WELCOME!

Designing and Improving College Promise Program Features to Close Equity Gaps

PromiseNet 2019
Berkeley, California
Workshop Agenda

• Explore the ways that institutions define and measure equity

• Identify opportunities to design or redesign a College Promise program around equity goals
Defining Equity

Which groups are included in your definition?

• Low-income students
• Historically underrepresented students (including race and ethnicity)
• Foster youth
• Students with disabilities
• Formerly incarcerated students
• Undocumented students
• Veterans
Examples of Outcome Measures

By student demographics
Family income, race/ethnicity, first generation, etc.

Comparison groups
High school, adults, college

Access
Applications
Participation
Enrollment
Enrollment in English/math

Persistence/Success
Course passing rate
GPA
Reenrollment

Completion/Transfer
Certificate completion
Associate degree completion
Transfer to a 4-year institution
(Re) Designing College Promise around Equity Goals

• Improve college-going culture
• Revisit eligibility and continuation requirements
• Support matriculation process
• Maximize financial support
• Ensure robust student support
Improve College-Going Culture

Strategies

Provide early & sustained exposure to college

• Develop early college awareness programs
• Implement early commitment to college pledges
• Require FAFSA and college applications

Collaborate with business/community/municipal partners

• Identify incumbent workers, Adult Education Programs
• Broadcast successful adult students
Eligibility Strategies

• Consider a 2.0 GPA requirement
• Eliminate application & essay
• Reach out to recent grads who did not go to college
• Expand geographic eligibility boundaries
• Consider serving less than full time students

Continuation Strategies: What does the data reveal?

• Automatically re-enroll continuing students
• Intervene to help students maintain eligibility
Support the Matriculation Process

Strategies

• Ensure pre-enrollment FAFSA completion
• Provide special on-site & virtual orientations
• Activate matriculation before high school completion
• Launch anti-summer melt follow-up
• Automatically award benefits to eligible students
Maximize Financial Support

Strategies

• Limit eligibility to high-need students
• Provide additional direct support for high-need students
  • Make additional funding automatic (no application)
• Exclude some financial aid when calculating unmet need (e.g. only CCPG)
## Ensure Robust Student Support

### Student Support Examples

<table>
<thead>
<tr>
<th>Academic Support</th>
<th>Student Services</th>
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<tbody>
<tr>
<td><strong>HIGH SCHOOL</strong></td>
<td><strong>PRIMARY &amp; SECONDARY SCHOOL</strong></td>
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<tr>
<td>• Tutoring</td>
<td>• Parent orientation/empowerment</td>
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<tr>
<td>• Mentoring</td>
<td>• Campus visits</td>
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<tr>
<td>• FAFSA &amp; College Application support</td>
<td>• Transition to college programs</td>
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<tr>
<td>• Summer academic programs</td>
<td>• Career counseling</td>
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<tr>
<td><strong>COLLEGE</strong></td>
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<tr>
<td>• Tutoring</td>
<td>• First year seminars/cohort programs</td>
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<tr>
<td>• Academic Workshops</td>
<td>• Coaching/Peer Mentoring</td>
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<td>• Learning communities</td>
<td>• Counseling</td>
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<td>• Group study sessions</td>
<td>• Advising</td>
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<tr>
<td>• Early alert feedback</td>
<td>• Study Skills Workshops</td>
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<tr>
<td>• Academic pathways</td>
<td>• Paid Internships</td>
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Ensure Robust Student Support

Strategies

• Identify students who need extra support
  • Predictive analytics
  • Early alert system

• Provide early and consistent support to students with the most need
  • Partner with existing programs and funding
    • On-campus
    • Local community, business, government, philanthropy
  • Follow-up through case management
Equity Design Lab

• Each team assigned one equity goal
• 15 minute activity
  • List up to three design features that will help reach your equity goal
  • Describe how the design feature addresses equity
Equitable Design Features

Areas of Opportunity

• Improving college-going culture
• Revisiting eligibility and continuation requirements
• Supporting the matriculation process
• Maximizing financial support
• Ensuring robust student support
Sample Worksheet

Equity Goal: Improve College-Going Culture

<table>
<thead>
<tr>
<th>What program features can equitably improve college-going culture?</th>
<th>How will this feature improve equity?</th>
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<tbody>
<tr>
<td>1.</td>
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<td>3.</td>
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Equity Design Lab
Share-out

• Equity Goal
• Equitable feature
• How will this feature improve equity?
Thank you for joining us!

Mary Rauner and Sara Lundquist

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