Program Review

Summary and Reflections with Unit Goals, Action Plans, and Updates

Student Services - STAR/TRIO

2022 - 2027

Executive Summary

Describe the successes and challenges your unit has faced since the last comprehensive review.
Mesa 2030 goals call for explicitly and intentionally focused equity and excellence efforts around race and ethnicity. STAR TRIO is federally funded to specifically serve first generation, low income, and or students with disabilities. While race/ethnicity is not specifically mentioned in our eligibility criteria, STAR TRIO has taken an equity-inside-of-equity approach in its outreach and recruitment. We established partnerships with the Black Faculty Counseling Collaborative (BFCC) to specifically outreach to Black students who would qualify for STAR TRIO. We also established connections with the KAPWA Learning Community, the Puente Program, and the Borderless Scholars Program. STAR TRIO utilized grant opportunities such as HEERF and Outreach/Retention funds to incentivize our outreach efforts, including specifically outreach efforts that would reach students disproportionately impacted across race/ethnicity. It is an inherent challenge that our eligibility criterium does not specifically mention race/ethnicity; however, we are able to remain open for access to all students eligible while also intentionally connecting with students across race/ethnicity domains.

If applicable, describe any major curricular or service changes your unit has engaged in and the impact of those changes since the last comprehensive review.
STAR TRIO Counselors, anticipating a stronger student presence on campus as we transitioned out of the pandemic, programmed multiple in-person student workshops that supported Mesa 2030 goals like Scholarship, Community, and Pathways/Partnerships. Student surveyed reported the workshops were a highlight of their experience with STAR TRIO. The availability of HEERF and Retention/Enrollment funds to incentivize attendance at the workshops with café cards was also helpful for promotion and gratefully received by the students in attendance.

If applicable, describe the impact of any new resources (human, fiscal, etc) on the unit and/or action plan implementation.
STAR TRIO significantly benefited from HEERF funded employee positions, such as Tutors, Counselors, and Outreach Ambassadors. STAR TRIO operates with only 2 full time staff, and increases in salary and benefit costs have diminished the space in our grant funds to hire the necessary support for a robust program and student center. With the help of the campus, STAR TRIO has been able to provide open hours, program coverage, increased tutoring, and increased counseling availability. We believe this availability provides our students with the best chances for support, success, and completion. We could not support for this robust success without the campus personnel support.

If you assess OUTCOMES, please confirm that the outcomes have been reviewed for accuracy. If you do not assess Outcomes, skip this question.
Reviewed & Accurate

Related Documents for Charts and Graphs

Executive Summary Complete
Yes

Data Reflection

Trends observed in program/service area's data.
STAR TRIO has specific grant objective, that we report on annually to the US Department of Education in the Annual Performance Report (APR). STAR TRIO (and all federally funded Student Support Service programs) report on: Persistence, Good Academic Standing, Associate’s Degree or Certificate attainment, and Transfer. Our TRIO program historically meets or exceeds these objectives, and thus has achieved refunding for over 40 years. A recent dip in academic standing for our students was recorded in the prior APR, and was accounted for by the decrease in class completion rates during the extenuating circumstances presented by the pandemic. This past reporting cycle, STAR TRIO has returned to meeting the attained Good Academic Standing rate of 88%.

Summary and Reflection

Additionally, STAR TRIO exceeded the minimum approved rate for Persistence by 20%, exceeded the minimum Associate's Degree rate by 24%, and exceeded the Transfer goal by 26%.

Describe any equity gaps in the data. Are there differences and/or patterns observed by demographics (e.g.race/ethnicity, gender, age, etc.)

STAR TRIO is an original equity program, services aimed at narrowing the disproportional gaps for students who are first generation, low income, and/or have a disability. The STAR TRIO grant was achieved by demonstrating the disproportionate impacts these students face. First generation, low income, and/or students with disabilities had outcomes as compared to other general college students not facing these impacts. Cumulative GPA 2.64 as compared to General College 2.92, Successful Course Completion 68% as compared to 75%, Good Academic Standing 84% as compared to 88%, Transfer rates of 6% as compared to 15%. The STAR TRIO grant is written as ambitious but attainable to narrow those gaps.

Related Documents for Charts and Graphs

Describe the discussion(s) that took place about the unit's learning outcomes assessment data.

The STAR TRIO department hosts regular meetings to identify areas requiring attention, upcoming events, and best practices for implementing program services. Results this year have evolved from last year's student self-reported education plan experience to our goal of ensuring 100% of students have a comprehensive education plan, consistent with exceeding general student success scoreboard data, and supporting Mesa 2030 Completion objectives. The department held specific meetings/discussions on 5/3/23 for outcomes, 5/4/23 for completion, and 5/17/23 for service/workshop recommendations, all in review and consideration of the SSPO results. Students were additionally asked to provide suggestions for program improvement as well as provide information on how the program has served them. These open -ended questions allow an opportunity for students to voice their opinions and share their concerns. The STAR TRIO team developed worksheets to analyze and provide feedback on the open-ended responses from the students. The department brainstormed ways to implement student suggestions. Some suggested services and workshops are currently under way for the upcoming 2023-2024 academic year. These include, but are not limited to: Workshops, Financial Incentives, and Retention programming.

Data Reflection Complete

Yes

Practice Reflection

Describe current practices your program/service area has engaged in that you believe impact the above data trends and equity gaps.

As discussed, STAR TRIO has taken an equity-inside-of-equity approach in its outreach and recruitment. We established partnerships with the BFCC to specifically outreach to Black students who would qualify for STAR TRIO. We also established connections with the KAPWA Learning Community, the Puente Program, and the Borderless Scholars Program. STAR TRIO utilized grant opportunities such as HEERF and Outreach/Retention funds to incentivize our outreach efforts, including specifically outreach efforts that would reach students disproportionately impacted across race/ethnicity, while also serving our broader first generation, low income, and/or disabled student communities. Funding sources that can supplement the limitations of our grant expenditures are helpful to incentivize service engagement. Robust staffing is also achievable per these supplementary financial supports from the college.

What other factors (internal or external) might also impact the above data trends and equity gaps?

As we end the pandemic era, STAR TRIO aims to provide empowering experiences and spaces for our students. Many of our return students had never taken a class on campus until this year, so we hoped to supplement their in-person academic experiences with supportive in-person services. It has also been observed that higher graduation rates, transfer rates, and scholarship achievement rates correlate with participation in multiple student support services. We aim to continue partnerships with our student support service program colleagues. A formal partnership with Borderless Scholars was achieved this year, made possible by the Performance Partnership Pilot, a federal and state approved pilot to extend TRIO SSS services to undocumented students.

Related Documents for Charts and Graphs

Summary and Reflection

Practice Reflection Complete
Yes

Mid-Cycle Updates

YEAR 2 Updates (2023 - 2024)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 2.
STAR TRIO continues to nurture partnerships with its sister programs and other equity based groups. Trainings and professional development opportunities are encouraged for our team members, and coordinated event planning with other EOPS and Special Programs is prioritized whenever possible.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 2.
STAR TRIO continues with its Annual Performance Reporting. The 2022-2023 APR is attached ("22-23 APR final"). STAR TRIO has met or exceed each of its performance objectives. The persistence goal is 63% and the actual attained rate was 90%. The good academic standing goal is 88% and attained at 88%. Degree attainment was aimed at 12% and achieved at 34%. Transfer was aimed at 6% and achieved at 22%..

Review Outcomes Report. Review the unit's outcomes assessment process for 2022 - 2023. Discuss connections to unit goals/action plans/resource requests.
Outcomes are achieved, consistent with the federal grant expectations and aligned with SD Mesa institutional learning outcomes

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 2.
no updates, STAR TRIO remains committed to partnerships with our colleagues serving students to reduce equity gaps

YEAR 3 Updates (2024 - 2025)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 3.
STAR TRIO continues its partnerships for intentional equity in action. STAR TRIO connected with the Kapwa Learning Community, AAPI and AANAPISI communities, offering admission priority and admission incentives for their students to join STAR TRIO. Similarly, we offered the same incentives to the Umoja community and Puente program participants. STAR TRIO teammates completed the Undocu Ally Training and created mutual incentives supported by Borderless Scholars and STAR TRIO to promote STAR TRIO services to our undocumented students.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 3.
STAR TRIO discussed outcomes from 23-24 in its parallel meetings, concurrent with the outcomes across campus endeavor. STAR TRIO met or exceeded its outcomes goals for 23-24 and maintained its commitment to equity according to its established grant objectives. It was agreed to utilize a semester survey for students alongside the grants prescribed outcomes again this year as its measures. As a federally funded grant program, STAR TRIO continues assessing its fiscal and student service accountability by completing its Annual Performance Report (APR). The 2022-2023 APR is attached ("22-23 APR final"), and we are currently in the process of producing our 2023-2024 APR for submission by December 6, 2024. For 23-24, STAR TRIO met or exceeded each of its performance objectives. The persistence goal is 63% and the actual attained rate was 85%. The good academic standing goal is 88% and attained at 88%. Degree attainment was aimed at 12% and achieved at 42%. Transfer was aimed at 6% and achieved at 26%. These numbers reflected the same or improved outcomes in each domain.

Review Outcomes Report. Review the unit's outcomes assessment process for 2023 - 2024. Discuss connections to unit goals/action plans/resource requests.
Outcomes will be assessed in Spring 2025, using results from the end of Fall and Spring semester evaluation (https://forms.gle/k9hbeuwcZHsUmQvV9). Our outcomes remain consistent with the federal grant expectations and aligned with SD Mesa institutional learning outcomes.

Summary and Reflection

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 3.

Partnerships with our other equity based programs are becoming common practice. We hope to continue with Kapwa, AAPI, AANAPISI, Umoja, Borderless, EOPS, Rising, CalWorks, Care, and our former foster youth program connections. A next objective could be a more formalized connection with the Pride Center and The Stand.

YEAR 4 Updates (2025 - 2026)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 4.

STAR TRIO continues to strengthen partnerships that advance intentional equity in action. This year, the program collaborated closely with the Kapwa Learning Community, AAPI and AANAPISI communities, offering priority admission and participation incentives for their students. Similar outreach and incentives were extended to Umoja and Puente program participants, creating more seamless pathways for disproportionately impacted students to join STAR TRIO.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 4.

STAR TRIO reviewed its 2024–2025 outcomes in parallel with the collegewide outcomes assessment work. The program met or exceeded all performance objectives for 2023–2024 and continued to uphold its equity commitments in alignment with its federal grant requirements. As in previous years, STAR TRIO will continue using both semester student surveys and prescribed grant measures to evaluate effectiveness.

As a federally funded program, STAR TRIO remains accountable to strict student service and fiscal expectations and continues to complete the Annual Performance Report (APR) each cycle. The 2023–2024 APR is linked here: https://drive.google.com/file/d/1j4Xv5M2j3QvTa889K6pLXzrGgQYdF2wY/view?usp=sharing (“23-24 APR final”), and the 2024–2025 APR is currently in progress for submission by February 2025.

For 2024–2025, STAR TRIO met or exceeded each of its core objectives, including:

Persistence: Goal 63%; Attained 86%

Good Academic Standing: Goal 88%; Attained 88%

Degree Attainment: Goal:12%; Attained 42%

Transfer: Goal 6%; Attained 26%

These outcomes demonstrate stability and growth compared to prior years.

Review Outcomes Report. Review the unit’s outcomes assessment process for 2024 - 2025. Discuss connections to unit goals/action plans/resource requests.

Outcomes for FA24–SP25 were assessed in Spring 2025 using results from end-of-semester evaluations (link provided). STAR TRIO’s outcomes remain fully aligned with federal TRIO grant expectations and closely connected to Mesa’s institutional learning outcomes. The program continues to use outcomes assessment to inform annual goals, action plans, and resource needs.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 4.

Collaborative student support across equity-driven programs is now standard practice. STAR TRIO continues to strengthen partnerships with Kapwa, AAPI, AANAPISI, Umoja, Borderless Scholars, EOPS, Rising Scholars, CalWORKs, CARE, and the former foster youth programs.

During Fall, STAR TRIO collaborated with NextUp, CARE, Rising Scholars, EOPS, and FAST to deliver a financial literacy series in partnership with Cal-Coast Credit Union, an initiative that was highly valued by students and expanded access to essential life skills resources.

YEAR 5 Updates (2026 - 2027)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 5.

Summary and Reflection

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 5.

Review Outcomes Report. Review the unit’s outcomes assessment process for 2025 - 2026. Discuss connections to unit goals/action plans/resource requests.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 5.

Academic Standing

Unit Goal: Goal 1: STAR TRIO participants will maintain Good Academic Standing at a minimum of 88% of participants served annually.

Goal Status: Active

Beginning Year: 2022 - 2023

Projected Completion Year: 2025 - 2026

Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Completion - Objective 1:** Develop pathways that provide students with clarity about degree, certificate, and transfer requirements. (✓)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **Stewardship - Objective 6:** Develop a proactive hiring plan that includes a review of advertising, screening, and interviewing with a goal of establishing a diverse and competent workforce that is reflective of the student population and the local community (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** 1. Develop Fall and Spring Academic and Student Support Workshops 2. Hire and train tutors and provide expanded tutoring hours. 3. Conduct and follow up on Mid Semester Evaluations. **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Submission Date**: 06/25/2025 **Action Plan Update**: Ongoing. Fall and Spring workshops were planned and conducted. Mid semester evaluations were conducted for Fall and Spring, incentivized by the All STAR programming in each semester. Tutoring was available for math and english, and if/when tutoring is not available, we provide service referrals to other campus tutoring resources. Counselors worked with students to support study skills, time management, motivation, and planning for academic success. **Update Year**: 2024 - 2025 **Action Plan Progress**: On Track **Submission Date**: 12/02/2024 **Action Plan Update**: Ongoing. Fall workshops were planned and conducted. A Spring workshop series focused on supporting transfer steps after the application have been developed. Mid semester evaluations were conducted for Fall and will be conducted again in Spring. Tutoring was available for math and english, and if/when tutoring is not available, we provide service referrals to other campus tutoring resources. **Update Year**: 2024 - 2025

Unit Goals, Action Plans, and Updates

Action Plans	Updates
	Action Plan Progress: On Track **Submission Date**: 12/01/2023 **Action Plan Update**: 1. STAR TRIO developed and implemented our Fall 2023 Workshop series, including a Meet & Greet, First-Gen Success, Transfer Hotspots for UC/CSU, Midterm Wellness, and Beating the Holiday Blues. Workshops are curated by the team for academic, mental health, and building community, which are best practice positive indicators for academic standing. We have served 37 students to date, with one workshop remaining for the semester. We expect our Fall total students served will be 45-50, hovering around a 20% (of 225) service objective. The Spring Workshop series is scheduled for planning on 12/6/23, with an ad hoc workshop committee comprised of two counselors and one project assistant. 2. STAR TRIO began the year with two tutors. The action plan to hire and train tutors with expanded tutoring hours was achieved. We hired/trained two new tutors and doubled our tutoring hours offered. Our current tutors help with mathematics, sciences, reading/writing, and study skills. 3. Mid Semester evaluations were conducted in congruence with our All Star programming, which had students report their mid semester progress with counseling review for interventions and strategies for support. **Update Year**: 2023 - 2024 **Action Plan Progress**: On Track

Persistence

Unit Goal: Goal 2: STAR TRIO participants will maintain Persistence at a minimum of 63% of participants served annually.

Goal Status: Active

Beginning Year: 2022 - 2023

Projected Completion Year: 2025 - 2026

Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 2:** Develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups, and inclusion. (✓)
- **Completion - Objective 2:** Develop cross - functional teams that support student success and include integrated career and transfer counseling. (✓)

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan Status: Active **Action Plan:** 1. Create a community that supports persistence through the STAR Club, All Star Program, and the STAR Workshop Series. 2. Request campus support for robust staffing of the STAR Student Center, towards ongoing provision of a home base for our students. **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Submission Date**: 06/25/2025 **Action Plan Update**: Ongoing. Fall and Spring workshops were planned and conducted. STAR Club was advertised and built a membership roster, but it was discontinued due to lack of student participation. The ALL STAR program was implemented in Fall and Spring with our most successful participation to date. Staffing was supported by the campus in Fall and Spring, but we expect to lose some campus support for 1 tutor, 2 project assistants, and 1 counselor. The program is awaiting to learn if we are funded again, at which point we can reassess the budget and maximize its value for our employee positions. STAR TRIO met with leadership in May and will connect again for staffing/budgeting once we hear if the grant is funded moving forward (expected to know 6/30/2025). STAR TRIO will continue to work with the EOPS and Special Programs Director to ensure office coverage, and tutoring may need to be outsourced to campus tutoring resources, unless we can hire tutors from FA work study. We maintain an ongoing connection with Fin Aid to refer possible candidates our way and promote this option with our students. **Update Year**: 2024 - 2025 **Action Plan Progress**: Barriers Encountered **Submission Date**: 12/02/2024 **Action Plan Update**: Ongoing. Fall workshops were planned and conducted. STAR Club was advertised and built a membership roster. The ALL STAR program was implemented in Fall and will be implemented again in Spring. Staffing was supported by the campus in Fall, but we expect to lose some campus support for 1 tutor, 2 project assistants, and 1 counselor. STAR TRIO will work with the EOPS and Special Programs Director to ensure office coverage, and tutoring in Spring will be outsourced to campus tutoring resources, unless we can hire tutors from FA work study. We have reached out to Skyler in Fin Aid to refer possible candidates our way and promote this option with our students. **Update Year**: 2024 - 2025 **Action Plan Progress**: Barriers Encountered **Submission Date**: 12/01/2023 **Action Plan Update**: 1. STAR TRIO has created workshops and initiatives to build community and support student persistence. To date our workshops have engaged 37 students. The All Star program engaged 55 students. The STAR Club launched during Club Rush and has elected its officers, with events planned for Spring to support the STAR scholarship fund. Staffing are trained to welcomed students and provide a supporting atmosphere for when students visit the STAR space. Thus far this Fall, we have welcomed 366 student lab visits. 2. The campus has supported staffing for a robustly supportive environment, including campus support with our ability to hire counselors, project assistants, and tutors.

Action Plans	Updates
	Update Year: 2023 - 2024 **Action Plan Progress**: On Track

Associate's Degree or Certificate Attainment

Unit Goal: Goal 3: STAR TRIO participants will maintain Associate's Degree or Certificate attainment at a minimum of 12% of participants served annually.

Goal Status: Active

Beginning Year: 2022 - 2023

Projected Completion Year: 2025 - 2026

Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 2:** Develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups, and inclusion. (✓)
- **Completion - Objective 1:** Develop pathways that provide students with clarity about degree, certificate, and transfer requirements. (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** 1. Support and provide the learning outcomes for 100% of STAR students having a comprehensive education plan 2. Provide ed planning and graduation workshops prior to key deadlines. **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Submission Date**: 06/25/2025 **Action Plan Update**: 100% of students in STAR TRIO for 2024-2025 have an education plan and supportive counseling for that goal. All new students complete a counseling appointment that prioritizes completion of their education plan. A workshop series was provided during Spring to support graduation applications and other steps to support the transfer process, steps after submitting the transfer application. Per the goal, 12% of the students achieved the Associate's Degree/Certificate attainment goal. Submission Date **Update Year**: 2024 - 2025 **Action Plan Progress**: On Track **Submission Date**: 12/02/2024

Unit Goals, Action Plans, and Updates

Action Plans	Updates
	Action Plan Update: All new students complete a counseling appointment that prioritizes completion of their education plan. Counseling appointments remain available for ed plan updates and evolutions. A workshop series has been developed for Spring to support graduation applications and other steps to support the transfer process, steps after submitting the transfer application. **Update Year**: 2024 - 2025 **Action Plan Progress**: On Track
	Submission Date: 12/01/2023 **Action Plan Update**: 1. The STAR TRIO Orientation and Onboarding process engages students in a career search process, followed by a counseling appointment to build an education plan. This process is required from 100% of our students and has been completed by 100% of our students. STAR encourages at least one counseling appointment per semester to follow up on career development, major, or transfer institution changes and student evolution in their process. 2. Planning for the Spring Workshop Series is set for 12/7/23 and will included graduation application workshops to support students earning AA/AS degrees aligned with their transfer and/or career objectives. **Update Year**: 2023 - 2024 **Action Plan Progress**: On Track