Anthem Foundation Hunger Relief Micro-grant
Taylor Landrie of Counseling Services and Jessica Thompson of Institutional Advancement worked together to submit a proposal for the Anthem Foundation Hunger Relief Microgrant. This grant was awarded to five colleges in the Virginia Community College System. The proposal highlighted Germanna’s innovative approach to providing food staples to students as we operate remotely using Instacart and similar services. Germanna was awarded $500,000.00 to expand this project and continue to serve our most vulnerable students. This should help feed 50 students and their families. Students with food stability perform better and persist academically – this grant will not only help feed our community but may also be the keystone program that keeps students enrolled and working toward completion of their scholastic goals.

Single Stop Outreach for Students in Need
Any idea what 0 EFC means? It means the student has filled out a FAFSA application for federal aid and been determined that their income is low enough that the family has no Estimated Family Contribution. It means they are full Pell grant funding eligible. Germanna Cares Program Specialist, Taylor Landrie regularly sends out a Navigate campaign to encourage 0 EFC students to schedule a Single Stop intake appointment. Single Stop will screen a student for a wide variety of federal, state, local and charity resources that can help the student cover life expenses and stay in school. For more information about how Single Stop can help our students, email Taylor Landrie at tlandrie@germanna.edu.

ODS Work Study Students
The Office of Disability Services added two new student work studies to serve as Student Pacers. These Student Pacers will work with students to assure they are staying on track in their courses and provide additional support where necessary.

RE-EMPLOYING VIRGINIANS TRAINING VOUCHER

REV Fall Student Retention Outreach
Counseling Services is working consistently with REV students to keep them successful and on-track while managing a new adventure in higher education. The goal of outreach is to retain students and keep them at a successful GPA.

Academic Advisor Appointments & Programs
Germanna’s Academic Advisors had 3593 appointments with 2453 students between October 1 and January 22. Nearly eighty percent of those students are now enrolled in spring classes. Advising also coordinated and hosted the spring virtual Welcome Day program on January 14. Over 100 students participated in the program. Additionally, a separate orientation program was held for new College Everywhere students prior to the start of spring classes. An Academic Advisor was embedded into fall College Everywhere classes providing support to students and contributing their success and retention.

Care Team Thanksgiving Celebration
In November, Germanna’s Care Team coordinated a Thanksgiving meal distribution event that served 20 student families of four who were facing substantial food insecurity. Partnering with Student Activities and the Farley’s (college food services), we were able to provide students with fully prepared turkey, stuffing, potatoes, macaroni and cheese, tea, and pie. Students signed up for a pick-up window at either the Fredericksburg or Locust Grove campuses and were greeted (at a distance) by volunteers from the Care Team who provided the meals to students curbside. Thanks to considerable coordination, when some students were not able to pick up meals during their selected pick-up windows, we were able to connect with students on a waitlist and ensure that no food was left or wasted.

The Launching Pad Continues
Career & Transfer Services introduced their newsletter The Launching Pad in March 2020 to reduce the number of emails that are sent to students. The informative newsletter provides information on how to search for jobs, transfer Initiatives and updates to internship opportunities and more. Currently, this weekly newsletter is on its 41st edition, reaching in excess of 5,000 students weekly.
Helping Students At Risk
Counseling Services is taking a proactive outreach approach to students who have been placed on Academic Probation at the end of Fall 2020. Students are receiving outreach emails encouraging them to use tutoring, develop a success plan with a counselor, and make use of all the college resources so we can get them back on a positive track. One of the goals Counseling Services has set is to try and reduce the number of students who end up on Academic Suspension, by helping those who are on Academic Probation to “turn things around.”

Virtual College Visits
Career & Transfer Services has hosted information sessions from 30 unique colleges from October-January. These virtual visits included UMW, ODU, VCU, NSU, VSU, GMU, VT, Radford, Randolph-Macon and Shenandoah University. Visits featured both admissions information tables and one on one advising appointments. Additionally, C&T Services hosted a virtual HBCU Transfer Fair, which showcased 6 different HBCU’s (Howard, Bowie, Elizabeth City, Morgan State, VSU and NSU).

ESL Program Partnership
The Office of Disability Services is piloting a program for English as a Second Language students to receive accommodations starting this spring semester.

STEM Takes Flight Internship
Every spring Career & Transfer Services assist students with preparing and applying for the NASA Research Experience. This internship is exclusively offered to Virginia’s Community College students. Every year, Germanna students who are selected to participate will conduct hands-on summer research projects at NASA Langley Research Center or NASA Wallops Flight Facility. This paid opportunity is open to all Virginia Community College students pursuing a STEM major and includes a $5,000.00 stipend. Currently, C&T Services have helped several dozen students apply for this internship and will continue to assist more students until the February 15 application deadline.

Spring Welcome Day Pep Rallies
Student Activities held two successful drive-thru pep rallies on January 14 at LGC and January 15 at FAC. The 218 students who attended the pep rallies were given Germanna t-shirts, sweatshirts, beanies, and masks to wear with pride. Pictures from the pep rallies are above.

ODS and Workforce Recruitment
The Office of Disability Services had three students receive job offers through the Workforce recruitment program. All positions are within the federal government.

Online New Student Orientation
The online new student orientation was updated in summer 2020 to include additional information related to Canvas, Zoom and online learning. 506 students completed the online new student orientation between September 1 and January 20.
Faculty Professional Development
Mrs. Deb Haines from Counseling Services presented during Faculty Professional Development Days in January about “Wellness and Mindfulness” and how faculty can practice healthy and positive strategies to deal with the stresses of our current pandemic and balance of work/life obligations. Mrs. Haines also conducts Mindfulness Monday and Wellness Wednesday sessions throughout the semester. Check out the schedule of all our Student Development Workshops and Programs [here](#).

Depression Screenings and Grief Support
Depression screenings are held twice a year usually in September or October and February. RRCSB and RACSB therapists administer depression screenings which include a warm referral to their public agency or outside agencies, as needed. In fall 2020 Counseling Services had 19 students participate in the depression screenings. Additionally, Hospice of Piedmont has offered free counseling to students and faculty who are grieving. Contact Mrs. Katey Denner at kdenner@germanna.edu for more information about these resources.

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"Germanna Cares About You" Session
This prospective student information session was held Monday, January 11 from 6 pm to 7 pm. Care Program Specialist Taylor Landrie and Career Coach Cara Ballard collaborated with Recruitment, Marketing and Financial Aid teams to share valuable information to over 30 attendees during this Zoom session. Ms. Landrie shared information about our Germanna Cares Program resources and supports available to students who are facing life resource issues. Mrs. Cara Ballard shared her story as a Germanna graduate and as an educator dedicated to helping students make the best decisions for their futures. Mrs. Ballard explained the benefits of getting the most out of the community college experience up front after high school to reap long term rewards.

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<table>
<thead>
<tr>
<th>General Overview of EAB Usage</th>
<th>FALL 2019</th>
<th>FALL 2020</th>
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</thead>
<tbody>
<tr>
<td>Total</td>
<td>2,825</td>
<td>4,789</td>
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<tr>
<td>Alerts</td>
<td>1,873</td>
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<tr>
<td>Cases</td>
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<tr>
<td>Active Cases</td>
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<td>86</td>
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<td>Resolved Cases</td>
<td>548</td>
<td>2,104</td>
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</table>

<table>
<thead>
<tr>
<th>Campaign Response Rate</th>
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<th>FALL 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>15WK Progress Report Campaign</td>
<td>44%</td>
<td>90%</td>
</tr>
<tr>
<td>12WK Progress Report Campaign</td>
<td>54%</td>
<td>81%</td>
</tr>
<tr>
<td>7W1 Progress Report Campaign</td>
<td>42%</td>
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<tr>
<td>7W2 Progress Report Campaign</td>
<td>45%</td>
<td>100%</td>
</tr>
<tr>
<td>4W1 Progress Report Campaign</td>
<td>51%</td>
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</tr>
<tr>
<td>4W2 Progress Report Campaign</td>
<td>74%</td>
<td>N/A</td>
</tr>
<tr>
<td>4W3 Progress Report Campaign</td>
<td>79%</td>
<td>N/A</td>
</tr>
</tbody>
</table>

| Overall Semester Response Rate to Progress Reports: | 55.5% | 90.3% |

EAB Navigate Early Alert
In a Fall 2019 to Fall 2020 comparison there has been an increase in early alerts by faculty however: there has been a vast improvement in closure of alerts by Counselors. There was also a 34.8% increase in faculty participation. Fewer campaigns were sent to students with the new pilot. This resulted in fewer alerts raised on the campaigns which doubled in manual alerts raised.

In conclusion, more students are needing help but receiving it in a more timely manner.
Partnership Added to Thanksgiving Outreach
In addition to the Care Team’s efforts, Great Expectations and Gladys P. Todd partnered with St. Faustina Conference Society of St. Vincent de Paul to help 10 GE and GPTA students receive full Thanksgiving meals. When SVdP reached out two days before Thanksgiving, the GE and GPTA teams jumped to ensure that students in need would have access to holiday meals. Many students who signed up for these meals were not able to celebrate with loved ones due to COVID infections or exposure. SVdP provided all students with a whole frozen turkey and a variety of sides as well as a cooking pan.

Student Activities Virtual Engagement
In addition to the drive-thru pep rallies student activities held a number of virtual events for students in January including an indoor scavenger hunt, Zoom caricatures and a game show with prizes! Upcoming student activity events can be found on Grizzly Connect here.

Milestone Awards Ceremony - You’re invited!
The Office of Disability Services invites you to join them for their Milestone Award Ceremony which celebrates students completing 30 credits and students in their last semester of classes. The ceremony will take place Thursday, April 22, 2021.

Training for Student Peer Mentors
Mrs. Deb Haines of Counseling Services presented to 35-45 participants who were learning how to be mentors for Gladys P. Todd Academy and Great Expectation students. The objective of the training was to help the mentees who were facing mid-semester slump and coach mentors on how to better guide the students through this challenging time.

Mock Interviews for Nursing Graduates
Counseling Services facilitated a virtual mock interview event offering 70 interviews for graduating nursing students in October 2020. Students were instructed on how to participate in behavioral interviews with specific information on how to manage online interviews. Additional graduating students will participate in this important event in February 2021. For more information contact Mrs. Katey Denner at kdenner@germanna.edu.

SDV 100 and 101 Courses- College Success
Germanna offered 27 SDV 100 and 101 courses which helped 565 new students transition into spring semester. SDV courses were updated to include additional Canvas, Navigate, and online learning information. A Civic Engagement module developed by General Education Assessment committee members was added to all spring SDV classes.

ODS Student Events
The Office of Disability Services is excited to be hosting a spring virtual conference for students with disabilities on February 19. ODS and Career & Transfer Services will be teaming up once again to offer their Career Readiness Program throughout the semester. The program will consist of resume writing, mock interviews, meeting with employers, and developing essential job skills.

High School Student Outreach
Germanna's Career Coaches developed bitmoji classrooms to share on their high school’s website, Dual Enrollment Canvas shells, email signatures, and the parent newsletters. The bitmoji classrooms provide a creative and interactive way to engage high school students with the information about Germanna programs and services. You can see three examples above: Mrs. Dawn Smith for James Monroe High School, Mrs. Cara Ballard for Spotsylvania High School, and Ms. Hillary Morris for Orange County High School.