

University-based College Access Initiatives: Making a firm commitment to under-represented youth and sharing what works

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2008 NACAC Conference
Seattle, WA

Opening Doors and Paving the Way

In November 2006, the Princeton University Preparatory Program hosted a National Forum sponsored by The Goldman Sachs Foundation to bring together professionals in college access/college preparation with a particular focus on high potential/high achieving youth from disadvantaged backgrounds.

During the 2-day Forum, participants shared their experiences, opinions and expertise on a broad range of issues facing students from disadvantaged backgrounds as they make their way to college (2-year, 4 year, selective, etc.). Data was collected and two products are forthcoming:

1. A "white paper" that highlights the broad range and variation of problems and solutions in this field, and
2. A "how-to manual" for schools, communities, and others who seek to launch or improve initiatives in this field



The Goldman Sachs Foundation



Key ingredients for initiatives to prepare the **WHOLE** child for Selective College Success

- Mission
- Strategic Plan and Evaluation
- Partners/Partnerships
 - schools, community organizations, families, faculty, other institutional offices
- Programmatic Options
 - Size
 - Summer/School year programming
- Target Age Group(s)
- Sustainability
- Long-term Planning
 - funding, growth, alumni, tracking, etc.

Princeton University Preparatory Program (PUPP)
www.princeton.edu/teacher/pupp

Founded in the 2001 by the Princeton University Program in Teacher Preparation, the Princeton University Preparatory Program (PUPP) is a rigorous academic and cultural enrichment program that supports low-income, high achieving high school students from Ewing, Princeton, and Trenton Public Schools.

The goal of PUPP is to prepare our students to be viable candidates for admission to and success within selective colleges and universities.



ELON ACADEMY

EDUCATION ■ LEADERSHIP ■ OUTREACH ■ NOW
www.elon.edu/elonacademy

When Judge Howard Manning threatened to close an underperforming school in Alamance County, North Carolina, Elon University's president began to rethink the role of the University in the life of the local community.

The Elon Academy was born.

Elon Academy

Mission



The mission of the Elon Academy is to inspire academically oriented students who are often underrepresented on college and university campuses to pursue higher education, build leadership skills, and develop an active sense of social responsibility.

Princeton University Preparatory Program (PUPP)
www.princeton.edu/teacher/pupp

Students are invited to apply for selection into PUPP during the spring of their freshmen year of high school

Acceptance into PUPP is contingent upon a range of factors:

- * academic record
- * state exam scores
- * a writing sample (administered by staff – 2 essays are required)
- * performance in a small group interview
- * house-hold income
- * first-generation status or other under-represented category
- * student's leadership potential and
- * commitment to pursuing higher education



ELON ACADEMY

Selection Criteria

- Rising 10th grader (We recruit in the 9th grade.)
- Student in Alamance-Burlington Schools
- Financial need and/or no family history of college
- Demonstration of academic promise
- No pattern of disciplinary problems
- Desire to succeed
- Need for support



Staffing and Organization

PUPP

- Director
 - splits time with Teacher Prep
- Associate Director
 - splits time with Teacher Prep
- Full time Counselor
 - college admissions, school/community relations, alumni services
- Part time Evaluation Specialist
- Located in the Princeton Univ. Program in Teacher Preparation - receives administrative and in-kind support
- Hire 8 Graduate Teaching Fellows to deliver academic year programming
- Summer Institute Faculty
 - Local teachers, graduate students, etc.
- 10 undergraduate TA's hired for the Summer Institute

Elon Academy

- Director
 - Splits time with Civic Engagement position)
- Assistant Director of Academic Programs
 - Half-time - University faculty member
- Assistant Director of Student Life and Leadership Development (full-time)
- Assistant Director of College Planning
 - Part-time; currently an associate director of admissions and director of multicultural recruitment for Elon)
- Program Assistant (half-time)
- Administrative Assistant (half-time)
- Part time research assistant
- Summer faculty includes local teachers, Elon professors, and other local professionals
- Academic coaches and mentors are Elon students
- Student coordinator and intern work with the program to provide general support with student relations, mentor recruitment, Saturday programs, coordinate service projects, etc.

PUPP Program Overview

Once selected, PUPP scholars participate throughout the remainder of their high school career, and into their collegiate years as well. They attend 3 consecutive summer institutes, and participate in academic year programming as well.

We conduct a mandatory orientation with scholars and their families to take care of required paperwork and set our standards and expectations for all scholars.

This summer, we had 65 students in 3 cohorts ('09-'11), well over half from Trenton Central High School.



ELON ACADEMY Program Overview

- Duration: Three years (continuing support through higher education programs)
- Type: Year-round (three consecutive four-week summer residential experiences)
- Size: 26 students (rising 10th graders, with a new cohort added each year for a total of approximately 75 rising 10th, 11th, and 12th graders)

Elon Academy Goals for Scholars

- Skill Development
- Habits of Mind
- Values



PUPP Priority Skills

- Knowledge Acquisition
- Critical Thinking
- Communication
- Attitudes/Behaviors – Internal
- Attitudes/Behaviors - External

Summer Institute

- Scholars complete three, intensive six-and-a-half week summer institutes at Princeton University
- Each institute begins with a 2-day leadership and community development retreat at the Princeton-Blairstown Center.
- Summer Institute Curriculum features 6 courses across the academic spectrum
- Thematic connections are made across the literature and art classes and are built into other courses as possible
- A series of three college tours and excursions to local and regional cultural institutions (Metropolitan Museum of Art, United Nations, Museum of Natural History) take place on rotating Wednesdays during the Institute

Rising Sophomores	Rising Juniors	Rising Seniors
Art	Art	Art
Math	Math	Math
Literature	Literature	Literature
Biology	Social Science	Physics/Engineering
Writing Workshop (the basics of expository writing)	Writing the Research Paper	Writing Workshop (the personal narrative)
Personal Development	Cracking the SAT	College Admissions 101



School year programming

- Sophomores and Juniors meet weekly with PUPP Teaching Fellows – Princeton University graduate students – who conduct academic enrichment sessions focusing on critical communication skills – reading, writing, thinking and speaking
- Refresher courses are held for the SAT and ACT in the fall for seniors and for the SAT in the spring for juniors
- PUPP hosts monthly cohort meetings at our partner schools to maintain communication with our scholars
- We monitor student academic performance throughout the school year

School year programming

- Cultural Enrichment
 - All PUPP scholars attend a series of cultural excursions (local theater, Broadway, opera, etc.) during the school year
- College Tours
 - Every November PUPP juniors and seniors go on a 2-3 day college day, rotating a southbound (VA, DC, MD) route with a northbound route (CT, MA)



Elon Academy Curriculum

- Focused on Goals
- Integrated
- Spiraling



Elon Academy Evening Curriculum

- Focused on Goals
- Social Skills
- Interests



Elon Academy Year-Round Program

- Monthly Saturdays
- Academic Coaches
- Family Programs
- Access to Elon



Elon Academy The Elon Family

- Phoenix (Student ID) Cards
 - Cultural Events
 - Athletic Events
 - Library Access
 - Recreational Facilities



College Admissions Guidance

- College Admissions 101 course during rising senior summer
- Goal to guide our scholars to apply to schools that are the best fit - academically, socially, financially – to reach for a few dream schools, have state schools on their list, understand the financial aid process, etc.
- Seniors receive one-on-one college admissions counseling along with 4-6 addition day-long college admissions workshop days that focus on essay writing, application completion and local college tours.

College Admissions Guidance

- We engage with parents directly during the admissions and financial aid application process
- Connect scholars with admissions officers who are doing regional visits but typically do not visit some of our partner schools – and we try to facilitate broader collaborations with admissions reps and the students at our partner schools becoming a central location for recruitment efforts from the Trenton area
- Facilitate applications to minority/diversity recruitment events at colleges

Elon Academy College Planning Goals



- Demystify the collegiate experience
- Provide a skill set
- Include the family

Elon Academy College Planning



- SAT/ACT Prep
- Career Coaching
- College Searches
- College Visitations
- Scholarship Searches

Elon Academy Leadership



- Three Phase Model
 - Phase One: Focus on Self
 - Phase Two: Focus on Inclusive Collaboration
 - Phase Three: Focus on Citizenship

Elon Academy Service-Learning



- PARE Model
 - Preparation
 - Action
 - Reflection
 - Evaluation
- Service-Learning Projects

Elon Academy Internships/Career Development

- Internship Programs
 - LabCorp
 - Law Firm
 - Local Hospital
- Career Development
 - Strong Inventory
 - Workshops
 - Guest Speakers

Alumni Services



- Summer before college: Transition program
- Alumni luncheons
- Networking and individualized support
- Partnership with Management Leadership for Tomorrow through The Goldman Sachs Foundations to offer leadership retreats, career planning, and networking opportunities
- Letters of recommendation for graduate school, job references, etc.

PUPP and Success

- As we know
 - Nationally 55% of ALL college students earn a Bachelors in 4-6 years
 - But, only 11% of first generation college students complete a Bachelors in 4-6 years
- However, 16 out of the 21 graduates from PUPP's inaugural class of 2004 earned a Bachelors degree in 4 years (76%), 2 more are slated to earn degrees next year, bringing our first year statistic to 86%!



Currently – PUPP has 75 alumni attending some of the finest schools in America, including:

Arcadia University	Oxford College at Emory University
Brown University	Pennsylvania State University
Carnegie Mellon University	Princeton University
Colgate University	Rice University
Cornell University	Richard Stockton College of NJ
Drexel University	Rider University
Franklin and Marshall College	Rutgers University at New Brunswick
Georgetown University	Rutgers University at Camden
Haverford College	Smith College
Howard University	Spelman College
Johns Hopkins University	Syracuse University
Kean University	Temple University
Lafayette College	Texas A&M University
Lehigh University	The College of New Jersey
Loyola College of Maryland	Trinity College
Middlebury College	Tulane University
Morgan State University	University of Notre Dame
New York University	University of North Carolina at Chapel Hill
North Carolina A&T University	University of Rochester
Occidental College	Villanova University

Elon Academy Assessment/Outcomes

- Progress Reports
- Tracking GPAs, Courses & Class Performance
- Research
 - How are **students**, families, faculty, and mentors transformed by participating in an intensive college-access program?
 - What **program components** are most effective in facilitating this transformation?

Evaluation Efforts

- Through a grant from The Goldman Sachs Foundation – using a part-time evaluator to track student achievement, satisfaction, and overall program development
- During summer institute, students provide regular feedback on courses through cohort meetings and complete and extension self-evaluation
- Participating in larger evaluation of GSF-supported initiatives requiring compilation and tracking of significant student achievement data
- Looking to provide commentary beyond test scores and college admissions statistics to show impact of program on scholars, their families, schools and communities

Costs, Funding and Fundraising

Elon Academy

- Cost to Students
 - Three-year commitment
 - \$0.00
- Budget
 - Start up funding - \$220,000 (Noiles' gift)
 - Ongoing budget - \$300,000/year (\$6M endowment)
 - Funding from corporations, foundations and individual donors

PUPP

- Tuition-free
- Three-year commitment
- Annual budget around \$400,000 for programming – does not include staff salaries or office space/in-kind university support
- Endowment goal - \$12 million
- Funding from corporations, foundations and individual donors

Common Challenges

- Transportation
- Skill Levels – high achieving looks different at different schools
- What to do about remediation?
- Marginalization of non-English-speaking families
- Emergency \$\$\$
- Counseling!!! (Social services, family, school, etc.)
- Need for individual/personal attention
- Busy/overworked school personnel

Innovative Strategies for a holistic approach to college preparation

Raising awareness about college options

- **In actual course curriculum**
 - Year-long, weekly course on college/life preparations – tailored to the community being served
 - College admissions 101 summer course
 - Personal Development courses
- Campus-based summer courses, taught by university faculty and graduate students
- Research opportunities with college faculty
- Undergraduate mentors/teaching assistants/etc.
- College readiness activities
 - Admissions workshops, financial aid workshops, life skills,
 - Getting students ON to college campuses for more than a tour!
 - College emersion with inter-active exposure to college life
 - Minority/Diversity Fly-in Programs

Innovative Strategies: Building Cultural Capital

- Exposure to a broad range of cultural events as a KEY component to the program along with a structured forum for reflection and response to what they experience
 - theater, opera, museums, national monuments
 - local, regional and national caliber productions, etc
- Providing access to the cultural and intellectual life of a college campus; including attending speaker events, lectures, debates, community service, etc.
- Raising awareness about social issues in the community/region/nation and providing outlets to engage with activism where appropriate
- Formal mentoring program – one-on-one or other options to engage students with mentors to further expose them to a range of cultural experiences in the arts, in the workplace and in social issues

Innovative Strategies:

Providing differentiated academic services for a broad range of students

- Assess all students upon entry (writing, math, other) and use them to develop appropriate course levels and/or supplemental support
- **Small class sizes w/supports for ALL students**
- Recognize that students have different experiences in home school – and different levels of quality in teaching or other opportunities (such as AP courses or lack thereof)
- **Providing extra tutoring or support for students to develop skills**
- Teaching “alongside” their school curriculum in courses like math or science – exposing them to new/different, but related material
- **NOT trying to remediate their high school curriculum**
- Individualized academic advising (course selection, high school career, etc.)
- **Offer students opportunities to explore their interests (academic, artistic, etc.) and help them develop networking skills**
- Address issues/concerns raised by parents/families as they relate to their school experience

Innovative Strategies

Being Honest: Giving students and admission counselors honest advice about colleges and kids

- Help students develop a realistic idea of what is possible and how they can reach their goals – including test score thresholds, work-load in college, personal and financial strains of college, etc.
- **On the flip side - give college officials honest feedback about students' backgrounds, educational preparation, and potential for success**

Innovative Strategies:

Character Development and Social Services

- **Coursework in personal development and diversity;**
 - **topics including Integrity; time management, tolerance; self-reflection; citizenship; responsibility; accountability; success; etc**
- **Provide access to counseling services as a regular component of the program and in emergency situations as needed**
- **Provide parents with access to services or information about services offered in the region**

Innovative Strategies:

Transition and Retention Components

- Summer transition programs to reinforce lessons on time management, taking advantage of support services, living away from home, etc.
- **Monitor transcripts and support students in college**
- Regular alumni communication via the web and alumni events
- **Job opportunities for alumni to work with current program students**
- Paid summer internships for students in college
- **Partnerships with other organizations for job training and networking events**
- Visit students at their schools – as possible