



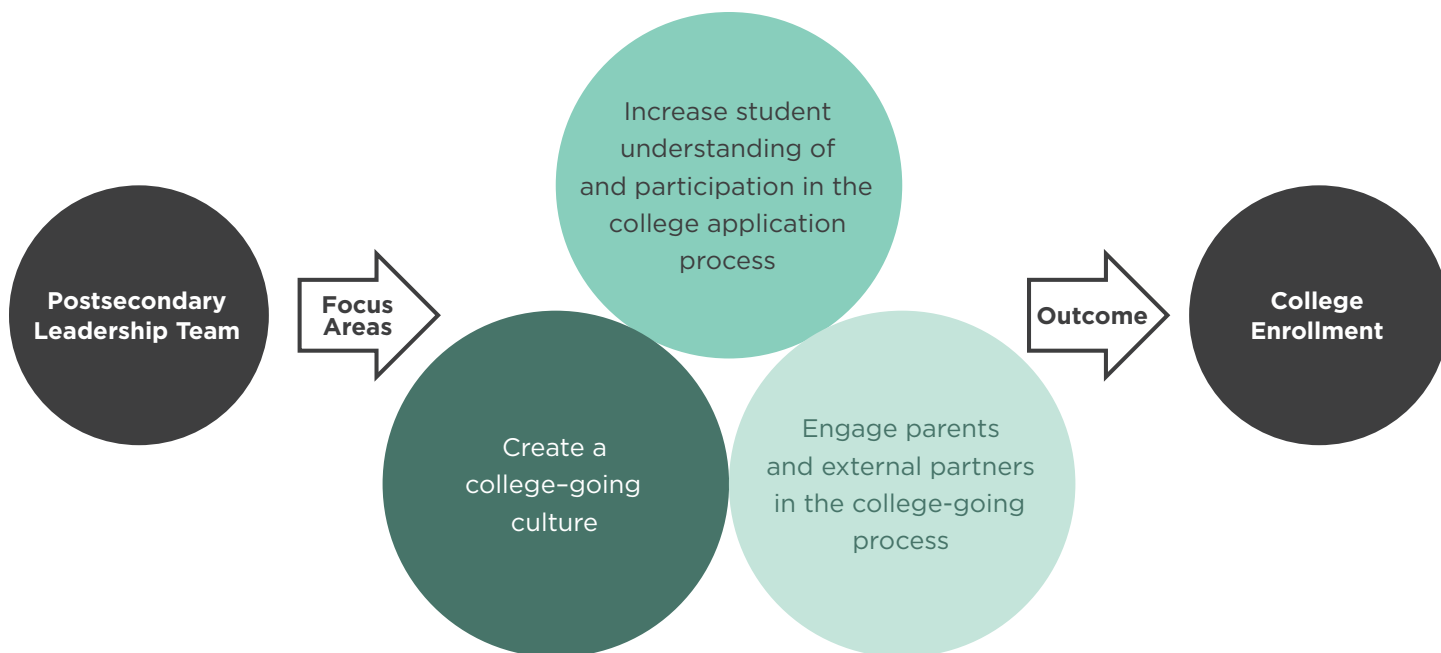
Developing Sustainable Teams

A Strategic Approach to Postsecondary Leadership Teams

Sample work products from Washington High School on their approach to postsecondary success, including the various roles and responsibilities of educators.

A Strategic Approach to Postsecondary Leadership Teams: Theory of Action

Sample from Washington High School



We believe that...

- If we increase student understanding of and participation in the college application process while providing them with the social capital they need to successfully navigate all of its components...
- If we establish a college-going culture in which all staff members push students to go to college and ensure that students are well-prepared and college-ready...
- If we establish deep and meaningful relationships with parents while developing strategic partnerships with universities and other postsecondary institutions...
- Then, we will dramatically increase college enrollment, empowering and transforming student lives and the community.

Overview

George Washington High School's Postsecondary Leadership Team (PLT) is a team of leaders within the school charged with building a college-going culture. The end goal is to increase college enrollment and, ultimately, college graduation. Washington's PLT members are directly responsible for deciding, planning, and implementing postsecondary-related initiatives. The PLT will meet on a monthly, and sometimes bi-weekly, basis wherein the team will regularly examine data, plan postsecondary-related events, and engage in professional learning. The team will draw heavily from data pertaining to colleges at the local, regional, and national levels. This data, among other relevant sources, will inform decisions about curriculum, professional development, programs/initiatives, and school-based systems and structures that support postsecondary success.

The PLT is also charged with bringing together the intersections of academic achievement and postsecondary access to create equitable outcomes for students. The team is responsible for shaping a culture of success in which students aspire to a quality life beyond high school as well as receive opportunities and resources to fully participate in their academic and personal development.

Washington's PLT Composition
Team Lead (Assistant Principal I)
Assistant Principal II
Principal
Counselor, 9th grade team member
Counselor, 10th grade team member
Counselor, 11th grade team member
Counselor, 12th grade team member
Postsecondary Coach
Postsecondary Coach (through community partner)
Program Coordinator
Senior Seminar Teacher I, 12th Grade-level team member
Senior Seminar Teacher II, 12th Grade-level team member
Science Teacher, 12th grade team member
Math Teacher, 12th grade team member
Social Studies Teacher, 11th grade team member
English Teacher, 11th grade team member
External Partners
Student (Senior)

Washington's Counselors will provide:

- Classroom guidance (e.g., academic skills, postsecondary planning, career planning, social/emotional strategies, etc.)
- Individual student planning (e.g., goal setting, academic plans, career plans, transition plans, etc.)
- Responsive services (e.g., individual and small-group counseling, individual/family/school crisis intervention, consultation/collaboration, etc.)
- System support (e.g., professional development, collaboration/teaming, program management and operation, etc.)
- Data-driven support (e.g., college application data, standardized test data, etc.)

Postsecondary Coach responsibilities include:

- Developing and strengthening relationships with colleges, universities, trade schools, and external partners
- Organizing college-related events (e.g., college advising forums, college/career fairs, parent nights, guest speakers, etc.)
- Leading college visits for student and parent groups
- Leading high-profile scholarship opportunities (e.g., Gates Millennium, Questbridge, Posse, etc.)
- Providing classroom guidance
- Providing individual, small group, and schoolwide student and family planning
- Managing, utilizing, and sharing data to drive support
- Developing Senior Seminar, Advanced Placement, International Baccalaureate, and Career and Technical Education
- Attending weekly Senior Seminar meetings, monthly PLT meetings, and individual check-ins with the administrative team
- Developing a schoolwide college-going culture

Program Coordinator responsibilities include:

- Managing, utilizing, and sharing data to drive support
- Providing postsecondary supports for students in their respective programs
- Assisting with organizing college visits for student and parent groups
- Monitoring progress of students' effective transition to college
- Marketing their program to internal and external stakeholders
- Providing individual, small group, and schoolwide student and family planning
- Developing a schoolwide college-going culture

Senior Seminar Teachers responsibilities include:

- Building a department/program culture that 1) strengthens support for seniors' access to college 2) focuses on adult professional learning, and 3) fosters collective responsibility for student success
- Improving instruction with a focus on: using data to monitor milestones, utilizing common instructional strategies based on best practices, and demystifying the college application process
- Attending weekly Senior Seminar meetings, monthly Grade-Level Team meetings, and monthly PLT meetings
- Providing individual, small group, and schoolwide student and family planning
- Analyzing data and creating solutions
- Developing a schoolwide college-going culture