HEERF II Grant Plan

February 18, 2021

Compton College anticipates receiving $6,356,599 in Higher Education Emergency Relief Funding II (HEERF II) in response to the COVID-19 pandemic. Compton College leaders are strategically considering how to allocate this funding to college operations, employee stability grants, and to increase enrollment and success of students at the college. This plan provides details about the proposed strategies for the HEERF II funding.

Figure 1: Compton College Allocation for the HEERFII Funding

Total Award	Min Amount for Student Aid Portion (CFDA 84.425E Allocation)	Max Amount for Institutional Portion (CFDA 84.425F Allocation)
$ 6,356,599	$ 1,269,203	$ 5,087,396

This plan builds upon the HEERF I funding and the college's annual planning process and emerging needs related to the COVID-19 pandemic. The plan demonstrates an investment in students, an investment in faculty and staff, and an investment in operations to better serve students.

Investment in Students

Emergency Aid
Students will have access to emergency grants through Compton College's partnership with Edquity. Students will apply through the Edquity-Compton College Grant Application and then be awarded emergency support based upon need. Compton College will award $1,500,000 in emergency grants.

Basic Need Support
Students will continue to have access to laptop and Wi-Fi hotspot loan programs, food services, transportation and housing support. This basic need support is budgeted for $500,599.

Tartar Completion Grants
Compton College will initiate a series of Tartar Completion Grants focused on specific student populations with the goals of re-enrolling students into classes and incentivizing completion while providing emergency relief to students. The budgeted total for these emergency grants is $1,500,000.

The first focus of Tartar Completion Grants is to re-enroll students. Understanding the reality for students dealing with the consequences of the COVID-19 pandemic, Compton College will provide student emergency grants to:

- Reengage former students who were enrolled at our institution before the COVID-19 pandemic but are no longer enrolled.
- Recruit individuals who are currently unemployed and assist them with enrolling at the College.

Compton College is interested in increasing emergency grants for students who achieve key milestones. In addition to re-engaging students, Tartar Completion Grants will focus on current students, such as:

- Dual enrollment students who re-enroll for a new term
- Current students who re-enroll for a new term
- New students who complete transfer-level math and English in their first year
- Students who have 20 units or less to complete for a degree or certificate

Investment in Faculty and Staff

Compton College intends to invest in faculty and Classified staff using HEERF II money through faculty and staff professional development and employee emergency stability grants.

Faculty and Staff Professional Development
Faculty and staff professional development is planned to start in late spring/summer 2021. In spring 2021, all employees will complete a Professional Development Needs Assessment that will inform the plan for professional development that will assist them in serving students in-person and online through the COVID-19 pandemic. Professional development may also focus on ways to re-engage students who have had their education disrupted because of the pandemic. Faculty will be building professional development plans related to improving teaching and learning in alignment with our partnership with Achieving the Dream. Additionally, Classified staff professional development focused on customer service will be explored. Professional development is budgeted for $250,000.

Employee Emergency Stability Grants
Compton College employees have experienced stress related to the complex nature of the pandemic and implications for the health and financial security of themselves and their families. Compton College has continued to invest in its employees throughout the pandemic. The college has implemented cleaning protocols and procedures to ensure employee safety, especially for Essential Employees who continue to serve the college in-person. The college has continued employment of all employees without furloughs, and Compton College leadership secured access to the COVID-19 vaccine for employees. The college is continuing to consider how best to support the employees of the college with a stability grant of $500 for all full-time employees and $250 for all part-time employees. The college has approximately 429 employees[1], and this item is budgeted for $250,000.

Support College Operations

Compton College will support college operations, including marketing, data infrastructure, technology security, and facilities. These services are all directly linked to student achievement and safety, as well as ensuring the college successfully provides emergency aid to students and can efficiently study the impact of these investments.

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[1] Count from CCCCO Data Mart, Fall 2020 employees. Human Resources will validate current count of employees in spring 2021.

Marketing
Compton College will design and implement a marketing campaign around the new Tartar Completion Emergency Grants for the spring and summer 2021 terms. This campaign will include at least one mailing to all service area residents, paid advertisements, and signage. This effort is budgeted for $100,000.

Enrollment Services/Outreach
Compton College will support extra enrollment services and outreach efforts to support increases in enrollment and to reach key student populations that have been impacted by the pandemic. The budget for enrollment services/outreach will be $261,000.

Data Warehouse
Compton College will invest in a data warehouse to more effectively store data for faster and easier analysis of data. This data warehouse will collate data from systems across the campus and connect them to the Ellucian Analytics platform. The college will release a Request for Proposals for this data warehouse in March 2021 and select a vendor by May 2021 to initiate the project in summer 2021. This project also will include an Ethos connection to the Ellucian Banner, and specifically Ellucian Analytics. The expected expense for the data warehouse is not to exceed $200,000.

In addition to the data warehouse, the college will employ technical consultants to support both Argos report development and Tableau dashboard development. The outcome of this work will be dashboards that provide automated connections so that they run automatically when data are updated. This project will kick off in fall 2021, and the expected expense for the data consultant is $70,000.

Technology Security
The Compton College Chief Technology Officer has identified technology security as a priority to support the ongoing stability of Compton College's technological resources for students, faculty and Classified staff. This budget of $500,000 is an initial investment for recommended security efforts.

Facilities
As Compton College opens new Instructional Buildings 1 and 2 in 2021 and emerges from the COVID-19 pandemic, additional safety features of the new and existing buildings will need to be addressed to bring students, faculty, and Classified staff back to campus. Preliminary ideas to increase safety are to retrofit new and existing buildings with plexiglass barriers between students and staff/faculty and/or signage for social distancing. The Compton College Chief Facilities Officer is currently working on a plan to provide safety features for the return to campus that will provide more detail for this budget, which is $750,000.

Technology for Employees
Compton College is replacing computers for faculty and Classified staff. This effort will ensure that all employees have mobile-friendly workstations that may be used remotely through the pandemic and thereafter. The budget for the computer refresh is $400,000.

Pandemic Part-time Staffing
Compton College is budgeting $75,000 to provide part-time/provisional staff to support pandemic-related jobs, such as entry to campus personnel and maintenance and operations support.

Measuring Success

Compton College will use several metrics to evaluate the College's use of the HEERF II funds.

Student Outcomes:
-Count/% of students who report that they feel safe on campus
-Count/% of students who report that they have access to basic needs to be successful in class
-Count of students who enroll, FTES
-Course success rate*
-Course retention rate*
-Persistence term to term (including fall to spring persistence)*
-Degree, certificate award counts*

Faculty/Staff:
-Count/% of faculty/staff who report that they feel safe on campus
-Professional development satisfaction
-Count/% of faculty/staff who participate in professional development who report a change in practice

*Established Institutional Set Goal

HEERFII Budget

Max Amount for Institutional Portion (CFDA 84.425F Allocation)   **Total $ 6,356,599**

	Budgeted Amount
Emergency Aid	$ 1,500,000
Basic Need Supports	$ 500,599
Tartar Completion Grants	$ 1,500,000
Pandemic Relief Bonus	$ 250,000
Faculty/Staff Professional Development	$ 250,000
Marketing for Compton College	$ 100,000
Enrollment Services/Outreach	$ 261,000
Data Warehouse	$ 200,000
Analytic Consultant	$ 70,000
Facilities	$ 750,000
Technology Security	$ 500,000
Technology for Employees	$ 400,000
Pandemic Part-Time Staffing	$ 75,000
	$ 6,356,599