

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

[Web link](#)

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?

[Web link](#)

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

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.

SSPBT Position Request Template

Name of Requester: Michele LeBleu-Burns

Program/Department: Psychological Services

Date Completed: January 18, 2022

Position Requested: Psychological Services/Mental Health Counselor

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 competency addressed by this position is Physical/Mental Wellness and Personal Responsibility, other learning domains will be impacted by hiring a mental health counselor as well. When student mental health needs are attended to, they are able to improve their communication/expression skills, nurture the ability to think critically, seek information to address their concerns and be engaged civically, culturally, socially to develop the capacity to positively impact their communities and society as a whole.

[Web link](#)

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

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.

By supporting students' mental and emotional health, this position will help students from every background to pursue their goals for academic, personal and professional development. Students who are too distressed to learn due to poor mental health will have difficulty focusing on their academic priorities and will struggle to meet their educational goals. To fully engage with the college's mission, students must have access to affordable, high quality-mental health services. This position will support the college's ability to provide these services in a more timely and effective manner.

[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 Psychological Services counselor will enable the department to provide a comprehensive set of mental health services for currently enrolled De Anza students. Hiring an additional therapist will provide structural integrity for the program by reducing wait times and increasing access to services. This will ensure mental health equity. Promoting students' mental health is critical to students having the wherewithal to develop their individual human capacity. In addition, this counselor will enhance students learning and development. Students who are healthy mentally and emotionally become more engaged in their communities to work towards a more just society and world.

[Web link](#)

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

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

De Anza like other Community Colleges, has a high number of students that enter its doors with mental health conditions. Our open entry, open exit access policies invites a more diverse population of students. Many of these students are non-traditional, first-generation, low-income, immigrant, ethnically diverse and older students. This position will be the first of many efforts to actively recruit, train and retain a diverse and culturally competent faculty and professional mental health practitioners and staff to serve De Anza's diverse student population. This counselor will provide and support Psychological services to meet the needs of diverse student populations with a specific focus on counseling services that promote mental, emotional and behavioral health outcomes for students of color. The following are current steps to achieving these goals:

- Identify and promote the mental health and well-being of students of color as a campus-wide priority.
- Promote access to services and stigma reduction activities to encourage students of color to seek support.
- Create dedicated roles to support well-being and success of students of color.
- Offer a range of supportive programs and services in varied formats.
- Provide culturally relevant services to diverse student populations

[Web link](#)

Black F Youth Latinx LGBTQ+ N American P Islander

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

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

Students with compromised mental health are more likely to drop out of college and are less likely to complete their academic goals and plans. Providing free, easily accessible, high-quality mental health services will contribute to narrowing the equity gap by promoting student mental health, thus supporting student's academic success. Hiring an additional counselor in the Psychological Services Center will be necessary to reduce wait times and expand access.

[Web link](#)

✓ Equity ✓ Access ✓ Retention ✓ Completion

6. How many years has this position request been included in program APRUs?	
Web link	<p>This position has been requested on Psychological Services Program reviews and APRUs for at least five consecutive years.</p>
7. How is this position request linked to the College's Institutional Metrics?	
<ol style="list-style-type: none"> 1. Basic Skills 2. Civic Engagement 3. Career Technical Education 4. Equity 5. Funding 6. Outreach 7. Planning 8. Success and Retention 9. Transfer Web link	<p>According to the American Association of Community Colleges (2018), 53% of community college students are non-traditional students. Students attend community colleges to seek personal growth, complete certificates of training, vocational degrees or to complete the requirements to transfer to four-year universities. These students also tend to have access to fewer resources and tend to be less academically prepared than traditional college students. In fact, 67% of community college students nationwide enroll in at least one developmental education (basic Skills) course while in college (AACC, 2016). A high number of community college students experience anxiety, stress, and depression while in college. These mental health concerns have potentially deleterious effects on students' academic performance (DeRoma, Leach & Leverett, 2009; Finkle, 2016). The trend over time is that a greater proportion of students have self-identified as having mental health issues, which negatively impact their academic performance/outcomes. Mental health conditions impair daily life activities for community college students at higher rates than students attending four-year institutions, yet the students are often reticent to seek treatment. Hiring an additional psychological counselor will provide access therapeutic mental health services to address the negative effects that impaired mental health can have on student success. When students possess flourishing mental health, they are more likely to be civically engaged, demonstrate academic success, be retained term-to-term, and graduate or transfer to four-year universities.</p>
8. How will success/effectiveness be measured for this position?	
	<p>The individual chosen for this position will be evaluated regularly during the tenure phase and thereafter. In addition, this individual will help implement and support the Psychological Services department activities designed to offer culturally relevant and promising programs and practices, and collect data on service effectiveness by:</p> <ul style="list-style-type: none"> -Creating an evaluation plan for new programs during their development phase. -Conducting satisfaction surveys after mental health and wellness events. -Conducting surveys from students currently utilizing psychological services. -Conducting annual program reviews to assess program effectiveness and resource utilization.
9. How will this position utilize innovative/effective practices to meet program goals?	
	<p>The Psychological Service Department is in the process of implementing the Equity in Mental Health Framework: Recommendations for colleges and universities to support the emotional well-being and mental health of students of color. This model was developed by the JED Foundation and the Steve Fund, two non-profits dedicated to promoting mental health and addressing the disparities in mental health services among students of color in higher education settings. Its purpose is to provide effective practices for promoting culturally relevant programming and services to meet the needs of diverse student populations. The counselor hired to fill this position will play an active role in the implementation and utilization of this framework to enhance Psychological Services at De Anza College.</p>
10. Is there any additional relevant information or comments regarding this position?	
	<p>Prior to the pandemic, the demand for Psychological Services increased by at least 15% each academic year. Research over the years has indicated a high incidence of mental health conditions. During the pandemic the demand for mental health counseling services has increased exponentially. This is evidenced requests for services and current student data. According to the Healthy Minds Survey conducted in Spring of 2021, 43% of the 743 De Anza College students surveyed agreed or strongly agreed that they currently need help for emotional or mental health problems. In addition, 79% of students surveyed indicated that mental health impacted their academic performance within the previous four weeks. This data underscores the point that mental health conditions have a deleterious effect on student academic performance and that additional full-time permanent counselors are needed to meet the demand for mental health counseling services.</p>