

INTERNAL MONITORING REPORT

February 13, 2012

Policy: 4.5 Career Success

Policy Category: Ends

Period Monitored: February 1, 2011 – February 13, 2012

This is my monitoring report on the Board of Education's Ends policy "Career Success. 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.

A web based survey was conducted between November 30 and December 14, 2011. The survey is directly correlated to the AdvancED accreditation standards. A total of 268 parents responded, 318 elementary students responded, and 1,246 secondary (grades 5-12) students responded. We are not including elementary student responses at this time as their Likert survey scale was 1 (low) – 4 (high) while all other Likert survey scales were at 1 (low) – 5 (high). I am attaching complete District Survey data for students, parents, and staff as "incidental information" for your information only. Principals received their respective, individual school results as well as the District results.

"Parent Response Data" are quantitative and statistically considered to be a baseline measure as the respondents did not meet the 95% reliability/validity thresholds. The "Student Response Data" are quantitative and have statistical reliability at the 95% level. We do not have national comparison data for the AdvancED survey at the time of this monitoring report.

There are changes in interpretations and are noted in **bold font and underlined**. The changes are directly related to the AdvancED standards and the survey data is being beta tested at a national level. The changes in interpretation strengthen the monitoring process and increase the likelihood of accreditation by AdvancED.

***Note: We have an AdvancED site visit scheduled for early Fall 2012.**

Michael F. Paskewicz
Superintendent

Date: February 13, 2012

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 8th grade students complete an Educational Development Plan (EDP).
2. Each year 11th grade students revise their EDP.
3. Each year 85% of 12th grade students participate in a mock interview.
4. 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 8th grade students complete Educational Development Plans (EDP) each year. 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 8th grade students completed an EDP in 2011.

2010 8 th EDP	2011 8 th EDP
100%	99%

2. 100% of 11th grade students revised their EDP with a counselor in 2011.

2010 11 th EDP	2011 11 th EDP
100%	100%

3. 80% of 12th grade students participated in a mock interview as part of their normal sequence of course work.

2010 12 th grade Mock Interview	2011 12 th Grade Mock Interview
70%	80%

- 21.4% of Northview students were identified as college/career ready by ACT standards. 17.3% of State of Michigan Students and 21.2% of Kent Intermediate School District students were identified as college/career ready.

	2011 English	2011 Math	2011 Reading	2011 Science	2011 Composite
State	53.0%	31.8%	39.6%	22.7%	17.3%
KISD	59.5%	38.5%	45.5%	26.8%	21.2%
Northview	69.3%	40.0%	52.8%	29.3%	21.4%

Conclusion Statement:

The organization met expectations except for #3. There was a 10% increase in students participating in mock interviews (70% - 80%). This is short of the benchmark of 85%. Compliance expected by February 2013.

Policy Language 4.5.2

Employers are satisfied with performance of students/graduates.

Interpretation:

I interpret this to mean:

- 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:

- 88.1% of Northview High School students were rated at Consistently/Usually meeting the Employability Skills identified in the Rubric.

2010 Consistently/Usually	2011 Consistently/Usually
85.7%	88.1%

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:

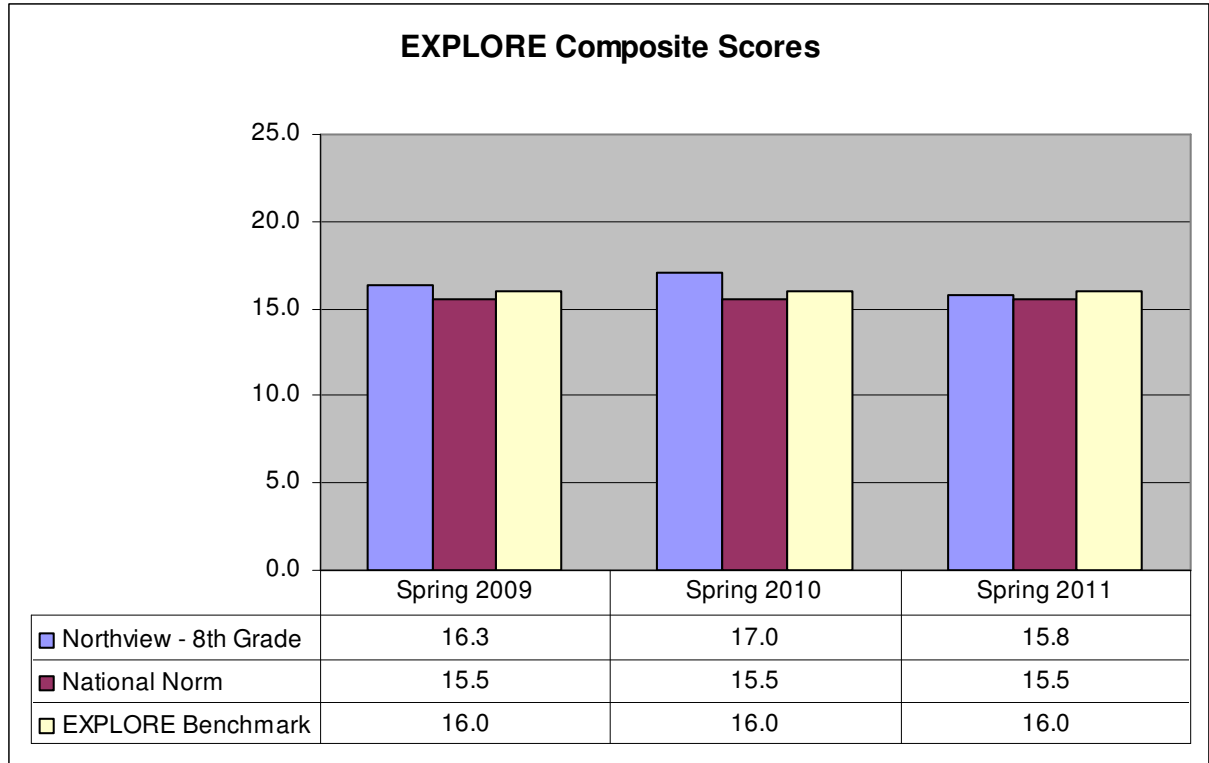
I interpret this to mean:

1. The minimum composite score on the EXPLORE 8th grade test is 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 10th grade test is 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. 95% of 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.

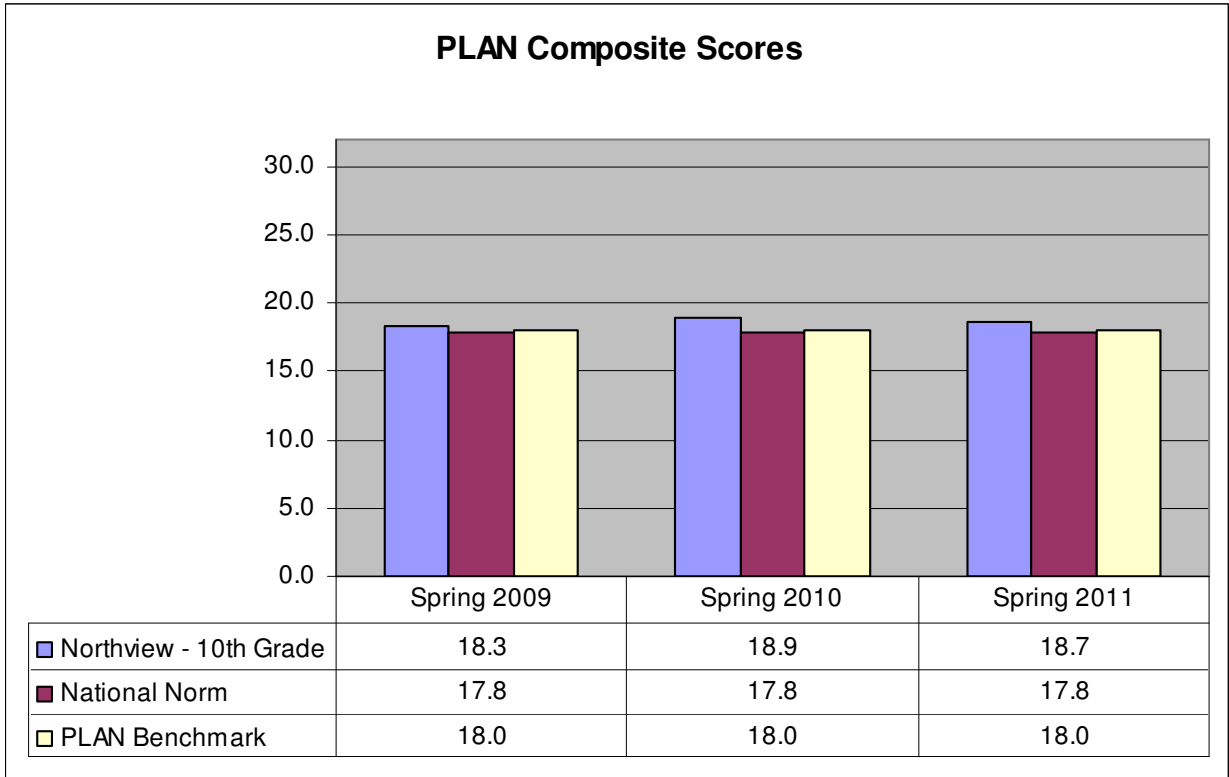
This interpretation is reasonable as the minimum composite scores on EXPLORE and PLAN tests are above the National Norm. The composite ACT score is above the average score in Michigan, Illinois, and Colorado. The minimum percentage of students enrolled in rigorous courses and AP courses, as well as passing 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:

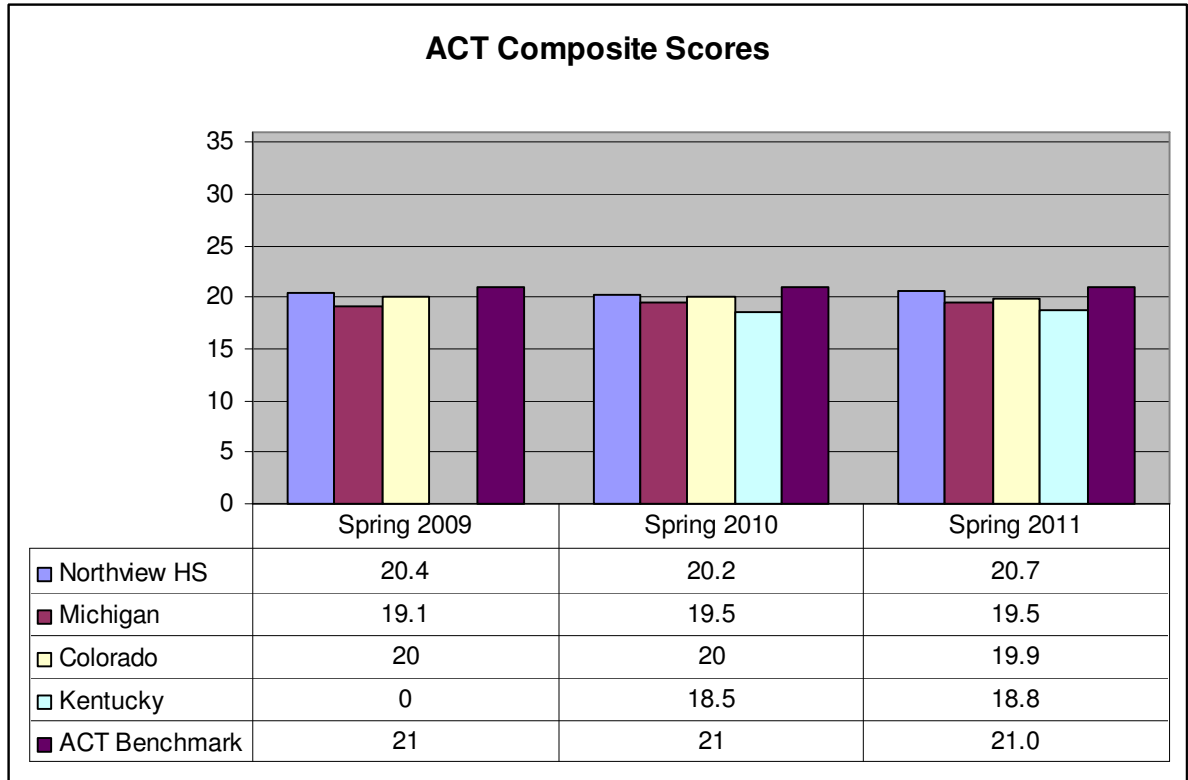
1. The composite EXPLORE (Spring 2011) test is 15.8. This composite score is .3 point above the National Norm (15.5) and .2 point below the EXPLORE benchmark (16).



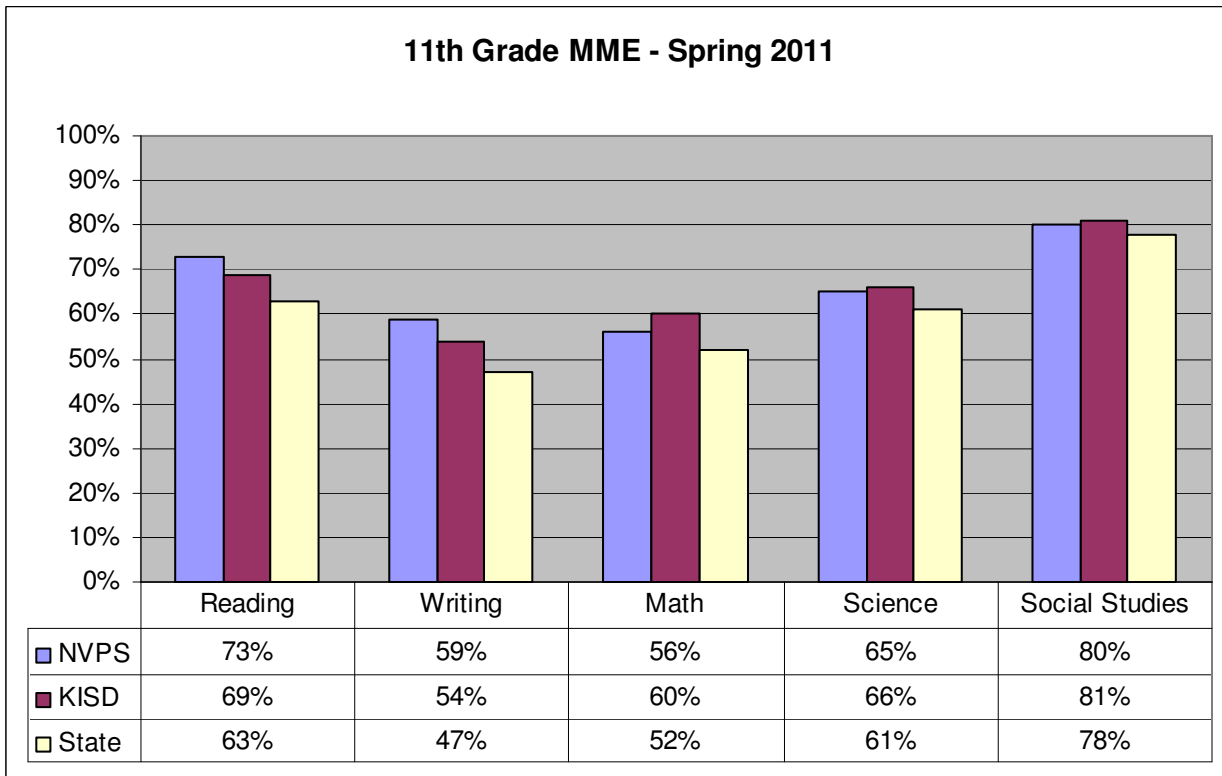
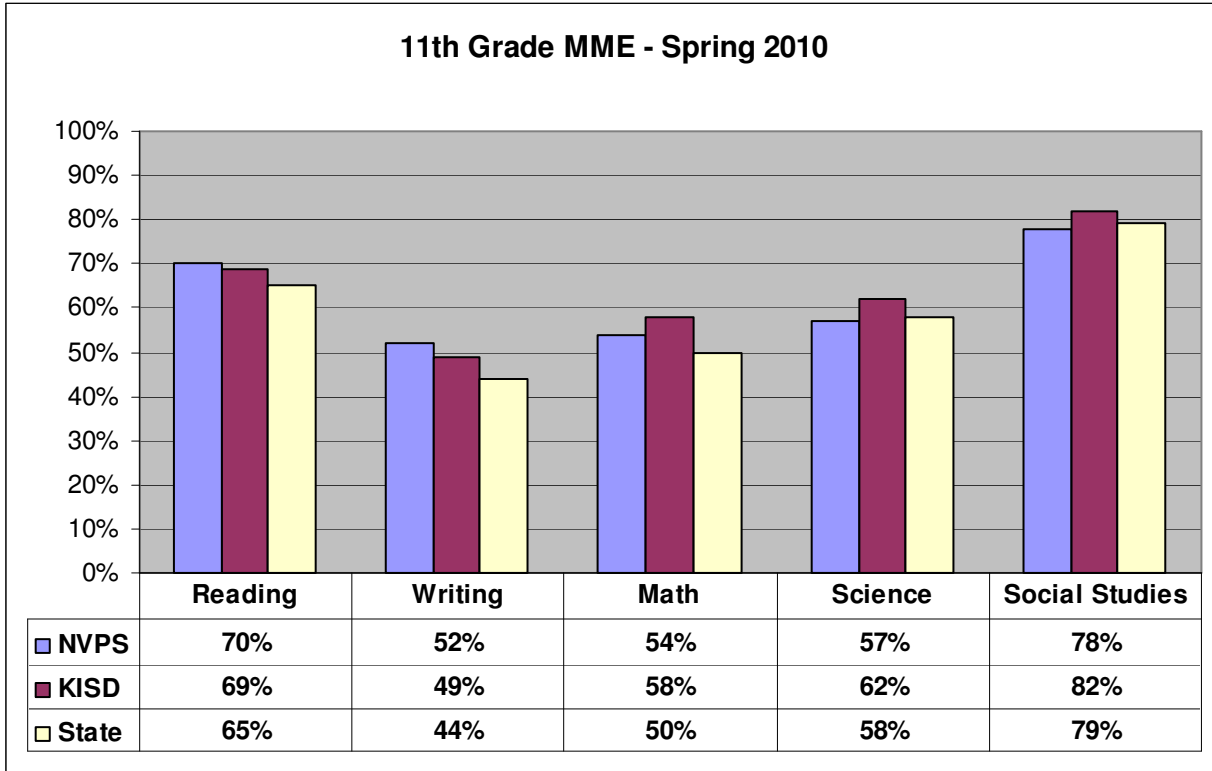
2. The composite PLAN score (Spring 2011) is 18.7. This composite score is .9 point above the National Norm (17.8) and .7 point above the PLAN benchmark (18).



3. The current composite ACT score (Spring 2011) is 20.7. This composite score is 1.2 points above the Michigan average (19.5), .8 point above the Colorado average (19.9), 1.9 points above the Kentucky average (18.8), and .3 point below the ACT benchmark (21).



4. MME Scores Spring 2011 – Northview, KISD, State of Michigan
- 11th grade students are proficient in Reading (73%), Writing (59%), Mathematics (56%), Science (65%), and Social Studies (80%), as measured by MME.



5. 99.6% of students enrolled in AP courses have passing grades of A,B,C

2010 AP Grades A, B, C	2011 AP Grades A, B, C
91.9%	99.6% (213 of 214)

6. Percent of secondary students are failing two or more classes.
- 2.5% of 7th/8th grade students failed two or more classes.
 - 1.9% of 9th – 12th grade students are failed two or more classes.

	2010 Failing Two or More	2011 Failing Two or More
7 th /8 th Grade	2.5%	2.5%
9 th -12 th Grade	7.3%	1.9%

7. The Secondary Grade Point Average is 3.125 (3.26 GPA for 7th/8th - 2.99 GPA for 9th – 12th).

	2010 GPA	2011 GPA
7 th /8 th Grade	3.26 GPA	3.26 GPA
9 th -12 th Grade	2.85 GPA	2.99 GPA
Overall Secondary	3.055 GPA	3.125 GPA

Conclusion Statement:

The organization met expectations.

The organization met expectations in #3 but note the following:

- ACT score is below the ACT benchmark (while still below it was a .3 improvement from 2010).
- A gain of .3 was made and met the benchmark of a .2 gain expectation in the last monitoring report.
- A gain of .1 is expected for 2013.

The organization met expectations in all areas of #4 but note the following:

- 11th grade MME Math is at 56% - below the KISD (60%). This was a 2% gain over 2010.
- 11th grade MME Science is at 65% - below the KISD (66%). This was an 8% gain over 2010.
- 11th grade MME Social Studies is at 80% - below the KISD (81%). A gain of 2% over 2010

A gain of 2% in each area of non-compliance was expected and met.
A gain of 2% is expected for 2013.

Policy Language 4.5.4

Graduating students are prepared to secure gainful employment.

Interpretation:

I interpret this to mean:

1. 95% of 8th grade students have participated in the Career Cruising course.
2. 95% of 8th grade students have participated in at least one job shadow experience.
3. 95% of graduating seniors have participated in at least one job shadow experience.

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 8th grade students participated in Career Cruising.

2010 Career Cruising – 8 th Grade	2011 Career Cruising – 8 th Grade
100%	100%

2. 100% of 8th grade students had at least one job shadow experience.

2010 Job Shadow – 8 th Grade	2011 Job Shadow – 8 th Grade
100%	100%

3. 100% of 12th grade students had at least one job shadow experience.

2010 Job Shadow – 12 th Grade	2011 Job Shadow – 12 th Grade
NA	100%

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. **3.0 average or higher response on a 5 point Likert scale - students (grades 5 – 12) responding to a survey indicate their school provides them with challenging curriculum and learning experiences.**
2. **3.0 average or higher response on a 5 point Likert scale - students (grades 5 – 12) responding to a survey indicate all of my teachers use tests, projects, presentations and portfolios to check my understanding of what was taught.**
3. **3.0 average or higher response on a 5 point Likert scale - parents (grades 5 – 12) responding to a survey indicate their school has high expectations for students in all classes.**
4. **3.0 average or higher response on a 5 point Likert scale - parents (grades 5 – 12) responding to a survey indicate all of their child's teachers give work that challenges their child.**
5. The K-12 curriculum utilized by Northview Public Schools is aligned with the Michigan Grade Level and High School Content Expectations.
6. 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 a web based survey was conducted between November 30 and December 14, 2011. The survey is directly correlated to the AdvancED accreditation standards. A total of 268 parents responded, 318 elementary students responded, and 1,246 secondary (grades 5-12) students responded. We are not including elementary student responses at this time as their Likert survey scale was 1 (low) – 4 (high) while all other Likert survey scales were at 1 (low) – 5 (high). I am attaching complete District Survey data for students, parents, and staff as “incidental information” for your information only. Principals received their respective, individual school results as well as the District results.

“Parent Response Data” are quantitative and statistically considered to be a baseline measure as the respondents did not meet the 95% reliability/validity thresholds. The “Student Response Data” are quantitative and have statistical reliability at the 95% level. We do not have national comparison data for the AdvancED survey at the time of this monitoring report.

* The survey data is baseline as this is the first year of collecting the data.

Further, 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. 3.96 average - students indicated their school provides me with challenging curriculum and learning experiences.
2. 4.10 average - students indicated all of my teachers use tests, projects, presentations and portfolios to check my understanding of what was taught.
3. 3.52 average - parents indicated their school has high expectations for students in all classes.
4. 3.61 - parents indicated all of their child's teachers give work that challenges their child.
5. All K-12 curriculum is aligned with the Michigan Grade Level and High School Content Expectations (or Standards, where applicable).
6. The 8-12 curriculum is aligned with the EXPLORE/PLAN/ACT tested standards in core areas.

Conclusion Statement:

The organization met expectations.

APPROVED: February 13, 2012