



Personal Allies for Learning Success (PALS) Executive Summary 2023 - 2024

Program Transition and Grant Objectives

On July 1st, 2023, program oversight of the PALS program transitioned from the Title V grant to the Director of Career and Educational Planning (CEP) and the Manager of the Career and Transfer Center (CTC) within the Student Affairs Division. Additionally, the Department of Education approved a one-year no-cost extension of the PALS grant funding under the IREPO SAGE grant. The additional year extension and operational alignment change facilitated the opportunity to integrate the PALS programming into Student Affairs operations. As part of the grant requirements, a year-end final report was collected to submit to the grant.

IREPO Grant Objectives - Section Four (PALS)

- A. Increase fall to spring persistence of new students in targeted PALS cohort compared to non-participant peers
- B. Increase fall to fall retention of PALS cohort compared to non-participant peers
- C. Increase average GPA for PALS cohort compared to non-participant peers
- D. Increase credit completion rates for PALS cohort compared to non-participant peers
- E. Maintain higher rate of 12 credit enrollment for students in PALS cohort compared to non-participant peers
- F. Maintain high touch student programming for student cohort throughout the grant period and gather regular data on contact and pre and post surveys
- G. Track the number of students receiving PALS support from Opportunity Zones served by the grant

Retention and Persistence (*Grant Objectives - Section Four A & B*) Results

During our year-end review of the PALS program data from July 2023 to May 2024, strong evidence emerged that PALS program activities have positively impacted its program participants' persistence and retention rates compared to non-participants. Program participants are defined as first-time, full-time, degree-seeking students.

Fall 2022 Cohort S2S Retention Rate			All Estrella Mountain Retained 61%
Ret Next S2S Col	Count	Percent	
Not Retained S2S	139	19%	
Retained S2S	588	81%	
Total	727	100%	

Image 1: Fall 2022 to Spring 2023 Persistence Rate

- Fall 2022 to Spring 2023 - Persistence
 - Cohort retention 81% (+20%)
 - All EMCC retention 61%

Fall 2022 Cohort Y2Y Retention Rate			All Estrella Mountain Retained 42%
Ret Next Y2Y Col	Count	Percent	
Not Retained Y2Y	258	35%	
Retained Y2Y	469	65%	
Total	727	100%	

Image 2: Fall 2022 to Fall 2023 Retention Rate

- Fall 2022 to Fall 2023 - Retention
 - Cohort retention 65% (+23%)
 - All EMCC retention 42%

Fall 2023 Cohort S2S Retention Rate			All Estrella Mountain Retained 63%
Ret Next S2S Col	Count	Percent	
Not Retained S2S	115	16%	
Retained S2S	605	84%	
Total	720	100%	

Image 3: Fall 2023 to Spring 2024 Persistence Rate

- Fall 2023 to Spring 2024 - Persistence
 - Cohort persistence 84% (+21%)
 - All EMCC persistence 63%

Fall 2023 Cohort Y2Y Retention Rate			All Estrella Mountain Retained 30%
Ret Next Y2Y Col	Count	Percent	
Not Retained Y2Y	342	48%	
Retained Y2Y	378	53%	
Total	720	100%	

Image 4: Fall 2023 to Fall 2024 Retention Rate

- Fall 2023 to Fall 2024 - Retention
 - Cohort retention 64% (+27%)
 - All EMCC retention 37%

GPA and Credit Completion (*Grant Objectives - Section Four C, D, & E*) Results

PALS program participants achieved higher grade point averages and credit hour completion than non-participants. Although the PALS program alone could not be attributed to all aspects of this result, it demonstrates that participation in the program may impact these metrics.

- Fall 2023 - Average GPA
 - **PALS Cohort average GPA 2.98**
 - All EMCC average GPA 2.84
- Spring 2024 - Average GPA
 - **PALS Cohort average GPA 3.09**
 - All EMCC average GPA 3.01
- Fall 2023 - Earned Credits
 - **PALS Cohort average earned credits 12.10**
 - All EMCC average earned credits 11.43
- Spring 2024 - Earned Credits
 - **PALS Cohort average earned credits 11.51**
 - All EMCC average earned credits 10.86

Opportunity Zone (*Grant Objectives - Section Four G*) Results

The PALS program tracked participants who came from an opportunity zone. The federal government classifies opportunity zones that demonstrate higher at-risk factors. A component of the PALS program is tracking program participants from opportunity zones. Nearly 30% of all program participants were from designated opportunity zones.

- In total - 29% of Fall 2022, Fall 2023, and Spring 2024
 - 30% of Fall 2022 cohort
 - 16% of Spring 2023
 - 30% of Fall 2023
 - 26% of Spring 2024

Institutionalization of PALS programming - Case Management Integration

Due to the ending of the grant, the PALS program officially sunsetted on May 10, 2024. During its operation under Student Affairs, the program demonstrated empirical evidence of positive influence on student persistence and retention rates, as well as success metrics such as grade point average and credit completion. While this positive impact cannot be attributed to the PALS program alone, it does provide evidence that

the framework used creates a greater opportunity for student persistence, retention, GPA, and credit momentum. Further, the ability to impact educational attainment in our community with at-risk populations is notable. These factors in combination with all of the EMCC institutional efforts have a tremendous opportunity to advance and achieve the 2024-2027 strategic goals and College mission. The success of the program is being reviewed to extract and incorporate best practices from the PALS programming into the Student Affairs Case Management approach over the next academic year.

A case management integration briefing will occur toward the end of the fall semester from the Dean of Students - Retention and results will be tracked and reported out at the end of the academic year.

End of Fall 2024 Semester

Outline of PALS program integration into Case Management
Tracking/Metrics identified

End of 2025 Academic Year

Summary of Tracking/Metrics identified
Results summary

Questions may be directed to Isaac Torres, isaac.torres@estrellamountain.edu or (623) 935-8978.

Thank you,
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Dean of Student Affairs - Retention

Appendices, PALS Dashboard:

<https://dashboards.maricopa.edu/#/views/IREPODashboardR27/Fall2023toFall2024Retention?:iid=1>