

1. Assessment Plan - Three Column



PIE - Student Services: ASPIRE Unit

2. Where We Are Now: Year at a Glance

2020-21

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Summary of Notable Achievements: Umoja Aspire hired a full-time Student Services Program Specialist II in January 2021. Umoja Aspire was able to present successful virtual Black History Month Programming.

Program Planning for Retention and Success: Umoja Aspire began planning Umoja Aspire classes for the 2021-22 school year. Umoja Aspire implemented a weekly mental health program in partnership with Student Health Services.

External and Internal Conditions Analysis: The Covid 19 pandemic greatly affected Black student enrollment at Mt. SAC. National Social Justice issues helped propel the program to address the needs of our students.

Critical Decisions Made by Unit: Umoja Aspire will continue to postpone the mentor program due to a lack of human resources.

Contributors to the Report: Clarence Banks, MPA - Director, Umoja Aspire Program
Dr. Francisco Dorame- Dean, Counseling Department

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>1. Where We Make an Impact: Closing the Loop on Goals and Resources</i>
<p>Increase Student Membership - Increase the number of student membership in the Aspire Program Status: Active Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21, 2021-22, 2022-23 Goal Entered: 09/01/2016</p>	<p>Report directly on Goal</p> <hr/> <p>Request - Full Funding Requested - Marketing Lead: Clarence Banks Planning Unit Priority: High One-Time Funding Requested (if applicable): 10000 On-Going Funding Requested (if applicable): 10000</p> <hr/> <p>Request - Full Funding Requested -</p>	<p>Reporting Year: 2020-21 % Completed: 50 The Umoja Aspire Program membership is at a historical high. Umoja Aspire increased membership by 25% during the pandemic. (05/29/2021)</p> <hr/> <p>Reporting Year: 2020-21 % Completed: 0 Due to the pandemic, the Umoja Aspire Program provided virtual events and activities, eliminating the need to spend funds on traditional marketing. The Umoja Aspire Program is still in need of marketing funds as the college returns to in person assignments for 2021-22. (05/29/2021)</p> <hr/> <p>Reporting Year: 2020-21</p>

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>1. Where We Make an Impact: Closing the Loop on Goals and Resources</i>
	<p>Outreach Event: Family Cookout Lead: Clarence Banks Planning Unit Priority: Medium One-Time Funding Requested (if applicable): 7000 On-Going Funding Requested (if applicable): 7000 Request - Full Funding Requested - Describe Plans & Activities Supported (Justification of Need): There is a need for a full-time employee to outreach Black students before they attend college, share information about Umoja Aspire and Mt. San Antonio College with the Black Community, and connect incoming Black student with needed resources. Lead: Clarence Banks What would success look like and how would you measure it?: Success will be measured by enrollment data- in particular an increase in Black student enrollment at Mt. Sac Antonio College. Type of Request: STAFFING: Requests for permanent employee positions or temporary/hourly employees. Planning Unit Priority: Urgent On-Going Funding Requested (if applicable): 100000 Total Funding Requested: 100,000.00</p>	<p>% Completed: 0 The Aspire Program was not awarded funds for the outreach event. The Aspire Program is still in need of this funding. (05/29/2021)</p>
<p>Increase Participation - Increase the student participation and involvement of students in the Umoja Aspire events and activities hosted throughout the year. Status: Active</p>	<p>Report directly on Goal</p> <hr/> <p>Request - Full Funding Requested -</p>	<p>Reporting Year: 2020-21 % Completed: 75 Participation was affected by the pandemic. However, Umoja Aspire was able to reach more than 750 participants with events and activities. (05/29/2021)</p> <hr/> <p>Reporting Year: 2020-21</p>

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>1. Where We Make an Impact: Closing the Loop on Goals and Resources</i>
<p>Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21, 2021-22, 2022-23</p> <p>Goal Entered: 09/01/2016</p>	<p>Faculty Stipends</p> <p>Describe Plans & Activities Supported (Justification of Need): Faculty are important partners in student participation. There has been an observed correlation between faculty participation and student participation. Stipends are a useful tool to encourage faculty to engage and support Umoja Aspire in addition to time obligated by contract.</p> <p>Lead: Clarence Banks</p> <p>What would success look like and how would you measure it?: Increase in faculty involvement.</p> <p>Type of Request: OTHER OPERATING EXPENSES AND SERVICES: Requests for contracted, legal/ audit, personal/ consultant, rent/ leases, repairs/ maintenance, and other misc. services. May also include request for travel and conference that does not require the assistance of POD.</p> <p>Planning Unit Priority: Medium</p> <p>One-Time Funding Requested (if applicable): 4000</p> <p>Total Funding Requested: 4000</p> <p>Request - Full Funding Requested - Student Leadership Conference: ACES, Arise, Aspire, Bridge, DREAM, and REACH</p> <p>Lead: Clarence Banks</p> <p>Planning Unit Priority: Medium</p> <p>One-Time Funding Requested (if applicable): 30000</p>	<p>% Completed: 0</p> <p>The Umoja Aspire Program was not awarded faculty stipends. Umoja Aspire is still in need of this funding. (05/29/2021)</p>
<p>Increase Retention Rates - Increase the retention of African-American students in the Umoja Aspire</p>	<p>Request - Full Funding Requested - Short-term Hourly & Tutors</p> <p>Lead: Clarence Banks</p>	<p>Reporting Year: 2020-21</p> <p>% Completed: 25</p> <p>Umoja Aspire was able to use funding for short-term hourly.</p>

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>1. Where We Make an Impact: Closing the Loop on Goals and Resources</i>
<p>Program and campus-wide. Status: Active Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21, 2021-22, 2022-23 Goal Entered: 09/01/2016</p>	<p>Planning Unit Priority: High One-Time Funding Requested (if applicable): 50000 On-Going Funding Requested (if applicable): 50000 Request - Full Funding Requested - Textbooks: Student Supplies Describe Plans & Activities Supported (Justification of Need): Funds will be used to provide textbooks for students enrolled in Umoja Aspire learning community and other classes. Lead: Clarence Banks What would success look like and how would you measure it?: Every Umoja Aspire student having the books needed for classes enrolled. Type of Request: SUPPLIES AND MATERIALS: Instructional supplies and materials are items to be used by students, faculty and other personnel in connection with an instructional program, less than \$500. Planning Unit Priority: High One-Time Funding Requested (if applicable): 16000 On-Going Funding Requested (if applicable): 16000 Total Funding Requested: 32000</p>	<p>Umoja Aspire received much less than requested funding. Umoja Aspire is still in need of this funding. (05/29/2021)</p> <p>Reporting Year: 2020-21 % Completed: 0 The Umoja Aspire Program did not purchase any textbooks. With the changing of textbooks for the classroom, and the creation of Umoja Aspire courses for 2021-22, the program is in need of funding for new textbooks. (05/29/2021)</p>
	<p>Request - Full Funding Requested - Umoja Aspire Summer Program Describe Plans & Activities Supported (Justification of Need): Black students need to be connected to campus before beginning fall term. Research shows that students who participate in summer programs are more successful. Lead: Clarence Banks</p>	<p>Reporting Year: 2020-21 % Completed: 0 The Umoja Aspire Program was not funded for a summer program. The program is still in need of this funding. (05/29/2021)</p>

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>1. Where We Make an Impact: Closing the Loop on Goals and Resources</i>
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What would success look like and how would you measure it?: 20 students participating in an Umoja Aspire Summer Program.
Type of Request: OTHER OPERATING EXPENSES AND SERVICES: Requests for contracted, legal/ audit, personal/ consultant, rent/ leases, repairs/ maintenance, and other misc. services. May also include request for travel and conference that does not require the assistance of POD.
Planning Unit Priority: Urgent
One-Time Funding Requested (if applicable): 30000
Total Funding Requested: 30000

Increase Faculty/Staff - Increase the personnel support by hiring more faculty & staff.
Status: Active
Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21, 2021-22, 2022-23
Goal Entered: 09/01/2016

Request - Full Funding Requested - Adjunct Counseling, Aspire Program
Lead: Dr. Francisco Dorame
What would success look like and how would you measure it?: Counseling coverage five days per week.
Type of Request: STAFFING: Requests for permanent employee positions or temporary/hourly employees.
Planning Unit Priority: High
One-Time Funding Requested (if applicable): 50000
On-Going Funding Requested (if applicable): 50000
Total Funding Requested: 100000

Reporting Year: 2020-21
% Completed: 50
 The Aspire Program was able to utilize Adjunct Counseling during 2020-21 . Though Aspire requested one-time funding in the previous PIE, there is a need for on-going funding. There is a continuous need for Adjunct Counseling funding. (05/29/2021)

Request - Full Funding Requested - Educational Advisor, Aspire Program
Lead: Clarence Banks
What would success look like and how would you measure it?: 1 full time Educational Advisor serving Umoja Aspire students.

Reporting Year: 2020-21
% Completed: 0
 The Aspire Program did not hire an Educational Advisor for the 2020-21 year. The Program is still in need of funding to hire an Educational Advisor. (05/29/2021)

Unit Goals

Resources Needed

1. Where We Make an Impact: Closing the Loop on Goals and Resources

Type of Request: STAFFING: Requests for permanent employee positions or temporary/hourly employees.

Planning Unit Priority: High

One-Time Funding Requested (if applicable): 100000

On-Going Funding Requested (if applicable): 100000

Total Funding Requested: 200000

Request - Full Funding Requested - Administrative Assistant/Clerical Specialist

Describe Plans & Activities

Supported (Justification of Need):

The Umoja Aspire Program has never had a full time administrative assistant. The program and the Director needs full time administrative assistance.

Lead: Clarence Banks

What would success look like and

how would you measure it?: Full-time administrative assistant for the Umoja Aspire Program

Type of Request: STAFFING: Requests for permanent employee positions or temporary/hourly employees.

Planning Unit Priority: Urgent

One-Time Funding Requested (if applicable): 80000

On-Going Funding Requested (if applicable): 80000

Total Funding Requested: 160000

Request - Full Funding Requested -

Create: Director, Aspire Program

Lead: Dr. Francisco Dorame

Planning Unit Priority: High

One-Time Funding Requested (if applicable): 150000

Request - Full Funding Requested -

Reporting Year: 2020-21

% Completed: 0

The Umoja Aspire Program did not hire an Administrative Assistant/ Clerical Specialist in 2020-21. The Umoja Aspire Program is requesting an Administrative Assistant/Clerical Specialist III position. The Umoja Aspire Program is still in need of funding for this position. (05/29/2021)

Reporting Year: 2020-21

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>1. Where We Make an Impact: Closing the Loop on Goals and Resources</i>
	<p>Program Specialist, Aspire Program Lead: Clarence Banks Planning Unit Priority: High One-Time Funding Requested (if applicable): 77024 On-Going Funding Requested (if applicable): 77024</p> <p>Request - Full Funding Requested - Counselor, Aspire Program Lead: Dr. Francisco Dorame Planning Unit Priority: High One-Time Funding Requested (if applicable): 130000 On-Going Funding Requested (if applicable): 130000</p>	<p>% Completed: 100 The Umoja Aspire Program successfully filled the vacant Student Services Program Specialist II position in January 2021. (05/29/2021)</p> <p>Reporting Year: 2020-21 % Completed: 0 The Aspire Program did not hire a full-time counselor in 2020-21. The Aspire Program is still in need of hiring a full-time counselor. (05/29/2021)</p>
	<p>Request - Full Funding Requested - Administrative Assistant III (50%) Describe Plans & Activities Supported (Justification of Need): Aspire is in desperate need of administrative help dedicated solely to the Aspire Program. This person would work with the Director to ensure that all administrative processes are complete. Lead: Clarence Banks Planning Unit Priority: High On-Going Funding Requested (if applicable): 40000</p>	<p>Reporting Year: 2020-21 % Completed: 0 The Umoja Aspire Program did not hire a 50% Administrative Assistant III position for 2020-21. Umoja Aspire is still requesting funding for this position. (05/29/2021)</p>
	<p>Request - Full Funding Requested - Full-Time Social Worker Describe Plans & Activities Supported (Justification of Need): The Aspire Program needs to hire a full-time social worker to professionally and effectively address the past and continued trauma experienced by Aspire students.</p>	

Unit Goals

Resources Needed

1. Where We Make an Impact: Closing the Loop on Goals and Resources

Lead: Clarence D. Banks, MPA
What would success look like and how would you measure it?: Success would be achieved if the Social Worker was hired in a permanent position
Type of Request: STAFFING: Requests for permanent employee positions or temporary/hourly employees.
Planning Unit Priority: High
One-Time Funding Requested (if applicable): 130000
On-Going Funding Requested (if applicable): 130000

Request - Full Funding Requested -

Marriage Family Therapist
Describe Plans & Activities Supported (Justification of Need):

Students are in need of culturally sensitive therapy. A full-time Marriage Family Therapist would help Umoja Aspire students address their unique mental health needs

Lead: Clarence Banks, MPA
What would success look like and how would you measure it?: Full-time Marriage Family Therapist hired permanently.
Type of Request: STAFFING: Requests for permanent employee positions or temporary/hourly employees.
Planning Unit Priority: Urgent
One-Time Funding Requested (if applicable): 150000
On-Going Funding Requested (if applicable): 150000
Total Funding Requested: 150000

Request - Full Funding Requested -

Student Services Outreach Specialist
Lead: Clarence Banks, MPA

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>1. Where We Make an Impact: Closing the Loop on Goals and Resources</i>
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What would success look like and how would you measure it?: Full-time Student Services Outreach Specialist hired permanently
Type of Request: STAFFING: Requests for permanent employee positions or temporary/hourly employees.
Planning Unit Priority: Urgent
One-Time Funding Requested (if applicable): 100000
On-Going Funding Requested (if applicable): 100000
Total Funding Requested: 100000
Request - Full Funding Requested - Student Services Inreach Specialist
Describe Plans & Activities Supported (Justification of Need):
 Umoja Aspire serves 10% of the Black student population at Mt. SAC. There is a need for an inreach specialist to reach the thousands of other Black students on campus.
Lead: Clarence Banks, MPA
What would success look like and how would you measure it?: Full-time Student Services Inreach Specialist hired permanently.
Type of Request: STAFFING: Requests for permanent employee positions or temporary/hourly employees.
Planning Unit Priority: High
One-Time Funding Requested (if applicable): 100000
On-Going Funding Requested (if applicable): 100000
Total Funding Requested: 100000

Establish Consistent Funding Source - Establish consistent funding sources (i.e. Basic Skills, Student Equity) with	Request - Full Funding Requested - Professional Development Lead: Clarence Banks	Reporting Year: 2020-21 % Completed: 100 The Aspire Program was able to send staff to Umoja
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<p>an established commitment annually. Status: Active Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21, 2021-22, 2022-23 Goal Entered: 09/01/2016</p>	<p>Planning Unit Priority: High One-Time Funding Requested (if applicable): 15000 On-Going Funding Requested (if applicable): 15000 Request - Full Funding Requested - Aspire: 30 laptops Lead: Clarence Banks Planning Unit Priority: High One-Time Funding Requested (if applicable): 40000 Request - Full Funding Requested - Office Supplies Lead: Clarence Banks Planning Unit Priority: Medium One-Time Funding Requested (if applicable): 4000 On-Going Funding Requested (if applicable): 4000</p>	<p>Conference, A2MEND Conference, and the Umoja Summer Learning Institute. (05/29/2021)</p> <p>Reporting Year: 2020-21 % Completed: 0 The Umoja Aspire Program did not purchase any laptops in 2020-21. The Aspire program is still in need of this funding to upgrade outdated laptops.. (05/29/2021)</p> <hr/> <p>Reporting Year: 2020-21 % Completed: 50 The Aspire Program did purchase office supplies in 2020-21. The Aspire Program is still in need of this funding. (05/29/2021)</p>
<p>Increase Collaboration Amongst Campus-wide Efforts - Increase the collaboration between Aspire and the academic programs and student services to increase African-American student involvement within campus-wide efforts. Status: Active Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21, 2021-22, 2022-23 Goal Entered: 09/01/2016</p>	<p>Request - Full Funding Requested - Renowned Guest Speakers Lead: Clarence Banks Planning Unit Priority: High One-Time Funding Requested (if applicable): 15000 On-Going Funding Requested (if applicable): 15000</p>	<p>Reporting Year: 2020-21 % Completed: 25 The Umoja Aspire Program only allocated \$2500 for renowned guest speakers in 2021-22. Umoja Aspire is in need of full funding. (05/29/2021)</p>
<p>Ensure that ALL students have a Comprehensive MAP on record - Ensure that all Aspire students have a completed Comprehensive Educational Plan on file 6 months from enrolling in the Aspire Program. Status: Active</p>		

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>1. Where We Make an Impact: Closing the Loop on Goals and Resources</i>
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Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21, 2021-22, 2022-23
Goal Entered: 09/01/2016

<p>Increase Campus-wide Events and Workshops - Increase the amount of events and workshops for Aspire students and African-American students on campus. Status: Active Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21, 2021-22, 2022-23 Goal Entered: 09/01/2016</p>	<p>Request - Full Funding Requested - On-Campus: Faculty Professional Development/Training Lead: Clarence Banks Planning Unit Priority: High One-Time Funding Requested (if applicable): 10000</p>	<p>Reporting Year: 2020-21 % Completed: 0 The Aspire Program did not have on-campus faculty professional development/training in 2020-21. The program is still in need of this funding, (05/29/2021)</p>
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<p>Expose students to 4-year universities & cultural trips - Provide trips in collaboration with ACES, Arise, Bridge, and Career/Transfer Services; Also, expose students to educational cultural trips to include museums, theater shows, and/or Speakers. Status: Active Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21, 2021-22, 2022-23 Goal Entered: 09/01/2016</p>	<p>Request - Full Funding Requested - Cultural/Educational Conferences: Staff and Students Lead: Clarence Banks Planning Unit Priority: High One-Time Funding Requested (if applicable): 60000 On-Going Funding Requested (if applicable): 60000</p>	<p>Reporting Year: 2020-21 % Completed: 100 The Umoja Aspire Program was able to take students to the Umoja Conferences in 2020-21. The Umoja Aspire Program received less funding than requested. Umoja Aspire is in need of full funding. (05/29/2021)</p>
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<p>Request - Full Funding Requested - Graduation Items & Event Lead: Clarence Banks Planning Unit Priority: High One-Time Funding Requested (if applicable): 10000 On-Going Funding Requested (if applicable): 10000</p>	<p>Reporting Year: 2020-21 % Completed: 100 The Umoja Aspire Program was able to have a virtual End of the Year Celebration Event where Aspire students were recognized for graduating and/or transferring. The program was able to provide Aspire Educational Kits for graduating/transferring students. (05/29/2021)</p>
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<p>Request - Full Funding Requested - Black College Tour Lead: Clarence Banks Planning Unit Priority: High One-Time Funding Requested (if applicable): 40000 On-Going Funding Requested (if applicable): 40000</p>	<p>Reporting Year: 2020-21 % Completed: 0 The Aspire Program did not receive funding for a Black College Tour. The Aspire Program is still in need of this funding. (05/29/2021)</p>
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Unit Goals

Resources Needed

1. Where We Make an Impact: Closing the Loop on Goals and Resources

applicable): 40000