

04

HIGH SCHOOL INTO COLLEGE SUCCESS

What will improve?

RESULT

A population condition of well being.

NAZ scholars will graduate high school college-ready, enroll in an optimal post-secondary program, complete a credential within 150% of their program length, successfully enter a career pathway and be engaged civically in the community

Is anybody better off?

OUTCOMES

Performance Measure: Shows whether or not results are achieved.

- # of scholars on-track to graduate high school as demonstrated by proficiency in MCA, MAP and ACT scores, and GPA
 - # of scholars that matriculate and graduate from a post-secondary education program
 - # of scholars that are on a career pathway and are civically engaged in community
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How much did we do?

OUTPUTS

Performance Measure: Shows the quantity of solutions utilized.

PROGRAMS

- # of scholars enrolled in out-of-school time (OST) programs
- # of scholars on-track to graduation
- # of scholars improving their academic outcomes (i.e., GPA, grades, coursework, attitudes about school and community)

SCHOOLS

- # of scholars enrolled in college-ready course work (i.e., AP, IB, college-level courses)
 - # of scholars improving their academic outcomes (i.e., GPA, grades, coursework, attitudes about school and community)
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How well did we do it?

INPUTS

Performance Measure: Shows the fidelity of implementation.

- Offer college-ready and/or career development supports at programs
- Utilization and support for critical pedagogy and culturally relevant practices in schools and programs
- # of college-ready courses and supports offered at schools
- # of counselors per student in schools

- Offering of behavioral health supports in schools that are culturally relevant
 - # of teachers and administrators of color in schools
 - # and % of master teachers (6+ years of experience) in schools that teach general and special education courses
 - # of years school retains the same administrator
 - Utilization and support for critical pedagogy and culturally relevant practices in schools and programs
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COLLABORATION PROCESS

Overview of strategies. To see Key Elements, please refer to 00 Collaboration document.

STRATEGY 1 | NAZ and partners will co-create an annual site-based implementation plan based on the related elements in the NAZ Collaborative Results Plan to define and support implementation

STRATEGY 2 | NAZ and partner staff participate in specified meetings together to address technical, adaptive, relationship and resource work to support outcomes across the collaborative

STRATEGY 3 | Contribute organizational data to collaborative database

STRATEGY 4 | Use data and learnings for continuous improvement

STRATEGY 5 | Intentional practice of effective results-focused conversations to drive action across meetings and interactions

STRATEGY 6 | NAZ organization and partners will share in developing and communicating collaborative results and other PR stories relevant building a college-culture in North Minneapolis

STRATEGY 7 | Participate in building a “College-Going Culture” in North Minneapolis

STRATEGY 8 | Develop, identify and report on budget for NAZ organization and full collaborative work to reach goals

STRATEGY 9 | Identify opportunities for shared funding proposals aligned with business plan goals

STRATEGY 10 | NAZ organization and partners will work together to shift the culture of resource investment toward less siloed funding

STRATEGY 11 | Use learnings, opportunities, and barriers identified through results plan and shared work with families to established systems change and policy agenda

STRATEGY AREAS

Grouping of strategies.

A Seamless Network of Supports for Scholars in College and Career Readiness

Data Driven & Continuous Improvement

Academic & Financial Success

STRATEGIES AND KEY ELEMENTS

STRATEGY 1 | Collaborate to Create the Participation Strategies

KEY ELEMENTS

- Active, coordinated network of participation strategies for high school scholars
 - Coordinate recruitment to connect scholars to post-secondary programs based on fit
 - Focus on rising 9th graders to ensure early access into the network of programs
 - Communication between NAZ and partner staff to best support scholars
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STRATEGY 2 | Contextualize Data

KEY ELEMENTS

- Use data to identify gaps in program supports, college access, retention and graduation
- Coordinate with college-readiness and credit recovery programs to ensure scholars meet requirements
- Use of NAZ Connect to facilitate coordination

STRATEGY 3 | Continuous Quality Improvement

KEY ELEMENTS

- Collect and review data regularly around program characteristic and scholar experience
 - Implement Scholar Achievement Planning
 - Participate in regular assessment meetings reviewing scholar outcomes, and implementation of program plan
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STRATEGY 4 | Support Academic Success

KEY ELEMENTS

- Provide academic supports (i.e., tutoring, study groups and mentoring)
- Provide college-level achievement planning

STRATEGY 5 | Effective Classrooms

KEY ELEMENTS

- Teachers receive high quality professional development in critical pedagogy and culturally responsive teaching
- Administrators provide instructional leadership that fosters creativity, critical thinking and culturally relevant curricula
- Provide courses in ethnic studies and courses that utilize Youth Participatory Action Research (YPAR)
- School administrators work to hire and sustain a racially diverse and experienced teacher workforce.

STRATEGY 6 | Early Access

KEY ELEMENTS

- Enroll scholars in dual enrollment courses via Post-Secondary Education Opportunities (PSEO), College In the Schools and programs
- College visits and multicultural support programs on campus for NAZ scholars

STRATEGY 7 | Financial Supports

KEY ELEMENTS

- Provide targeted and ongoing support for financial aid process
- Increase assistance for solving unmet financial aid
- Develop and maintain scholarship programs for NAZ scholars

STRATEGY 8 | Admission and Retention

KEY ELEMENTS

- Create pathways to admission for NAZ scholars
- Provide regular progress review of Scholars in first year
- Identify social supports for leadership and cultural development on campus

STRATEGY 9 | Transition to College

KEY ELEMENTS

- Identify college/university bridge programs for NAZ scholars
- Provide high quality first-year programming to support scholars' acclimatation to college life
- Develop dual community and campus based mentorship program to ground scholars transitions into college and career

Career Pathways &
Work-based Learning
Opportunities

**STRATEGY 10 | Develop Career Pathways & Strategy
Participation Programs**

KEY ELEMENTS

- Identify and develop work-based, credit-earning experiences
 - Partner to develop career pathways via internships/fellowships among NAZ collaborative partners in fields such as: teaching, non-profit management, entrepreneurship, artist, community development, research, etc.)
 - Connect scholars to professional affinity groups for mentorship and job shadowing
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Parent & Community
Engagement

STRATEGY 11 | Foster A College-Going Culture

KEY ELEMENTS

- Educate NAZ parents on college process and how to support scholars through college transition via workshops and materials
- Promote and advocate for a college-going culture across the Northside with a consciousness raising campaign at program and school sites, in scholar's homes and in the community via events and marketing
- Convene community conversations that bring together parents, scholars and education professionals to discuss critical issues and remedies to inequities in the education participation strategies and in the workforce