

STRATEGIC PATHWAYS



to STUDENT SUCCESS



A collaborative community project of the
Fort Worth Chamber Quality Workforce
Development Committee



The Strategic Pathways to Student Success Model is a framework designed
to enhance college and career readiness for Fort Worth ISD students,
leveraging existing community and technical resources.



The Strategic Pathways to Student Success model is a collaborative community project of the Fort Worth Chamber Quality Workforce Development Committee.

Task Force Members

Rodney Mayo, *Lockheed Martin/DOD*

Lauren Doeren, *Parent/Nonprofit Executive*

Marilyn Jones, *United Way of Tarrant County*

Fred Schmidt, *Tarrant County College*

Dr. Stacy Burrell, *Fort Worth ISD*

Dr. Mark Tarpley, *Doctors In Training, QWDC Chairman*

Dr. Mike West, *UTA - Downtown Fort Worth Campus, QWDC Immediate Past Chairman,
Interim Fort Worth ISD Education Foundation Chairman*

Dr. Cynthia Fisher Miller – *Fort Worth Chamber of Commerce*

Strategic Pathways to Student Success Work Group Members and Volunteers

Chris Alvarado, *InspirED*

Felicia Delk, *Kroger*

Miguel Garcia, *Fort Worth ISD*

Joe Greenslade, *Community Volunteer*

Dr. Mary Harris, *University of North Texas*

Tom Harris, *Alliance Aviation*

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Christina Mason, *Workforce Solutions for Tarrant County*

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Steve Peglar, *The WhitneySmith Co.*

Judy Perez, *Fort Worth SPARC*

Jim Sager, *Transwestern*

Glenn Spoons, *Fort Worth Chamber*

Dr. Jessica Thompson, *Fort Worth ISD*

Phillip Wambsganss, *Higher Education Servicing Corporation*

Kathy Wright-Chapman, *Education Service Center Region 11*

EXECUTIVE SUMMARY



WHY The Fort Worth ISD is the sixth largest school district in Texas, serving 83,255 students with an ethnic breakdown of: 60.5% Hispanic, 22.8% African American, 13.3% White and 3.1% other. Economically disadvantaged students comprise 77.2% of the school population, and 29.6% of students have Limited English Proficiency (LEP). Given these characteristics, students from Fort Worth ISD are unfortunately more likely to fall behind when it comes to high school graduation, postsecondary enrollment and living-wage employment. While there are already many educational programs and community organizations in place in Fort Worth that aim to assist these students, distilled information relevant to educational opportunities, career pathways and gainful employment opportunities, remains an elusive goal.

HOW The Strategic Pathways to Student Success Model is a collective impact framework designed to enhance college and career readiness for Fort Worth ISD students, leveraging existing community and technical resources. The Strategic Pathways to Student Success Model intends to develop and provide a High Tech and High Touch approach to interacting with the target population of students, their counselors, and their parents, using the Fort Worth ISD as a pilot school district. This system/program of interconnected social networking (high tech) and mentoring resources (high touch) will deliver consistent and up-to-date possibilities for student college/career/vocational interests. With accurate information on demand occupations, an educational pathway of sequenced courses will be created to identify careers in a student's field of interest. This pathway will inform the student of what skills and/or education are needed to get where they want to go, and information will be clearly provided through technology and in person on how they will be able to gain these skills and/or education, including information on how to overcome financial hurdles. Students will be more informed and better prepared to achieve a diploma, a certification, associate/college degrees, and/or gainful employment.

The Strategic Pathways to Student Success Model has identified several entry points to engage students, but will pilot in middle school, where according to Texas House Bill 5, students, parents and counselors must agree on a chosen career pathway for the student to pursue in high school. Existing Go Centers in schools and community Go Centers in the most under-served neighborhoods will serve as hubs for this high tech/high touch approach. The Strategic Pathways to Student Success Model will address process improvements and systems alignment, to develop not only synergies and personal involvement, but standardization of a model that is potentially transferable and brought to scale for other districts locally and regionally.

WHO Strategic Pathways to Student Success is an existing college to career initiative led by a Task Force as a project team of the Fort Worth Chamber of Commerce Quality Workforce Development Committee. The Fort Worth Chamber serves as the "backbone organization" for this initiative, providing overall strategic coherence and logistical/tactical activities. The Task Force of five volunteers, ethnically diverse men and women, mirrors the K-16 workforce pipeline in its composition. Each member is a respected leader in his or her own organization and is well known in the community, brings resources to the table, inspires other organizations to do the same, understands and is fully engaged in the collective impact model, and provides momentum toward a common agenda - improved college and career readiness for Fort Worth ISD students. Task Force members include: Rodney Mayo, Department of Defense/Lockheed Martin Fort Worth; Lauren Doeren, Parent/Nonprofit Executive; Dr. Stacy Burrell, Fort Worth ISD; Marilyn Jones, United Way, and Fred Schmidt, Tarrant County College. Dr. Cynthia Fisher Miller, Vice President of Education and Workforce Development of the Fort Worth Chamber guides and advises the group.

TIMELINE - HISTORY



May 2014 – Project team assembled to develop the framework.

Centered on addressing **3** questions:

1 What can the task force do to help FWISD students make wise career choices that lead to higher paying, more satisfying jobs, and are the GO Centers the best place to start?

2 What community and corporate resources related to college and career readiness are already at work for the FWISD students, and how can they be leveraged for student success?

3 What gaps exist that can be filled for greatest impact?

More than **2,000** volunteer hours later, Strategic Pathways to Student Success was created.

Volunteer engagement expanded, focusing efforts through 3 Work Groups:
Survey Work Group
Data Cataloging Work Group
Mapping Work Group

The Strategic Pathways to Student Success Model framework will serve as the umbrella for the high touch/high tech approach to our end goal.

Entry points were identified to engage students. Pilot will concentrate on middle school level.

- *HB 5: students, parents and counselors must agree on a chosen career pathway for the student to pursue in high school.*

Existing GO Centers in schools and Community GO Centers will serve as the hubs for the high tech/high touch approach.

PHASE 1 – Target population identified. Service population identified.

PHASE 2 – Identify as many relevant existing programs in our community that could support the target and service populations as identified.

PHASE 3 – Compile a taxonomy of actionable engagement initiatives.

Spring 2015: Survey Work Group surveys students, counselors and college and career coaches.
Data Cataloging Work Group creates catalog of sites to be narrowed to benchmark sites.
Mapping Work Group begins analyzing available community programs.

Oct. 2015 – Work Groups identify, compile and validate taxonomy with survey results, benchmark sites and initial catalog of community programs.

SURVEY WORK GROUP



Coach, Marilyn Jones, United Way of Tarrant County

Work Group Members:

Dr. Stacy Burrell, *Fort Worth ISD*

Lauren Doeren, *Parent/Nonprofit Executive*

Dr. Mary Harris, *University of North Texas*

Glenn Spoons, *Fort Worth Chamber*

Dr. Mark Tarpley, *Doctors in Training*

Dr. Jessica Thompson, *Fort Worth ISD*

Kathy Wright-Chapman, *Ed. Service Center Region 11*

In May the Survey Work Group conducted 6 focus groups – 4 with students – 2 groups involving both counselors and college career coaches. We engaged individuals from 7 middle schools and 3 high schools. The community conversations consisted of ten questions focused on Go Centers, college/career information, web based technology usage, future plans, college/career mapping and challenges students are facing to obtain their goals.

The Survey Work Group reconvened in early October to analyze the data collected in phase 1 of the Community Conversations. The Work Group was able to identify six main themes that validate the taxonomy. The taxonomy is meant to express the structure or architecture of the model. The six main themes include: expand programming of the Go Centers, increase family engagement, strengthen career & sustainable employment, improve logistics and technology, standardize Go Centers and increase communications. The matrix is on pages 5 & 6.

Using the collective impact approach, and in keeping with our goal of leveraging existing resources, we will utilize demand-driven career pathway data from Workforce Solutions for Tarrant County. Existing parent engagement data from the Fort Worth ISD will also be incorporated. These linkages will move the entire project toward developing and implementing the high touch/high tech approach.



DATA CATALOGING WORK GROUP



Coach, Fred Schmidt, Tarrant County College

Chair, Steve Peglar, The WhitneySmith Co.

Work Group Members:

Joe Greenslade, *Community Volunteer/HS Mentor*

Christina Mason, *Workforce Solutions for Tarrant County*

Tom Harris, *Alliance Air/Aviation Services*

Jann Miles, *Workforce Solutions for Tarrant County*

Tammie Marceleno, *JPMorgan Chase Foundation*

Jim Sager, *Transwestern*

The purpose of the Data Cataloging Group is to gather and format existing informational resources that can be accessed as part of the Strategic Pathways to Student Success Model solution. The first steps of the Data Cataloging Work Group were to identify the deliverables:

1. Gather existing resources.
2. Document findings on a tracking sheet.
3. Compile and consolidate all individual lists.

Next the team worked to identify the intent & usage for resources:

1. Who is the intended audience?
2. What is the resources information purpose?

Over the past several weeks our team focused on finding benchmark tools for students, parents, counselors, advisors, mentors, and other stakeholders to use to assist with career and college information gathering. Internet searches return millions of hits, most of which are not relevant and often advertisements to paid sites. As a start point, 82 sites were identified, and an evaluation criteria was developed to determine which sites provided the most relevant information while being user-friendly. The criteria were categorized into 3 primary areas:

- Assessment
- Employment
- Higher Education & Financial Aid

The team divided the list and focused on one of those areas to reduce the list to 3-4 benchmark sites in each area and documented the attributes that we felt made them benchmark sites for the initial High Touch solution, and also for the High Tech solution of our project. Each area was reviewed by work group members based on their professional expertise. Their background provided validity and job scope knowledge not typically found in other review processes. Based on their findings the Work Group was able to narrow the field to 13 resources in which the Work Group will analyze further. A gap analysis will be conducted to compare tools and ensure resources are comprehensive. The final result will be populating the resource data in the Go Centers adding to the designed standardization that will be implemented at the end of this project.

MAPPING WORK GROUP



Coach, Dr. Stacy Burrell, Fort Worth ISD

Work Group Members:

Chris Alvarado, *InspirED*

Felicia Delk, *Kroger*

Dr. Allen Henderson, *Texas Wesleyan University*

Miguel Garcia, *Fort Worth ISD*

Steve Peglar, *The WhitneySmith Co.*

Judy Perez, *Fort Worth SPARC*

Phillip Wambsganss, *Higher Education Servicing Corporation*

Concentration is to build in the high touch element of this program, a supplemental but necessary area to provide support throughout the pathway which fills the gaps between school, home, and out of school time.

Data being collected includes: Fort Worth ISD after school & out of school programs
Fort Worth Chamber's mentor program directory
Fort Worth SPARC

Partnerships with organizations such as Junior Achievement take students out of the classroom to visit employers for an entire day at the employer location, inspiring their excitement about future career pathways.

The next phase will be developing a master catalog available in hard copy and electronically through the **GO Centers** and other counseling areas.



Strategic Pathways to Student Success

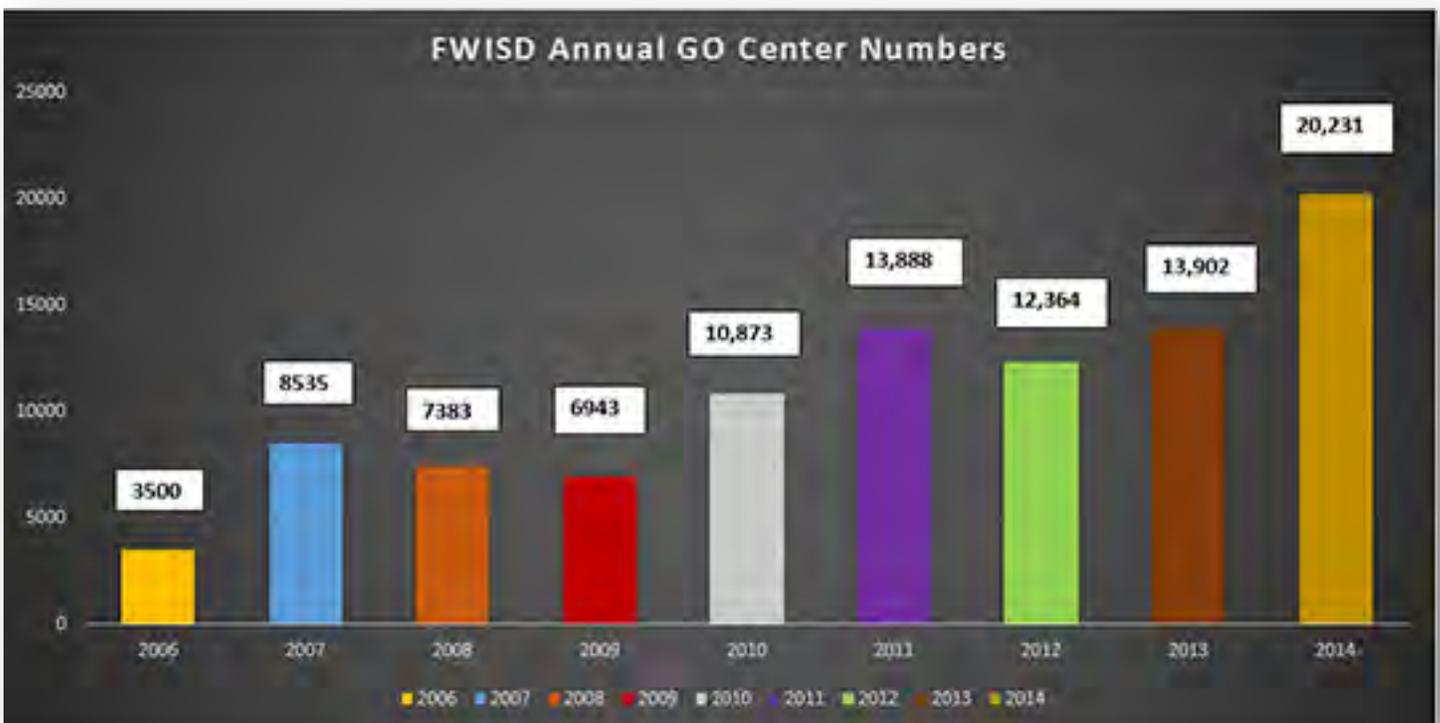
Shared Vision: Students are more informed and better prepared for life by sequencing courses and by selecting appropriate career pathways that lead to a diploma, certification, college and/or gainful employment.

GO CENTERS



GO Centers aspire to help students to explore and adopt pathways to careers and college. They are physical spaces in schools and other locations, equipped with computers and overseen by school staff. Students visit the GO Centers and research career opportunities, college options, and financial aid. Students are assisted by mentors from higher education institutions and from the community.

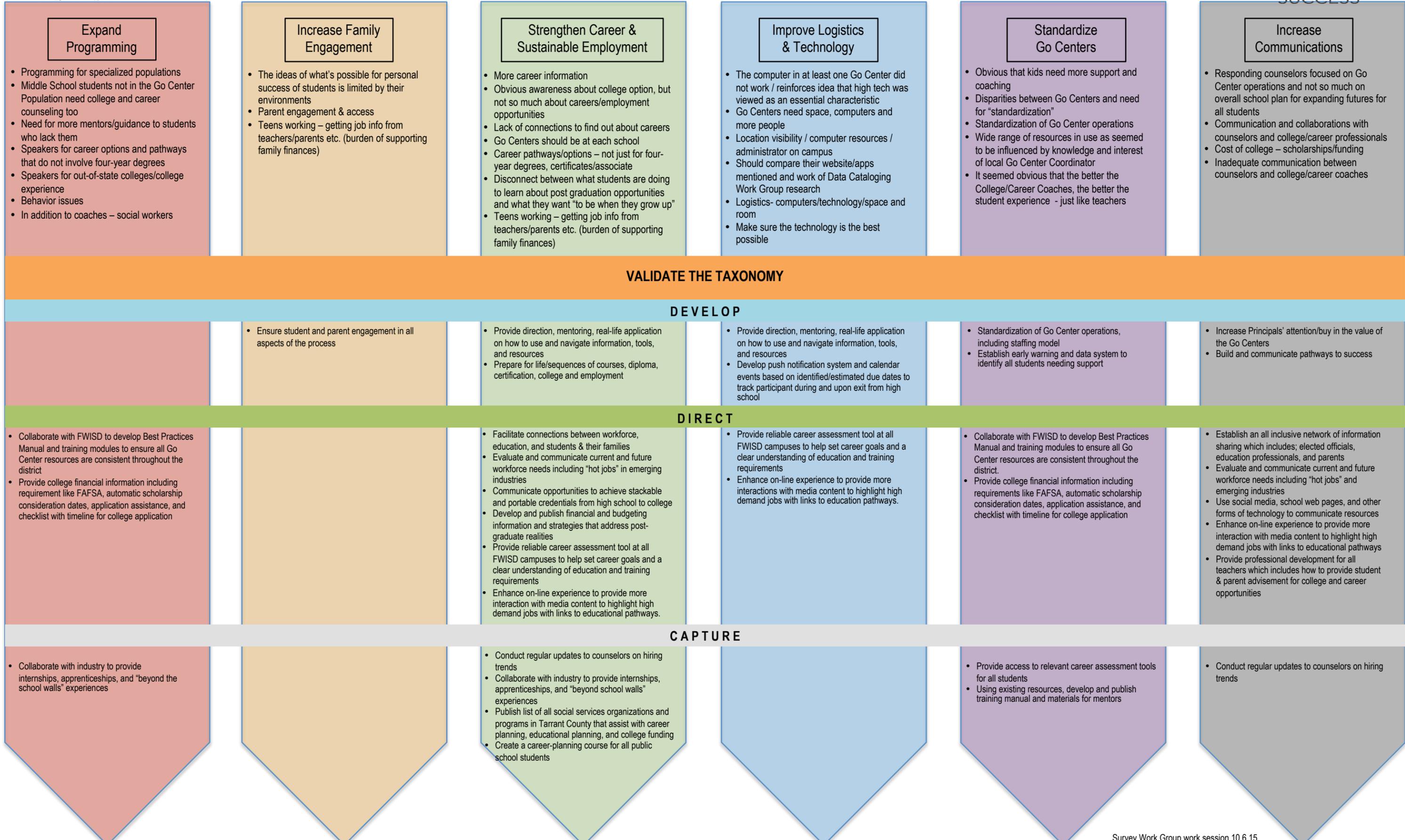
Since 2004, the Fort Worth Chamber has employed staff to provide oversight and technical assistance to FWISD and community GO Centers. Since 2006, more than 97,000 students have utilized the GO Centers, averaging over 10,000 students annually. The number of students who have accessed and utilized the FWISD GO Centers each school year since 2006 is shown in the following chart:



In addition to the campus and community GO Centers, students have access to a Mobile GO Center hosted by Tarrant County College. The Mobile has had over 62,000 visitors since 2006. Also, Tarleton State University has two Mobiles (Stephenville, Fort Worth) that will attend events/activities throughout the state of Texas, and Texas Woman's University has a Mobile that serves the Denton/Dallas County area.

Services GO Centers Provide:

- College Admission Awareness
- College Application Assistance
- Financial Aid Application Assistance
- Financial Aid Advising
- Career Exploration
- Scholarship Assistance
- College Advising
- College Campus Visits and Tours
- Academic Advising





STRATEGIC PATHWAYS MODEL

A collaborative community project of the Fort Worth Chamber Quality Workforce Development Committee
The Strategic Pathways to Student Success Model (SPM) is a framework designed to enhance college and career readiness for Fort Worth ISD students, leveraging existing community and technical resources.

Working Draft

Priority Work
Through June 30, 2015

Task Force

Chair: Rodney Mayo, Dept. of Defense (DCMA) and Lockheed
Members: Lauren Doeren, Leg Up Program & Community Volunteer
Dr. Stacy Burrell, Fort Worth ISD
Marilyn Jones, United Way
Fred Schmidt, Tarrant County College

QWDC Chair, Dr. Mike West, UTA
Incoming Chair (4.1.15), Dr. Mark Tarpley, Doctors in Training

Community Conversations

Purpose: Gather input on SPM from students, parents, college & career coaches & employers.
Coach: Marilyn Jones, United Way
Members: Lauren Doeren, Leg Up Program & Community Volunteer
Dr. Stacy Burrell, Fort Worth ISD
Dr. Mary Harris, University of North Texas
Dr. Mark Tarpley, Doctors in Training
Kathy Wright-Chapman, Education Service Center Region 11
Glenn Spoons, Fort Worth Chamber
Dr. Jessica Thompson, Fort Worth ISD

*Input gathered will inform the personal skills inventory & Go Centers operations.

Data Cataloging of Career Descriptions, Job Data & Employment Trends

Purpose: Capture and organize best sources of this data.
Coach: Fred Schmidt, TCC
Members: Jann Miles, Workforce Solutions for Tarrant Co.
Steve Peglar, WhitneySmith Co.
Tammie Marceleno, JP Morgan Chase Foundation
Jim Sager, Transwestern
Tom Harris, Alliance Air/Aviation Services
Christina Mason, Workforce Solutions for Tarrant County

*Identified best resources will populate high tech tool & help standardize Go Centers.

Mapping of Mentoring and Educational Materials

Purpose: Assure pathways and educational resources are aligned.
Coach: Dr. Stacy Burrell, Fort Worth ISD
Members: Dr. Allen Henderson, Texas Wesleyan Univ.
Steve Peglar, WhitneySmith Co.
Philip Wambsgans, N. TX. Higher Ed. Authority
Felicia Delk, Kroger
Chris Alvarado, InspirED
Judy Perez, Fort Worth SPARC
Miguel Garcia, Fort Worth ISD

*Aligned resources & pathways will be clearly integrated in high tech tool & in Go Centers.

SPM Framework as Umbrella

High Touch

- Focused through Go Centers

High Tech

- Website or landing page and/or an interactive social media type app

End Goal: Students are more informed and better prepared for life by sequencing courses and selecting appropriate pathway endorsements that lead to a diploma, certification, college, &/or gainful employment.



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