

# Adams 12 Five Star Schools

---

## *Sustainability*

*Tammy Lawrence – Director of Counseling Services K-12*



# District Information

---

- Currently Adams 12 is the Sixth Largest District in Colorado
  - 42,230 students
    - 7 middle schools
    - 5 high schools
    - 3 alternative schools
  - White - 54.36%
  - Hispanic - 35.30%
  - Asian - 5.24%
  - African-American - 2.24%
  - Native American - .78%
  - Native Hawaiian/Pacific Islander - .15%
  - Two or More Ethnicities - 1.93%



Colorado Graduation Pathways and  
Counselor Corps Grants  
November 2013

---

*Sustainability Request to Senior Staff  
2014-15 and 2015-16 and beyond...*



# The Presentation Team

---

- Fabulous Principals

- Johnny Terrell
- Sharee Blunt
- Alan Hollenbeck
- Fabricio Velez

- Fabulous Supports

- Janette Walters
- Cathy Nolan
- Tammy Lawrence

# Acronyms

---

- CC – Counselor Corps (refers to the grant and/or the FTE)
- CGP – Colorado Graduation Pathways Grant
- ACE – Alternative Cooperative Education
- FAFSA – Free Application for Federal Student Aid



# Background – Colorado Graduation Pathways

---

- 5 year grant from feds to the state that began in late 2010
- Funds 4 schools and COVA plus project coordination and accounting support
  - Northglenn HS – 90K
  - Thornton HS – 90K
  - Vantage Point – 35K
  - Pathways – 35K
- Total award of 285K this year (of which 34K is administrative costs and 35K is for COVA)
- In year 4 currently
- Stepping down in year 5 next year (final year)

# Background – Counselor Corps

---

- 3 year grant from the state
- Began in fall 2011
- Funds 3.0 FTE Counselor Corps staffing across 4 schools plus coordination and accounting support
  - Northglenn HS
  - Thornton HS
  - Vantage Point
  - Pathways
- Ending this year – 226K award



# The Overall Request

---

- Staffing daytime credit recovery labs
  - THS and NHS – 1.6 certified FTE Total
  - Credit recovery software licenses
- Scholarships for evening credit recovery at Pathways for NHS, THS, VP (FRL eligible students)
- Counselor Corps staffing (certified)
  - 1.0 FTE THS, 1.0 FTE NHS, .5 FTE VP and .5 FTE Pathways
- .5 FTE Student Success Coach at Pathways (classified)
- Summer School at Vantage Point
- District summer school scholarships
- Initiative coordination support



# Funding Request – Big Picture

---

- **2014-15 Funding Request**
  - District funding – 246K
  - Predicted year 5 CGP grant funding – 232K
  - Total project cost – 478K
- **2015-16 and Beyond Annual Funding Request**
  - District funding – 482K
  - No remaining CC or CGP grant funding
  - Total project cost – 482K

# Funding Request - Details

---

- Staffing daytime credit recovery labs at THS and NHS
  - .8 FTE NHS and .8 FTE THS – 120K
  - Credit recovery software licenses – 16K
  - Teacher of Record cost - 9-18K
  - Total Cost - 145K-154K
- Scholarships for evening credit recovery at Pathways for NHS, THS, VP (FRL eligible) students
  - Total Cost - \$13,400
- Counselor Corps staffing – 3.0 FTE Total
  - THS 1.0 FTE , NHS 1.0 FTE, .5 FTE VP and .5 FTE Pathways
  - Total Cost - 225K



# Funding Request Details

---

- Student Success Coach at Pathways - .5 FTE
  - Total Cost - 31K
- Staffing Summer School at Vantage Point
  - Total Cost - 16K
- District Summer School Student Scholarships – NHS, THS, Pathways
  - Total Cost - 10K – approx. 55 sessions at \$180 or less each
- Initiative coordination support
  - 2014-15 – 28K
  - 2015-16 – 32K

# Impact on Dropout Rate

---

- From 2010-2013 the number of dropouts changed...
  - NGH
    - 2010: 2497 student count, 159 dropouts, 6.4% dropout rate
    - 2011: 2222 student count, 103 dropouts, 4.6% dropout rate
    - 2012: 2146 student count, 73 dropouts, 3.4% dropout rate
  - THH
    - 2010: 2763 student count, 99 dropouts, 3.6% dropout rate
    - 2011: 2355 student count, 88 dropouts, 3.7% dropout rate
    - 2012: 2376 student count, 77 dropouts, 3.2% dropout rate
  - VP
    - 2010- 112 dropouts      2011- 73 dropouts      2012- 45 dropouts      2013- 35 dropouts
- Fewer dropouts equals increased PPOR...
  - 185 fewer dropouts from 2010-13 at \$6300 each in PPOR = \$1,165,500 in increased revenue over 3 years (without 2013 numbers for THS and NGH yet)
  - Program costs \$1,446,000 over three years



# Learning Over Time and Prioritizing

---

- These grants gave schools the funding opportunity to test action steps and strategies so they could determine over time what worked best and then prioritize what should be sustained...
- Some things that will not be sustained due to results, lack of need or lack of funding etc.:
  - School office support
  - Curriculum writing
  - Computer purchases for credit recovery labs
  - Epass Licenses
  - Book studies
  - Evening credit recovery at schools other than Pathways
  - Materials and Supplies for credit recovery labs
  - Extra hours for core team collaboration
  - Accounting support

# The Heart, Strategy and Results for THS

---

- **The Heart**

- Focus on At Risk student population by giving the CC a case load so that they may build relationships and encourage students to move on to college.
- Focus on retrieving credits through a lab that provides an 80/20 blended learning environment
- **Bottom line** - We can't afford not to provide this level of support for our At Risk population.

- **The Strategy**

- Continue to have CC work with a specific case load of "At Risk" students and emphasize graduation and post secondary readiness. We want to create an atmosphere of "college going seniors".
- Continue to schedule students in the Recovery of Credit lab throughout the school day and provide coordinator and teacher of record support.
- **Bottom line-** Transportation (provided during the school day), cost (0 cost for students), and support (counselor + teachers of record) are no longer barriers for students to access credits .



# The Heart, Strategy and Results for THS

---

- **The Results**

- Proof is in the numbers: 74 credits retrieved; a total of 148 classes recovered last year (2012-2013) alone. Outperforms Back On Track and more cost effective than offering repeater classes.
- The total number of drop outs decreased from 88 to 77 from 2011 to 2012. (3.7% to 3.2%)
- 8.8% increase in the overall graduation rate and 12.2% increase in the Latino student graduation rate.
- **Bottom line**-The combination of CCC position and ROC lab have increased graduation rates and decreased the dropout rate.

# The Heart, Strategy and Results for NHS

---

- **The Heart**

- Focus on our at-risk population and their families, connecting the community to Northglenn High School
- This grant provides an opportunity to give our students access to credit recovery options for low to no cost in our building, thus increasing the graduation rate and lowering the drop-out rate
- This at-risk student population cannot afford outside credits including summer school

- **The Strategy**

- Continue online program to empower our students to earn credits necessary to graduate.
- Engage community so parents can better support their children by accessing Naviance, IC, and school personnel.
- Provide opportunities to “At Risk” students to retrieve credits at Northglenn High School.
  - Students currently are not able to access options outside of our school due to transportation issues and family obligations.



# The Heart, Strategy and Results for NHS

---

- **The Results**

- 274 credits have been recovered from on-line, night classes and summer school
- Currently 150 students are enrolled in at least one on-line class
- 2012-13 - 118 parents attended night classes to help with access to Naviance, IC, staff personnel and to learn basic communication skills.
- 2013-present – 80 parents involved in night classes.
- Dropout rate has decreased to state average in general population and in subgroups
- Graduation rate has increased in general population and in subgroups

# The Heart, Strategy and Results for VP

---

- **The Heart**

- CC and CGP have added to the “Hope” factor that allows students to believe they can graduate and are worthy to attend a post-secondary opportunity.
- 95% of students enter VP behind in credits for graduation. A large percentage are more than a year behind and CGP has given them the opportunity to graduate closer to their on-time rate.

- **The Strategy**

- Continue to build a culture where students understand that they must take control of their education through summer school and other credit recovery opportunities.
- Continue the CC work that has saturated the VP community by offering FAFSA workshops, developing relationships with younger students that cause them to look forward, and continuing the relationship between CC and ACE that allows students to be reflective about their future.



# The Heart, Strategy and Results for VP

---

- **The Results**

- **College Bound**

- Students who attended a 2 or four year institution (Not including Trade Schools)
    - 2009- **6**                      2010- **19**                      2011- **39**

- **Graduates**

- “Because VPHS is an alternative school, VP has low college enrollment rates, even so, college-going rates have increased from 6.5% to 17.9% since 2009. The school also saw the number of graduates double in that time period.” Colorado Department of Higher Education October 18, 2013

- **Dropouts**

- These numbers reflect the VPHS program only
    - 2010- **112**                      2011- **73**                      2012- **45**                      2013- **35**

# The Heart, Strategy and Results for Pathways

---

- **The Heart**

- On time dropout prevention and intervention by providing:
  - Individualized learning path
  - Project-Based Learning
  - Flexible schedule
  - Rigorous curriculum
  - Supportive environment
  - Technology driven learning environment

- **The Strategy**

- Pathways is currently going through a rebranding of our evening program. The evening program is now called Pathways Extensions, which is under the Pathways Future Center School umbrella. This separation has allowed us to increase our enrollment by 22% and possibly increase enrollment by an additional 22% for next year.
- Develop strong relationship with comprehensive high schools so that we are allowed to intervene when students are about to drop out.
- Provide on time credit recovery opportunities for all Adams 12 high school students.



# The Heart, Strategy and Results for Pathways

---

- **The Results**

- Since its opening in 2010, Pathways has graduated 335 students. In addition, 118 students who took credit recovery courses at Pathways graduated on time at their home schools.
- Our enrollment increased by 23%, which resulted in additional PPOR funding for the school and district.
- Our Competency-Based Diploma now has a counselor fully assigned to it, which has resulted in an increase of course completion.
- Pathways has become a fully digital environment. This has reduced our office budget by 75%, which has resulted in additional funds for technology devices available to students.

# Request for More Data – February 2015

---

- Grant Award: \$
- Program Description:
  - Explanation what services the grant provides
  - Goals of the grant
  - Heart
- Personnel and Services:
  - Personnel funded by the grant
  - Services provided by the grant
- Results:
  - Program Data
- The Bottom Line:
  - What will be lost



# Request for More Data – February 2015

## Northglenn High School:

	2009/10	2010/11	2011/12	2012/13	2013/14
Graduation Rate					
Drop Out Rate					
Credits Recovered					

## Thornton:

Graduation Rate					
Drop Out Rate					
Credits Recovered					

## Vantage Point:

Graduation#					
# of Dropouts					
Credits Recovered					
College Bound					

# Middle School Planning for Sustainability

---

- Currently at the end of our Middle School Counseling Corps Grant
  - Pulling together data/goals of each school
    - Reviewing goals from each school
    - Working with the schools to determine their request.
      - What is the learning over time that has taken place?
      - Who will be at the presentation?
        - Develop the TEAM
      - Who will we be presenting to?





The world is changing.  
Meet the future.

Every student prepared for a world yet to be imagined

Provide excellent, distinctive educational experiences that equip students for success today and in the future

# School Counselor Corps Grant Program (SCCGP)

## 2016 Fall Kick-Off: Year 3





The world is changing.  
Meet the future.

# Every student prepared for a world yet to be imagined

Provide excellent, distinctive educational experiences that equip students for success today and in the future

## Expected Outcomes

Sustainability is a central component of the grant. At the expiration of grant funding it is expected that;

- Counseling curriculum will be approved, purchased and in place.
- Specific transition programs will be identified, utilized, and consistent from building to building under the grant.
- School site goals under the grant will continue to be tracked and evaluated.
- Counseling FTE funded by the grant are strongly encouraged to remain in place.







The world is changing.  
Meet the future.

Every student prepared for a world yet to be imagined

Provide excellent, distinctive educational experiences that equip students for success today and in the future

## *D11 SCCGP Goals*

1. 85% of graduating seniors will have accessed and completed one or more postsecondary opportunities, career credential or CTE course offering by June 1, 2017
2. FAFSA completion rate will improve by 5% during the 2015-16 school year and 8% during the 2016-17 school year at all schools under the Counselor Corps Grant. This will be accomplished through strategic year round planning and implementation by counseling departments.
3. Transitional programming interventions will improve D/F rates at each middle school and high school under the Counseling Corps Grant school by 3% annually. A stretch goal of 8% is designated per year.
4. The percentage of students who complete grade level ICAP milestones, as designated by Colorado Springs School District 11, will exceed 90% by the conclusion of the 2016-17 school year. Completion of the postsecondary ICAP, as designated by Colorado Springs School District 11, will begin in 2015-16 and exceed 60% completion rate for high school seniors at the conclusion of the 2016-17 school year.



The world is changing.  
Meet the future.

Every student prepared for a world yet to be imagined

Provide excellent, distinctive educational experiences that equip students for success today and in the future

## SCCGP District Results

### *Goal 1 Highlights*

- **13%** increase in students engaged in CTE coursework
  - 2014-15: 40%
  - 2015-16: 53%
- **56.1%** growth in students engaged in PTLW
  - 2014-15: 105 students
  - 2015-16: 164 students
- **45.9%** growth in students earning College Credits at ECHS
  - 2014-15: 98 students
  - 2015-16: 143 students





The world is changing.  
Meet the future.

Every student prepared for a world yet to be imagined

Provide excellent, distinctive educational experiences that equip students for success today and in the future

## SCCGP District Results

### *Goal 2 Highlights*

#### **FAFSA Comparison July 29, 2015 to July 29, 2016**

- Achieve Online: **100%** growth
- Coronado HS: **12%** growth
- Doherty HS: **11.5%** growth
- Mitchell HS: 1.1% growth
- Palmer HS: **11.2%** growth \* **Recognized by CDHE/CDE for greatest increase in completed FAFSAs**
- Tesla HS: **50%** growth

*Source: <https://studentaid.ed.gov/sa/about/data-center/student/application-volume/fafsa-completion-high-school>*



The world is changing.  
Meet the future.

Every student prepared for a world yet to be imagined

Provide excellent, distinctive educational experiences that equip students for success today and in the future

## SCCGP District Results

### *Goal 3 Highlights*

#### **D/F's earned District-Wide**

- 3066 fewer D/Fs in 2015-16 than 2014-15
- 6.75% decrease

#### **Schools w/ SMART Goals targeting this issue:**

- Coronado HS
- Russell MS
- Sabin MS
- Swigert MS

	2014/2015 D/F	2015/2016 D/F	
Holmes	2742	2281	18.3% Decrease
North	1607	1868	13.9% Increase
Russell	2357	1899	19.5% Decrease
Sabin	3686	3753	1.8% Increase
Galileo	2407	2204	8.5% Decrease
Swigert	3465	3199	7.7% Decrease
Coronado	5385	4677	13.2% Decrease
Mitchell	4091	4370	6.4% Increase
Palmer	5061	4777	5.6% Decrease
ECHS	228	239	4.6% Increase
Tesla	824	777	5.7 Decrease
Total	31853	30044	5.68% Decrease





The world is changing.  
Meet the future.

Every student prepared for a world yet to be imagined

Provide excellent, distinctive educational experiences that equip students for success today and in the future

## SCCGP District Results

### *Goal 4 Highlights*

#### ICAP Growth

- MS Career Cluster Survey
  - 2014/15 3.8%      2015/16 **58.6%**
  - Russell MS      99.6%
  - Sabin MS      99.2%
  - Holmes MS      99.1%
  - Galileo MS      82.3%
- HS Plan of Students
  - 2014/15 24.5%      2015/16 **31.9%**
- HS Plan of Studies
  - Palmer HS      **81.9%**
- HS Interest Profiler
  - 2014/15 37.9%      2015/16 **48.2%**
- HS Highlights Interest Profiler
  - Mitchell HS      **68.3%**



The world is changing.  
Meet the future.

Every student prepared for a world yet to be imagined

Provide excellent, distinctive educational experiences that equip students for success today and in the future

## SCCGP Funds Supported

- **12 Additional FTE**

- Recommended: 1 : 250 (ASCA)
- National: 1 : 482 (2012/13)
- Colorado: 1 : 393 (2012/13)
- D11 Secondary Schools: Prior to Grant 1 : 263 W/ Grant 1 : **215**
- D11 Middle Schools: Prior to Grant 1 : 326 W/ Grant 1 : **241**
- D11 High Schools: Prior to Grant 1 : 229 W/ Grant 1 : **198**

### PD Opportunities

- Boomerang Project
- **86** D11 Staff to Link Crew and WEB Leader Training
- **8** School Counselors to ASCAs Annual Conference
- **43** School Counselors to CSCAs Annual Conference
- **6** School Counselors to CAFFA/FAFSA Summit
- **62** School Counselors participated in ASCA Mindsets and Behavior / RAMP





The world is changing.  
Meet the future.

Every student prepared for a world yet to be imagined

Provide excellent, distinctive educational experiences that equip students for success today and in the future

## SCCGP Funds Supported

- 130 Laptops and Four Smart Carts
  - Support ICAP implementation
- Access to National Student Clearinghouse Data
- White House Reach Higher D11 Site Visit
- **Summer Melt**
  - 12 Counselors
  - 8 PPCC on Site Events
    - 51 additional FAFSA completed
    - Signal Vine: 1149 Students
      - 16,368 text sent
      - 3,647 text received
      - 64.8% student engagement



The world is changing.  
Meet the future.

Every student prepared for a world yet to be imagined

Provide excellent, distinctive educational experiences that equip students for success today and in the future

## SCCGP Funds Supported

- ASCA/CSCA Memberships
- Scholarship Website
  - Oct. 1, 2016
- CCCG Consultants
  - Site Visits and PD
- Strong ASCA Foundation
  - Annual Agreement 100%
  - Annual Goals 100%
  - Beliefs 100%
  - Vision 100%
  - Mission 100%
  - Master Calendar 100%
  - Guidance Curriculum Action Plans 100%





The world is changing.  
Meet the future.

# Every student prepared for a world yet to be imagined

Provide excellent, distinctive educational experiences that equip students for success today and in the future

## *Collaborative Partnerships*



**COLORADO**  
Department of Education



**COLORADO**  
Department of  
Higher Education



Discover a World of Opportunity™

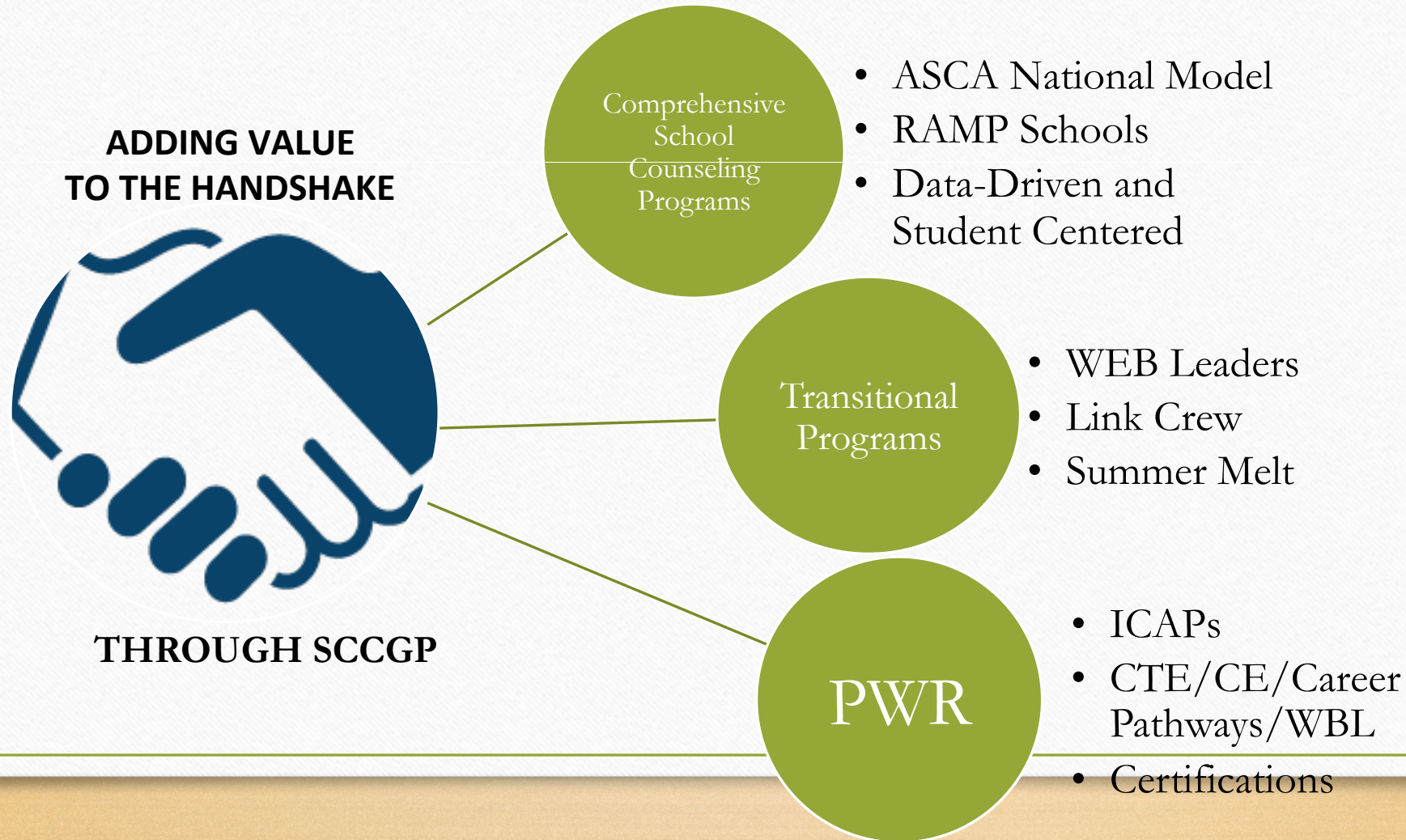




The world is changing.  
Meet the future.

# Every student prepared for a world yet to be imagined

Provide excellent, distinctive educational experiences that equip students for success today and in the future





Questions???

---