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**Successful Pathways to Educational Opportunities at Evergreen**

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**376 The Evergreen State College  
Decision Package : PL—N6 Latina/o Pathway Initiative**

Budget Period: 2015-17

Budget Level: Policy Level

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**Agency Recommendation Summary Text**

The Evergreen State College seeks funding to improve Latina/o student completion, with a focus on enhancing recruitment and retention of students. If funded, this package would build on Evergreen's success with the recruitment and retention of underrepresented students. This investment would provide three key components required to successfully move Latina/o students through to completion: (1) support for a permanent recruitment and retention coordinator and liaisons, (2) development and implementation of a weekend and a summer academic college experience for K-12 students, and (3) establish a public service center to serve as a clearinghouse for best practices and engage leaders in higher education, K-12, Latina/o communities and organizations to develop best practices for the recruitment and retention of Latina/o students in higher education.

**Fiscal Detail:**

<b>Operating Expenditures</b>	<b>FY 2015-16</b>	<b>FY 2016-17</b>	<b>Total</b>
001-1 State General Fund	\$750,000	\$750,000	\$1,500,000
149-6 Operating Fees	-0-	-0-	-0-
<i><b>Total Cost</b></i>	<b>\$750,000</b>	<b>\$750,000</b>	<b>\$1,500,000</b>
FTE's	0	0	0
A - Salaries	312,910	312,910	625,820
B - Employee Benefits	64,090	64,090	128,180
C - Contracts	30,000	30,000	60,000
E - Goods & Services	75,000	75,000	150,000
G - Travel	268,000	268,000	536,000
J - Equipment	0	-0-	0
<i><b>Total Objects</b></i>	<b>\$750,000</b>	<b>\$750,000</b>	<b>\$1,500,000</b>

**Package Description****Background:**

In 2010, the U.S. Census reported that over the past decade the Latina/o population grew from 35.3 million to 50.5 million. This accounted for more than half of the nation's total population growth. Today, Latinas/os make up 16% of the total U.S. population and 23% of the population under the age of 18. Ten years ago, 17% of Americans under the age of 18 were Latina/o. It has been projected that by 2035, one in three children will be Latina/o.

According to the recently updated projection of high school graduates published by the Western Interstate Commission on Higher Education, Washington state's public graduating classes are projected

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to grow increasingly diverse from 27% of the total in 2008-09, to 35% in 2019-20 and then to 42% in 2027-28 mostly due to the a significant growth in Latina/o graduates. Hispanic high school graduates will increase from 10% to 20% of total graduates from 2008-09 to 2019-20.

The growth of the Latina/o population in the United States, however, is not reflected in their participation in higher education. In Washington, for example, the latest statistics presented by the Chronicle of Higher Education indicate that although Latino/as represent 11.7% of the statewide population, they represent only 8.5% of college matriculants.

### **Current Situation:**

Evergreen is a leader among Washington's public baccalaureate institutions in serving a diverse student population. In fall 2012-13 Evergreen led the public baccalaureate institutions in serving the highest percentage of Native American and African-American students.

In recent years, Evergreen experienced growth in serving Latina/o students, from 6.4% to 2010-11 to 7.2% in 2012-13. This is a measure of the College's efforts to better support Latina/o students. Evergreen provides programs and outreach initiatives focused on Latina/o students and their families including undergraduate and graduate programs, student tutors/mentors in local Latina/o community-based organizations and schools, and ongoing collaborations with local Latina/o-serving schools. These efforts collectively enhance the College's ongoing work to serve Latina/o students through such federal programs as Gear-Up, Summer Bridge and Upward Bound.

Despite Evergreen's success serving underrepresented student populations the College still lags in the recruitment and retention of Latina/o students when compared to the public baccalaureate sector and to the current proportion of Latina/o population in Washington (11%). At the same time, it is challenging to identify and implement best practices as a single institution without the opportunity for active and deliberate collaboration from other education sectors, organizations, and Latina/o communities.

### **Proposed Solutions:**

Increasing the college participation rate of Latina/o students requires institutional programming and resources to recruit and retain Latina/o students. At the same time, to support current Latina/o students combined with the current demographic trends for this student population in the education pipeline requires higher education to seek collaborative and active engagements with community partners, education institutions, and students and families to identify and institutionalize best practices to improve Evergreen's K-12 and community college Latina/o student recruitment and retention efforts.

Evergreen is committed to increasing the Latina/o student college participation rate at the College and reaching out to future students while in K-12. This package would provide the opportunity to increase Latina/o students' college completion at Evergreen and establish the space and infrastructure to actively engage with leaders in Washington to ensure that Latina/o student recruitment and retention is improved and evaluated based on best practices. Finally, this package would build on Evergreen's record of success

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with recruiting and retaining underrepresented students and history as a public service institution in Washington.

If funded this package would provide \$750k per year of the biennium to increase college participation of Latina/o students at Evergreen. This package would provide Evergreen with the ability to increase outreach and retention of Latina/o students, strengthen opportunities for Latina/o students to experience academic success early and consistently within their education, establish new and strengthen existing partnerships between the community and education to increase educational awareness and opportunities among Latina/os, and engage students and their families to raise the level of awareness and understanding about the financial, academic and student service opportunities in higher education.

This package would build on Evergreen's leadership and foundation for serving underrepresented students and the College's long and successful history providing public service on critical cultural and social policy areas to Washington. This investment would provide three key components required to successfully move Latina/o students through to completion: (1) support for a permanent recruitment and retention coordinator and liaisons, (2) development and implementation of a weekend and a summer academic college experience for K-12 students, and (3) establish a public service center to serve as a clearinghouse for best practices and engage leaders in higher education, K-12, Latina/o communities and organizations to develop best practices for the recruitment and retention of Latina/o students in higher education.

### **Narrative Justification and Impact Statement**

#### **What specific performance outcomes does the college expect?**

To demonstrate improved recruitment, retention and completion of Latina/o students.

#### **Performance Measure Detail**

Demonstrate an increase in the recruitment and retention of the number of Latina/o students.

#### **Is this decision package essential to implement a strategy identified in the college's strategic plan?**

Evergreen's strategic plan calls for an aggressive bilingual marketing and student recruitment effort to increase the Latina/o applicant pool. In particular, the College's strategic plan identifies the need to increase opportunities that increase Evergreen's market share of Washington state high school and transfer students, develops sustainable partnerships with selected two-year colleges and other local educational institutions, and increases applications from diverse and traditionally underserved students through programs such as Gear-up and Summer Bridge program partnerships with community colleges.

#### **Reason for Change**

Despite Evergreen's success serving underrepresented student populations the College still lags in the recruitment and retention of Latina/o students when compared to the public baccalaureate sector and to the current proportion of Latina/o population in Washington (11%). At the same time, it is challenging to identify and implement best practices as a single institution without the opportunity for active and

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deliberate collaboration from other education sectors, organizations, and Latina/o communities. This package would provide the opportunity to increase Latina/o students' college completion at Evergreen and establish the space and infrastructure to actively engage with leaders in Washington to ensure that Latina/o student recruitment and retention is improved and evaluated based on best practices.

### **Does this decision package provide essential support to one or more of the Governor's Results Washington priorities?**

This package directly contributes to 2.2c, 2.2h, and 2.3 goals identified in Washington Results. If funded this package will lead to an increase in the number of students enrolled in the public baccalaureate sector and through the retention of students will increase attainment of degrees to meet the 2023 goals identified in Washington Results. In addition, this package would directly impact the Washington Student Achievement Council's adopted Roadmap goals, which focuses on increasing educational attainment of Washingtonians.

### **What are the other important connections or impacts related to this proposal?**

This package would serve to meet the intersection between state workforce needs and the changing demographic profile of our state population.

### **Impact on Clients and Services:**

### **Impact on other state programs:**

### **What alternatives were explored and why was this alternative chosen?**

Although there are other models designed to support Latina/o students once they matriculate, this package is designed around the models identified as best practices which incorporate efforts with students and their families as early as possible in the students' educational careers, and continue these efforts through college completion.

### **What are the consequences of adopting or not adopting this package?**

If adopted, the college would actively work with young Latina/o students and their families, as well as education and community organizations to demonstrate improvement in the college completion of Latina/o students by focusing on improving retention and recruitment of this student population.

If the program is not adopted, improvements in the rate at which Latino/a students matriculate in institutions of higher education and persist to graduation will not be achieved, making it increasingly difficult for the state to achieve its goal of having a larger percentage of its population earn baccalaureate degrees.

### **What is the relationship, if any, to the state's capital budget?**

None

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**What changes would be required to existing statutes, rules, or contracts, in order to implement the change?**

None

**Expenditure and Revenue Calculations and Assumptions**

**Revenue Calculations and Assumptions:**

We do not assume immediate revenues due to the nature of pathway programs that begin with pre-college aged students.

**Expenditure Calculations and Assumptions:**

**Which costs and functions are one-time? Which are ongoing? What are the impacts in future biennia?**

All costs are assumed to be on-going activities for the foreseeable future.