Umoja Rubric 2024

A. Program Information

Narrative Criteria

The Program Mission Statement
- clearly states the purpose of the program
- indicates the primary function
- indicates the activities of the program
- describes the programs' aspirational goals for the future and what the program hopes to achieve
- reflects the program's priorities and values
- indicates who the students and/or stakeholders are
- is aligned to the college mission statement
- is clear and concise

☑ Meets Expectations

☐ Needs Improvement

Feedback

> The Umoja mission statement is clear and conveys a strong sense of purpose, however, the encouragement is to utilize more concentrated language for more impact.

B. Transfer level Engl & Math Completion

Data Criteria

- The data shows that the program is making progress towards accomplishing their goals (The data is in alignment with the program's goals).

Narrative Criteria

The narrative response...
- aligns with data
- is informed by data
- is within the control of the program
- has measurable outcomes

Data

☑ Meets Expectations

☐ Needs Improvement

Narrative

☑ Meets Expectations

☐ Needs Improvement

Feedback

> The drop from 64 to 30 completions in Math between 2022-23 and 2023-24 is notable.
>
> The completion rates for transfer-level English and Math have improved, with the most significant increases seen in the past two academic years.
>
> The program's commitment to aligning with Umoja practices and providing support is great. This multi-layered approach clearly prioritizes student's success and fosters a strong sense of belonging.
>
> As readers, it is hard to interpret the raw numbers it may be helpful to see percentages of the students that pass. Perhaps this can give us a clearer picture of the data in the narrative more concisely.

C. Students Check List

Data Criteria

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Narrative Criteria

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Data

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☐ Needs Improvement

Narrative

☑ Meets Expectations

☐ Needs Improvement

Feedback

> The data shows clear progress and success while identifying opportunities to further strengthen student engagement with counseling services.
>
> Although counselor meetings have gone up, they still leave room for improvement, as 26% of students didn't meet the 6+ sessions goal in 2023-24.
>
> Overall, these practices reflect a strong support system, especially in financial aid, and a well-organized effort to keep scholars engaged and on track.

D. Student Survey results

Data Criteria

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Data

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Narrative

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Feedback

> This data shows the program's effectiveness in building confidence, support, and belonging. While students feel increasingly supported and confident, there's a slight decline in the social engagement area, suggesting it may be an area to focus on to improve the overall community feel.
>
> The program is taking thoughtful steps to ensure student engagement and team-building a sense of belonging through more participation-driven strategies and feedback-informed improvements. Organizing events that build a sense of community and belonging with the BIPOC center is a great idea! With special attention being

given to providing opportunities throughout the year, this may be a great foundation for consistently increasing student engagement.

E. Service Area Objective Addendum

1. What are the service area outcomes & strategic objectives for the coming year?

Narrative Criteria

- Outcomes/objectives are informed by data
- Outcomes/objectives are within department control
- Outcomes/objectives are demonstrable/actionable
- Outcomes/objectives are measurable
- Possible to accomplish including short term, as well as long term (e.g., aspirational and practical)

☑ Meets Expectations

☐ Needs Improvement

2. What is your implementation plan for the above-mentioned objectives?

Narrative Criteria

- Actions are informed by data
- Actions are within department control
- Actions are demonstrable
- Outcomes are measurable
- Possible to accomplish including short term, as well as long term (e.g., aspirational and practical)

☑ Meets Expectations

☐ Needs Improvement

Feedback

These strategic adjustments can enhance student experiences and program impact.

Your points are well informed and grounded in the data.

F. Enrollment Trends

Data Criteria

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☐ Needs Improvement

Narrative

☑ Meets Expectations

☐ Needs Improvement

Feedback

The data provides a mix of things, with growth in some areas (enrollment, productivity) but challenges in others (unduplicated headcount). It suggests the need for ongoing adjustments to balance recruitment,

retention, and course offerings. We appreciate the Umoja team trying new approaches i.e., combined math section with Puente. Though the joint approach was too challenging to sustain, it was good information to learn. Please continue to be innovative and think differently about how to best support scholars.

36% increase in productivity, showing significant improvement. Meeting Program Goals: Productivity has remained above 450 for the last two academic years, which aligns with program objectives.

G. Enrollment by Student Demographics

Data Criteria

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Narrative

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Feedback

Male students outnumber female students, with the percentage of male enrollment at 75% in 2022-23 before slightly decreasing to 68% in 2023-24. Female enrollment declined from a high of 45% in 2020-21 to 25% in 2022-23 but rebounded slightly to 32% in 2023-24.

We see that Umoja has traditionally focused on recruiting male athletes, contributing to the gender imbalance.

Your narrative aligns well with the given data. How can we advocate for more accurate reporting of multi-ethnic identities to ensure Black/Latinx students are recognized in both categories rather than being counted solely as Latinx?

H. Overall Student Course Success

Data Criteria

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☐ Needs Improvement

Narrative

☑ Meets Expectations

☐　　　　Needs Improvement

Feedback

> We see that the success rates have improved significantly, rising from 78% in 2019-20 to 93% in 2022-23 and 2023-24. Non-success and withdrawal rates have gone down, suggesting stronger academic performance and retention among Umoja students.
>
> The Umoja program progressed in supporting student success, exceeding college-wide performance for Black, Latinx, and Filipinx students, which is a notable accomplishment. However, issues with how students are categorized in institutional data could impact visibility and targeted support. How does the group intend to address this critical data challenge?

I. Course Success by Modality

Click the link below to view the program's Course Success by Modality data

https://foothilldeanza-my.sharepoint.com/:f:/g/personal/20078222_fhda_edu/Euw5yUwbvn5OiqkDTAn6yIYBycY0PmInLpXnQm47l7cPKQ?e=qN4inX

Data Criteria

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Narrative

☑　　　　Meets Expectations

☐　　　　Needs Improvement

Feedback

> With 96% success in hybrid courses, it seems this is a viable option for those students balancing work and family responsibilities. Overall, the data highlights that the Umoja cohort program has successfully improved its outcomes across all modes of delivery and is making steady progress toward its success goals.

J. Disproportionate Impact

Click the link below to view the program's Disproportionate Impact data

https://foothilldeanza-my.sharepoint.com/:f:/g/personal/20078222_fhda_edu/Euw5yUwbvn5OiqkDTAn6yIYBycY0PmInLpXnQm47l7cPKQ?e=qN4inX

Data Criteria

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Narrative

☑   Meets Expectations

☐   Needs Improvement

Feedback

The Umoja program continues to show strong overall course success (93%), which shows the team's dedication and the effectiveness of current support structures. Umoja's impact is clear, and these results show the program's continued success in closing equity gaps.

This plan shows the Umoja program's ongoing commitment to strengthening support services, partnerships, and opportunities for low-income and underrepresented students, focusing on financial aid, mentorship, and community-building.

K. Summative Evaluation

Overall, the Comprehensive Program Review

☑   Meets Expectations

☐   Needs Improvement

Feedback

It's clear that the Umoja program has made significant improvement in supporting underrepresented students, particularly from Black, Latinx, and Pacific Islander communities. The growth in academic success and transfer rates is a testament to your hard work and dedication.

The idea of expanding support for the Umoja students after they transfer is great. Could you elaborate on the kind of resources or programs you envision for pre/post-transfer support? Mentorship, internships, or networking opportunities would be a great way to enhance the program (Peer mentoring, Google, LinkedIn, Resume Building, or fun collaborating event with other programs like an educational theater show, or bowling, etc.)

We recommend sharing more specific success stories or data points to highlight the program's impact in a more detailed way. This could help attract even more attention and support from other programs, schools, and students.

This form is completed and ready for acceptance.