

# Mexican American Student Services Reorganization SY 2018-19

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*Mexican  
American*   
Student Services

Academic Advocacy  
College and Career  
Community Commitment



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# Reorganization: A Shift in Services

## Feedback & Evaluation

Improving academic educational outcomes for Mexican American/Latino students through an expansion of support services

## Collaboration

District Leadership, MASSD Director, Special Master's Compliance Officer, and Mendoza Plaintiff's Representative

## Framework

Move from deficit-based approach to direct services to a more inclusive asset-based approach

## MASSD Mission

*As the Mexican American Student Services Department Staff, we advocate for students' academic achievement and social well-being. This is achieved by collaboratively working with TUSD schools and families by offering direct and auxiliary services, such as tutoring and mentoring.*


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# Process for Improvement

**December**  
Reorg Planning Committee initiates proposal  
Research & evaluation for proposal

**January**  
Staff feedback on department effectiveness  
Draft of proposed reorganization completed  
Staff notified of the proposed changes for implementation in SY 2018-19

**February**  
Review & feedback from District Leadership  
Reorg Planning Committee review

**March**  
Expert panel review  
Reorg Planning Committee review  
Staff notified on approval of reorganization plan by District Leadership for full implementation in SY 2018-19

**April**  
Student Success Specialists informed of classified position elimination  
SM review

**May**  
8 Program Specialist positions posted  
DIT process initiated to place Student Success Specialists

**June**  
Program Specialist position posting closed  
Interviews and recommendations for hire- 7 Program Specialists

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# Budget Impact

## SY 2017-18

**Staffing Costs**  
\$566,191.12

**Non-Staffing Costs**  
\$49,600

**TOTAL EXPENDITURES**  
\$615,791.12

## SY 2018-19

**Projected Staffing Costs**  
\$831,058.29

**Non-Staffing Costs**  
\$61,100

**TOTAL EXPENDITURES**  
\$892,158.29

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# MASSD Staffing

## SY 2017-18



- Director
- Program Coordinator
- Administrative Assistant
- Behavioral Specialist
- Student Success Specialists (7 FTEs)
- Certified Academic Tutors (7 Added Duty)

## SY 2018-19



- Director
- Program Coordinator
- Administrative Assistant
- Behavioral Specialist
- Program Specialists (8 FTEs)
- Certified Academic Tutors (7 Added Duty)
- CRC Tutors (10 Part-Time)

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# Strategic Plan Update

- 7 of 8 Program Specialist positions filled
- Initiated training for Program Specialists on board
- Three former Student Success Specialists hired as Program Specialists
- Development of Action Plans in progress
- Posting CRC Tutor positions for recruitment of university and community college students
- Instruments to monitor and evaluate progress for measurable outcomes in development

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