Unlocking Opportunities: CPS and City Colleges' Tools for Postsecondary Success

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Awareness to Action: Promoting Equity in Education and Careers
Description – Join us to discover the transformative strategies employed through strategic partnership by Chicago Public Schools (CPS) and City Colleges of Chicago (CCC) that are reshaping the landscape of equity in education. Through a diverse range of initiatives, including developmental advising and postsecondary pathway development, CPS and CCC have paved the way for economic and educational success for our young people. Whether you’re an educator, administrator, or policymaker, this session will equip you with the knowledge and inspiration to champion equity in education and contribute to the brighter futures of our students.

Agenda

- Introductions
- Getting to know our audience
- Postsecondary Preparation at Chicago Public Schools
- Interventions in the Transition Zone: The Chicago Roadmap
- Continuing Postsecondary Perseverance at the City Colleges

Awareness to Action: Promoting Equity in Education and Careers
Who do we have in the room with us today?
Section 1: CPS
Questions to consider…

● How do your current practices support students in their postsecondary efforts and aspirations?

● How are you applying an equity lens to your practice?

● What do you need to work on?

● What training is needed?

● How can you strengthen current efforts to support young men of color and moderately qualified groups?
Equality: The assumption is that everyone benefits from the same supports. This is equal treatment.

Equity: Everyone gets the supports they need (this is the concept of “affirmative action”), thus producing equity.

Justice: All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.
To ensure equitable outcomes for all students, postsecondary guidance should be adapted to meet students at their current stage of adolescent development as well as addressing their specific needs.

<table>
<thead>
<tr>
<th>Awareness (Grades 6-9)</th>
<th>Identity &amp; Student Voice</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access (Grades 8-10)</td>
<td>Career Awareness &amp; Exposure</td>
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<tr>
<td>Readiness (Grades 9-11)</td>
<td>Pathway Identification &amp; Selection</td>
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<td>Success (Grades 10-13)</td>
<td>Pathway Matriculation</td>
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CPS Graduate Profile

**HIGH SCHOOL STRATEGY**

**Graduate Profile**

CPS graduates are powerful and ethical problem solvers, learners, leaders, global, community members, innovators, and decision-makers. They see the world through the lens of equity, self-awareness, and social understanding. They are prepared to succeed in post-secondary goals. Whether entering the workforce, going to college, or other educational pathways, they are academically, emotionally, and socially equipped and are able to think critically and creatively about equity and justice.

They are active, ethical, and informed citizens who make contributions to their communities, and in doing so, contribute to civics. CPS graduates are dynamic and diverse individuals who choose to lead productive, purposeful, and professional relationships and the path to sustainable lives.

**Definitions:**
- **Inquisitive Learners:** Possess the knowledge, skills, and confidence to successfully pursue curiosity, curiosity, curiosity, and do so with critical thinking and inquiry.
- **Empowered Decision Makers:** Committed to building a positive culture and a strong society.
- **Ethical and Collaborative Leaders:** Responsible for the voice of others, social norms, and social behaviors.
- **Adaptable and Independent Thinkers:** Researchers in education and social change, professional partnerships, and post-secondary preparedness.
- **Engaged Community Members:** Critical thinkers, advocates, and leaders in service and public service, and also in social engagement.

**Description:**
- **Contributors to building a positive culture and a strong society:** Engaging in community service and social action.
- **Highly ethical individuals:** Responsible for the voice of others, social norms, and social behaviors.
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**Awareness to Action: Promoting Equity in Education and Careers**

**ILLINOIS EDUCATION AND CAREER SUCCESS NETWORK**

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What is Developmental Advising?

Allows for a holistic view of each student to maximize their educational experience in effort to foster their future success.

“is concerned not only with a specific personal or vocational decision but also with facilitating the student’s rational processes, environmental and interpersonal interactions, behavioral awareness, and problem-solving, decision-making and evaluation skills.”
Domains of Developmental Advising

- Foundational Skills
- Career Awareness & Alignment
- Academic and Financial Readiness

Awareness to Action: Promoting Equity in Education and Careers
The scope of this domain and its domain areas emphasizes social, emotional, employee, and transfunctional noncognitive factors at each stage of student development that drive success in postsecondary and career settings.

- Self Development
- Accountability & Determination
- Relationships & Collaboration

What does this look like?

Self Exploration Survey
Career Exposure
Purpose & Self Worth
Critical Thinking Development
Career Awareness & Alignment

Its scope includes cognitive knowledge and skills, market influence, professional opportunities, and vocational abilities.

➔ Labor Market Awareness
➔ Professional Identity
➔ Vision

What does this look like?

Compensation Awareness
Understanding Industry & Job Availability
Strengths Exploration
(Ex. CPFTA, Dual Enrollment, Genesys Works, etc...)
Academic & Financial Readiness
Its scope includes navigating postsecondary selection, financial planning, and persistence.

- **Match = Admissibility**
  How likely am I to get into a college, institution, option?

- **Affordability = Cost, Risk, Return**
  What is the cost, risk, and potential return of each pathway for me?

- **Fit = Sense of Belonging & Preferences**
  Where will I find what I need and want in order to be successful?

- **Meaningful Plan = Pinnacle of Advising**
  Was my postsecondary plan chosen thoughtfully with the support of high quality advising

**Meaningful Plan**

- **Match**
- **Affordability**
- **Fit**

**Academic & Financial Readiness**
Its scope includes navigating postsecondary selection, financial planning, and persistence.

**Awareness to Action: Promoting Equity in Education and Careers**
Section 2: The Chicago Roadmap
Let’s connect the pieces …

Put together the pieces.
Awareness to Action: Promoting Equity in Education and Careers
An Unprecedented Partnership

A Roadmap for Success:
Two of the nation’s largest educational systems, CPS and CCC, along with the City of Chicago, partner to break down institutional silos and help students move to and through college and into careers.

Goal:
Ensure all our students, regardless of ZIP code, have the same opportunities to get to and through college, paving the way for economic success equitably.
Lack of holistic student support → All incoming CCC students are expected to attend orientation, but are often not engaged in opportunities for learning about wraparound supports (i.e., tutoring, wellness center, food pantry, etc.)
Roadmap Main Priorities (Domains)

- **Academic Readiness & Success**
  - Our Goal: Ensure our students receive high-quality, well-aligned instructional practice across CPS and CCC.

- **Access to High-Quality Programs**
  - Our Goal: Work with students to get ahead and earn early college credits while in high school.

- **Student Advising and Supports**
  - Our Goal: Support students’ ability to earn a post-secondary credential within a reasonable time and cost, while providing them with other resources to ensure they graduate from CCC.

- **Career Exploration & Preparedness**
  - Our Goal: Encourage students to explore college and career trends earlier and with a path or goal in mind.

- **Strong Partnership Between CPS & CCC**
  - Our Goal: Increase alignment between CPS and CCC for a sustained, successful partnership, which will improve the college and career success rates of our shared students.
**An Unprecedented Partnership**

**High School**
- **Access orientation** - extended orientation for diverse learners to prepare them for college life and register with their ACCESS center on campus.
- **Summer Start** - 7-week bridge program introducing graduates to college life and getting them up to college level in gateway subjects.
- **Enrollment Days** - connects CPS seniors with onsite intentional advising to reduce summer melt and boost fall registration before high school graduation.
- **Transition Zone**
  - **Transitional Learning** - senior year English and math courses that allow for direct entry to college level upon passing with a C or better.
- **Early College** - dual credit/dual enrollment with laid out pathway options in IT, Healthcare, and Advanced Manufacturing model pathways.
- **Postsecondary Navigators** - in-school support offered at 84+ District, Options, and Charter high schools to guide CCC-bound seniors through enrollment steps and more.

**Postsecondary**
- **Purpose Pathways** - workshop to guide students through exploration of purpose, vision, values, and passion, propelling momentum to achievement of future life and career goals.
- **Options for the Future Scholarship** - tuition coverage for graduates from Options high schools.
- **Success coaching** - Monthly one-on-one coaching for first-year students with documented disabilities to support holistic college success.
## Big Wins to Date (SY24)

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<tr>
<th>Academic Readiness &amp; Success</th>
<th>Access to High-quality Programs</th>
<th>Student Advising &amp; Supports</th>
<th>Career Exploration, Experience, &amp; Preparedness</th>
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</table>
| Transitional Math offered in 72 high schools to nearly 3,000 students. | Model Pathways in IT, Healthcare, and Advanced Manufacturing implemented at 22 CPS high schools to streamline early college → postsecondary credits → job prospects. | CCC enrollment increases seen in SY23!  
- 30% across all CPS grads  
- 94% in Options students  
- 48% in diverse learners | Launched 2 cohorts of Youth Apprentices in Healthcare, IT, and Autotech and Advanced Manufacturing. Working on cohort 3, to include construction.  
Hosting Industry Spotlight Days and Makerspaces to offer students hands-on learning. |
| Transitional English offered in 55 high schools to over 3,500 students. | | | |
Section 3: Continuation of support at City Colleges of Chicago
Roadmap Signature Programs @ City Colleges

➔ Summer Start
➔ Purpose Pathway Seminar
➔ ACCESS Orientation
➔ Diverse Learner Success Coaching
➔ Scholarships!
Summer Start

- 7-week program for CCC-bound CPS grads; held during the summer between high school graduation and start of fall semester.
- Components: free credit class, English workshop, math workshop, college success/purpose pathways workshop, re-testing in ALEKS and RTW, fun with peers!

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<tr>
<th>Summer 2021</th>
<th>Summer 2022</th>
<th>Summer 2023</th>
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<tr>
<td>● 40 completers</td>
<td>● 79 completers</td>
<td>● 125 completers</td>
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<tr>
<td>● 95% enrolled in FA21</td>
<td>● 87% enrolled in FA22</td>
<td>● 86% enrolled in FA23</td>
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<tr>
<td>● 83% enrolled in SP22</td>
<td>● 76% of completers feel certain or very certain they’ll finish college</td>
<td>● Added ELL component</td>
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<td>● 94% agree this program was a good way to spend their summer</td>
<td>● 74% of completers feel certain or very certain they’ll finish college</td>
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<td>● 91% agree this program was a good way to spend their summer</td>
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Summer 2024 revamp! → ‘Choose your own adventure’ model of programming!
Looking at the impact: Purpose Pathway

**Who**
CPS grads currently enrolled at CCC

**What**
Career and self exploration seminar centered around goals, values, and purpose

**When**
Intervention to be implemented first semester of college

**Where**
Sessions held virtually over Zoom once per week for 8 weeks

**Why**
Expectancy-value intervention - Intentional space for goal setting and long-term planning can help students navigate the complexities of college and connect coursework to their lives, increasing success outcomes. Rooted in Ikigai - finding the reason for being based on the students’ whole self
Looking at the impact: ACCESS Orientation & Success Coaching

**STEP 1: ACCESS Orientation**
- SU22 orientation: 43 students
- SU23 orientation: 66 students
- Nearly 50% of orientation students participate in success coaching

**STEP 2: Success Coaching**
- 19 students fully participated in coaching in FA22
- 75% of the classes they took were passed with a C or better

**STEP 3: Persistence to future semesters**
- 100% of FA22 success coachees registered for SP23 classes
Looking at the impact: Options for the Future Scholarship

**Cohort 1:** Started FA22
- 188 students
- FA-SP retention: 71%

**Cohort 1+2:** Added class of 2023 grads (first fall = FA23)
- 277 students
- FA-SP retention: 63%

"Thanks to this scholarship I can still continue college because otherwise I wouldn’t due to financial issues. I definitely thought I wasn’t ready (for college) due to the position I was in life, but this scholarship helped me get a taste of how everything worked. I appreciate this opportunity, and this scholarship is definitely a big reason of why I’m currently attending college."

- OFS Cohort 1 Student
Section 4: Questions & Discussion
Closing Mentimeter
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