Supporting and Scaling Postsecondary Readiness through Stakeholder Engagement + Continuous Improvement

Presented by: OneGoal and North Chicago High School
Introductions

- Facilitators
- OneGoal - who are we and what do we do?
Introductions

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A holistic approach

Our mission is to lead the movement to transform Postsecondary Advising + Support

Direct Impact — OneGoal
Our classroom model—honed over 15 years—supports cohorts of students from high school through the first year of postsecondary, with proven life-changing results.

Systems Impact — OneGoal Leadership Network
A multi-year district and school leader coaching solution that leads to long-term improvements and increased postsecondary student outcomes across entire districts.
Seven District Focus Areas

Core Areas are those practices that must be in place in order to achieve comprehensive improvements in postsecondary outcomes. We encourage districts to focus on improving Core Areas before addressing Secondary Areas in order to ensure a strong foundation for success across all areas.
OneGoal Leadership Network →

A systems-level solution to take postsecondary outcomes to the next level

Immediate + Long-Term Impact

- A shared vision + plan
- Resources + talent aligned + optimized
- Real-time actionable data
- Postsecondary advising embedded into the school day
- Equitable student enrollment in postsec acceleration courses
- System-level benefits that increase student outcomes

Awareness to Action: Promoting Equity in Education and Careers
Illinois District Partners 2023-2024

1. Cahokia
2. Cairo
3. East St. Louis
4. Freeport
5. Harlem Unit School District 122
6. Jersey
7. Joliet Township
8. Kankakee
9. Lake County Safe School
10. Limestone
11. North Chicago
12. North Lawndale College Prep
13. Peoria
14. Proviso
15. RAS
16. Round Lake
17. Sparta
18. Staunton
19. U46
20. Waukegan

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Today’s Objectives and Introduction to Stakeholder Engagement Planning

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Objectives and Overview

01 Understand how to plan for different types of stakeholder engagement while establishing your continuous cycles of improvement to support and scale-up student postsecondary readiness

02 Reflect on North Chicago School District’s examples and artifacts of stakeholder engagement to evaluate or begin your own stakeholder engagement plan
1. **Your role**

2. **Which stakeholder group(s) is most integral to the postsecondary work you are engaging in now? Or who do you want to better engage?**

   - Students
   - Faculty and Staff
   - Parents, Guardians, and Families
   - Government Agencies and Regulatory Bodies
   - School Leaders and School Boards
   - Postsecondary Institutions
   - Local Businesses and Industry Partners
   - Nonprofit Organizations
   - Technology and Equipment Providers
   - Workforce Development Agencies
   - Members of the Community
Types of Stakeholder Engagement

1. **Inform**: Building context, awareness, and understanding

2. **Consult**: Seeking information, feedback, and perspective

3. **Involve**: Including in planning and implementation processes

4. **Collaborate**: Making decisions and formulating solutions together

**Awareness to Action: Promoting Equity in Education and Careers**
Stakeholder/Partnership Engagement Plan

Consider how you will relate to each stakeholder/group you identify below, using the engagement analysis on the next slide

<table>
<thead>
<tr>
<th>Name/Group</th>
<th>Relationship Owner</th>
<th>Inform</th>
<th>Consult</th>
<th>Involve</th>
<th>Collaborate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Superintendent</td>
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<tr>
<td>Parent Teacher Org</td>
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<td>Counseling Director</td>
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<td>Asst Principal</td>
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</tbody>
</table>
## Stakeholder Engagement Analysis on Involvement in Improvement Plan

<table>
<thead>
<tr>
<th>Stakeholder Participation Goal</th>
<th>Inform</th>
<th>Consult</th>
<th>Involve</th>
<th>Collaborate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stakeholder Participation Goal</td>
<td>Providing objective information to assist in understanding the problem, opportunities &amp; solutions</td>
<td>Obtain feedback on analysis and decision making</td>
<td>Work directly with stakeholders throughout the process to ensure concerns &amp; aspirations are considered throughout the process</td>
<td>Partner with stakeholders in each aspect of decision making, including identifying preferred solutions</td>
</tr>
<tr>
<td>Promise To Stakeholders</td>
<td>Keep informed through ongoing communication (newsletters, town halls)</td>
<td>Listen to and acknowledge concerns, and aspirations. Seek feedback on drafts and proposals</td>
<td>Work closely to ensure concerns and aspirations are directly reflected in the improvement plan and provide input on how stakeholder feedback influenced decisions</td>
<td>We will work together to formulate solutions and incorporate recommendations and advice to the maximum extent as possible</td>
</tr>
<tr>
<td>Insight To Stakeholders</td>
<td>Informing stakeholders of improvement practices through website, fact sheets and open house/</td>
<td>Consult stakeholders on improvement plan through semi-structured interviews, cous groups &amp; surveys etc where they can share insights.</td>
<td>Consulting stakeholders on an ongoing basis. While stakeholder feedback is considered, decision making still lies with school leadership.</td>
<td>Engaging stakeholders in an interactive and iterative process where they develop their own improvement plan or select their own interventions. Final decision making is with school leadership but with much input from stakeholders</td>
</tr>
</tbody>
</table>
North Chicago + OneGoal - Continuous Improvement Planning and Stakeholder Engagement Aims
North Chicago School District

Location and City Size:
North Chicago, IL, pop. 30,759 (suburban)

Student Population: 3392 students

8 schools: 1 Early Childhood, 3 elementary, 1 middle, 1 high school

Student Demographics:
- 99% Low Income
- 42% Hispanic
- 31.2% Black
- 18.2% White
- 14% IEPs

2023 Graduation Rate: 88%

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Establishing the Postsecondary Leadership Team

What does the team want to accomplish?

- Plan and implement integration of PaCE framework into 6-12th grade classroom and extracurricular experiences to establish the content knowledge and opportunities that students will have to support their postsecondary goals
- Plan and establish three college and career pathway endorsements: the first by FY25, the second by FY26, and the third by FY28
- Improve freshmen-on-track and graduation rates (SIP-related goals)

What focus areas are our primary drivers to improve to support this?

- Postsecondary Readiness Rubric Assessment
<table>
<thead>
<tr>
<th>Focus Area</th>
<th>#</th>
<th>Beginning</th>
<th>Practicing</th>
<th>Persisting</th>
<th>Overall Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shared Postsecondary Vision, Plan + Framework</td>
<td>8</td>
<td>0%</td>
<td>100%</td>
<td>0%</td>
<td>Practicing</td>
</tr>
<tr>
<td>Postsecondary Data Systems + Structures</td>
<td>8</td>
<td>38%</td>
<td>63%</td>
<td>0%</td>
<td>Beginning/Practicing</td>
</tr>
<tr>
<td>Continuous Improvement Cycles</td>
<td>8</td>
<td>25%</td>
<td>63%</td>
<td>13%</td>
<td>Practicing</td>
</tr>
<tr>
<td>Adult Capacity Building</td>
<td>8</td>
<td>38%</td>
<td>63%</td>
<td>0%</td>
<td>Beginning/Practicing</td>
</tr>
<tr>
<td>Student Supports + Advising Program</td>
<td>8</td>
<td>13%</td>
<td>50%</td>
<td>38%</td>
<td>Practicing</td>
</tr>
<tr>
<td>Institutional Partnerships</td>
<td>8</td>
<td>38%</td>
<td>63%</td>
<td>0%</td>
<td>Beginning/Practicing</td>
</tr>
<tr>
<td>Aligned Human + Financial Capital</td>
<td>7</td>
<td>14%</td>
<td>86%</td>
<td>0%</td>
<td>Practicing</td>
</tr>
</tbody>
</table>
Where are we succeeding and where are our gaps?

NCCHS stakeholder engagement-related findings:
1. Long-established and strong engagement w/community organizations
2. Long-established foundation for WBL - opportunity for more involved partnerships with partner institutions and local businesses
3. Faculty overwhelmed with shifting focuses and initiatives. Unaware or not well-versed on postsecondary opportunities for students

What is our vision of success?

How do our goals align with our school improvement plan?

What postsecondary metrics are most relevant to measure?

- Postsecondary Planning and SIP Alignment
- Dashboard: Postsecondary Enrollment from High School – Illinois Education and Career Success Network
Measurable Goals - Postsecondary Metrics:

+ Increase freshmen on track rates
  ○ SIP Goal #3A - 93% of Freshman will be on-track according to the ISBE definition at the end of their first year by 2025
+ Increase graduation rates
  ○ SIP Goal #3B - 88% of NCCHS students will graduate in four years by 2025
+ Increase enrollment rates
  ○ Subgoal: Decrease gaps in enrollment and persistence in 2&4-year schools for ELL students
+ Increase Access to Dual Credit Courses
+ Decrease Remediation Rates

Stakeholder Engagement Priorities:

1. **Collaborate** with community partner organizations to formulate systematic solutions, manage resources more effectively, and create more access and opportunities for students
2. Increase engagement and **involvement** of institutional partners in planning for CCPEs and equitable dual credit opportunities for all students
3. Build **faculty awareness** of PS aims and initiatives and their capacity to increase their **involvement and collaboration** in PS work

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NCCHS Stakeholder Engagement Examples and Artifacts
Stakeholder: Community Organizations

Involve:
- Enroll, Enlist, Employ main driver of all postsecondary work at NCCHS
- Work closely with key stakeholders from each organization to provide exposure and opportunities for our students in the PS realm
- Warhawk Lancer Scholarship
  - North Chicago Public Education Foundation, Steans Family Foundation, CLC
  - Warhawk to CLC transition team meeting
    - Transition Team: 1st gen students, eliminating barriers to education
- Lancer Summer Start
- Early Childhood Education Apprenticeship
- Warhawk Summer Up!

Overall Impact:
- FOT increase from 72.6% in FY19 to 90.6% in FY23
- Graduation rate increase from 66.8% in FY19 to 87.7% in FY23
Stakeholder: Community Organizations

Collaborate:

- Steans Family Foundation
  - Creating accessible data and research to identify gaps and areas for improvement
  - Bring key stakeholders together - district and school leaders, counselors, local community college, etc.
  - External perspective and expertise on what is working and what is not
    - North Chicago/CLC Transition Team

- OneGoal
  - Post-Secondary Leadership Coach to work with admin, team, to keep moving forward
  - Pilot year for classroom model - providing CCR education and experiences with one-on-one advising

Overall Impact:

- Increased efficiency and organization of continuous improvement planning
- Increased knowledge and professional capacity of postsecondary leadership team
- Increased network of postsecondary partners and organizations to collaborate with
- Scaling access to college and career readiness course and increased postsecondary advising
Stakeholder: Partner Institutions

Consult:

- How to increase enrollment and persistence
  - CLC Transition team w/Steans
  - Data analysis - identified success, gaps, and needs
- Present day consulting work: CCPE + Dual credit process
  - Pathway courses and opportunities

Involve:

- CLC partnership and shared resources
  - CLC Navigator
  - Dual credit advisory
- CLC 120 pilot this Spring
- Dual credit expansion
  - Dual credit plan for the future - grow in house offerings? Pros and cons
- Tech Campus offerings

Overall Impact:

- Increased senior advising capacity approx. 50%
- [Dual credit dashboard](#)
- [Remediation dashboard](#)

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Stakeholder: Faculty

Inform:
- “Launch” of team to faculty - introduced purpose, district/state initiatives, overview of district postsecondary landscape, and relevant vocabulary
- Afternoon session = team-building activities; personal reflections, Kahoot team competition with content from earlier presentation

NCCHS PSLT Launch Slide Deck

Findings:
- Majority of faculty reported knowledge and awareness increase after event and a desire to know more and get involved

Consult:
- Faculty analyzed PaCE to identify alignment with classroom experiences and content as well as info regarding CCRI tracking and collection
- Data Analyzed: 9-12 PaCE Framework Benchmarks
- Data Collected: current classroom & extracurricular content & experiences aligned w/ PaCE framework by grade. CCRI collection and tracking details. Sample faculty worksheet

Findings:
- Lots of career/college exploration but doesn’t align with PaCE sequencing
- Few service hours or experiential opportunities embedded in classwork
Next Steps:

**Completed:** PSLT Data Analysis

**Next Continuous Improvement Meeting:**
Reassess rubric - define SY25 priorities and measurable goals

**SY25 Focuses:**
- Continued faculty capacity building
  - Faculty newsletter creation
  - Strengthening of data systems and structures for stakeholder access (Xello)
- Stakeholder Engagement: inform, consult, and involve students and families
- Postsecondary advising and curriculum alignment
  - Scope and sequence defined by PSLT and shared, curriculum revised
  - Seminar teacher preparation
- Further CCPE creation - expanded partnerships, Healthcare and IT over the next 4 years

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Reflection and Questions

Think back to the postsecondary priority and stakeholders needed that you identified at the beginning of the presentation. Ideally - how would these stakeholders be involved or how would they collaborate with you?
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Want to Learn More? Contact Info

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Next Success Network Spring Webinar

April 29, 1–2:15 p.m.

The AI-Ready Workforce: How AI Will Transform Jobs That Offer Pathways to Economic Advancement

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