

## **INTERNAL MONITORING REPORT**

**February 14, 2011**

**Policy: 4.5 Career Success**

**Policy Category: Ends**

**Period Monitored: July 30, 2010 – February 1, 2011**

This is my monitoring report on the Board of Education's Ends policy "Career Success." The report is being submitted in accordance with the Board of Education's monitoring schedule. I certify that the information is true and complete. This report will monitor the policy starting at its more detailed provisions and end with the global provision.

**Note: Some interpretations and Reported Data are also contained in other reports that monitor Board of Education "Ends." This is considered to be positive as "Ends" are interconnected and intentionally overlap.**

Michael F. Paskewicz  
Superintendent

Date: February 14, 2011

## **Policy Language 4.5.1**

*Graduating students have the knowledge and skills necessary to obtain jobs that allow them to be self-supporting.*

### **Interpretation:**

I interpret this to mean:

1. Each year 95% of 8<sup>th</sup> grade students complete an Educational Development Plan (EDP).
2. Each year 11<sup>th</sup> grade students revise their EDP.
3. Each year 95% of 11<sup>th</sup> grade students completed a minimum of two sample or actual employment applications utilizing an on-line application format.
4. Each year 95% of 12<sup>th</sup> grade students participate in a mock interview.
5. The percentage of Northview HS students identified as College and Career Ready (as determined by MME/ACT) exceeds the State of Michigan and Kent Intermediate percentages.

This interpretation is reasonable as 95% of 8<sup>th</sup> grade students complete Educational Development Plans (EDP) each year. Crossroads and Northview HS use the Career Cruising which has components on completing job applications and conducting mock interviews. NHS has seven different courses that have components on completing job applications, writing resumes, and participation in mock interviews (Intro to Tech, Life Skills/CBI, Junior Gateways, Creative Writing, Applied Technology, SEALS, and Practical/Technical Writing). Over 67% of students currently take one or more of the courses. 100% of high school juniors review their EDP with a counselor. ACT is accepted as the national benchmark as the predictor for college and career success.

### **Data Reported:**

1. 99% of 8<sup>th</sup> grade students completed an EDP in 2010. 100% in 2010/11.
2. 100% of 11<sup>th</sup> grade students revised their EDP with a counselor in 2010
3. 100% of 11<sup>th</sup> grade students completed a sample or actual employment applications utilizing on-line formats. 95% of 11<sup>th</sup> grade students completed a standard resume for a job of their choice based upon current best practices for resume content.
4. 70% of 12<sup>th</sup> grade students participated in a mock interview as part of their normal sequence of course work. (Done in the English 12 class)
5. 24% of Northview students were identified as college/career ready by MME/ACT standards. 19% of State of Michigan Students and 19% of Kent Intermediate School District students were identified as college/career ready.

**Conclusion Statement:**

The organization met expectations except for #4. Compliance expected by February 2012.

**Policy Language 4.5.2**

*Employers are satisfied with performance of students/graduates.*

**Interpretation:**

I interpret this to mean:

1. A minimum of 80% of high school students' performance on the Northview High School Employability Skills Rubric are rated Consistently or Usually meeting.

The 80% performance level on the Employability Skills Rubric is a baseline data point for the first monitoring report. Employability Skills Rubric is aligned with the Grand Rapids Chamber of Commerce and the guidelines from the Workforce Development Council and the guidelines from the Workforce Development Council guidelines for desired characteristics of graduates as they enter the world of work.

**Data Reported:**

1. 85.7% of Northview High School students were rated at Consistently/Usually meeting the Employability Skills identified in the Rubric.

**Conclusion Statement:**

The organization met expectations

### **Policy Language 4.5.3**

*Current graduates demonstrate proficiency in (the following performance categories) research, presentations, quantitative analysis, word processing, and data base management.*

#### **Interpretation:**

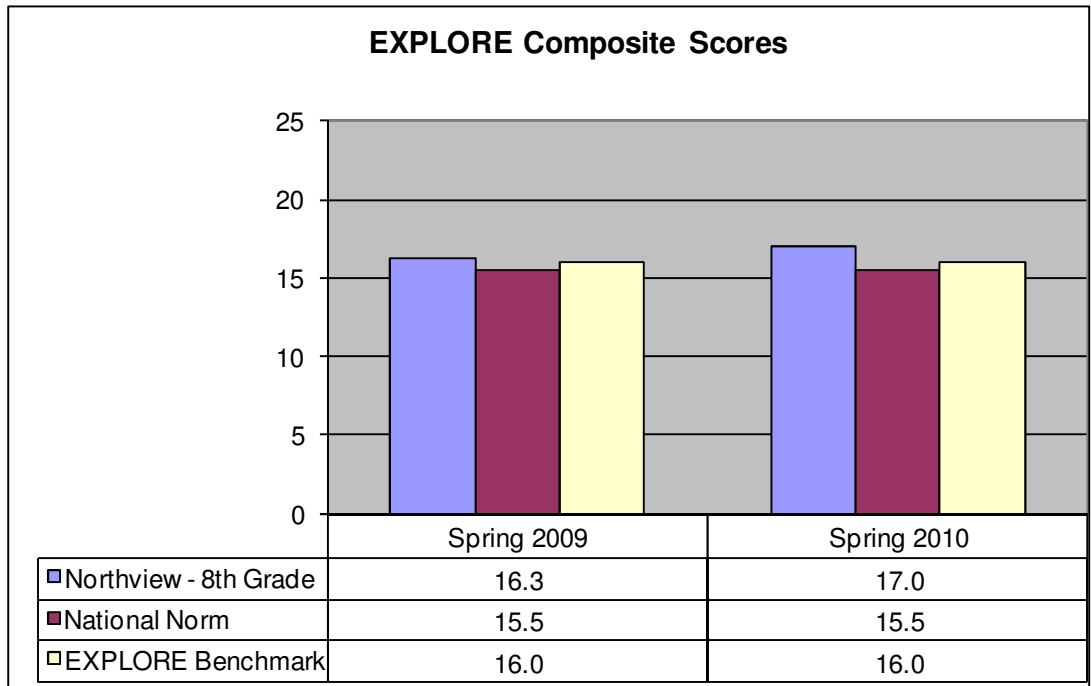
I interpret this to mean:

1. The minimum composite score on the EXPLORE 8<sup>th</sup> grade test is not less than 16 and at no time is it below the average composite score of students compared to the National Norm.
2. The minimum composite score on the PLAN 10<sup>th</sup> grade test is not less than 18 and at no time is it below the average composite score of students compared to the National Norm.
3. The minimum composite score of the ACT is not less than 20.0 and at no time is it below the average composite scores of the three states that currently require all students to take the ACT (Michigan, Illinois, and Colorado).
4. Northview student performance as tested with the MME test exceeds the performance of KISD and State students in all tested areas.
5. Students enrolled in AP courses have passing grades of A, B, or C.
6. Fewer than 5% of secondary students are failing two or more classes.
7. Secondary Grade Point Average for the middle and high school is a minimum 3.0.

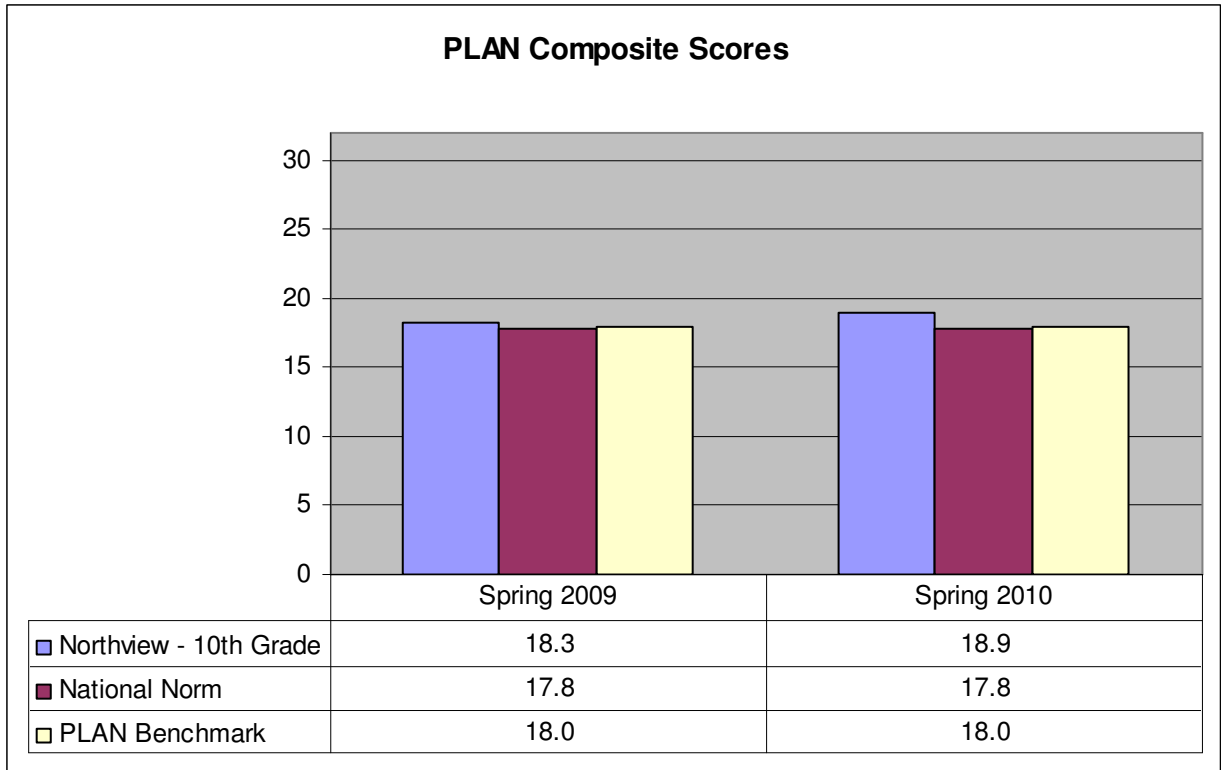
This interpretation is reasonable as the minimum composite scores on EXPLORE and PLAN tests are above the National Norm. The composite ACT score is above the average score in Michigan, Illinois, and Colorado. The minimum percentage of students enrolled in rigorous courses and AP courses, as well as passing grades in AP, are baseline percentages for the first monitoring report. Further, all the above listed interpretations have direct course/performance content or best practices that relate to the policy language identified by the Board of Education.

**Data Reported:**

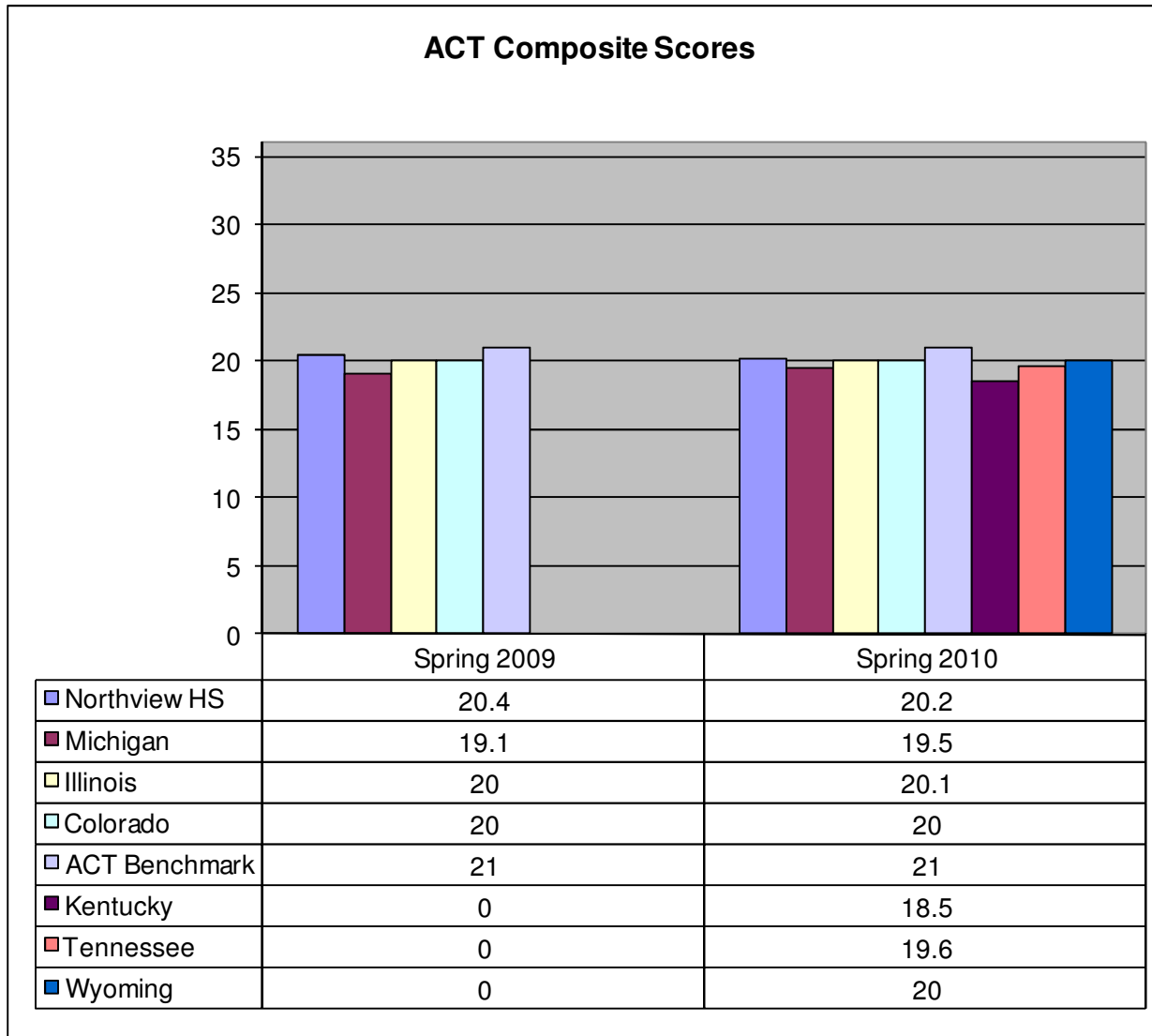
1. The composite score on the EXPLORE 8<sup>th</sup> grade test is 17. (\*Up from 15.2 as 7<sup>th</sup> grade) The composite EXPLORE score (Spring 2009) is 16.3. This composite score is .8 point above the National Norm (15.5) and .3 point above the EXPLORE benchmark (16). The composite EXPLORE score (Spring 2010) is 17. This composite score is 1.5 points above the National Norm (15.5) and 1 point above the EXPLORE benchmark (16).



2. The composite PLAN score (Spring 2009) is 18.3. This composite score is .5 point above the National Norm (17.8) and .3 point above the PLAN benchmark (18). The composite PLAN score (Spring 2010) is 18.9. This composite score is 1.1 points above the National Norm (17.8) and .9 point above the PLAN benchmark (18).

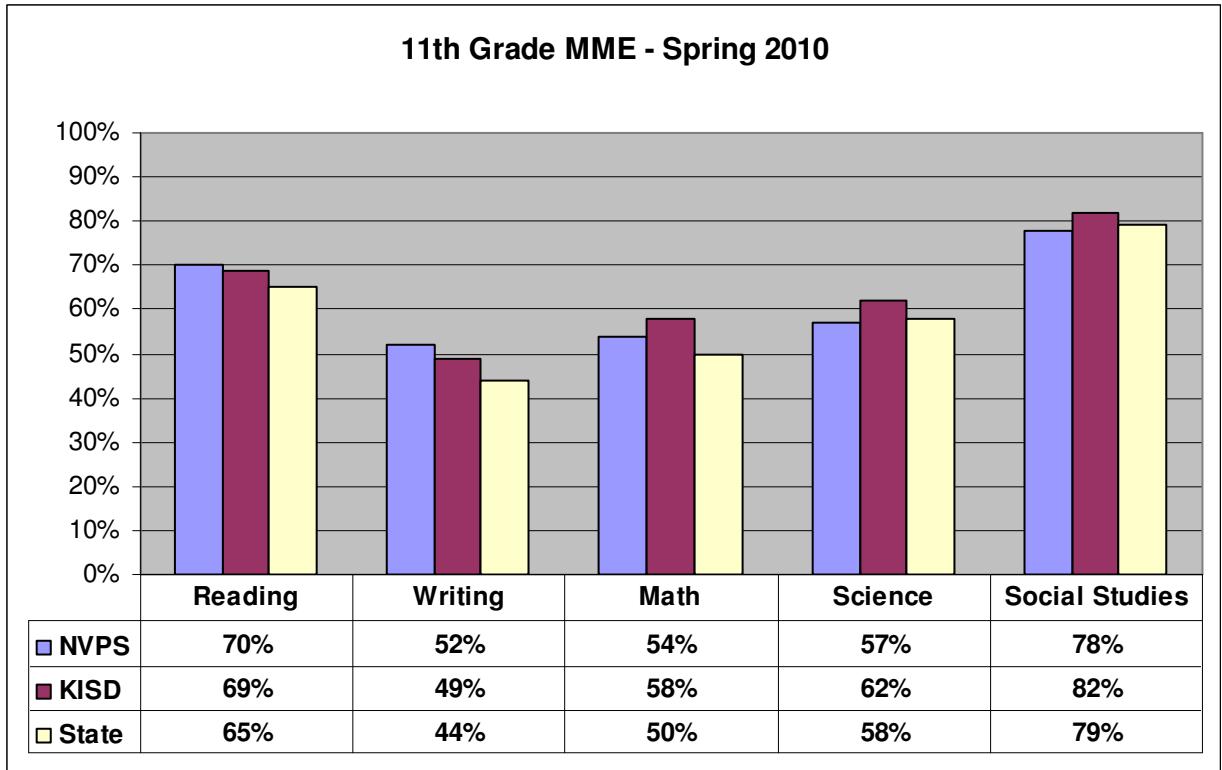


3. The composite ACT score (Spring 2009) is 20.4. This composite score is 1.3 points above the Michigan average (19.1), .4 point above the Illinois average (20.0), .4 point above the Colorado average (20.0), and .6 point below the ACT benchmark (21). The composite ACT score (Spring 2010) is 20.2. This composite score is .7 point above the Michigan average (19.5), .1 point above the Illinois average (20.1), .2 point above the Colorado average (20.0), 1.7 points above the Kentucky average (18.5), .6 point above the Tennessee average (19.6), .2 point above the Wyoming average (20.0), and .8 point below the ACT benchmark (21).



4. MME Scores Spring 2009 – Northview, KISD, State of Michigan

- 11<sup>th</sup> grade students are proficient in Reading (70%), Writing (52%), Mathematics (54%), Science (57%), and Social Studies (78%), as measured by MME.





5. 91.9% of students enrolled in AP courses have passing grades of A,B,C
6. Percent of secondary students are failing two or more classes.
  - a. 2.5% of 7<sup>th</sup>/8<sup>th</sup> grade students are failing two or more classes.
  - b. 7.3% of 9<sup>th</sup> – 12<sup>th</sup> grade students are failing two or more classes.
7. The Secondary Grade Point Average is 3.055 (3.26 GPA for 7<sup>th</sup>/8<sup>th</sup> - 2.85 GPA for 9<sup>th</sup> – 12<sup>th</sup>).

**Conclusion Statement:**

The organization met expectations except for the following:

The organization met expectations in #3 except for the following:

- ACT score is below the ACT benchmark.

A gain of .2 point in area of non-compliance is expected by October 2011.

The organization met expectations in all areas of #4 except for the following:

- 11<sup>th</sup> grade MME Math is at 54% - below the KISD (58%).
- 11<sup>th</sup> grade MME Science is at 57% - below the State of Michigan (58%) and below the KISD (62%).
- 11<sup>th</sup> grade MME Social Studies is at 78% - below the State of Michigan (79%) and below the KISD (82%).

A gain of 2% in each area of non-compliance is expected by October 2011.

The organization met expectations in #6 except for the percentage of high school students failing two or more classes exceeded the 5% threshold. Interventions such as tutoring and E2020 are in place to remedy this non-compliance. Compliance expected by June 2011.

#### **Policy Language 4.5.4**

*Graduating students are prepared to secure gainful employment.*

#### **Interpretation:**

I interpret this to mean:

1. 95% of 8<sup>th</sup> grade students have participated in the Career Cruising course.
2. 95% of 11<sup>th</sup> grade students have participated in the Junior Gateways course.
3. 95% of 8<sup>th</sup> grade students have participated in at least one job shadow experience.
4. 95% of graduating seniors have participated in at least one job shadow experience.
5. The composite percentage of Northview High School students meeting College Readiness Standards (MME – ACT) exceeds the KISD and State of Michigan percentages.

This interpretation is reasonable as multiple opportunities for exploration of careers is available throughout the middle and high school years for a student. Courses are in line with career development standards contained in ACT Work Keys and State of Michigan Career Education expectations.

#### **Data Reported:**

1. 100% of 8<sup>th</sup> grade students participated in Career Cruising.
2. 100% of 11<sup>th</sup> grade students participated in Junior Gateways.
3. 100% of 8<sup>th</sup> grade students had at least one job shadow experience.
4. 100% of 12<sup>th</sup> grade students had at least one job shadow experience. 90% had two or more job shadow experiences.
5. The composite percentage for Northview High School students meeting College Readiness Standards is 24%. This exceeds the KISD and State of Michigan percentage of 19%)

	Spring 2009	Spring 2010
Michigan	18%	19%
KISD	19%	19%
Northview	19%	24%

**Conclusion Statement:**

The organization met expectations

**Policy Language 4.5 Global**

*A curriculum which is current for preparing students for higher education and/or the world of work.*

**Interpretation:**

I interpret this to mean:

1. 80% of Northview students (9-11) surveyed by the Michigan High School Graduation Requirement Survey indicate they are:
  - a. Satisfied/Extremely Satisfied with their total high school experience so far.
  - b. Rate the graduation requirements for high school as Too Demanding/Just Right.
  - c. Confident they will graduate on time.
2. The K-12 curriculum utilized by Northview Public Schools is aligned with the Michigan Grade Level and High School Content Expectations.
3. The 8-12 curricula utilized by Northview Public Schools is aligned in core areas with the EXPLORE/PLAN/ACT tested standards.

This interpretation is reasonable as the ACT is a predictor of academic post secondary success. Further the Michigan High School Graduation Requirement Survey data was based upon satisfaction with learning environment and rigorous graduation requirements as predictors of post secondary success. Further, this interpretation is reasonable as the Michigan Grade Level and High School Content Expectations are based upon accepted national and international standards. The EXPLORE/PLAN/ACT tested standards are recognized by colleges/universities as predictors of success at the post-secondary level as well as the major criteria for acceptance to college/university enrollment.

**Data Reported:**

1. All 9<sup>th</sup> – 11<sup>th</sup> grade Northview students were surveyed.
  - a. 88% stated they were satisfied with their total high school experience so far.
  - b. 93% stated the graduation requirements were too demanding/just right.
  - c. 97% stated they were confident they would graduate on time.
2. All K-12 curriculum is aligned with the Michigan Grade Level and High School Content Expectations (or Standards, where applicable).
3. The 8-12 curriculum is aligned with the EXPLORE/PLAN/ACT tested standards in core areas.

**Conclusion Statement:**

The organization met expectations.