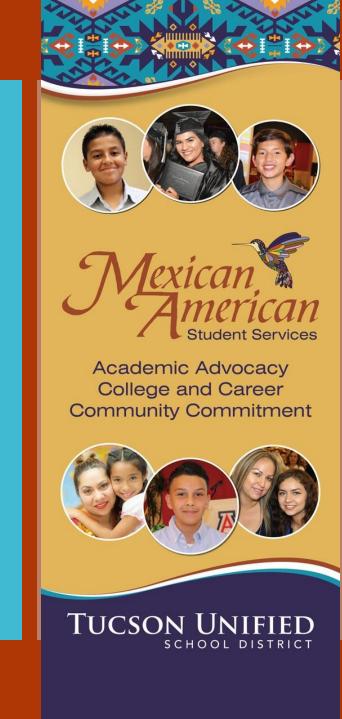
## **EXHIBIT H**

# Mexican American Student Services Reorganization SY 2018-19

María C. Federico Brummer, M.Ed.
Director, Mexican American Student Services Department
Governing Board July 24, 2018



### 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.



# Process for Improvement

Reorg Planning Committee initiates proposal Research & evaluation for proposal Staff feedback on department effectiveness

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
Interviews and recommendations for hire- 7 Program Specialists



## 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



# SY 2017-18

## SY 2018-19



11 FTEs



12 FTES



Director



Program Coordinator

Administrative Assistant

Administrative Assistant

Behavioral Specialist

Behavioral Specialist

Student Success Specialists

Program Specialists
(8 FTEs)

Certified Academic Tutors
(7 Added Duty)

Certified Academic Tutors
(7 Added Duty)



## MASSD Staffing



## 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

