

DEEL Seattle Promise Updates and Racial Equity Toolkit Recommendations

Governance & Education Committee Presentation

April 13, 2021



Briefing Objectives

- Provide update on Seattle Promise 2020-21 School Year enrollment and implementation data
- Present Seattle Promise Racial Equity Toolkit (RET) analysis and recommendations

DEEL Results



All Seattle families have access to affordable, quality childcare.



All Seattle children are kindergarten ready.



All Seattle students graduate high school college and career ready.



All Seattle students attain a postsecondary degree, credential, or certificate.



Seattle Promise

Outcomes and Implementation

Goal & Outcomes

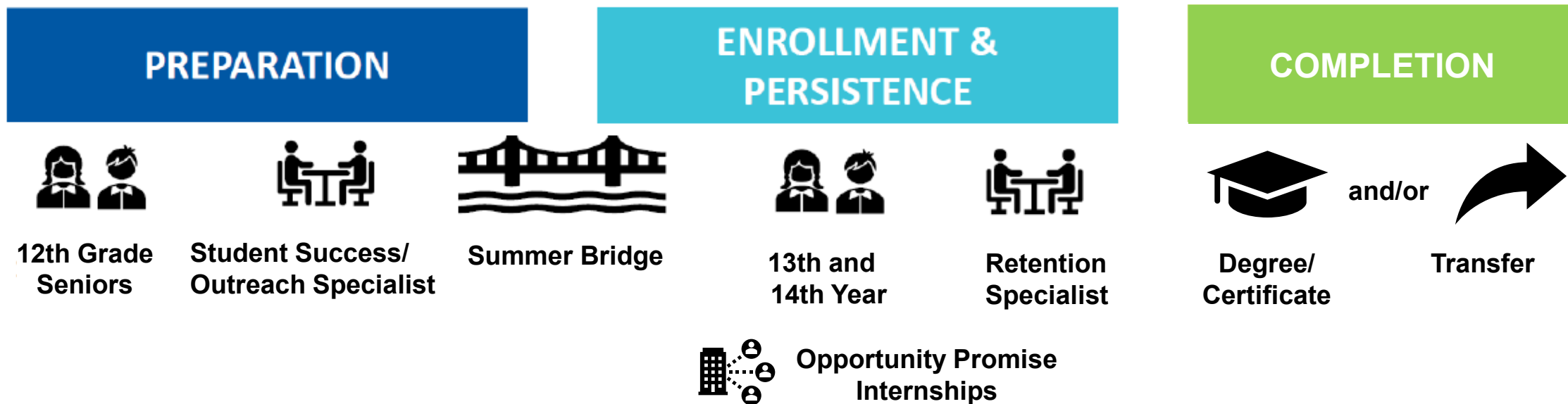
Seattle students have access to and utilize postsecondary opportunities that promote attainment of a certificate, credential or degree.

Outcome #1: Seattle Promise students complete a certificate, credential, degree or transfer.

Outcome #2: Seattle Promise delivers high-quality services and clear pathways to success.

Outcome #3: Race-based opportunity gaps are closed.

Program Model



Timeline

- 2008: South Seattle College launches 13th Year Scholarship program
- 2017: Mayor Durkan signs Promise Executive Order
- 2018-19: 13th Year program transitioned into the Seattle Promise
- 2019-20 SY: FEPP-Levy funded and accessible to graduates from 17 SPS HS

School Year	2017-2018	2018-2019	2019-2020	2020-2021 →
Name of Program	13 th Year	13th & 14th Year (Transition Year)	<i>Seattle Promise →</i>	
Fund Source	South Seattle College Foundation, City General Fund	South Seattle College Foundation, City General Fund	<i>FEPP Levy →</i>	
High School Prepare & Apply	HS Class of 2018 <i>6 High Schools</i>	HS Class of 2019 <i>6 High Schools</i>	HS Class of 2020 <i>All 17 High Schools</i>	HS Class of 2021 <i>All 17 High Schools</i>
First Year Enroll & Persist	HS Class of 2017 <i>1st Year at South</i>	Cohort 2018 <i>1st Year at North, Central, and South (not-portable)</i>	Cohort 2019 <i>1st year at North, Central, and South (not-portable) (Full-Scale Retention Advising)</i>	Cohort 2020 <i>1st year – any campus (Full-Scale Retention Advising)</i>
Second Year Persist & Complete		Cohort 2017 <i>2nd Year at South</i>	Cohort 2018 <i>2nd Year at North, Central, and South (not-portable) (Full-Scale Retention Advising)</i>	Cohort 2019 <i>2nd year at North, Central, and South (not-portable) (Full-Scale Retention Advising)</i>

Winter Quarter Updates

- Continued remote learning and virtual supports
- 668 students enrolled in winter 2021
- 2,100 Promise applications received from HS Class of '21 seniors
 - Upcoming eligibility milestones:
 - Complete admissions application and choose Seattle College campus
 - Complete financial aid applications
 - Participate in Readiness Academy
 - Graduate from high school
 - Participate in Summer Bridge



SY 2020-21 Enrollment

Quarter	Total Enrollment	Cohort 2020 <i>1st year students</i>	Cohort 2019 <i>2nd year students</i>	Students of Color	Part-Time Status
Fall	846	699	147	522 (62%)	199
Winter	668	555	113	<i>expected May 2021</i>	
Spring	<i>TBD</i>				

Notes:

- Disaggregated data expected early May
- Requests to defer enrollment: Fall quarter 18

Promise Cohort Progress



	2018 Cohort		2019 Cohort		2020 Cohort		2021 Cohort	
Promise-Eligible SPS High School Graduates	1,265		1,454		3,183		3,700***	
Seattle Promise Applicants	589		720		1,739		2,100	
Entering Cohort (Year 1 Fall)	194		290		699		Expected October	
Year 1 Winter	161	83%	253	87%	555	79%	--	
Year 1 Spring	137	71%	228	79%	--		--	
Year 2 Fall	119	61%	173	60%	--		--	
Year 2 Winter	103	53%	113	39%	--		--	
Year 2 Spring	98	51%	--	--	--		--	
Completions	56	29%*	26	9%**	--		--	

*Completions to-date; 2-year completion rate is 24%

**Promise scholars completing early; 2-year completion target is Spring 2021

***SPS graduate estimate

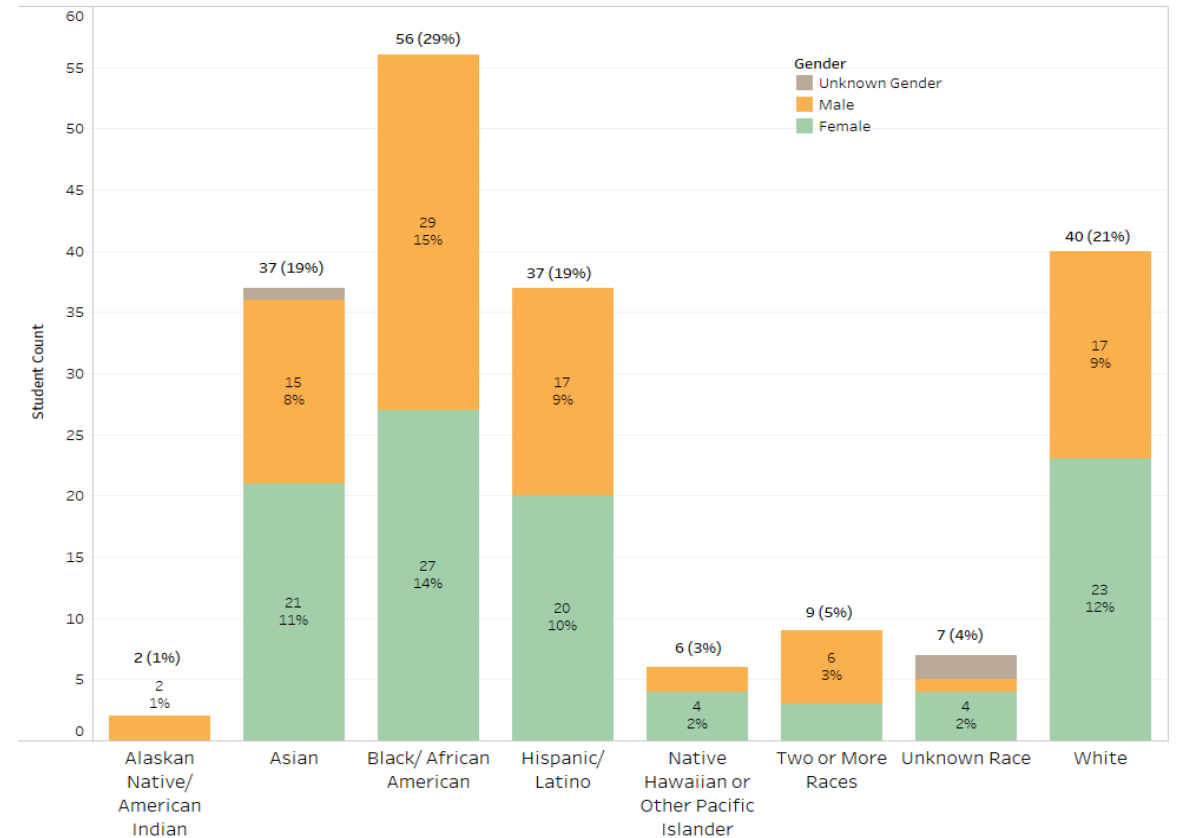


2018 Cohort: *Enrollment*

Finding: Black males were the largest race/gender group representing 15% of the cohort (29)

- The cohort was 76% students of color
 - 56 (29%) of scholars are Black/African American
 - 40 (21%) White
 - 37 (19%) Asian
 - 37 (19%) LatinX
- The cohort was 53% female, 46% male, and 2% unknown gender

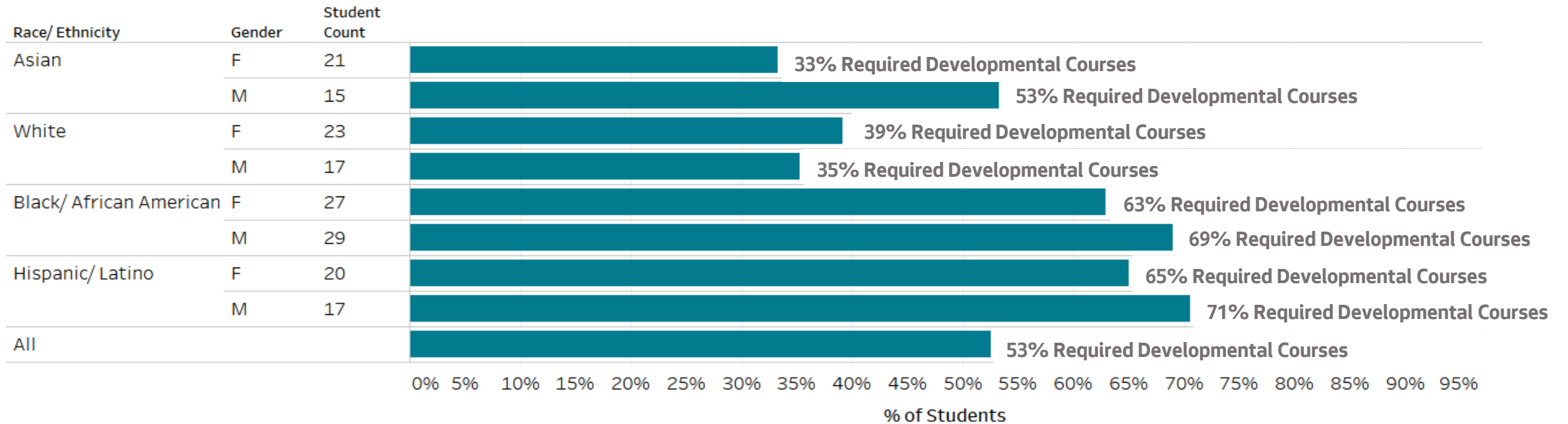
Enrollment of 2018 Cohort by Race and Gender



Data source: Seattle Colleges. Analyzed by DEEL.

2018 Cohort: *Preparation*

Finding: ~70% of Black and Hispanic/Latino males entered Promise requiring developmental courses



Race/ ethnic groups with small numbers not included.

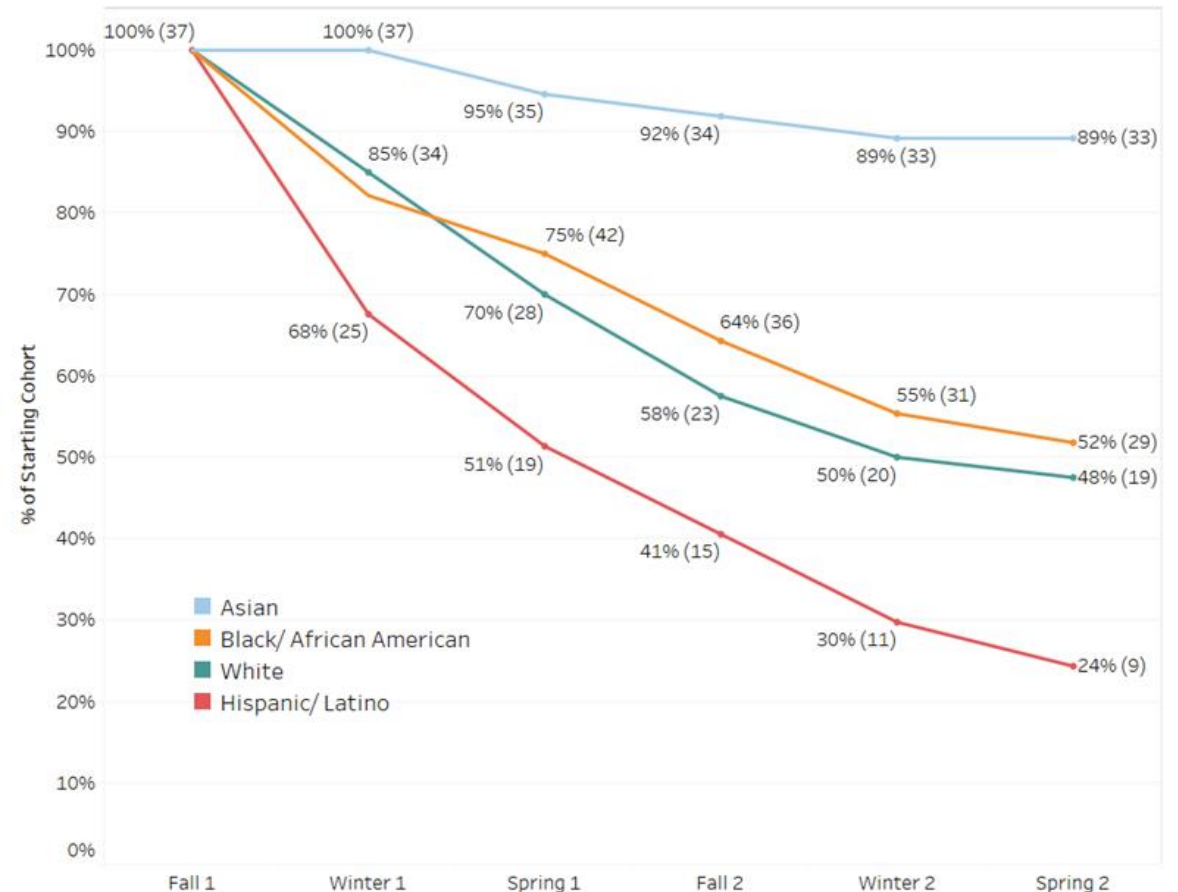
Data source: Seattle Colleges. Analyzed by DEEL.

2018 Cohort: *Persistence*

Finding: Half of the 2018 Cohort remained in Seattle Promise for the full two-year program

- Asian students were the most likely to be retained with 89% (2-year persistence rate)
- LatinX students had the lowest quarterly persistence; only 24% remained enrolled for 2 years

2018 Cohort Quarterly Persistence



Data source: Seattle Colleges. Analyzed by DEEL.

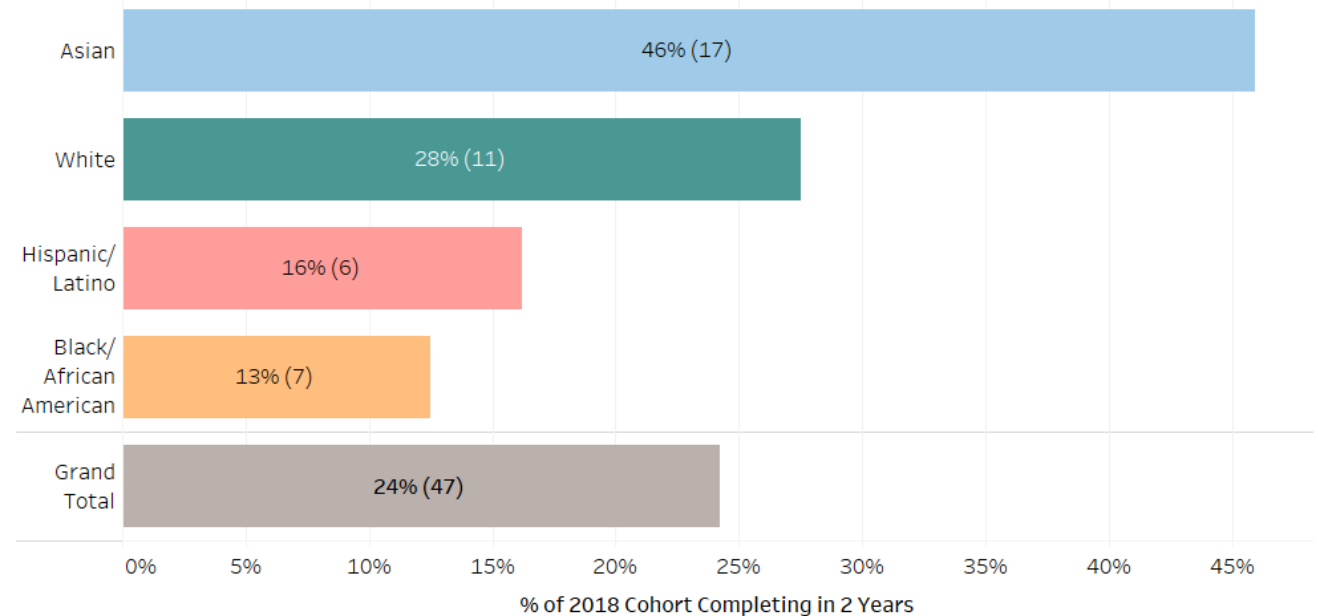


2018 Cohort: *Completion*

Key finding: 24% of Promise Scholars completed a degree/certificate within 2 years; however racial disparities exist

- Asian students are about 3 times as likely as LatinX and Black students to complete their program in 2 years
- Black students were retained at similar rates to White students but received degrees at far lower rates

2018 Cohort Degree/Certificate Completion by Spring 2020



**Does not include the 9 students that finished in the summer after the 2-years*

Data source: Seattle Colleges. Analyzed by DEEL.

2018 Cohort: *Comparisons*

Finding: Seattle Promise performed better than the Seattle Colleges overall, but trails established programs

Program Comparisons	Fall-to-Fall Retention	+/-	2-Year Completion Rate	+/-
Seattle Promise 2018 Cohort	61%		24%	
Community Colleges				
National	62%	-1%	13%	+11%
Washington	-		21%	+3%
King County	-		24%	0%
Seattle Colleges (full time students)	56%	+5%	23%	+1%
Similar Last-Dollar Promise Programs with advising/student success supports				
San Diego Promise (est. 2016)	63%	-2%	13%	+11%
Tennessee Promise (est. 2015)	83%	-22%	20%	+4%
ASAP, City Colleges of NY (CUNY) (est. 2007)	81%	-20%	25%	-1%

Data source: Seattle Colleges. Analyzed by DEEL.

Data Summary

- **Data Limitations:**

- Only one full two-year cohort
- COVID-19 will impact longitudinal analysis

- **2018-2020 Program Growth:**

- From 6 to 17 SPS high schools
- Newer cohorts + changing characteristics
- Enrollment has more than tripled
- COVID-19 may be contributing factor to enrollment growth

- **2018 Findings:**

- Participants are diverse (76% students of color)
- Promise scholars persist and complete at rates comparable to Seattle Colleges overall
- Promise outcomes trail more established programs- *common for program in infancy*
- Racial disparities are seen on key student indicators of success:
 - Developmental Courses
 - Persistence
 - Completion



Racial Equity Toolkit Analysis & Recommendations

Racial Equity Toolkit (RET) Analysis

- 19 member RET Team met from November 2019 – December 2020
- Included 3 areas of analysis considering 14 total program elements
- RET Team submitted recommendations, considerations, and implementation notes to DEEL for each element analyzed



RET Areas of Analysis

Eligibility Expansion

- Opportunity Youth*
- Charter Schools*
- Non-Traditional Diploma
- GED Completion

Continuous Enrollment

- Part-time Enrollment*^
- Path to Regain Eligibility
- SAP Impacts^

Program Support Services

- Prioritization of Tuition Support^
- Student-Staff Ratios
- Supports by Academic Program^
- Promise readiness at non-FEPP SBI schools
- Academic Prep and Developmental Coursework
- College Fees
- Equity Scholarship impact on Family Income^

* Required (FEPP I&E Plan page 105)

^ Of interest to Council (FEPP I&E Plan page 8)



Summary of RET Recommendation

Area of Analysis	Element	RET Team Recommendation	RET Team Priority
Eligibility Expansion	Opportunity Youth	Yes	High
	Charter School Students	Yes	High
	GED Completion	Yes	High
	Non-Traditional Diploma	Yes	Low
Continuous Enrollment	Path to Regain Eligibility	Yes	High
	Part-Time	Continued monitoring	Low
	SAP Impact	Continued monitoring	Low
Program Support Services	Academic Preparation and Developmental Coursework	Develop systemic plan DEEL-SPS-Colleges Consider expansion beyond 2yr/90cr	High
	College Fees	Cover mandatory + general fees for 0 EFC Cover mandatory fees for 1000 EFC	High
	Prioritization of Tuition Support	Continued monitoring	Medium
	Student Support Staff Ratios	Continued monitoring	Medium
	Equivalent Supports by Academic Program	No change	Low
	Promise Readiness at non-FEPP SBI schools	No recommendation	Low
	Equity Scholarship Impact on Family Income	No change	Low

Action Planning Process for RET Recs

- ✓ Dec-Jan Small group FEPP Levy Oversight Committee (LOC) engagement
- ✓ Jan-Mar City/Colleges review of data and recommendations
- ✓ 3/25 FEPP Levy Oversight Committee (LOC) Introduction
- ✓ 4/13 Governance & Education Committee Presentation
- 4/22-5/27 FEPP LOC Retreat Series
 - Deeper review of RET team recommendations
 - Advise on implementation feasibility, sequencing, etc.
 - Consideration of available revenue



Summary of RET Recommendations

DEEL recommended 5 items for consideration in COVID-19 federal funding package

Area of Analysis	Element	RET Team Recommendation	RET Team Priority
Eligibility Expansion	Opportunity Youth	Yes	High
Eligibility Expansion	Charter School Students	Yes	High
Eligibility Expansion	GED Completion	Yes	High
Eligibility Expansion	Non-Traditional Diploma	Yes	Low
Continuous Enrollment	Path to Regain Eligibility	Yes	High
Continuous Enrollment	Part-Time	Continued monitoring	Low
Continuous Enrollment	SAP Impact	Continued monitoring	Low
Program Support Services	Academic Preparation and Developmental Coursework	Develop systemic plan DEEL-SPS-Colleges; Consider expansion beyond 2yr/90cr	High
Program Support Services	College Fees	Cover mandatory + general fees for 0 EFC; Cover mandatory fees for 1000 EFC	High
Program Support Services	Prioritization of Tuition Support	Continued monitoring	Medium
Program Support Services	Student Support Staff Ratios	Continued monitoring	Medium
Program Support Services	Equivalent Supports by Academic Program	No change	Low
Program Support Services	Promise Readiness at non-FEPP SBI schools	No recommendation	Low
Program Support Services	Equity Scholarship impact on Family Income	No change	Low

Prioritization of Tuition Support

- **Question:** How should tuition support be prioritized if more students enroll in Seattle Promise than there is funding allocated?
- **Area of Analysis:** Program Support Services
- **RET Team Recommendation:** Continued monitoring
- **RET Team Priority:** **Medium**

Current Model: Universal access; Last-dollar scholarship	Considerations: Continue current model + monitor; Colleges and DEEL could refine student prioritization mechanism outlined in FEPP I&E Plan
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- **Necessary partners:** City, SPS, Colleges
- **Timeline:** Could start prioritization in fall 2021 with high school outreach to apply to graduating class of 2022

Academic Preparation and Developmental Coursework

- **Question:** As a system, how can we reduce the need for students to take remedial coursework?
- **Area of Analysis:** Program Support Services
- **RET Team Recommendation:** Develop systemic plan DEEL-SPS-Colleges; Consider expansion beyond 2yr/90cr
- **RET Team Priority:** **High**

Current Model: *Math/English course placement determinations (HS Spring) used to create fall class schedule (Promise Yr 1); students who do not graduate prepared for college credit bearing coursework enroll in developmental courses that do not count toward program/degree completion; developmental courses are funded by Seattle Promise and contribute to 90 credit allotment*

Considerations: Students of color have been most negatively impacted by this system of practice; Responsibility of institutional partners to solve; Expansion beyond two years or 90 credits would allow students to not lose eligibility if they need more time to complete

- **Necessary partners:** City, SPS, Colleges
- **Timeline:** Could start in summer/fall 2021



Support Staff Ratios

- **Question:** Should student support staff ratios be modified?
- **Area of Analysis:** Program Support Services
- **RET Team Recommendation:** Continued monitoring
- **RET Team Priority:** **Medium**

Current Model: 1 Outreach staff: 300 HS students; 1 Retention staff: 100 Promise students

Considerations: Designing outreach support as a ratio is equal not equitable, some students have more need; Costs needed for more staff; Colleges need flexibility to reallocate staff to meet student need; Partners can modify outreach approach to increase equity

- **Necessary partners:** City, SPS, Colleges
- **Timeline:** Could start in fall 2021

College Fees

- **Question:** Should college fees be covered under Seattle Promise?
- **Area of Analysis:** Program Support Services
- **RET Team Recommendation:** Cover mandatory + general fees for 0 EFC; Cover mandatory fees for 1000 EFC
- **RET Team Priority:** **Medium**

Current Model: Students receiving Equity Scholarship (0EFC) receive \$500 per quarter (total: \$1500 per year) that they can choose to purpose toward fees; Promise does not cover fees for students with EFC > 0

Considerations: Impact to student financial aid package would be minimal

- **Necessary partners:** City, SPS, Colleges
- **Timeline:** Could start in fall 2021



Path to Regain Eligibility

- **Question:** Should a formal pathway to regain eligibility be developed for students?
- **Area of Analysis:** Continuous Enrollment
- **RET Team Recommendation:** Yes
- **RET Team Priority:** High

Current Model: No path to regain eligibility	Considerations: Students should be allowed to re-enter Promise; Partners would develop formal re-entry process
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- **Necessary partners:** City, Colleges
- **Timeline:** Could start in fall 2021

Reminder: Next Steps

- On-going Data analysis
- LOC Retreat and engagement
- Assess fiscal resources
 - Federal relief funds
 - City funds and leveraged supports
 - External partners and philanthropy



Thank You

