WILLIAM JULIUS WILSON INSTITUTE
At Harlem Children's Zone

OPPORTUNITY FOR ALL
EDREDESIGN
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HARVARD
GRADUATE SCHOOL OF EDUCATION

Summer Institute
Transforming Place through Neighborhood Leadership

Program Spotlight: Success Planning

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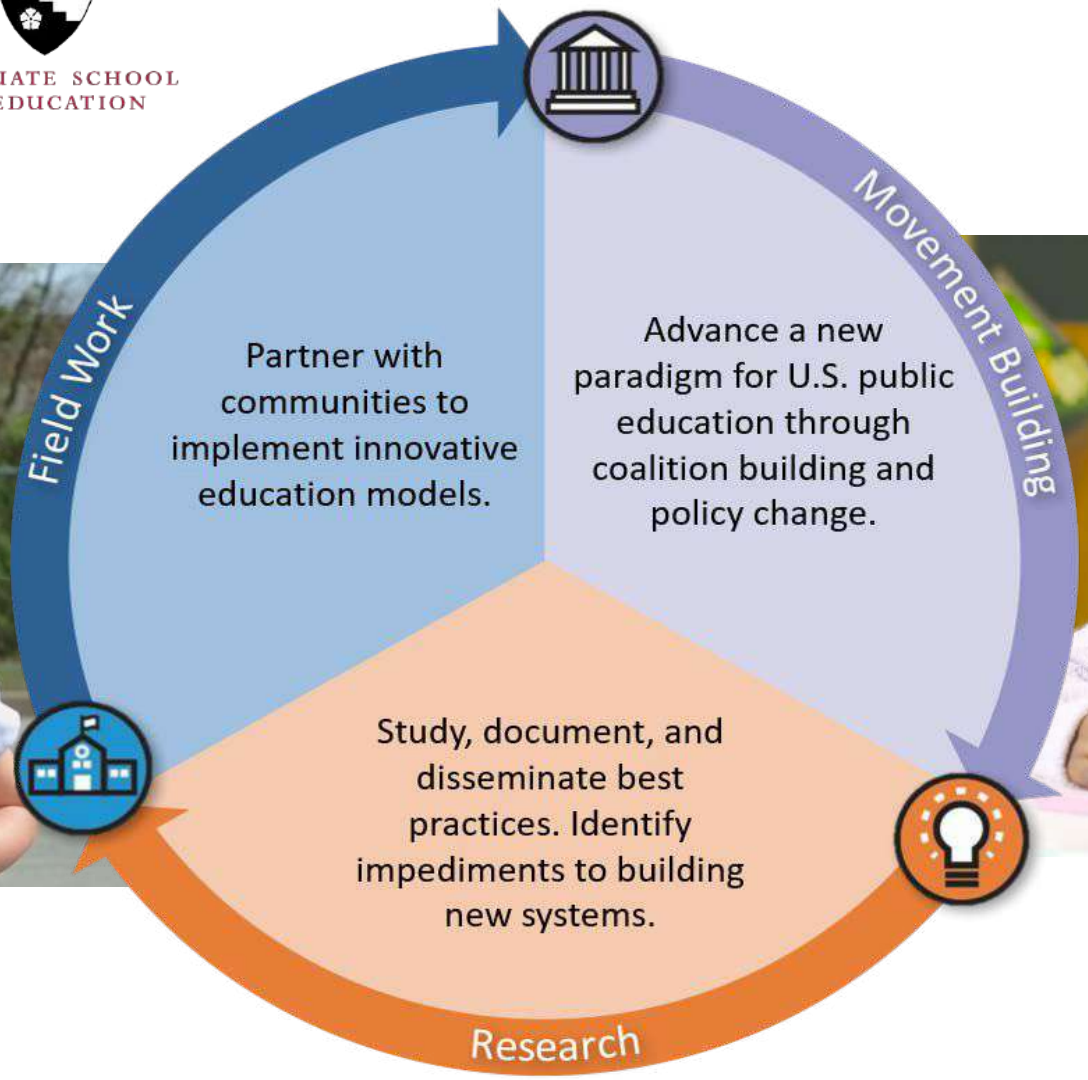

EdRedesign seeks to give every child in the U.S., particularly those living in poverty, the opportunity to succeed in education and life.

The confluence of multiple crises (Covid-19 pandemic, racial reckoning, economic crisis) further revealed persistent disparities and the lack of equitable access and opportunity for **ALL** children and youth.

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Place Matters

Race, place, and income should no longer be determinants of school and life success for children and youth.

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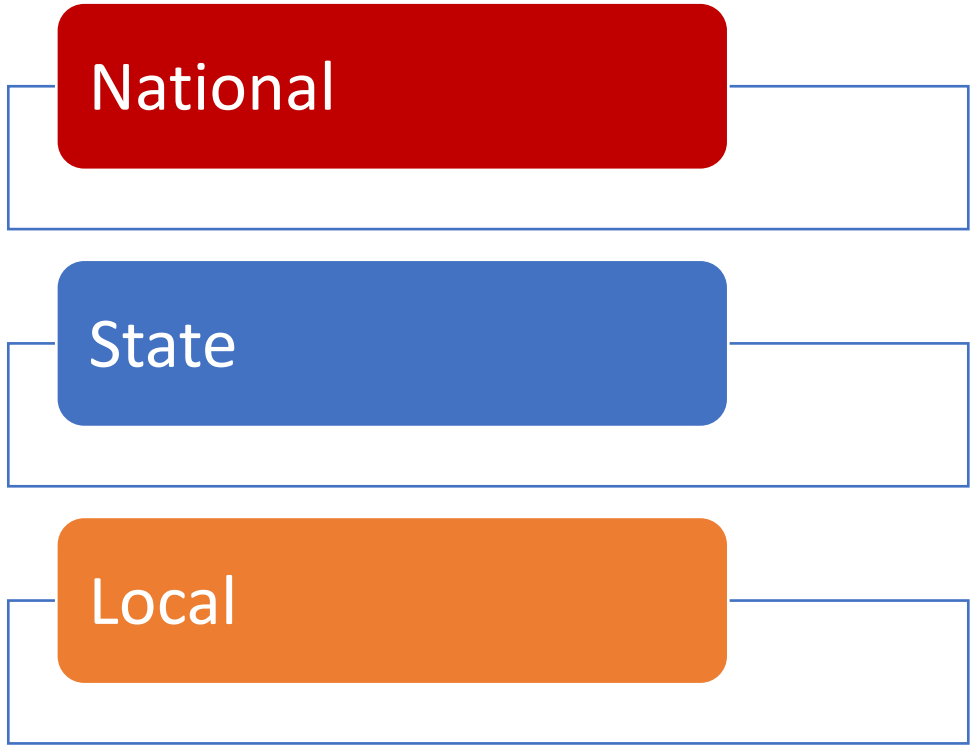
"The true measure of any society can be found in how it treats its most vulnerable members"

-Mahatma Gandhi

#SuccessPlanningWorkshop2022

Systemic Change

- The ecosystems that impact our children and youth are vast and interconnected.
- Meaningful progress towards systemic change will require leaders at all levels, and across all sectors, to integrate and align their efforts and resources to ensure more equitable access and opportunity for **ALL**.



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Equity As a Through Line

- Commitment to more equitable practices system-wide and across sectors
- Shift in mindset toward more intentional and strategic approaches
- Universal Design Principles- Maximizes access for everyone
- Respecting and engaging often marginalized populations (Are the voices of all groups represented?)

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Cradle to Career Supports and Opportunities

We Must Do Both Simultaneously

Eliminate Barriers

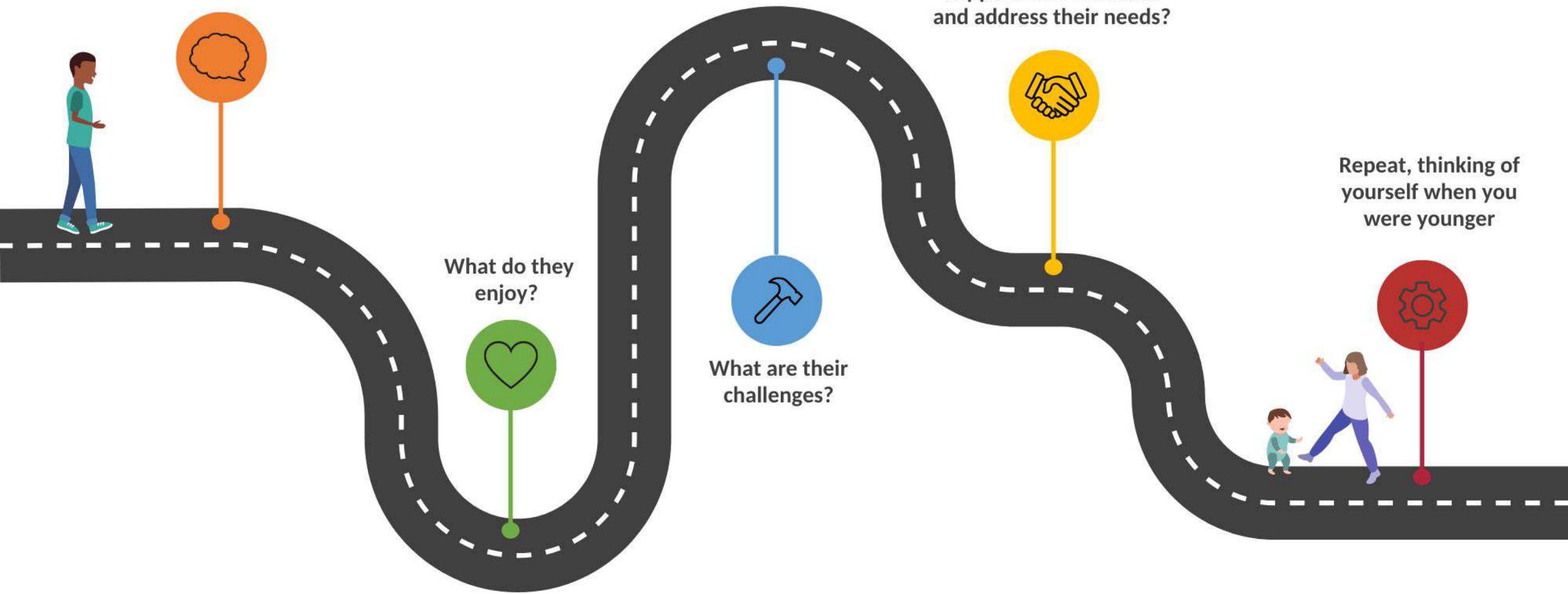
Create New Opportunities

Opportunity in Crisis: A New Vision

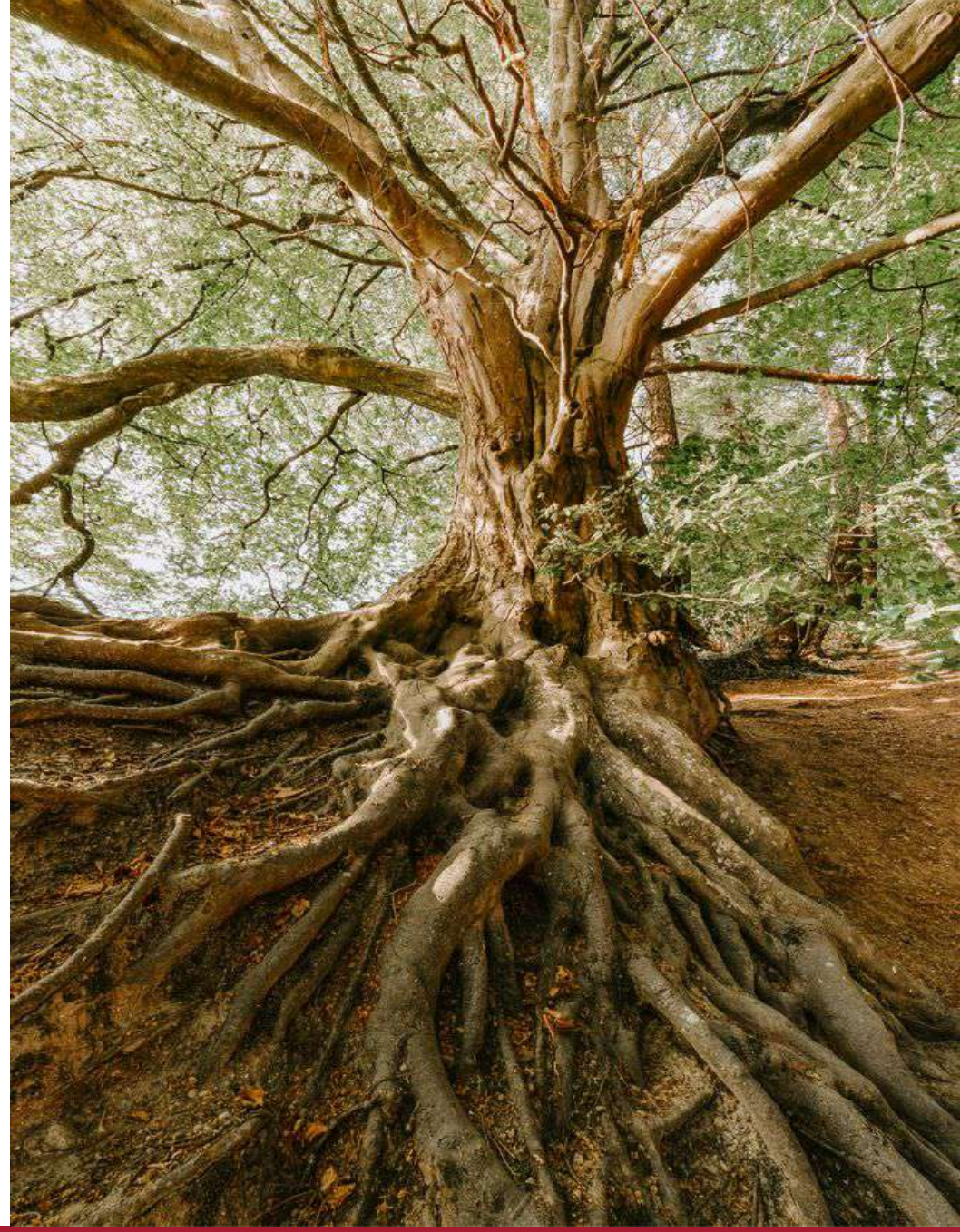
- Rethink our current systems, policies, and practices
- Reimagine a new way forward

- Resist going back to "normal" – "normal" did allow for equitable access and opportunity for ALL.

Empathy Walk



What if our systems were adaptive and responsive to children's needs and strengths?



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Personalizing Supports

- Meet children and youth where they are and give them what they need to be successful, inside, and outside of school.

- A system that diagnoses children's needs and strengths, then supplies customized opportunities and supports.

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Why Success Planning?

Success Planning is a Practical Approach for School and Community Leaders

- Provides 360-degree view of each child's strengths, interests, goals, and challenges
- Fosters meaningful relationships between each student and a caring adult navigator who can serve as a connector to supports and opportunities
- Ensures that these relationships and supports aren't just luck of the draw

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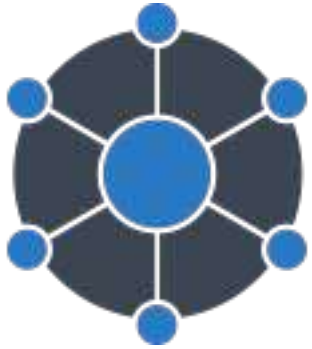
10 Guiding Principles

Equitable



Comprehensive

Student-Centered

Relationship-Driven

Personalized

Actionable

Cross-Sector

Information-Driven

Secure

Sustainable

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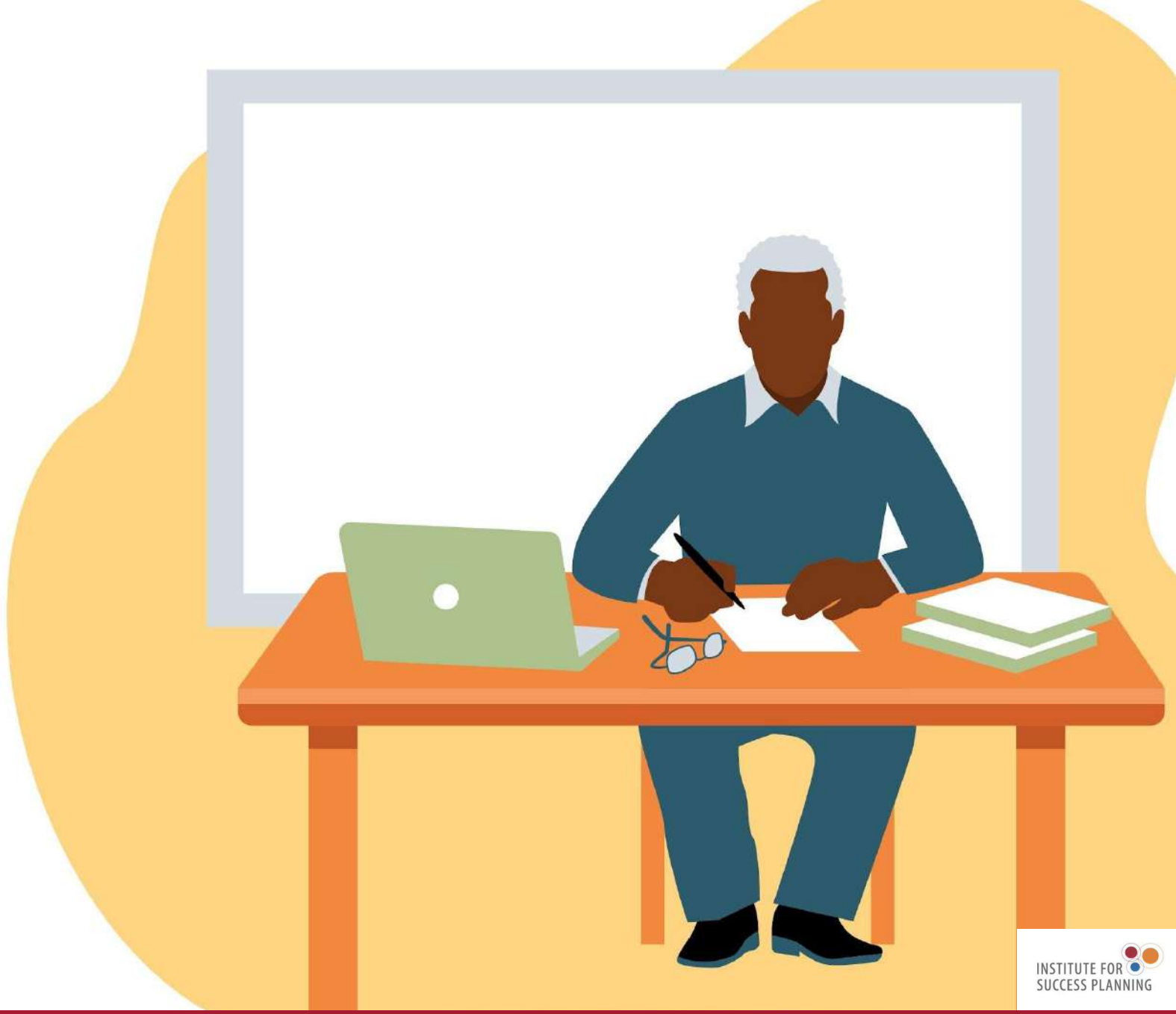
Success Planning Components

Coordinated by a cross-sector body such as a Children's Cabinet

Success Planning: Navigator's Role

Navigators ensure each child or youth is seen, known, understood, supported, and provided with customized opportunities to learn and thrive. They recognize their unique strengths and needs. They coordinate the implementation of the success plan.



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Success Planning: Family's/Caregiver's Role

To be partners in the Success Planning process. Families deeply know their children and can provide wisdom, support, and information.

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Success Planning: Child's/Youth's Role

Discover their passions and communicate interests and needs to adults, especially navigators.

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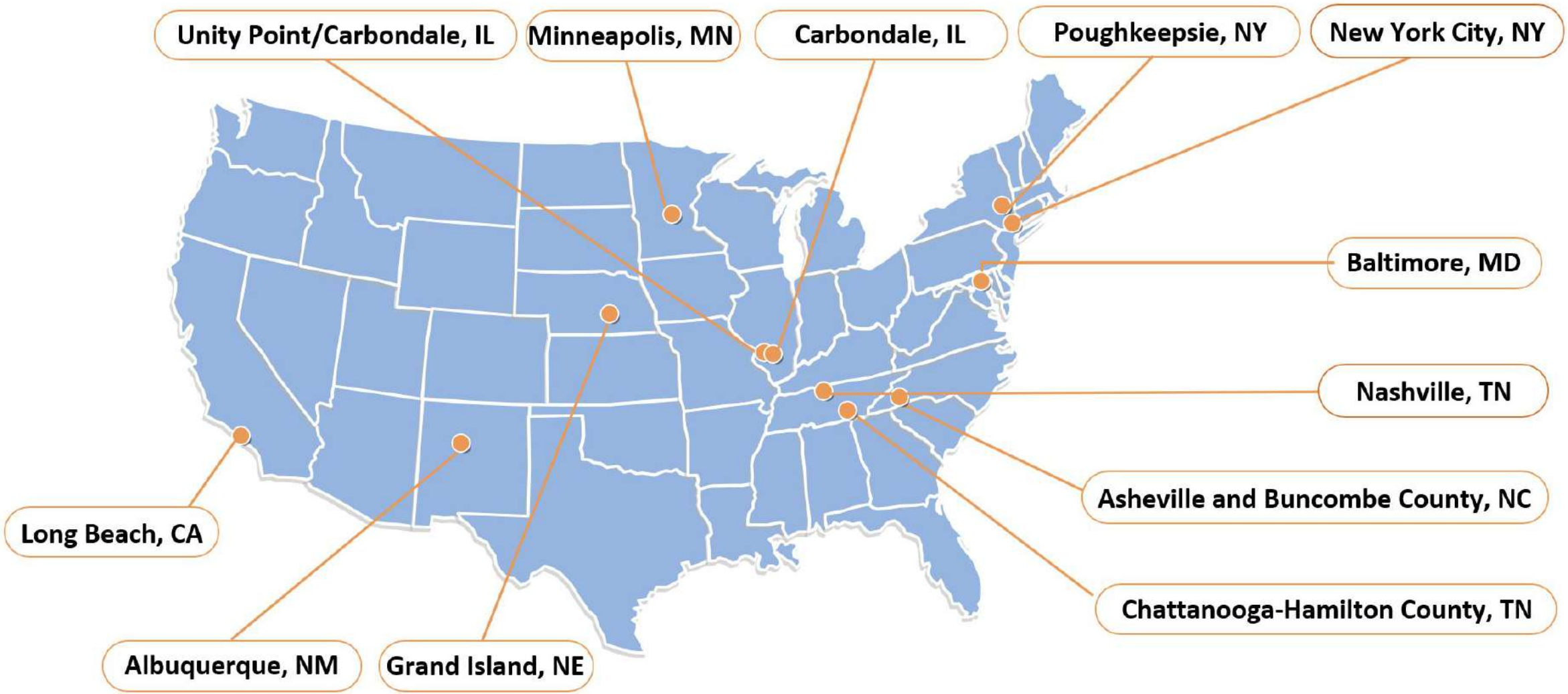
Success Planning Community of Practice Cohort 2022-2023



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National Models

BARR

- National educational model that supports 9th grade students in 18 states
- Utilizes 8 strategies in a strengths-based approach
- Teachers in each cohort discuss each student's progress and challenges; those with intensive needs get more supports
- BARR coordinators organize block and risk review meetings

Communities in Schools

- Comprised of a national network of independent nonprofit affiliates
- Partners with schools, community agencies and businesses to implement an integrated student supports model
- Tiered service levels address needs of all children
- Utilize a data platform to store information, monitor progress and create children plans

City Connects

- Provides support and resources to students in elementary, middle and high school
- Coordinator placed in partner schools to serve as the hub of student support
- Coordinator works with teachers to assess and create an individual support plan for each student
- Utilizes an online database to record student reviews, provide support plans and hold student records

Local Models

Hamilton County Schools, Chattanooga, TN

- Partnered with City Connects in 2019 to implement a Success Planning model and then moved to working independently
- Recently expanded to serve 22 schools
- Teachers conduct a review of every student and students with specific needs are further assessed by a "success team," which creates student plans and makes in and out-of-school referrals
- Utilizes a data platform to track students' needs and growth and tries to match students with the same Navigator from year to year

Northside Achievement Zone, Minneapolis, MN

- Goal to end generational poverty and close the achievement gap in North Minneapolis
- NAZ aims to end economic and social disparities to promote economic growth
- Support low-income families of color working to give their children a college education
- Provide an ecosystem of supports for kids of all ages before college

Local Models

Thread, Baltimore, MD

- Nonprofit with the goal of helping youth overcome systemic barriers through a relationship-based approach focused on peer-to-peer support
- Serves 9th graders in the bottom 25% of their class for 10 years to help them work towards attaining a postsecondary credential
- Partners students with volunteers who offer customized support for at least one year
- Students and families are part of an extended support network with up to 8 other students and families

Metro Public Schools, Nashville, TN

- Launched its own Navigator program during the pandemic
- Each student in the district is paired with a Navigator and has regular one-on-one check-ins
- Navigators are comprised of all types of school staff and oversee a maximum of 12 students with training and support from the district
- Navigators record and create referrals for students' needs on an online platform

Resources

- Seizing the Moment for Transformative Change: A Framework for Individual Student Success Planning
- Metro Nashville Public Schools Navigator Handbook
- White House toolkit on using American Rescue Plan funds to support children's academic and mental health needs
- New federal full-service community school funding opportunity – intent to apply due 8/13/22
- Success Planning cost estimate tool

Guiding Principles

- Leadership, Vision, Communications
- Staff Capacity and Partnership
- Data Use and Capacity
- Programs and Policies

NAVIGATOR

Connecting each student to a path of success

METRO NASHVILLE PUBLIC SCHOOLS

Year 1 (2020-21)

The Urgency of Now

METRO SCHOOLS TO BE CLOSED AGAIN WEDNESDAY DUE TO STORM DAMAGE, POWER OUTAGES

Metro Schools to Be Closed Again Wednesday Due to Storm Damage, Power Outages

Posted on 03/03/2020

EDUCATION

MNPS to close Thursday, Friday amid coronavirus concerns

Jason Gonzales
Nashville Tennessean

Published 9:45 p.m. CT March 11, 2020 | **Updated 9:54 p.m. CT March 20, 2020**

LOCAL

How to get free meals for children while Metro Nashville Public Schools are closed

Mariah Timms
Nashville Tennessean

Metro Schools will begin 2020-21 School Year Virtually

Posted on 07/09/2020

Director of Schools Dr. Adrienne Battle announced today Metro Schools will start school August 4 virtually and continue virtually until at least Labor Day. Details of the plan are on MNPS.org/BacktoSchool. This is a letter Dr. Battle sent Metro families today.

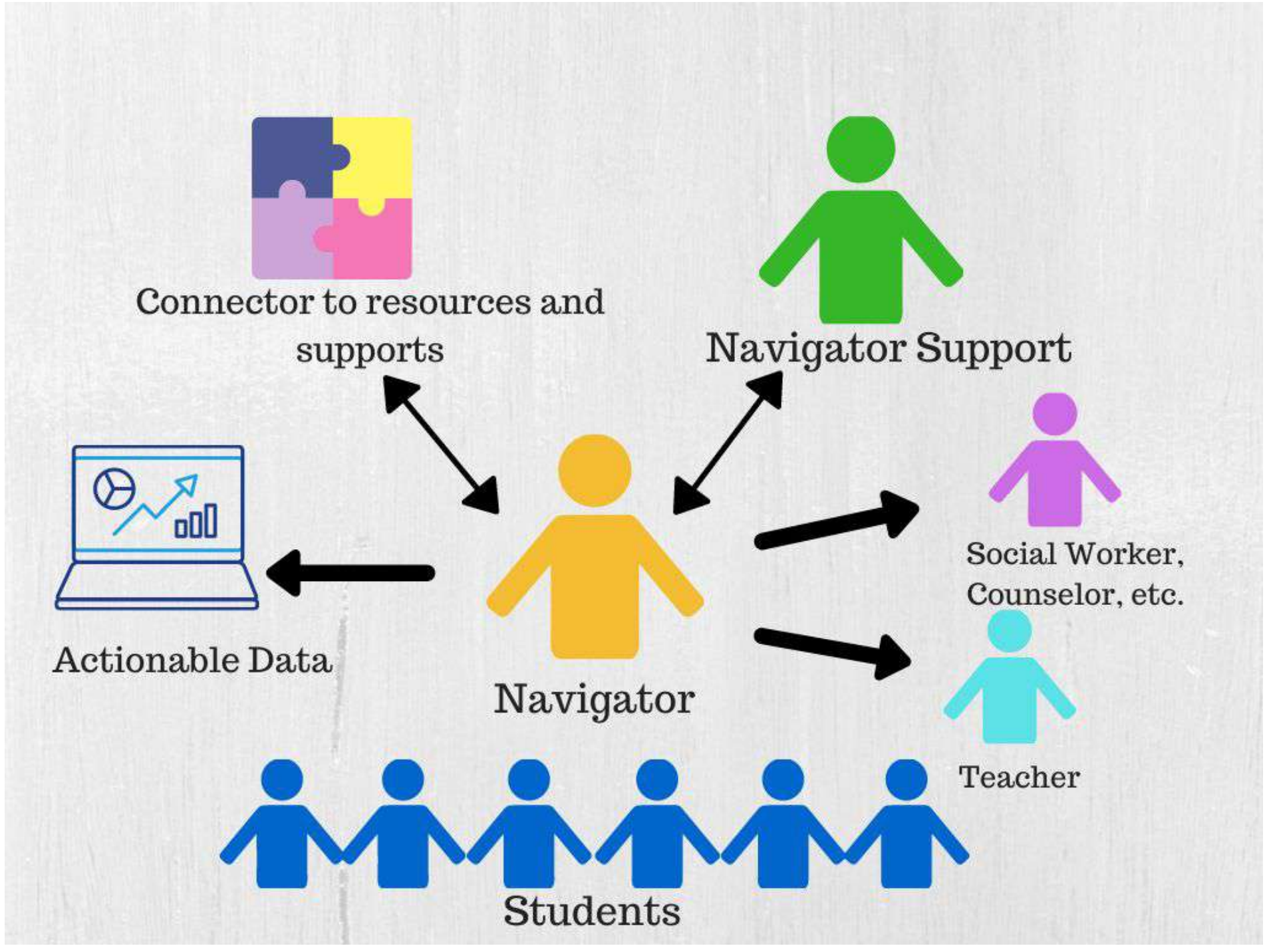
EDUCATION

Metro Nashville Public Schools to stay virtual until fall break, K-2 among first to start in-person classes

Meghan Mangrum
Nashville Tennessean

Published 4:26 p.m. ET Aug. 25, 2020 | **Updated 12:40 p.m. ET Aug. 26, 2020**

How will we know how our students are?


Connector to resources and supports
Navigator Support
Social Worker, Counselor, etc.
Actionable Data
Navigator
Teacher
Students

NAVIGATOR

Connecting each student to a path of success

METRO NASHVILLE PUBLIC SCHOOLS

WHAT IS A NAVIGATOR?

- **Mentor** and **advocate** for a small group of students to help them "navigate" a path of success through a personalized system of support
- **Builds relationships** and collects information on basic needs, academic challenges and social-emotional well-being to **connect students to resources and supports**
- Teachers and other school staff members connect one-on-one with a small cohort of students through **10-minute weekly check-ins**

NAVIGATOR

Connecting each student to a path of success

METRO NASHVILLE PUBLIC SCHOOLS

WHY NOW?

Strong relationships that provide support for the whole student are at the heart of a great education. A virtual start to the school year is the safest choice for our students and staff, but it also presents challenges. In order to address these challenges, we need strong connections with our students even beyond the classroom teacher.

NAVIGATOR SUPPORTS

Heavy-lifting is done for you!

- Handbook of resources
- Scripts for weekly-check-ins
- Data system for tracking needs
- Flexible and supportive PD
- Links to collaborative referral process and supports at school when needs are identified

NAVIGATOR

Connecting each student to a path of success

METRO NASHVILLE PUBLIC SCHOOLS

HANDBOOK

2020-21

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Sample Script

Week 4 Check-In

- We miss you at [school name]. What or who are you missing? [Share your own answer, too!]
- Has anything changed since we talked last week?
- What is one thing you wish you had help with right now?
- Did you have any trouble joining the virtual learning opportunities last week?
  - Do you have consistent computer access?
  - Do you have reliable internet access?
- What kinds of things do you do when you aren't doing schoolwork or in class?
- What is something you'd like to learn or do outside of school?
- Share information on the launch of 2020 Virtual Afterschool Clubs:
  - Metro Schools will launch our 2020 Virtual Afterschool Clubs on September 8, 2020. The Virtual Afterschool Clubs are designed to allow students to continue to engage, discover, and connect in out of school time. Clubs are available for all students in Grades PK- 12 every Monday-Thursday. To learn more or join a club, visit our website at https://www.mnps.org/virtual-afterschool.

Navigator Data Process and Tools

MNPS Navigator Weekly Student Check-in: Alex Green Elementary

Each week, use this form to take notes and record status updates during each student check-in while following the weekly script (see the Navigator Handbook).

Before clicking "Submit", remember to check the box ("Send me an email receipt of my responses") to keep a copy of your submission.

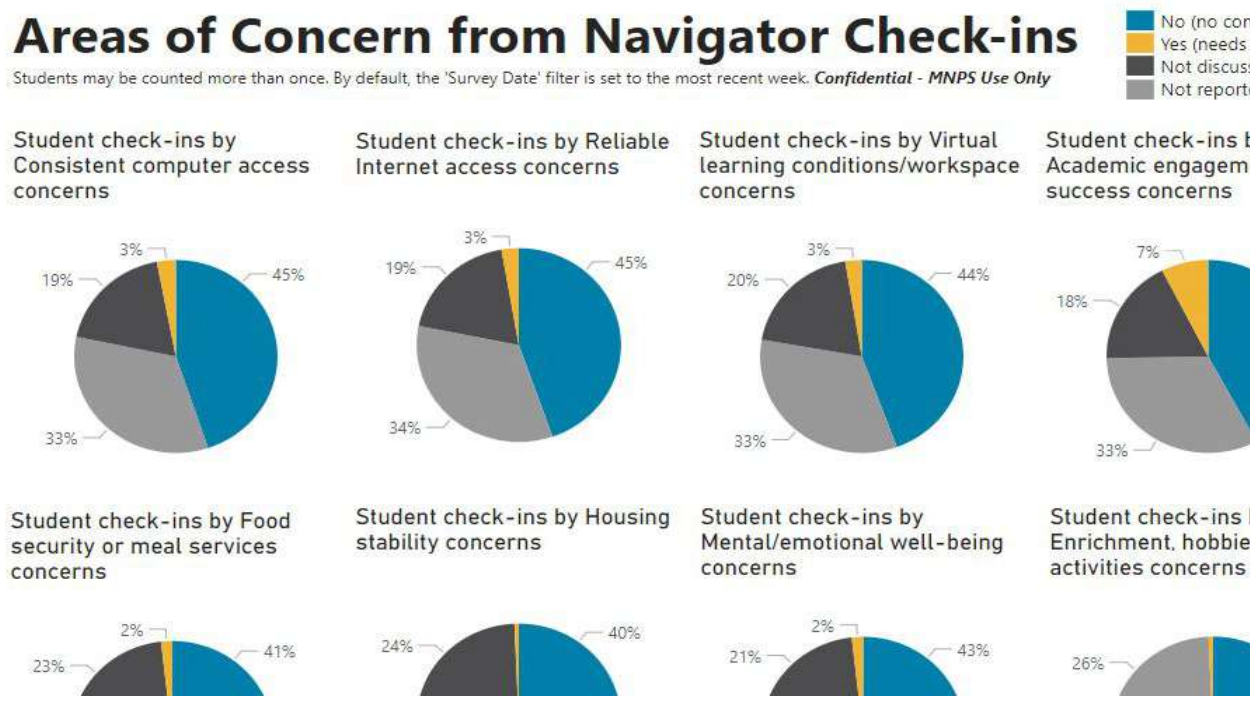
1. Student full name: *

Please enter the student's first and last name.

Enter your answer

Microsoft Forms

Microsoft Power BI

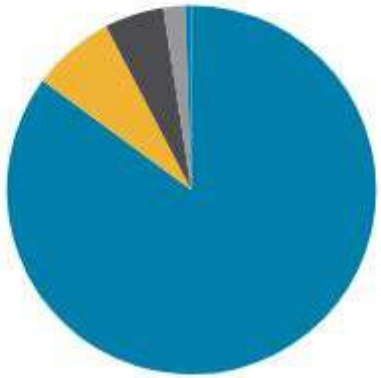


Areas of Concern from Navigator Check-ins

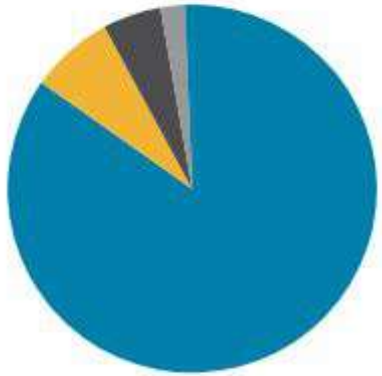
Students are counted more than once. Filter on 'Survey Date' to view the most recent check-ins. ***Confidential - MNPS Use Only***

No (no concern)
Yes (needs support)
Not discussed this week
Not reported (blank)

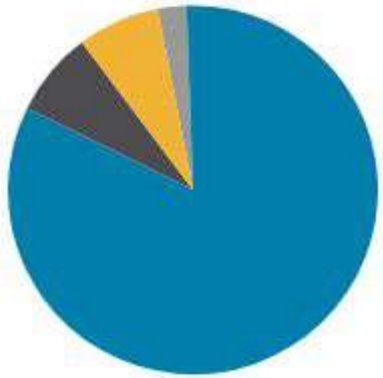
Student check-ins by Consistent computer access concerns



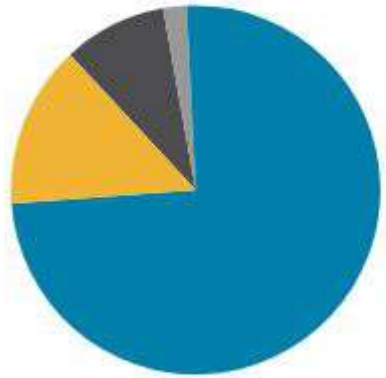
Student check-ins by Reliable Internet access concerns



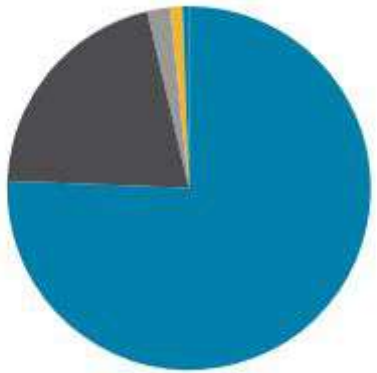
Student check-ins by Virtual learning conditions/workspace concerns



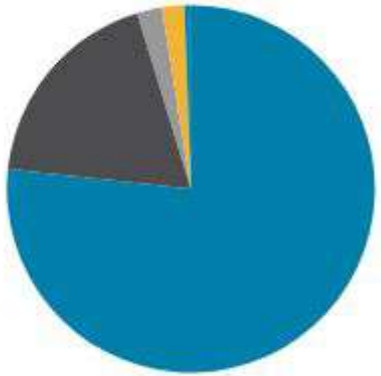
Student check-ins by Academic engagement and success concerns



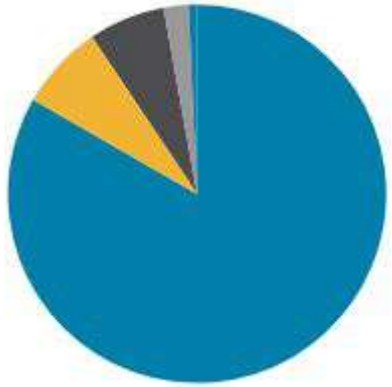
Student check-ins by Food security or meal services concerns



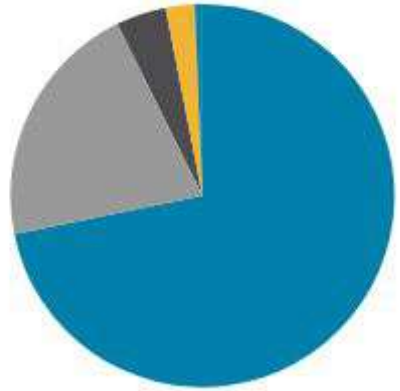
Student check-ins by Housing stability concerns



Student check-ins by Mental/emotional well-being concerns



Student check-ins by Enrichment, hobbies, outside activities concerns



In 2020-21 school year…

>360,000
Check-ins

>60,000
Students

>5,700
Navigators

>2,800
Collaborative referrals

"I feel like it helps me a lot, even when my friends are not available, I can still talk to [my Navigator]. She talks about how I'm doing and my work and tasks and what I need to do. What I like about the meetings is that I get to know her a bit."

Juliette, 2nd grade at Inglewood Elementary

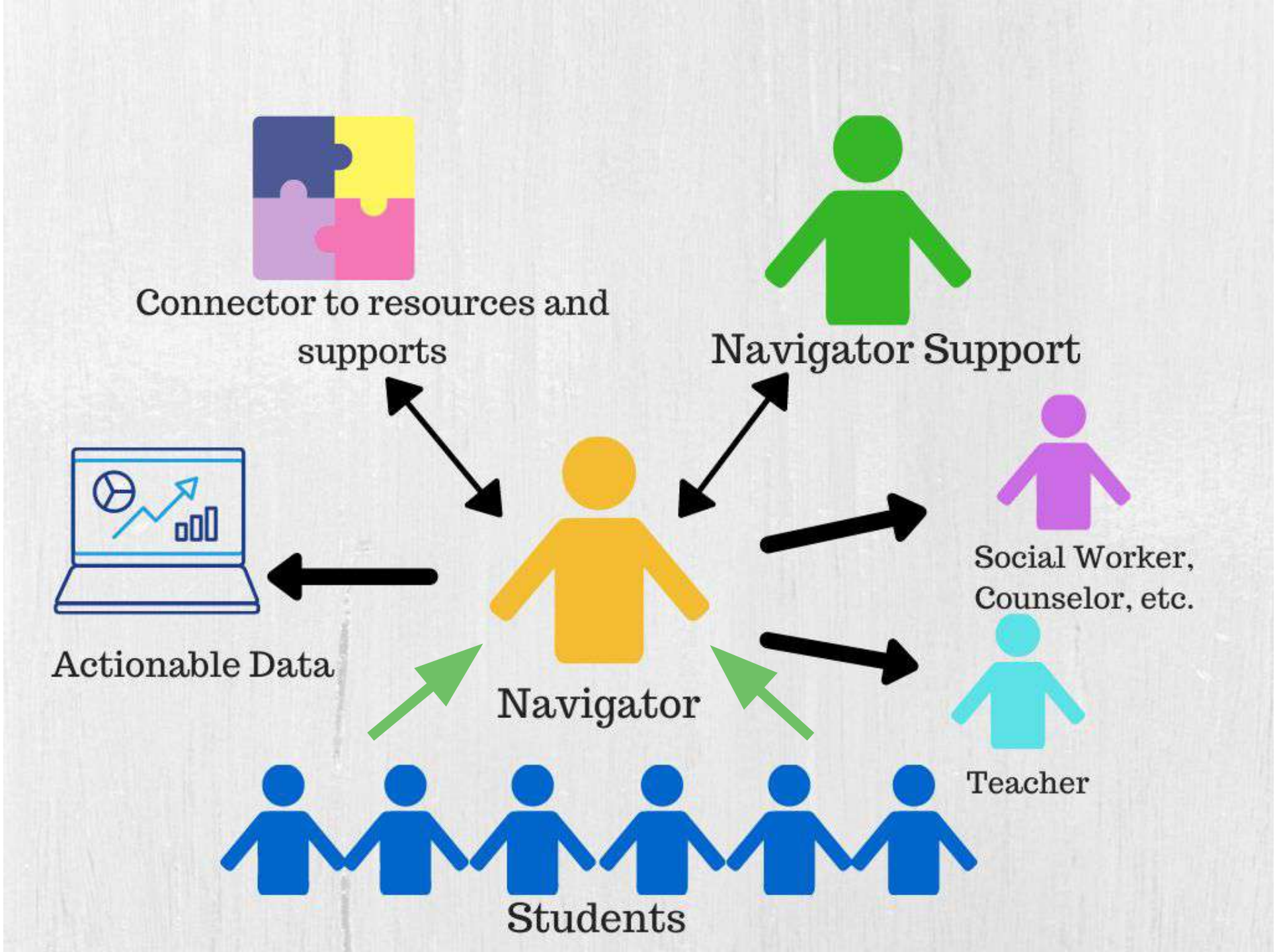
NAVIGATOR

Connecting each student to a path of success

METRO NASHVILLE PUBLIC SCHOOLS

Year 2 (2021-22)

Leveling Up and Student Voice


Connector to resources and supports
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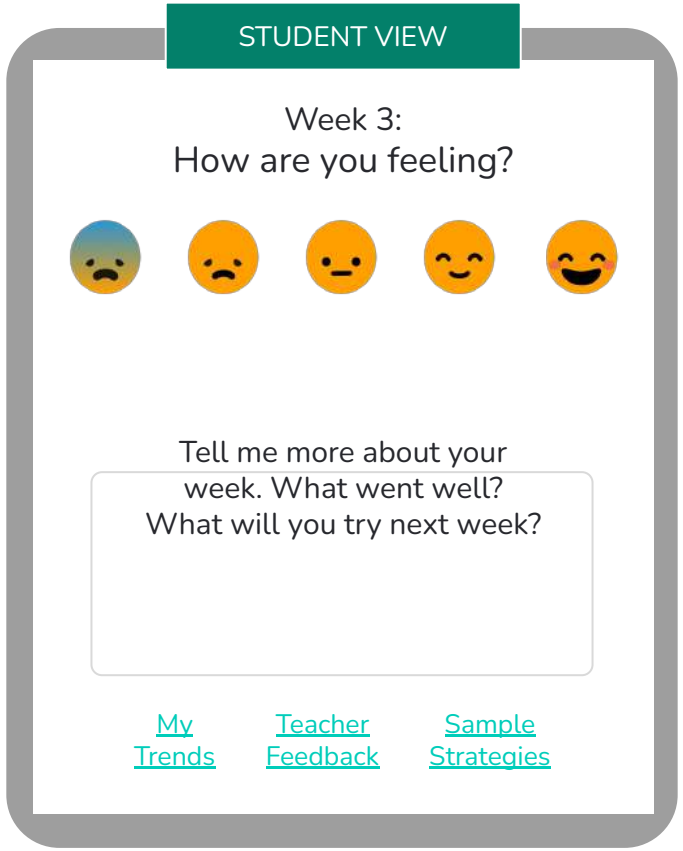
Students

Sown to Grow Weekly SEL Check-Ins



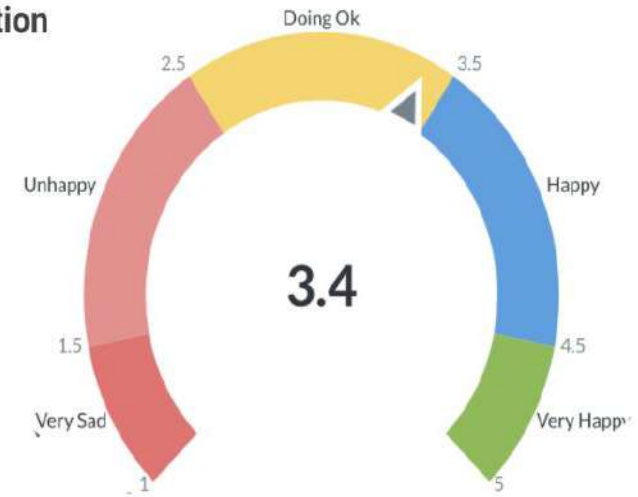
Admin View

My school's data

Usage Data | Emotional Well-Being | Reflection Quality

SOWN TO GROW

Current Avg Emotion



ADMIN & COUNSELOR VIEW

Avg School Emotions Over Time

Student Emotions and Reflections (Last 7 Days)

student	teacher_classroom	date	emotion	reflection
Student A	Teacher A	September 9, 2020	Very Sad	Nothing helped me its been a really bad week I don't like ta
Student B	Teacher B	September 10, 2020	Very Sad	I heard A family member was dying from cancer :(. My socc ad to leave our vaction
Student C	Teacher C	September 10, 2020	Very Sad	One of my closest online friends got all their accounts delet talk to them ever agin.
Student D	Teacher D	September 8, 2020	Very Sad	I hope that i remember what to do this week.
Student E	Teacher E	September 10, 2020	Unhappy	walking away for a bit. walking away for a bit but not as far.
Student F	Teacher F	September 9, 2020	Unhappy	idk i just feel like video games are my coping mechanism for everything that happens to me
Student G	Teacher G	September 9, 2020	Unhappy	I couldn't go biking because of the smoke. I broke my wrist two days before going on a trip to my beach house, so I had t

Early Warning System flags students are feeling particularly down and notifies teachers & admin

Our Goal: Navigators now have more support for weekly check-ins

	Last Year	This Year
Weekly Check Ins	**Navigator** scheduled 1:1 check ins with each student each week	**PLT or Homeroom teachers*** will facilitate the consistent check-ins (5 min per week, during those time blocks in the school day)
Data Inputs	**Navigator** logged important information into district systems	**Student** uses Sown To Grow's easy check-in and reflection system to input how they are feeling and respond to specific prompts
Student Advocacy & Support	**Navigator** raised concerns and connected students to specific supports when needed **Depending on the school*	**Multiple layers of support** are provided for the student including: • **PLT/Homeroom teachers** can provide feedback during the weekly routine • **School Admin/Counselors/Social Workers** can see students who are struggling each week and provide proactive support • **Navigator** meets monthly with each student understand their personal journey/trends, deepen relationship, and connect to resources • **Sown To Grow's Technology** flags concerning reflections and notifies teachers/admin

What have we learned?

Understanding needs at school and district levels helps **align resources**

Establish **non-negotiables** with freedom to innovate

Helped identify **gaps** in other processes (follow through on collaborative referrals)

Real-time data is powerful

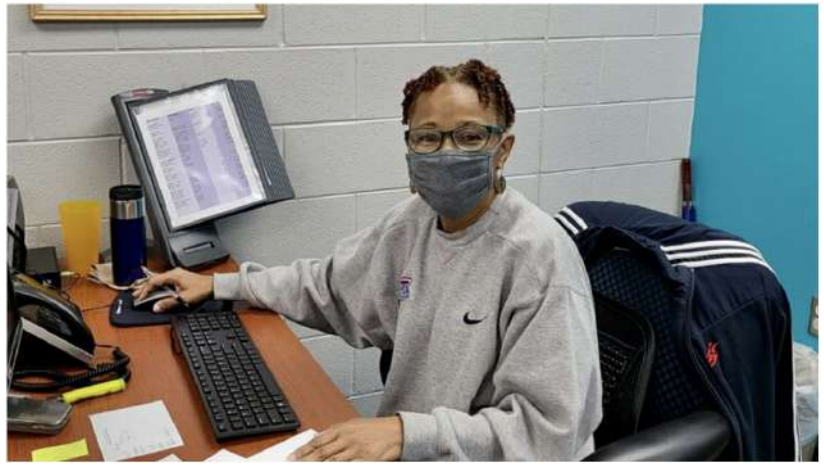
What have we learned?

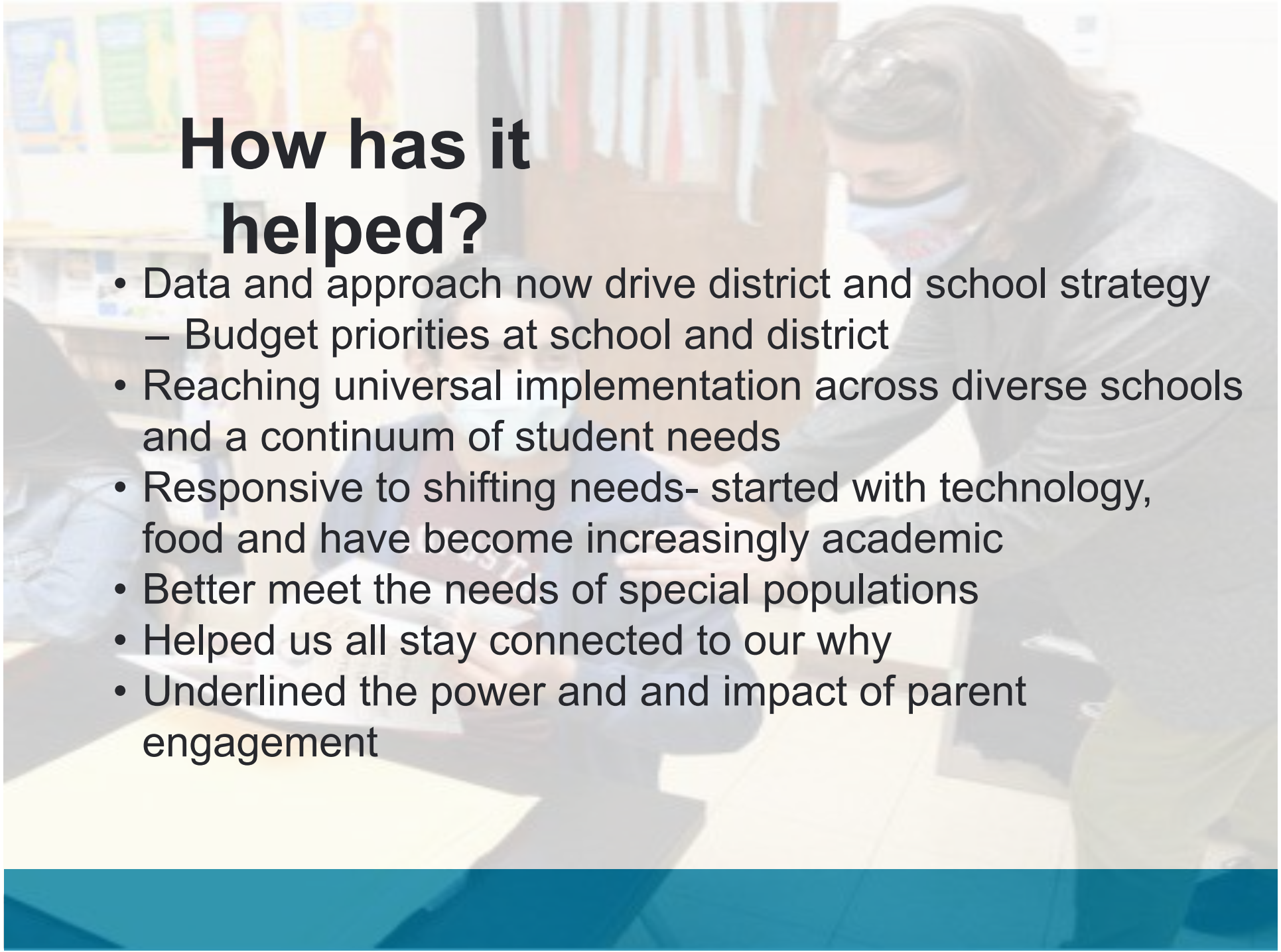
Meeting schools where they are helped move the work forward- patient, consistent support

Must be owned and supported at building level to be effective

Matched a felt need for students/families and staff

Keep caseloads low

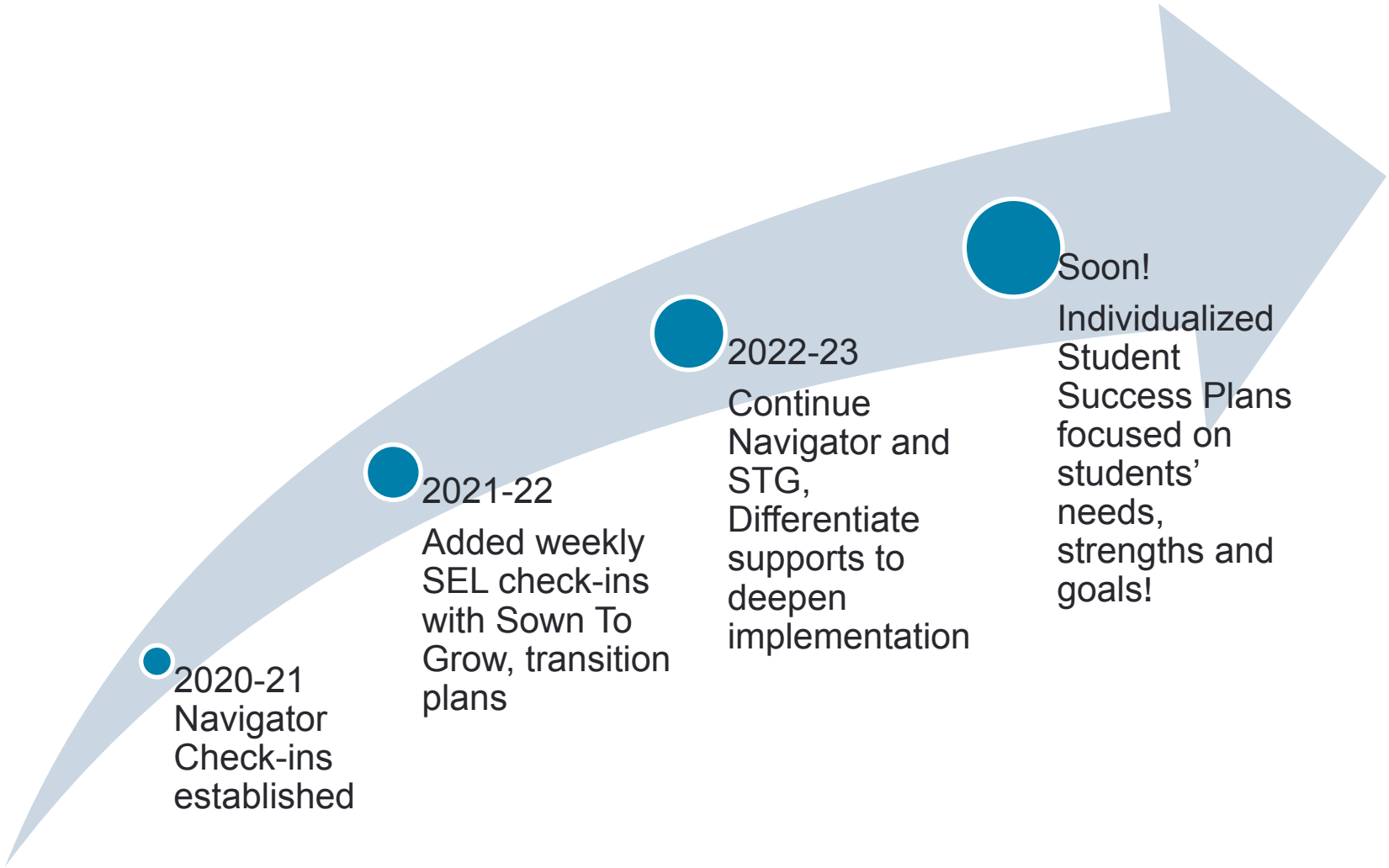




How has it helped?

- Data and approach now drive district and school strategy – Budget priorities at school and district
- Reaching universal implementation across diverse schools and a continuum of student needs
- Responsive to shifting needs- started with technology, food and have become increasingly academic
- Better meet the needs of special populations
- Helped us all stay connected to our why
- Underlined the power and and impact of parent engagement

What's Next?


2020-21
Navigator Check-ins established
2021-22
Added weekly SEL check-ins with Sown To Grow, transition plans
2022-23
Continue Navigator and STG, Differentiate supports to deepen implementation
Soon!
Individualized Student Success Plans focused on students' needs, strengths and goals!

Guiding Principles

- Leadership, Vision, Communications
- Staff Capacity and Partnership
- Data Use and Capacity
- Programs and Policies