

COMMUNITY ACTION NETWORK 2001	EDUCATION URGENT ISSUES AND RECOMMENDED ACTIONS	Prepared by CAN Education Planning Group
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<p>Urgent Issue: There is a shortage of qualified/certified teachers.</p> <ul style="list-style-type: none"> • 34% of all public school teachers in the Austin-San Marcos metropolitan service area have less than 5 years experience. • School Districts with annual turnover rates over 15% serve 87% of public school students in the metropolitan service area. <p>Desired Result: Increased number of qualified/certified teachers in the classroom.</p>				
SOLUTIONS	ACTIONS	FINANCIAL INVESTMENT OPPORTUNITIES	HUMAN INVESTMENT OPPORTUNITIES	EXAMPLES OF ONGOING EFFORTS
Decrease the turnover rate.	Increase teacher compensation to keep qualified teachers in the classroom.	<ul style="list-style-type: none"> • Provide \$1,500 yearly supplement for the first three years in the classroom. • Subsidize employee benefits \$50 to \$250/month. (Annual total: \$600 to \$3000). 	<ul style="list-style-type: none"> • Pro bono video production work. • Industry experts and trainers to script and appear in videos. 	<ul style="list-style-type: none"> • Private sector sponsorships • Business and industry volunteers in the classroom • Texas Public Education Grants • Higher education institutions
	Provide scholarships, incentives, and professional development opportunities for teachers to improve their qualifications.	<ul style="list-style-type: none"> • Stakeholder scholarships up to \$1,000. • Private industries provide stipends of \$600 to attend summer institutes/ workshops. 	Provide trainers from higher education for continuing education.	
	Develop industry certification programs.	<ul style="list-style-type: none"> • \$10,000 for development of an industry certification program (curriculum/trainer). 	Provide trainers from industry for industry certifications.	

Increase the number of qualified new teachers.	Recruit and provide incentives for qualified individuals into the teaching profession.	<ul style="list-style-type: none"> • Provide \$1,500 yearly supplement for first three years in classroom. • Stakeholder sponsored scholarships – up to \$1,000. • Industry sponsored “loan forgiveness” in \$5,000 increments. 	Outreach recruiters.	<ul style="list-style-type: none"> • U Teach Program • Texas Education Agency • Higher Education Institutions • Education Service Center - Region XIII • Resu-Mix
	Encourage study/experimentation with alternative instructional delivery approaches.	\$10,000 for development of alternative instructional delivery training modules.	Trained “master teachers” and business leaders for new teachers.	
	Support alternative certification methods.	Industry sponsored subsidies for alternative certification fees – up to \$500.	Alternative certification outreach recruiters.	

Urgent Issue: K-12 students are often unprepared to succeed in higher education or the workforce.

- Only 59% of 1999 public school graduates in the metropolitan service area did well enough on the exit level TAAS to have a 75% likelihood of passing the TASP (college entry) test.

Desired Result: Updated K-12 curriculum that better reflects higher education requirements and business/industry needs.

SOLUTIONS	ACTIONS	FINANCIAL INVESTMENT OPPORTUNITIES	HUMAN INVESTMENT OPPORTUNITIES	EXAMPLES OF ONGOING EFFORTS	
<p>Strengthen linkages between K-12 and higher education.</p> <p>Increase employer/industry involvement in a continuum of work based learning and mentoring.</p>	Encourage students to take the Recommended High School Program.	\$500 to sponsor student orientations/workshops for individualized educational planning.	Volunteer classroom speakers to promote rigorous coursework required for today's economy.	<ul style="list-style-type: none"> • "Building Bridges" • Texas Business and Education Coalition • Higher education institutions • AP/Honors courses • Greater Austin @ Work • Industry Clusters • Capital Area Training Foundation • Capital Area Tech Prep Consortium • UT Austin, Dana Center • Capital Area and Rural Capital Area Education and Careers Partnerships 	
	Integrate college components into high school curriculum resulting in learner outcomes that reflect post-secondary standards.	\$25,000 to sponsor interdisciplinary teaming workshops with post-secondary institutions.	"Adopt-a-teacher" sponsors between post-secondary and K-12.		
	Expose more students to higher education opportunities and expectations (college/career fairs, college/industry tours, etc.).	Provide transportation for students to attend College and Career Fairs/Orientations (\$3,000 per school).	Coordinators for special events, i.e. college/career fairs.		
	Teacher externships in business and industry (hire teachers for summer to provide exposure and greater understanding of industry needs).	Education – Industry partner in teacher externships (\$3,000/teacher/summer).	Business/Industry employers to provide externship opportunities.		
	Expand work-based learning opportunities (including career-pathways, internships, job shadowing, industry tours).	Hire student interns at \$7/hour.	Partner with schools in development of industry relevant career pathways (course sequence and content).		
	Utilize adjunct faculty recruited from business/industry.	\$1,000 stipends per semester for adjunct faculty. (annual tot: \$2,000)	Employers to participate in "workplace exchange" programs.		

Urgent Issue: Not enough students are encouraged to enroll in challenging courses/programs.

- A small percentage of students in Travis County ISDs enrolled in career and technology courses – over the past five years varied from 5% -- 23%..
- Only 12 of 19 ISDs in the Austin-San Marcos metropolitan service area reported any graduates completing the Recommended High School Program in 1999.

Desired Result: Increased number of students enrolling in and completing the recommended high school program and improved academic preparation of elementary and middle school students.

SOLUTIONS	ACTIONS	FINANCIAL INVESTMENT OPPORTUNITIES	HUMAN INVESTMENT OPPORTUNITIES	EXAMPLES OF ONGOING EFFORTS
Increase the number of students enrolled in honors/ AP/ Early College Start programs.	Bring resources into the classroom to increase awareness of careers, expectations, and educational requirements.	Middle school curriculum module on awareness of careers, expectations and educational requirements (\$10,000 per module).	Volunteers from industry and higher education to make classroom presentations.	<ul style="list-style-type: none"> • Junior Achievement • Individual Academic Career Plan Bridges • Capital Area Training Foundation • Texas Scholars (and similar models) • Capital Area Tech Prep Consortium • Capital Area and Rural Capital Area Education and Careers Partnerships • UT-Austin, Dana Center
Increase the number of students enrolled in the Recommended High School Program.	Develop individual education plans (higher education and/or career) for all students.	Industry sponsored incentive contracts based upon individual education plans to finance college education (\$100-\$500/student/year).	Consortium of teachers and employers to plan effective individual education plan workshops for students/parents.	
Make staff resources a high budget priority to enhance education planning.	Engage more students in work based learning activities (career pathways, internships, etc.).	Industry support to hire summer interns (\$7/hour).	Employees to serve as work site supervisors/mentors for student interns.	
Use internal and external review processes to identify resources that may be utilized more effectively elsewhere.	Support educator professional development to enhance the rigor and real-world applications of the curriculum.	Sponsor industry-specific weekend institutes (\$200/day/teacher). (annual total: \$19,200)	Allow space for teachers to participate in existing industry training and workshops with employers.	

Urgent Issue: High expectations are not consistently communicated to all students, parents, faculty, and community.				
<ul style="list-style-type: none"> Statewide, Hispanics have a higher dropout rate than other ethnic groups, followed by African Americans. Over 40% of AISD students have academic, attendance, or behavior problems placing them at-risk of dropping out. 				
Desired Result: Administrators, teachers, parents, and students embodied “high expectations” perspectives and behaviors.				
SOLUTIONS	ACTIONS	FINANCIAL INVESTMENT OPPORTUNITIES	HUMAN INVESTMENT OPPORTUNITIES	EXAMPLES OF ONGOING EFFORTS
<p>Encourage high expectations from all school constituencies.</p> <p>Encourage community advocacy to stress high expectations of all.</p>	Stress high expectations, encourage higher level math/science and foreign languages, and the concept that higher education can be in everyone’s future in the ISD catalog and other publications, faculty and staff orientations, and student and parent orientations.	Underwrite blocks of orientations (\$250/block).	Provide training of trainers. Engage employers in advocacy teams.	<ul style="list-style-type: none"> ISD Boards and administration Parent Teacher Organizations Partners in Education and Adopt a School organizations Business Sponsors Capital Area Training Foundation Capital Area Tech Prep Consortium Capital Area and Rural Capital Area Education and Careers Partnerships Capital Area Workforce Development Board Youth Council Education Service
	Challenge stereotypes and “remedial track” mentality that assumes limited ability.	\$10,000 for development of accountability and strategies for student success and advocacy measures.	Engage employers in advocacy teams.	
	Expand career awareness activities that demonstrate “real world” connections of learning to future career opportunities.	<ul style="list-style-type: none"> Fund virtual cd rom career tours and viewbooks (\$10,000). Industry support to hire summer interns (\$7/hour). Education – Industry partner in teacher externships (\$3,000/teacher/summer). 	Employees to serve as work site supervisors/mentors for student interns.	

	Provide awareness training to promote understanding of differences in home cultures to facilitate effective communications.	Develop teacher effectiveness and awareness training module to create classroom of genuine caring/concern that fosters high expectations (\$10,000).	Community liaisons and trainers to promote diversity/cultural understanding.	Center - Region XIII
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***Urgent Issue:* Student learning often suffers due to family and community issues (housing, basic needs, family violence, etc.) that are not effectively addressed.**

- 34% of dropouts were economically disadvantaged; 32.4% were in vocational educational program; and 14.2% were in special education.

***Desired Result:* Increased resources to address family and community issues that negatively impact learning.**

SOLUTIONS	ACTIONS	FINANCIAL INVESTMENT OPPORTUNITIES	HUMAN INVESTMENT OPPORTUNITIES	EXAMPLES OF ONGOING EFFORTS
Increase efforts to attract and train volunteers. Better coordinate community resources to support learning.	Balance support needs with teaching requirements and engage community partners to address support needs of students and families.	\$5000 for a summer task force to discuss development of a system for connecting students and families with services funded through city and county contracts.	Community resource liaisons in the schools	<ul style="list-style-type: none"> • ISD Boards and administration • Parent Teacher Organizations • Partners in Education and Adopt a School organizations • AISD IMPACT Teams • The Link –Youth Assessment Center
	Develop training programs for community volunteers (for example: how to tutor, mentor/mentee relationships).	Hire volunteer coordinator/ trainer (\$75,000).	Volunteer community/school liaisons.	
	Assist school districts in identifying activities that could be reduced or eliminated and reallocate resources into more effective activities.	\$1000 for a consultant to assist in conducting an assessment report.	Release time for an administrator to work on a district assessment.	

Urgent Issue: Resources are fragmented and hard for families and educators to access.

- A significant number of students in Travis County encounter obstacles to success. Further research is needed to identify gaps in service for these students.

Desired Result: The creation/implementation of a common database of resources for parents and educators and process to facilitate access to support resources.

SOLUTIONS	ACTIONS	FINANCIAL INVESTMENT OPPORTUNITIES	HUMAN INVESTMENT OPPORTUNITIES	EXAMPLES OF ONGOING EFFORTS
<p>Create a common database that lists resources and providers by categories.</p> <p>Facilitate student and family access to support services.</p>	<p>Convene group to develop a common web-based resource directory with direct links to other sites including Early College Start opportunities, Internships, School to Career options, etc.</p>	<p>Hire web master (\$35,000).</p>	<p>Volunteers with technical expertise to assist in development.</p>	<ul style="list-style-type: none"> • ISDs • Higher Educational Institutions • Capital Area Tech Prep Consortium • Capital and Rural Capital Area Workforce Development Boards • Capital and Rural Capital Area Education and Careers Partnerships
	<p>Explore the role of the Education Service Center in promoting best practices and sharing of effective models.</p>	<p>Sponsor best practices forum (\$500/each).</p>	<p>Volunteer administrative support to coordinate forums.</p>	
	<p>Support development, implementation, and expansion of the Youth and Families Connections Assessment Center process (pilot to be launched May, 2001).</p>	<p>Contribute to funding assessment center process, including resources to pay for referrals (\$20,000).</p>	<p>Volunteer participation in development and implementation working group.</p>	

Urgent Issue: Too many students are not on track to attain their educational goals or do not remain in school.

- In the 19 ISDs in the Austin-San Marcos MSA, there were 37% fewer seniors (10,991) in 1999-2000 than there were freshmen (17,399) four years earlier.

Desired Result: ISDs identified and adopted “best practices” that will keep students in school.

SOLUTIONS	ACTIONS	FINANCIAL INVESTMENT OPPORTUNITIES	HUMAN INVESTMENT OPPORTUNITIES	EXAMPLES OF ONGOING EFFORTS
Strengthen and expand effective strategies which keep students in school and “on track” toward their educational goals.	Develop timelines and evaluation measures for Dropout Prevention action plans.	\$32,000 for Dropout Coordinator.	Task Force support.	<ul style="list-style-type: none"> • Education Service Center - Region XIII • Community Action Network • AISD Dropout Prevention Task Force • Public Access television stations • Technology-based organizations • Community-based organizations (Big Brothers/Big Sisters, Urban League, Boys & Girls Clubs, Sororities/ Fraternities) • Electronic mentoring
	Share best practice models of dropout prevention plans.	\$20,000 to sponsor Futures Assembly honoring best practices.	Coordinators/hosts for organizing a Futures Assembly.	
	Implement recommendations of youth and family connections initiatives (i.e., reading recovery, Pre-K programs, summer camps, science camps, SOAR summer programs).	Fund video streaming/CD-ROM retention packages (\$10,000).	Technical support to produce videos/CD ROMs.	
	Teach parents how to help with homework, tutoring skills, “navigating” the ISD system to identify resources.	Develop parent involvement training model (\$5000).	Expanded role for parent involvement and parent training specialists.	
	Develop student individual academic education plans.			