21% Male
- 79% Female

Ethnicity/Race

- Black: 44%
- Hispanic: 33%
- Multi: 4%
- White: 13%
- Asian: 4%
- DNR: 1%
- Pacific Islander: 0%

Median Average Age: 28 Years
Median GPA at Start of Program: 2.9
Median Credits at Start of Program: 30
Mean Income of students who responded: $17,238

Source: Banner

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STUDENT ELIGIBILITY

9 completed credits
➢ developmental credits included

2.0 GPA or higher
➢ waived for developmental and transfer students

PELL grant eligibility (full or partial)
➢ low income

Has at least 2 semesters remaining at HCC

Currently working
➢ part-time
➢ full-time
➢ temporary
➢ under the table
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➢ temporary
➢ under the table
INTERVIEW/ ORIENTATION

Interview
➢ Set of 10 questions to reinforce student eligibility
➢ Emphasize expectations as part of the program
➢ Sign Participant Agreement Form

Orientation
➢ Reinstate student responsibilities
➢ Inform students of additional FESP resources and benefits
➢ Complete intake survey
➢ Complete financial survey and print out credit report via Credit Karma
➢ Set up/schedule first meeting with Achievement Coach
MOVE TO ONE COACH MODEL

Before:
➢ 3 meetings with financial coach
➢ 3 meetings with achievement coach
➢ Lack of participation and consistency with financial coaches
➢ Trouble trusting another person with private information

After:
➢ 3 meetings with achievement coach
➢ Consistency in participation
➢ Trusting relationship
6-MEETING COACHING MODEL

**SEPTEMBER**
- Tutoring
- Time Management
- Career Goals

**OCTOBER**
- FAFSA
- Budget
- Midterms

**NOVEMBER**
- Winter classes
- Registration
- Stress

**DECEMBER**
- Finals
- Break Goals
- Savings

**FEBRUARY**
- Check-in on Grades
- Spending/Savings
- Academic/Career Plan

**MARCH**
- FAFSA – reminder
- Midterms
- Internships

**APRIL**
- Summer classes
- Registration

**MAY**
- Finals
- Summer Goals

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### RETREATS AND PROFESSIONAL DEVELOPMENT WORKSHOPS

#### Financial
- Credit Score Repair
- Budgeting
- Planning for the future
- Utilizing food banks to help monthly budget.
- How to balance your checkbook

#### Career
- LinkedIn Profiles
- Networking Skills/Tips
- Interview Skills/Tips
- Resume building
- Cover letter writing
- Professional emails
- Post-graduation panel
- Career Spotlight Series
- Workplace Dynamics/Etiquette

#### Personal/Academic
- Community resources
- Nutrition
- Meditation/Anxiety
- Healthy relationships
- Time Management
- Study Skills
- Body Image
- Transfer to 4-year school
- Public Speaking
CAREER ADVISING

Career assessments to determine academic major and future career

Focus2, Career Coach, Occupational Outlook Handbook

Career Spotlight Series

Mandatory General Studies Students
EMPLOYMENT READINESS

Assist students in finding employment, internships

Resume, cover letter assistance, mock and informational interviews

Referrals to community agencies for interview attire
WORKSHOPS BASED ON STUDENTS NEEDS

Leadership training and Team building exercises
Healthy cooking on low budget demonstrations
Food Insecurity
Meal Planning and Food Budgeting
Healthy Relationships
Financial Aid/Loans
Stress Management - String Art/Zentangle/Vision Board
Strengthening Self Confidence
MULTI-GENERATIONAL CULTURAL EVENTS

Lion King Broadway Show in Hartford, CT
Beardsley Zoo annual family event
Women’s Policy Conference in Boston, MA
Botanical Gardens in Bronx, NY
Maritime Aquarium in Norwalk, CT family event
STUDY ABROAD SPONSORSHIPS

Costa Rica – Business experience
Spain/Portugal – Spanish cultural immersion
Scandinavia – Early Childhood Education Experience
KIDS ON CAMPUS AND CAMPERSHIPS

Kids on Campus:
- Nutrition
- Dental Hygiene
- Color a Positive Thought
- Anti-Bullying Campaign
- Fall Fair celebration/crafts

Camperships:
- Summer Learning Gap
- 2 successful scholarships in Summer 2018 to cover children’s summer camps
- Awardees were responsible for 10% of camp cost, up to $200
- Awardee must take 1 summer class
### SCALABILITY/SUSTAINABILITY – FESP RETENTION COMPARISON

<table>
<thead>
<tr>
<th>Performance Measure - Overall to date</th>
<th>FESP Retention Rate</th>
<th>HCC Retention Rate for New Students</th>
<th>Percentage Point Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2015-Fall 2016</td>
<td>83%</td>
<td>52%</td>
<td>31%</td>
</tr>
<tr>
<td>Spring 2016 - Spring 2017</td>
<td>72%</td>
<td>N/A from IR</td>
<td>N/A</td>
</tr>
<tr>
<td>Fall 2016 - Fall 2017</td>
<td>62%</td>
<td>57%</td>
<td>5%</td>
</tr>
<tr>
<td>Spring 2017 - Spring 2018</td>
<td>76%</td>
<td>N/A from IR</td>
<td>N/A</td>
</tr>
<tr>
<td>Fall 2017 - Fall 2018</td>
<td>84%</td>
<td>54%</td>
<td>30%</td>
</tr>
<tr>
<td>Spring 2018 - Fall 2018</td>
<td>89%</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

Source: Banner
# GRADUATION AND TRANSFER FOR FESP STUDENTS

<table>
<thead>
<tr>
<th>Cohort</th>
<th>Graduated</th>
<th>Transferred</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2015</td>
<td>37%</td>
<td>13%</td>
<td>50%</td>
</tr>
<tr>
<td>Spring 2016</td>
<td>38%</td>
<td>5%</td>
<td>43%</td>
</tr>
<tr>
<td>Fall 2016</td>
<td>26%</td>
<td>17%</td>
<td>43%</td>
</tr>
<tr>
<td>Spring 2017</td>
<td>32%</td>
<td>8%</td>
<td>40%</td>
</tr>
<tr>
<td>Fall 2017</td>
<td>14%</td>
<td>7%</td>
<td>21%</td>
</tr>
<tr>
<td>Spring 2018</td>
<td>6%</td>
<td>2%</td>
<td>8%</td>
</tr>
</tbody>
</table>

Source: Graduation and transfer data from Banner H08 and FESP documentation

HCC 3 Year Graduation Rates from the HCC Institutional Research 2008-2018 Factbook
2015 - 16 - 8%
2016 - 17 - 8%
2017 - 18 - 11%
COLLEGES OUR FESP GRADUATES ARE ATTENDING:

- Fairfield University
- Charter Oak State College
- Southern Connecticut State University
- UConn
- Albertus Magnus College
- Pace University
- AT&M
- Smith College
- Southern New Hampshire University
- Drexel University
- St. Vincent's Medical Center
- Springfield College
- University of Bridgeport
- Sacred Heart University
## Total Course Success Rates By Cohort

<table>
<thead>
<tr>
<th>Cohort</th>
<th>Total Students</th>
<th>Courses Attempted</th>
<th>Courses Completed Successfully</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2015</td>
<td>30</td>
<td>325</td>
<td>250</td>
<td>77%</td>
</tr>
<tr>
<td>Spring 2016</td>
<td>21</td>
<td>168</td>
<td>121</td>
<td>72%</td>
</tr>
<tr>
<td>Fall 2016</td>
<td>42</td>
<td>371</td>
<td>295</td>
<td>80%</td>
</tr>
<tr>
<td>Spring 2017</td>
<td>50</td>
<td>401</td>
<td>309</td>
<td>77%</td>
</tr>
<tr>
<td>Fall 2017</td>
<td>88</td>
<td>505</td>
<td>418</td>
<td>83%</td>
</tr>
<tr>
<td>Spring 2018</td>
<td>82</td>
<td>226</td>
<td>180</td>
<td>80%</td>
</tr>
<tr>
<td>Totals</td>
<td>313</td>
<td>1996</td>
<td>1573</td>
<td></td>
</tr>
</tbody>
</table>

HCC Course Success Rate ranged from 67.7% - 68.5% from 2015 – 2017 (Passed with a C or above).

Source: FESP data from Banner F02 and HCC course success rates from Institutional Research Fact book 2008 - 2018
## SUPPORT FROM THE HOUSATONIC FOUNDATION

### FESP Scholarships Awarded: Fall 15 through Spring 18

<table>
<thead>
<tr>
<th></th>
<th>Total $ Amount Distributed</th>
<th># of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2015 semester</td>
<td>$16,250</td>
<td>28</td>
</tr>
<tr>
<td>Spring 2016 semester</td>
<td>$24,450</td>
<td>42</td>
</tr>
<tr>
<td>Summer 2016 semester</td>
<td>$12,200</td>
<td>19</td>
</tr>
<tr>
<td>Fall 2016 semester</td>
<td>$33,600</td>
<td>58</td>
</tr>
<tr>
<td>Spring 2017 semester</td>
<td>$64,594</td>
<td>101</td>
</tr>
<tr>
<td>Summer 2017</td>
<td>$31,189</td>
<td>42</td>
</tr>
<tr>
<td>Fall 2017 semester</td>
<td>$101,250</td>
<td>167</td>
</tr>
<tr>
<td>Spring 2018</td>
<td>$127,750</td>
<td>200</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$411,283</strong></td>
<td><strong>657</strong></td>
</tr>
</tbody>
</table>

Source: HCC finance report
## EMERGENCY FUNDS

<table>
<thead>
<tr>
<th>Cohort</th>
<th>Emg Fund</th>
<th># of students</th>
<th>Avg Amt per Student</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2015</td>
<td>$5,477</td>
<td>22</td>
<td>$248.93</td>
</tr>
<tr>
<td>Spring 2016</td>
<td>$1,368</td>
<td>7</td>
<td>$195.43</td>
</tr>
<tr>
<td>Fall 2016</td>
<td>$3,446</td>
<td>17</td>
<td>$202.68</td>
</tr>
<tr>
<td>Spring 2017</td>
<td>$4,613</td>
<td>18</td>
<td>$256.28</td>
</tr>
<tr>
<td>Fall 2017</td>
<td>$14,606</td>
<td>52</td>
<td>$280.88</td>
</tr>
<tr>
<td>Spring 2018</td>
<td>$9,903</td>
<td>24</td>
<td>$412.63</td>
</tr>
<tr>
<td>Total</td>
<td>$39,413</td>
<td>140</td>
<td>$281.52</td>
</tr>
</tbody>
</table>
EXPANDING FESP - ADVISING

Best practices

➢ Career Focused Conversations
➢ More advisors mean more time to connect with students
➢ Strengthen the onboarding process
➢ Goal Setting with students
➢ Helping students with barriers
Embedded the program in existing staffing

Current retention in the college after the first cohort is 83%

Early Supporters of the program include:

➢ Community Foundation for Greater New Haven
➢ Wells Fargo Bank
➢ Alexion
“THROUGHOUT MY 28 YEAR CAREER THIS IS THE MOST IMPACTFUL PROGRAM THAT I HAVE SEEN ON CAMPUS. NOT ONLY DOES IT IMPACT STUDENTS IT REACHES FAMILIES TO BRING ABOUT MULTI-GENERATIONAL CHANGE THAT BREAK CYCLES OF POVERTY AND CLOSE EQUITY GAPS”

- PAUL BROADIE II
INTERVIEW WITH GABRIELLE DECASTRO
RELEVANT RESOURCES

➢ ATD’s HSS Redesign Toolkit: https://www.achievingthedream.org/resource/17502/holistic-student-supports-redesign-a-toolkit

➢ ATD’s Equity in Design for HSS Brief Series (scroll to the bottom of the page): https://www.achievingthedream.org/resources/initiatives/holistic-student-supports

➢ CCRC Research into technology-mediated advising redesign: https://ccrc.tc.columbia.edu/research-project/integrated-planning-and-advising-services.html?other=rel_prepub

➢ Case study of Trident Technical College’s advising redesign: https://ccrc.tc.columbia.edu/publications/ipass-four-case-studies.html

➢ #CCWomenSucceed Video Testimonials: https://www.youtube.com/playlist?list=PL4EzW5CoLLhpNLFF3OqOxxoWkkDT33mV1G

FINAL WEBINAR IN THE SERIES

EQUITY IN DESIGN FOR HOLISTIC STUDENT SUPPORTS

Supporting the Success of Students Enrolled Part-Time

Mar 27 at 1:00 – 2:00 pm ET

Register at https://zoom.us/webinar/register/WN_G_xL-aVDSZ61h70rrwASQ
WEBINAR

ONLINE TEACHING & LEARNING THROUGH DISRUPTION: STRATEGIES FOR RAPIDLY MOVING ONLINE

When teaching during times of disruption, educators need to be creative and flexible in how they support students in achieving essential course learning objectives. During this free one-hour webinar, Achieving the Dream will share strategies to help you and your students rapidly move your teaching and learning online. We’ll address common challenges such as how to stay connected to your students, foster collaboration, find low tech solutions when online is not an option, and find digital activities and assignments on the fly. Online teaching experts and instructional designers from ATD network colleges will share their expertise and emerging ideas. There will be time reserved to connect with other colleges, share creative solutions, and hear what your greatest needs are and how ATD can help.

Wednesday, March 25th 1:00pm EST.
Contact us with questions and to learn how we can support your Holistic Student Supports redesign.

Julia Lawton, Director of Holistic Student Supports, Achieving the Dream

Email: jlawton@achievingthededream.org

Direct line: 240 450 3836
COLLEGE SUCCESS FOR SINGLE MOTHERS (2020 – 2022)

- 8 colleges
- $10,000 stipend
- External Facilitator supports
- Peer Learning Community
- Convene a cross-functional team to identify needs and develop action plan
- Application available; due May 1
Rise Prize is a new $1M initiative to fund solutions to help student parents succeed in postsecondary education and help their families rise.

Rise Prize was created by Imaginable Futures—a venture of The Omidyar Group—and Lumina Foundation. Achieving the Dream is one of 10 leading partners of the Rise Prize to support innovative solutions for student parents.

Who can apply?

We welcome applicants working on innovative solutions to impact postsecondary success for student parents at scale, including:

- Non-profit organizations
- For-profit companies, including edtech solutions
- Higher education institutions, including departments or teams within higher education institutions; academic institutions associations, or alternative career pathways programs, including workforce programs, credentialing programs, and bootcamps

Applications for the Rise Prize are open until May 17 at www.theriseprize.com. Apply now!
SAVE THE DATE:
2020 HOLISTIC STUDENT SUPPORTS INSTITUTE

October 6 – 8, 2020
Location TBD

Join over 300 colleagues from across the country working on designing a holistic student supports experience at the premier working institute designed for college teams.