

PORTRAIT OF A
GRADUATE
LAWRENCE HIGH SCHOOL

Preliminary Results Presentation
Lawrence Alliance for Education Board
October 13, 2021

Presented by:

- **Nelson Batten**

Director of Family, Student, and Community Partnerships
Lawrence Public Schools

- **Mark Kampert**

Executive Director
Youth Development Organization, Inc. (YDO)

Our Driving Question

*What knowledge, skills and dispositions
do our students need to be successful
in today's world and the future?*

Methodology

- POG employs a **community-based approach** to project design, data collection, and data analysis
 - Determine **what** skills, knowledge, and habits of success our students need to thrive in a world of change
 - Envision **how** our learning experience design can help students develop broader, deeper competencies
 - Explore **how** LPS might gauge student progress in developing the competencies that will feature in our POG

Methodology

- **Online Survey** (En & Sp) launched on June 2, 2021
 - Distributed via email and social media
 - Steering committee participated in design of survey questions and dissemination of questionnaires to their networks
 - Responses received through August 2021
- **Focus Groups** held mostly via Zoom in July & August, 2021
 - Discussions (bilingual) facilitated by Great Schools Partnership
 - Notetakers present at each 1-hour focus group
 - Participants offered Target gift cards

POG Design Team

- **Maricel Goris (Asst. Superintendent)**
- Denise Snyder (Asst. Superintendent)
- Victor Caraballo-Anderson (LHS Head of School)
- Nelson Butten (Director of Partnerships)
- Jennifer Mezquita (NECC)
- Cristy Gomez (MassHire)
- Alexandra Nova (Lawrence Partnership)
- Mark Kampert (YDO)

Steering Committee

39 Members representing:

- Parents
- Alumni
- Teachers/Administrators
- LHS Student Government
- Employers
- Higher Education
- Community Partners

Data Collection

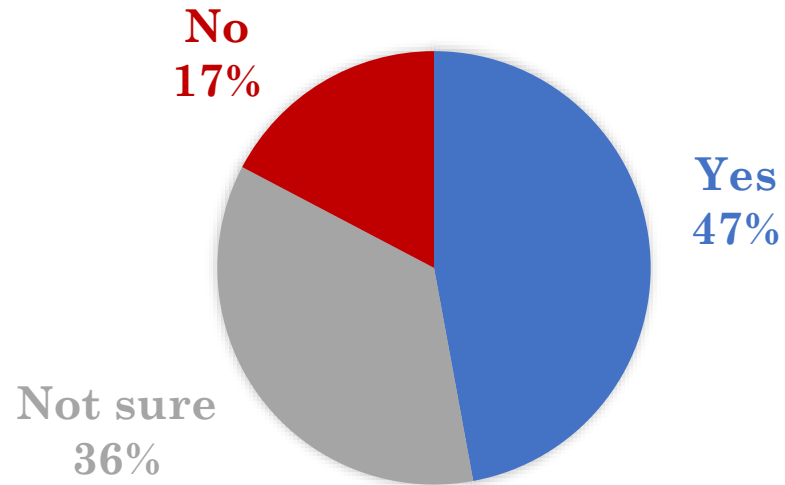
Questionnaire	Responses	Female	Latino/a/x	Notes
Community (Parents, Alumni, Employers, etc.)	710	87%	79%	79% Parents 27% Alumni
Students	480	59%	91%	70% in Grade 10/11
Staff	421	81%	34%	50% Teachers
Total	1,611			

Findings at a Glance

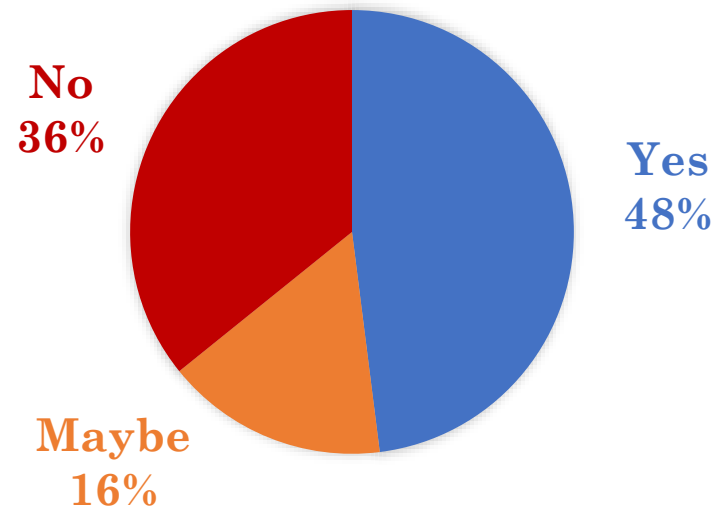
	Community	Students	Staff
Most Important Attribute/Skill	1. Self-care (77%) 2. Mgmt of personal finances (70%) 3. English literacy (69%)	1. Self-care (72%) 2. Mgmt of personal finances (62%) 3. Perseverance (51%)	1. Perseverance (73%) 2. Self-care (69%) 3. Being flexible and adaptable (66%)
Most Important Skills to Develop	1. Effective communication (78%) 2. Show empathy and compassion (70%) 3. Set and meet long-term goals (70%)	1. Effective communication (50%) 2. Set and meet long term goals (50%) 3. Act with resilience and persistence (40%)	1. Effective communication (82%) 2. Act with resilience and persistence (74%) 3. Show empathy and compassion (72%)

Community (Parents, Alumni, Employers, etc.)

Does LPS effectively train students in the skills mentioned?

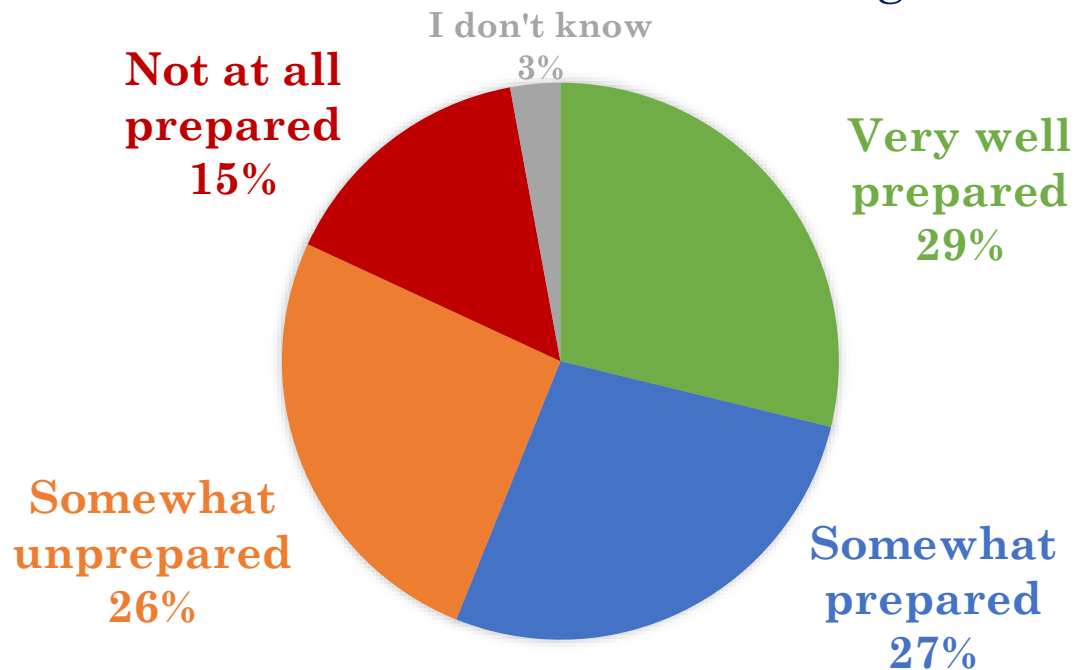


Has the pandemic changed your beliefs about which skills are important in work and life?



Alumni

How well prepared did you feel to enter the workforce or college?

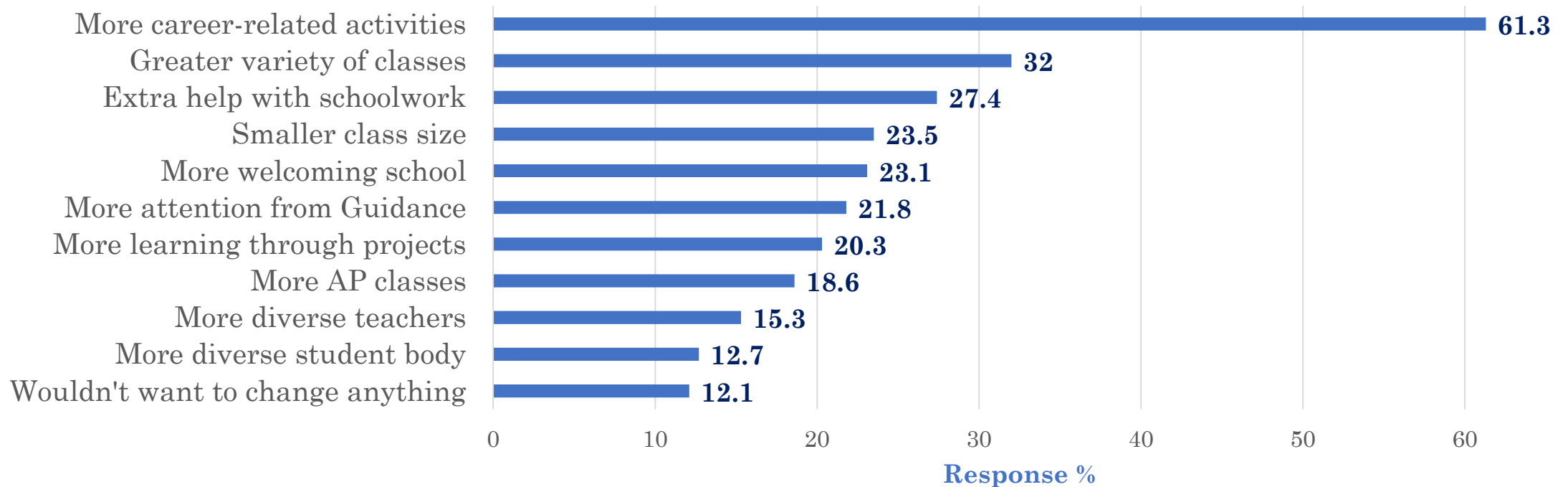


What would you change?

- Answers varied from “Nothing!” to “Everything!”
- “More **real-life learning**, filing taxes, the important stuff besides math scores and reading quizzes.”
- More networking opportunities with career mentors in nearby facilities (Merrimack Valley, Boston, etc.)

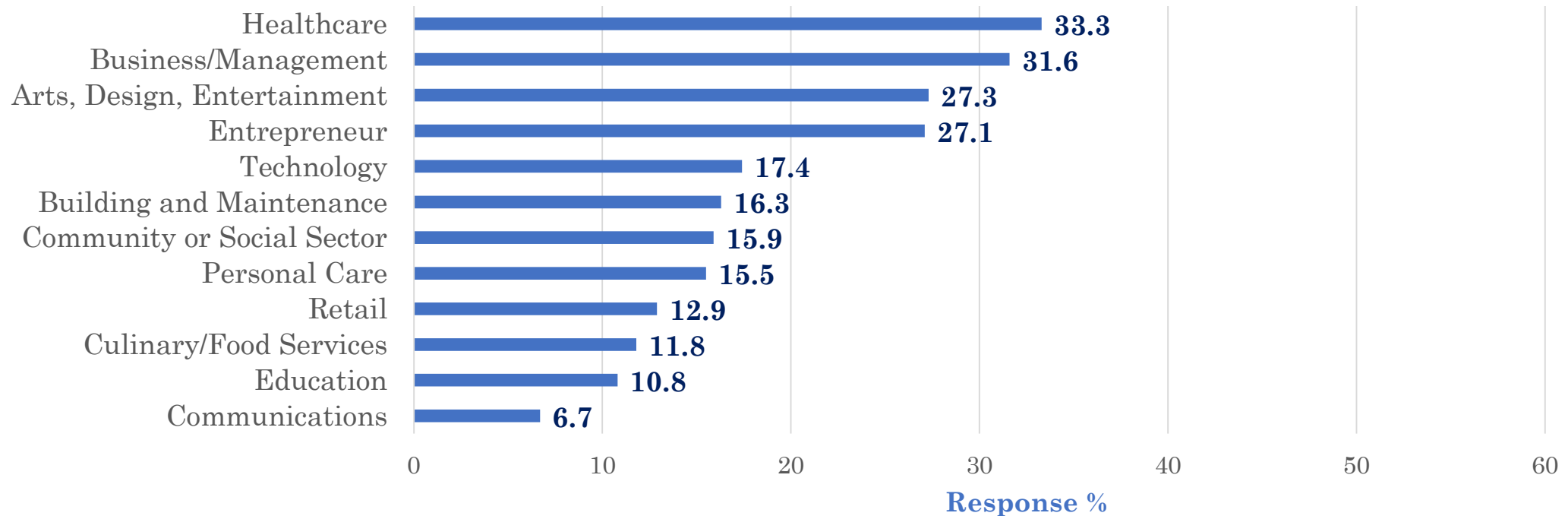
Students

What three things do you wish you could change about your school experience?



Students

Which of the following areas of work appeal to you when considering your future? (Select up to three.)



Staff

Most important attributes/skills
(most frequently selected among Top 3)

1. Ability to solve problems
(69%)
2. Ability to actively learn
(58%)
3. Strong oral communication
(53%)
4. Ability to work well in teams
(52%)

What skills do you think are
much more important now
than when you entered the
workforce? *(open response)*

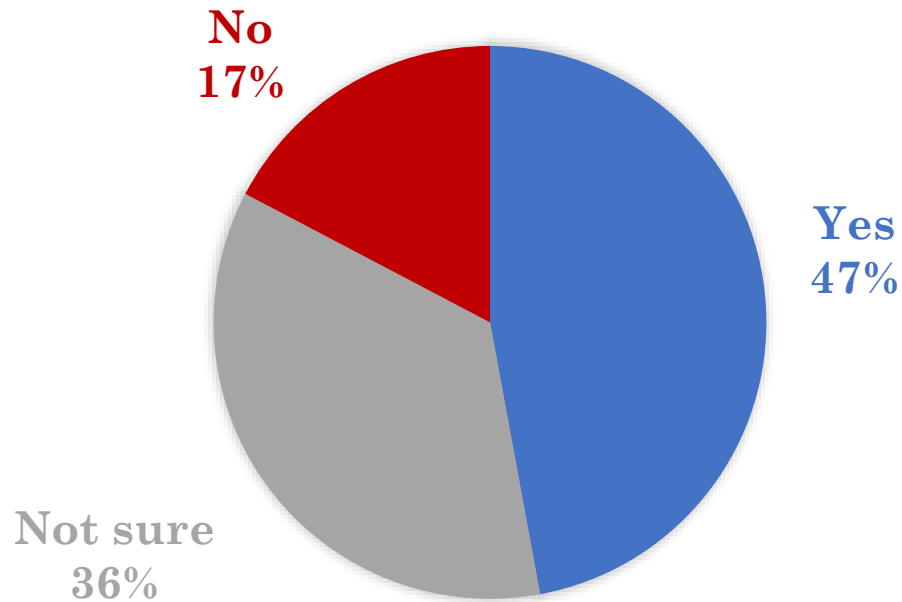
1. Technology
2. Communication

(very similar to community responses)

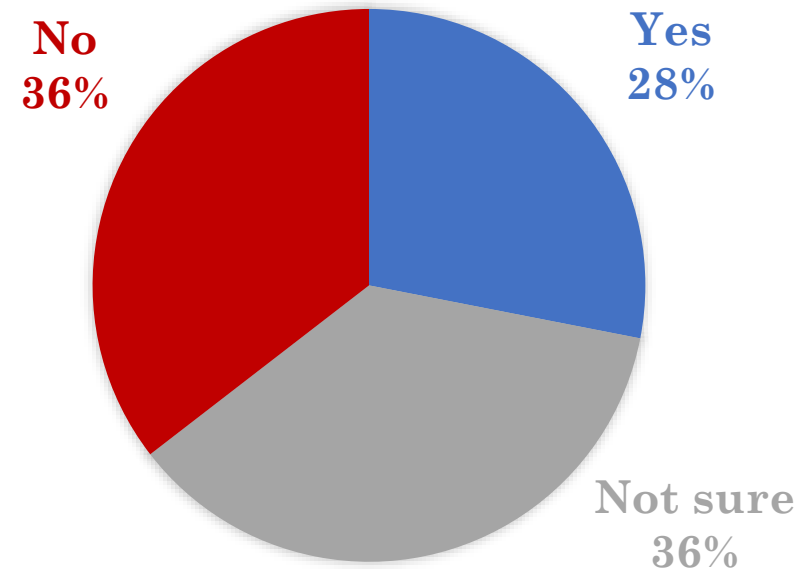
Community vs. Staff

Does LPS effectively train students in the skills mentioned?

Community



Staff



Staff

How can LPS improve? *(open response)*

- Many rich responses. Still being analyzed.

Staff

Hopes and Dreams for LHS Graduates

- My dream for the students we serve in LPS is that they are given the same **opportunity** as everyone else to become successful. I also hope that they wish to **return to their community** to give back.
- I hope for all children to **find something** positive for themselves that they enjoy and can **use as a springboard** to build their futures.
- My hopes and dreams for my students include becoming **productive** members of their society and having **successes that go far beyond their education**.

Data Collection

- Conducted 16 focus groups in July/August 2021
- Discussions facilitated by trusted third-party
- Participants recruited via:
 - Email outreach to full pool of survey respondents
 - Steering Committee outreach to ensure stakeholder representation

Stakeholder Group	No. Attending
Alumni	7
Business/Employers	2
Nonprofit/Employers	24
Parents	7
Higher Ed	28
<i>Mixed</i>	3
LPS Staff	8
Students	37
Total	109

Desired Student Competencies

Stakeholder Group	What do LPS students need to be successful in work & life?
Alumni	Technological Skills, Communication Skills, Mental Health Critical Thinking, Civic Engagement, Advocacy, Media Literacy
Business/Employers	Communication Leadership Skills, Financial Literacy, Networking
Nonprofit/Employers	Communication, Professionalism, Critical Thinking, Civic Engagement Adaptability , Teamwork, Reliability, Public Speaking, Bilingualism
Parents	Career Preparedness, Teamwork, Self-Advocacy Mental Health Services, Special Needs Services
Higher Ed	Communication, Problem Solving, Conflict Resolution Resilience, Tenacity, Resourcefulness, Flexibility
LPS Staff	Time Mgmt, Self-Determination, Communication, Critical Thinking Vocational Skills, Career Preparedness, Mental Health
Students	Family Support, Resource Utilization, Hands-On Experience

Suggestions for LPS Improvement

Stakeholder Group	What are the ways LPS should change?
Alumni	Financial Literacy, Media Literacy, Communication Skills, Career Preparedness, Theater Arts
Business/Employers	Forward-Looking Job Skills, Transferrable Skills, B-to-School visits, Meet students' transitional needs, Consistency in communication
Nonprofit/Employers	Self-Advocacy, College Preparedness, Career Exposure, Networking Parent-Teacher Partnerships, Community Partnerships, Student Outreach
Parents	Parent-Teach Communication, Bridging Language Barrier for ELs, Afterschool Programs, STEM Education, Special Needs Services, Sex Ed
Higher Ed	Start career conversations earlier, Mental Health service access Increase cultural exchange, Financial Literacy
LPS Staff	College Preparedness
Students	Teach practical life skills, More experiential/hands-on learning, Financial Literacy

Emerging Themes

- Effective Communication
- Financial Literacy
- Adaptability/Transferable Skills
- Critical Thinking
- Digital Media Literacy
- Self-Advocacy/Networking/Resource Utilization
- Postsecondary (College/Career) Awareness
- Multilingualism
- Empathy

Remember Our Goal

*What knowledge, skills and dispositions
do our students need to be successful
in today's world and the future?*

Timeline to POG Completion

- Kate Carpenter Bernier onboarded as strategic analyst
 - Finalize analysis and determine primary domains
 - Continue research of best practices
 - Engage stakeholders to refine indicators
- January '22: Presentation of draft POG to LAE Board
- February '22: POG graphic design finalized

Thank You

Any questions?