Commissioning Partnerships & Pathways for Equitable Student Success

Strengthening Student Success Conference
Burlingame, CA
October 11, 2017
Diane Hollems, Ph.D., Co-Founder
Agenda for this session

- Overview of the Get Focused...Stay Focused!® Program
  - Beginning with the end in mind—Flipping the College Decision-Making Paradigm.
  - What is Get Focused...Stay Focused!® and how is it a student onramp to Guided Pathways.
- Aligning initiatives, strategies & resources to benefit all students.
- Structuring integrated student career development so that educational plans are meaningful and personalized.
- Creating a meaningful 90-Day Action Plan for working with various programs across campus, across K12 and community college districts, and alongside regional leaders in the areas of CTE and Workforce Development.
The Get Focused...Stay Focused!® model is a classroom-based, comprehensive guidance curriculum designed to:

- Propel students’ successful entry into the workforce with the skills required to succeed,
- Increase high school and college completion,
- Serve as the FOUNDATIONAL course for INFORMED career pathway determination and is an onramp to Guided Pathways.
- Flips the Paradigm of the College Decision-making Process.
Flipping the College Decision-Making Paradigm

Get Focused!

Stay®
Get Focused...Stay Focused!® is an A-G approved, dual credit curriculum that takes high school through adult-age students through a process of discovering:

- Who Am I?
- What Do I Want?
- How Do I Get It?

The 3-unit “Get Focused” course culminates with the development of an online, Skills-Based, 10-year career and education plan that is used for counseling and by instructors and advisers for academic coaching.
How does GFSF dual enrollment work?

- Best if the course resides in a college CTE department—because of MQs of high school faculty.
- Best if the course is set up as Pass/No Pass—we want ninth graders to begin with a positive transcript.
- Use the dual enrollment to encourage these students that they can DO college because they are already IN college. As this program is designed for ALL students, this increases the likelihood of students’ ongoing college success.
- The finished online 10-year Plan should be used as the “Final” for the 3-unit course. Students will then update their Plans in 10th, 11th, and 12th grades with the GFSF Follow-up Modules.
- Students’ matriculate to college with an informed major and Skills-based Education Plan.
- The college text—Career Choices & Changes is used in the high school dual enrollment class.
- Dual credit can also be awarded via articulation and CAETMA.
How is Get Focused…Stay Focused!® Unique from other Student Success Programs?

- Designed for ALL students which provides equity & access for all, so could easily integrate with your Equity Plan.
- Whole school redesign with curriculum covering 4 years of high school & also taught as first-year experience course in college.
- Classroom-based curriculum with comprehensive instructional materials.
- **Flips the paradigm of college and career planning!**
- Students complete a 10-year career and life plan AND a Skills-Based Education Plan.
- Curriculum and framework (flipped classroom) supports development of higher-order thinking skills and development of non-cognitive skills required for the workplace.
How is the **Get Focused!** Initiative Different from Other College and Career Ready Programs?

**Get Focused…Stay Focused!™** (GFSF) supports what research says is best for students.

- GFSF was designed for **ALL students** rather than a select few or a special population.
- GFSF is a **whole-school redesign project** with a continuum covering the four years of high school.
- GFSF is a curriculum-based effort, with **comprehensive instructional materials** for each grade in high school.
- The curriculum materials address **rigorous standards**.
- Upon completion of high school, students graduate with two vital and unique **planning documents**: a dynamic 10-year career and life plan and a self-articulated **Skills-based Education Plan**.
- The **keystone** of the GFSF program is a **10-year career and education plan** that is broader than the four-year education plans commonly used by high schools and colleges.
- **Students’ online 10-year Plans can be used by all instructors and counselors for advising and academic coaching.**
- A **mobile app** provides portability and just-in-time access to the 10-year Plan.
- Students develop a long-range **Skills-based Education Plan** that promotes successful entry into the workforce, rather than the traditional Student Education Plan that focuses solely on graduation.
- The coursework for GFSF supports the **development of the higher-order thinking skills** required in the 21st century workforce.
- The GFSF program is the “**missing link**” for career academy and pathway programs.
- The GFSF program was designed to include a **viable dual enrollment option**.
- Designed so schools can launch quickly and efficiently, GFSF has one of the most **comprehensive professional development** programs available.
- The GFSF program **flips the college decision-making paradigm**.

The **Get Focused…Stay Focused!™** program changes the culture of your school!

When students have completed the comprehensive guidance coursework and their **online 10-year Career and Skills-based Education Plans**, every adult in the high school can personalize their work with each student.

For details about each of the above points, visit [www.academicinnovations.com/difference](http://www.academicinnovations.com/difference)
Factors Impacting Dropout Rates

- National high school dropout is 30%
- College dropout rate is nearly 50%
- 25% of students entering 4-year universities and 61% of students entering community colleges enrolled in at least one remedial course (U.S. Department of Education)
- Only 17% of students who take remedial reading will complete a bachelor’s degree
Factors Impacting Dropout Rates

- Lack of focus and intrinsic motivation
- Need for remediation and delayed progress
- Familial and societal issues
- Socioeconomic issues
High school students “Get Focused” with the 3-unit comprehensive guidance course that explores - Who Am I? What Do I Want? How Do I Get It?

Students “Stay Focused” with GFSF 16-lesson Follow-up Modules in 10th, 11th, and 12th grades.

They can access their 10-year Plans and Skills-Based Education Plan on their mobile application and use these plans with high school and college counselors as well as with parents and teachers.

Regular college students using the curriculum in a Personal Development/First-year Experience course will also develop a 10-year Plan and Skills-based Education Plan.
What is a 10-year Plan?
- a career plan?
- an education plan?
- a life plan?

Yes! And the process behind the 10-year Plan is what makes the Get Focused… Stay Focused!® program such a unique and effective college- and career-readiness model.

The 10-year Plan helps students get focused and provides a vehicle to stay focused on their articulated career and life goals. The process of planning, refining, and updating their vision of the future over the course of several years equips students with critical skills as they meet the challenges of their “decade of transition”

- from middle school student
- to high school graduate
- to post-secondary learner and completer
- to productive, working adult

Students examine lifestyle scenarios that fit their own personal definition of success

The Freshman Transition Standards (FTS) from George Washington University support national counseling standards in the areas of personal/social development, career planning, and academic achievement. In a class delivering the FTS, students get focused as they work through a process that helps them articulate:
- Who they are
- What they want their adult life to look like
- An action plan for getting the post-secondary education/training they need to achieve the future they envision

Students create a meaningful plan online where it is easily updated and shared with counselors, mentors, employers, and friends

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Get Focused…Stay Focused!®
3-unit course

- Personal development, exploration of strengths and interests
- Research three career pathways of interest
- Budget building/financial literacy development
- Career Technical Education information
- College planning information
- Creation of online skills-based, 10-year Career & Education Plan
Get Focused...Stay Focused!®

FOLLOW-UP MODULES
10th Grade Curriculum: Developing Attitudes and Aptitudes that Promote College & Career Readiness

- Research high-demand careers
- Determine appropriate post-secondary option/pathway
- Learn about college access and affordability
- Update 10-year Plan
11th Grade Curriculum: Determining Your Informed Major & Post-Secondary Education Path

- Research STEM-related careers
- Reaffirm or change chosen career path
- Choose a major to match chosen career
- Find colleges that offer your major
- Prepare for college applications
- Update 10-year Plan
12th Grade Curriculum: Preparing to Act on Your 10-Year Education & Career Plan

- Apply to college/post-secondary planning
- Apply for scholarships & financial aid
- Update resume, cover letter, and portfolio
- Mock Interview & job applications
- Write a Skills-Based Student Education Plan
- Update 10-year Plan
Several community colleges have adopted the text to use in their Career Planning and Decision-Making courses. Sample course outlines are available if you would like to develop a new course.

College students also create the 10-year career & life Plan as well as the Skills-based Education Plan.

Counselors can easily work with the Education Plan to upload to their college education planning platform.

A GFSF college follow-up module is now being developed.
Comprehensive career guidance is given throughout high school.

Students enter community college with an online 10-year Career & Skills-Based Education Plan.

Students enter with an informed, declared major.

Students enter with information that is current and can easily be uploaded to the college’s Student Education Plan platform.

Students have the ability to stay on their chosen career and educational path without redundancy.

GFSF reaches all high school students rather than only reaching select populations.
Leveraging Intersegmental Alignment to Enhance Student Support Services

- GFSF in the High Schools
  - Every GFSF teacher has an opportunity to contextualize education
    - Work across disciplines
    - Invite Counselors to conduct guidance lessons (ASCA National Model)
    - Collaborate with industry reps (Guest Speakers, Mock Interviewers, Career Fairs, etc.)
Leveraging Intersegmental Alignment to Enhance Student Support Services

- Counselors at the High School
  - **Draw upon existing resources to support instructors:**
    - Classroom presentations, assist with special events
    - Web resources (Naviance, Career Cafe, CA Career Zone, etc.)
    - Parent Education
  - Support Matriculation (3SP) by collaborating with Community College Counselors
  - Support Internship/Externship Opportunities
  - **KEY: Meet with EVERY SINGLE STUDENT (and ideally parents) to review their personalized online Skills-based 10-year Career & Education Plan**
    - Remind students to self-advocate (especially throughout matriculation process)
    - Encourage students to download 10-year Plan app and/or work with college for 10-year Plan transfer to college campus
Leveraging Intersegmental Alignment to Enhance Student Support Services

Community College Counselors

- Draw upon existing resources to support instructors:
  - Classroom presentations, assist with special events
  - Web resources (campus resources, MBTI, Strong, employment listings, etc.)
  - Support Internship/Externship Opportunities
  - Support Matriculation (3SP) by collaborating with High School Counselors

KEY: Meet with EVERY SINGLE STUDENT to review their personalized online Skills-based 10-year Career & Education Plan

- Utilize the existing plan to develop abbreviated and comprehensive education plans
Leveraging Intersegmental Alignment to Enhance Student Support Services

- Develop EQUITABLE First Year Experience Options
  - For new-to-college students who had GFSF in high school – an opportunity to revise/update online 10-year Plan
  - For new-to-college students who need Freshman Seminar Course (did not have GFSF in high school)
  - For returning students
  - For non-traditional students
  - For veteran students
  - Other versions as needed to be equitable
Intersegmental Alignment
Where Does it Start?

- As early as **pre-K**
- Cradle-to-Career Initiatives
- Academic Standards **Alignment**
- Matriculation & Outreach Support Professionals
- Integrated Student Supports
- **Industry** Liaisons
- Grant Opportunities
- Building **Relationships** and **Networks**!
  - Annual Events
  - Newsletters
  - Forums
  - Other suggestions/examples?
Intersegmental Alignment
Where Does it End?

- It doesn’t!
- Identify **pathway transitions**
- Create solid hand-offs vs. traditional send-offs
- Our ultimate goal is for **students to emerge into a career of their choosing with the skills to succeed** as self-sufficient adults – those students will in turn become the **industry leaders and educators** who continue to foster intersegmental alignment for **future generations**
- Thus... we **must teach** students to be **civic-minded**

**COLLABORATING WITH K–12 PARTNERS**
Improving students’ success at college begins long before students enter college. Work with K–12 can include aligning curricula, early assessment and intervention, dual enrollment, and early college high schools.

<table>
<thead>
<tr>
<th>AREA OF ENGAGEMENT</th>
<th>EXAMPLES</th>
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<tbody>
<tr>
<td>Create a college-going culture</td>
<td>Reach out to all levels of K–12 education through, for example, K–12/community college faculty summits. Expand early counseling on college options, financial aid, and opportunities to earn college credit while in high school.</td>
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<tr>
<td>Align expectations and curricula</td>
<td>Communicate specific expectations for college and career readiness to middle and high school counselors and students. Work with K–12 systems to create seamless pathways with aligned standards and curriculums.</td>
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<td>Support professional development</td>
<td>Align teacher preparation and development programs with the CCSS. Design cross-sector professional development opportunities for board members, faculty, and counselors.</td>
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<td>Implement early interventions</td>
<td>Support early assessment (e.g., college placement assessments in sophomore or junior year of high school); support interventions (e.g., academic skill building and student success courses for high school students); and inform middle and high school faculty about college readiness predictors.</td>
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<tr>
<td>Expand dual/concurrent enrollment and early college high school programs</td>
<td>Promote strategies that enable students to earn college credit and even associate degrees while still in high school.</td>
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<td>Refine program design and delivery</td>
<td>Organize K–12 and community college faculty discussions that link research and data to program design. Share new models and tools, such as competency-based credentials and learning analytics.</td>
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<td>Strengthen uses of data to track success</td>
<td>Define and track metrics. Create data systems that facilitate longitudinal data analysis. Work with high schools to identify and track college readiness predictors.</td>
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<tr>
<td>Assess postsecondary readiness</td>
<td>Identify and assess predictors of postsecondary progress and success, using Voluntary Framework of Accountability Metrics. Work with secondary schools to benchmark, evaluate, monitor, and share disaggregated data on college readiness.</td>
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<td>Reimagine and reallocate resources</td>
<td>Assess the cost and efficacy of interventions to support data-informed allocation and reallocation of resources.</td>
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Intersegmental Alignment
What Does it Look Like?

**Outreach in classrooms**, in fair-format, special events, etc.:
- Educators from **cross-disciplines**
- Counselors
- Industry representatives

**Curricular Alignment Teams** (aka Professional Learning Communities):
- Discipline specific professional development
- Cross-disciplinary training and **curriculum development**

**Industry Partnerships**:
- Internships, **Externships**, Career Fairs, **Scholarship Fund Development**, Material donations, Pathway development support, Employment

**Intentional Planning**:
- Administrators
- Student Support Services
- Wrap-around services
- With Industry
- Set goals/objectives and **gather data to inform decision making** and next steps
Matriculation Support:

- Outreach presentations to 8th and 12th graders – prepping for their “next step”
- Coordinate with other support providers for 3SP (Student Success and Support Program)
- New Student Orientation and Counseling
- Student Educational Plan Development
- Follow-up Services

Support teachers of GFSF Follow-up Modules

Meet with every student to review online 10-year Plan

Meet with students preparing to graduate to provide individual support for their next step
Guided Pathways Should Be Considered in Transition Counseling

You have a handout which is a crosswalk of GFSF & Guided Pathways

Get Focused…Stay Focused!® is designed to propel students from high school graduation into and through college or postsecondary training and into employment that leads to economic self-sufficiency and life satisfaction!
2017-18 School Year: more than 400 high schools in California and over 80,000 students will be enrolled in Get Focused…Stay Focused!®

40 CA colleges currently involved!
How the Get Focused...Stay Focused® (GFSF) model intersects with the goals of:

- New World of Work (NWOW) 21st Century Skills
- Here to Career (HTC) app
- California College Guidance Initiative (CCGI)

**Get Focused**

1. **Who Am I?**
   - Students begin their journey gaining self-awareness while also building empathy and social diversity awareness.

2. **What Do I Want?**
   - As students envision what they want their future to look like, they research careers of interest and continue to increase self-awareness, adaptability, digital fluency, and empathy.

3. **How Do I Get It?**
   - Preparing for the climb toward their future, students outline a 10-YEAR PLAN for reaching their career and life goals. Throughout this process, they practice analysis, collaboration, communication, entrepreneurial mindset, resilience, and solving problems. They continue to increase their self-awareness and their understanding of our diverse society.

**Stay Focused**

4. **Module 1**
   - The terrain is familiar as students revisit their 10-YEAR PLAN before expanding their research to include high-demand careers. They continue building adaptability, collaboration, problem solving, and digital fluency skills as they consider how to acquire the essential skills high-demand careers require. Before moving on, students preview possible post-secondary paths and update their 10-YEAR PLAN.

5. **Module 2**
   - Revisiting the 10-YEAR PLAN helps students confirm they are on course before expanding their research once again, this time focusing on STEM careers. The climb toward the future continues as students update their skills inventory, think critically about how career choice, major, or program of study, and school/training choice must align, and prepare to apply to college. Before moving on, students update their 10-YEAR PLAN.

6. **Module 3**
   - To kick off this leg of their journey, students revisit their 10-YEAR PLAN and map out a skills-based education plan for their chosen career path. The summit is in sight and timing is critical, so students apply all of the skills they’ve developed to create an action plan and timeline for their college application process. As students update their 10-YEAR PLAN once again and produce a final high school portfolio, they reach the summit and are able to glimpse the possibilities that stretch before them.
Video: The Insufficient Degree
Strategic Planning

- Identify your assets:
  - What partnership/alignment efforts already exist?
  - Who are your contacts? Is there a stakeholder group missing?
  - What grants/initiatives are in place?
  - What is already working well and could be taken to the next level?
- Next steps:
  - What could you get done during the this academic year?
  - What professional development is needed?
  - Who will you be in touch with when you return home?
What questions do you have?

Action Plan time! Please take a few minutes to get some thoughts down on an action you will take after this conference.

Research shows that results are more likely to happen if you get started on at least one thing right away!
DO N’T FORG E T!!!

Get Focused!

CONFERENCE
December 14 & 15, 2017

Hosted at
Santa Barbara City College
(West Campus, Garvin Theater)

SPACE IS LIMITED ~ REGISTRATION OPENS AUGUST 1ST

Incredible Value! $299 per person

For additional information, visit
GetFocusedStayFocused.org/conference
THANK YOU!!

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