

START THE SCHOOL YEAR RIGHT: SCALING SCHOOL-COMMUNITY COLLABORATION FOR STUDENT SUCCESS

Pathways to Adult Success Solution Forum
Everyone Graduates Center, Johns Hopkins University School of Education
October 4, 2022

Welcome and Agenda

- Big Brothers Big Sisters Eastern Missouri
 - **Ashley Seiler**, *Chief Partnership Officer*
- Baltimore City Public Schools
 - **Sophia Rudisill Holmes**, *Mentoring and Adult Relationships Manager*
- Open Discussion and Resource Sharing
- Upcoming Events

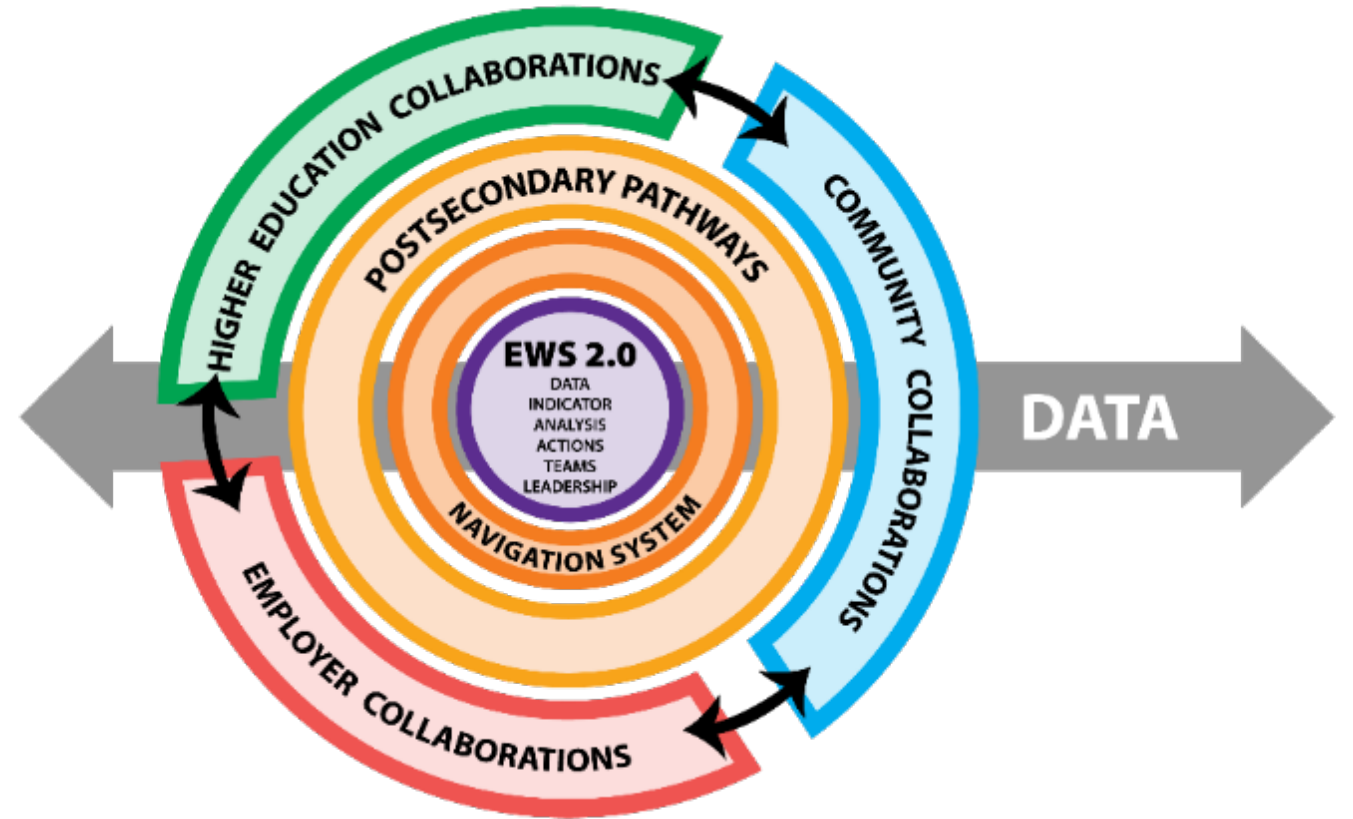
Organizing Our Discussion

- We have a large and diverse group of people and organizations participating in today's session (K-12, Higher Ed, Non-Profits, State Depts. of Ed.).
- Please share ideas, resources, and ask questions via the chat function.
- One of the moderators will read each question or comment out loud, and then ask for responses via the chat function.
- The moderator may ask the participant to respond verbally for elaboration or clarification.
- After the session, we will send out all resources shared and add to the Solutions Forum webpage on the PAS website.



Building Pathways to Adult Success for and with all students has never been so crucial

- The pandemic has disrupted existing student support and guidance systems.
- Uncertainty is the norm.
- Momentum to and through postsecondary is being impacted.



Why was last year so challenging?

- Pandemic disrupted school connectedness – the fabric of relationships which drive well-being and school success
- Staffing shortages widened relationship gap
- Community partnerships can help close the relationship gap
- The challenge is forming and sustaining these partnerships at the scale required

Big Brothers Big Sisters Eastern Missouri

Ashley Seiler, Chief Partnership Officer



SCALING STUDENT SUPPORT

COORDINATING COLLABORATION AMONG MULTIPLE SCHOOLS AND COMMUNITY PARTNERS

BBBSEMO - WHO WE ARE

Purpose: Partner with young people in their pursuit of a meaningful, stable, and independent life

Relationship organization serving children ages 5-25 years old- urban, suburban and rural markets

Integrated programs/services empowers 10,000+ youth in partnership with 4,000 parents and volunteers, three (3) school districts and 100+ community partners.

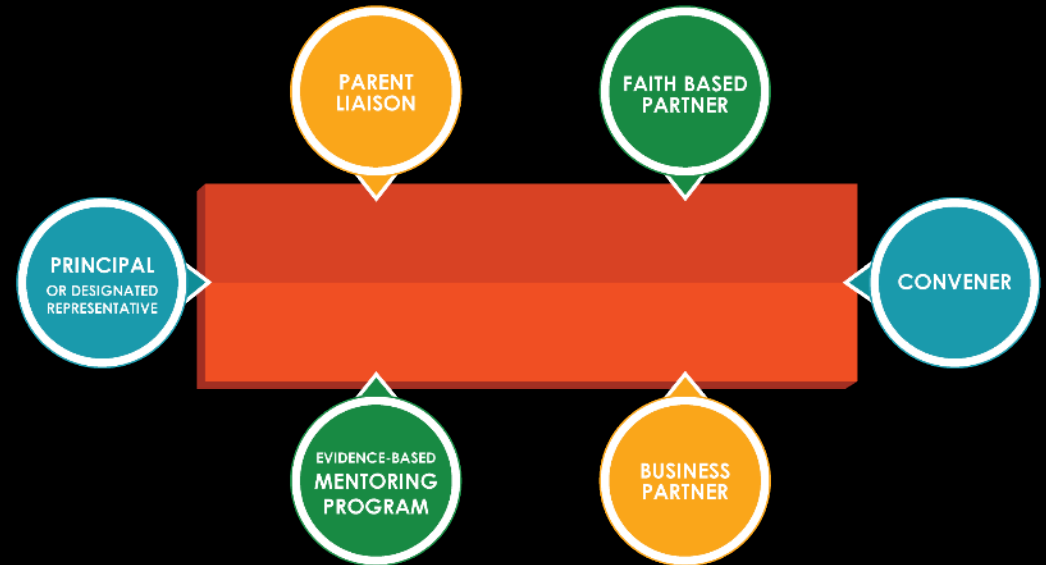
- One-to-One Mentoring
- Group Mentoring
- ABCToday Schools
- First Job
- Systems Navigation + Direct Aid
- Big Futures

ABCTODAY COMPONENTS

- ABCToday Network
 - Each school is supported by a network of community partners responsible for leading responses to student data
- ABCToday Data
 - Each quarter school districts electronically transfer data to BBBSEMO for organizing
- ABCToday Cycle
 - Celebrate, Clarify and Customize

ABCTODAY NETWORK

- Determined by each school and needs of the school
- Essential seats include:
 - School Leadership
 - Mentoring Partner
 - Parent/Parent Liaison
 - Faith Based Partner
 - Business Partner
 - Convener- BBBSEMO
- Additional seats:
 - Other Educational Partners
 - Other Social Service Partners



WHAT THIS LOOKS LIKE THROUGHOUT THE SCHOOL YEAR

- Each ABCToday Network meets 4 times a year
 - Kick off meeting at the beginning of the year to set strategy and priorities
 - Each quarter afterward to review all school data and make decisions
- Focus on Celebrating students and Schools for successes first
 - Ex: Letters to parents and students for Student of the Month awards, Rewards for improvement in attendance, recognition at school assemblies
- Work with schools to develop strategies to impact student performance with an emphasis on positive school culture and attendance
 - Ex: Attendance challenges, career fairs, book drives, etc.
- Constant engagement and communication with school partners to support schools
- Regular feedback loops among staff working in schools but in different communities and grade levels.

EXAMPLES OF COMMUNITY PARTNERSHIPS AT WORK IN ABCTODAY SCHOOLS



FOOD DISTRIBUTION
DURING PANDEMIC



INDIVIDUAL STUDENT
CELEBRATIONS



ATTENDANCE
RECOGNITION

SERVICES PROVIDED BY BBBSEMO TO SCHOOLS

1. Mentoring- both 1:1 and group including service to post-secondary youth
2. Intensive supports for students
3. Navigation and direct aid

UTILIZING PARTNERSHIPS FOR ALL STUDENTS AND ENTIRE COMMUNITY

- Strategic identification of partners and contributions
 - Ex: One partner can be at multiple schools based on proximity, capacity, etc.
 - Partners can have multi-layers of support throughout the entire agency
- ABCToday staff can create focus and align between different schools, districts and communities
- Work with schools to identify where there are gaps in services and supports
- Relationships built between partners themselves are beneficial for support of all students even outside of the work ABCToday does
 - Ex: Community Outreach efforts, engagement of parents and families

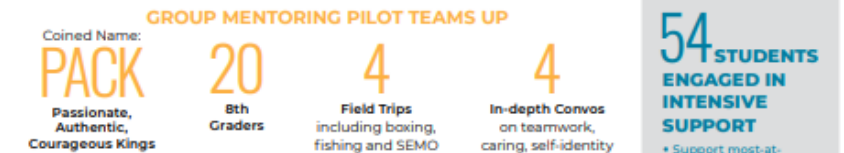
CURRENT OUTCOMES



2020-2021 SCHOOL YEAR REPORT CARD

As COVID continued to challenge our schools and students, we focused on investing in long-term and life-changing solutions. BBBSEMO continued to deliver on our historic ABCToday program to improve student outcomes in **ABC's Attendance, Behavior and Course Performance** (reading and math).

To really focus on boys' needs, we created a new group mentoring program called PACK (Passionate, Authentic, Courageous Kings). This model made it possible for 20 middle school boys to be immersed in mentoring relationships designed to expand their horizons and promote growth. In fact, 18 of the boys joining the PACK were on the agency's existing waiting list. Our work in ABCToday Schools is critical. We have the ability to expand and respond to the immediate needs of youth and families by delivering high-quality, evidenced-based mentoring in all school districts including RURAL and URBAN.



54 STUDENTS ENGAGED IN INTENSIVE SUPPORT

- Support most-at-risk students (not just matched students)
- Mentor on goal setting & achievement
- Advocate for family & stability



Early warning indicators are defined as missing fewer than 16 days of school, excused or unexcused; recording no more than four discipline referrals or serious infractions, and earning an A, B, or C in reading and math.

NAMED BY JOHNS HOPKINS UNIVERSITY, CIVIC ENTERPRISES AND AMERICAN ASSOCIATION OF STATE COLLEGES AND UNIVERSITIES AS A

NATIONAL BEST PRACTICE

STAFF CONTACT INFORMATION

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Baltimore City Public Schools

Sophia Rudisill Holmes, *Mentoring and Adult
Relationships Manager*



BALTIMORE CITY


PUBLIC SCHOOLS

**Mentoring Matters: Seeking a
Supportive Adult Relationship for
Every Child**

October 4, 2022

Dr. Sonja Brookins Santelises
Chief Executive Officer, Baltimore City Public Schools

Dr. Joan Dabrowski, Chief Academic Officer
Dr. Sophia Rudisill Holmes, Mentoring and Adult Relationships



Mentoring Gap



1 in 3 young people in the U.S. will reach the age of 19 without having a mentor. This is the mentoring gap in the United States.

SOURCE: Advocacy resources. MENTOR. (2021, December 16). Retrieved February 7, 2022, from <https://www.mentoring.org/resource/advocacy-resources/>
Photo by StuartMiles from Freerange Stock



MENTOR
MARYLAND | DC

BALTIMORE CITY

PUBLIC SCHOOLS

BALTIMORE CITY
PUBLIC SCHOOLS



SOURCE: Photo by
rawpixel from
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Initial Implementation Phases

PHASE 1: Sep-Oct	PHASE 2: Nov- Dec	PHASE 3: Jan-April	PHASE 4: May- June
Researched, analyzed data set provided by City Schools, then drafted/submitted strategic implementation plan for Mentoring and Adult Relationships Strategic Initiative	Launched Mentoring and Adult Relationships Strategic Initiative	Implementation of Infrastructure	Streamlining + Codifying processes to shorten the <u>volunteer management implementation</u> cycle from 4 months to 1



SOURCE: Photo
by Christina
Morillo from
Freerange Stock

Committees

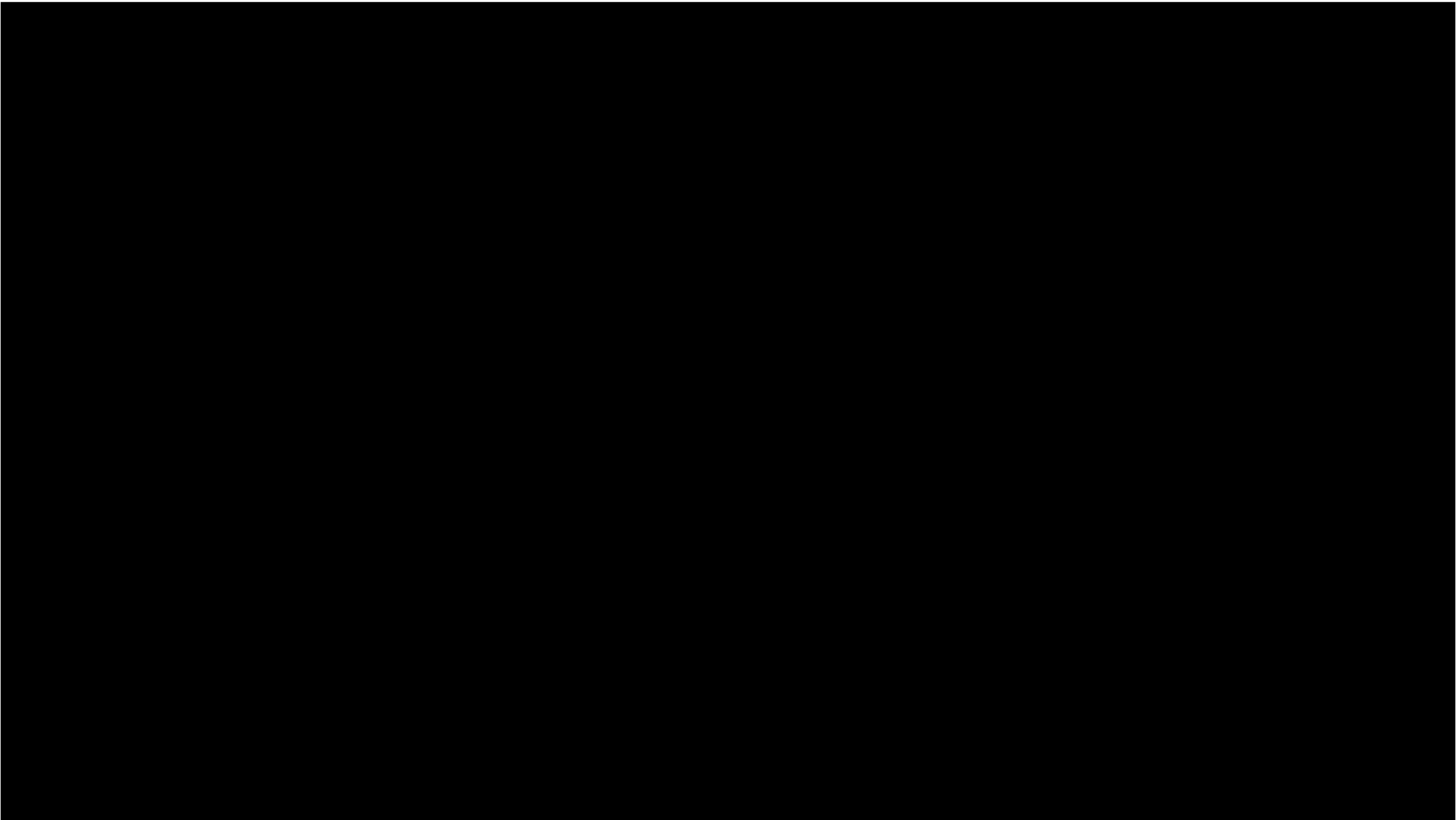
- **Executive Committee** (Leads of):
 - *Office of Equity*
 - *Whole Child Services and Support*
 - *College and Career Readiness*
 - *Communications, Engagement and Enrollment*
 - **Subcommittees** focusing on refining business processes + widening the partnership table.
 - **Volunteers**
 - Volunteer Recruitment + Screening
 - Ongoing Mentor Development
 - **Students + Families**
 - Confirm Student Participants
 - Mentor/Mentee Matching
 - **Schools + Communities**
 - Mentoring Programs Relationship Management
 - **Infrastructure + Implementation**
 - Data Capturing + Management

Trends in data suggested **increasing student engagement by leveraging partner + district run mentoring programming.**

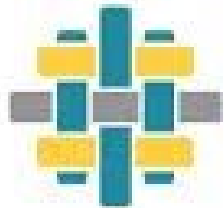


Re-piloted
Future
Ready 2.0
serving **52**
students
at 5
schools.





Scoped various partner and district-led mentoring programs designed to **increase student engagement.**



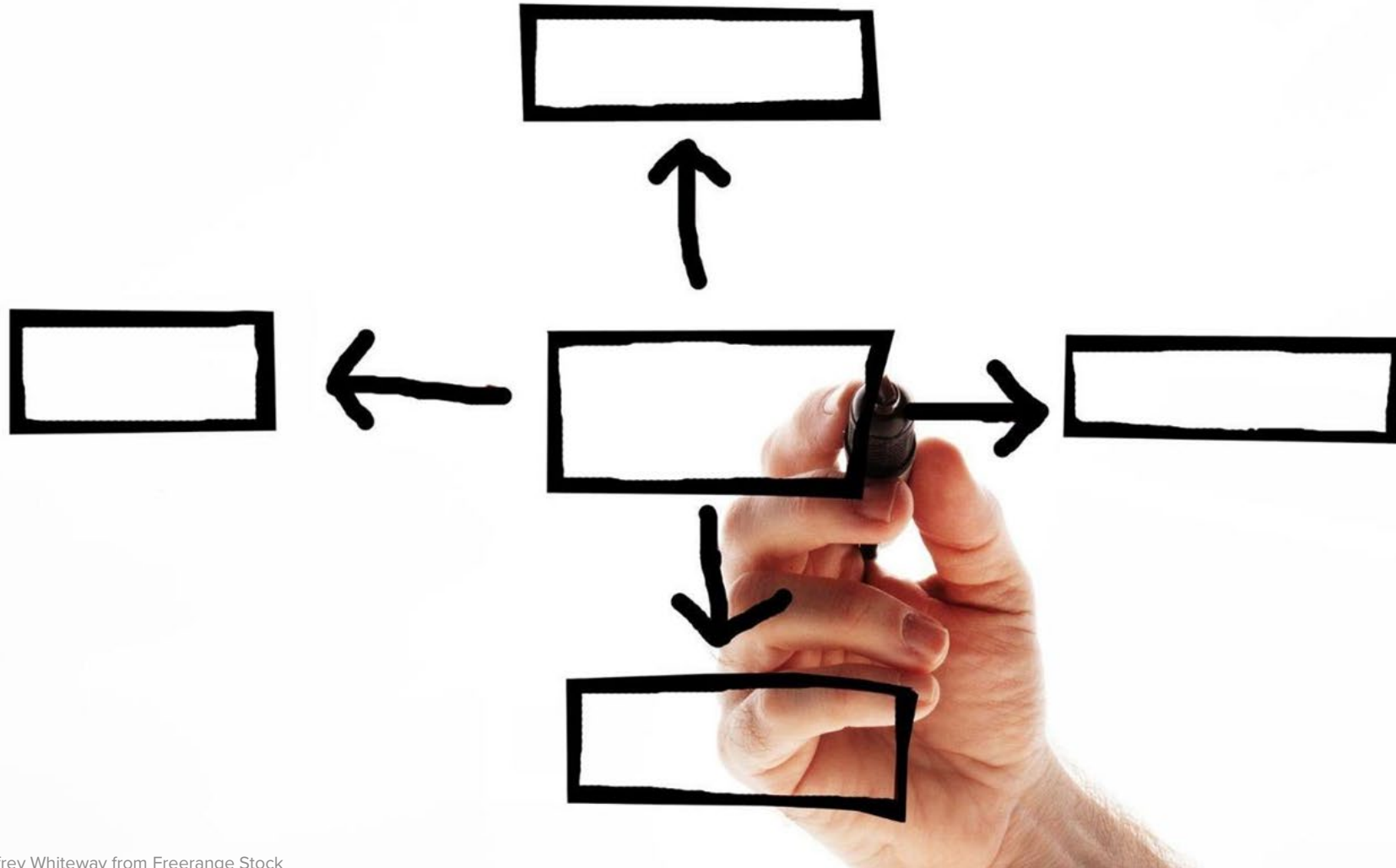


Launched Community of Practice at the Inaugural Mentoring Programs Appreciation event on June 22 *(60 attendees; close to 120 engaged either digitally or in-person).*

Key Critical Focus Areas

- . **Frameworks** for Ongoing Development for Caring Adults + Youth voice
- . **Metrics** guided by KPI's + Program **Evaluative Practices**
- . **Standards** for District sponsored Mentoring Programming

What Next?



TRAINING

LEARN

PRACTICE

GUIDING

LEADERSHIP

SEMINARS

INSPIRE

HELP

SUCCESS

SKILLS

WORKSHOPS

CAREER

MENTOR

METHOD

WORK

PEOPLE

GOALS

DIRECTION

IMPROVE

DEVELOP

PROGRAM

MOTIVATE

COACH

MENTORING

Key Milestones for SY22-23

By June 2023, codify feasible and equitably sustainable solutions that support a districtwide increase of caring adults through:

- **Internal alignment of standards** for district and partner-led literacy, wholeness, and graduation mentoring programming.
- **Sustainable infrastructure** for enrollment, placement, onboarding, and ongoing training for volunteer mentors.
- Engaging mentoring programs in a **community of practice**, yielding **“right-fit” mentoring program pairing options** for City schools.

Key Outputs for SY22-23

- . Codified **business processes**
- . Preliminary **data dashboard**
- . Mentoring programming strategic **scaling plan**
- . Infrastructure and resources, e.g., budget, systems in place for **continuous increases in the number of students matched via MAR**, and **mentoring programs partnering with the district**
- . **Consultancy model protocol**/implementation

Supporting schools with a Consultancy Model

1 FOR VOLUNTEERS

- Click the [blue Caring Adults button](#) on our College & Career Readiness district webpage!

2 FOR SCHOOL LEADERS

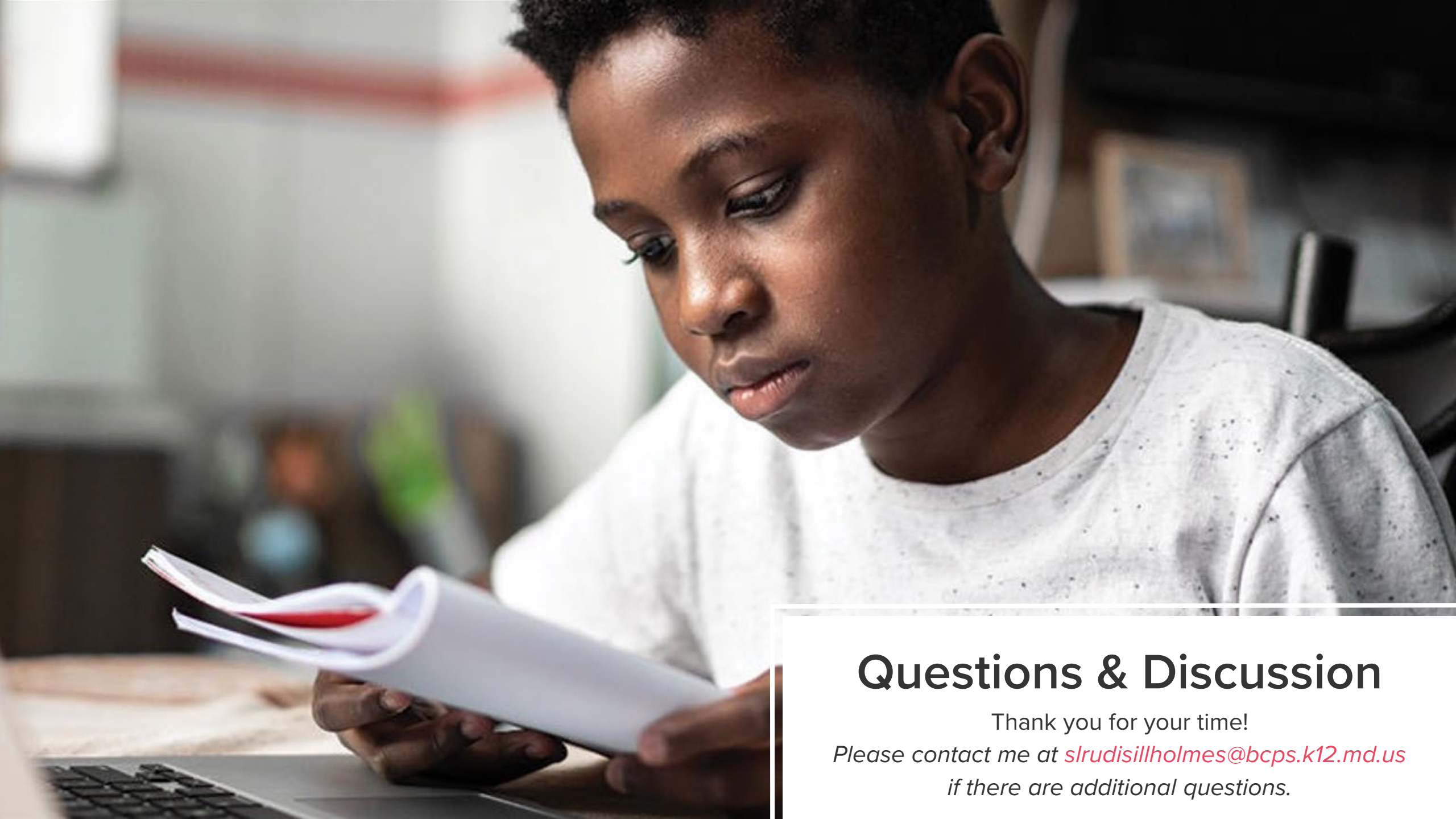
- [Schedule time](#) to connect virtually with MAR.

3 FOR PROGRAMS

- Mentoring Programs start the process of partnering in [PIE Portal](#).



SOURCE: "Vision For
Leadership
Development Stock
Photos and Royalty-
Free Images, Vectors
and Illustrations."
2020. Adobe Stock.
2020.



Questions & Discussion

Thank you for your time!

Please contact me at slrudisillholmes@bcps.k12.md.us
if there are additional questions.

BALTIMORE CITY PUBLIC SCHOOLS

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Open Discussion and Resource Sharing



PAS Announcements

- Upcoming PAS Solutions Forum Dates, topics forthcoming:
 - Nov. 15, 2022, 2:00pm ET
 - [Register Here](#)
 - Dec. 13, 2022, 2:00pm ET
 - [Register Here](#)
- 2022-23 Design Challenge:
 - What: 3-4 stipends, \$5,000 each
 - Applications Due: Oct. 17
 - [Apply Here](#)
- Collaborative Conversations
 - Seeking input, email cpryseski@jhu.edu

Announcements

- Recent [Designing Education](#) Podcast episodes:
 - Susanne Diggs-Wilborn, Achieve Atlanta
 - Ashley Seiler, Big Brothers Big Sisters of Eastern Missouri
 - Richard Lofton, JHU, Nobody Asked Me Campaign
 - Anne Stanton, Linked Learning Alliance
- Available on most streaming platforms (Apple, Spotify, Google, etc.)

NPSS Webinar Series: Five Pillars of Student Support

- **High Impact Tutoring**
 - Wednesday 10/5 from 4:00 - 5:00pm ET
 - Hosted by NPSS, Accelerate, and National Student Support Accelerator
 - Register: <https://bit.ly/3e6XQhQ>
- **Wraparound/Integrated Student Support Coordination**
 - Wednesday 10/12 from 4:00 - 5:00pm ET
 - Hosted by NPSS and Communities In Schools
 - Register: <https://bit.ly/3R5zB2a>
- **Mentoring**
 - Wednesday, 10/26 from 4:00 - 5:00p ET
 - Hosted by NPSS and MENTOR: The National Mentoring Partnership
 - Register: <https://bit.ly/3xWL6kS>
- **Post-Secondary Transition Coaching**
 - Wednesday, 11/2 from 2:00 - 3:00pm ET
 - Hosted by NPSS and the National College Attainment Network
 - Register: <https://bit.ly/3dRtXIV>
- **Student Success Coaching**
 - Hosted by NPSS and City Year
 - Watch the Recording: <https://bit.ly/3RxEZKE>

GRAD Partnership Community of Practice

- Topic: TBD
 - Oct. 26, 2022, 2:00 – 3:00pm ET
 - [Register Here](#)
- Topic: How a City Learned to Improve Graduation Rates
 - Nov. 30, 2022, 2:00 – 3:00pm ET
 - [Register Here](#)
- Topic: Working with Postsecondary Readiness Indicators
 - Jan. 11, 2023, 2:00 – 3:00pm ET
 - [Register Here](#)



Thank You, Be Well, & Onward!

We will follow up with a recording of the session, slides, and a list of references and materials shared today.