

12 December 2025

Step 8: Full Proposal Essay

**Proposal Step 1: Topic Proposal**

**Community #1: College Students (Bishop State / Academic Community)**

I am part of the academic community as a college student, where students balance classes, homework, jobs, and personal responsibilities.

A. Issue:

Many students struggle with academic stress and time management, especially those juggling school, work, and family responsibilities. This leads to poor performance, burnout, and high dropout rates. In addition, many students are unaware of available academic resources or do not know how to use them effectively.

B. Proposed Solution

Create a Student Success Support Program, which includes weekly time-management workshops, peer tutoring sessions, and mental-health check-ins. These sessions could be offered

both online and in-person, giving students flexible access to support. This would improve student success, reduce stress, and increase retention.

### **Community #2: Caregivers of Elderly Parents / Family Caregiving Community**

I am also part of the community of individuals who care for elderly family members at home.

#### **A. Issue:**

Caregivers often face emotional and physical exhaustion, lack of resources, and limited support. Many caregivers do not have access to training on how to provide safe, proper care, nor do they get regular breaks. This creates stress, impacts mental health, and can increase the risk of caregiver burnout.

#### **B. Proposed Solution**

Develop a Local Caregiver Resource & Respite Program, where caregivers can attend free monthly training sessions on patient safety, nutrition, and medication assistance. The program could also offer scheduled respite hours by trained volunteers or nursing students so caregivers can rest. This would reduce stress, improve quality of care, and support long-term caregiver wellbeing.

### **Proposal Step 2: Research and The Annotated Bibliography**

**Barnes, M. Elizabeth, et al. "Community College Student Understanding and Perceptions of Evolution." *CBE—Life Sciences Education*, vol. 21, no. 3, 2022, ar46.**

This paper examines the knowledge and acceptance of evolution among the students of the community colleges in comparison to the university students. The results indicate that community college students have their own educational difficulties, and they are more conflicted between the religion and evolution. This is a peer-reviewed study that can inform a researcher about various educational requirements of the students in a community college. It can be applied to highlight the significance of academic support programs with particular focus on the background of students and their learning experiences.

**Choi, Jin Young, Seon Heui Lee, and Soyoung Yu. "Exploring Factors Influencing Caregiver Burden: A Systematic Review of Family Caregivers of Older Adults with Chronic Illness in Local Communities." *Healthcare*, vol. 12, no. 10, 2024, MDPI.**

The paper is a systematic review done to understand factors that lead to caregiver burden in family caregivers of elderly individuals with chronic conditions. The paper reviews 18 applicable articles, including the nature of caregivers, the condition of care-recipients, and evaluation instruments. This source is well-explored and peer-reviewed, which underlines the necessity of community-based and nursing interventions. It has a direct link to the suggestion of the caregiver training and respite programs.

**Godin, Eric, and Brandon Bishop. "State-level Coordination for Community College Student Success." *New Directions for Community Colleges*, vol. 2022, no. 197, 2022, pp. 81–92.**

This article reviews the state level governance and coordination of the community colleges with the focus on access to various learners, continuous transfer routes and

consistency with the state educational attainment targets. It talks of forms of governing structures, state board survey findings, and implications to practitioners and researchers.

The article is a peer-reviewed one, and it is very credible and relevant because the authors discuss systemic issues when it comes to community college student success. The findings can be used to justify your suggestion of systematic academic resources and programs to enhance student performance.

**Isserles, Robin G. *The Costs of Completion: Student Success in Community College*. JHU Press, 2021.**

Isserles focuses on the college completion crisis in the community college which he attributes to neoliberal policies, underfunding, and focusing on the performance metrics rather than the learning of students. The book focuses on the lived experiences of the students and offers programs to mobilize academic momentum and holistic student achievements. This scholarly source is also very topical, as it presents both qualitative and quantitative data about the issues that community college students have to deal with. It educates on the strategies to develop support programs that deal with the barriers to success in real life.

**Luichies, Ina, Anne Goossensen, and Hanneke van der Meide. "Caregiving for Ageing Parents: A Literature Review on the Experience of Adult Children." *Nursing Ethics*, vol. 28, no. 6, 2021, pp. 844–863.**

This is a literature review that summarizes the qualitative literature on the topic of adult children caring of ageing parents, which includes a discussion of the primary themes of the care giving experience, namely stress, responsibilities, and emotional challenges. It is

an authoritative and well-researched review with sufficient coverage of caregiving experiences. It can be useful in making programs to meet the needs of caregivers such as education, respite and emotional support.

**Zmora, Rachel, et al. "Transitioning to Long-Term Care: Family Caregiver Experiences of Dementia, Communities, and Counseling." *Journal of Aging and Health*, vol. 33, no. 1-2, 2021, pp. 133–146.**

The study examines the experiences of caregivers when their family members who are living with dementia are transferred to long-term care and the experiences include communication, perceptions of care, and staff-family relationships. It determines possible intervention areas of enhancing caregiver outcomes. This source is topical and reliable and provides arguments in support of the role of psychosocial support and counseling of caregivers, which support the necessity of developed respite and educational activities.

### **Proposal Essay: Step 3: Title and Introduction**

#### **Title: Improving Student Success at Bishop State Community College: A Comprehensive Support Program**

##### I. Introduction

###### A1. Community Profile: The College Student Community at Bishop State

Bishop State Community College based in Mobile, Alabama, is an educational institution with a diverse student population of about 2,000 students comprising of traditional, adult, and

first-generation college students. The institution offers numerous academic and vocational courses in areas like nursing, business administration and information technology. Regardless of its attempts to deliver affordable education, Bishop State is challenged by the difficult situation where students have to combine school, work, and family issues. The national statistics indicate that approximately sixty percent of community college learners are employed full-time or part-time in addition to their education which makes them have more academic stress (Godin and Bishop 82). The fact that people are not aware of the availability of academic resources, including tutoring options and time-management classes, is worsening the situation because many of the students do not use them personally or are simply unable to make use of them. A report by the National Center of Education Statistics (2021) revealed that students enrolled in community colleges have a high rate of dropping out because they claim to have not received support in their academic studies (National Center of Education Statistics). Also, the state-level systemic problems aggravate these problems, resulting in the absence of coordination in the resources and support of community college students (Isserles 34).

## **A2. Identifying the Need: Addressing Academic Stress and Time Management Challenges**

The situation at Bishop State requires an all-encompassing support system. The competing needs in both personal and academic life of many students are the cause of academic stress, burnout and time management problems. According to literature, students who do not gain access to the required academic support resources are at higher risks of being poorly academically challenged and eventually drop out (Choi et al. 342). In Bishop State there is a tendency to see that there are several students who are not even aware of the academic resources that they have at their disposal, or they are not aware of how to utilize these resources. This means that the stress levels

increase, academic performance declines, and the tendency to drop out is high (Godin and Bishop 85). Studies have indicated that learners who get specialized educational help and time management, peer tutoring, and mental health positions have higher probabilities of performing well and continuing learning (Barnes et al. 56). This is why it is evident that a Student Success Support Program with time management, peer tutoring, and mental health check-in workshops implementation should be implemented. A holistic approach to these problems would enable Bishop State to enhance performance of students, alleviate stress, and boost retention levels.

### **Proposal Essay: Step 4: The Plan**

#### **B1. What is the solution?**

In the case of Bishop State Community College, I would implement a Student Success Support Program to solve the problems of academic stress and poor retention among students of the college. The proposed program will aim at equipping every needed resource, including time-management workshops, peer tutoring, and mental health. The program will decrease stress levels, increase academic performance, and retention rates by providing students with the means through which to effectively handle the academic pressures. Such services will be affordable to everyone among the students and will assist them in providing some environment where they can excel both academically and personally.

#### **B2. Why choose this solution?**

The necessity of such support program is founded on the fact that there are many students in Bishop State who will have to struggle with numerous issues, such as the necessity to combine

the school, employment, and family life. All these challenges tend to increase academic stress, bad time management and eventually result into high dropout rates. Research states that students which can use academic support services such as tutoring and time-management tools achieve higher results in their studies and have more chances of continuing with their studies (Choi et al. 342). Through the use of a holistic support system, Bishop State will be able to provide all the guidance and resources necessary to ensure the success of its students. Such a program is going to offer a supportive and organized setting to students enabling them to cope with their academic tasks well and decrease the stress levels.

**B3. Is there competition (some similar idea already in existence or alternative solution)?**

The combination of time-management workshops, peer tutoring, and mental health check-ins in accordance with the needs of the students of Bishop State is a unique one, though other community colleges might also provide comparable support services. At present, the number of students who do not know of the resources available to them or have not got a chance to access them is quite significant as they are either too busy with their schedule or they are not even aware of the existing resources. Bishop State has a disorganized system in which resources are available, but they are neither aligned nor can be availed in a meaningful manner. Having a multi-faceted, multi-handed approach, this program will address the existing gap in the existing offerings and offer students a more efficient support system. Also, though this program may be comparable in nature to the general tutoring services, a more dedicated emphasis to time management and mental health may make this program stand out of the available options.

**Proposal Essay: Step 4: The Plan**

**B4. Location and/or Environment**

The Student Success Support Program at Bishop State Community College will be integrated into both physical and virtual spaces to ensure accessibility for all students. The physical component of the program will be located within the main student center on campus, ensuring it is centrally located for maximum student participation. This space will be dedicated to hosting workshops on time management, peer tutoring sessions, and mental health check-ins. To complement the physical location, the program will also have a virtual component accessible through the college's student portal, making it convenient for students who are unable to attend in person due to work, family obligations, or class schedules. The virtual platform will provide online workshops, virtual tutoring, and a chatroom for mental health support. This hybrid approach ensures the program is accessible to all students, whether on or off-campus. The goal is to create an environment that is supportive, inclusive, and adaptable to the needs of each student.

**B5. Associated Financial Details, Costs and Funding**

The estimated cost of implementing the Student Success Support Program will include expenses for staffing, technology, marketing, and operational costs. Staffing costs will be the largest expenditure, with peer tutors, time management coaches, and mental health professionals needing to be hired. Based on research from similar programs, the annual salary for part-time tutors is approximately \$20,000 per year, with mental health professionals being compensated at a rate of \$50,000 annually (Choi et al., 342). The virtual platform development will cost an estimated \$10,000 for initial setup, including web development and integration into the student portal. Additionally, marketing and administrative expenses are projected at \$5,000 annually for promotional materials and program coordination.

Funding for the program will come from a combination of college resources, grants, and student activity fees. Bishop State Community College has the option to apply for federal and state educational grants aimed at improving student retention and success rates. A significant portion of the funding will be allocated from the student activity fees, which are typically used to support student programs and services. Additionally, the program may seek sponsorships from local businesses and community organizations that are invested in student success. The estimated total initial cost for setting up the program is around \$90,000, with ongoing operational costs of approximately \$40,000 annually. By leveraging both internal and external funding sources, the program will be self-sustaining and beneficial for the long term.

### **Proposal Essay: Step 6: Benefits and B7. Drawbacks, III. Conclusion**

#### **B6. Benefits of Your Plan/Proposal**

The Student Success Support Program at Bishop State Community College has a lot of advantages that go beyond just getting better grades. As we spoke about before, the program's goals are to lower stress levels in school, improve time management skills, and raise the number of students who stay in school. The program directly helps students who have trouble balancing employment, school, and family duties by giving them organized peer tutoring, training on how to manage their time, and mental health check-ins. These programs provide children the real-world skills they need to be organized, keep up with their studies, and feel confident that they can do well in school. Community college students frequently have more outside stress than regular university students. A support system that is specifically designed to meet their requirements may greatly enhance their grades and lower the number of students who drop out.

The program has substantial social and mental health advantages in addition to academic ones. Peer-led tutoring and mental health check-ins help students feel like they belong and are part of a community, which are two important factors in staying in college. Students who feel like they belong among helpful classmates and teachers are more likely to stay in school, ask for assistance when they need it, and not become burned out from stress. These emotional and social resources are especially helpful for first-generation college students who may not have a lot of support at home. Students who can chat to someone about stress, perplexity, or schoolwork problems have a better mental state and are less likely to have their mental health go worse over the semester.

The suggested scheme also has some financial rewards. Higher retention implies that fewer students lose money by dropping out before they finish their degree. Students who learn how to manage their time well are more likely to do well in school and not have to retake courses or semesters because they didn't do well. At the institutional level, better retention helps the college keep financing that is related to student performance and completion standards. In the long run, students who finish their degrees have a greater favorable impact on the local economy, which makes the community's finances more stable.

Also, the assistance program's advantages go beyond Bishop State. Employers in the area can hire more graduates who have the soft skills they need, such communication, organization, and resilience. Health clinics, small companies, and charitable groups that work with Bishop State will eventually have more interns and employment seekers. Families of students may also benefit, as less stress and better time management may make home life more stable for students who have children or other caregiving duties. Finally, the program may lead to the creation of

additional projects, such as mentoring programs, career coaching seminars, or more counseling services. All of these things can help students succeed in the long run. The Student Success Support Program is not merely a solution to current demands; it is also a mechanism for Bishop State to keep growing and coming up with new ideas.

### **B7. Drawbacks and Counterarguments**

The Student Success Support Program has a lot of good features, but it's also vital to think about the bad points and other points of view. One of the biggest worries is whether or not it will be possible to pay for it. People may worry that the institution won't be able to get long-term financing if they start a program that needs personnel, technological integration, and continuing marketing. Some people may say that employing mental health specialists, tutors, and workshop leaders might put a burden on the college's budget, particularly for a smaller school like Bishop State. Some people may also wonder whether student activity fees or grant money alone will be enough to keep the services up to par and available. These financial worries are understandable, but the program's long-term advantages, including keeping more students and getting more of them to finish their degrees, may bring in more money for the institution. Also, working with local groups and mental health networks may assist save expenses by giving you access to contractual or part-time support professionals.

Another possible critique is that students may not always be able to participate. Some students may not go to the seminars or tutoring sessions even if they are offered. This is particularly true for students who work long hours or are afraid to ask for assistance. Critics could say that this means the program won't help the pupils who need it the most. But this problem may be solved with good marketing, making it part of first-year experience courses, and faculty references that

encourage people to take part. Also, giving students the choice of in-person or online help makes it easier for them to get help when they need it, even if they have busy schedules.

Some people would also say that the program might make students dependent on academic support services, which would stop them from becoming independent. They can say that kids should learn how to manage their time and study on their own instead of using scheduled programs. Independence is crucial, but studies suggest that giving kids early supervision actually makes them more independent in the long run. The program's purpose is not to complete the work for the students, but to educate them how to do it on their own in the future.

Lastly, some people may wonder whether it's reasonable to concentrate on academic stress and mental health in a community college when many students have worse socioeconomic problems. They could think that seminars on how to manage your time or tutoring can't really help with the bigger problems that get in the way of student achievement, including not having enough money, needing to take care of children, or having trouble getting around. The curriculum can't fix every problem that comes up outside of school, but it can provide children the skills and support they need to deal with them better. To help the student as a complete person, it is important to deal with academic stress and check in on their mental health.

Bishop State Community College bolsters the overall legitimacy and viability of the Student Success Support Program by acknowledging these complaints and devising measures to mitigate them. No plan is perfect, but the possible advantages far exceed the possible problems. This proposal is an important and revolutionary step toward enhancing student success and retention.

## **Proposal Step 7: Bibliography**

Barnes, M. Elizabeth, et al. "Community College Student Understanding and Perceptions of Evolution." *CBE—Life Sciences Education*, vol. 21, no. 3, 2022, ar46. <https://doi.org/10.1187/cbe.21-11-0292>.

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