



**Employees' mentoring AISD  
students in conjunction with  
*Austin Partners in Education***



Late Backup



# Employee Mentoring, Tutoring

- **COA Initiative History**
- ***Austin Partners in Education***
  - Program Overview
  - Getting Results
- **COA involvement**
  - Current
  - Future



# History

- **April 25, 2002, Resolution 020425-46**
- **Low performing schools**
- **APIE Formation, 2004**
- **Closing the achievement gap**
- **Early difficulties led to new model**



# Student Success Plan

## SHARED GOAL

*Every Student Graduates College Ready*

## STAKEHOLDERS

*Austin Independent School District*

*Austin Chamber of Commerce*

*City of Austin*

*Travis County*



## The Challenge

In six years, AISD low-SES increased approximately  
10,000 to 50,000 students

Poverty is inversely linked to low academics  
(see SES v. DRA graph)

Funding is tuned for higher-SES students

Research shows that engaged, small-group learning  
profoundly accelerates academic gains

Volunteers find greater satisfaction and success  
through in-class small group coaching



# Breakthrough Strategy

Research, Reports and Roundtables  
show action plan for success:

Eliminate key barriers: early reading, middle school  
math, and algebra

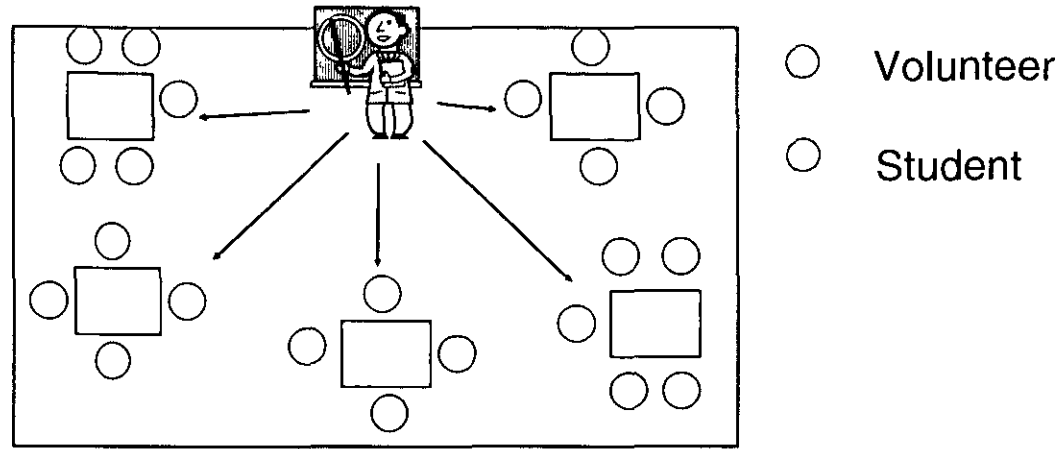
Accelerate academic gains through classroom-based  
small group learning

Improve the efficiency of the education process as a  
scaleable intervention

# College Ready Track

- ✓ Every 2nd grader at reading level
- ✓ Every 6th grader at math level
- ✓ Every 9<sup>th</sup> grader meeting algebra standards

# Best Practice Model



More Robust than Mentoring;

Teacher supervised

Group relationships

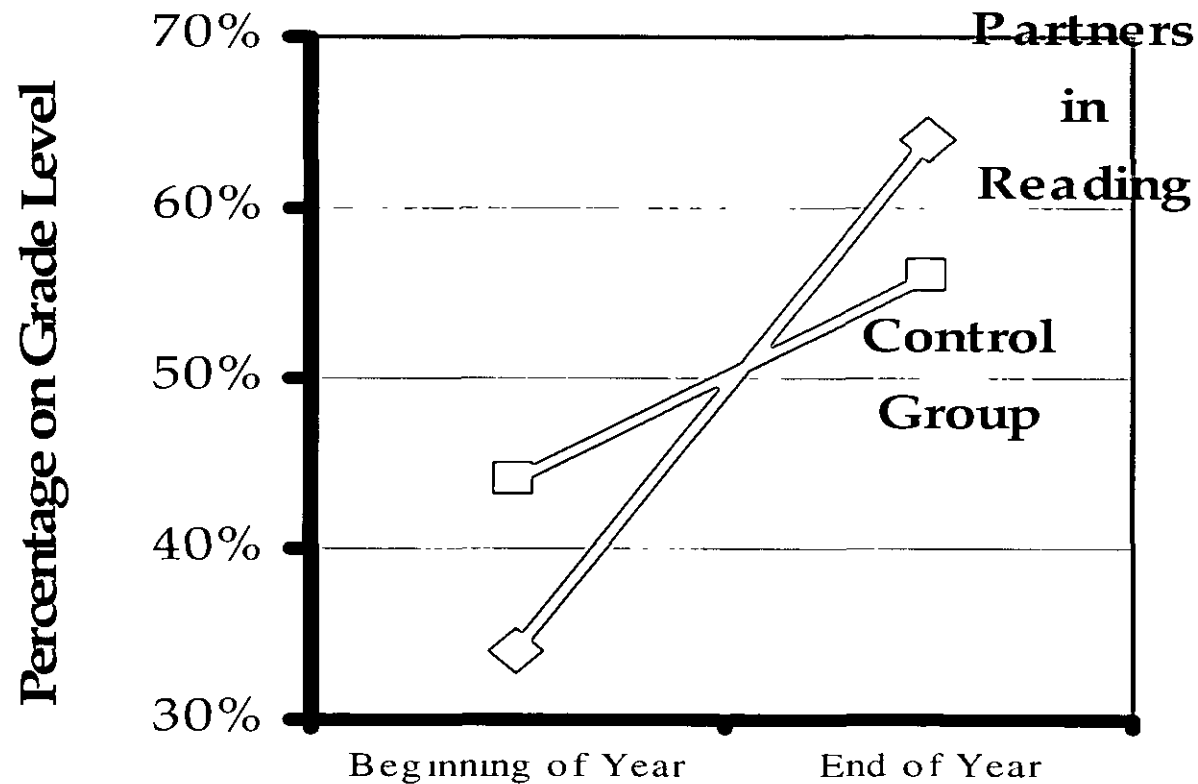
Absences have little impact

Curriculum alignment creates capacity



# Evidence of Success

## Students Reading on or Above Grade Level



For 12 classrooms, students tripled the rate of grade-level reading attainment through Partners in Reading.

## Evidence of Success

Best practices: superior volunteer intake, training, management, and coaching

Volunteer retention: over 90% vs. 60% standard

City program growth: 30 to over 250 volunteers  
(1 year)

Study group growth: 30 to 600 volunteers (3 years)

Highly developed measures track success

Teachers and volunteers effusive in praise



# City of Austin Involvement

- **Key City of Austin Staff**

- Bert Lumbreras, Executive Sponsor
- Brenda Branch, Director Champion
- Ben Ornelas, Austin Energy Program Coordinator
- Katie Arens, Volunteer Coordinator



# City Employees Participation

- **2 hours administrative leave weekly**
- **Total current number of employees, 402**
  - 257 study group leaders
  - 145 mentors, volunteers in other programs
- **Library, AE and Financial Services are leaders**
- **Participation in every Department**



# In the Workforce

- **Recruitment**

- March, 2007 – 139 employee volunteers
- December, 2007 – 402 volunteers
- Engaging the workforce

- **Workforce Benefits**

- Professional facilitation training, skill development
- Workgroup team-building



# Listening to the Workforce

*"I love being a tutor for the Partners in Reading Program. The materials the program provides really make it easy to*



*help the kids improve their reading. I'm glad the City makes it so easy for me to make a difference in these students' lives."*

- APL Teen Librarian, Michelle Beebower



# Looking to the Future

- **APD involvement**
  - **Cadets, District Commanders**
- **2008 Goal, 200 more!**
- **Setting the standard for Austin**
- **Council Invitation**



**Thank You.**

**Questions?**

