EXHIBIT A

MODEL CORE REQUIREMENTS

Administrative

- Provide a program coordinator with dedicated time to plan and administer program activities and oversee program budget. The program coordinator must attend the Umoja Community Summer Learning Institute.

- Provide faculty member with appropriate reassigned time to prepare for and deliver Umoja programs. Faculty member must attend Umoja Community Summer Learning Institute.

- Provide a designated counselor with appropriate reassigned time. Counselor must attend Umoja Community Summer Learning Institute.

- Provide a new student orientation/welcoming ritual/rite of passage or other event at the onset of the program and a year-end/culmination/awards program at the conclusion of the academic year for first-year students.

- Support campus research office to produce a report each academic year to include an evaluation of the program retention, persistence, and success data.

- Support college/district IT department to submit each term the proper MIS data to CCCCO indicating active Umoja students, as required by the CCCCO.

Curriculum

- Provide a learning community model (students take two or more linked courses) or cohort model (students enroll in one program course and other classes with the general population). In the absence of a learning community or cohort model, students should be placed in "Umoja-supported" classes during the semester. An Umoja-supported class is one in which the participating faculty receive ongoing training and regular support from the college Umoja program coordinator and staff to ensure the success of the students.

- Provide a two-semester sequence of counseling-based classes for first-year students in the program. In the absence of these courses, ensure that students are receiving ongoing counseling information in the form of seminars or workshops. These seminars or workshops will only replace counseling-based classes for a limited and agreed upon period of time. If the program offers alternative courses that serve a similar purpose to a guidance course, the Umoja Regional Coordinator will need to approve these courses as satisfying this core requirement.

Village Space

- Provide a dedicated space to serve as a "village" area where program students and staff can gather. In the absence of a dedicated space, the college will arrange for students to meet on a regular basis (e.g., weekly) to gather for program activities. This provisional arrangement should be temporary as the program coordinator works with the appropriate college administrators to secure a "village" space.

Student Support Services

- Provide counseling services, including, but not limited to assessment, orientation, counseling, student educational plans and follow-up services until the student accomplishes his/her stated educational goal.

- Provide intrusive counseling support—academic, personal and career—and follow-up services until Umoja program students graduate or transfer to a four-year university.

- Provide a leadership and/or mentoring program with college staff and/or community, professional, or peer mentors. In the absence of a formal leadership/mentoring program, the college should provide ongoing campus-based lectures/speakers that motivate student engagement and success. Also, in the absence of a formal leadership/mentorship program, the Umoja staff should actively encourage students to seek mentorship on the campus or in the community.

Training and Support

- Participate in an initial Summer Learning Institute for staff training and development (all program team members preferred).

- Provide sufficient reassigned time to designated college staff to attend mandatory Umoja training sessions, including the week-long Umoja Summer Learning Institute. At minimum, the program coordinator, classroom instructors and the counselor should plan to attend.

UMOJA MARKS

The Umoja logos are under review for being trademarked and expected during fall 2016.

Exhibit C

BENEFITS OF JOINING THE UMOJA COMMUNITY CONSORTIUM

The Umoja Community Education Foundation is a statewide organization dedicated to increasing retention and success rates of African American and other disproportionately impacted students. Colleges with programs aimed toward this cause benefit from joining the Umoja Community by becoming a part of this statewide network. A major benefit of this network is access to professional development training on culturally relevant pedagogy specifically designed to enhance the lives of African American and other disproportionately impacted students. This network also affords program staff access to a team of educators trained in Umoja Practices and who are available to provide support and guidance to assist faculty and staff in meeting their program objectives. Onsite visits by a team of Umoja Community professionals are also available. Site visits are designed to assess program strengths and weaknesses and include recommendations for strengthening program efficacy. Programs also benefit by having access to specially designed webinars offering training and information on changes to statewide policy and regulations.

How do students benefit?
Students benefit from Umoja Community programs in the following ways:
- Increased rates of course retention, completion and success.
- Opportunity to attend Umoja Community sponsored conferences and regional symposia.
- Access to Umoja Community scholarships and discounted rates for HBCU tours.
- Curriculum and teaching practices designed to empower and increase self-efficacy.
- Opportunity to develop leadership skills in a supportive environment.
- Opportunity for on-the-spot admission to several Historically Black Colleges and Universities at the annual fall conference

What are the benefits for your program?
- Discounted registration fees to all Umoja Community sponsored professional development activities including the annual fall conference, regional symposia and the Summer Learning Institute.
- Inclusion in the State Chancellor's Office MIS Special Populations data submission
- Member of a professional network supportive of the needs and interests of programs designed to increase retention and success of African American and other disproportionately impacted students.
- Representation as a collective voice at the state Chancellor's office supporting issues of equity for students of color particularly African American and other disproportionately impacted students.
- Opportunities to discuss program challenges and issues with other Umoja Community programs during regional meetings and forums.
- Immediate intervention and support if sustaining your program becomes a challenge.

What do consortium fees support?
- Underwriting costs to sponsor professional development trainings.
- Basic operating expenses for the statewide Umoja Community Board of Directors (Board members do not receive a salary or stipend.).
- Supplies for professional development activities.
- Operating expenses for Regional Coordinators to conduct site visits.
- Grant preparation, reporting and submission.

Fiscal benefits
- All Umoja programs are supported by funding received through grants and other funding streams, when funding is available.

EXHIBIT D

UMOJA DATABASE

In accordance with the Umoja Community Education Foundation developing its own database in partnership with the California Community College Chancellor's Office, Umoja Community and the CCCCO MIS division has entered into an MOU agreement for data sharing with Umoja Community Education Foundation.

Umoja's work with the MIS Division at the Chancellor's Office promises, through the Special Populations database, and any program specific databases, to provide the Umoja Community the ability to analyze and provide outcomes comparable to those identified in the CCCCO Statewide Student Equity initiative and the system scorecard for all of its programs, and learn from the data. In relation to sharing this data, the CCCCO MIS division has also agreed to perform some programming that will provide the data within specified frameworks and definitions.

CCCCO MIS and Umoja agreed upon an Umoja Data Request so that CCCCO MIS can write programming and provide necessary data to both Kandia Consulting and the CSUS Institute for Social Research; the agreed upon Umoja Data Request includes all the fields that the Special Pops Database could activate in the future to make the tool more effective for Umoja programs.

Umoja anticipates the database to be developed in late fall 2016 and will provide training to all the Umoja programs upon its completion for regular data entry and collection.

EXHIBIT E

UMOJA COORDINATOR REASSIGNMENT GUIDELINES

Umoja strongly recommends that program coordinators, and other faculty who provide coordination duties, are given sufficient reassigned time to coordinate the Umoja program. Along with performing typical coordination duties as outlined in the collective bargaining agreement and as practiced at the college, Umoja coordinators will be tasked to communicate and collaborate with the statewide Umoja Community, including participating in regional activities, hosting site visits, interacting with affiliated members in the Umoja network and providing data and information upon request and according to the Scope of Work articulated with the California Community Colleges Chancellor's Office.

The coordination of an Umoja Program should always be performed by a faculty member.

Faculty who are coordinating a program with less than 40 students currently enrolled in learning community courses and cohort activities should be provided 0.5 FTE reassigned to perform all duties, except for instruction, including, but not limited to: planning, scheduling, calendaring, meetings, event attendance, program review, equity planning and other program related tasks.

Faculty who are coordinating a program with 40 or more students currently enrolled in learning community courses and cohort activities should be provided 1.0 FTE reassigned time to perform all duties except for instruction, including, but not limited to: planning, scheduling, calendaring, meetings, event attendance, program review, equity planning and other program related tasks.

EXHIBIT F

PROFESSIONAL DEVELOPMENT

Professional development offered through the Umoja Community Education Foundation is a fundamental component for the Umoja program. Generally, a series of specific activities are offered and Umoja programs are strongly recommended to attend:

- Statewide Conference (2 days in November)
  Attendees: Students, Faculty/Staff

- Winter Retreat (2 days in January)
  Attendees: Faculty/Staff

- Regional Symposia (1 day each in Northern and Southern California March and/or April)
  Attendees: Students, Faculty/Staff

- Summer Learning Institute (5 days in June)
  Attendees: Faculty/Staff – **REQUIRED ATTENDANCE**

For each of the Professional Development activities, each Umoja program is required to cover its own travel and registration costs. The suggested payment deadline is as follows:

- Statewide Conference (2 days in November)
  Payment Deadline: October 1
  Estimated Registration Costs per person: $450 faculty/staff; $250 students (includes conference materials and meals)

- Winter Retreat (2 days in January)
  Payment Deadline: December 1
  Estimated Registration Costs per person: $200 (includes conference materials, lodging and meals)

- Regional Symposia (1 day each in Northern and Southern California March and/or April)
  Payment Deadline: February 1
  Estimated Registration Costs per person: $25 faculty/staff; $15 students (includes symposia materials and meals)

- Summer Learning Institute (5 days in June)
  Payment Deadline: May 1
  Estimated Registration Costs per person: $2,000 faculty/staff (includes institute materials, lodging and meals)