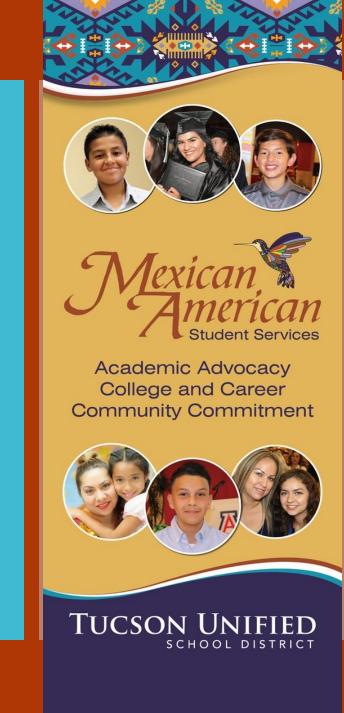
# Mexican American Student Services Reorganization SY 2018-19

María C. Federico Brummer, M.Ed.

Director, Mexican American Student Services Department

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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.



#### 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



#### Process for Improvement

Reorg Planning Committee initiates proposal

December

Research & evaluation for proposal

Staff feedback on department effectiveness January

Draft of proposed reorganization completed

Staff notified of the proposed changes for implementation in SY 2018-19

Review & feedback from District Leadership

Reorg Planning Committee review

Expert panel review

Reorg Planning Committee review

Staff notified on approval of reorganization plan by District Leadership for full implementation in SY 2018-19

Student Success Specialists informed of classified position elimination

SM review

8 Program Specialist positions posted

> **DIT** process initiated to place Student Success **Specialists**

**Program Specialist** position posting closed July

> Interviews for Program **Specialists**

6 Program Specialists hired



### 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



#### 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)

#### 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

