

2020 VISION PROJECT
COMMUNITY PARTNERSHIPS
AND MENTORING WORK GROUP

FINAL REPORT AND
RECOMMENDATIONS

October 17, 2005

The Community Partnerships and Mentoring Work Group submits the following Final Report and Recommendations:

BACKGROUND

Hundreds of community partnerships, mentorships, programs and initiatives already exist in Fayette County Public Schools. Through these partnerships, community members provide substantial amounts of time, expertise, funds and other resources to students, teachers and schools. Community members involved include businesses, PTAs and other parent groups, faith organizations, civic clubs, higher education institutions, government and nonprofit agencies, charitable organizations and individual volunteers.

As we attempted to inventory these programs, we realized an enormous amount of community support exists for the schools. The large number and broad spectrum of services and resources provided to our schools by community members demonstrate a strong commitment to the school system.

Our recommendations are designed to promote and encourage the already strong base of community support and to further develop the benefits of community involvement in our schools.

OBJECTIVES

Realizing that hundreds of community programs already exist and many more are possible, our group focused on how to promote and develop highly successful and beneficial partnerships. We define these programs as "High Performance Partnerships." (Our definition of High Performance Partnerships appears in Recommendation No. 2.)

Focusing on High Performance Partnerships will allow the school system to pursue the following objectives:

1. Promote and Expand Existing High Performance Partnerships. There are many existing High Performance Partnerships in the school system. These should be encouraged and promoted to further harness the large amount of energy, effort and resources already being exerted by the community for the benefit of our schools. Also, some existing partnerships are limited to a single or small number of schools, although other similarly situated schools would benefit from expansion of the partnerships to them.

Our Recommendations are not necessarily meant to discourage efforts that do not meet our definition of High Performance Partnerships. However, in our opinion, concentrating on High Performance Partnerships will produce the greatest results for the school system.

2. Develop New High Performance Partnerships. Many community members, organizations and groups are willing to help the school system. However, they may not know how to help. They also may never have been asked. In addition, there may be many areas of need in our school system that would benefit greatly from High Performance Partnerships targeted at them.

The school system should devote meaningful efforts to identifying areas where High Performance Partnerships can promote and enhance the goals of the system and schools. A structure for creating and developing these partnerships should exist. Among other things, relationships and networks of community members, organizations and groups should be developed by the school system as resources for High Performance Partnerships.

3. Further Implement *One Community, One Voice* Proposals. Many of the *One Community, One Voice* Proposed Strategies involve implementing and taking advantage of community partnerships. For example, among the Proposed Strategies to Achieve World-Class Standards, the *One Community, One Voice* Committee suggested:

"15. Build community and business support for education in Fayette County....

16. Develop programs that ensure students have strong advocates and adults who will demonstrate care for them and their school success."

The Proposed Strategies to Provide Quality Educational Practices included the following:

"4. Create a cadre of community leaders, including parents of students within each school community that is willing to volunteer personal time to serve as mentors to students needing adult support and encouragement in the pursuit of their academic and personal goals."

There are many other Proposed Strategies from the *One Community, One Voice* Committee involving or recommending community partnerships and mentoring. Our

Recommendations should help with implementation of the *One Community, One Voice* proposals.

4. Support the Recommendations of Other 2020 Vision Work Groups. Many of the other 2020 Vision Work Groups are submitting recommendations involving community partnerships and mentorships of various kinds. Our Recommendations create a framework for implementing the community related recommendations of other Work Groups.

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Community Members Attending Summit:

Stanley Adkins; C. B. Akins; David Baugh; Tom Blackman; Marianne Blodgett; Mel Boyd; Sally Brown; Kacy Burnsed; Cynthia Cain; Bill Cegelka; Vickie Coleman; Sherry Coles; Ellen Cornett; Jennifer Covington; Abra Akers Endsley; Wanda Faircloth;	Elizabeth Fugazzi; Meribeth Gaines; Lori Gonzalez; Randy Gonzalez; Helen Graham; Lyle Hanna; Kathy Hillyard; Victoria Holden; Lynn Hudgins; LaChelle Johnson; Mattie Katz; Priscilla Kelly; Susan Lancho; Lorch, Robert F. Lorch, Jr.; Daryl Love; Phyllis MacAdams;	Deborah Moore; Jim Newberry; Ellen R Parks; Jerry Price; David Renwick; Howard Reynolds; Betty Rhodes; Scotter Stein; Tina Stevenson; Mary Ann Vimont; Laurie Vogel; Tom Welch; Denise White; Tracey Wilkerson; JoAnn Wise <u>Community Liaison</u> -- Kenneth R. Sagan <u>Facilitator</u> -- Carolyn Witt-Jones <u>Staff Liaison</u> --Carolyn Martin
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Work Group Members:

Stan Adkins, Marianne Blodgett, Janet Bowman, Mel Boyd, Sally Sue Brown, Vickie Coleman, Scott Diamond, Tammy Durham, Donna George, Joe Gomes,	Lynn Hudgins, Charlie Lanter, Robert F. Lorch, Jr., Daryl Love, Kiyon Massey, Phyllis McAdams, Ellen Parks, Jerry Price, David Renwick,	Howard Reynolds, Tracey Wilkerson <u>Community Liaison</u> -- Kenneth R. Sagan <u>Facilitator</u> -- Carolyn Witt-Jones <u>Staff Liaison</u> --Carolyn Martin
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Number of Specific Recommendations: 3

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Group Recommendation Number: 1

Specific Recommendation:

Create a joint community and school district "Community Partnerships Leadership Team" charged with the development, coordination and oversight of High Performance Partnerships. Assign or hire an individual to serve as staff for the work.

- ▶ The Leadership Team should be comprised of persons willing to commit the necessary time and effort to the Team's work and representing a broad cross-section of the community and school system.
- ▶ A staff position dedicated to implementing the Leadership Team's initiatives is essential.

Research Rationale for how this change will help kids:

Hundreds of partnerships and mentoring activities are active at various levels in the Fayette County Public Schools. In order to conserve resources and to keep the focus on student achievement, there is a need to have a number of district and community individuals organizing, guiding and monitoring the ongoing work of the partnerships. The Leadership Team can also be influential in recognizing high performance partnerships and encouraging greater participation by individuals, organizations and businesses within the community.

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Implementation Steps for Recommendation # 1	Person Responsible for Completing Steps	Possible Resources?
Determine how the Community Partnerships Leadership Team will be formed – who will represent various segments of the community and who will represent the school system. Determine if an existing committee or organization should be the Leadership Team or merged with the Leadership Team.	School Board and Superintendent	Commerce Lexington, Civic Clubs, PTAs, Faith Organizations, Nonprofits, Charities, Governmental Agencies
Determine leadership for the Team (joint chairs from the community and school district might be an option.)	School Board and Superintendent	
Make repeated and sustained public announcements of the Team and the work that will be done. Finding and accessing the High Performance Partnership system should be easy for community members.	Leadership Team	
Determine timeline and yearly calendar.	Leadership Team	
Determine roles and responsibilities of the Team.	Leadership Team	
Determine how to create public information about the High Performance Partnership system.	Leadership Team	
Determine how to create and maintain an information clearinghouse for the Team's work.	Leadership Team	See for example "www.tuscaloosachamber.com/aas.php"

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Group Recommendation Number: 2

Specific Recommendation:

Adopt the following guidelines for defining High Performance Partnerships in Fayette County Public Schools:

- ▶ Focus is on improving student achievement.
- ▶ Determination of need is based on analysis and synthesis of data (surveys, diagnostic evaluations and state testing outcomes).
- ▶ Most partnerships should be sustainable over time, be regularly evaluated and produce measurable results.
- ▶ One-to-one support of students through sustained academic mentoring is a priority.
- ▶ Training of volunteers is critical to success of enhancing student achievement.
- ▶ Partnership activities should be integral components of district and school improvement plans.
- ▶ Partnerships evaluated as High Performance should be widely recognized in the district and community.
- ▶ A clear, common understanding exists about what the school needs and what the community can provide.
- ▶ A match exists between the priorities of the community partners and schools.

Research Rationale for how this change will help kids:

Determining the expectations and standards of partnerships can intensify the uses of available human and financial resources. High Performance Partnership guidelines can serve to develop new relationships between schools and the community in addition to being used to monitor and recognize excellent models of partnerships. Ultimately, the schools will be better equipped to discern which linkages with the community best serve the needs of their students.

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Implementation Steps for Recommendation # 2	Person Responsible for Completing Steps	Possible Resources?
Finalize High Performance Partnership form	Leadership Team/Staff	(1) See the accompanying proposed Form. (2) Partnership for Successful Schools
Send High Performance Profile Surveys to school partners	Leadership Team/Staff	
A report structure/calendar would need to be created for all High Performance partners - possibly sending partnership information to the Leadership Team at the end of each semester.	Leadership Team/Staff	

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Group Recommendation Number: 3

Specific Recommendation:

Leadership Team will determine the policies and practices that best link the community and schools in High Performance Partnerships. For example:

- ▶ Creating a clearinghouse of partnerships that demonstrate high quality indicators.
- ▶ Determining if existing organizations can serve as the leadership and site for the clearinghouse.
- ▶ Creating a database for partnerships that provides user-friendly web-based information as to the type of partnership, results, number of volunteers and participating schools.
- ▶ Creating a recognition/incentive system for community partners.
- ▶ Creating a volunteer center to encourage optimal use of community volunteers.
- ▶ Creating long-term, sustained partnerships. These could include among others a "follow-the-student" mentoring program, where mentors would follow students if they move to different schools in the district, and an enhanced “adopt-a-class” or “adopt-a-school” program.
- ▶ Providing repeated and sustained promotion of High Performance Partnership opportunities and system to the community.
- ▶ Seeking funding for initiatives through donations, grants, etc.

Research Rationale for how this change will help kids:

Having an organized system for creating the best matches between schools and community partners will ensure efficient and effective support to the schools in a timely manner.

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Implementation Steps for Recommendation # 3	Person Responsible for Completing Steps	Possible Resources?
Utilize a network model including businesses, faith organizations and community group representatives. The network should be easily accessed and navigated, and user-friendly. Teachers and staff should not be burdened by the system.	Leadership Team/Staff	Business Education Network
The Leadership Team/Staff should disseminate information about resources available throughout the school system.	Leadership Team/Staff	See for example "www.tuscaloosachamber.com/aas.php"
Technological support for website will be needed.		

HIGH PERFORMANCE PARTNERSHIP

Data Base Information: To be used in creating a partnership between a community organization and a school. Work of the partnership should support the school or district improvement plan.

Date _____
School _____ **Address** _____ **Phone** _____
Contact Person for Partnership _____ **Phone** _____ **Email** _____

Partner(s)
Name of organization/company _____
Address _____ **Phone** _____
Contact Person for Partnership _____ **Phone** _____ **Email** _____

Type of Partnership

- Helping Hand**
- Programmatic**
- One-time Classroom Presentation**
- Event Support**
- Mentoring**
- Other** _____

Objectives of Partnership

Data Supporting Partnership (State, District, School Test Data, Polls, Surveys, other Needs Assessment, Standards and Indicators Addressed by the Partnership)
