



NORCO
COLLEGE



<https://forms.office.com/r/bkkWe3rcVt>

2022 Fall Flex Day Schedule of Events

Wednesday August 17, 2022		
(Re)set		
8:30am-9:00am	State of the College Address <i>In-person:</i> LRC <i>Virtual:</i> Zoom link Dr. Monica Green, President of Norco College	
9:00am-9:50am	Steps on the Path: Creating a Pro-Black Culture at Norco College – Racial Justice Taskforce 2022-2023 Goals <i>In-person:</i> LRC <i>Virtual:</i> Zoom link President Green and Dr. Dominique Hitchcock	
10:00am-11:30am	"A Community Cultural Weal Approach at Riverside Community College District" <i>In-person:</i> LRC <i>Virtual:</i> Zoom link password: flexf22 Dr. Tara J. Yosso	
11:30am-12:00pm	The Writing and Reading Center Is for Everyone! <i>In-person:</i> LRC <i>Virtual:</i> Zoom link Nikki Capps	Schools First Credit Union Jessica Lutu
12:00pm-12:50pm	Lunch	
1:00pm-3:00pm	"Bearing Witness as an Act of Love, Resistance, Hope, and Healing" <i>In-person:</i> LRC <i>Virtual:</i> Zoom link Dr. Maya Imad	
Thursday August 18, 2022		
(Re)imagine		

	(Re)Imagining Community and Guided Pathways through Equity			
8:30am-9:50am	Ask-Connect-Inspire-Plan (ACIP) Model <i>In-person: LRC Virtual: Zoom link</i> Guided Pathways Co-Leads-Melissa Bader, Quinton Bemiller, Tenisha James			
10:00am-10:50am	Holistic Student Support Survey (HSSS) Student Analysis <i>In-person: LRC Virtual: Zoom link</i> David Schlanger			
11:00am-12:00pm	Student Equity Plan 2022-2025 <i>In-person: LRC Virtual: Zoom link</i> Equity Co-Lead Gustavo Ocegueda and Caitlin Welch			
12:00pm-12:45pm	Lunch			
12:45pm-2:00pm	Guided Pathways: Jeopardy - Holistic Student Support Edition <i>In-person: LRC (Main) Virtual: Zoom link</i> Lilia Garcia, Jethro Midgett, David Schlanger	Learn how to read your TA <i>In-person: LRC (Cube 4) Virtual: Zoom link</i> Dr. Jason Parks	Curriculum 101 <i>In-person: LRC (Stage 2) Virtual: Zoom link</i> Brian Johnson	What's New in District DE? <i>In-person: LRC (Cube 2) Virtual: Zoom link</i> Dr. Torria Davis & DJ Hawkins
2:00pm-2:15pm	Break			
2:15pm-3:30pm	Guided Pathways: Rethinking Academic Program Navigation <i>In-person: LRC (Main) Virtual: Zoom link</i> Jethro Midgett, David Schlanger	Learn How APC Ranks New Faculty Prioritization Request <i>In-person: LRC (Cube 4) Virtual: Zoom link</i> Patty Worsham and Alexis Gray	Makerspace Project-based learning <i>In-person: LRC (Stage 2) Virtual: Zoom link</i> Farshid Mirzaei	Instructional Tools Speed Dating <i>In-person: LRC (Cube 2) Virtual: Zoom link</i> DJ Hawkins, Stefanie Tate, Susan Finley, Diana Hyatt Myers, Sandra Xochilpiltecatl, and Anish Bhatia
Friday August 19, 2022				

(Re)focus	
9:00-9:50am	What's New in the World of NC Assessment? <i>In-person: LRC Virtual: Zoom link</i> Ashlee Johnson, along with members from LFM/GP&E Assessment Team & Canvas Outcomes Pilot Team
10:00am-10:50am	"Reimagining Global Education in a Post-pandemic World: A Study Abroad Guide for Faculty" <i>In-person: LRC Virtual: Zoom link</i> Sef Girgis, RCCD Study Abroad Office; Dr. Peggy Campo, Norco Faculty; Judy Perry, Norco Faculty
11:00am-12:00pm	Active shooter awareness/response <i>In-person: LRC Virtual: Zoom link</i> Jim Rossum and Justin Czerniak
12:00-12:50pm	Lunch
1:00-3:00pm	Discipline Meetings Organized by Discipline Leaders

Session Descriptions

Wednesday, August 17th

Steps on the Path: Creating a Pro-Black Culture at Norco College – Racial Justice Taskforce 2022-2023 Goals

-President Green, RJTF Lead, will summarize the RJTF work in the past two years and present upcoming plans for 22/23

"A Community Cultural Wealth Approach at Riverside Community College District"-In her keynote address, Dr. Yosso will provide an overview of her community cultural wealth model, which has been received nationally and internationally as a paradigm shift for the ways we have traditionally thought about schooling structures, practices, and discourse. She will offer timely insights about how a community cultural wealth lens can inform our equity efforts at RCCD, and specifically how we might consider the possibilities of this approach for our curriculum, our class environment, the relationships we build within the college community, and the structures and practices of RCCD.

Tara J. Yosso examines access to educational opportunities for Students of Color at critical transition points in their schooling trajectories (e.g. high school to community college, baccalaureate to doctorate). Her research seeks to recover counternarratives of race, schooling, inequality, and the law. Her extensively cited publications examine the ways People of Color utilize community cultural wealth to survive and resist racism and other forms of subordination. She is a first-generation college student and is now a Professor in the School of Education at the University of California Riverside.

" Bearing Witness as an Act of Love, Resistance, Hope, and Healing"-In the midst of an ongoing pandemic, how will we welcome our students and colleagues to our institutions and classrooms this year and beyond? What can we, educators, possibly do to help attend to their mental health and ameliorate their exhaustion and distress, while at the same time, intentionally engaging in self-care? In this session we will consider the power of knowledge; how understanding the neuroscience of toxic stress empowers us to self-regulate and help our students cope, engage, connect, and learn. We will

examine the principles and practical examples of equity-centered trauma-informed approaches and reflect on the connections between trauma-informed education, healing, and restorative justice. Participants will walk away with concrete strategies they can use in their own courses and contexts to help their students' learning and success.

Bio: https://bit.ly/Imad_Bio

Thursday, August 18th

ACIP is “Ask-Connect-Inspire-Plan”, a framework for designing equitable program onboarding for students. We will focus on Connect and Inspire, as ways to build community at Norco College—for students and employees.

Holistic Student Support Survey (HSSS) Student Analysis -In 2021, Norco College implemented the Guided Pathways practice of administering a Holistic Student Support Survey (HSSS) to all incoming students. The survey is embedded in the college orientation and assesses student needs and interests related to career development, financial education, campus programs, academic planning, and basic needs. In this session we will review the results of a detailed analysis of the first 1,562 responses and discuss how we are using this data to improve college services and supports.

Student Equity Plan 2022-2025-Presentation of the upcoming SEP plan team, scope, focus, timeline and process; The SEP will go through the initial approval process in Fall 2022. This presentation will serve as an introduction so that faculty and classified professionals be informed prior to the SEP being presented to different councils and committees

12:45pm-2:00pm Sessions

Session 1 Jeopardy - Holistic Student Support Edition-Now that you know what our students need based on the HSSS Student Analysis, come learn all about how Guided Pathways research is improving the services and resources available to students at Norco College.

Session 2 -Learn How to Read Your TA-In this session attendees will get an in-depth understanding of their Teaching Assignments

Session 3 -Curriculum 101-Want to create a new course or update an existing course in your discipline but don't know where to start? Curriculum 101 will cover the curriculum process for course and program proposals, and how to use Curricunet to create a new or modified course.

Session 4- What's New in District DE? Join us to learn how District DE can support you. We'll also explore the DE newsletter and our new district training course: RCCD Course Design Camp. After the opening overviews, participants can join interactive breakout rooms to self-enroll in the DE Instructor Resource shell, book an appointment with DE personnel, and preview Camp. We'll wrap up this session with a quick Q&A for general questions. We hope you can join us!

2:15pm-3:30pm Sessions

Session 1 Rethinking Academic Program Navigation Based on the HSSS Student Analysis, learn how you can help students navigate academic decisions regardless of your role at the college.

Session 2- Makerspace Project-based learning In this session we'll explore the use of Makerspace and project-based learning to encourage interdisciplinary teamwork for Faculty, staff, students and the community, examples of interdisciplinary projects to encourage students to creative ideas and invention, team building activity.

Session 3- Learn How APC Ranks New Faculty Prioritization Request Attendees will be introduced to the process department chairs engage in with faculty rankings. This will include an overview of the process, data used for making data informed decisions, faculty advocacy of positions, APC discussion and ranking debate/discussion.

Session 4- Instructional Tools Speed Dating Join us to learn how you can use five instructional tools to increase interaction, engagement, and support in your courses. We'll explore pedagogical uses and benefits for VoiceThread, PlayPosit, Packback, DesignPlus, and Snagit. After the opening overviews, participants can join interactive breakout rooms to learn how to build styled Canvas content with a DesignPLUS template, add critical thinking questions to a video with PlayPosit, add peer-to-peer text comments in VoiceThread, set up a Packback community, and capture and enhance instructional screenshots with Snagit. We'll wrap up this session with a quick Q&A for general questions. We hope you can join us!

Friday, August 19th

What's New in the World of NC Assessment? Join us for an overview of the Norco College Assessment Cycle, Canvas Outcomes Assessment Project, and the Canvas Nuventive Integration Project which has been developed in partnership with NAC, LFM/GP&E Assessment Team, Canvas Outcomes Pilot Team, Office of Institutional Effectiveness, Dr. Torria Davis, District Distance Education, and NC Faculty.

“Reimagining Global Education in a Post-pandemic World: A Study Abroad Guide for Faculty”Presenters will share data and demographics from RCCD student survey showing the impact of study abroad on their personal, academic, and professional growth. We will explore various options for faculty to be engaged in global learning and study abroad through immersive experiences or virtually.

Zoom Meeting Links:

Wednesday, August 17th

State of the College Address

<https://rccd-edu.zoom.us/meeting/register/tJMuc-iprzwoEtHYzJ8ssLuLX3J1dlcaFcfT>

Steps on the Path: Creating a Pro-Black Culture at Norco College – Racial Justice Taskforce 2022-2023 Goals

https://rccd-edu.zoom.us/meeting/register/tJwvfuyrrDIqGtLVjZzJqL2a56666B_ktpWR

"A Community Cultural Weal Approach at Riverside Community College District"

<https://rccd-edu.zoom.us/j/93646562806>; password: **flexf22**

The Writing and Reading Center Is for Everyone! & Schools First Credit Union

https://rccd-edu.zoom.us/meeting/register/tJMuceGsrz4sGtET5Oo8HJ7_YEXz_gFqN-og

" Bearing Witness as an Act of Love, Resistance, Hope, and Healing"

<https://rccd-edu.zoom.us/meeting/register/tJwlde2tpj8vHtVfsmjL3z5RaU88EM1L3ET9>

Thursday, August 18th

Ask-Connect-Inspire-Plan (ACIP) Model

<https://rccd-edu.zoom.us/meeting/register/tJMscuorDMjE9Of5V521goo85A7tyLQWtbS>

Holistic Student Support Survey (HSSS) Student Analysis

https://rccd-edu.zoom.us/meeting/register/tJUpcOyspjIrHdNt5FzAAPu09F_NFoNIVu_a

Student Equity Plan 2022-2025

<https://rccd-edu.zoom.us/meeting/register/tJUuduCorT4iHtXRllqWHQnPPn0PW7dJhZzq>

Guided Pathways: Jeopardy - Holistic Student Support Edition

[https://rccd-edu.zoom.us/meeting/register/tJMqf-ygrTwpGdRP_Eoy68rY8H5XtV4zr7OR](https://rccd-edu.zoom.us/join/https://rccd-edu.zoom.us/meeting/register/tJMqf-ygrTwpGdRP_Eoy68rY8H5XtV4zr7OR)

Learn how to read your TA

[https://rccd-edu.zoom.us/meeting/register/tJEucuvpjMsHt0tk1DuYIF0xO9bmaxbc7Xb](https://rccd-edu.zoom.us/join/https://rccd-edu.zoom.us/meeting/register/tJEucuvpjMsHt0tk1DuYIF0xO9bmaxbc7Xb)

Curriculum 101

[https://rccd-edu.zoom.us/meeting/register/tJYsdO6rpj4tH9CRdZUKPd2ho2LvVQ_PzBnA](https://rccd-edu.zoom.us/join/https://rccd-edu.zoom.us/meeting/register/tJYsdO6rpj4tH9CRdZUKPd2ho2LvVQ_PzBnA)

What's New in District DE?

[https://rccd-edu.zoom.us/meeting/register/tJMsd-mvrTwuG9fflgthrW4Sl3dHMfG-VD3D](https://rccd-edu.zoom.us/join/https://rccd-edu.zoom.us/meeting/register/tJMsd-mvrTwuG9fflgthrW4Sl3dHMfG-VD3D)

Guided Pathways: Rethinking Academic Program Navigation

[https://rccd-edu.zoom.us/meeting/register/tJUrfu-tqz8rGtNgN6U0-FOgDI0ltNsovtNF](https://rccd-edu.zoom.us/join/https://rccd-edu.zoom.us/meeting/register/tJUrfu-tqz8rGtNgN6U0-FOgDI0ltNsovtNF)

Learn How APC Ranks New Faculty Prioritization Request

[https://rccd-edu.zoom.us/meeting/register/tJUvf--hrDoiGtEC2sJn6AwAVb_3ZKPSn7Mi](https://rccd-edu.zoom.us/join/https://rccd-edu.zoom.us/meeting/register/tJUvf--hrDoiGtEC2sJn6AwAVb_3ZKPSn7Mi)

Makerspace Project-based learning

[https://rccd-edu.zoom.us/meeting/register/tJwld-6hqjgsGdT-c0oyVasfRN0Ck4CQYAkR](https://rccd-edu.zoom.us/join/https://rccd-edu.zoom.us/meeting/register/tJwld-6hqjgsGdT-c0oyVasfRN0Ck4CQYAkR)

Instructional Tools Speed Dating

[https://rccd-edu.zoom.us/meeting/register/tJYvduqhqi0pE9QVDip_TYuZREUFt6PCTK_A](https://rccd-edu.zoom.us/join/https://rccd-edu.zoom.us/meeting/register/tJYvduqhqi0pE9QVDip_TYuZREUFt6PCTK_A)

Friday, August 19th

What's New in the World of NC Assessment?

[https://rccd-edu.zoom.us/meeting/register/tJElfumogjsvGdTBThj6KsRYS4g_Fsq4NHa](https://rccd-edu.zoom.us/join/https://rccd-edu.zoom.us/meeting/register/tJElfumogjsvGdTBThj6KsRYS4g_Fsq4NHa)

“Reimagining Global Education in a Post-pandemic World: A Study Abroad Guide for Faculty”

[https://rccd-edu.zoom.us/meeting/register/tJcrd-6rqz4pHtE79fgx99ea9BQhnyY3_PZW](https://rccd-edu.zoom.us/join/https://rccd-edu.zoom.us/meeting/register/tJcrd-6rqz4pHtE79fgx99ea9BQhnyY3_PZW)

Active shooter awareness/response

[https://rccd-edu.zoom.us/meeting/register/tJUvfuGrrz0sEtIsjTe5KgMYzKtk_uKrWVOB](https://rccd-edu.zoom.us/join/https://rccd-edu.zoom.us/meeting/register/tJUvfuGrrz0sEtIsjTe5KgMYzKtk_uKrWVOB)

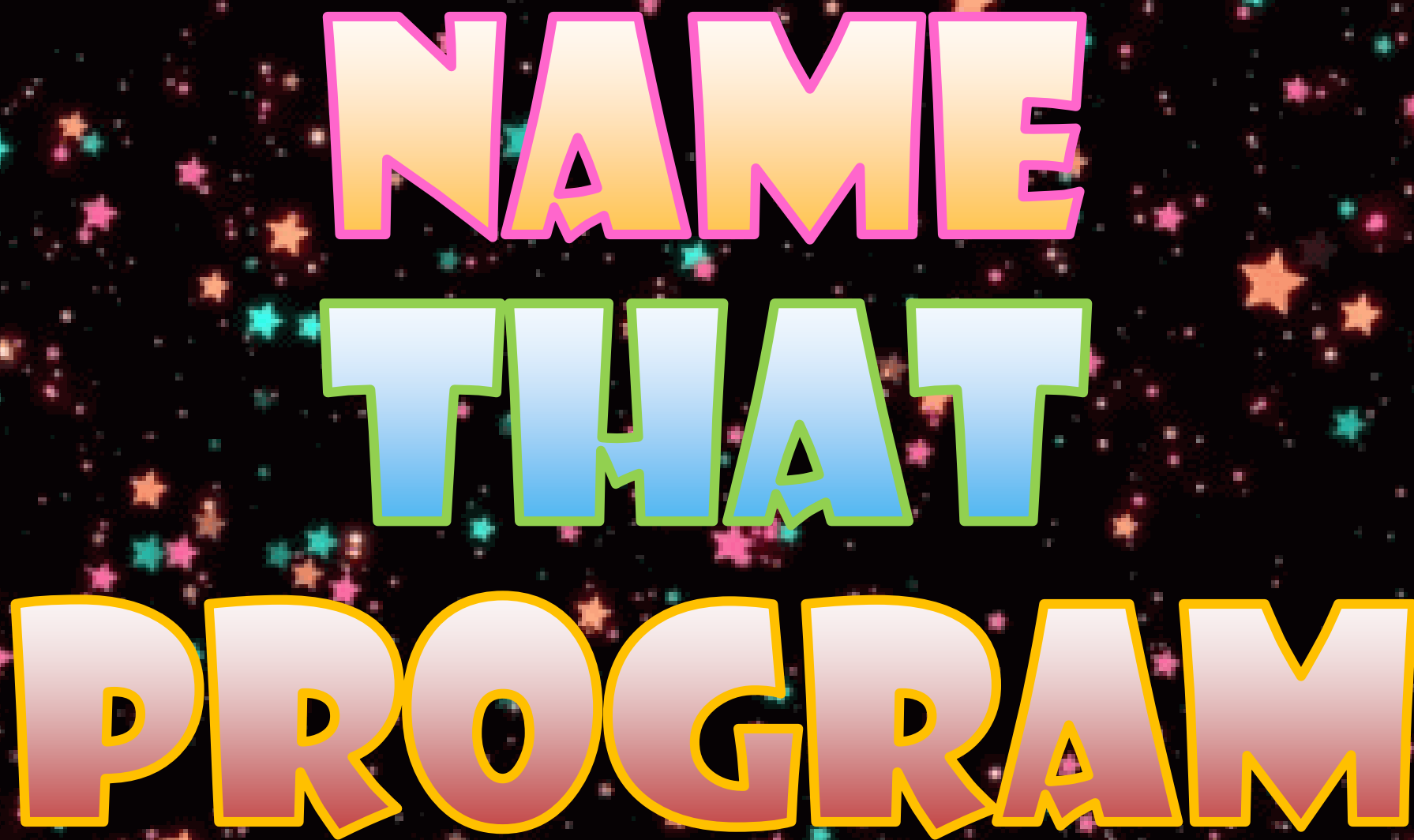


Rethinking Academic Program Navigation

- 1) Let's play a game!
- 2) Let's talk Guided Pathways!
- 3) Let's talk students!

Jethro Midgett, Counselor
David Schlanger, Program Manager



The background is a dark, black space filled with numerous small, colorful stars in shades of pink, teal, and orange. The stars are scattered across the entire frame, creating a starry night effect.

NAME THAT PROGRAM

EVERYONE PLAYS!

EVERYONE WINS!

**TRY TO GUESS THE
PROGRAM OF STUDY BY
THE CORE CLASSES**

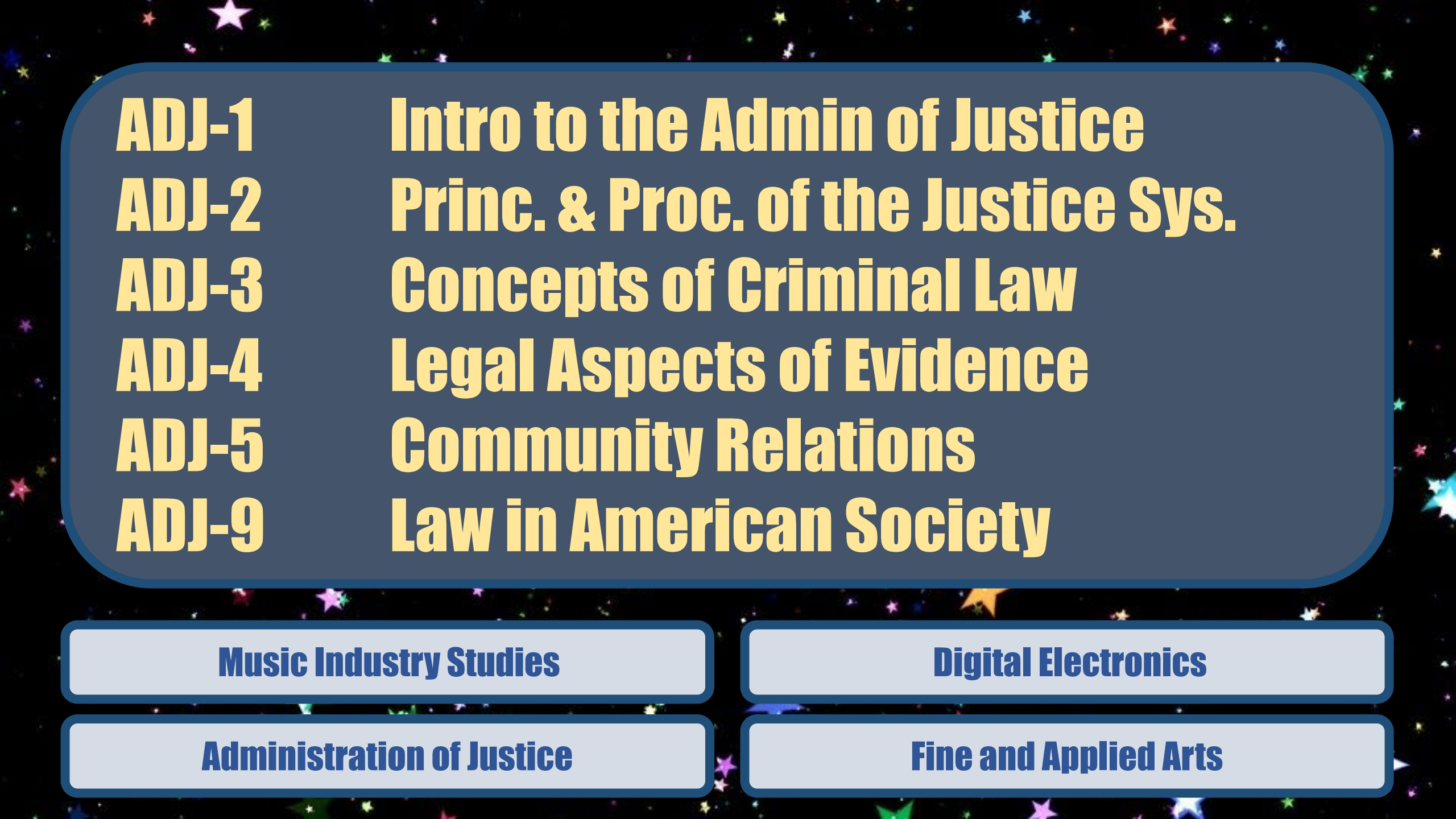
PSY-1	General Psychology
PSY-2	Biological Psychology
PSY-9	Developmental Psychology
PSY-50	Research Methods in Psych
MAT-12	Statistics

Social Justice Studies

Biology

Theatre Arts

Psychology



ADJ-1	Intro to the Admin of Justice
ADJ-2	Princ. & Proc. of the Justice Sys.
ADJ-3	Concepts of Criminal Law
ADJ-4	Legal Aspects of Evidence
ADJ-5	Community Relations
ADJ-9	Law in American Society

Music Industry Studies

Digital Electronics

Administration of Justice

Fine and Applied Arts

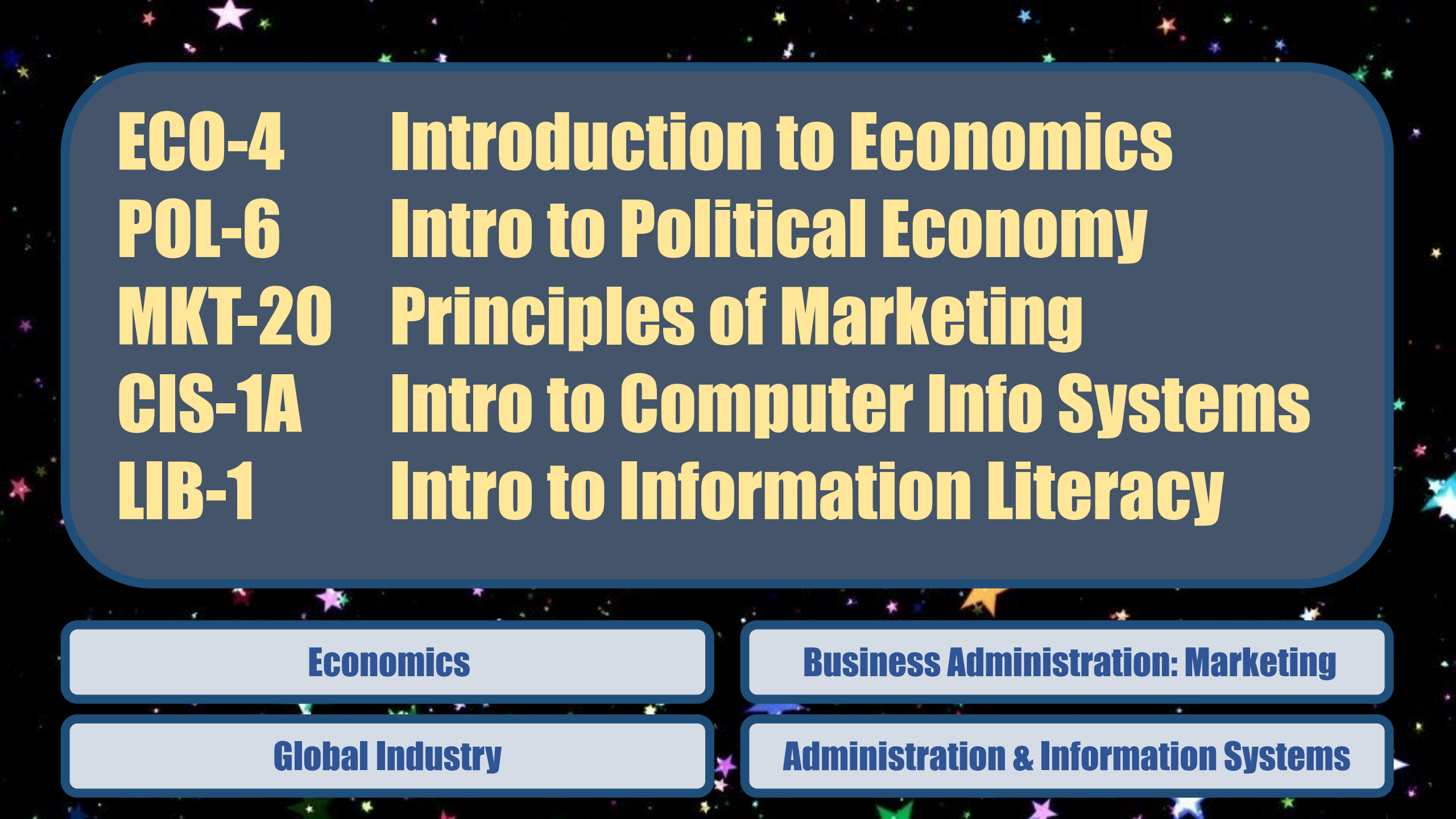
DFT-42 SolidWorks I
DFT-51 Print Reading
MAN-36 General Machine Shop & Theory
MAN-55 OSHA Standards for General Industry

Drafting Technology

Conventional Machine Operator

Studio Arts

Sociology



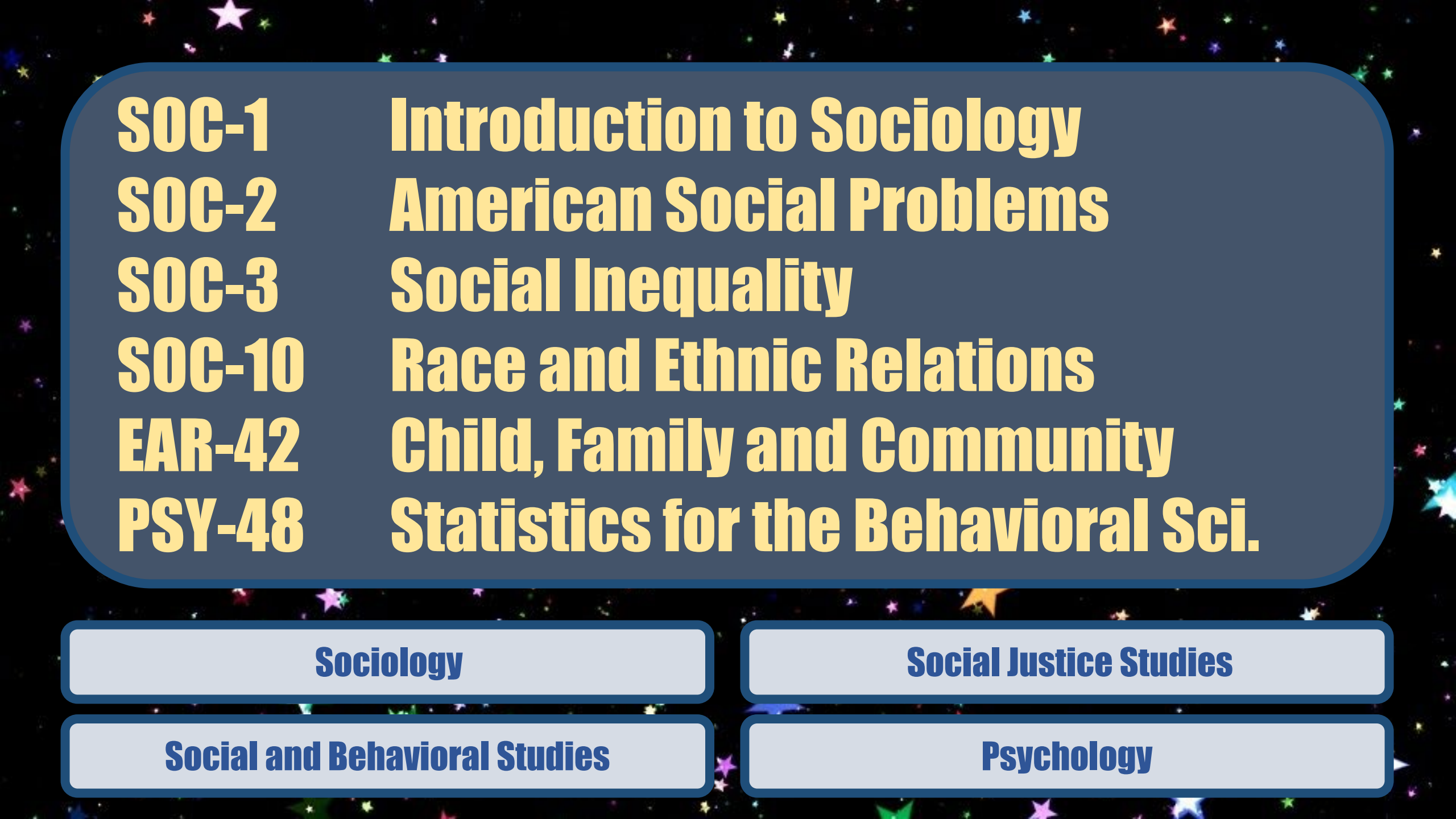
ECO-4	Introduction to Economics
POL-6	Intro to Political Economy
MKT-20	Principles of Marketing
CIS-1A	Intro to Computer Info Systems
LIB-1	Intro to Information Literacy

Economics

Business Administration: Marketing

Global Industry

Administration & Information Systems



SOC-1	Introduction to Sociology
SOC-2	American Social Problems
SOC-3	Social Inequality
SOC-10	Race and Ethnic Relations
EAR-42	Child, Family and Community
PSY-48	Statistics for the Behavioral Sci.

Sociology

Social Justice Studies

Social and Behavioral Studies

Psychology



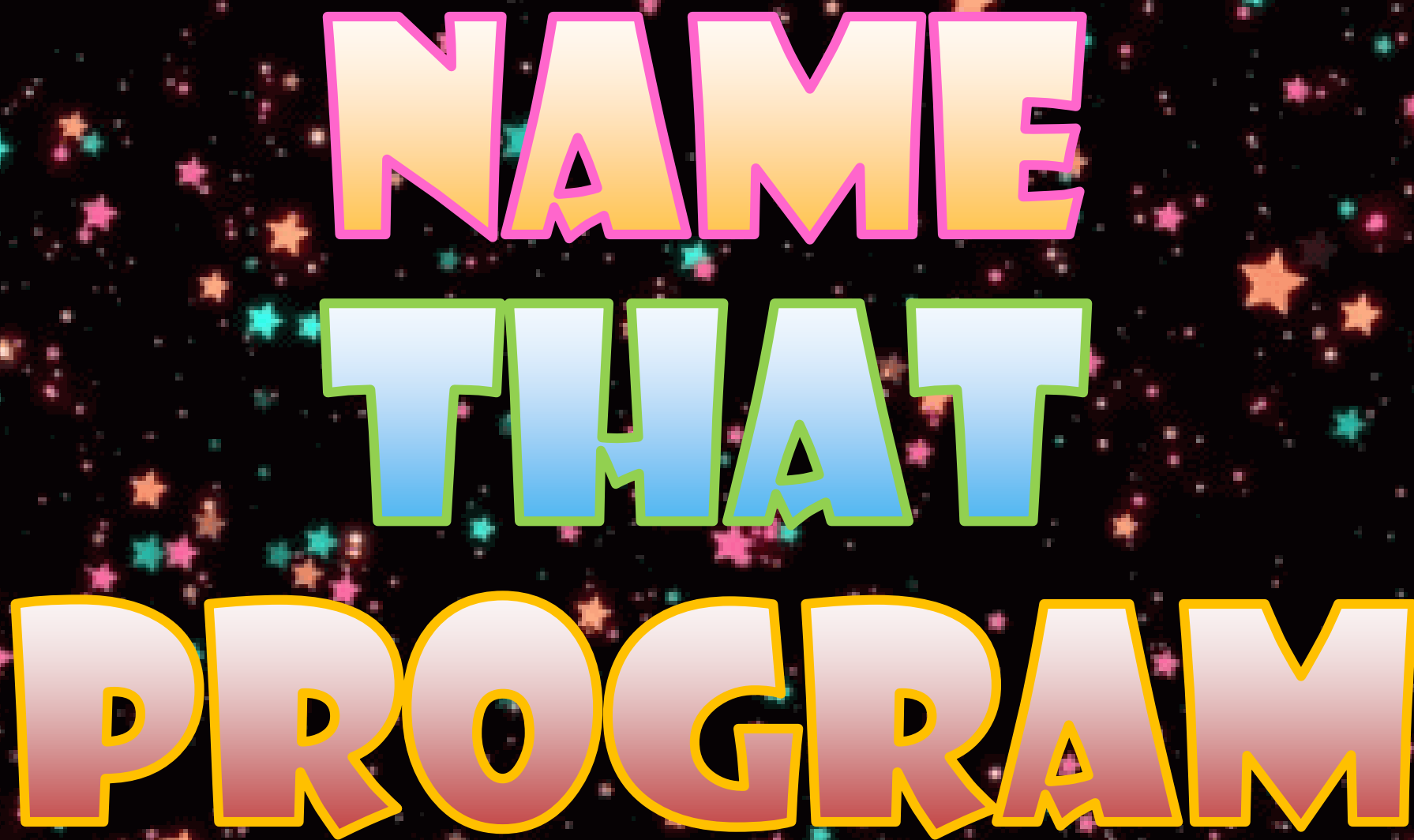
ASL-1	American Sign Language 1
ASL-2	American Sign Language 2
ASL-3	American Sign Language 3
ETS-20	Survey of African Am. Literature
ETS-25	Latinx Literature of the US
ANT-8	Language and Culture

Sign Language Interpreting

Social Justice Studies

Humanities, Philosophy & Arts

Communication, Media & Languages

The background is a dark, black space filled with numerous small, colorful stars in shades of pink, teal, and orange. The stars are scattered across the entire frame, creating a starry night effect.

NAME THAT PROGRAM

Rethinking Program Navigation

From:

Academic program decisions based on limited subject exposure or subject interests

Job/transfer support for near completers

Work experience after completion of education



To:

Academic program based on personal values and skills applicable to future career interests

Career/transfer exploration and planning for all students from the start

Embedded work-based learning

Rethinking Program Navigation

From:

Degrees vs certificates

Career guidance limited to internal/personal network and counselors without expertise

Algebra and English comp
“gatekeepers”

Teaching vs advising



To:

Degrees with embedded skills certification

Career guidance from people with accurate career knowledge based on lived experiences

Critical program courses (including field-appropriate math)

Teachers advise and Advisors teach

Question Prompts

1. What could you have contributed to this student based on your lived experiences?
2. Which of the “Rethinking” ideas might have helped this student make a decision sooner?

Academic program based on personal values and skills applicable to future career interests

Career guidance from people with accurate career knowledge based on lived experiences

Career/transfer exploration and planning for all students from the start

Critical program courses (including field-appropriate math)

Embedded work-based learning

Teachers advise and Advisors teach

Degrees with embedded skills certification

Real Student Story 1

8/9/22: “Mark”

“Good afternoon, I am currently a psychology student and considerably far into my major transferring to UCR this coming fall. All the way to this point I haven’t had a solid idea of what career I am going to pursue and am having serious doubts. It’s gotten to the point where I am considering switching majors entirely to engineering. Understanding that this would essentially be starting my education over, I wanted to discuss future careers in both fields to find what is best for me.”

Real Student Story 2

7/28/22: “Justin”

“I have several interests and I am still trying to figure out what I want. I enjoy being part of a research team and I also enjoy being a volunteer. My experiences have led to take on research opportunities as well as healthcare opportunities. Since I have started school at Norco College, I always believed I would go to medical school but research has given me another option. I want to do both but I understand the difficulty of a situation such getting a M.D. and PhD but I enjoy both. The one thing that has always interested me is oncology. I haven't done any physical research but I always read articles and journals about the topic and it's always fascinating. I am a first generation college student and I have been at Norco College for 5 years, I am on track to receive 9 associate degrees, and I'm getting ready to finally transfer to a university. Given all that time I've spent at community college, I still don't know what I want to do, but I definitely have an idea of where I want to go.”

Real Student Story 3

6/22/22: “Bethany”

This student has completed 71 units. She just met with another counselor and was told they are going to get 3 associate degrees (all AOE's) and she is only two (2) classes away from getting a 4th AOE degree. She wants your opinion on if she should take those courses and asks, “What can I do with these degrees?”

Bethany has switched her major multiple times and is now thinking of majoring in Liberal Studies so she can transfer as quickly as possible.

The Jeopardy! logo is rendered in its signature 3D, metallic gold font. Behind the letters is a glowing globe with a grid of orange and red dots, set against a deep blue background filled with sparkling star effects.

JEOPARDY!

HOLISTIC STUDENT SUPPORT EDITION



JEOPARDY!



JEOPARDY!



JEOPARDY!



JEOPARDY!



JEOPARDY!



JEOPARDY!

\$200

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**OPERATED AT THE
CORRAL, THIS PROGRAM
PROVIDES STUDENTS IN
NEED WITH FREE FOOD**

**THIS PROGRAM PROVIDES
ACCESS TO MEDICAL
PROFESSIONALS AND
RESOURCES TO HELP
STUDENTS MAKE
DECISIONS ABOUT THEIR
HEALTH AND WELL-BEING**



**THIS RECENTLY
HIRED MANAGER
IS OUR NEW
SUPERVISOR OF
BASIC NEEDS
AND WELLNESS**

NO LAPTOP, NO PROBLEM

**THIS PROGRAM LOANS
LAPTOPS TO STUDENTS IN
NEED**

**FEE WAIVERS, GRANTS,
SCHOLARSHIPS, FEDERAL
WORK-STUDY, AND
STUDENT LOANS ARE JUST
SOME OF THE RESOURCES
AVAILABLE THROUGH THIS
OFFICE**

**THIS LEARNING
COMMUNITY OFFERS A
COLLEGE EXPERIENCE
THAT FOCUSES ON
AFRICAN-AMERICAN
CULTURE, EXPERIENCE,
AND EDUCATION**

**BROTHERHOOD EQUALS
PERSISTENCE**

**SERVICES IN THIS
COMMUNITY INCLUDE PEER
MENTORS AND A
DEDICATED COUNSELOR**

WHERE QUEENS UNITE

**THIS EMPOWERMENT
COMMUNITY AIDS IN THE
DEVELOPMENT OF STRONG
CHARACTER AND POSITIVE
SELF-IMAGE**

**THIS NATIONAL AWARD-
WINNING PROGRAM HELPS
TO “BRIDGE” THE GAP FOR
UNDERREPRESENTED
STUDENTS THROUGH
WRITING, COUNSELING,
AND MENTORING SUPPORT**

**THIS INCLUSIVE SPACE IS
FOR UNDOCUMENTED
STUDENTS, AB 540, MIXED-
STATUS HOUSEHOLD
FAMILIES, LGBTQIA+, AND
ALLIES AT NORCO
COLLEGE**

**THIS PROGRAM OVERSEES
NEW STUDENT
ONBOARDING FROM THE
TIME THEY COMPLETE
THEIR APPLICATION AND
THROUGHOUT THEIR FIRST
YEAR OF COLLEGE**

**THIS PROGRAM HELPS
ENSURE AN ACCESSIBLE
AND INCLUSIVE LEARNING
ENVIRONMENT FOR
STUDENTS WITH
DISABILITIES**

**IN ADDITION TO REGULAR
WORKSHOPS, THIS
PROGRAM HOSTS
UNIVERSITY
REPRESENTATIVES AND
HELPS WITH ALL THINGS
TRANSFER**

**A PLACE WHERE
STUDENTS CAN GET
“GUIDANCE” ABOUT THESE
ACRONYMS**

**SEP, CSUGE, IGETC, ADT,
TAG, AND GPA**

**THIS PROGRAM CLUSTER
ASSISTS STUDENTS
DISADVANTAGED BY
LANGUAGE, SOCIAL,
ECONOMIC, AND
EDUCATIONAL
CIRCUMSTANCES**

**INDEPENDENT RESEARCH
PROJECTS AND TRANSFER
AGREEMENTS ARE
COMPONENTS OF THIS
PROGRAM, BUT MAKE SURE
YOUR GPA STAYS OVER 3.2**

**BASED AT THREE LOCAL
HIGH SCHOOLS, THIS
FEDERAL PROGRAM
SERVES FIRST-
GENERATION, LOW-
INCOME STUDENTS.**

**IN PARTNERSHIP WITH
CNUSD AND LOCAL
COMMUNITY CENTERS,
THIS PROGRAM HELPS
ADULT SCHOOL
GRADUATES TRANSITION
TO COLLEGE**

A TRIO OF TRIOS

THESE FEDERAL
PROGRAMS OFFER A FULL
SUITE OF STUDENTS
SUPPORT SERVICES AND
CULTURAL ENRICHMENT

**IN COLLABORATION WITH
THE DEPARTMENT OF
PUBLIC SOCIAL SERVICES,
THIS PROGRAM SUPPORTS
STUDENTS RECEIVING
CASH AID AND INVOLVED IN
WELFARE-TO-WORK**

**FORMERLY KNOWN AT THE
BOARD OF GOVERNOR'S
FEE WAIVER, THIS GRANT
WAIVES ENROLLMENT
FEES FOR STUDENTS WITH
FINANCIAL NEED**

**A GREAT WAY TO
“LAUNCH” YOUR CAREER IS
THROUGH THIS TUITION-
FREE EARN AND LEARN
PROGRAM THAT BUILDS
INDUSTRY-SPECIFIC SKILLS**

**THIS PROGRAM HELPS
MILITARY SERVICE
MEMBERS AND THEIR
DEPENDENTS UTILIZE FREE
EDUCATION BENEFITS TO
BEGIN OR CONTINUE THEIR
EDUCATION**

**FREE CAREER SKILLS AND
PROFESSIONAL
DEVELOPMENT ARE
AVAILABLE THROUGH
NON-CREDIT CLASSES
FACILITATED BY THIS
PROGRAM**

**THIS PROGRAM “PROMISES”
TO PROVIDE FIRST-TIME,
FULL-TIME COLLEGE
STUDENTS WITH A FREE
YEAR OF TUITION AND
FEES REGARDLESS OF
THEIR HOUSEHOLD INCOME**

**FREE CAREER SKILLS AND
PROFESSIONAL
DEVELOPMENT ARE
AVAILABLE THROUGH
NON-CREDIT CLASSES
FACILITATED BY THIS
PROGRAM**

**THE FIRST STEP FOR MOST
FINANCIAL AID RECIPIENTS
IS TO FILL OUT THIS FREE
APPLICATION FOR
FEDERAL STUDENT AID**

**THIS ACT ALLOWS NON-
RESIDENTS TO APPLY FOR
STATE AID PROGRAMS
SUCH AS THE CAL GRANT
AND COMMUNITY COLLEGE
FEE WAIVERS**

**THIS OFFICE SUPPORTS
STUDENT LEARNING BY
PROVIDING ON-CAMPUS
JOBS TO HUNDREDS OF
ELIGIBLE STUDENTS EACH
YEAR**

**QUALIFICATIONS FOR THIS
TYPE OF FREE MONEY FOR
COLLEGE VARY FROM
FINANCIAL NEED TO
ACADEMIC PERFORMANCE
TO COMMUNITY
INVOLVEMENT**

**THIS PROGRAM TEACHES
STUDENTS ABOUT
FINANCIAL LITERACY
USING PERSONAL FINANCE
SOFTWARE, ONLINE
WORKSHOPS, AND
FINANCIAL COACHING**

CAMPUS INVOLVEMENT

**THESE ARE THINGS
EMPLOYEES CAN DO TO
ENCOURAGE STUDENTS TO
TAKE ADVANTAGE OF
STUDENT SUPPORT
SERVICES**

The Jeopardy! logo is rendered in its signature 3D, metallic gold font. Behind the letters is a glowing globe with a grid of orange and red dots, set against a deep blue background filled with sparkling star effects.

JEOPARDY!

HOLISTIC STUDENT SUPPORT EDITION

GUIDED ONBOARDING

**A holistic, career-focused approach
to helping students achieve success**

Lilia Garcia, Placement Coordinator
Jethro Midgett, Counselor
David Schlanger, Program Manager



An Equity-Minded Framework

Achieving the Dream found that colleges see the greatest gains in equity outcomes when they promote a personalized experience in which all students:



1. Are supported in achieving their goals through intentional and early development of academic, career, and financial plans.
2. Have to tell their “story” only once and are not running from office to office to get answers.
3. Are proactively connected with supports targeted to their individual needs so they enter college fully prepared to learn.
4. Feel confident that faculty, staff, and administrators are invested in their success.

5 New Strategic Activities



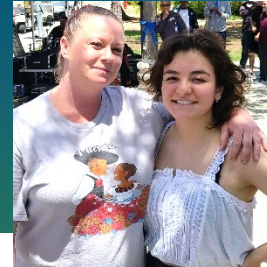
**Holistic Student
Support Surveys**



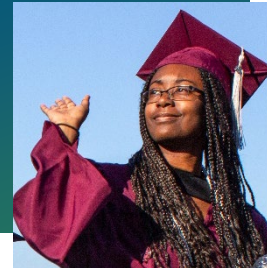
**Early Career
Development**



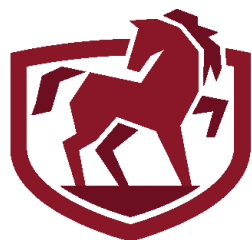
Financial Literacy



Peer Advising



**Norco College
Success Network**



NORCO
COLLEGE

HOLISTIC STUDENT SUPPORT SURVEYS



Get on the Path – Stay on the Path

CUSTOM SUPPORT PLANS

Personalized and send to both student/college and personal e-mail

Available in English and Spanish

Students are referred to the Engagement Center with any questions

The screenshot displays a web browser window with the URL <https://launch.comevo.com/norcocollege/2466/-/pub/Page/61102/102786/1/9>. The page is titled "NEW STUDENT ORIENTATION" and features the Norco College logo. A sidebar on the left lists various services, with "Student Support Services" highlighted. The main content area shows a "Student Support Services Survey" form. The survey text reads: "As you learned, Norco College provides a multitude of student services to support you throughout your college journey. It is important to us that your basic needs are met so you can fully focus on being successful in your education. Your answers to the following questions will help us connect you with various student service programs for which you may be eligible." Below this, a question asks, "I would like to speak to someone about the following support services (mark all that apply):". The survey includes four options, each with a checkbox and a description: "Employment (Do you need assistance with finding employment that works with your school schedule?)", "Health and Wellness (Do you have concerns about your personal health, such as physical, emotional, eating/sleeping, relationships, anxiety, depression, alcohol/drugs, etc.?)", "Food (Do you struggle to feed yourself and/or your family?)", and "Housing (Do you have unstable living situations?)".

Department Contacts

Each point of contact is provided with the student's e-mail addresses and ID numbers so they can reach out and connect.



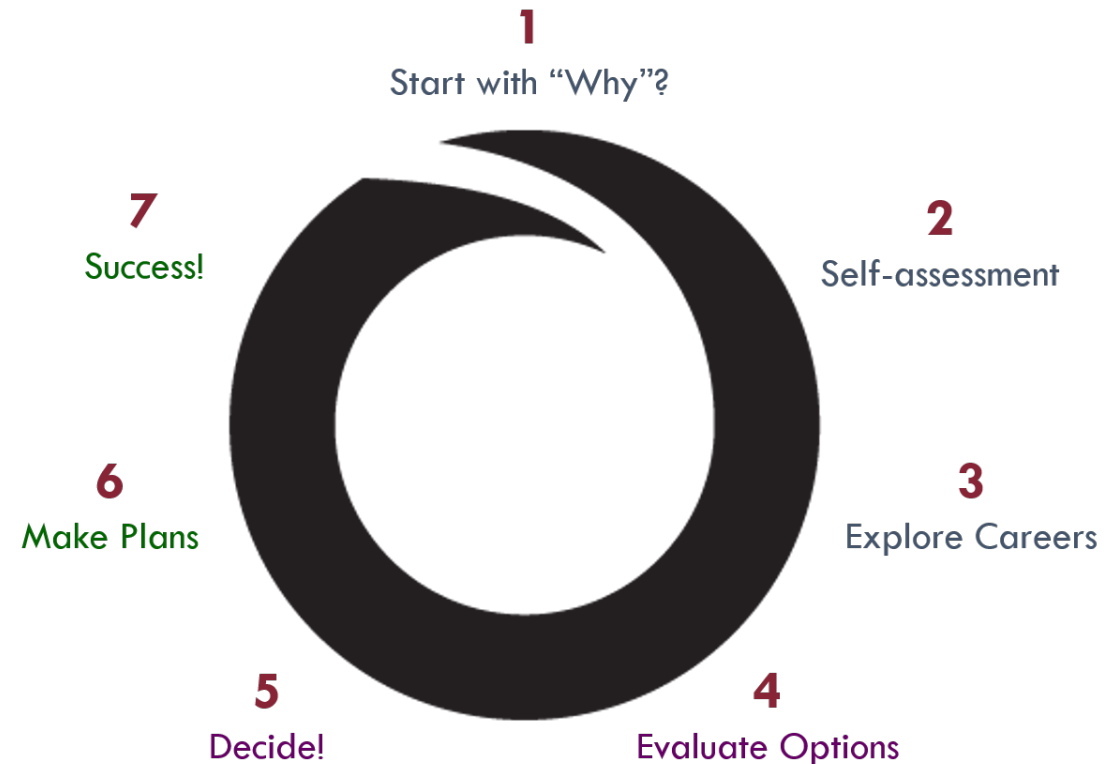
Follow-up Calls and Support



The Engagement Center calls each student to welcome them, make sure they received the support e-mail, and ask if they have any concerns or questions .

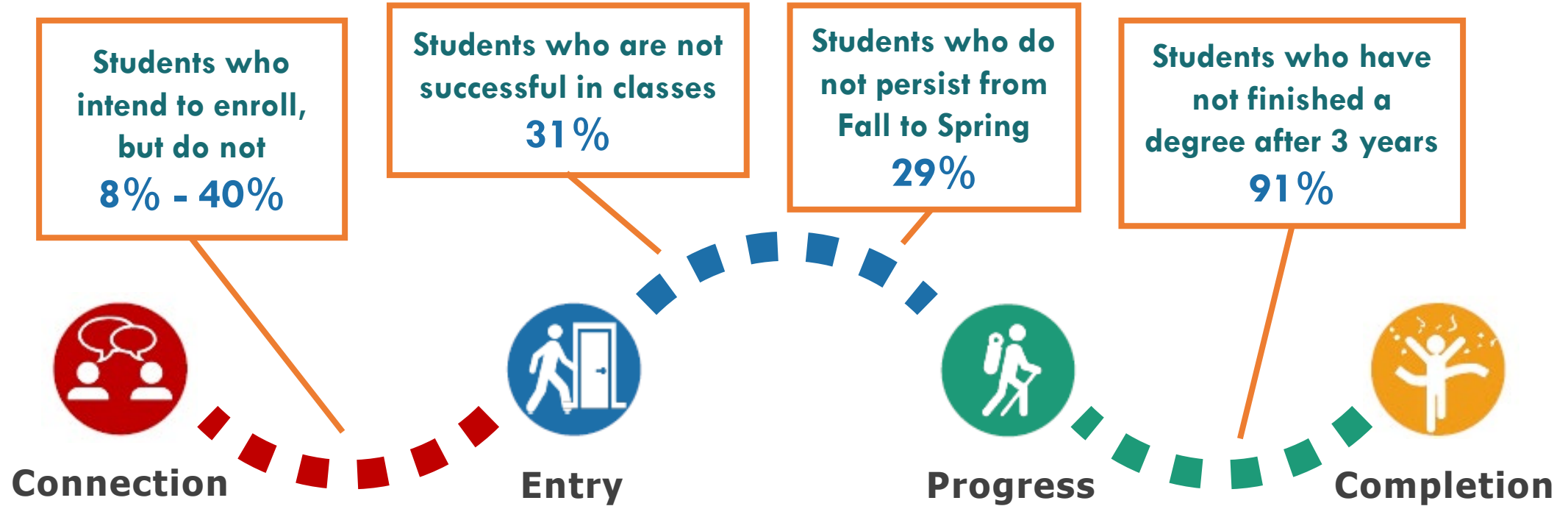


CAREER-FOCUSED DEVELOPMENTAL ADVISING



Loss Points in the Student Journey

The Loss-Momentum Framework developed by the Completion by Design initiative helps colleges identify where students meet their greatest obstacles to persistence and completion.



Major Decisions Along the Path



Connection

- Which career will I pursue?
- What is the best college major for me?
- Which college(s) should I attend?
- How will I pay for college?



Entry

- What program and classes will I enroll in?
- How will I ensure my academic success?
- Which college resources, services, and programs will I use to be successful?



Progress

- How will I build my professional network and prepare for a job search?
- What type of work-based learning will I participate in to gain experience?
- Which university will I transfer to (if applicable)?

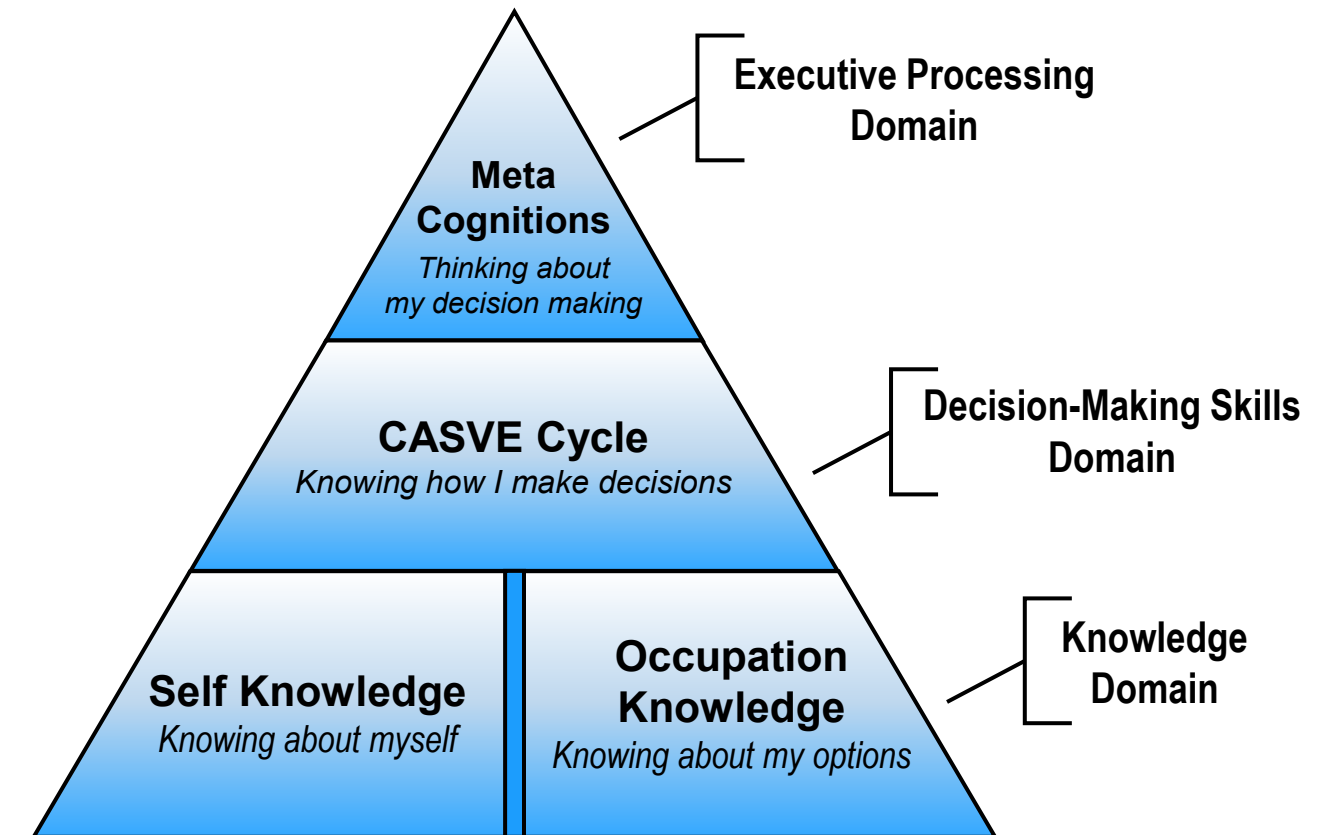


Completion

- Which jobs will I apply for?
- How will I continue my education to stay competitive and knowledgeable in my career field?

Career Development Theory

The Cognitive Information Processing (CIP) approach to career development and services is intended to help individuals learn improved problem-solving and decision-making skills needed for career choices.



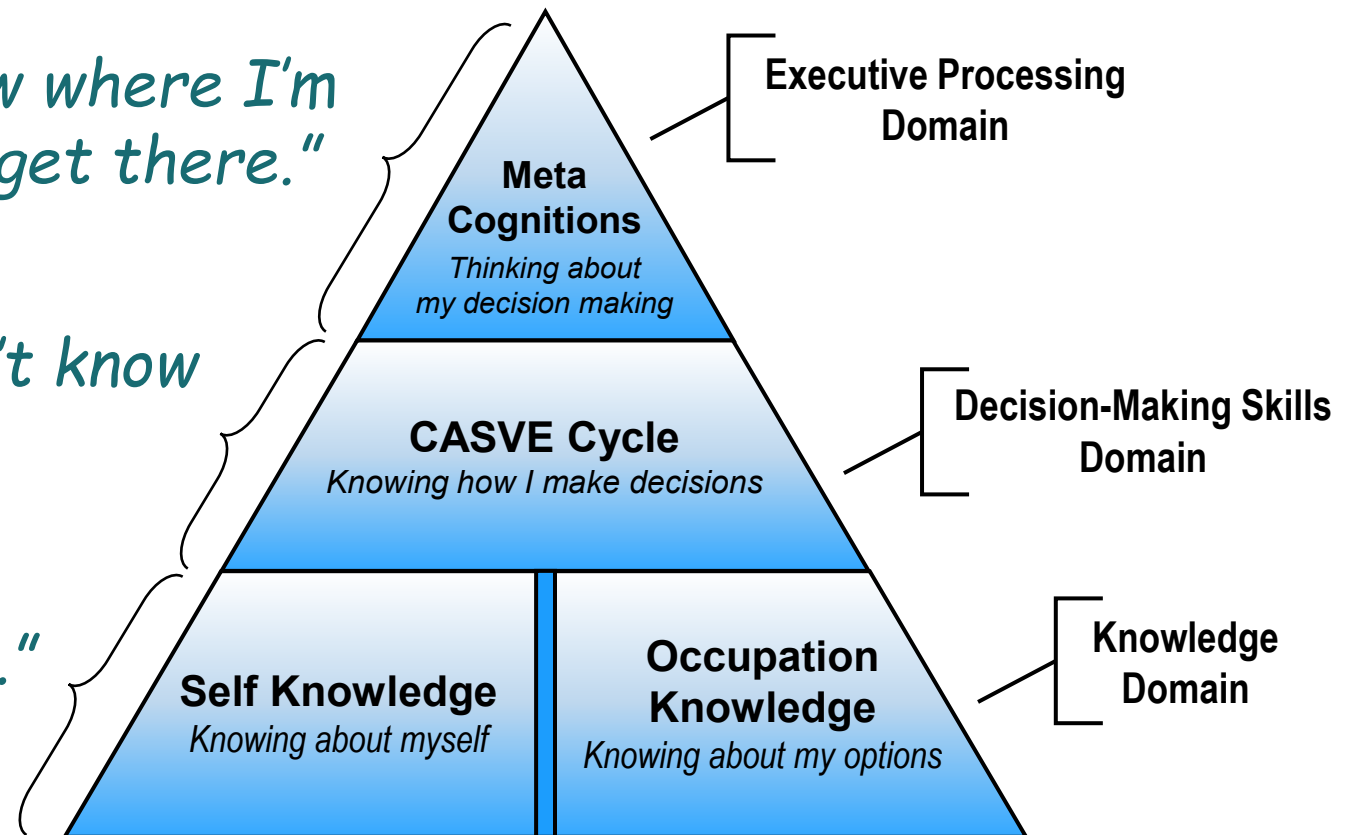
Pyramid of Information Processing Domains in Career Decision-making

Meeting Students Where They Are

"I know where I am, and I know where I'm going, but I don't know how to get there."

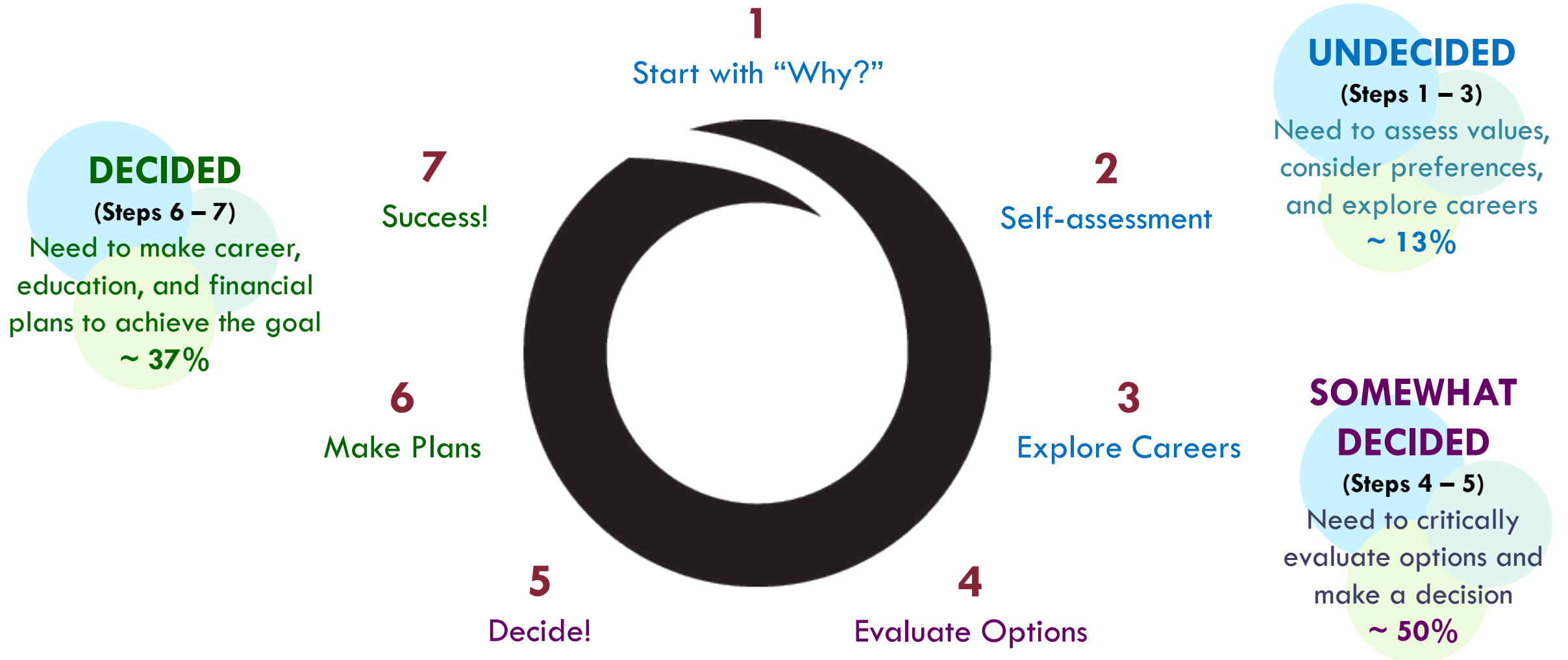
"I know where I am, but I don't know where I'm going."

"I don't even know where I am."



Pyramid of Information Processing Domains in Career Decision-making

Making Career Decisions



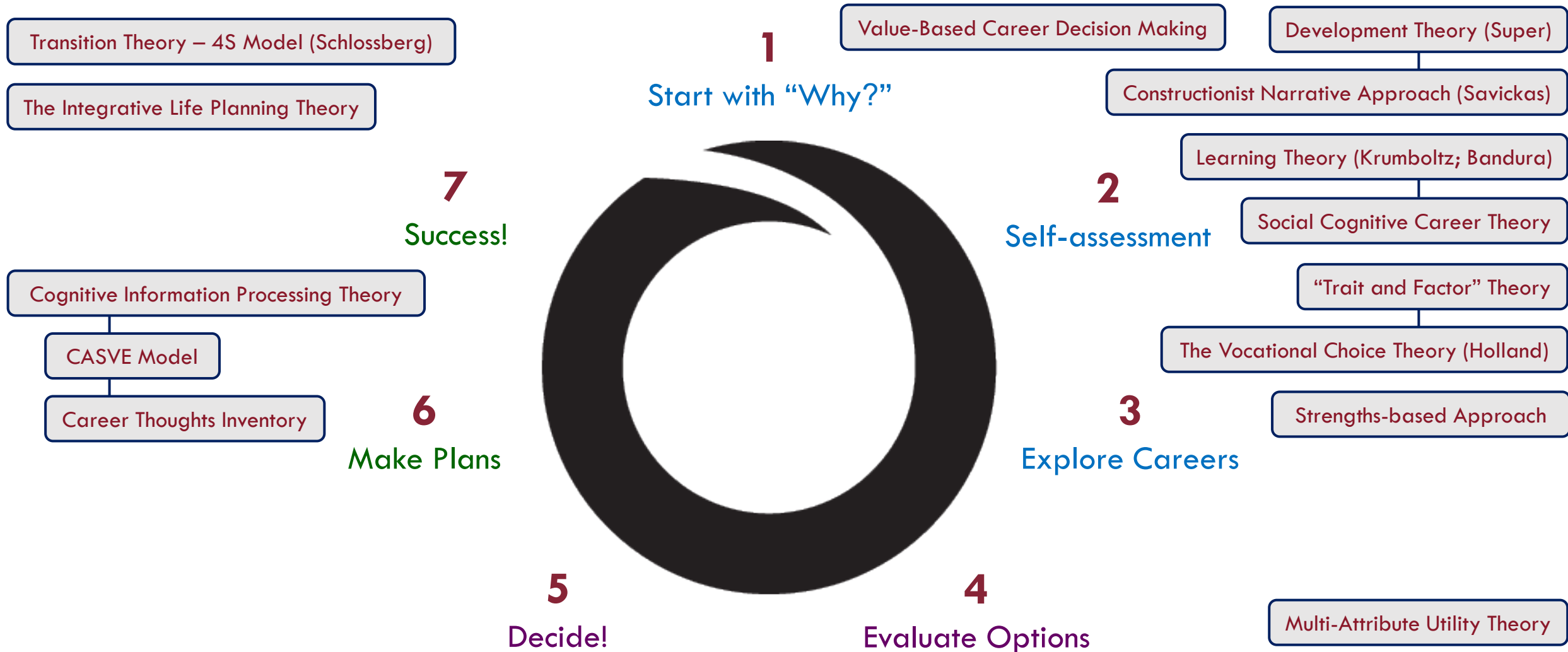
Career Planning Survey

36% of all students changed their major within one year.

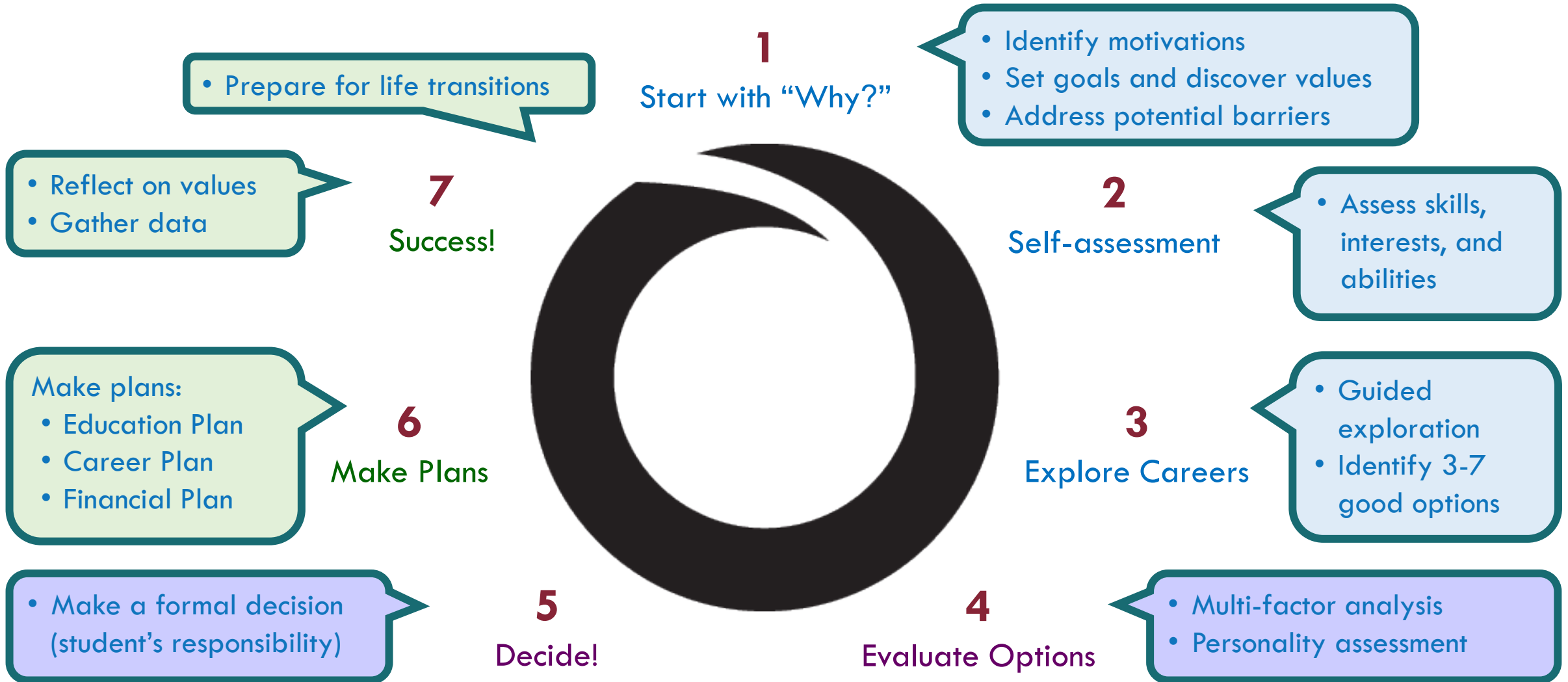
Change Type	Undecided	Somewhat Decided	Decided
No Change	100 (67.6%)	361 (61.5%)	238 (64.2%)
Non-Substantial Change	9 (6.1%)	32 (5.5%)	19 (5.1%)
Substantial Change	18 (12.2%)	89 (15.2%)	65 (17.5%)
Substantial Change + School Change	21 (14.2%)	105 (17.9%)	49 (13.2%)

No statistically significant difference.

Career Development Theories



Making Career Decisions



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FINANCIAL \$ FREEDOM

Start Saving



"If you aim at nothing, you'll hit it every time."

- Zig Ziglar

Start Budgeting



"Budgeting is simply telling you money where to go instead of wondering where it went."

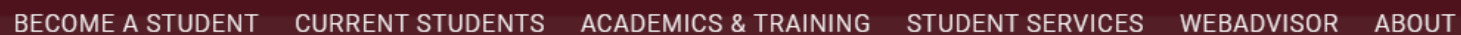
- John Maxwell

Start Managing Debt



"Pay off your debt first. Freedom from debt is worth more than any amount you can earn."

- Mark Cuban



START HERE



Your Path to Financial Freedom Begins Here

Financial Freedom

Personal Finance

Online Finance Workshops

Financial Coaching

Financial Resources

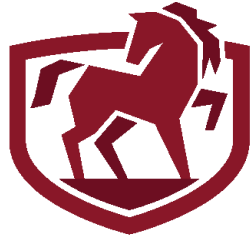
Start Saving

Start Budgeting

Start Managing Debt

Debt-Free College





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PEER ADVISOR PROGRAM



Department Contacts

Transitioned Student Ambassadors to Peer Advisors in 2021 during the COVID closure.

Scaled up the number of Peer Advisors available by permitting remote work.

Provided support with:

- **Completing the AOC process**
- **Scheduling appointments with advisors**
- **Connecting students with Counseling, Special Programs, and various services**



Specialized Training

All Peer Advisors complete a three-day training program on:

- **Communication Skills**
- **Customer Service (Student Experience)**
- **Different Programs and Services**
- **Multi-cultural Competency and Inclusion**

Most Peer Advisors previously attended local high schools and they come from very diverse backgrounds.



NORCO



SUCCESS NETWORK

COLLEGE



Flash Chats

Career Exploration
University Research
Learn About Majors
Learn About Employers

Mentoring

Career Coaching
Professional Networking
Job Shadowing
Employment Prep

Online Communities

Discussion Boards
Events / Activities
Scholarships
Jobs / Internships

Questions?

