

# Mexican American Student Services Reorganization SY 2018-19

María C. Federico Brummer, M.Ed.

Director, Mexican American Student Services Department

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*Mexican American*  
Student Services

Academic Advocacy  
College and Career  
Community Commitment



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# 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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# 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

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# Process for Improvement



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# Budget Impact Comparison

## 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

11 FTEs

Director

Program Coordinator

Administrative Assistant

Behavioral Specialist

Student Success  
Specialists (7 FTEs)

Certified Academic  
Tutors (7 Added Duty)

## SY 2018-19

12 FTEs

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

- 6 of 8 Program Specialist positions filled to-date
- Three former Student Success Specialists hired as Program Specialists
- Initiated training for 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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