

# **EXHIBIT H**

# Mexican American Student Services Reorganization SY 2018-19

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Governing Board July 24, 2018



Academic Advocacy  
College and Career  
Community Commitment



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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

## 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.*


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# Process for Improvement

  
December  
Reorg Planning Committee initiates proposal  
Research & evaluation for proposal

  
January  
Staff feedback on department effectiveness  
Draft of proposed reorganization completed  
Staff notified of the proposed changes for implementation in SY 2018-19

  
February  
Review & feedback from District Leadership  
Reorg Planning Committee review

  
March  
Expert panel review  
Reorg Planning Committee review  
Staff notified on approval of reorganization plan by District Leadership for full implementation in SY 2018-19

  
April  
Student Success Specialists informed of classified position elimination  
SM review

  
May  
8 Program Specialist positions posted  
DIT process initiated to place Student Success Specialists

  
June  
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

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# SY 2017-18

# SY 2018-19

## MASSD Staffing



- Director
- Program Coordinator
- Administrative Assistant
- Behavioral Specialist
- Student Success Specialists (7 FTEs)
- Certified Academic Tutors (7 Added Duty)

- 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

- 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

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