



2017-18

The ALL IN!  
Coalition  
Collective Action  
Plan



Prepared  
Enrolled  
Ready to earn

Year 2 (Oct 2017- Sept 2018)

## The Coalition

Sweeping change requires collective action. **All IN!** invites the public and private sectors to join together, focus resources, and support Hartford youth in ways that prevent them from ever falling out of the talent pipeline.



**All IN!** is a coalition of public, corporate, and nonprofit organizations dedicated to improving key outcomes for Hartford students at three levels. **Achieve Hartford!** serves as the backbone of the coalition; the Steering Committee also includes **Capital Workforce Partners (CWP)**, **Connecticut Business and Industry Association (CBIA)**, **Hartford Consortium for Higher Education (HCHE)**, **Hartford Promise**, **Hartford Public Schools (HPS)**, the **Office of the Mayor of Hartford**, and the **MetroHartford Alliance**.

## Our goal-oriented agenda:

- Increase the high school graduation rate from 71% to 95%;
- Increase the post-secondary enrollment rate from 61% to 70%; and
- Increase the post-secondary completion rate from 24% to 50%.

We intend to celebrate these achievements in 2025, while measuring and reporting our progress along the way. Ultimately, we intend to identify and increase the number of young people who not only complete post-secondary education but who also are hired into high-demand occupations.

## Section 1. History

### Year 0

Previously, Hartford had a Degree Completion Coalition and a College and Career Readiness Competencies group. Given the high degree of overlap in membership and focus, these coalitions merged to form the **All IN!** coalition. In this initial planning year, the College Supports Network was put in place to provide a setting whereby college preparation programs, high school counselors, and higher education counselors could share ideas and information. This group is still in place and is drawn from to create multiple action teams.

### Year 1

**All IN!** launched formally in October of 2016. During its first year, the coalition launched two Action Teams—Summer Melt and the Longitudinal Data Project.

#### Action Team #1: Summer Melt

In Year 1, the Summer Melt Action Team formed and performed their intervention with a cohort of 121 high school graduates from the class of 2017. The goal was to increase the enrollment rate for this class by ten percentage points over the previous class, which if successful would put enrollment over the 70% line.

While full details of the results are not yet in, 66 of the 121 students (55%) have now enrolled in a 2-year or 4-year post-secondary institution. This might sound low, but students in this cohort were specifically identified by school counselors as unlikely to complete the enrollment process, so 55% might be a significant achievement. We won't be sure until the full district enrollment data is available from the National Student Clearinghouse, at which point we will see if the district-wide enrollment rate increased accordingly. Still, this is a promising first year and something to build on, as we take our learnings and figure out how to make next year's interventions systemic, in that the adults already working with high school and college students create a new way of working with each other to support students at risk of not enrolling.

#### Action Team #2: Longitudinal Data Analysis Project

About halfway through Year 1, Lincoln Financial Group and HPS completed and signed a data-sharing agreement. After several more months of preparation, HPS shared seven years of student-level data with Lincoln's data scientists, who will be using the data to produce a data dashboard and a predictive model. Around the same time, an Action Team began convening to plan for how to communicate about this partnership and the results, once those deliverables have been produced, as well as to monitor progress against agreed-upon data analysis milestones.

## Section 2. Year 2 Priority Strategies

We have outlined the specific strategies which will be undertaken by members of the coalition over our second year. These strategies are structured around the goals stated above and a broader effort towards ensuring a thriving talent pipeline coming out of Hartford. New Action Teams are being developed based on ideas submitted by stakeholders at our April 2017 Stakeholder Caucus, and proposals submitted to our Steering Committee.

### Action Team #1: Summer Melt

**Leader(s):** Martin Estey, HCHE

**Members:** (Members of the higher education community, Hartford Public Schools, and community based organizations)

The coalition is committed to continuing the work of this Action Team, and has identified several high-priority improvements for Year 2:

- Engaging a larger number of college preparation program staff and college support staff, to ensure that every student is tied to an adult;
- Identifying a cohort large enough to meet the goal even if a similar engagement rate holds;
- Identifying the cohort early enough to engage them before graduation, to increase the engagement rate; and
- Centralized identification of the cohort, using clear criteria and data garnered through a senior survey.

We are also determined to solidify the long-term systemic impact of this intervention. It is one thing to use external pressure and resources to bring this intervention to the district and colleges every year, but that might not be sustainable. It is important to gain formal commitments from these partners to change their practices in concrete ways which will not require ongoing external intervention at this scale.

### Action Team #2: Longitudinal Data Analysis Project

**Leader(s):** TBD

**Members:** Rob Davis, Slalom; Kate England, HPS; Martin Estey, HCHE; Marlene Ferreira, Lincoln; Scott Gaul, Hartford Foundation for Public Giving; Abby Olinger-Quint, HPS; Jay Russo, Lincoln.

In Year 2, Lincoln will be completing those analyses and producing a data dashboard and predictive model, which will be shared with the district. Meanwhile, the Action Team has been working on a communications plan for the project. The Action Team will be producing communications aimed at publicizing the partnership itself, and the service being provided by Lincoln.

The Action Team will also be planning for how to communicate the eventual results contained within the data dashboard and predictive model. Both of these products represent an unprecedented opportunity for all relevant stakeholders in Hartford education to see which factors weigh most heavily in determining student outcomes. These results have the potential to change the way district officials, philanthropic organizations, and direct service providers approach the work of improving outcomes for Hartford's students.

### **Action Team #3: Nearlies**

**Leader(s):** Richard Sugarman, Hartford Promise

**Members:** TBD

“Nearlies” are the students in HPS who have been identified as nearly eligible to become Hartford Promise Scholars. The Hartford Promise Scholarship has the potential to remove significant financial barriers to post-secondary enrollment.

The newly-launched Nearlies Action Team will use the Hartford Promise criteria (93% attendance, 3.0 GPA) to identify a cohort of such students who are very close to eligibility. Building out the membership of this team and putting a plan into action is a high priority for the coalition in Year 2. The goals of this team will be:

- To convert 50% of seniors “nearlies” to “on-track” by February 15<sup>th</sup>, which is the eligibility deadline;
- To keep them there through the end of the school year;
- To ensure their post-secondary enrollment; and
- To also convert 50% of junior “nearlies” to “on-track” by the end of the school year.

The team will intervene primarily by engaging the cohort to inform them of the benefits of the Hartford Promise Scholarship and their status as “nearlies,” and by connecting them to supports as needed.

### **Goal: Increase the Post-Secondary Completion Rate**

#### **Action Team #4: Persistence and Retention**

**Leader(s):** TBD

**Members:** Central Connecticut State University, University of Hartford, University of Connecticut, Manchester Community College, Capital Community College

The coalition is in the process of engaging stakeholders to develop an Action Team aimed at addressing the post-secondary persistence and retention rates of Hartford's students.

Persistence is defined as the rate of students who enroll in college within their first year after high school who then return for their second year. Retention is similar, but covers students throughout their time in college; while persistence is a major hurdle for many students, there are also plenty of students who drop out after that obstacle has been passed. The precise definition and measurement we settle on for retention will depend in part on the strategies we develop to address the issue, and vice versa. Developing and launching this team is a high priority for the coalition in Year 2, as persistence and retention are significant barriers to post-secondary completion. Addressing these barriers will be instrumental to achieving our 2025 goal of 50% post-secondary completion.

