

# 1. Assessment Plan - Four Column



## PIE - Student Services: DREAM Unit

### Where We Are Now: Analysis and Summary

**2018-19**

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**External Conditions, Trends, or Impacts (Student Services):** 1. The current immigration climate and the lack of an immigration reform has had an impact in our students because they fear if DACA, which provides a work permit and protects them from deportation could be taken away, they could potentially be deported. They are not worried just for themselves, but also their families. They worry about not being able to pursue the career of their dreams and also about not being able to provide for themselves and their families. This constant fear has impacted students' academic and personal well-being. Thus we work closely and provide referrals to Health Services on campus as well as Health Clinics, and Law Centers in the area, so they can provide the help they need. The Korean Resource Center has been instrumental in providing legal services for our students.

2. The termination and changes in DACA had a great impact in our DREAMers because the federal administration had ended DACA, so this has created panic and uncertainty and has impacted our students.

However, despite all of the negative things happening, our students are still thriving maintaining an overall GPA of 3.0 and above. Now more than ever students need support.

3. This is going to have a negative impact for the years to come because the new incoming freshmen undocumented students will not have DACA. Indeed, we have already seen that students who are coming for summer and fall 2019 are already seeing the challenges because most of them do not have DACA. With the help of our DREAM counselor, Laura Muniz, the DREAM Program in partnership with the Health Services therapists on campus conducted talking circles that allowed students to process, what was happening.

4.. The number of the California Dream Act applicants decreased because students fear the federal government would use their information to find and deport them. Thus, we started a campaign and called many students and families and invited them to participate in Cash for College and also invited them to come to the DREAM Program. As a result, the number of CA Dream Act applicants increased. Parents in particular need to hear that the information they are providing will be protected, so the fact that our campus is a safe heaven brings them peace because they know that Mt. SAC is committed to maintaining their privacy.

5. March 5, 2018, became the date the federal government gave to DACA participants and after that, they had stated DACA would end. Thankfully with the support of many individuals, organizations, California and New York federal judges provided injunctions that kept DACA alive. Now, DACA is back in controversy again and many are saying it is the end of it, and unless something else happens, DACA could possibly be challenged in the Supreme Court this summer 2018. If DACA were to be taken out, DREAM students would be left in the limbo because they would be able to pursue their higher education, but would not be able to execute their career because of not having the proper documentation to legally work. We will continue to provide various forms of support to still hope in our students, so they don't give up in this process.

Currently DACA is in the limbo and we do not know what is going to happen. Thus, we continue to work with our students and remain hopeful that they will get some type of

relief. DACA is now in the Supreme Court and there are talks they may have a hearing this fall 2019.

6. Partnership: In 2014, Mt. San Antonio College established the partnership between TheDream.US, the college and The Dream Program. This partnership has brought funding in the form of scholarships to our students and in 2018-2019 there were 13 recipients totaling to \$ 217,500 in scholarship money that freshman students from 8 different districts brought in with them. Each recipient receives up to \$ 14,500 with \$4,000 usable at Mt. SAC and the rest at a partner school when they transfer.

To make this possible, we conducted many workshops on and off campus. Additionally, we worked closely with the High School Outreach Department and Financial Aid.

7. This year, we were able to establish a great legal support partnership outside of Mt. SAC. The Korean Resource Center (KRC) and NILC have been instrumental in providing legal advice and information to our students. NILC has participated in our forums on campus and has provided the most up-to-date information and answers to our students and college community. The partnerships the DREAM Program has developed have created great results because we work closely with the Mexican Consulate and NILC (National Immigration Law Center) who have come to present to students in the program. The Korean Resource Center has helped students renew their DACA and in many instances, they have even paid the \$495 cost to renew DACA. Establishing these partnerships was possible due to the leaderships the DREAM Program has been able to build with non-profit organizations and the community.

8. AB 134 Provided one time Emergency Aid funding for Dreamers students. This California Law provided 7 million dollars among California Community Colleges to provide emergency aid to students with an identified financial need who are except from paying non-resident tuition. Hence the DREAM Program worked in partnership with Financial Aid to develop a criteria and a process for emergency grant distribution.

9. SB 68 Extension of both AB 540 and AB 2000. Under this bill, students can qualify for in-state tuition if they attended 3 years of more in a California High School or earn adult school hours, ESL, and Community College. Thus, we DREAM met with a committee including Admissions and Records and Financial Aid to implement this law at the college.

10. The DREAM Program received a 3 year funding to hire a lawyer, so she will begin 2018-2019-2021. Her start date is May 2019 and it has been well received by our students. In fact, they are making appointments to see our lawyer. Spanish workshops in know your rights and the different methods to apply for residency have been created.

11. AB 540 Conference--The DREAM Program had its first AB-540 conference in October 2018 and this was a great event that benefited not only our students and their families, but also students from neighbor colleges like Rio Hondo, Chaffey, and Citrus.

12. Mt. SAC's DREAM Program has been regarded as a model program at the community college and we are happy for this because we have worked extremely hard in the pass 5 years to provide the best support program we can, which promising and best practices.

**Internal Conditions, Trends, or Impacts (Student Services):** 1. The DREAM Program has continued to grow at a rapid pace within the first three years of the program. Currently, the program has over 850 applicants in the program. Hence, the program's need to create a structure and become a program and center has helped to make the caseload more manageable. Although there are still some challenges that make it difficult to provide all the support and guidance students need, this new format will allow for a more timely service be provided. However, in order to provide the holistic approach in which our program was built on, we need more personnel to sustain the growth. The more resources we are able to allocate, the better services we can provide to our students.

DREAM Program Eligibility:

Currently enrolled credit students, or incoming students.

Undocumented/ AB540 / DACAmented students.

Minimum of 2.0 GPA (excluding incoming High School students).

DREAM Program Requirements:

Meet with a DREAM counselor at least once per semester

Complete a progress report

Have an updated Educational Plan on file (created by a DREAM counselor)

Utilize the center at least 3 times per semester

Attend at least 1 DREAM Program sponsored activity/workshop

Maintain satisfactory academic progress, 2.00 GPA

DREAM Program Benefits for Student Success:

Counseling (Academic, Career, and Personal)

Peer to Peer Mentoring

CA Dream Act/Financial Aid Information/Resources

Scholarship Resources (TheDream.US)

Legal and Health Referrals

Personal Growth and Educational Workshops

Educational Field Trips

Book Loan Service

Study and Computer Area

FREE Printing

Counseling Courses

Be part of an environment where Dream scholars can thrive academically and personally

2. We have been able to slowly increase the number of Asian students in the program, but we are still far from reaching our goal, 5% of the students in the program. This year, we have more Asian Dreamers that we have ever had in the past. Through research and talking to students, we discovered that Asian undocumented students fear being associated with this identity because it could potentially bring negative impacts. However, many are now recognizing that by not being in the program, they are missing out on the great resources, guidance, and the various resources the program offers. While we understand this is a cultural as well as a trust issue, we are happy to know that all the work and in-reach efforts we are making are showing results. We will continue to provide support and resources because our students need the help. The Arise Program on campus has become a great partnership at referring students who would benefit from our support services and resources.

3. Having a High School Outreach (HSO) Specialist who outreaches 50% to DREAMers has brought more students to the campus and essentially to the DREAM Program. Indeed, having the HSO department as one of our strong partners will be bringing 200 new incoming freshmen DREAMers for the summer and fall 2018. While this is amazing, we in the DREAM Program need more resources to better service the new incoming freshmen students and the students we currently have in the program. Essentially, we are working with two different populations; the incoming and the continuing students.

4. The new space where the DREAM Program is currently housed, building 16E, has brought more visibility to the program and also more resources. Students are happy because they have their own space where they can freely expressed without the fear of being judged or misunderstood. However, we look forward to moving to the new Equity Center towards the end of this year 2018 because there our students will be able to utilize state of the art tools and resources that would help them succeed.

5. The DREAM Program had a very challenging year because everything that has happened at the federal level has impacted what we do on campus. Additionally, we have had some staffing challenges that have impacted our service, events, and activities. Although we improved from previous years, we still mainly run our day-to-day activities

with the coordinator position and the support of the hourly staff who need a lot of guidance, support, and training. Hence, having full-time professional staff would be of a lot of help to our students. For example, having a program specialist would assist the coordinator; therefore, allowing the coordinator to continue working on the program structure as well as programming.

6. The partnership with Mt. SAC's Transfer Center to carryout workshops targeting the specific needs of DREAMers who are first generation and come from disadvantage backgrounds has helped with the increase of student transfer. Not only has DREAM done workshops to help students apply to CSU, UC, and Private Universities, but we have also developed workshops that help students on what to do after they have been accepted. This year, the DREAM Program has about 45 DREAMers who are transferring and many of them earned multiple AA degrees, some A.S. degrees and others AA-T degrees for transfer. Our first year, the DREAM Program had about 10 graduates/transfers, last year about 25 graduates/transfers, so as one can see, the number has almost doubled and that is to the work of our DREAM counselor, DREAM Adjuncts, and this great partnership with the Transfer Center.

7. In the summer of 2017, The DREAM Program developed a great partnership with the Bridge Program resulting in 28 students starting a DREAM Cohort with English 67, Counseling 1, and LCOM 80. The results were amazing, thus we continued the partnership in Fall 2017, where students completed English 68 and Counseling 2. The students continued to thrive. During the Spring 2018, The DREAM Program took students and partner with the English department and honors. These same students have continued and now a year later, they have completed English 1A and Counseling 5. Half of the English 1A class was regular and the other half was honors. Lastly, this same cohort of students will continue to take English 1C in the Fall of 2018 and a leadership class. Moreover, a new cohort will be starting in the Fall 2018 with Counseling 2. All of these partnerships and resources have proven to have a positive effect in student performance, development, and relationship building because they are able to form community. When compared to Mt. SAC general population, our students are performing at a higher rate because of all of the services and support they are receiving.

8. Our partnerships continue to increase and show results. For example, the partnerships with HSO, Financial Aid, EOPS, Admissions and Records and the foundation have brought more support to students and resources to streamline the different transactions/processes students need to follow.

9. The DREAM Program will now have a lot more support because a new Director has been hired for the program and a Program Specialist is in the process of being hired as well. This truly shows the commitment of our college. Mt. SAC has become the first college to have a director who only oversees the DREAM Program and we are proud and commend our college for their support and commitment to our DREAMers.

**Critical Decisions Made by Unit:** 1. The creation of strong partnerships in STEM with faculty on campus, Cal Poly Pomona and other colleges and universities. DREAM understands the need for these careers in the future, thus we will continue to expand and form great bridges that would allow a smooth transition as a transfer student.

2. Funding has been requested to hire a STEM coach to help our students with their science based courses.

3. The hiring of HSO specialist, has allowed for DREAMers to receive the outreach support they need during the matriculation process.

4. A lot of our funding comes from Student Equity and we at the DREAM Program are grateful that our administration has prioritized and has placed us under this funding. Additionally, we are also being supported by SSSP and that has helped us tremendously with our counseling component.

5. Funding has been requested to hire Peer Mentors who would provide peer-to-peer support in a case-management model resulting in the success and retention of students in the program and the college.

6. Funding has been requested to hire a full-time Student Services Program Specialist to assist the coordinator with the program aspect of the program. Thus, providing the coordinator with the opportunity to bring more external as well as internal resources.

7. The request to replace the Coordinator's position with a Director's position has been placed to allow the program's growth and development through a strong infrastructure. Having a director would create more resources on and off campus and create a larger community of scholars.

8. Because of the current legal climate our DREAMers find themselves needing constant legal advice; therefore, the DREAM Program has requested to hire a lawyer on an hourly basis. 2 hours every other week at \$350 per hour at 4 hours a month equaling to \$ 1400 a month which would add to \$17,000 per year.

**Notable Achievements for Theme A: To Advance Academic Excellence and Student Achievement:** 1. Our Counseling faculty, Laura Muniz has developed and taught a pedagogy to Counseling 1--Introduction to College, Counseling 2--College Success Strategies, and Counseling 5--Career and Life Planning. Thereby increasing the success and retention rates of our DREAMers. In the Summer of 2017 a cohort of 28 students took Counseling 1 and Basic English 67 resulting in 96.43% success rate and 100% retention rate. All the students in the class were DREAMers. In the fall of 2017 the same cohort of students moved on to take Counseling 2 and English 68--Intermediate English resulting in 83.33% success rate in Counseling and 76.67% (over 10% more than the general college average). The retention rate was over 90%. DREAMers have continued to do well despite what is happening in Washington D.C. Currently, the same cohort of students just finished their Spring 2018 semester as well as their English 1A where the success rate is beyond 90%. These results summarize the work and effort that not only our faculty put in, but our students. DREAMers are one of the most resilient group there is.

2. The DREAM Program with the assistance of the Counselor and the Coordinator have been able to get a lot of students into the Honors Program and this has resulted in creating a stronger community of UNDOCU Scholars.

3. Gary Enke, English Professor has helped us create an English 1A class where half is honors and the other half is honors and this has created a community of believers because the students are all passing their English 1A course.

4. A large amount of DREAMers have a GPA 3.0 or higher despite all the things they are going through, they are still thriving.

5. Three DREAMers from the DREAM Program were recipients of the distinguish Student of Distinction Award given to 20 students at the entire college. One under academic excellence for maintaining a 4.0 while still getting involved on campus. Another for her involvement with student government and always trying to make things better for others through service. The third student received this award under the Personal Category, which means that she has been through so much, yet she still managed to do well in school and not give up.

**Notable Achievements for Theme B: To Support Student Access and Success:** 1. This is the 4rd year of the DREAM Program's existence at Mt. SAC and we already have over 850 student applicants in the program. This is a big accomplishment because by definition Dream students are vulnerable, so the fact that they are exposing their status by joining us means that they trust us. We were able to accomplish this by coordinating efforts with other areas and by providing the support and guidance that students need. Thus, students have been taking the message to other students and have told students why they should apply. We are proud that we have been able to increase the number of Asian students into the program.

2. Over 500 Dream high school students from Pomona, Baldwin Park, Bassett, La Puente, and other priority districts were targeted and supported to apply for TheDream.US scholarship, which awards up to \$ 14,500 dollars to high school students and \$ 29,000 dollars to transfer students. Thus, during the 2017-2018 school year, 15 high school students were recipients of this award, receiving \$ 217,500 in scholarship money. This is a great deal because their undocumented status makes them ineligible for federal aid. Therefore, this scholarship provides the college access they need.

3. The hiring of the full-time counseling faculty as well as two adjuncts in the DREAM Program, has brought the support and guidance that students needed to succeed in college. They bring a lot of experience in higher education and in working with specialized populations. They bring a lot of empathy, support, and understanding. Additionally, they attend different types of training to be better prepared to assist students. However, we need additional hours, so we can have more coverage.

4. The DREAM Program has led different trainings and informational sessions campus wide to make faculty, staff, and administrators aware of the needs of our student population, so that together we can offer better services. Indeed, on August 2017 we had NILC (National Immigration Law Center) conducted a "know your rights" training teaching DREAMers how to be their own advocate and balance the different aspects of their live, so they can still thrive in school.

5. The DREAM Program led a fundraising campaign to help DREAMers pay for their DACA renewal fees. This was possible through the college's foundation who assisted DREAM in establishing this fund. DREAM was able to fund raise over \$ 15,000 in just a week and a half. This funding allowed for students to remain in school because they did not have to worry about paying this out of packet.
6. The DREAM Program created a strong partnership with the Korean Resource Center (KRC), which provides legal support and guidance with DACA renewal. This organization not only helps them apply, but also helps them with a scholarship that can pay for their renewal fees of \$495.
7. The DREAM Program participated in Counseling Day collecting over 500 interests from that day. Participating in events like this, has allowed for the program to become more known.
8. The DREAM Program took 31 DREAMers to the second year UNDOCUSTEM Conference at CSULB where students participated in many workshops, many other DREAMers who are working in the STEM fields, and also got to meet many educators who can assist them in their goals beyond a Bachelor's degree. As a result of this, DREAM has now establish a great STEM partnership with Cal Poly Pomona and is currently working with some STEM faculty to help our students develop even more interest in the STEM fields.
9. On May 16, 2019, The DREAM Program celebrated the first cohort of Dream Scholars' who have received TheDream.US scholarship and are now graduating or transferring as well as other DREAMers who have been able to make this a reality. We had a total of 45 graduates/transfers with an average GPA of 3.1. 40 of those students are also receiving an AA degree and some even an A.S. degree. Over 65% of the transferring class maintained a GPA OF 3.1 and above. This is the class with the most participation in the Honors Program and the most acceptance to most of the colleges they applied, including UCLA, Berkeley, UCI. The DREAM Program ceremony is always a big event and this year we had over 200 guests, which included Mt. SAC faculty and staff as well as students with their families.
10. To provide more access and success, The DREAM Program has strengthen the partnerships with HSO, Financial Aid, Bridge, EOPS, and other programs on campus resulting in a strong collaboration in programming and activities. Thus, increasing student access and success.
11. The DREAM Program brought in an inspiration speaker: Dr. William Perez, who was able to inspire and connect with the students. This helped students to finish the semester strong because they got to hear stories that related to them.
12. To remind our students of the support available at the college during rough times, the DREAM Program with the assistance of our Counselor and support of the Health Services Center conducted Talking Circles, which allowed students to express how they were feeling about the possibility of loosing their DACA and to talk about other issues that could be having a negative impact on them and these talks were a success.
13. The DREAM Program hosted the second year of its Leadership Retreat in August 2018, where 30 dream students were selected to spend 3 days at Pali Retreat Conference Center at the mountains of San Bernardino. This is by far the best leadership experience our students have had. They connected so well and not only got closer, but started working on different projects upon their return to the college. The retreat's theme was: "The Power in You" Out of the 30 students, who attended, 100% of them had a positive outcome because they learned that they can actually be leaders. Additionally, all of them had never left their home for a 3 day event before, so they appreciated being able to do that.
14. The DREAM Program participated in the fall 2018 Flex Day by being visible and presenting to an audience of faculty and staff who received information and resources and had a great discussion.
16. The DREAM Program got to present at NASPA and NCORE this year and beth presentations were well received by the audience and the most important part is that we

got to bring students to both presentations and that made a huge difference. This opportunity was very empowering to our students. The audience was engaged and had the opportunity to ask questions. In the audience we had counselors, faculty, administrators, and students and they all were impressed with the work we are doing at Mt. SAC.

17. The DREAM Program in partnership with the Vice President of Student Services and Associate Dean of Equity presented at NASPA about the critical issue of supporting DACA and about the resources the college has been able to secured for DREAMers. So this year the DREAM Program has presented at two national conferences and this is phenomenal.

18. The DREAM Program at Mt. SAC is serving as a model program at the community college to many colleges and universities. Listed below are some of the colleges and universities the DREAM Program has assisted in providing information, guidance, and support in the creation of new resources at their campuses. Many of the campuses have visited the DREAM Program to see how we conduct our day-to-day activities:

Norco College

Fullerton College

Chaffey College

Cypress College

Rio Hondo College

San Bernardino Valley College

College of the Canyons

UC Irvine--wanted to developed a stronger partnership

CSU Pomona--A great partnership has emerged--to create a bridge where students can have a smooth transition when they transfer

Evergreen College

CSU San Francisco

Los Angeles College

Moreno Valley College

Citrus College

and the list continues

19. This school year alone The DREAM Program has conducted over 30 workshops, 3 national conference presentations, 3 campus professional development training, so others know how to work and support DREAMers.

**Notable Achievements for Theme C: Secure Human, Technological, & Financial Resources:** 1. The Dream Program has secured space for our students making it a one stop shop for our students. We are now located in building 16E, Equity Center. We pride ourselves in providing a holistic approach when working with DREAMers, so having a one stop shop lines up with this approach. Prior to that, we were in building 9D, admissions and records front counter, the coordinator was in the offices in the back next to the Ragan Room and our part-time counselor was in EOPS. This made it challenging to provide our services to students, but nonetheless, we were still able to provide good service and guidance to our students. Now that we are all in one place, meaning, coordinator, counselor, and student support staff, we have been able to form our program identity. In the of 2016 the DREAM Program moved to its current location, building 16C and this has actually helped us in the program identity formation and has made it a model DREAM Program at a community college level. In the Fall of 2018, the DREAM Program will be in the Equity Center with Arise, Aspire, and Reach. Thus, the program will be able to have a permanent home and be able to provide even more services and resources to our students.

2. Through the Counseling Department, we have been able to have two adjunct counselors at ten ours total to assist our full-time faculty with the counseling component, but we need more support and assistance, so increasing the adjunct hours to work with our students would be of a lot of support and help.

3. The hiring of the front counter hourly staff has brought in support and now with the new Director and program specialist on their way the program will just continue to

grow.

4. The technology that was bought with equity funds is being well used by our students. Students can borrow a laptop up to 3 days and returned it and if available they can request it again. This has had an increase in students writing their papers on a timely manner and also be able to communicate with their professors. They can also borrow the smart calculators 83-T and 84-T. Students like being able to use these services because that helps them in their success.

5. We continue to work closely with the Financial Aid office to conduct the Cash for College event, where many dreamers are able to get help with their California Dream Act resulting in them qualifying for Cal Grants, the BOG Waiver and EOPS.

6. We have an embedded Financial Aid Specialist who seats in the DREAM Program and students can make appointments or do walk ins for her to help them. This has been very successful because students would not feel intimidated by having to go the the financial aid.

7. We now have a lawyer in our building and this has already made a huge impact in our students.

8. We have been able to let students borrow some books through our program and also through the equity resources on campus and the results show that students have been able to perform better academically because a book has been available on a timely manner.

**Notable Achievements for Theme D: To Foster an Atmosphere of Cooperation and Collaboration:** 1. The DREAM Program in partnership with EOPS has been able to recruit over 150 Dream students into the EOPS Program.

2. The DREAM Program's Counselor in partnership with the Bridge Program has developed and taught a pedagogy to Counseling 1--Introduction to College, Counseling 2--College Success Strategies, and Counseling 5--Career and Life Planning. Thereby increasing the success and retention rates of our DREAMers. In the Summer of 2017 a cohort of 28 students took Counseling 1 and Basic English 67 resulting in 96.43% success rate and 100% retention rate. All the students in the class were DREAMers. In the fall of 2017 the same cohort of students moved on to take Counseling 2 and English 68--Intermediate English resulting in 83.33% success rate in Counseling and 76.67% (over 10% more than the general college average). The retention rate was over 90%. DREAMers have continued to do well despite what is happening in Washington D.C. Currently, the same cohort of students just finished their Spring 2018 semester as well as their English 1A where the success rate is beyond 90%. These results summarize the work and effort that not only our faculty put in, but our students. DREAMers are one of the most resilient group there is.

3. The DREAM Program in partnership with Financial Aid has led a yearly Cash for College event, which has increased the number of students who apply for the California Dream. Thus increasing the number of Cal Grant eligible students who now can get state aid. In the 2017-2018 year, The DREAM Program helped over 200 students during the Cash for College events. Therefore, opening the higher education doors for our students whose number one reason for not attending college is because of the lack of financial resources.

4. The partnership with the Transfer Center to facilitate workshops and resources specifically for dream students generated great results. Indeed, we had an increased in students who transferred and we attribute this to the counseling component in the program as well as to this great partnership.

5. The partnership between the DREAM Program and HSO has helped to keep high school counselors more informed on how to help dream students at their respective campuses.

6. The partnership between the DREAM Program and the library has resulted in having an embedded librarian at DREAM. She assists students with the research component and this makes a huge difference.

**Contributors to the Report:** Elmer Rodriguez, Counseling/DREAM

Laura Muniz, Counseling/DREAM



<i>Unit Goals</i>	<i>Resources Needed</i>	<i>Where We Make an Impact: Closing the Loop on Goals and Plans</i>
<p><b>Increase Program Resources -</b>            Increase program resources so students can receive timely support and guidance and to promote campus understanding of the diversity of our Dreamer (Undocumented) students, their success, accomplishments, needs and aspirations.  <b>Status:</b> Active  <b>Goal Year(s):</b> 2016-17, 2018-19  <b>Goal Entered:</b> 09/01/2016</p>	<p><b>Request - Full Funding Requested -</b>            Student Services Program Specialist  <b>Describe Plans &amp; Activities Supported (Justification of Need):</b>            Dream Program Front Counter and program assistant, due to confidentiality and the sensitivity of students served, having hourly and permanent staff is crucial to addressing the needs of this student population.  <b>Lead:</b> Dr. Eric Lara  <b>What would success look like and how would you measure it?:</b>            Permanent Staff  <b>Type of Request:</b> STAFFING: Requests for permanent employee positions or temporary/hourly employees.  <b>Planning Unit Priority:</b> High  <b>Documentation Attached?:</b> No  <b>On-Going Funding Requested (if applicable):</b> 70000</p>	<p><b>Reporting Year:</b> 2017-18  <b>% Completed:</b> 100            The program has requested to fill this position for the year 2018-2019 because this will create a permanent support. This position would work in conjunction with the director and assist with event planning and coordinating as well as program development. Additionally, this position would work closely with students and refer them to the resources needed to succeed in college. This position is much needed in the program, so it can help with coordinating activities for the program while the director works on expanding and re-establishing the DREAM center as a program. Additionally, this permanent position is needed because of confidentiality we cannot have students manning the front counter. Having this position would allow the program to build stronger relationships with students and gain their trust by having someone who is always there and is sensitive to their needs. Furthermore, this would allow the director to build stronger relationship with non-profit organizations like The National Immigration Law Center, Korean Resource Center, CHIRLA, Educators for Fair Consideration and more. The director will further provide the leadership to take the program to the next level, making it the best in the state.</p> <p>allowing the program to expand services and resources. This is a much needed position because it would allow (07/17/2018)</p>
	<p><b>Request - Full Funding Requested -</b>            Marketing and Prom Items  <b>Describe Plans &amp; Activities Supported (Justification of Need):</b>            Program brochure            Marketing tools for presentations and outreach purposes  <b>Lead:</b> Elmer Rodriguez  <b>What would success look like and how would you measure it?:</b> Having a permanent budget for marketing  <b>Planning Unit Priority:</b> High</p>	<p><b>Reporting Year:</b> 2017-18  <b>% Completed:</b> 100            Through student equity, the college has committed funding for marketing and promotional items, which have indeed allowed us to promote the DREAM Program on campus as well as at local high schools and college fairs. This has not only brought more awareness and visibility to our program, but has also increased student program participation. Moreover, the development of our own marketing has allowed the program to establish its own identity. (07/17/2018)</p>

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>Where We Make an Impact: Closing the Loop on Goals and Plans</i>
	<p><b>One-Time Funding Requested (if applicable):</b> 4000</p> <p><b>On-Going Funding Requested (if applicable):</b> 5000</p> <p><b>Request - Full Funding Requested -</b> Office Supplies</p> <p><b>Describe Plans &amp; Activities Supported (Justification of Need):</b> Student supplies</p> <p><b>Lead:</b> Elmer Rodriguez</p> <p><b>What would success look like and how would you measure it?:</b> Having a yearly budget for this would be beneficial</p> <p><b>Planning Unit Priority:</b> High</p> <p><b>One-Time Funding Requested (if applicable):</b> 4000</p> <p><b>On-Going Funding Requested (if applicable):</b> 5000</p>	<p><b>Reporting Year:</b> 2017-18</p> <p><b>% Completed:</b> 100</p> <p>Through the Student Equity funding, the DREAM Program has been able to buy office and student supplies, which have allowed the program to provide a free printing service to students and provided the staff with supplies, so they can provide a great service. (07/17/2018)</p>
	<p><b>Request - Full Funding Requested -</b> Hired hourly front desk staff in the meantime that funds become available for full-time positions</p> <p><b>Describe Plans &amp; Activities Supported (Justification of Need):</b> Funding to maintain the hiring of Peer Mentors and hourly front desk staff--which are not students, but instead professional staff because of data sensitivity. Convert this position into full-time clerical support.</p> <p><b>Lead:</b> Elmer Rodriguez</p> <p><b>What would success look like and how would you measure it?:</b> Continue to fund this activity because it truly impacts students</p> <p><b>Type of Request:</b> STAFFING: Requests for permanent employee positions or temporary/hourly employees.</p> <p><b>Planning Unit Priority:</b> High</p>	<p><b>Reporting Year:</b> 2017-18</p> <p><b>% Completed:</b> 100</p> <p>Hiring hourly staff has allowed program confidentiality, sensitivity, and provided the space to create a more professional environment where students can be served with a high level of customer service thus thriving in a non-threatening environment. (07/17/2018)</p>

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>Where We Make an Impact: Closing the Loop on Goals and Plans</i>
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**One-Time Funding Requested (if applicable):** 40000  
**On-Going Funding Requested (if applicable):** 55000  
**Request - Full Funding Requested -**  
 Funding to outreach to middle schools  
**Describe Plans & Activities Supported (Justification of Need):**  
 After years of working with DREAMers, we have learned that we have to reach them when they are in middle school because at times they have already loss hope when they are reached out at the high school level.  
**Lead:** Elmer Rodriguez  
**Planning Unit Priority:** High  
**One-Time Funding Requested (if applicable):** 15000  
**On-Going Funding Requested (if applicable):** 15000

**Reporting Year:** 2018-19  
**% Completed:** 100  
 The DREAM Program has been working with DREAMers/Undocumented students for a while, thus we have realized that we need to capture students at the middle school level because at times when they get to high school they may have a defeated mentality and think that there is no purpose for them to study. Thus by doing early outreach, we would be joining best practices and would be contributing by developing productive members of society, which in turn would help the economy making this a win win situation. In order to do this, the program needs to have funding to hire hourly outreach, which eventually could turn into a more permanent position. (07/17/2018)

**Request - Full Funding Requested -**  
 Funding for a yearly AB 540 Conference  
**Describe Plans & Activities Supported (Justification of Need):**  
 This AB 540 conference will be open to middle schools, high schools, and to Mt. SAC and other community college students. The goal is to have it every year in October before the deadline of our college application as well as UC and CSU deadlines. Our hope is that this conference will bring information, resources, and hope. Thus creating a community of knowledge.  
**Lead:** Elmer Rodriguez  
**Planning Unit Priority:** High

**Reporting Year:** 2018-19  
**% Completed:** 100  
 The DREAM Program will be hosting a yearly AB 540 conference in the fall 2018 term to help Dreamers/AB 540 students at the college and in the community with the understanding of the different laws and resources that are available to DREAMers. Additionally, this would allow for a collaboration with the 11 districts feeders to Mt. SAC and create a stronger relationship with the different campuses. On this day, there will also be a workshop for those campuses that would like to establish services/resources for DREAMers. (07/17/2018)

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>Where We Make an Impact: Closing the Loop on Goals and Plans</i>
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**On-Going Funding Requested (if applicable):** 15000  
**Request - Full Funding Requested -**  
 Funding to help establish an UNDOCUSTEM Project  
 UNDOCU STEM Coach (hourly)  
**Describe Plans & Activities**  
**Supported (Justification of Need):**  
 This project would provide training and support to DREAMers who would like to pursue a STEM major/career  
**Lead:** Elmer  
**Planning Unit Priority:** High  
**One-Time Funding Requested (if applicable):** 20000  
**On-Going Funding Requested (if applicable):** 30000

**Reporting Year:** 2018-19  
**% Completed:** 100  
 The DREAM Program has formed a very strong relationship with Bronco's DREAM Resource Center at Cal Poly Pomona and working diligently to finish creating the DREAM to DREAM Bridge where the DREAM Program at Mt.SAC hands to Cal Poly's DREAM Resource Center all DREAMers who are transferring to Cal Poly Pomona and and STEM majors. The first and second cohort are being worked on because Cal Poly Pomona applied for a small grant with NASPA and received it, they were generous to include Mt. SAC's DREAM Program in it, so this would allow us to get this project started. However, we have the need to hire a STEM Coach that would assist the program director in coordinating this project. The STEM coach will be on an hourly basis until we get this off the ground and eventually perhaps the college could make this a full-time position. We will be braking ground by developing this because we would become the first program to develop a STEM component specifically for DREAMers. (07/17/2018)

**Request - Full Funding Requested -**  
 Hire a lawyer  
**Describe Plans & Activities**  
**Supported (Justification of Need):** at an hourly rate of \$350 to come to the DREAM Program twice a month at 2 hours each time equaling to \$ 16,800  
**Lead:** Elmer Rodriguez  
**Planning Unit Priority:** High  
**On-Going Funding Requested (if applicable):** 17000

**Reporting Year:** 2018-19  
**% Completed:** 100  
 With the increase of uncertainty comes the need to hire a lawyer, so that our students can feel safe and secured and receive answer directly from the expert. Thus, hiring a lawyer would allow the DREAM Program to provide a more holistic approach when supporting students and this would also serve as a retention mechanism because students are going to stay in school since their number one worry is their immigration status. Therefore, not only would we be doing what is right, but provide the resources to thrive in this uncertain world. Other colleges are already seeing great retention results due to having hired a lawyer. DREAM would like to hire a lawyer at \$350 an hour to have him/her in the program at least 4 hours a month totaling \$16, 800 per year. (07/17/2018)

<b>Mental Support - To hire a Social</b>	<b>Request - Full Funding Requested -</b>	
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<i>Unit Goals</i>	<i>Resources Needed</i>	<i>Where We Make an Impact: Closing the Loop on Goals and Plans</i>
<p>Worker  <b>Status:</b> Active  <b>Goal Year(s):</b> 2018-19, 2019-20  <b>Goal Entered:</b> 06/13/2019</p>	<p>Social Worker  <b>Describe Plans &amp; Activities Supported (Justification of Need):</b>  DREAM students struggle with the transition from college and often have childhood adverse experiences that have created long lasting consequences that may hinder their college success. A social worker will bring the knowledge of public services and the necessary skill set and training to work with our students from a trauma informed perspective. The Social Worker will support the DREAM Program by providing personal counseling to support their mental health and personal growth. Thus, resulting in students doing well in their academics.  <b>Lead:</b> Dr. Eric Lara  <b>What would success look like and how would you measure it?:</b> Having this resource would help because DREAM students drop and stop-out rates will decrease as retention and persistence will increase by 75% for active DREAM students.  <b>Type of Request:</b> STAFFING: Requests for permanent employee positions or temporary/hourly employees.  <b>Planning Unit Priority:</b> High  <b>Documentation Attached?:</b> No  <b>One-Time Funding Requested (if applicable):</b> 104000</p>	