

Coachella Valley Alignment Institute

May 9-11



WiFi code: CVAI



Welcome to Coachella Valley Alignment Institute

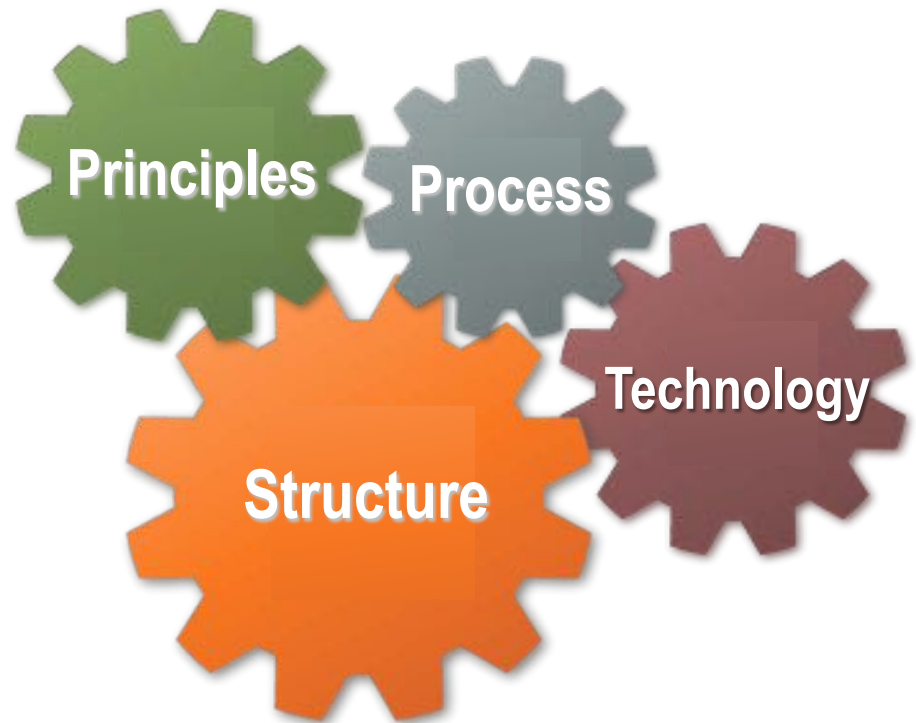
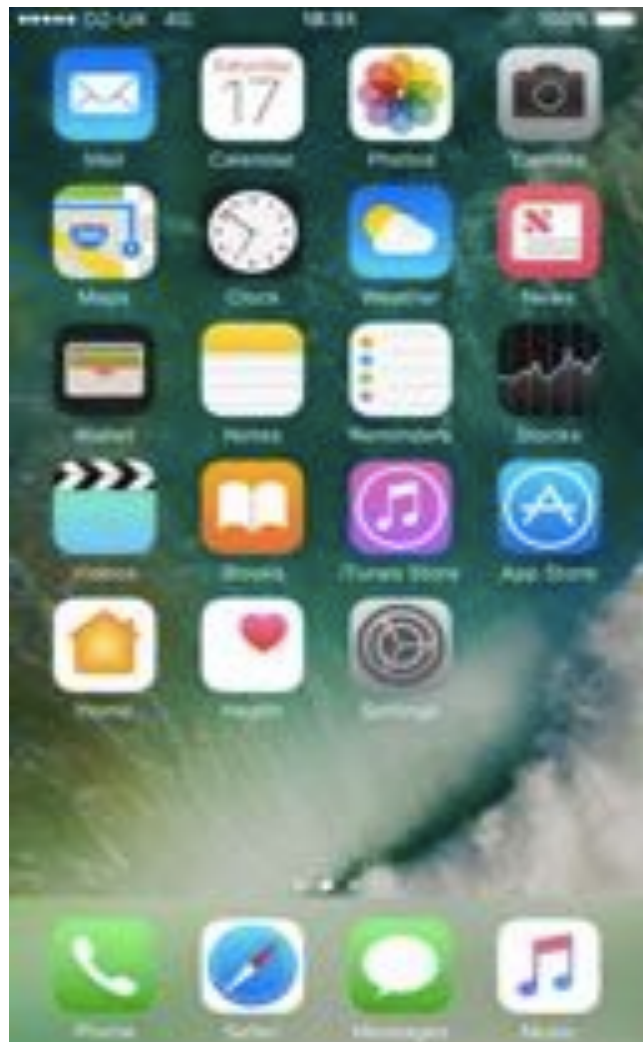
Melissa Jagers, President & CEO,
Alignment Nashville/ Alignment USA

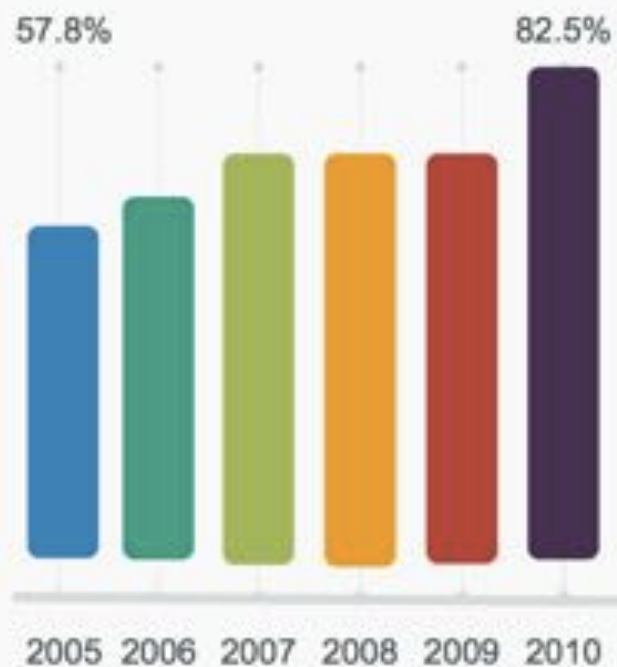




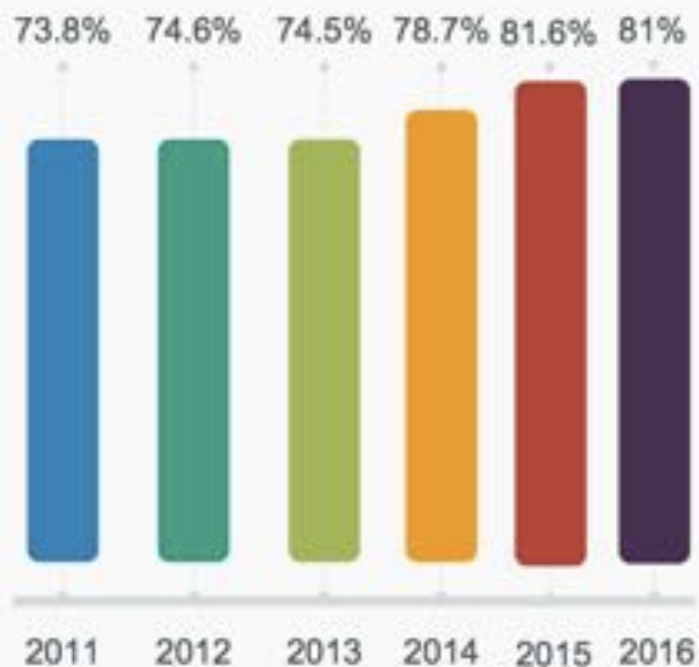
It's the mortar, not just the
bricks, that makes a
building robust.

-Margaret Heffernan





Graduation
calculation
rate changes



Alignment USA Network



Welcome to Coachella Valley

Sheila Thornton, President & CEO,
OneFuture Coachella Valley

We believe... **all education**
is economic development.

The 71,000 students in the Coachella Valley are our future workers, leaders, and entrepreneurs.

We are joining together to prepare them for success...

OneFuture Coachella Valley

**AN EDUCATED WORKFORCE
SUPPORTS
A STRONG ECONOMY,
CREATES JOBS, MAKES BUSINESS
PROSPER,
AND SUPPORT FAMILIES**

**We began in 2005 as Career Pathways
under Coachella Valley Economic
Partnership**

The background is a solid orange color. In the bottom right corner, there are two concentric, light-orange curved lines that sweep upwards and to the left, resembling a stylized arc or a partial circle.

**In 2009, we launched Pathways to Success:
scholarships and student supports**



In 2012:

Integrated efforts into Workforce Excellence

**Adopted the Regional Plan for College and Career
Success facilitated by Ford Motor Co Fund**


Partnered with Alignment USA

Decorative curved lines in the bottom right corner of the slide, consisting of two overlapping, light blue arcs.

**March 1, 2017 – OneFuture Coachella
Valley spun off as an independent 501c3**

The background is a solid orange color. In the bottom right corner, there are two concentric, light orange curved lines that sweep upwards and to the right, resembling a stylized sun or a decorative graphic element.

**Today, we are known for career pathways
and academies, work-based learning,
industry councils, scholarships, financial
path to college, quality workforce...
and more**



OneFuture Coachella Valley

Student success

Community impact

Economic prosperity

Better future



Purpose: Help all students graduate from high school prepared for college, career and life, successfully complete college while expanding and enhancing the local workforce



Regional Plan for College & Career Success

5 strategic outcomes

Increase high
school
graduation rates

Increase college
readiness

Increase college
completion and
attainment of
degrees and
certificates

Increase career
readiness

Place local
students in
higher-wage
jobs



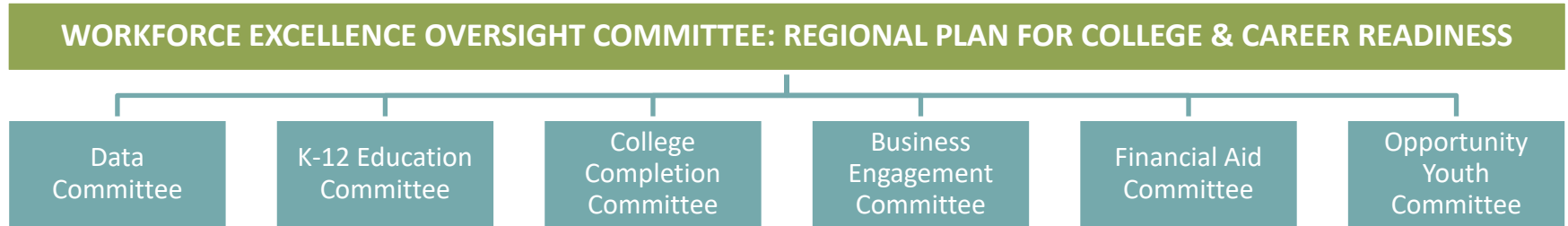
CV Regional Plan for College and Career Success

5-year targets (partial list)

- ☐ **30%+**
students enrolled
in career academy
- ☐ **80%+**
students have
personalized
graduation plan
- ☐ **10%**
increase in high
school graduation
rate
- ☐ **85%**
seniors complete
the FAFSA
- ☐ **10%**
increase in college-
going rate
- ☐ **10%**
increase in Cal Grant
award uptakes
- ☐ **\$1M**
generated annually by
endowed scholarship structure

Regional Plan Structure

Alignment Coachella Valley



Industry Councils

Advanced Technology Industry Council
Arts, Media, Entertainment Industry Council
Healthcare Industry Council

Healthcare Industry Council Work Groups:

Nutrition, Physical Therapy, Dental, Pharmacy, Physician,
Nursing, Mental Health Careers, Health & Medical
Innovation, Emerging Health Professionals

Coachella Valley Outcomes

- ✓ **38** Career Academies/Pathways programs serving **4,371** local high school students
- ✓ FAFSA completion rates increase from **48%** to **67%** since 2011
 - ✓ **\$3.4 million more** financial aid available due to local FAFSA completion efforts
- ✓ **\$11.5** Million in scholarships awarded to **1,747** Students
 - ✓ Potentially generating **\$37,467,437** in additional local wages!
- ✓ **113** paid student interns hosted by **45** local businesses through Health Career Connections

The OneFuture Story

Moderator: **Sheila Thornton**, OneFuture Coachella Valley

Panelists:

- **Tom Davis**, Chief Planning Officer, Agua Caliente Band of Cahuilla Indians, OneFuture Board Treasurer, CVEP Board
- **Kathleen Felci**, Assistant Superintendent Educational Services, Desert Sands USD
- **Terry Green**, Education Consultant, Founder Workforce Excellence

Emerging California Alignment Stories

Moderator: **Heather Chalos**, Vice President of Operations,
Alignment Nashville/ Alignment USA

Panelists:

- **Ted Alejandro**, Superintendent, San Bernardino County
Superintendent of Schools, Alignment San Bernardino County
- **Sydney Rogers**, AUSA Consultant, Align Capital Region
- **LaShonda Taylor**, Executive Co-Director, Alignment East Bay

Coachella Valley Alignment Institute

May 9-11

Day 2



WiFi code: CVAI



Agenda Overview

8:30 – 9:15 am	Education is Economic Development: Alignment in the Coachella Valley
9:15 – 10:45 am	Aligning for Student Success: Roundtable Discussions
10:45 – 11:00 am	Break
11:00 – 12:15 pm	Community impact: Funders as Alignment Partners
12:15 – 1:00 pm	Lunch
1:00 – 3:00 pm	Building Consensus Toward Action: Interactive Workshop
3:00 – 3:15 pm	Break
3:15 – 4:00 pm	Sector-Based Alignment: Healthcare
4:00 – 4:30 pm	Reflection

Education is Economic Development – Alignment in the Coachella Valley

Sheila Thornton, President & CEO,
OneFuture Coachella Valley

We believe... **all education**
is economic development.

The 71,000 students in the Coachella Valley are our future workers, leaders, and entrepreneurs.

We are joining together to prepare them for success...

**An educated workforce supports
a strong economy, and creates
jobs that support healthy families,
communities and businesses**

Poverty Levels Correlate with Education

Regional Poverty Rates

21% All Residents

33% Kids under 18

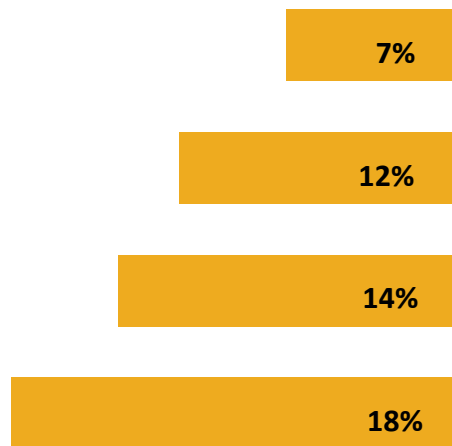
24% High School grad or less

6% Bachelor degree or higher



Employment and Median Earnings Based on Education

Unemployment rate in 2014



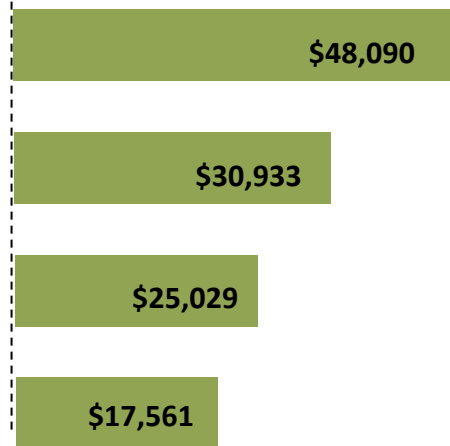
Bachelor's degree
or higher

Some college or
Associate's degree

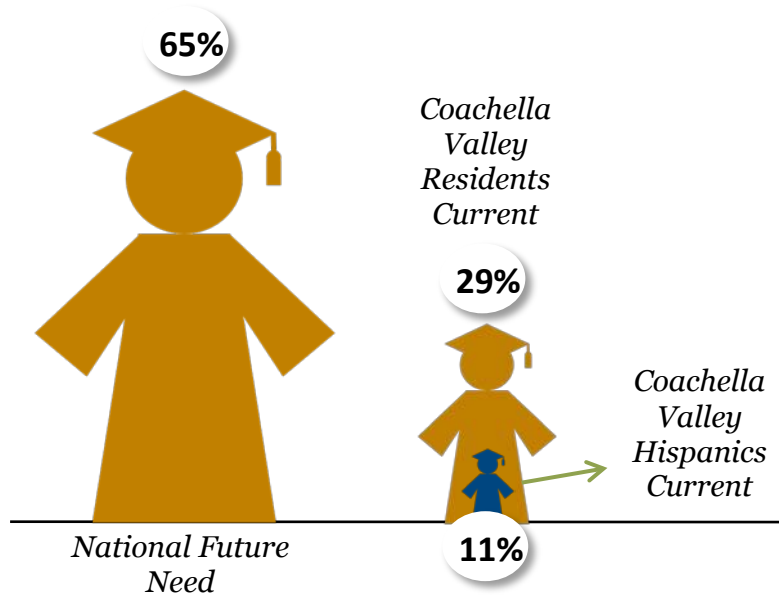
High school
diploma

Less than a high
school diploma

Median annual earnings in 2014



Gap in Educational Attainment



By 2020, **65%** of jobs in the nation will require postsecondary education

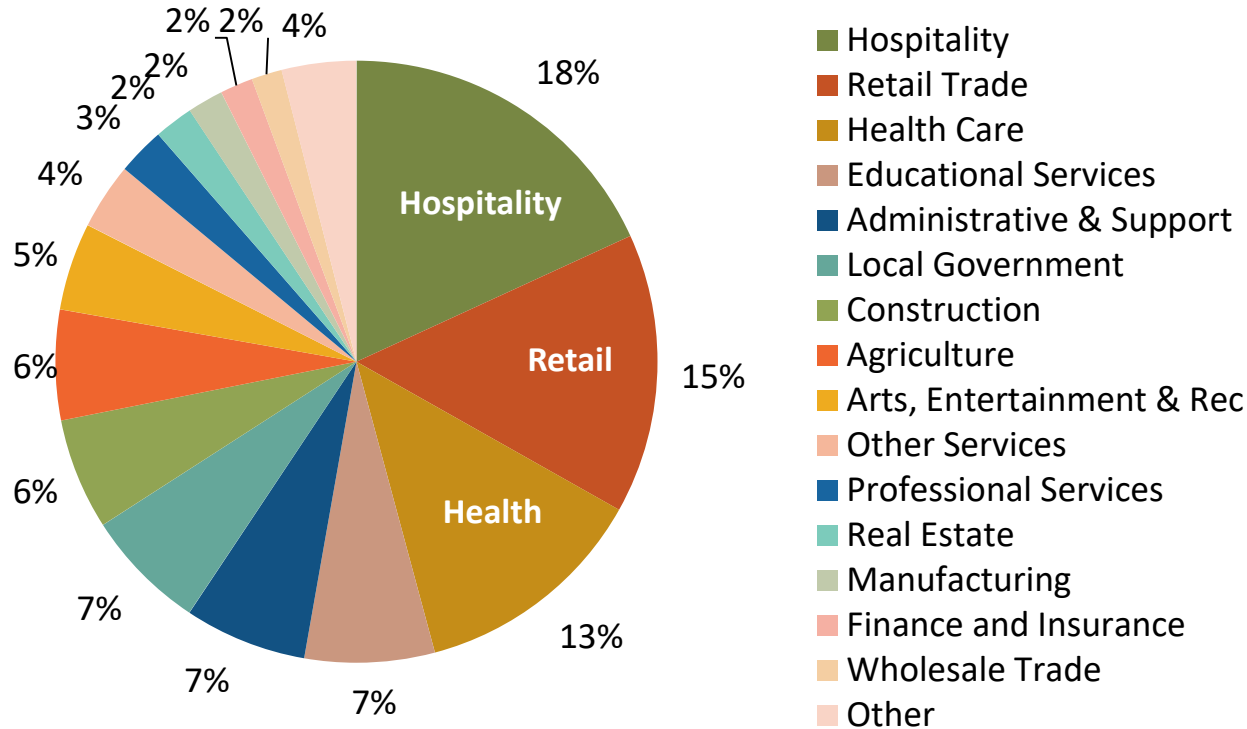
Coachella Valley underperforms, especially among Hispanics (who make up 43% of adult population)



The Labor Force is Growing

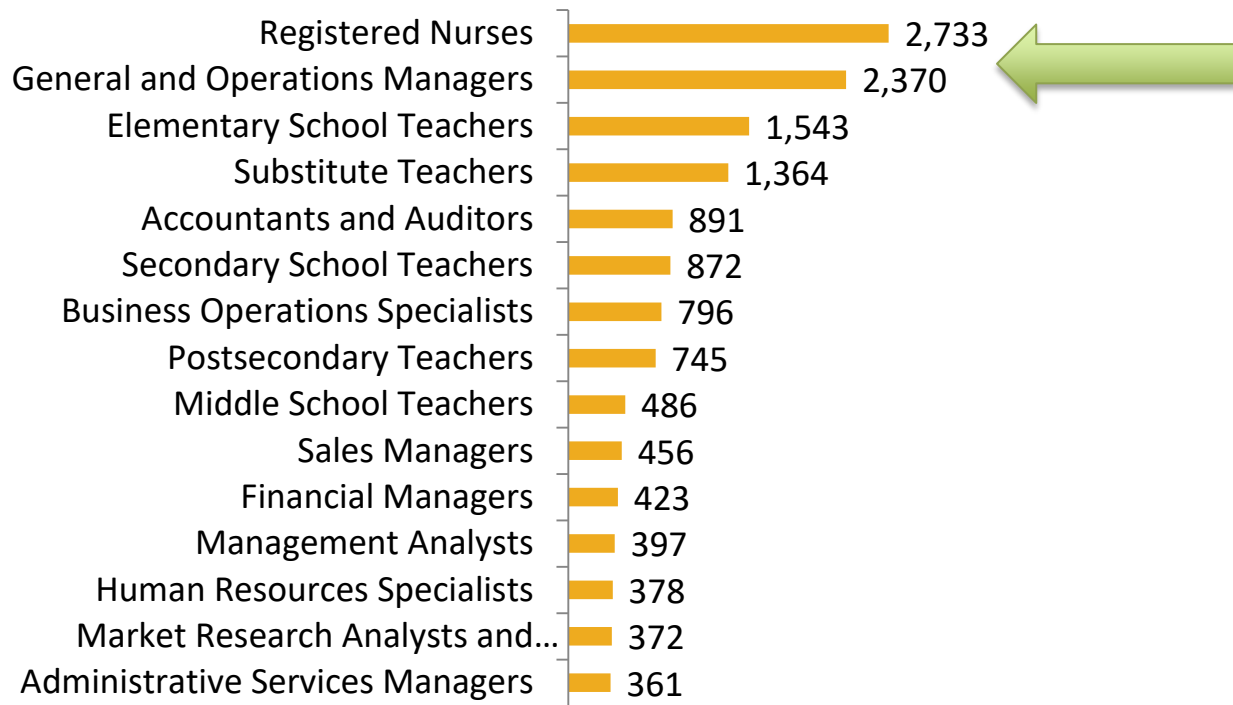
From 2014 to 2015, the local labor force
increased to **179,300** (from 170,600)
During this time, unemployment rates
dropped to **5.6%** from 8.1%

Employment by Sector



Hospitality,
Retail and
Health employ
46% of local
workers

Top Jobs Require a Degree

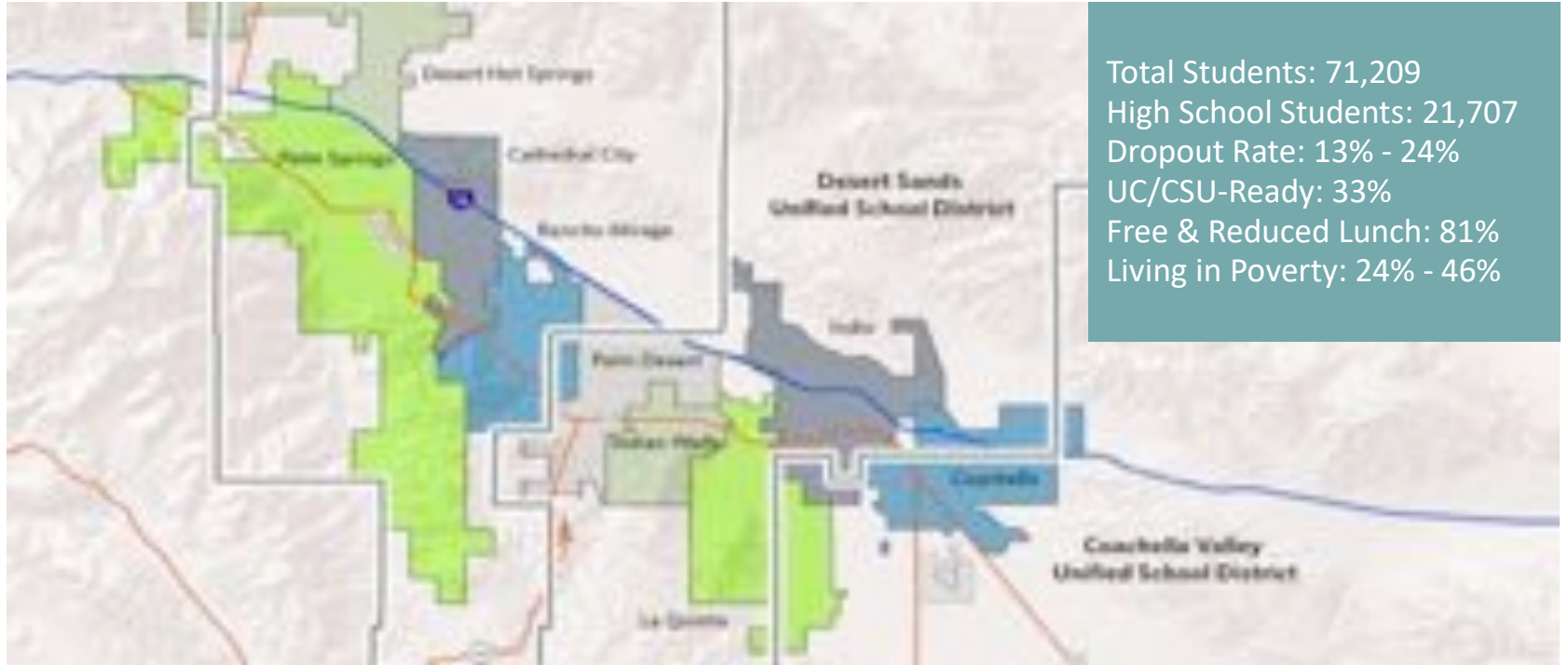


The average
wage for those in
the top
occupations is
\$39/hour!

** Jobs that require a Bachelor's degree or higher.*

Source: Emsi Q1 2017 Data Set

Our Future Workforce



Linking Education and Business: Workforce/ Excellence/Jobs Model

Healthcare | Advanced Technology | Arts, Media & Entertainment

20,000
Higher-Wage Jobs



WORK-BASED LEARNING (WBL): FACULTY EXTERNSHIPS | JOB SHADOWING | CLASSROOM SPEAKERS | STUDENT INTERNSHIPS

COLLEGE SCHOLARSHIPS & STUDENT SUPPORT

BUSINESS ENGAGEMENT

- **406** Business Partners Engaged
- **17,572** Hours Donated
- **113** Paid HCC Internships

HIGHER EDUCATION

- **2,758** Total College Scholarships[†]
- **\$11.5 Million** Total Scholarship[†]
- **\$40+ Million** Projected in Financial Aid

HIGH SCHOOL

- **5,350** Students Studying
in Career-Themed Programs[†]

ELEMENTARY | MIDDLE SCHOOL

- **3,100** Students Exploring Health,
Art and STEM Careers[†]

* CVEP REPORTING TO RIVERSIDE COUNTY 09/2016

[†] CVEP WORKFORCE EXCELLENCE INTERNAL #S 09//2016

Regional Plan

Regional Plan for College & Career Success

5 strategic outcomes

Increase high
school
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Increase college
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Increase career
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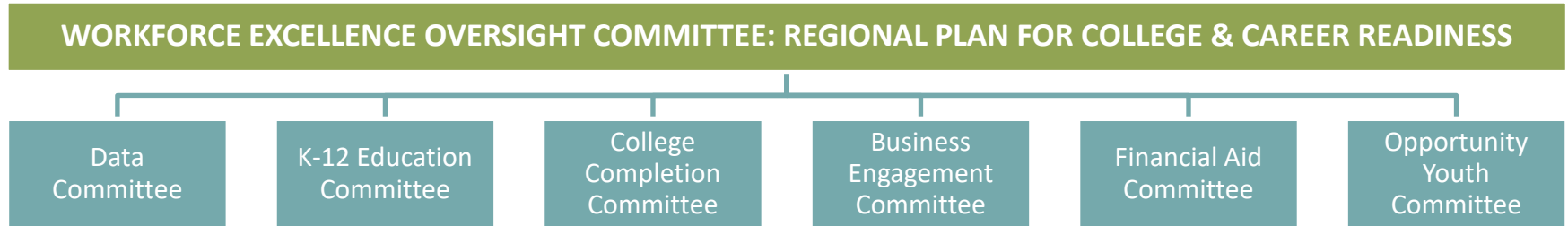
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Alignment Coachella Valley



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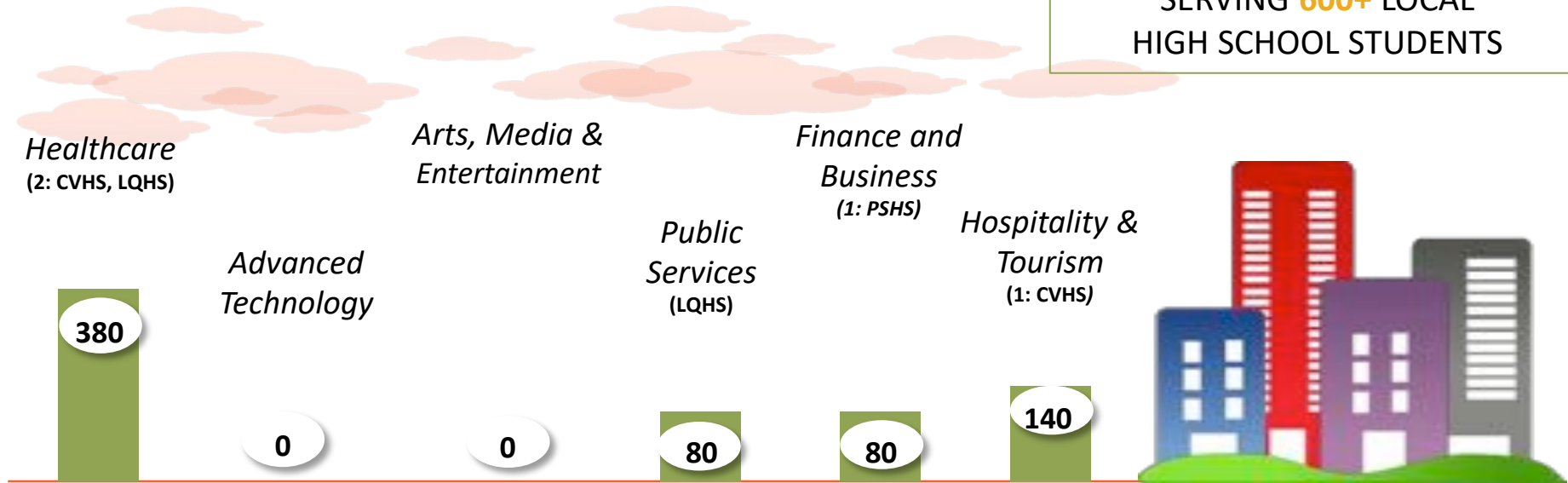
Healthcare Industry Council Work Groups:

Nutrition, Physical Therapy, Dental, Pharmacy, Physician,
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Innovation, Emerging Health Professionals

Shaping the Future Workforce

Prior to 2005

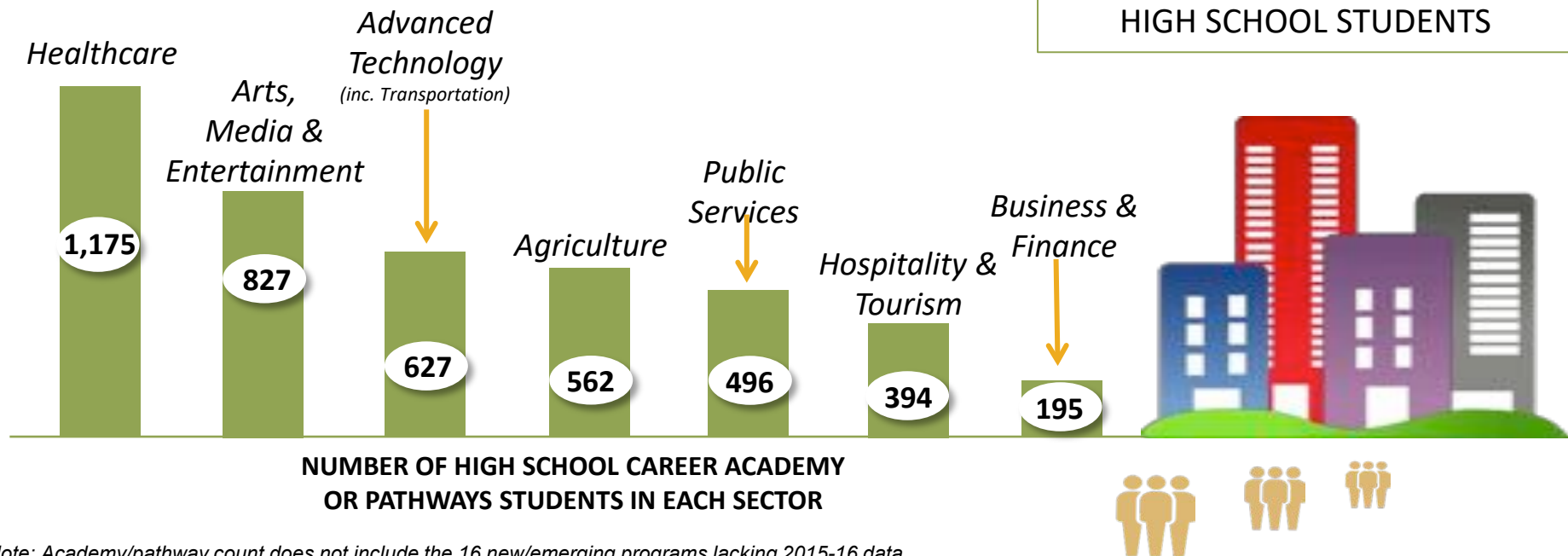
5 CAREER ACADEMIES
SERVING 600+ LOCAL
HIGH SCHOOL STUDENTS



NUMBER OF HIGH SCHOOL CAREER ACADEMY
STUDENTS IN EACH SECTOR

Shaping the Future Workforce

38 CAREER ACADEMIES /
PATHWAY PROGRAMS*
SERVING **4,371** LOCAL
HIGH SCHOOL STUDENTS



Note: Academy/pathway count does not include the 16 new/emerging programs lacking 2015-16 data

Source: 2015-16 district data

High Schools + Career Academies



High Schools + Career Academies



Desert Hot Springs High School

Energy and Utilities, Public Services, Education, Arts, Media and Entertainment



Palm Springs High School

Business and Finance, Health Science and Medical Technology, Arts, Media and Entertainment, Manufacturing



Cathedral City High School

Health Science and Medical Technology, Arts, Media and Entertainment



Palm Desert High School

Health Science and Medical Technology, Engineering and Architecture, Financial Services



La Quinta High School

Health Science and Medical Technology, Public Services, Hospitality, Tourism and Recreation



Desert Mirage High School

Energy, Environment, and Utilities, Arts, Media and Entertainment, Engineering and Architecture, Transportation, Health Science and Medical Technology



Rancho Mirage High School

Arts, Media and Entertainment, Hospitality, Recreation and Tourism, Transportation



Shadow Hills High School

Agriculture and Natural Resources, Education, Engineering and Architecture, Transportation



Indio High School

Health Sciences and Medical Technology, Engineering and Architecture, Agriculture and Natural Resources, Information and Communication Technologies



Coachella Valley High School

Arts, Media and Entertainment, Health Science and Medical Technology, Hospitality, Recreation and Tourism, Public Services, Agriculture and Natural Resources, Information and Communication Technologies



West Shores High School

Engineering and Architecture

Career Academies Matter

Career Academy Students

VS

Non-Career Academy Students



98%

Graduated from
high school

80%



52%

Enrolled in
college the
following fall

39%



Source: National Student Clearinghouse, IEBC In-SITES, 2014-15 academic year

Scholarships & Students

Our Scholarship Students

367 Scholars in 2015-16 academic year

91% Persistence rate (completed 2015 academic year)

72% First-generation college-going

59% First in family college-going

48% Recent HS grads (class of 2015)

39% Males (growth needed)

\$1,398,610

total scholarship funds
received in 2015

\$11.5 million

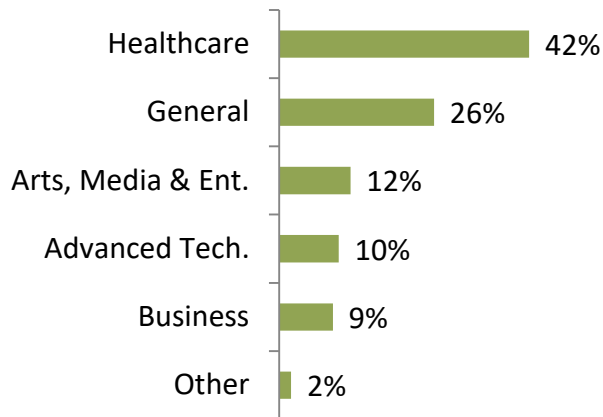
awarded to date
for 2,475 scholarships

Note: Information provided includes all students who received College Futures funding in the 2015-16 academic year.

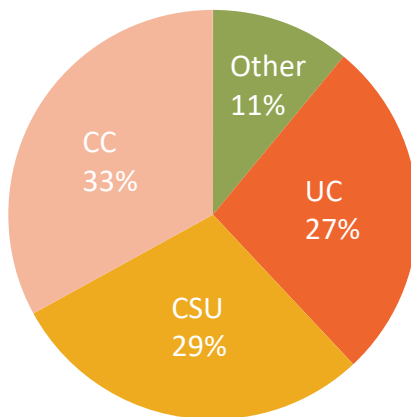
A Diverse Cohort

Scholarships in the 2015-16 academic year

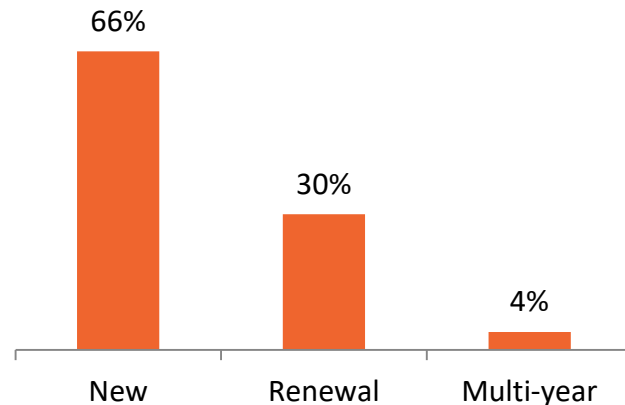
By industry



By institution



By type



Note: Information provided includes all students who received College Futures funding in the 2015-16 academic year.

Scholarships and Financial Aid

2015-16 academic year



98% OneFuture scholars receive financial aid



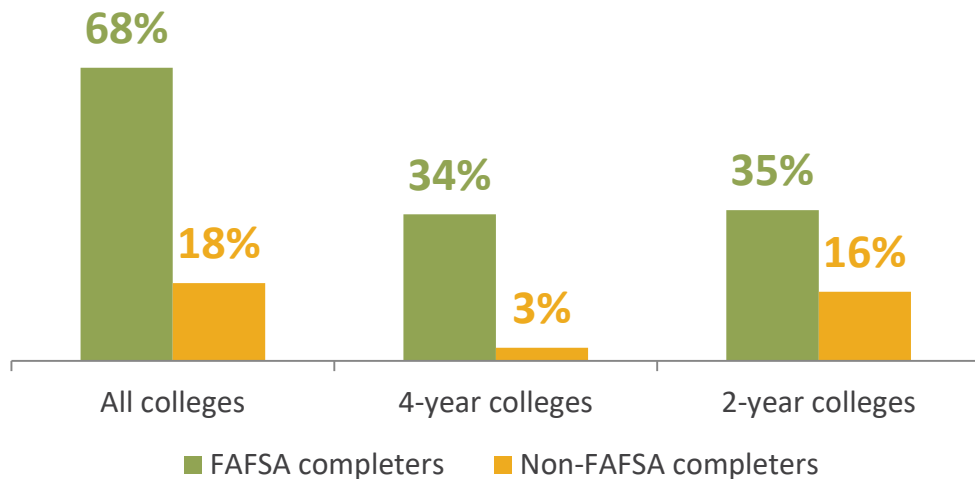
Those at public colleges receive
25% more in financial aid and
8% less in student loans!



SOURCE: 2013-14 Data. Receiving financial aid: total scholars 261 / receiving aid 255 = 98% (vs. 80% nationally). Scholar aid average \$15,480 vs. national average \$12,429 = up 25%. Scholar loans average \$5,734 vs. national average \$6,206 = down 8%

FAFSA and College Enrollment

2014-15 grads enrolled in college the fall after high school



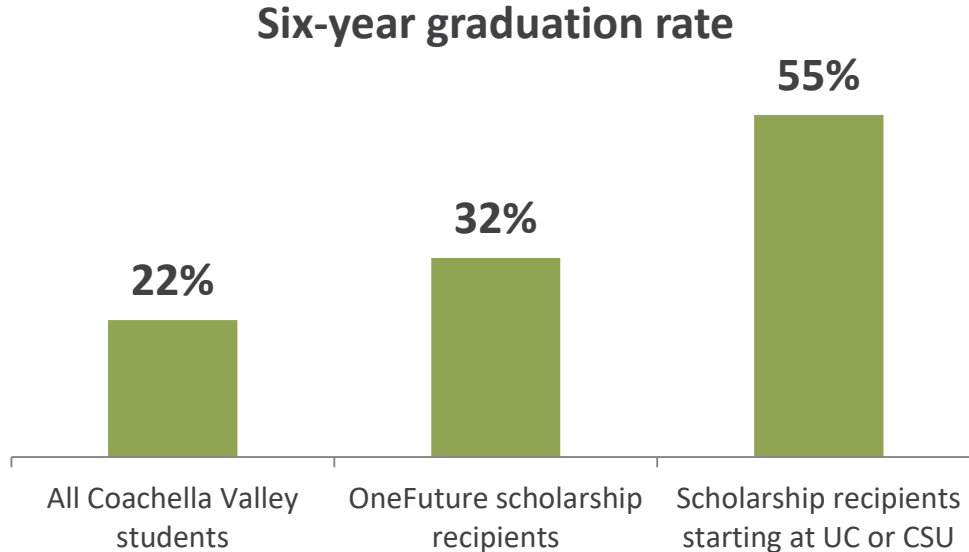
Those completing FAFSA are
4x more likely
to enroll in college!

Student Leadership Conference: Living Your Dreams



Six-Year Graduation Rates

Among those who graduated high school in 2009



OneFuture Scholars are
45% more likely
to graduate in six years!

Scholarships and Earnings

Among OneFuture CV scholars

Adding

1,747 additional degrees

leads to a potential

\$37,467,437 additional local wages



The Pipeline is Working

Among OneFuture scholars who have a degree

78%
HAVE A JOB

51%
**ARE EMPLOYED
LOCALLY**

(88% among HCC interns)

SECTORS REPRESENTED

Education | Healthcare
Non-Profit | Business
Hospitality | County
Advanced Technology

Bringing Pipeline Full Circle: Undergraduate Internships

Partnered with Health Career Connection: 2010-2016



45
host sites



113
student interns



53,200
hours dedicated to
health outcomes



64%
of whom plan to live and/or
work in the Coachella Valley



\$399K+
in wages

Business and Community Engagement

RESPONDING TO THE NEEDS OF STUDENTS, FAMILIES, BUSINESSES

COLLEGE & CAREER AWARENESS

- ✓ Serve as guest speaker
- ✓ Host company tour
- ✓ Participate in career fair
- ✓ Participate in industry event

COLLEGE & CAREER EXPLORATION

- ✓ Host a job shadow: student(s) or teacher
- ✓ Mentor a student

COLLEGE & CAREER PREPARATION

- ✓ Offer project opportunities
- ✓ Give feedback on a project or presentation
- ✓ Internships: paid or unpaid
- ✓ Join an Industry Council
- ✓ Provide financial support

Key Factors for Success

- ✓ Aligned leadership with a Unifying vision
- ✓ Align with expertise of the partners
- ✓ Think and act at the intersection
- ✓ A plan and process for decision making, tactical planning and communicating results
- ✓ Collective focus on 2-3 objectives
- ✓ Differentiated approaches toward the common outcomes
- ✓ Patience with pace of progress

Aligning for Student Success: Roundtable Discussions

- The Financial Path to College Completion: *Strategic Steps - Enhanced scholarship giving, augmented FAFSA aid capture, a local promise*
- Regional Data: Importance of Relationships in Mission Driven Data Collection: *Generating Results Through Data*
- Economic Prosperity: Linking Business and Education for Student Success: Developing Champions for College and Career Success

Community impact:

Funders as Alignment Partners

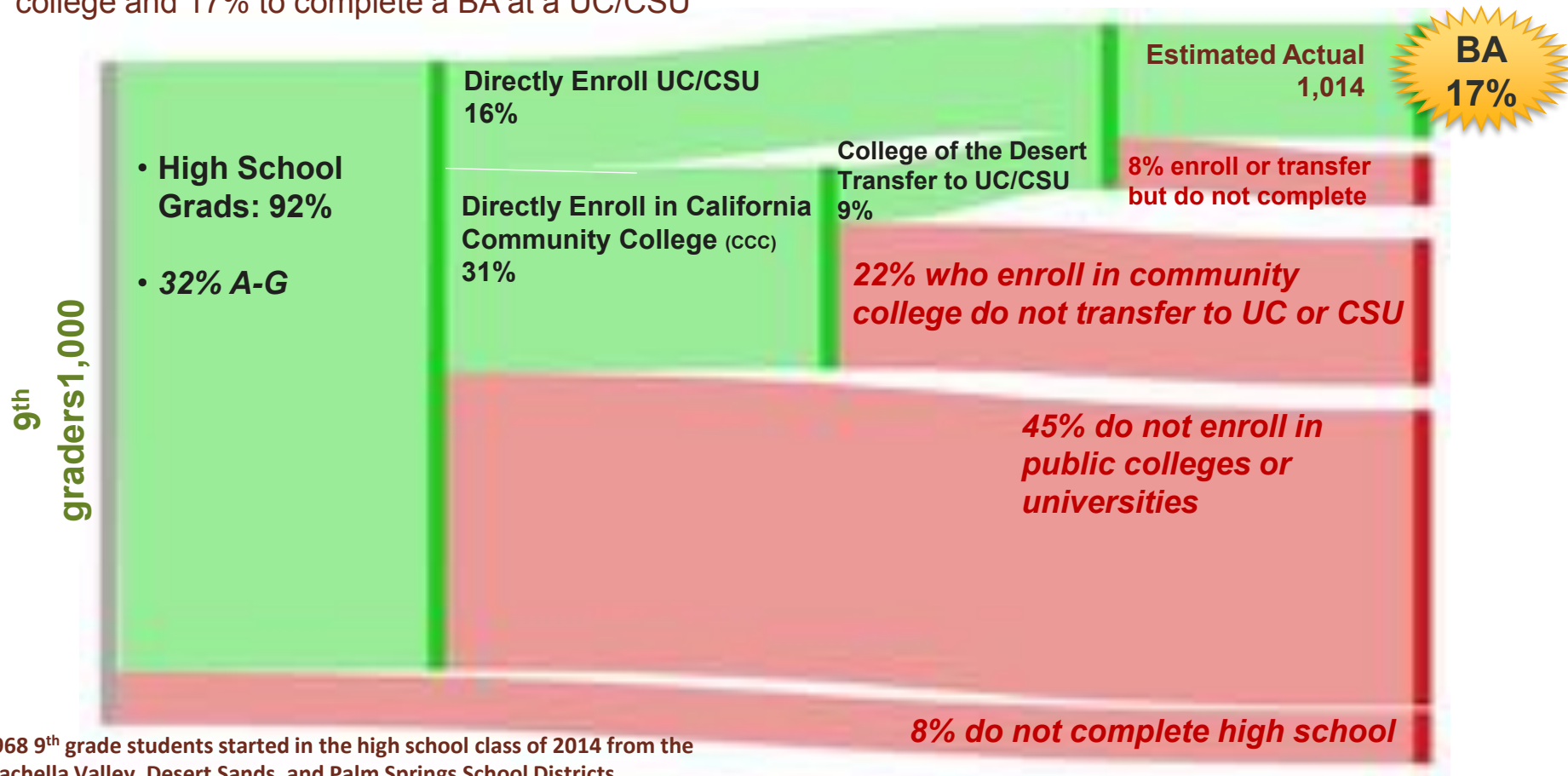
Moderator: **Kim McNulty**, OneFuture Coachella Valley

Panelists:

- **Cheryl Carrier**, Executive Director, Ford Next Generation Learning
- **Donna Craig**, Chief Grants Officer, Desert Healthcare District
- **Jessica Kaczmarek**, Senior Program Officer, The James Irvine Foundation
- **Jackie Khor**, Vice President for Programs, College Futures Foundation

Coachella's High School to BA Pipeline:

Out of an adjusted 1,000 9th graders, 48% are estimated to enroll at a public California college and 17% to complete a BA at a UC/CSU



5,968 9th grade students started in the high school class of 2014 from the Coachella Valley, Desert Sands, and Palm Springs School Districts

Successful Transitions



Institutions ensure student readiness and effective transitions along the degree completion pathway, with special focus on transitions from secondary school to college, and from community college to four-year colleges and universities.

The FORD NGL FRAMEWORK

TRANSFORMING TEACHING & LEARNING

Creating meaningful learning experiences that enable students to learn and apply academic, 21st century, and technical knowledge and skills to real-world challenges



TRANSFORMING THE SECONDARY SCHOOL EXPERIENCE

Creating and maintaining career and interest-themed academies and collaborative culture, structures, and practices



TRANSFORMING BUSINESS & CIVIC ENGAGEMENT

Engaging employers, educators, and community leaders in building and sustaining a transformed secondary school experience

The FORD NGL ROADMAP

PHASE 5: GO FURTHER

1. Deepen and broaden the community-driven transformation and apply it to the entire education system.
2. Create and share innovations that will support the entire Ford NGL network, or "serve as models for creativity, innovation, and risk-taking as well as demonstrated competence."

05

PHASE 3: PLAN

1. Achieve community-wide consensus on and ownership of a vision for transformation and learn what it will take to implement the vision.
2. Create a community-wide three year master plan for achieving the vision that is aligned with the school district's plans.
3. Agree on a set of priorities for the first year of implementation.
4. Strengthen the systems, structures, processes, and competencies needed to implement the plan and guide continuous improvement.

03

04

PHASE 4: IMPLEMENT

1. Strengthen community-wide capacity to implement and continuously improve the master plan.
2. Implement the systems, structures, processes, and competencies to support and sustain continuous improvement, with all key individuals and groups engaged.
3. Inspire, share and contribute to the Ford NGL network.

02

PHASE 2: ENVISION

1. Deepen community-wide understanding of the benefits and features of transforming the secondary school experience using a community-driven approach.
2. Understand and identify the systems, structures, processes and competencies needed to implement the plan and guide continuous improvement.

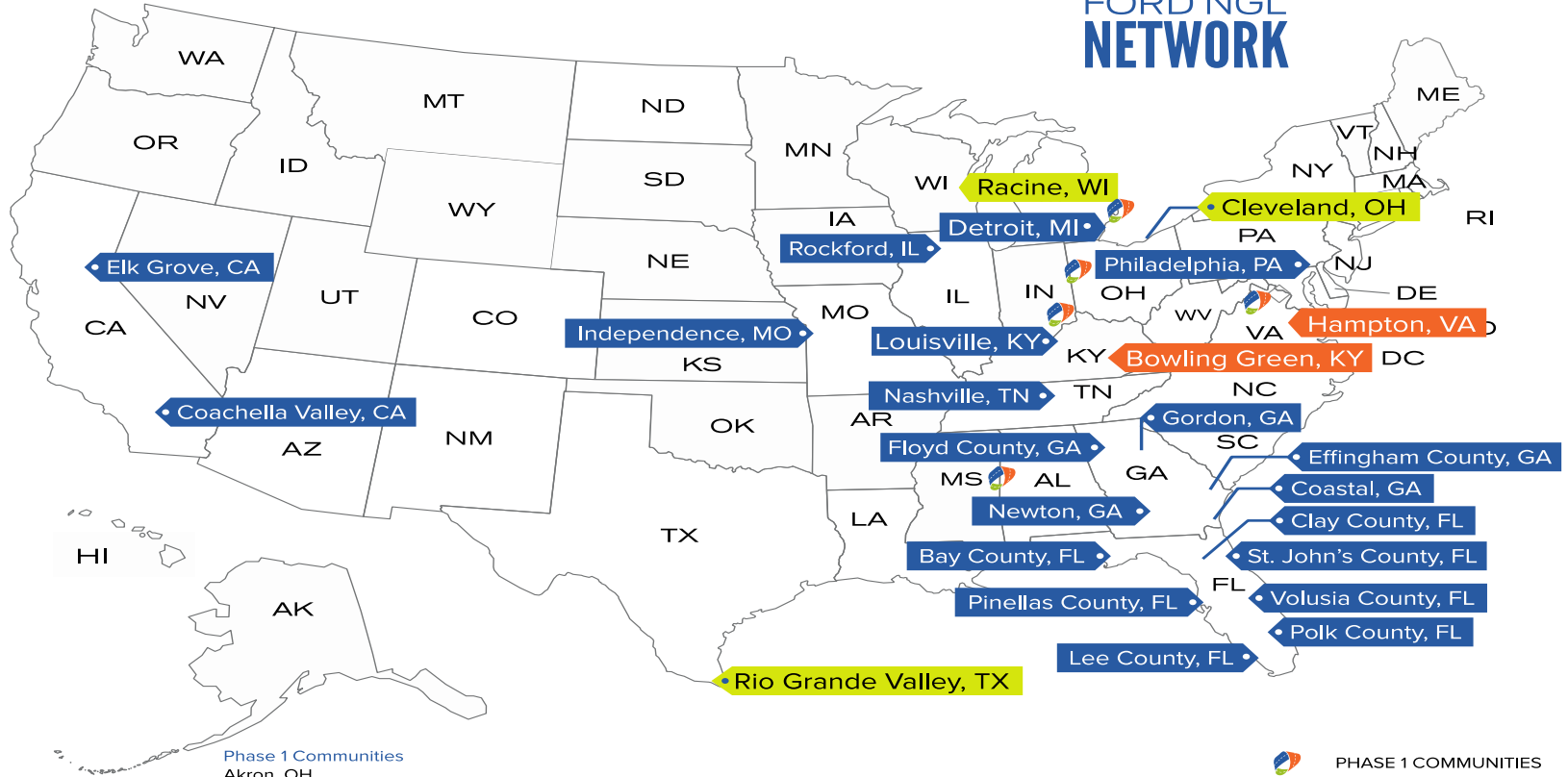
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PHASE 1: EXPLORE

1. Understand the benefits and features of transforming the secondary school experience using the Ford NGL community-driven approach.
2. Readiness and commitment to embrace the Ford NGL transformation.

TIMELINE:
2 YEARS, 9 MONTHS -
3 YEARS, 6 MONTHS

The FORD NGL NETWORK



Luis Rojas



Building Consensus Toward Action:

Interactive Workshop

*Behavior, Attitude and Actions – Vision, Planning,
Prioritizing Strategies*

Heather Chalos, Alignment Nashville/ Alignment USA
Kim McNulty, OneFuture Coachella Valley

Consensus Wall Results

Question: What can we do to assure all students are college and career ready?

Create and Informed Financial Path	Link Families with Success	Do the Common Uncommonly Well	Provide Wrap Around Services	Align Curriculum to Careers	Connect Industry & Education	Connect Kids to Careers
Financial Aid Mandatory	Early Counseling with Parents and Students Frequently	Basic Common Core Skills	Support Services	a-g Completion and College Enrollment	Connecting Educators with Industry	Opportunities for Career Exploration & Training
Increase FAFSA and Scholarships	Positive Relationships Between Families and School Districts	Set Vision & Expectations for all Stakeholder Groups	Access to College/Training: Financially, Proximity	Regular Audits of Transcripts (w/school, w/students) and Create Support Plan	Intentional Business Engagement / MOUs, Checklist / Immersion WBL Plan	College Visits, Application and FAFSA Support/Exposure
Financial Process Long Term Effect and Benefits	Parent Workshops	Build Reading and Math Pre-K - 5	Additional Support Services – Transportation, Housing	Break the Cycle “Traditional School” Bus, Butts, Tests, Etc.	Expand Relationships w/Business and Post-Secondary	Early Career Exploration
Financial Aid – Education and Assistance	Parent Engagement – Early Conversations	Education Plan that Starts in K-18	Coping Skills to Manage Stress & Anxiety	Array of Program Options	Quality Teacher Training	Career Exploration Courses (K-12)
Offer Very Low Cost Tuition to All	Counseling Timely, Real and Consistent	Soft Skills Reinforcement	Social Emotional Support	Articulation, Dual Enrollment, Concurrent	Connecting with Alumni	Career Exploration, Real Time Exposure
			Understand Student Subgroups and Barriers	Academies (Ex. Health, Safety, Etc.)	Motivation by Others Who Have “Been There”	CTE & Work Based Learning
			Feeding 0-25	Access to Rigorous & Relevant Coursework		Internships & Job Shadowing
						Expand Internship Opportunities
						P-16 WBL Continuum
						Career Readiness Skills

Sector-Based Alignment: Healthcare

Moderator: **Sheila Thornton**, OneFuture Coachella Valley

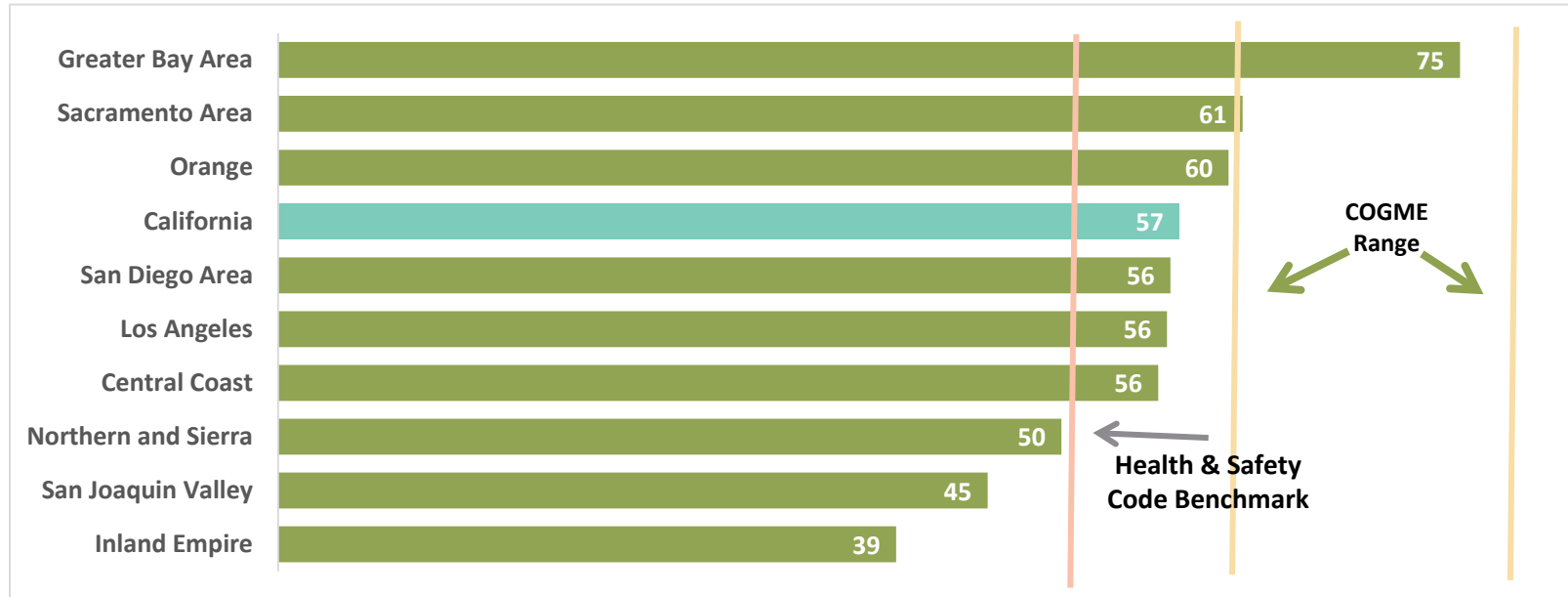
Panelists:

- **Jeff Oxendine**, President, Health Career Connection
- **Herb Schultz**, CEO, Desert Healthcare District
- **Karen Stewart**, Registered Nurse, Eisenhower Medical Center
- **Vicki Kocaja**, Center for Professional Development, Eisenhower Medical Center

Healthcare Outcomes

- ✓ **7 Healthcare** Career Academies serving **1,175** students
- ✓ **118** 10th grade students participating in the annual Emerging Health Professionals Career Showcase
- ✓ **\$4.7** Million given to scholarship students majoring in healthcare-related fields
- ✓ **\$399K** paid to **113** student interns through Health Career Connections program

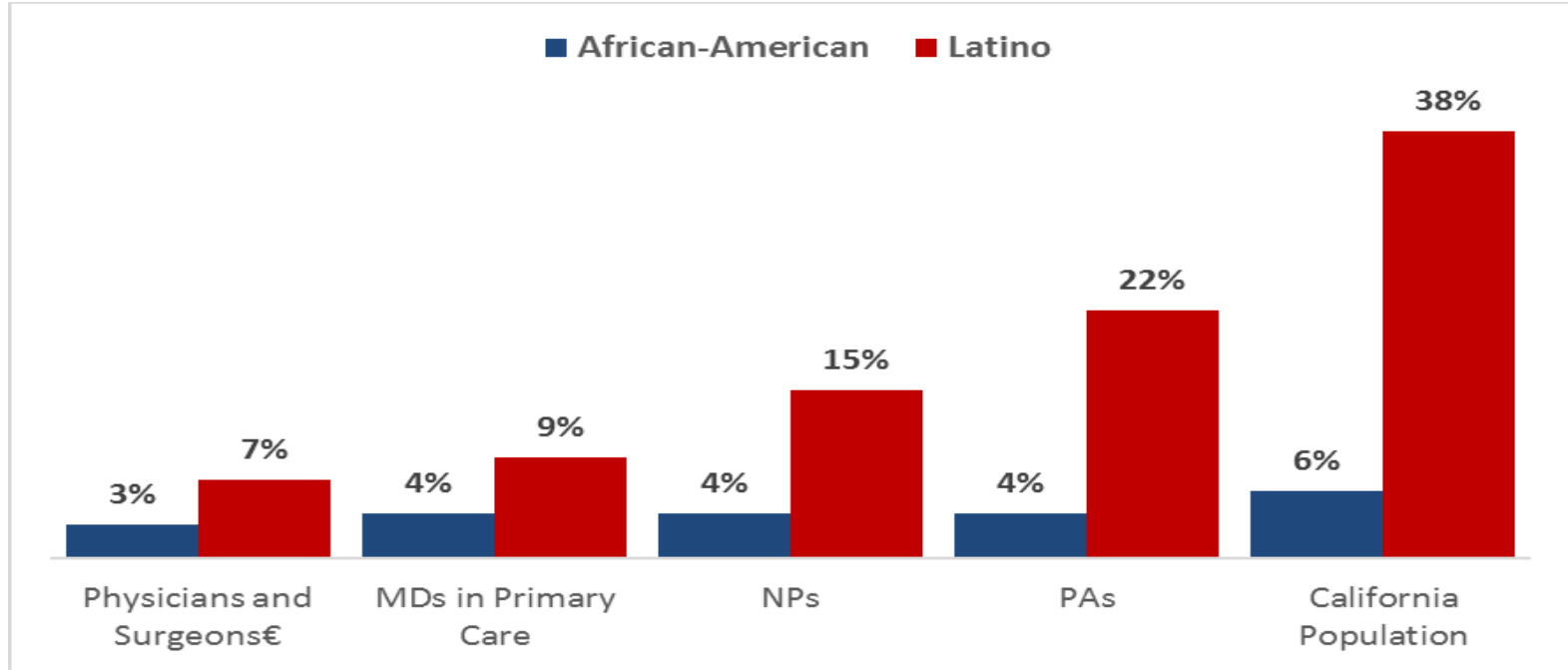
Ratios of Active Patient Care MDs in Primary Care Specialties per 100,000 Population, by Region of California Compared to Benchmarks of Adequacy of Supply, 2015



Source: Medical Board of California Mandatory Survey, 2015, private tabulation.

Note: Includes active Family Physicians, General Internists, General Pediatricians, General Practitioners, Geriatricians, and Obstetrician/Gynecologists. Excludes residents and fellows as well as physicians who do not provide at least 20 hours of patient care per week.

Racial/Ethnic Diversity of Clinicians Compared to the California Population, 2015



Sources: American Community Survey, Public Use Microdata Sample, 2014, private tabulation. May not sum to 100% due to rounding.
Medical Board of California, Mandatory Survey, May 2015; private tabulation.

* Includes allopathic and osteopathic physicians and surgeons (MDs and DOs)

Thursday At-A-Glance

8:30 – 8:45 am **Welcome & Preparation for Site Visit**

8:45 am **Board buses for site visits**

9:30 – 11:15 am **Site visits:**

- Career Explorations Tour Observation: Eisenhower Medical Center (space is limited, see Kim McNulty, interested)
- Expanding Work-Based Learning Opportunities, Resort Style: JW Marriott Desert Springs Resort

11:15 **Return to hotel**

11:30 – 12:15 pm **Debrief**

12:15 – 1:30 pm **Lunch, Wrap-up and Close**

4:00 pm **PSUSD Career Academy Showcase: Palm Springs Air Museum**
(Optional)

