

## Seattle University

Fostering Scholars Program  
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### Passport Viable Plan for Seattle University

**Date**

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**Developed By:**

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**Reported to:**

Washington Student  
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Passport to College Program  
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The state of Washington created the Passport to College Scholarship program through RCW 28B.117. The Passport to College program is administered by the Washington Student Achievement Council (WSAC) and helps current and former foster youth enroll, persist, and complete a postsecondary education. WSAC provides institutions with financial incentives for agreeing to have a “viable plan” for supporting Passport students by:

- **Leadership Commitment:** Create a lasting institutional commitment to serve current and former foster youth by designating a president, chancellor, vice-president, or other position of leadership to advocate and take responsibility for the program’s success.
- **Designated Campus Support Staff:** Designate a knowledgeable “home base” staff person who can direct youth in the areas of financial aid, academic guidance, personal issues, and career counseling / advising. The designated staff person will also be responsible for preparing campus personnel in these areas to assist referred Passport students.
- **Connect with Social Services and Independent Living Providers:** Work with SETuP program staff, Department of Children, Youth and Families (DCYF) and its contracted Independent Living (IL) providers and other nonprofit agencies serving foster youth to ensure students from foster care receive a full-range of support services and other college preparation information. Ensure appropriate releases of information are in place in order to most efficiently serve students.
- **Financial Aid:** Review each Passport student’s individual budget to recognize their actual living expenses and tailor the financial aid package, to utilize all available resources to meet the student’s full need and minimize reliance on loans.

## Period of Performance

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The Viable Plan shall commence on **July 1, 2018**, and shall continue through June 30, 2020.

## Purpose

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- To recruit and provide outreach to eligible Passport students.
- To provide Passport enrolled students with services and support so they are able to successfully persist and complete a postsecondary education.

## Leadership Commitment

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The president of **Seattle University** supports the program and has authorized all necessary college services and leadership to ensure program success.

## Key Staff

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*Changes to key staff must be communicated to WSAC within 30 days of the change.*

### **Designated Support Role and Responsibility**

#### **Colleen Montoya Barbano, MSW**

Director, Fostering Scholars Program

Description of Responsibilities: Oversee all aspects of the Fostering Scholars Program. Design and implement a comprehensive program of support for Seattle University undergraduate students who have experienced the foster care system. Supervisor the program's assistant director. Serve on the State Passport Leadership Team and the King County Passport Consortium to inform and support statewide and local efforts to improve post-secondary educational outcomes of foster youth.

### **Additional Roles and Responsibilities** (for example, Passport Navigator, Leadership)

**Karina Saunders**, Assistant Director, Fostering Scholars Program; **Yen Ngo**, Associate Director, Student Financial Services

### **Additional Offices** (e.g. admissions and registration, advising and counseling, multicultural services, campus champions)

Many other campus offices work in collaboration with the Fostering Scholars Program to provide support and services to scholars. Those include, but are not limited to the following: Office of Undergraduate Admissions; Office of the Registrar; Office of Multicultural Affairs; Counseling & Psychological Services; Housing & Residence Life; Advising; Office of University Advancement; Dean of Students; Office of Disability Services; Learning Assistance Programs.

## Recruitment Plan

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### Current Recruitment Practices/Activities that will continue:

- Conduct annual presentations to local community partners, including Independent Living providers, Treehouse, and SETuP providers.
- Attend local and regional college fairs and conferences, including Make-it-Happen and the Pacific Northwest Association of College Admission Counseling Annual Conference.
- Host campus visits by students and support staff from Treehouse, Refugees Northwest, and other community partners.
- Distribute information about Fostering Scholars Program and Passport Program to regional high school and community college partners.
- Continue to maintain a close working partnership with SU Office of Admissions.
  - Designated points of contact with both First Time in College and Transfer Admissions
  - Bi-annual presentations for admissions staff

### Recruitment Goals for 2019:

- Initiate relationship with K-12 Foster Care Liaisons in order to increase awareness of Seattle University's scholarship program and identify opportunities to reach high school-aged foster youth directly.
- Identify two new opportunities to facilitate direct recruitment efforts with community-based and/or, K-12 school-based partners.
- Strengthen internal alignment with SU Office of Admissions, with a particular focus on Transfer Admissions, through staff training and shared collateral.
- Conduct 2-3 in-person campus visits to regional community colleges.

### *Questions for consideration for program planning:*

*What is the right size of program in order to maintain program success and ensure fidelity to program model?*

*How does the answer to this question inform the program's recruitment strategy?*

## Retention and Graduation Plan

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**Student Admission, Selection, & Orientation Phase.** A successful Retention and Graduation Plan begins with intentional and thorough admissions and orientation processes.

- *January-March:* Fostering Scholars application process. Application deadline in mid-March.
- *April:* Fostering Scholars applicant interviews. Each applicant attends an individual interview with a panel of campus staff, including Designated Support Staff. Goals of interview:
  - To introduce program of support and expectations
  - To establish early connections with campus staff
  - To gather information about students' goals and needs
  - To provide information about transition to campus

- To determine eligibility for Fostering Scholars scholarship, Passport Scholarship, and other financial aid resources.
- *May:* Finalize selection of scholars. Schedule one-on-one pre-enrollment and summer planning meetings with each new scholar.
- *June-August:* Provide new scholars with campus transition assistance, including:
  - Campus Room & Board (as needed)
  - Assistance completing documentation requirements
  - Campus connections and introductions
  - University New Student Orientations (Summer in Seattle for FTIC; Transfer Success for Transfer Students)
- *September:* Two-day New Scholar Orientation (Appendix A)

**Student Enrollment Phase.** In order to ensure that the Fostering Scholars program effectively supports the whole student, the Fostering Scholars Program will use the Seven Life Domains Framework (developed by Casey Family Programs; adapted by Western Michigan University) to organize the program’s design. The Seven Life Domains model (Appendix B) centers the “Education & Academics” domain with the other six domains in position to influence and to either impede or support a student’s educational and academic progress.

*Education and Academics Domain:*

- The New Scholar Orientation includes multiple sessions that introduce strategies and resources for achieving academic success, including a tour and workshop with staff from Learning Assistance Programs and visits to Disability Services, Writing Center, and the Math Lab.
- Prior to enrollment, new scholars complete the Learning and Study Strategy Inventory (LASSI), a tool to help students identify their strengths as well as areas to improve. Scholars are required to meet with a Learning Specialist to review their individual LASSI results.
- Scholars enrolled in their first year at Seattle University must complete a Mid-Fall Quarter Progress Report.
- Scholars who struggle academically and/or who are placed on Academic Probation are required to meet with program staff on a weekly or bi-weekly basis.
- Scholars are required to submit an annual Scholarship Renewal Form each fall (Appendix C).

*Cultural and Personal Identify Formation Domain:*

- The New Scholar Orientation includes a session with the Office of Multicultural Affairs with the goals of establishing scholars with an early connection to OMA staff and beginning a conversation about identify and intersectionality.
- In addition to covering topics such as Solo Status and Stereotype Threat in Check & Connect (see Supportive Relationships Domain), scholars often initiate their own conversations about race and identity during Check & Connect sessions. Staff is encouraging of such dialogues and supports scholars, or assists with facilitation, when needed.
- Scholars are encouraged to attend the New Student Retreat, and other campus-sponsored retreats. Incentive Grant Funds cover fees associated with retreats.

*Employment Domain (including financial aid):*

- Each Passport scholar’s individual budget is reviewed to tailor the financial aid package and to meet the student’s full need. Passport Scholars at Seattle University, who meet the

eligibility requirements for the Fostering Scholars Scholarship, receive a full financial aid package without loans.

- Scholars are required to attend Financial Aid 101 with Student Financial Services staff during or prior to their first quarter of enrollment.
- Scholars are required to participate in a Finances & Budgeting 101 workshop during first year of enrollment.
- The program offers scholars a series of workshops and opportunities in the area of career preparation. These have included, and will continue to include, a combination of the following:
  - Annual Lunch & Learn with Career Engagement Office
  - Individual 1:1 career coaching
  - Resume Workshop
  - Using Your Summer Wisely Workshop
  - Workplace Site Visits (example, Google Kirkland Campus)
  - Seattle University Ambassador opportunities for networking (Annual Gala, donor stewardship)

#### *Housing Domain:*

- Scholars receive the guarantee of year-round Room & Board, which includes all break periods.
- Scholars receive access to a Post-Graduation Transition Fund (supported in part by Passport Incentive Funds. Examples include rental deposit and short-term storage.

#### *Life Skills Domain:*

- Life skill topics are often included in 1:1 meetings throughout the academic year. Program staff identify opportunities with scholars to provide life skills coaching. Examples include, walking students through or role-playing making various appointments such as doctor's appointments, communicating with insurance providers, navigating various systems, budgeting.
- Check & Connect (see Supportive Relationship Domain) topics include Setting SMARTE Goals, Time Management, Problem Solving Strategies, and Budgeting.

#### *Physical and Mental Health Domain:*

- Scholars who do not qualify for Medicaid receive Student Health Insurance.
- Scholars have access to a Health & Wellness Fund to cover expenses uncovered by insurance such as dental care, vision care, and mental health services.
- Scholars have access to an Emergency Fund to cover unanticipated emergency expenses.
- Program staff coordinate with Campus Counseling & Psychological Services and community-based mental health providers to match scholars with appropriate services.
- Program staff work in close collaboration with the Office of Disability Services to refer scholars and to ensure that students receive accommodations as needed.
- The program offers scholars workshops and opportunities in the areas of physical and mental health. These have included, and will continue to include, a combination of the following:
  - Mindfulness and Meditation Workshop
  - Fitness and personal trainer resources
  - Stress Buster Workshop
  - Diagnostic and clinical assessment referrals

### *Supportive Relationships and Community Connections Domain:*

- Scholars enrolled in their first year at Seattle University are required to meet weekly with a member of the Fostering Scholars staff. The goals of these 1:1 meetings are:
  - To establish trusting relationships;
  - To support scholars' successful transition to Seattle University;
  - To provide resource referrals and make campus introductions;
  - To provide scholars with coaching in order to increase their own capacity to engage and access campus resources;
  - To support scholars in their own personal, academic, and professional growth and discernment.
- Scholars are required to attend Check & Connect, a first-year cohort experience designed to build a sense of belonging, a community of peer support, and the skills needed for post-secondary success. Through regular gatherings at which scholars share a meal, build community, and discuss topics such as Imposter Syndrome, Time Management, and Solo Status, students gain important skills, share in a community experience, and establish a sense of belonging critical to retention.
- All scholars are required to attend the Fostering Scholars Annual Back-to-School Bowling Party held each October.
- All scholars are encouraged to attend the following program offerings designed to support meaningful connections and community development:
  - Monthly Community Dinners
  - Group outings, arts and cultural events
  - Annual holiday dinner party
  - Annual graduation dinner celebration
  - Finals Week study hall
  - Movie and game nights

## Connections with Regional Partners

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### Current Community Connection Activities that will continue:

- Fostering Scholars program staff serve on and co-chair the regional King County Passport Consortium.
- The Fostering Scholars program director is a member of the Washington State Passport Leadership Team.
- Program staff maintain collaborative partnerships with many state, regional, and local partners including:
  - Treehouse
  - Independent Living Programs
  - SETuP
  - Mockingbird Society
  - Children's Administration
  - College Success Foundation
  - Refugees Northwest
  - ETV

### Community Connection Goals for 2019:

- Through the King County Passport Consortium, strengthen relationships and meaningful collaboration with area colleges and community-based partners.
  - Increase the number of college staff represented on Consortium from three to six.
  - Broaden representation of community-based organizations represented on Consortium by including partners who serve a diverse representation of youth and young adults, including those who have experienced Tribal and International Foster Care.
  - Establish a regular platform for peer-supported student-focused technical assistance.
  - Implement a “year in review” process in which the Consortium assesses its successes and challenges.

## Funding

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### Awarding Financial Aid

Student Financial Services reviews each Passport Scholar’s individual budget to tailor their financial aid package and to utilize all available resources to meet the student’s full need. Passport Scholars enrolled in the Fostering Scholars Program currently receive a full financial package to Cost of Attendance. Scholarship recipients’ awards cover: full-time tuition, year-round on-campus room and board, books, all academic and enrollment fees, Student Health Insurance (when applicable).

Efforts are underway to raise \$10 million toward a Fostering Scholars endowment that will support eligible Passport Scholars at Seattle University in perpetuity.

### Use of Supplemental Support / Utilization of Incentive Grants

Incentive Grant funds are a critical resource to adequately serve and support the unique needs that Passport Scholars face on campus. At Seattle University, Incentive Grant funds are processed through the Office of Sponsored Projects for the use of the Fostering Scholars Program. Below is a list of funding areas supported by Incentive Grant funding.

- Program Staff (as of 11/18, 0.2 FTE of the Fostering Scholars Assistant Director position)
- Health and Wellness (mental health, dental, vision care)
- Emergency Funding (unanticipated emergency expenses, most often medical-related)
- Scholar Community dinners/events (monthly community dinners, retreats, celebrations)
- Scholar Transportation Assistance (quarterly ORCA Passes)
- Technology Lending Library (laptops, cameras, other equipment for educational purposes only)

### Funding/Utilization of Incentive Grants Goals for 2019

- Clarify budgeting processes as they relate to Office of Sponsored Projects.
- Determine scholar process for requesting and receiving support from Incentive Grant funds.
- Identify priorities for Incentive Grant funding (opposed to other sources).
- Establish clear and reasonable policies for Technology Lending Library

# Expectations of the Student

## Scholar Expectations

- Maintain Satisfactory Academic Progress;
  - Minimum 2.0 GPA
  - Minimum of 12 credits/quarter (or Full-Time-Equivalency with required documentation)
- Attend required events and meetings;
  - Weekly 1:1 meetings during first year of enrollment at Seattle University
  - Monthly Check & Connect cohort meetings during first year of enrollment
  - New Scholar Orientation (September)
  - Back-to-School Bowling Party (October)
  - End-of-Year Graduation Celebration (May)
  - Graduation Lunch with President of University for graduates (June)
- Complete Annual Fostering Scholars Renewal Form;
- Be receptive to staff monitoring academic performance and university records;
- Abide by all university standards for appropriate conduct, community behavior, including campus housing policies.

## Goals for 2019

- Use Seven Life Domains and coaching framework to develop and achieve student-centered goals.
- Assist each graduating senior in the development of an individualized Post-Graduation Plan that includes professional, financial, and housing elements.

## Other

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### Additional Program Goal for 2019

- Develop action plan for Passport to Career Program expansion – with particular focus on serving Unaccompanied Homeless Youth population – by working in collaboration with key campus partners:
  - Office of Undergraduate Admissions
  - Student Financial Services
  - Indigenous Peoples Institute
  - Outreach Center
  - Dean of Students
  - Student Academic Persistence
  - Campus Ministry