

#RealCollege

Leveraging Non-traditional Financial Aid Programs to Address
Food & Housing Insecurity

PARTICIPANT WORKBOOK

October 24, 2017



Welcome



About #RealCollege

Without sufficient food and a good night's rest, undergraduates across the nation are struggling to learn. This national crisis demands action, and #RealCollege is a meeting of the leaders who accept that challenge and are working to transform higher education to meet the needs of every student.

About this Workshop

This workshop will focus on capacity-building and sustainability of non-traditional financial aid programs, e.g., emergency grants, completion grants, public benefits and tax credits, as well as helping students meet Satisfactory Academic Progress (SAP) requirements. Participants will apply a planning model of effective collaboration, assessment, and evaluation to a financial aid program of their choosing. A panel of experts, leaders, and practitioners will discuss how they use aspects of this model to build capacity and sustain their programs. The panelists will also assist participants with developing their own aid or success program.



Twitter

The facilitators will be Tweeting throughout the day. We encourage you to participate as well by using the following hashtags:

#RealCollege #finaid4success





- 1. Workshop Overview and Introductions**
- 2. Presentation:**
Planning Model
- 3. Strategy Development:**
Capacity-Building and Sustainability
- 4. Pre Assessment**
- 5. Panel Presentation:**
Non-traditional Financial Aid Programs
- 6. Break**
- 7. Strategy Development:**
Non-traditional Financial Aid Programs
- 8. Small Group Presentations**
- 9. Presentation:**
Considerations for Implementation
- 10. Post Assessment**
- 11. Individual Work:**
Developing a Non-traditional Financial Aid Program
- 12. Closing and Evaluation**

Today's Agenda

We will do our best to stick to the agenda but ask for your help to keep us on track.





- Participants have some familiarity with the way federal need-based aid eligibility is determined and funds are allocated.
- Participants agree there are shortcomings with federal and state aid, which lead to gaps in support for students in vulnerable situations.
- Participants understand that there are insufficient financial supports for individual students.
- Creative solutions are needed to relieve the immediate stress students face as a result of financial barriers.
- More research needs to be conducted on the application and impact of on non-traditional financial aid programs.
- Facilitators assume that the supplemental aid programs addressed here do make an impact to students' success if administered correctly.
- Facilitators assume that both capacity-building and sustainability of programs are interrelated and need consideration throughout the development and operation of any program.
- Facilitators assume that we are missing something in our framework used today.
- Facilitators assume that the collective knowledge in the room will advance the national dialogue on supplemental aid programs.
- Facilitators assume that supplemental aid will help relieve food and housing insecurities.



Our Assumptions

So participants understand what motivated our workshop's design, we have included our known assumptions.



Participants will understand:

- the overall planning framework.
- each aspect of the framework.

Participants will apply:

- the assessment tool to their own program and/or institution.

Participants will analyze and evaluate:

- their program and/or institution based on the framework, assessment tool, and expert opinions and comments.

Participants will begin to create or enhance:

- a program of their choosing.

Hopeful Outcomes

Although there might be other outcomes, we have established these hopeful outcomes for this workshop.





Introductions

Please let us know the following about you:

- Name
- Title or Role
- Institution or Organization
- What additional outcome you hope to achieve today (if any)





About the Facilitators



Andy Howe, Ph.D.

Andy has over 20 years of professional experience in both private and public universities and community colleges. He holds a Ph.D. in Higher Education from the University of Minnesota. He received his master's degree in Student Affairs from Clemson University and bachelor's degree in English Education from Indiana University-Bloomington. His professional interests include national higher education policy issues, trends in access, affordability, and accountability; organizational assessment, outcomes, and change; diversity and inclusion; and retention and success.



Rebecca Schreiber-Reis

Rebecca Schreiber-Reis, Assistant Director of Financial Aid at Dickinson College, was introduced to the field of financial aid as a federal work-study student. Rebecca holds a Bachelor's degree in Psychology from The College of Wooster, and four Credentials from the National Association of Student Financial Aid Administrators. She has professional experience in mental health, banking, and small business ownership. Rebecca serves as Dickinson's Single Point of Contact for Foster and Unaccompanied Homeless Youth, and is the founder and adviser of Savē – Financial Literacy at Dickinson. She frequently volunteers as a trainer and presenter for the Pennsylvania Association of Student Financial Aid Administrators.



Presentation: Planning Framework



PLANNING FRAMEWORK: CAPACITY-BUILDING & SUSTAINABILITY

This framework provides participants the opportunity to think critically and collectively on building and sustaining effective supplemental financial aid programs. The framework is developed from research and practices in universal design, organizational theory, and learning sciences.

Organizational Readiness

Institutional capacity for change. The collective belief and commitment that effective change can happen within the organization to support the success of your program.

Workforce Development

“...a critical human capital system concerned with identifying future needs, developing a productive workforce, identifying and examining the competencies and skill levels of employees at all levels, and determining both proficiency and skill gap” (U.S. GPO).

Program Development

The process of evaluating needs and developing strategic initiatives to enhance a program or organization.

Funding Models

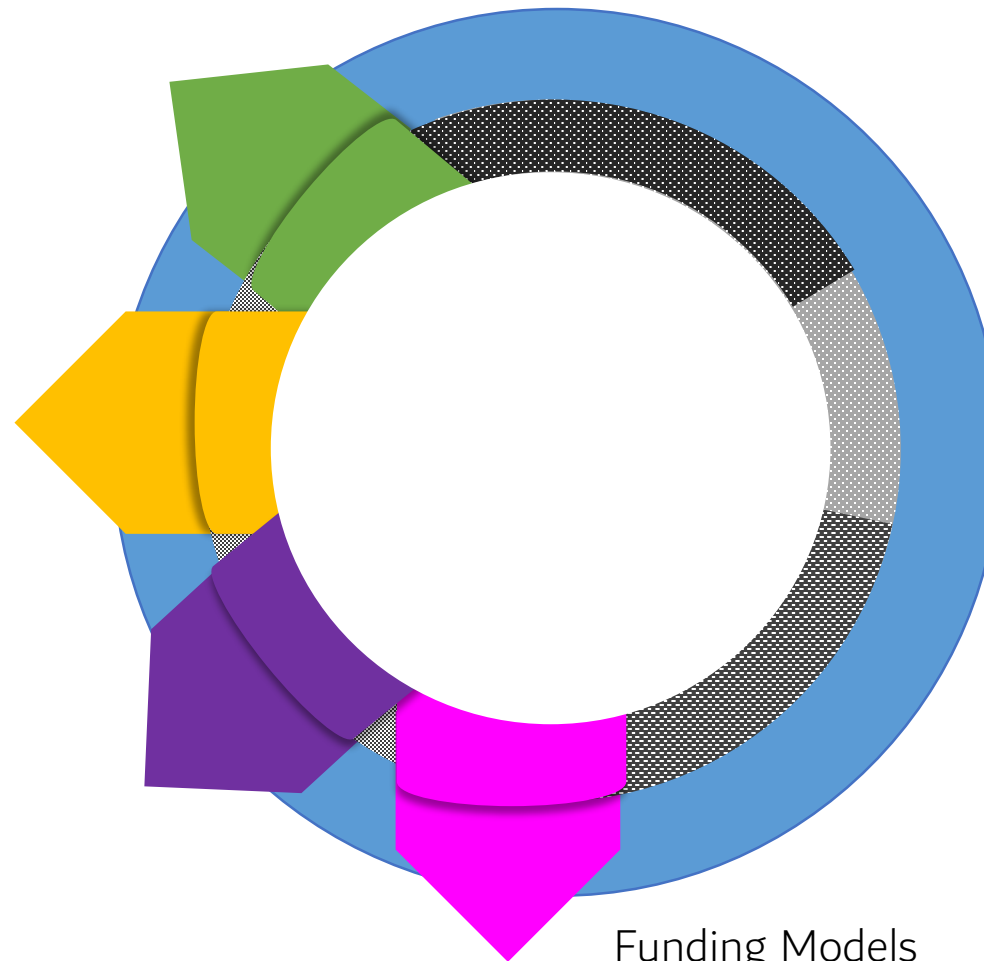
Direct funding support through various individuals and agencies. Funding models can change over time and needs of program.

Implementation

The planning and production of tangible systems, products, and policies in Organizational Readiness, Workforce Development, Program Development, and Funding Models.

Processes

- Data Collection & Analysis
- Decision-making
- Resource Allocation
- Communication & Share Findings



PLANNING FRAMEWORK: CAPACITY-BUILDING & SUSTAINABILITY

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Organizational Readiness

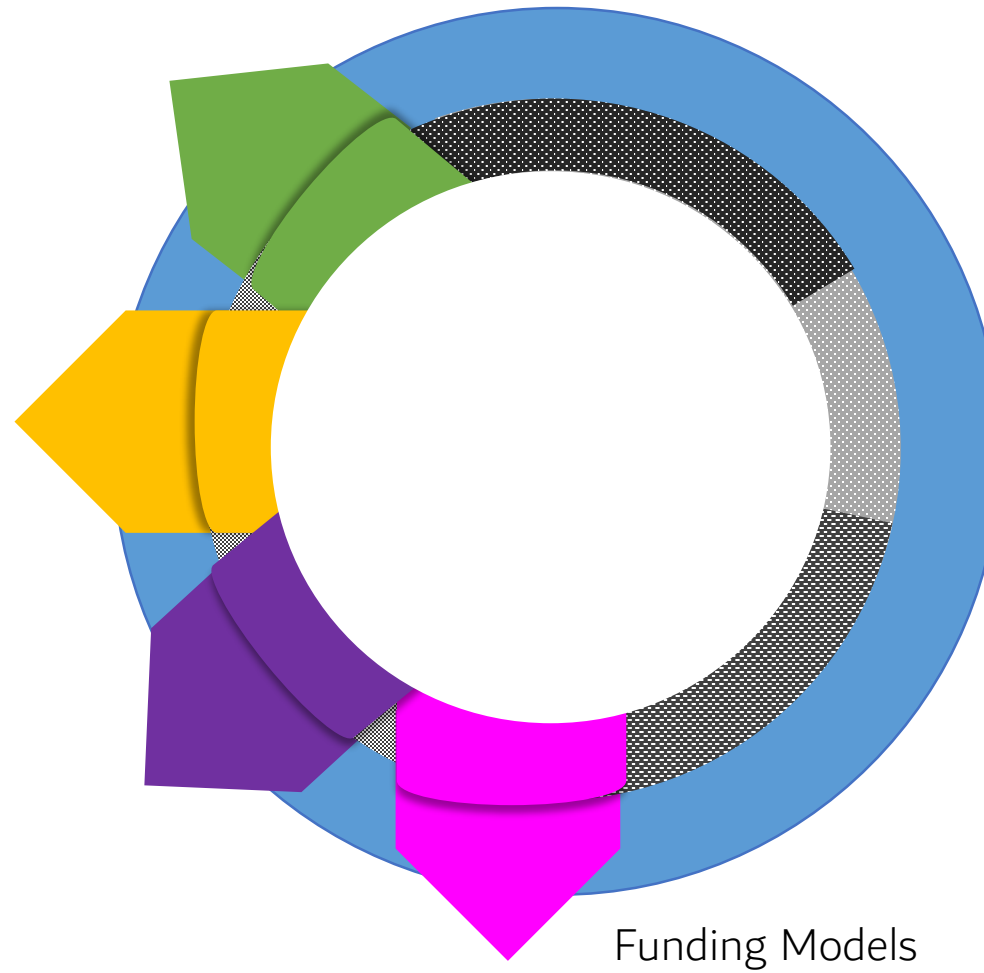
What can be strengthened within the organization to foster success of the program while enhancing the overall organization? What are the strengths of the organization and how can they be leveraged? What needs to change?

Workforce Development

How can we prepare the people within the organization to foster success of the program while enhancing the overall organization? Who needs to be involved and in what capacity?

Program Development

How can the purpose, mission, and vision of the program assist with the success of the overall organization? What is the marketing plan? What resources (e.g., money, space, people, technology, etc.) are needed?



Funding Models

How will the start-up costs be funded? What are the on-going funding models? What internal and external partnerships can be created?

Implementation

Who should be involved and in what roles? What are the formal and informal networks? How can they be used? What communication strategies can be implemented? What incentives can be provided to engage those planning and implementing? How can effective collaboration be assured? How should a timeline be developed? How will progress be measured? How will success be determined? What data should be collected? How will data be collected? How will the data be analyzed and used? What else should be considered? What resources are needed and when? How will the plan be implemented?

Processes

- Data Collection & Analysis
- Decision-making
- Resource Allocation
- Communication & Share Findings



Strategy Development for Capacity-Building and Sustainability





Notes

Strategies Brainstorm

Your table is assigned a category from the planning framework, please write any strategies for your category on the flipchart paper.

- Organizational Readiness
- Workforce Development
- Program Development
- Funding Models
- Implementation
- Processes

Note: we will post the flipchart paper for each group to refer to throughout the day.

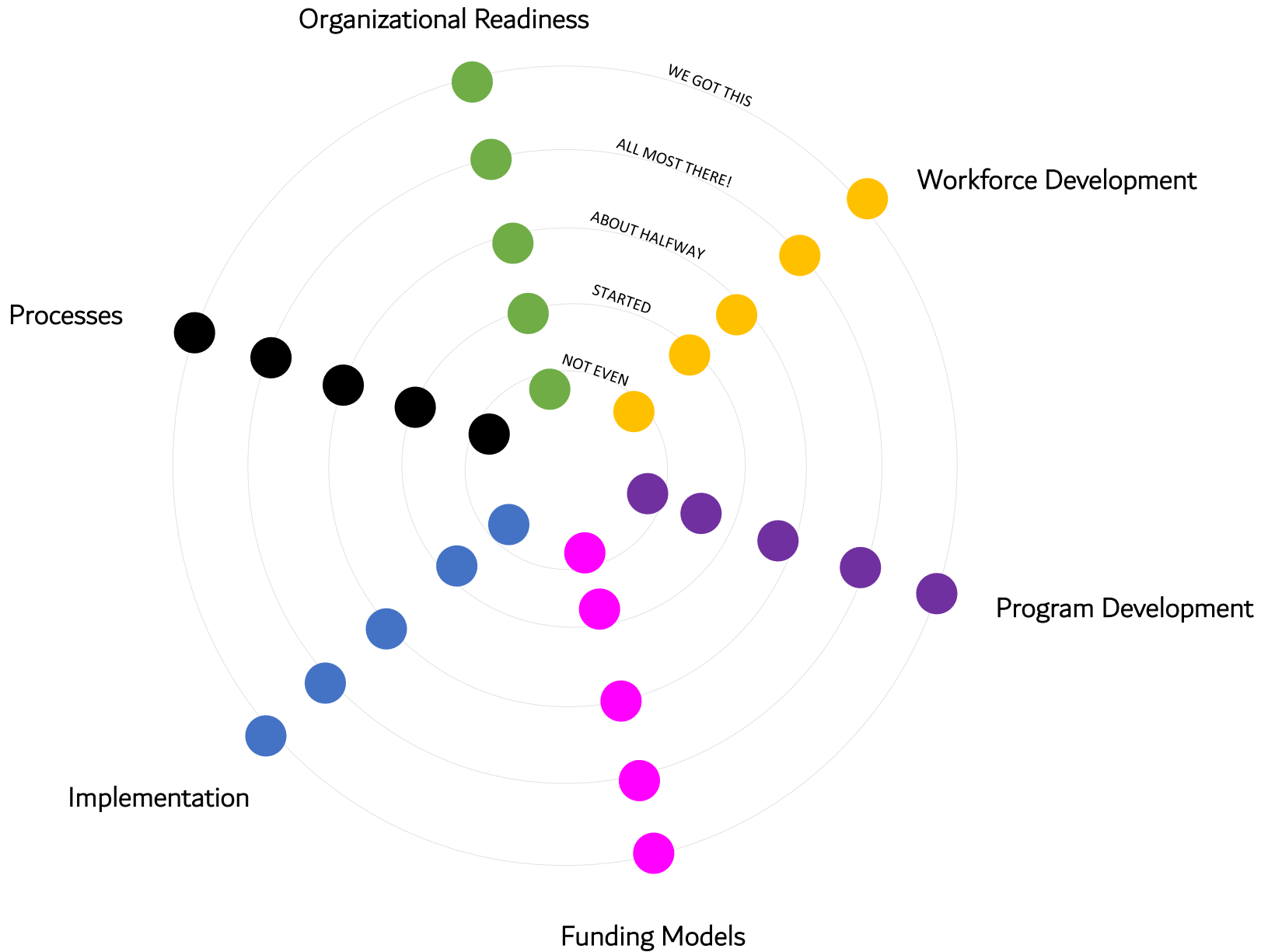




Pre Assessment

Based on what you know so far, please complete the following assessment based on your perception of your own program and/or institution.





Pre Assessment
 Please place an "X" on the appropriate circle for category.



Panel Presentation: Non-traditional Financial Aid Programs

As the panelists speak about the programs they are representing, feel free to keep notes by using the pages with the table or lines enclosed.



Notes

Panelist Presentations

Travis York
Completion Grants
Director of Student Success, Research, and Policy
Association of Public & Land Grant Universities

Michael A. Baston, JD, EdD
Benefits Access
President of Rockland Community College

Margo Wright
Maximizing Aid Eligibility to Minimize Emergency Need
Founder, Yenko

Omari Burnside
Policy
Director of Strategic Initiatives
NASPA

Jordan Herrera, LMSW
Emergency Aid
Director of Social Services
Amarillo College



Travis York

Michael A. Baston

Margo Wright

Organizational Readiness			
Workforce Development			
Program Development			
Funding Models			
Implementation			
Processes			





Omari Burnside

Jordan Herrera

Organizational Readiness

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Workforce Development

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Program Development

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Funding Models

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Implementation

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Processes

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Travis York

Michael A. Baston

Margo Write





Omari Burnside

Jordan Herrera





Break





Strategy Development for Non-traditional Financial Aid Programs

Please divide into groups based on program interest. Work with your group to develop an ideal program using the framework. Consider what you have heard so far today, research you have read, and your own experiences. Please use the flipchart paper at your table.

Note: we will post the flipchart paper for each group to refer to throughout the day.





Benefits Access

A series of 18 horizontal lines, evenly spaced, providing a template for handwritten notes.





Maximizing Aid Eligibility to Minimize Emergency Need

Multiple horizontal lines provided for notes or text.





Emergency Aid





Presentation: Considerations for Implementation



Framework for Effective Collaboration





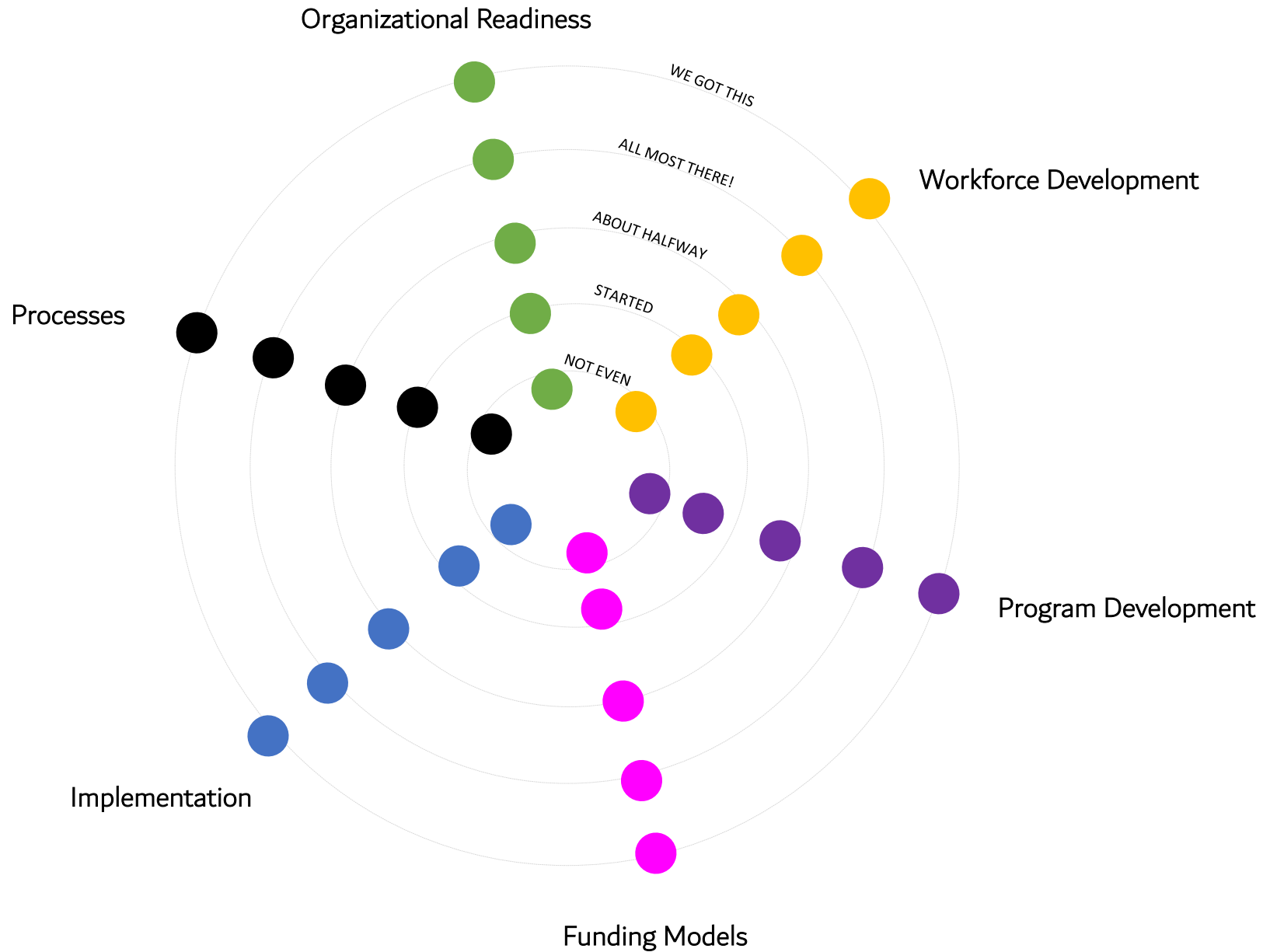
Post Assessment

Based on what you know now, please complete the following assessment based on your perception of your own program and/or institution.

What changed?

How will this information be useful when you return to your institution or organization?





Post Assessment
 Please place an "X" on the appropriate circle for category.



Individual Work: Non-traditional Financial Aid Program

Continue working at your tables with others who share the same interest in your specific program. We ask now, however, that you develop or enhance your own program with guidance and help from a panelist expert and members at your table.





Organizational Readiness





Workforce Development





Program Development





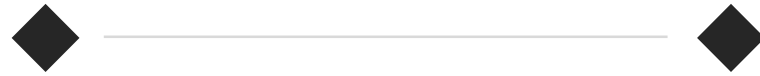
Funding Models





Implementation





Processes





A Call to Action

Closing comments, thoughts, opinions, concerns, or questions?

A call to action

Closing





Thank you for your commitment to the success of students!

We are grateful you chose this workshop.

Andy Howe and Rebecca Schreiber-Reis

Please complete the evaluation.

