Attachment 4 – Texas GEAR UP Program Activities and Metrics

Appendices

Appendix A: Detailed Review of CCR Advising Program Activities and Metrics 2

Appendix B: Texas GEAR UP Activities and Summative Metrics 5

Appendix A: Detailed Review of CCR Advising Program Activities and Metrics

Expand CCR Advising for High School Students - The Beyond Grad initiative seeks to award multi-year grants to eligible college and career readiness advising organizations to support programs that increase college and career readiness, postsecondary enrollment, and post-secondary persistence among Texas students.

* Grant funding agreements entered under this LOI will be for renewable one-year grants up to three (3) years. All grant awards will be reviewed at the end of each academic year for renewal. All funding awards, and renewals, will be made based upon CCR advising organizational performance and available funding. The three-year award period will run from the initial award date through July 2022.

CCR Advising Required Activity Description	Who/What	Spring 2019	AY 2019-20	AY 2020-21*	AY 2021-22*
1. Provide College and Career Readiness (CCR) needs assessment at LEA					
1.1 CCR advising grantee will assess assigned LEA for college & career readiness strengths and opportunities for growth. Assessment will focus on building a college going culture at the school/district.	CCR Advising Org.	X			
1.2 CCR advising grantee will present to the LEA and TEA a recommendation for college & career readiness services	CCR Advising Org.	X			
1.3 TEA will approve the CCR Advising needs assessment recommendation prior to beginning MOU negotiations	TEA	Approval			
2. Negotiate Memorandum of Understanding with assigned LEA for CCR advising organization.					
2.1 Collaborate with LEA to develop a Memorandum of Understanding (MOU), outlining the parameters of CCR Advising management, support, and required and permissible activities.	CCR Advising Org. and LEA	X			
2.2 Adopt, pilot and refine MOU to continually enhance partnership with advisor provider, with direction from TEA.	LEA and CCR Advising Org.	Adopt, Pilot & Refine	Adopt, Pilot & Refine	Adopt, Pilot & Refine	Adopt, Pilot & Refine
2.3 Obtain approval of MOU from TEA prior to signing	TEA	Approval	Approval	Approval	Approval
3. Hold CCR Training for LEA & Advising Org.					

CCR Advising Required Activity Description	Who/What	Spring 2019	AY 2019-20	AY 2020-21*	AY 2021-22*
3.1 Training objectives and agenda to be approved by TEA	CCR Advising Org. and LEA	Approval	Approval	Approval	Approval
3.2 CCR advising organization will train high school staff in college and career advising.	CCR Advising Org.	100% Trained	Annual	Annual	Annual
3.3 LEA will train CCR advising organization in school processes, data systems, and CCR office space	LEA	100% Trained	Annual	Annual	Annual
4. CCR Advisor Hiring & Training					
4.1 Hire CCR Advisors to serve LEA students	CCR Advising Org.	X	X	X	X
4.2 CCR Advisor training objectives, schedule and agenda is reviewed and approved by TEA	TEA	Approval	Approval	Approval	Approval
4.3 Train CCR Advisors to provide CCR services Training must include: • Texas GEAR UP Overview • Advisor Supervision Schedule • Beyond Grad Program Metrics • Data Capturing and Reporting • Advisor Performance Expectations, including: Advising Best Practices Culturally Responsive Approaches to Advising **Include assigned LEA in advisor training process**	CCR Advising Org.	X	X	X	X
4.4 CCR advising and LEA Communication Schedule reviewed and approved by TEA	CCR Advising Org. To TEA	Approval	Approval	Approval	Approval
5. CCR Advising Program Initiation					
5.1 Conduct all required CCR Advisor activities supporting college and career readiness, in the manner agreed upon in the Memorandum of Understanding.	CCR Advising Org.	X	X	X	X
5.1.1 Students will receive at least one comprehensive, individualized college and career counseling session (All student in the school)	Primary Cohort Priority Students (9^{th} – 12^{th})		n/a 75%	90% 75%	95% 75%
5.1.2 Students will attend at least one college visit to a four-year college or university.	Primary Cohort Priority Students (9th – 12th)		n/a 50%	75% 50%	75% 60%

CCR Advising Required Activity Description	Who/What	Spring 2019	AY 2019-20	AY 2020-21*	AY 2021-22*
5.1.3 Students will attend a summer program (academic acceleration, enrichment, college exploration, etc.).	Primary Cohort Priority Students (9th – 12th)		n/a 15%	30% 15%	30% 20%
5.1.4 Parents will receive at least one individualized college and career counseling session.	Primary Cohort Priority Students (9th – 12th)		n/a 25%	50% 25%	50% 25%
5.1.5 Each year, primary cohort parent attendance at Texas GU events and services will increase.	All Parents			Increase	Increase
5.2 Each year, 85% of tenth graders will take the PSAT or ACT Aspire exam. Each year, 85% of eleventh graders will take the SAT or ACT exam.	All 10th and 11th Graders		≥85%	≥85%	≥85%
5.3 The percentage of 12th grade students completing at least four college applications will increase accordingly.	Priority Students (9th – 12th)		>50%	>75%	>85%
5.4 85% of Priority students will complete the Federal Application for Federal Student Aid (FAFSA) or Texas Application for State Financial Aid (TASFA).	Priority Students (9th – 12th)		>85%	>85%	>85%
5.5 The Priority Students completion rate for FAFSA/TASFA will meet or exceed the baseline state average completion rate.	Priority Students (9th – 12th)		X	X	X
5.6 The Priority Students 4-Year Longitudinal Graduation rate will meet or exceed the baseline state average rate.	Priority Students (9th – 12th)			X	X
5.7 At least 60% of Priority Students will enroll in postsecondary education in the fall after high school graduation. 40% of the enrolled students will matriculate to a four-year college.	Priority Students (9th – 12th)				X

CCR Advising Required Activity Description	Who/What	Spring 2019	AY 2019-20	AY 2020-21*	AY 2021-22*
5.8 The percentage of Priority Students who complete the first year of college will meet or exceed the State average.	Priority Students (9th – 12th)				X

Appendix B: Texas GEAR UP Activities and Summative Metrics

Texas GEAR UP Activities and Summative Metrics – Includes the required DOE GEAR UP activities and outcome metrics that TEA and all Texas GEAR UP stakeholders will be held accountable to meet.

Strategy 1: Increase Academic Rigor - Facilitate an increase in access to, perceived value of, and student success in academically rigorous courses through extensive professional development for teachers, counselors, and administrators, and targeted tutoring for students.

Required Activity Description	Who/What	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7
1.1 Provide professional development to core content teachers								
1.1.1 Teachers will participate in professional development that supports a rigorous curriculum (project-based learning, advanced instructional strategies, teacher externships, student engagement, etc.)	Core Content Teachers	≥50%	≥50%	≥50%	≥50%	≥50%	≥50%	≥50%
1.1.2 Teachers will participate in at least three individualized educator coaching and/or mentoring sessions.	Primary Cohort Core Content Teachers	≥20%	≥20%	≥20%	≥20%	≥20%	≥20%	≥20%
1.2 Provide professional development to vertical teams								
1.2.1 Educators and administrators (middle school, high school and institutions of higher education) will meet as vertical teams to align curriculum and reduce the need for remediation at the postsecondary level.	Days of Vertical Teaming	≥5 days	≥5 days	≥5 days	≥5 days	≥5 days	≥5 days	≥5 days
1.3 Provide college and career advising trainings to counselors								
1.3.1 High school counselors will complete training in college and career advising.	Counselors		100% Trained	Maintain	Maintain	Maintain	Maintain	Maintain
1.4 Provide targeted tutoring to primary cohort students with failing grades								

1.4.1 Primary cohort students who receive a failing grade on a progress report will receive targeted academic tutoring.	Primary Cohort	≥90%	≥90%	≥90%	≥90%	≥90%	≥90%	≥90%
1.5 Increase timely participation in Algebra I								
1.5.1 Ensure availability of Algebra I at feeder Middle Schools	Middle Schools	100%	100%	100%	100%	100%	100%	100%
1.5.2 Students will complete Algebra I in 8th or 9th grade	Primary Cohort		≥30%	≥85%				
Strategy 1 - Cumulative Impact Success Metrics								
1.1 On-time promotion rate will exceed the baseline state average promotion rate.	Primary Cohort		Exceed baseline					
1.2 Students will successfully complete a Pre-AP, Pre-IB, AP or IB course by 11th grade.	Primary Cohort Students					≥60%		
1.3 Students will be eligible to earn college credit through achievement of a passing score on the AP exam, IB exam, or completion of a rigorous dual credit course.	Primary Cohort Students						≥60%	
1.4 Students who graduate on the Foundation High School Program with an Endorsement and/or receive the Distinguished Level of Achievement will exceed the baseline state average.	Primary Cohort Students						Exceed baseline state average	
1.5 Students will meet the college readiness criterion on the SAT, ACT, or the Texas Success Initiative (TSI) Assessment.	Primary Cohort Students						≥50%	
1.6 Students who enroll in postsecondary education will place into college level courses without the need for remediation.	Primary Cohort Students who Enroll						≥60 %	

Strategy 2: Prepare Middle School Students - Empower students with pathway information early, though individualized college and career advising in middle school, and adoption of a high-quality, TEKS-aligned career exploration course.

Required Activity Description	Who/What	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7
2.1 Pilot middle school college and career exploration course using open source materials created by TEA								
2.1.1 Through adoption and implementation of state course materials, district ensures	LEA & CCR Advising Org.	100%	100%	100%	100%	100%	100%	100%

that middle school students receive information about the district's high-quality pathways and programs of study that align to postsecondary programs and high-demand careers available to them.	All (Primary Cohort and Priority Students)							
2.1.2 Students will demonstrate competencies in career exploration, measured by middle school career course end-of course exam.	LEA & CCR Advising Org. All (Primary and Priority Cohort Students) Pass Rates	≥80%	≥80%	≥80%	≥80%	≥80%	≥80%	≥80%
2.2 Provide postsecondary and career information through multiple mediums to students and parents								
2.2.1 Each year, students and parents will receive information about postsecondary and career options, preparation and financing. Multiple outreach techniques are required, including but not limited to community events, web-based and print communications, phone calls/conferences, and individual meeting.	LEA & CCR Advising Org. Students and Parent Access to Information	100%	100%	100%	100%	100%	100%	100%
2.2.2 Each year, parent attendance at Texas GU events and services will increase.	Parent Attendance		Increase	Increase	Increase	Increase	Increase	Increase
2.3 Provide at least one individualized college and career counseling session to students each year.								
2.3.1 In middle school, students will receive at least one comprehensive, individualized college and career counseling session.	LEA Primary Cohort Students	≥90%	≥90%					
2.4 Facilitate at least one college visit for students per year.								
2.4.1 In middle school, students will attend at least one four-year college or university visit.	LEA Primary Cohort Students	≥75%	≥75%					
2.5 Facilitate enrollment of students in summer program								

2.5.1 In middle school, students will attend a summer program (academic acceleration, enrichment, college exploration, etc.).	LEA Primary Cohort Students	≥30%	≥30%					
Strategy 2 **Cumulative Impact Success Metrics**								
2.1 On-time promotion rate will exceed the baseline state average promotion rate.	LEA Primary Cohort		Exceed baseline					

Strategy 3: Expand Advising for High School Students - Mitigate the effects of high student-to-counselor ratios and provide robust, individualized college and career advising through the adoption of a CCR Advising model in GEAR UP high schools.

Required Activity Description	Who/What	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7
3.1 Collaborate with advising provider to develop a Memorandum of Understanding (MOU), to be approved by TEA, outlining the parameters of Near Peer Advisor management, support, and required and permissible activities.	LEA and CCR Provider	Execute						
3.2-3.4 Adopt, pilot and refine MOU to continually enhance partnership with advisor provider, with direction from TEA.	LEA and CCR Provider		Adopt, Pilot & Refine	Adopt, Pilot & Refine	Adopt, Pilot & Refine	Adopt, Pilot & Refine	Adopt, Pilot & Refine	Adopt, Pilot & Refine
3.5 Allow and support all required Near Peer Advisor activities supporting college and career readiness, in the manner agreed upon in the Memorandum of Understanding.								
3.5.1 Students will receive at least one comprehensive, individualized college and career counseling session	Primary Cohort Priority Students		n/a 75%	90% 75%	90% 75%	90% 75%	90% 75%	n/a 75%
3.5.2 Students will attend at least one college visit	Primary Cohort Priority Students		n/a 50%	75% 50%	75% 50%	75% 50%	75% 50%	n/a 50%

3.5.3 Students will attend a summer program (academic acceleration, enrichment, college exploration, etc.).	Primary Cohort Priority Students		n/a 15%	30% 15%	30% 15%	30% 15%	30% 15%	n/a 15%
3.5.4 Parents will receive at least one individualized college and career counseling session.	Primary Cohort Priority Students		n/a 25%	50% 25%	50% 25%	50% 25%	50% 25%	n/a 25%
3.5.5 Each year, primary cohort parent attendance at Texas GU events and services will increase.	All Parents			Increase	Increase	Increase	Increase	
3.6 Provide financial support to cover Near Peer Advisor salary as well as associated program costs assessed at the school level, such as events and materials. Grant funds may be used in the early years of the grant, but grantee must ensure sustainability by covering an increasing proportion of funds from local funds over the course of the grant. More information provided in Section 5 of this document.	LEA pays		100% grant funds	75% grant funds	50% grant funds	25% grant funds	No grant funds used	No grant funds used
Strategy 3 **Cumulative Impact Success Metrics**								
3.1 Each year, 85% of tenth graders will take the PSAT or ACT Aspire exam. Each year, 85% of eleventh graders will take the SAT or ACT exam.	All 10th and 11th Graders	≥85%	≥85%	≥85%	≥85%	≥85%	≥85%	≥85%
3.2 By the end of the primary cohort's sixth year (grade 12), 85% of primary cohort students will complete and submit at least four college applications.	Primary Cohort Students						≥85%	
3.3 By the end of the primary cohort's sixth year (grade 12), 85% of primary cohort students will complete the Federal Application for Federal Student Aid (FAFSA) or Texas Application for State Financial Aid (TASFA).	Primary Cohort Students						≥85%	

3.4 The primary cohort completion rate will meet or exceed the baseline state average completion rate.	Primary Cohort Students						Exceed baseline State Average	
3.5 At least 60% of primary cohort students will enroll in postsecondary education in the fall after high school graduation. 40% of the enrolled students will matriculate to a four-year college.	Primary Cohort Students							≥60%
3.6 The percentage of primary cohort students who complete the first year of college will meet or exceed the State average.	Primary Cohort Students							Exceed baseline State Average

Strategy 4: Leverage Technology - Expand advisor capacity and amplify high-quality resources through the adoption of targeted, user-centered technology tools for advisors, counselors, students and parents.

Required Activity Description	Who/What	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7
4.1 Pilot and implement technology tools developed by TEA to support the work of CCR Advisors, including resources for parents, students, counselors and administrators.	All Campuses with Required Technical Assistance	Pilot	Pilot	Adopt	Adopt	Adopt	Adopt	Adopt

Strategy 5: Develop Local Alliances - Establish or expand existing alliances with business, higher education, and community partners that support student achievement and offer opportunities for career exploration.

Required Activity Description	Who/What	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7
5.1 Form a local Beyond Grad advisory council, including public and higher education personnel, parents, and business and community members to meet quarterly and advise the LEA's implementation, review progress toward LEA goals and build external community support.	LEA with local Partners	Form	Maintain	Maintain	Maintain	Maintain	Maintain	Maintain
5.2 Facilitate work-based learning opportunities for students through local partnerships.								

5.2.1 Each year, 30% of the primary cohort students will participate in a work-based learning opportunity.	Primary Cohort Students	≥30%	≥30%	≥30%	≥30%	≥30%	≥30%	