Connecting SAP & Retention

SASFAA Conference
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Today's Objectives

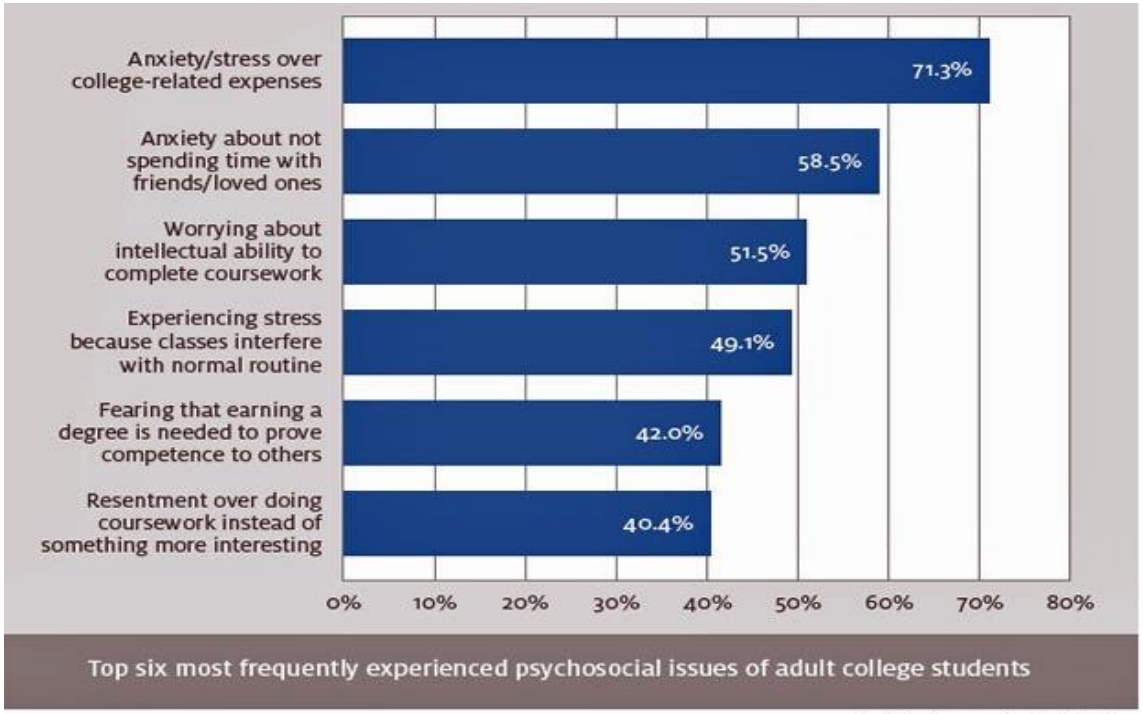
- Connecting SAP to retention
- Review federal SAP regulations
- Discuss what to consider when developing a SAP policy
- Examine communications strategies
- Review school examples

Importance of Retention

"When students drop out, it is bad for them because they lose huge future career and income potential; bad for the institution they leave because of lost reputation, revenue, and opportunity to make a difference in the students' lives; and bad for society because of the need for an educated work force that is able to compete in the global marketplace."

Read more: "Research to Improve Retention" by Robert J Sternberg, Inside High Ed 2/7/13
http://www.insidehighered.com/views/2013/02/07/essay-use-research-improve-/stud/ent-retention#ixzz2x6N6Eqix

#1 Concern Of Dropouts Is Financial



Source: Apollo Research Institute as reported by AOL Jobs
http://jobs.aol.com/articles/2012/08/13/top-6-reasons-older-college-students-drop-out/

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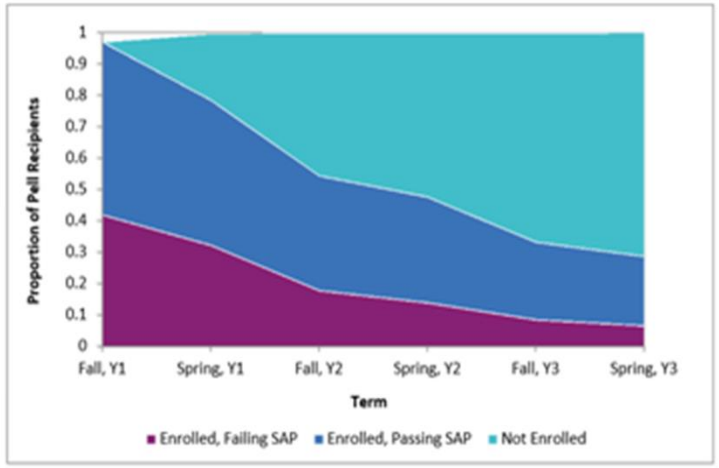
Academic Performance and Loss of Funding Risk

Recent Study Ties SAP to Dropouts

- 21% of first-year Pell recipients in 2012 failed to meet the SAP GPA standard
- SAP failure likely adds to dropout rather than as persistence rate without financial aid

Figure 3: Pell Entrants' Enrollment by SAP Status Across Academic Terms



Sounrce: Center for Analysis of Postsecondary Education and Employment (CAPSEE)
http://capseecenter.org/pell-grants-as-performance-based-aid/

Financial Aid TV
ANSWERS ON DEMAND

Federal Government Proposed Rating System

- The White House plans to rate your college starting in 2015-2016 school year
- Graduation Rate is assumed to be major factor
- May decrease federal funding starting in 2018

Read more: "The White House plans to rate your college — here's what you need to know" by Kyla Calvert, PBS 8/27/14, http://www.pbs.org/newshour/updates/know-white-house-plan-rate-college-value/

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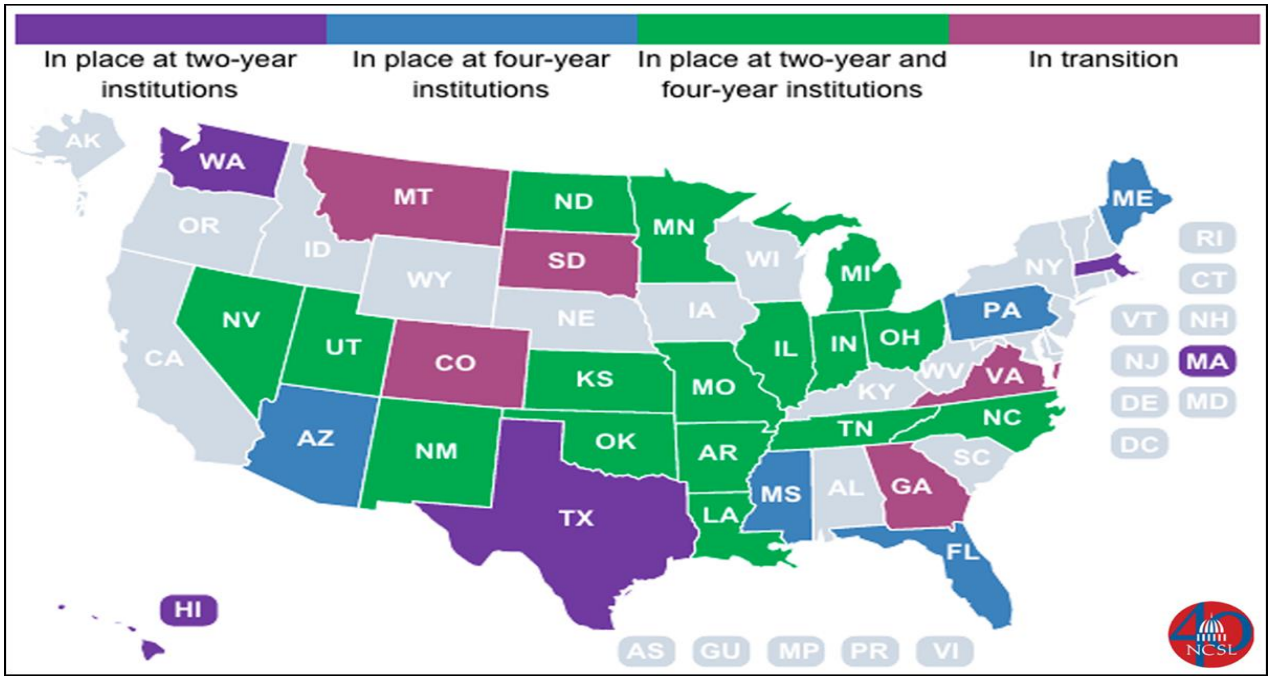
25 States Link Higher Ed Funding to Performance



Source: National Conference of State Legislatures http://www.ncsl.org/research/education/performance-funding.aspx
Read more: "Half Of States Incentivize Colleges To Graduate More Students" by Reid Wilson, Washington Post, 3/17/14, http://www.washingtonpost.com/blogs/govbeat/wp/2014/03/17/half-of-states-incentivize-colleges-to-graduate-more-students/

What the Federal Government Says about SAP

"An institution must establish a reasonable satisfactory academic progress policy for determining whether an otherwise eligible student is making satisfactory academic progress in his or her educational program and may receive assistance under the title IV, HEA programs."

Reference §668.34
http://www.ecfr.gov/cgi-bin/text-idx?c=ecfr&SID=9b0be01839ad274bc33fe014604ea2de&rgn=div8&view=text&node=34:3.1.3.1.34.3.39.4&idno=34

Principles

- Consistently applied to all Title IV programs
- Evaluated regularly
- Ensures those not meeting don't receive Title IV funds
- Outlines how to reestablish eligibility

Systematic Approach

- Qualitative or grade-based
  - Comparable assessment measure in contrast to norm
  - Can require overall cumulative Grade Point Average (GPA) as well as enrollment period GPA requirement
  - Must be cumulative
  - Requires that student enrolled 2+ years must have a GPA of at least a "C" or its equivalent
- Quantitative or time-related
  - Measure progress toward program completion
  - Can require overall cumulative completion pace as well as enrollment period pace requirement
  - Must be cumulative

Remember: *Describe treatment of incompletes, withdrawals, remedial coursework, repetitions, or transfers of credits*

Pace Rate

- Cumulative number of credits/hours earned by the cumulative number of credits/hours attempted
- Typically schools publish the percentage
- May defer by grade level, program, etc..
- Example
  - Cumulative Credits Earned: 12
  - Cumulative Credits Attempted: 20
  - Pace Rate: 60%

Reestablishing Eligibility

Financial Aid Warning

- No appeal necessary
- Available for one payment period
- Unable to grant for 2 consecutive payment periods

Remember: *School must notify students of SAP review and impact*

Financial Aid Probation

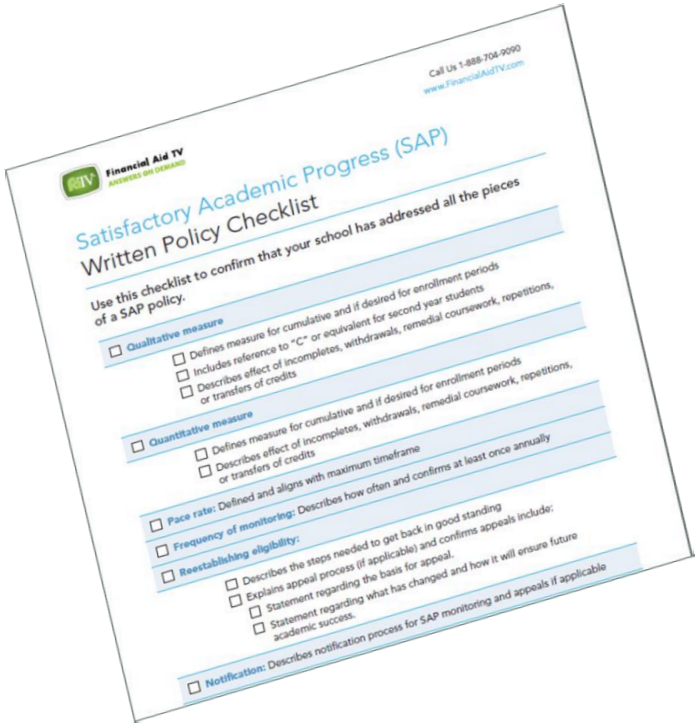
- Appeal
  - Describes why failed to maintain SAP
  - Outlines change in circumstances to allow to meet SAP now
- School grants appeal
  - With expectation student meets SAP in next payment period
  - If successfully fulfill specific terms and conditions designed for student by specified point in time

SAP Related
Top Audit & Program Review Findings

- Misalignment of pace of progression and maximum timeframe
- Applying a different policy than the official written SAP policy
- Failure to properly monitor and/or document satisfactory progress

Source: USED Federal Training Officer David Bartnicki's 2013 NASFAA presentation

SAP Written Policy Checklist



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Satisfactory Academic Progress (SAP)

Written Policy Checklist

Use this checklist to confirm that your school has addressed all the pieces of a SAP policy.

- ☐ **Qualitative measure**
  - ☐ Defines measure for cumulative and if desired for enrollment periods
  - ☐ Includes reference to "C" or equivalent for second year students
  - ☐ Describes effect of incompletes, withdrawals, remedial coursework, repetitions, or transfers of credits
- ☐ **Quantitative measure**
  - ☐ Defines measure for cumulative and if desired for enrollment periods
  - ☐ Describes effect of incompletes, withdrawals, remedial coursework, repetitions, or transfers of credits
- ☐ **Pace rate:** Defined and aligns with maximum timeframe
- ☐ **Frequency of monitoring:** Describes how often and confirms at least once annually
- ☐ **Reestablishing eligibility:**
  - ☐ Describes the steps needed to get back in good standing
  - ☐ Explains appeal process (if applicable) and confirms appeals include:
    - ☐ Statement regarding the basis for appeal.
    - ☐ Statement regarding what has changed and how it will ensure future academic success.
- ☐ **Notification:** Describes notification process for SAP monitoring and appeals if applicable

Proactive Communications

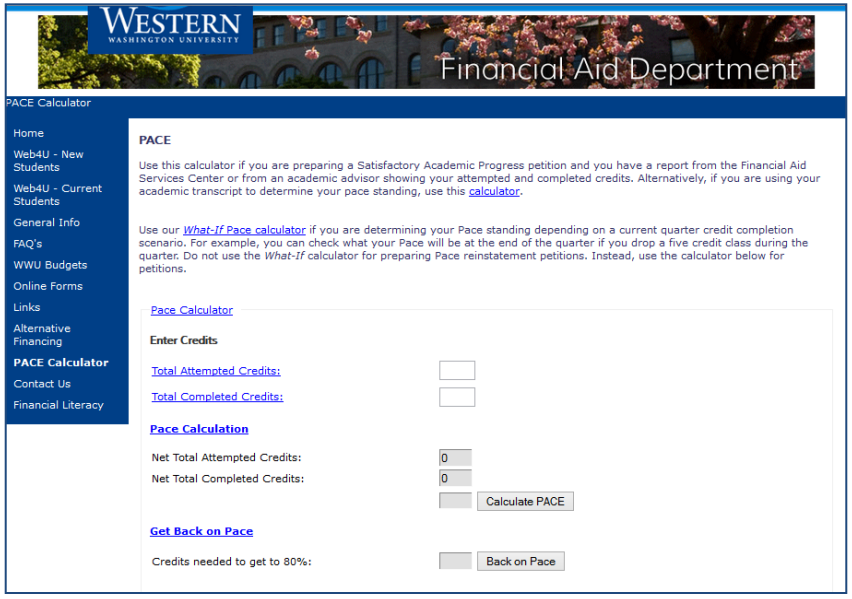
- Offer online, video based SAP counseling
- Deliver SAP content in Student Orientation
- Partner with Academic Advising & Registrar's Office to disseminate info
- Make an in-person SAP Counseling session available as an option to all students
- Work with Extended Opportunity Programs and Services (EOPS) & other outreach office to require session for program participants

Communications To At Risk Students

- Make online, video based SAP counseling available to explain the basics, review the appeal process, and measure their understanding
- Offer one-on-one, in-person meetings to discuss the SAP evaluation and discuss appeal process
- Provide an SAP session to all those who failed to meet requirements

SAP Counseling
Sacramento City College

SAP Counseling
Western Washington University



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SAP Counseling
Fullerton College

Recap on Tools to Use

- Emails and your FAM system
- Pace Rate Calculator
- Workshops
- Online counseling
- One on one counseling
- Your team
- Your colleagues

Thank You for Attending!

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