

## INTERNAL MONITORING REPORT

**February 11, 2013**

**Policy: 4.5 Career Success**

**Policy Category: Ends**

**Period Monitored: February 13, 2012 – February 11, 2013**

This is my monitoring report on the Board of Education's Ends policy "Continued Learning." 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 October 30 and December 30, 2012. The survey is directly correlated to the AdvancED accreditation standards. A total of 465 parents responded, 526 elementary (grades 3-5) students responded, and 838 secondary (grades 6-12) students responded. **The 6 – 12 students are on a 5 point Likert Scale. AdvancEd indicates anything above a 2.0 score is meeting the standard. Our standard is 3.0. The elementary student responses are on a 3 point Likert Scale. Anything above a 1.5 score is meeting the standard. Our standard is 2.0. All parent responses are scored on a 5 point Likert Scale and our standard is 3.0.**

"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.



Michael F. Paskewicz  
Superintendent

Date: February 11, 2013

### 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 95% of 11<sup>th</sup> grade students revise their EDP.
3. Each year 85% of 12<sup>th</sup> 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 8<sup>th</sup> 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 8<sup>th</sup> grade students completed an EDP in 2011.

2010 8 <sup>th</sup> EDP	2011 8 <sup>th</sup> EDP	2012 8 <sup>th</sup> EDP
100%	99%	99%

2. 96% of 11<sup>th</sup> grade students revised their EDP with a counselor in 2011.

2010 11 <sup>th</sup> EDP	2011 11 <sup>th</sup> EDP	2012 11 <sup>th</sup> EDP
100%	100%	96%

3. 30% of 12<sup>th</sup> grade students participated in a mock interview as part of their normal sequence of course work.

2010 12 <sup>th</sup> grade Mock Interview	2011 12 <sup>th</sup> Grade Mock Interview	2012 12 <sup>th</sup> Grade Mock Interview
70%	80%	30%

4. 23.3% of Northview students were identified as college/career ready by ACT standards. 17.7% of State of Michigan Students and 21.9% of Kent Intermediate School District students were identified as college/career ready.

	<b>2012 English</b>	<b>2012 Math</b>	<b>2012 Reading</b>	<b>2012 Science</b>	<b>2012 Composite</b>
<b>State</b>	54.3%	33.2%	40.6%	23.5%	17.7%
<b>KISD</b>	58.7%	40.0%	45.3%	27.7%	21.9%
<b>Northview</b>	63.7%	44.9%	50.7%	28.4%	23.3%

**Conclusion Statement:**

The organization met expectations except for #3. There was a 50% decrease in students participating in mock interviews (80% - 30%.) This is short of the benchmark of 85%. **This will be monitored again in May 2013 and reported to the Board.**

**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 for desired characteristics of graduates as they enter the world of work.

**Data Reported:**

1. 86.05% of Northview High School students were rated at Consistently/Usually meeting the Employability Skills identified in the Rubric.

<b>2010 Consistently/Usually</b>	<b>2011 Consistently/Usually</b>	<b>2012 Consistently/Usually</b>
85.7%	88.1%	86.05%

**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:

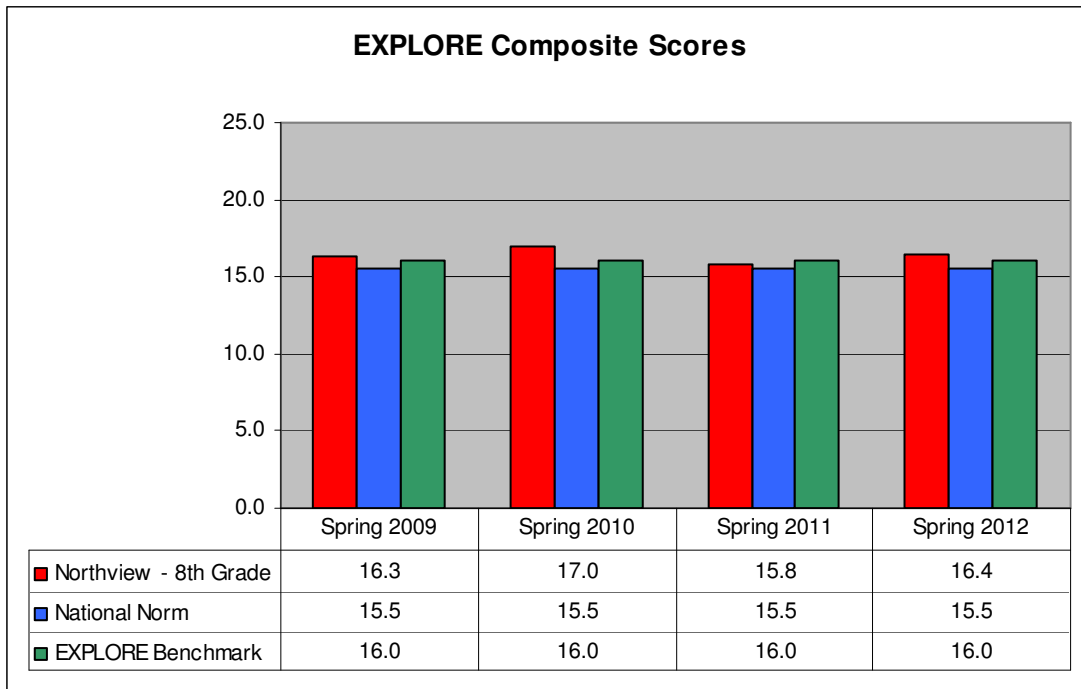
1. The minimum composite score on the EXPLORE 8<sup>th</sup> grade test is at no time is it below the average composite score of students compared to the National Norm.
2. The minimum composite score on the PLAN 10<sup>th</sup> grade test is at no time is it below the average composite score of students 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

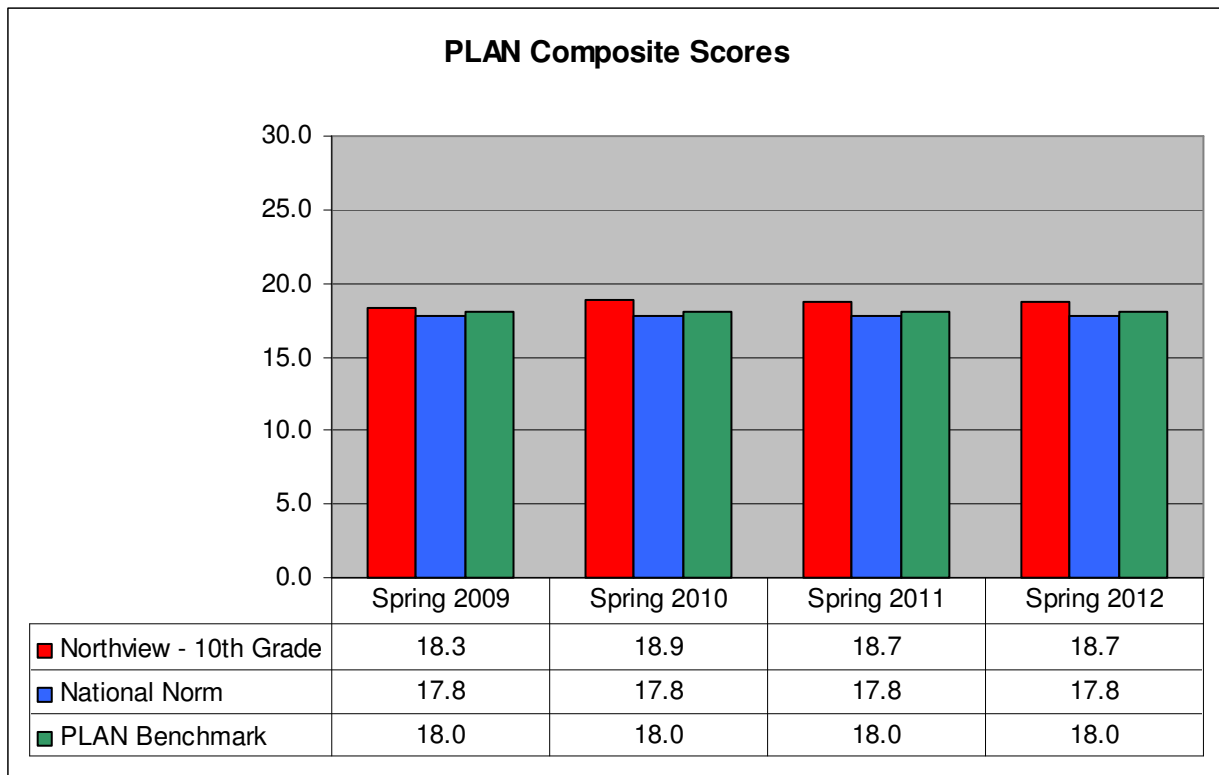
report. Further, all the above listed interpretations have direct course/performance content or best practices that relate to the policy language identified by the Board of Education.

**Data Reported:**

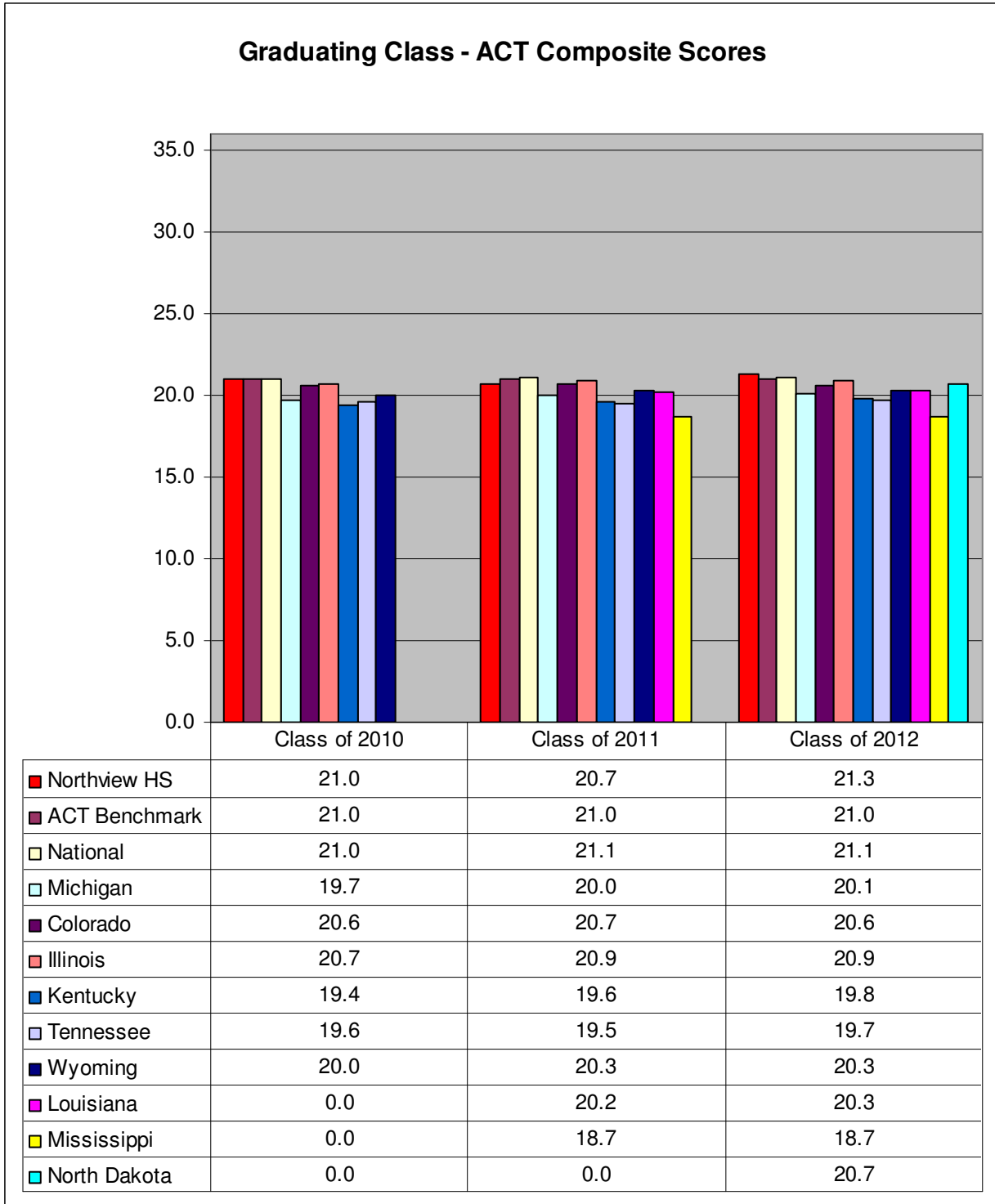
1. The current composite EXPLORE score (Spring 2012) is 16.4. This composite score is .9 point above the National Norm (15.5) and .4 point above the EXPLORE benchmark (16).



2. The current composite PLAN score (Spring 2012) is 18.7. This composite score is .9 point above the National Norm (17.8) and .7 point above the PLAN benchmark (18).

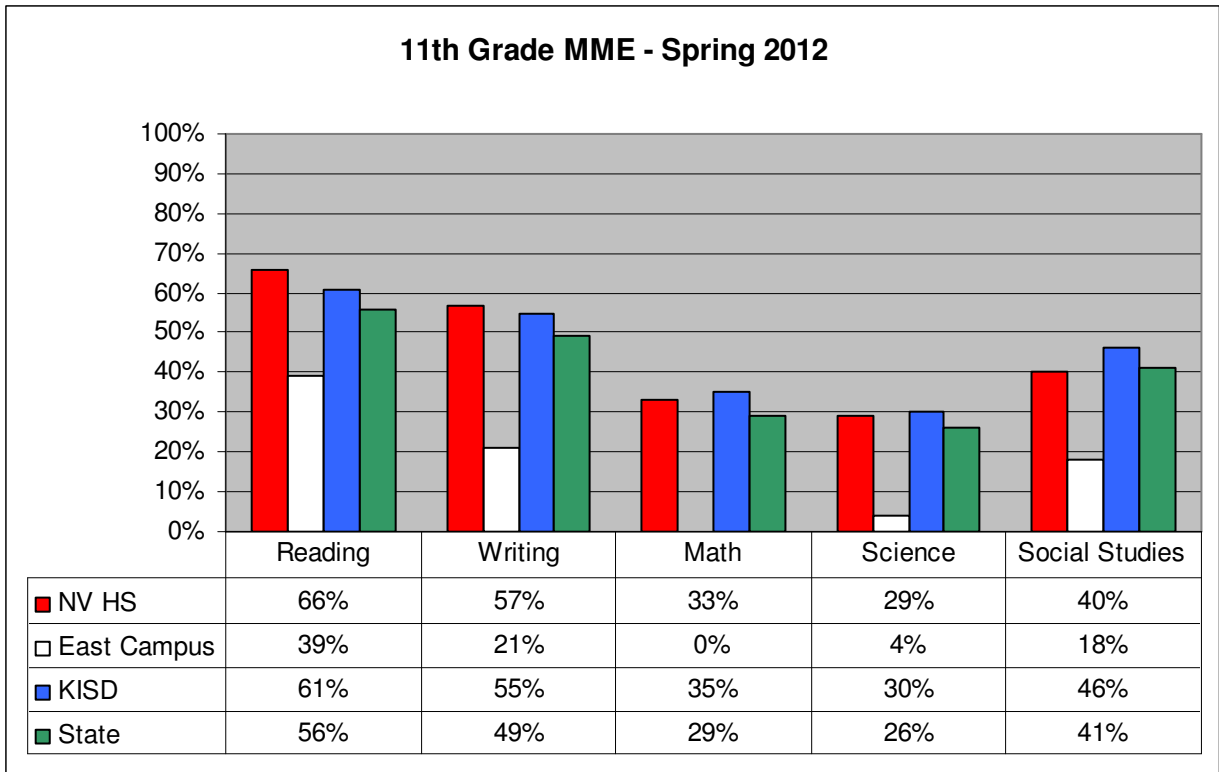


3. The composite ACT score for the 2012 graduating class was 21.3. This composite score was above the composite scores of all states testing 100% of 11<sup>th</sup> grade students. It is above the State ACT composite score (20.1) by 1.2. It is above the National ACT average composite score (21.1) by .2, even though ACT used only 52% of tested graduates for their calculations.



4. MME Scores Spring 2012 – Northview, KISD, State of Michigan

- 11<sup>th</sup> grade students at Northview High School are proficient in Reading (66%), Writing (57%), Mathematics (33%), Science (29%), and Social Studies (40%) and 11<sup>th</sup> grade students at Northview East Campus High School are proficient in Reading (39%), Writing (21%), Mathematics (0%), Science (4%), and Social Studies (18%), as measured by MME.



5. 452 out of 485 (93%) high school students had passing grades (“C” or better) in AP courses in 2011-2012.

2010 AP Grades A, B, C	2011 AP Grades A, B, C	2012 AP Grades A, B, C
91.9%	99.6% (213 of 214)	93% (452 out of 485)

6. Percent of secondary students are failing two or more classes.
- .97% of 7<sup>th</sup>/8<sup>th</sup> grade students failed two or more classes.
  - 3.7% of 9<sup>th</sup> – 12<sup>th</sup> grade students failed two or more classes.

	2010 Failing Two or More	2011 Failing Two or More	2012 Failing Two or More
7 <sup>th</sup> /8 <sup>th</sup> Grade	2.5%	2.5%	.97%
9 <sup>th</sup> -12 <sup>th</sup> Grade	7.3%	1.9%	3.7%



7. The Secondary Grade Point Average is 2.88 (2.87 GPA for 7<sup>th</sup>/8<sup>th</sup> – 2.89 GPA for 9<sup>th</sup> – 12<sup>th</sup>).

	<b>2010 GPA</b>	<b>2011 GPA</b>	<b>2012 GPA</b>
<b>7<sup>th</sup>/8<sup>th</sup> Grade</b>	3.26 GPA	3.26 GPA	2.87
<b>9<sup>th</sup>-12<sup>th</sup> Grade</b>	2.85 GPA	2.99 GPA	2.89
<b>Overall Secondary</b>	3.055 GPA	3.125 GPA	2.88

**Conclusion Statement:**

The organization met expectations.

- The organization met expectations in all areas except:
  - #4 except for Math and Science (below the KISD by 1%) and Social Studies (below the KISD by 6% and below the State by 1%). A 3% gain is expected by February 2014.
  - #5 – only 93% met the expectation however there were 219 more student grades that were A, B, or C than in 2011. This means more AP courses are being taken by more students. A 1% gain is expected by 2014.
  - #7 – a .2% gain is expected by 2014.

**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 8<sup>th</sup> 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 8<sup>th</sup> grade students participated in Career Cruising.

<b>2010 Career Cruising – 8<sup>th</sup> Grade</b>	<b>2011 Career Cruising – 8<sup>th</sup> Grade</b>	<b>2012 Career Cruising- 8<sup>th</sup> Grade</b>

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

2010 Job Shadow – 8 <sup>th</sup> Grade	2011 Job Shadow – 8 <sup>th</sup> Grade	2012 Job Shadow – 8 <sup>th</sup> Grade
100%	100%	100%

3. 36% of 12<sup>th</sup> grade students had at least one job shadow experience.

2010 Job Shadow – 12 <sup>th</sup> Grade	2011 Job Shadow – 12 <sup>th</sup> Grade	2011 Job Shadow – 12 <sup>th</sup> Grade
NA	100%	36%

**Conclusion Statement:**

The organization met expectations except for #3. **This will be monitored again in May 2013.**

**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:

**The 6 – 12 students are on a 5 point Likert Scale. AdvancEd indicates anything above a 2.0 score is meeting the standard. Our standard is 3.0. The elementary student responses are on a 3 point Likert Scale. Anything above a 1.5 score is meeting the standard. Our standard is 2.0. All parent responses are scored on a 5 point Likert Scale and our standard is 3.0.**

1. Students (grades 3 – 12) responding to a survey indicate their school provides them with challenging curriculum and learning experiences.
2. Students (grades 3 – 12) responding to a survey indicate all of my teachers use tests, projects, presentations and portfolios to check my understanding of what was taught.

**All parent responses are scored on a 5 point Likert Scale and our standard is 3.0**

3. Parents responding to a survey indicate their school has high expectations for students in all classes.
4. Parents 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 October 30 - December 30, 2012. The survey is directly correlated to the AdvancED accreditation standards. A total of 465 parents responded, 526 elementary (grades 3-5) students responded, and 838 secondary (grades 6-12) students responded. **The 6 – 12 students are on a 5 point Likert Scale. AdvancEd indicates anything above a 2.0 score is meeting the standard. Our standard is 3.0. The elementary student responses are on a 3 point Likert Scale. Anything above a 1.5 score is meeting the standard. Our standard is 2.0. All parent responses are scored on a 5 point Likert Scale and our standard is 3.0**

“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.

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. Students indicated their school provides me with challenging curriculum and learning experiences.

	<b>2011</b>	<b>2012</b>
Grades 6-12	3.96 average	3.85
Grades 3-5	NA	2.98

2. Students indicated all of my teachers use tests, projects, presentations and portfolios to check my understanding of what was taught.

	<b>2011</b>	<b>2012</b>
Grades 6-12	4.10 average	3.97

Grades 3-5	NA	2.84
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- Parents indicated their school has high expectations for students in all classes.

<b>2011</b>	<b>2012</b>
3.52	4.23

- Parents indicated all of their child's teachers give work that challenges their child.

<b>2011</b>	<b>2012</b>
3.61	3.92

- All K-12 curriculum is aligned with the Michigan Grade Level and High School Content Expectations (or Standards, where applicable).
- The 8-12 curriculum is aligned with the EXPLORE/PLAN/ACT tested standards in core areas.

**Conclusion Statement:**

The organization met expectations.

APPROVED: February 11, 2013