

BUTTE-GLENN COMMUNITY COLLEGE DISTRICT

CLASS TITLE: RETENTION SPECIALIST

L226.100

BASIC FUNCTION: Under the direction of an administrator, the Retention Specialist develops, implements and evaluates activities designed to increase student retention, persistence and completion. Provides guidance and support for Butte College students who need assistance staying on track for degree completion. Enhances student success by offering a variety of programs and services that include personal coaching, on-going support and follow-up; developmental workshops, degree progress consultations and referrals to other on-and off-campus resources. This position also coordinates interventions for the Early Alert System and provides oversight and guidance for students on academic probation and/or dismissal. The Retention Specialist also focuses on students who are not making satisfactory academic progress for financial aid.

REPRESENTATIVE DUTIES: *(The duties recorded below are representative of the duties of the class and are not intended to cover all the duties performed by incumbent(s) of any particular position. The omission of specific statements of duties does not exclude them from the position if the scope of work is similar, related or a logical assignment to this class. The essential duties of the class are indicated with an asterisk *)*

- *1. Provides coordination and management of retention efforts within assigned area.
- *2. Structures, conducts and analyzes students' needs assessments based on early alert referral and/or counseling notification. Reviews program applications and conducts intake interviews as appropriate.
- *3. Consults with District staff and departments regarding student needs in order to develop and provide early and appropriate interventions, solutions, guidance and follow-up to improve student retention, persistence and completion. Works collaboratively with District programs and departments.
- *4. Based on assignment, develops, coordinates and maintains the College's Early Alert Program.
- *5. Manages student caseloads based on need, actively monitoring class attendance and academic performance.
- *6. Provides individual coaching to help foster student success, academic development, and assists students to develop and achieve career preparation and/or transfers goals.
- *7. Maintains documentation of all student interactions; generating regular performance reports summarizing student progress. Updates the College's Student Information System (SIS) and other related databases as necessary, ensures accurate reporting of MIS data related to students served and provides data for reports related to the Student Success and Support Program and the Student Equity Plan as requested.
- *8. Plans and executes intervention strategies for students who receive academic alerts in collaboration with academic units. Tracks student involvement in support resources on campus including academic counseling, financial aid awards and development of Student Educational Plan (SEP).
- *9. Provides clarification and support to students regarding specific action plans related to their level of probation and/or dismissal.
- *10. Coordinates, schedules, documents and supervises activities to include, but not limited to, out-reach functions, seminars, workshops and field trips.
- *11. Conducts workshops and presentations for students and/or organizations to include, but are not limited to, goal setting, time management, study skills, communication skills and value clarification.
- *12. Collaborates with Financial Aid on workshops pertaining to financial literacy.
- *13. Utilizes all District services, community agencies, special programs and interest groups affecting services offered to students for purposes of student retention, degree completion and transfer.
- *14. Performs advanced-level document production to prepare a wide variety of materials which include, but are not limited to, correspondence, reports, surveys, forms, charts and spreadsheets.
- *15. Monitors the effectiveness of the area of responsibility by conducting surveys for the evaluation of services provided. Develops action plans to correct any issues and manages the implementation of these plans.
16. Stays informed of present and pending laws, rules, regulations and interpretations on the variety of areas affecting student success and retention.
17. Assists in the development of Student Learning Outcomes; addresses outcomes which pertain to areas of responsibilities.
18. Serves on a variety of District committees as directed.
19. May perform other duties as assigned within the scope of the position.

MINIMUM QUALIFICATIONS:

- **EDUCATION AND EXPERIENCE:**
 - Bachelor's Degree in management, social or behavioral science, special education, counseling, school counseling, occupational therapy or a related field; **AND**
 - One (1) year of experience providing guidance and support to students or participants promoting retention and/or completion of a program in a non-educational or educational program offered at or through a non-educational organization.

- **CERTIFICATES, LICENSES, REGISTRATION AND OTHER REQUIREMENTS:**

- Hold and maintain a valid driver's license throughout duration of employment with the District.
- Some travel may be required

DESIRED QUALIFICATIONS:

- Two (2) years of experience working at a community college.
- Experience in disabled student services, academic coaching, retention and transfer strategies.
- Experience working with social services agencies and collaborating with educational partners.
- Experience assisting students in accessing academic and non-academic resources
- Experience working with students from underrepresented groups.
- Bilingual proficiency.

KNOWLEDGE, SKILLS AND ABILITIES: (*May be acquired through education, training and/or experience.*)

Knowledge of: District policies and procedures; laws and ordinances pertaining to the specific responsibilities of the position; available student support programs and services; community resources available to students; modern office management methods and technology; administrative services that support the delivery of higher education including but not limited to enrollment, financial aid, student and veteran services; individual interview and case management techniques and practices; training models, principles, theories, methods and techniques for successfully providing services to student; statistics and research methodologies; principles, objectives and practices related to public education operations, programs and services; concepts surrounding STEM (sciences, technology, engineering and mathematics) and its importance; data collection and reporting; analysis and evaluation of services, projects and day-to-day operational needs; the use of social media; and budget preparation and administration. **Ability to:** apply District and departmental policies, procedures and rules and regulations; ensure compliance with all laws, regulations and policies through effective supervision and leadership; independently perform a variety of administrative duties; comply with stringent confidentiality requirements; conduct effective trainings, workshops and conferences; work effectively with the community, state and local agencies; read and write at a level appropriate for this position; comprehend and stay current with laws, regulations and guidelines for assigned area; accurately assess the educational support needs of students; communicate professionally in confrontational situations; exercise tact and diplomacy in dealing with sensitive and complex issues and situations; utilize keyboarding skills commensurate with the required functions for this position; accurately gather and compile information; compose reports; analyze correspondence; analyze administrative problems and prepare comprehensive, clear and concise reports and recommendations; make sound, educated decisions; work independently and in a team; effectively and fluently utilize computers to perform advanced-level document production including the complex formatting of documents, creating charts, establishing and maintaining databases; creating and updating spreadsheets; use a variety of software and hardware; establish and maintain cooperative working relationships with those contacted in the course of work; work with diverse populations; make required mathematical calculations rapidly and accurately and maintain records accurately and with confidentiality as required.

WORK DIRECTION, LEAD AND SUPERVISORY RESPONSIBILITIES:

No assigned permanent staff to supervise. May provide work direction to others. May hire, train and provide direction to student workers.

PHYSICAL EFFORT:

The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.

Physical: Primary functions require sufficient physical ability and mobility to work in an office setting; to sit for prolonged periods of time; to occasionally stand, walk, stoop, bend, kneel, crouch, reach, and twist; to lift, carry, push, and/or pull light to moderate amounts of weight; to operate office equipment requiring repetitive hand movement and fine coordination including use of a computer keyboard; and to verbally communicate to exchange information.

Hearing: Hear in the normal audio range with or without correction. Speech Recognition — The ability to identify and understand the speech of another person.

Vision: See in the normal visual range with or without correction; vision sufficient to read computer screens and printed documents; operate assigned equipment and to observe and assess the demeanor of others.

CONTACTS:

Faculty, staff, administrators, students and the general public.

WORKING CONDITIONS:

Work is performed primarily in a standard office setting. While performing the duties of this job, the employee is rarely exposed to outside weather conditions; however, possible exposure to hazards and physical risks to personal safety may occur while operating certain equipment. The noise level in the work environment is usually mild.

NOTE: THIS CLASS IS EXEMPT UNDER FLSA PROVISIONS

Butte-Glenn Community College District is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, Butte-Glenn Community College District will provide reasonable accommodation to qualified individuals. Butte-Glenn Community College District encourages both incumbents and individuals who have been offered employment to discuss potential accommodations with the employer.