

Leadership for College Readiness

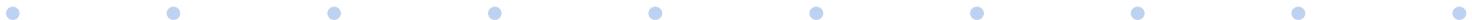
North Central High School Spokane, Washington

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Essential Questions

- How has our school culture evolved?
- How did you create shared ownership?
- How are you raising expectations?
- How do you stay motivated?



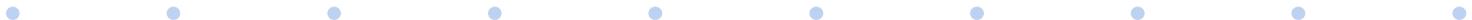
North Central...

- A comprehensive public high school located 5 blocks from downtown Spokane, Washington
- Founded in 1908
- Approximately 1,200 students
- 64% Free/Reduced Lunch
- Of the 64% poverty
 - 40% come from backgrounds defined as extreme – which is about ½ of what it takes to qualify for free lunch. (Annual Income)
 - Two of our feeder elementary schools are amongst the poorest in the state. (98% F/R)



Overview North Central's Data

- **1994**
 - 39 total exams taken by 32 students
- **2004** *(Our journey started here)*
 - 130 total exams taken by 59 students
 - .454 Challenge Index
- **2014**
 - 529 total exams taken by 333 students
 - 2.48 Challenge Index



IMPLEMENTATION STEPS – create a system where positive change is virtually inevitable

Mine your data

- Transparency
- Identify where your at
- Identify where you want to be
- *Compare yourself with yourself
- *Compare yourself with other similar schools

- At every staff gathering we were inundated with data



Value Add

Explore AP potential

- Provides a mathematical measure of potential success for students in AP

We scale the PSAT predictor score:

Score of 1 = 0 – 19%

Score of 2 = 20-39%

Score of 3 = 40-59%

Score of 4 = 60-79%

Score of 5 = 80-100%

So if a student is predicted to get a 1 (18%) and scores a 2 on the exam this is a value add.



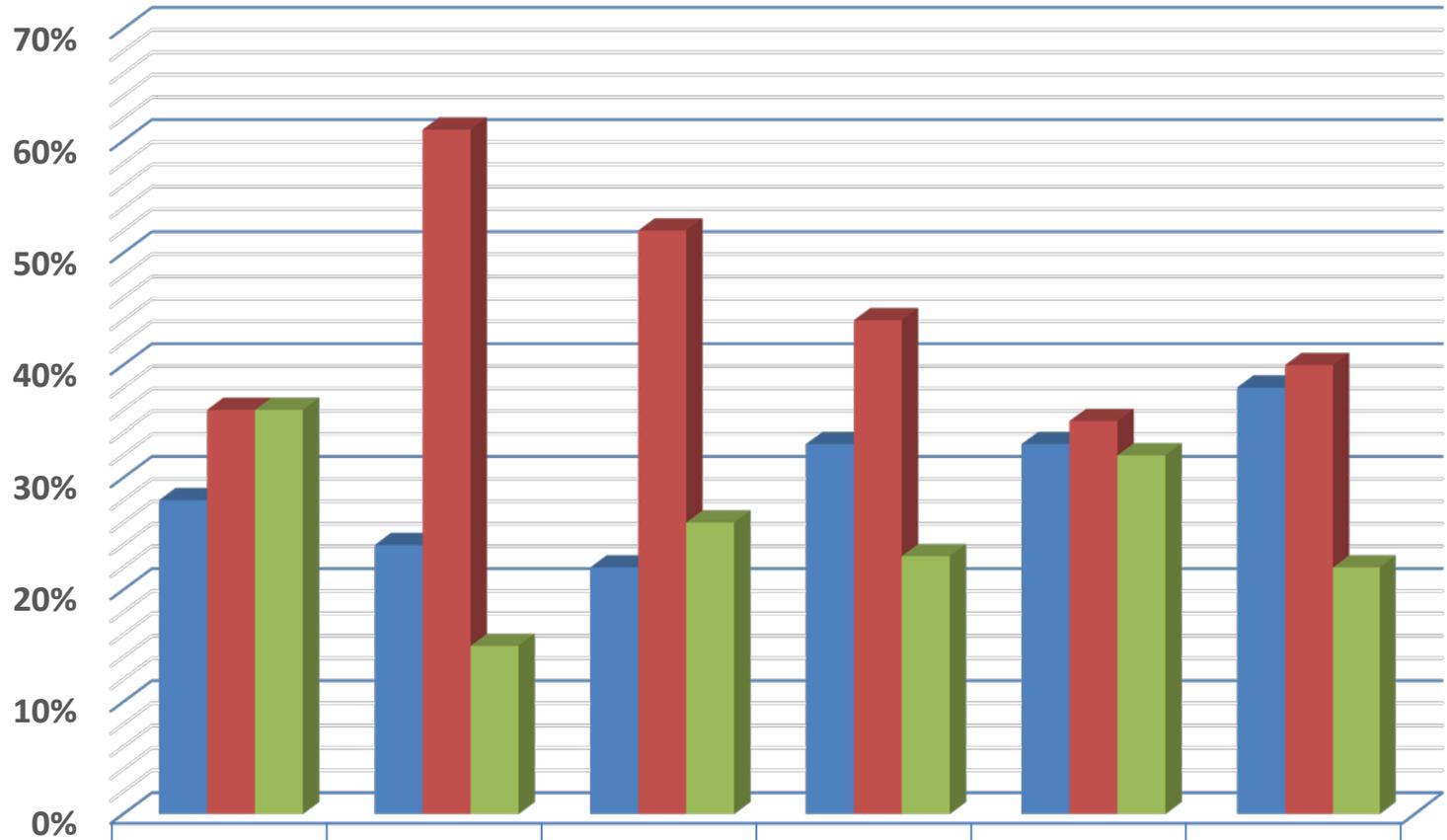
Value Add

Explore AP Potential

- Allows teachers to see that students benefit from their hard work
- Gives students hope... allows them to be proud of their growth
- Ultimately adds value to the student ...
- “...low-SES students who score a 2 on at least one AP Exam are more likely to experience positive outcomes, including higher four-year enrollment rates, FYGPA, and retention rates. In sum, these students appeared to benefit from their AP experience even though during high school they failed to perform at a level widely considered adequate for college-level work.” Summary provided from research study: *Low-SES Students and College Outcomes: The Role of AP® Fee Reductions* By Jeffrey N. Wyatt and Krista D. Mattern



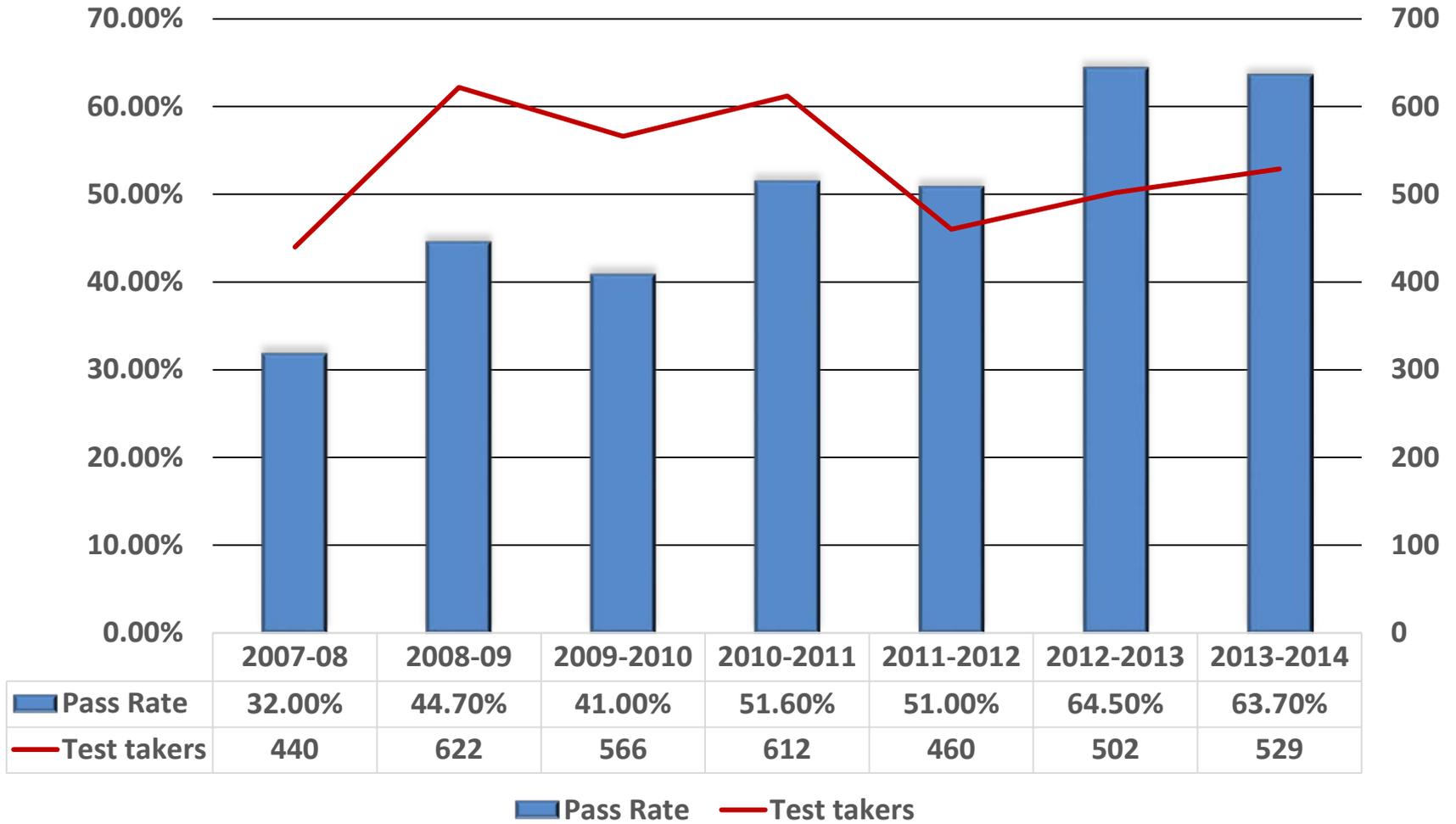
AP Potential vs. AP Performance 2009- 2014



	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
Exceeded Expectation	28%	24%	22%	33%	33%	38%
At Expectation	36%	61%	52%	44%	35%	40%
Below Expectation	36%	15%	26%	23%	32%	22%

■ Exceeded Expectation ■ At Expectation ■ Below Expectation

AP Pass Rate and Participation



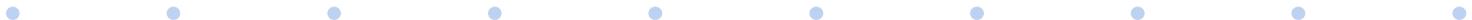
Dig deep - who are you?

Examine your fundamental beliefs

Read

- Mindset – Carol Dweck
- Outliers – Malcolm Gladwell
- DRiVE – Daniel H. Pink
- The Talent Code – Daniel Coyle

*WE read Mindset ... many small book study groups.
This eventually carried over to advisory and work with
our student's mindsets*



Invest in determining if your data reflects your beliefs?

Take a position

- Decide what your message is going to be
- Research shows that students do better in post secondary options if they have taken an AP class and test – it's the experience
- Persistence and grit

Principal Fisk, "I want every student at NC to have taken at least one AP class prior to graduation"

"All students must take one stretch class during their time at NC"



Where do we want to go?

Collaborate

- Continue to bring forward data
- Grow teacher leaders
- Book Studies
- Develop counselor admin relationships

The Principal-Counselor Toolkit is a collaborative effort of the College Board Advocacy & Policy Center, NASSP and ASCA

- Provide teacher supports – schedule and facilitate PD around instructional planning report, developing/monitoring an action plan, clear communication...



Level 1 & 2 Changes

Make high leverage easily understood changes

- Open enrollment for AP courses
- Use AP potential to have meaningful conversations with students
- AP/Honors drop process
- PSAT for all 10th & 11th grade students
- SAT for all 11th grade students
- Provide student support options
 - AP Café
 - Study Sessions
 - AP Summer Bridge (momentum)

Making a difference

Be Transparent & Relentless

- Open door
- Being transparent with all stakeholders
- Being excited about options that are being created for all students
- Persistence and patience pays off
- Be visible, engaged, involved, supportive

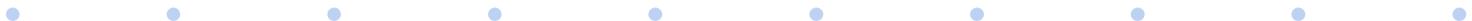
What would you want for your child?



Assess

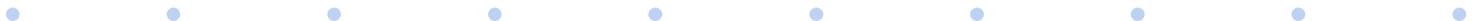
Cycle of Improvement

- Create ways to evaluate progress
- Assess results and adjust practice
- Create structures to allow for this
 - Yearly Instructional Planning Report meetings
 - Action Plan & Tracking
 - Assessment of progress



Thank you...

- This work is not done in isolation by a few people, this takes years to see it develop to fruition. Each person brings a different passion to the work.
- NC students
- NC AP Teachers
- Dr. Steven Gering
- College Board
- SPS



Additional Resources

- ***Low SES Students and College Outcomes: the Role of AP Fee Reductions***
- By: Jeff Wyatt & Krista Mattern
- ***The Pygmalion Effect: A Self-fulfilling Prophecy***
- By: Amy Beth Kramer EDIT 704
- ***Promoting Grit, Tenacity & Perseverance: Critical Factors for Success in the 21st Century***
- By: US Department of Education
- ***The Relationship Between PSAT/NMSQT Scores and AP Examination Grades: A Follow Up Study***
- By: Maureen Ewing, Wayne Camera & Roger Millsap



Questions ????

