

# 2016 Impact Report **Lennar Foundation**

Support for The Education Effect at Booker T. Washington Senior High School



**THE  
EDUCATION  
EFFECT**

Florida International University, through the generosity of the **Lennar Foundation**, is helping to change the way students, teachers, families, administrators, and members of the Booker T. Washington Senior High School community see themselves and their prospects for the future. FIU is proud to combine its expertise as a model university community school with the other dedicated Overtown community partner organizations to fulfill the goals set forth by the Lennar Foundation with their **\$1 Million investment** in FIU's The Education Effect program at Booker T. Washington Senior High School. Program goals include helping to support a college-going culture, developing career skills, and improving student academic achievement.

Creating the possibility of a transformative future through a university community school partnership: the power of **THE**

# EDUCATION EFFECT

## CLOSING THE "OPPORTUNITY GAP"

In 2014, building on the academic achievement and workforce readiness programs at Miami Northwestern, The Education Effect set out to replicate the same level of success at Booker T. Washington.

The multidisciplinary approach is designed to address the "opportunity gap" by providing educational enrichment for students, professional development for teachers, and leadership support for administrators, while strengthening community engagement with parents and business partners.

## THE EDUCATION EFFECT AT BTW 2014-2016

SCHOOL GRADE  
2014 - 2016

**D → C**

### IMPROVED GRADUATION RATE

2014	→	2015	→	2016
<b>70.9%</b>		<b>73.5%</b>		<b>74.0%</b>

### HIGHER EDUCATION ENROLLMENT

**1,073**  
VISITS

students and parents exposed to college and college and career workshops

**20**

students enrolled at FIU since 2014

**48%**

of 2016 graduates were accepted into various colleges and universities

### INCREASE IN ACT COLLEGE ADMISSIONS TEST SCORES\*

2013-2014	→	2014-2015	→	2015-2016
<b>15.6</b>		<b>18.4</b>		<b>16.7</b>

\*ACT is the primary college entrance test score used in Florida

**6**

### CONFERENCE PRESENTATIONS

reporting on the impact of The Education Effect at **4** state and **2** national academic and public administration conferences

**57**

teacher participations from BTW and feeder schools in **STEM** professional development to improve academic instruction

### COMMUNITY PARTNERS

- |                                 |                               |
|---------------------------------|-------------------------------|
| Achieve Miami                   | Miami Children's Initiative   |
| After-School All-Stars          | National Water Dance          |
| Alleghany Franciscan Ministries | Overtown Youth Center         |
| Center for Social Change        | Pierce Plan                   |
| Educate Tomorrow                | South Florida Cares Mentoring |
| Gang Alternatives               | TCA (Triumph Education) Prep  |
| Girl Power                      | The Children's Trust          |
| Knowledge of Careers            | Urgent Inc.                   |

**2011**

In 2011, The FIU Education Effect was launched with a seed grant from JPMorgan Chase Foundation. Informed by the work of the Netter Center for Community Partnerships at the University of Pennsylvania, The Education Effect draws on university expertise in research-based intervention programs to address the pressing educational needs of students in the Miami-Dade School District. Students at Miami Northwestern Senior High School (MNSH) were the first to benefit from this enriched, supportive and highly engaged learning environment. Inspired by the success of The Education Effect program at MNSH, the Lennar Foundation made a commitment to Miami's Overtown community through support of The Education Effect program at the iconic Booker T. Washington Senior High School.

**2015**

In August 2015, The Education Effect came under the leadership of FIU's Office of Student Access and Success. This change reflected The Education Effect's alignment with the University's strategic plan and student success initiatives, including: minority graduate programs, Pre-Collegiate Programs, Fostering Panther Pride, Invitational Scholars, Golden Scholars, and the TRiO McNair Post-Baccalaureate Achievement Program.



**Mitchell Caldwell**

Mitchell Caldwell (BTW, 2016) did not really think much about the possibility of going to college in his first couple of years at Booker T. Washington Senior High School. With a GPA of 2.3, the road to higher education was difficult for him to see as an option. That all changed when he started working with Ms. Young of The Education Effect in his junior year. Walking through the door of her office opened several others for him. The Education Effect staff introduced him to FIU and the Golden Scholars Bridge Program. As a Golden Scholar, Mitchell was enrolled in a six-week summer semester designed to serve as a supportive bridge, preparing him to “cross over” to college life as a freshman. He not only survived, he thrived, earning a 3.6 GPA and acceptance into the highly competitive Honors College at FIU. For Mitchell, it all started with The Education Effect.

**“I can honestly say, without a doubt in my mind, that without the help of everyone in The Education Effect, I would not be on this road of self-improvement that I am on today.”**

Helping scholars like Mitchell see and do what was possible all along is what The Education Effect is all about.

# THE EDUCATION EFFECT

began its work at BTW with a comprehensive assessment conducted by consultants from the Children’s Aid Society, who hosted focus groups with key stakeholders and conducted asset mapping. The needs assessment revealed a strong community commitment to BTW and its feeder schools, and found the following challenges:

- Low teacher retention
- High number of transient students
- Low academic performance in reading, social studies, science and math
- Large foster and homeless student population
- Lack of coordinated student services
- Limited after-school programs
- Need for coordination and articulation between feeder schools
- Need for parent resource center
- Lack of community cohesion.

## With the goals of 1) improving teaching and learning, 2) increasing parent participation, and 3) increasing the graduation rate, The Education Effect went to work.

Highly successful teachers have a strong impact on student success; therefore, **professional development and teacher support** are key foci for The Education Effect. Unfortunately, BTW has experienced challenges with teacher retention. For example, in 2013 only one science teacher returned for the following school year. However, in 2014 - 2015, we are pleased to report all BTW science teachers participated in STEM professional development and returned for the upcoming school year.

The Education Effect conducted nine teacher professional development workshops to improve instruction. Participating teachers received continuing education units (master plan points), stipends and on-going support to boost student academic achievement and career awareness. Workshops included STEM Modeling Institutes in Chemistry, Physics, and Biology, the Accelerated Bridge Construction Institute for Teachers, and the Kimberly Green Latin American and Caribbean Center Institute (with a focus on culturally relevant pedagogy).

With a goal of having five teachers complete college test preparation training, The Education Effect certified a full-time teacher as a college test prep instructor and shifted the instruction into the school day (rather than weekends). As a result, a total of eight teachers were trained in 2015-2016. This increase was reflected in the increase in student ACT scores.

**Student learning gains** were most evident in the increases seen in the standardized college admissions test scores. ACT is the primary test score used by Florida colleges and universities. BTW students’ ACT scores increased from 2013-2014 scores averaging 15.6 to 2014-2015’s high of 18.4 and 2015-2016 score averages of 16.7. In math, score averages were (16.3 → 18.6 → 17.2) with nearly identical results in science. Various factors led to a slight decline in the average scores from 2014-2015 versus those from 2015-2016.

In 2015-2016 The Education Effect offered 24 extracurricular learning events for students with a total of 831 student participations: 13 learning events for

students at FIU, with a total attendance of 569, and 11 ancillary events with an additional attendance of 162. This is a significant increase from the total of 342 student participations in learning events in 2014-2015. Events ranged from campus tours at FIU to the Black Male Summit in Akron, Ohio.

Student participation in events that supported engineering student competitions increased from none in 2013-2014 to 71 students participating in four events. The increase is believed to be a result of the increased hands-on learning in the classroom resulting from the STEM Summer Institute training for BTW science teachers.

**The participation of parents and guardians** in BTW and their children’s educational journey is essential. The Education Effect created the Parent Academy at BTW and conducted a series of events for parents that resulted in 380 parent participations. The events included five college financial aid workshops, four academic advising sessions at grade level (one each for 9th, 10th, 11th and 12th grades), and a university visit for FIU’s Homecoming football game. The FIU visit included campus tours and for many BTW parents, it was the first time they had ever been on a college campus. The results of these efforts included the attendance increase at the annual Fall Open House from 60 parents in 2012 to 600 in 2016! For the first time, every single graduating senior had a Free Application for Federal Student Aid (FAFSA) completed and filed, insuring that eligible students had financial aid for college.

Student attendance increased from 88.27% in 2014-2015 to 90% in 2015-2016, a significant increase. As an anchor institution, FIU engages parents to achieve priorities of The Education Effect and MDCPS. The engagement of committed community partners extends the reach of The Education Effect, BTW, and parents. Identifying quality committed partners was a priority, and The Education Effect and BTW now have 16 fully engaged community partners, who are helping change the dynamics both in and out of school.

**The increased graduation rates** from 2013-2014’s 70.9% to 2014-2015’s 73.5% and 2015-2016’s 74% are impressive. The high school graduation rate state-wide is 78%. These gains reflect the college-going culture being created by The Education Effect and BTW administration.

“In my 27 years in education, **The Education Effect** is one of the most powerful programs I have ever witnessed. I believe that the goal of education is to create young men and women who are motivated and capable of doing new things, not merely repeating what others have done before them. The Education Effect not only helps close the persistent achievement gaps and improve student attitudes about school and higher education, it opens doors to a world of opportunities.”

– Principal William Aristide, *Booker T. Washington Senior High School*



**Malik A. St. Louis**

For Malik A. St. Louis (BTW, 2016) participating in The Education Effect program was a life-changing experience. Growing up in Overtown in Miami was rough for Malik and his peers — poverty, gun violence, drug wars, and homicides are a tragic reality for this community. This experience left Malik with the sense that he had few opportunities. “I felt that I couldn’t even make it without playing sports; academics was not an option for me.” When he was introduced to The Education Effect committee at his high school, he found a new home away from home, a mentor, and another path for his life. He spent three class periods a day at The Education Effect office, where he was greeted with kindness and respect and mentored through difficult personal times and academic challenges. Malik is now a proud FIU Panther, and The Education Effect had everything to do with his decision to come here. The program offered several workshops and campus tours, and Malik fell in love with FIU. But it was the encouragement of his Education Effect mentor, that made Malik feel like it was possible. “Without him, I feel I wouldn’t even be here at FIU . . . He believed in me even when I didn’t believe in myself.” Malik hopes to remain a part of The Education Effect throughout his life so that he can empower others.

**“If it can change my life, it can surely change others.”**



“Before **The Education Effect**, Booker T. Washington Senior High School students thought about college, but did not see it as an option for themselves. Students want better futures; they just need to be able to visualize what ‘better’ looks like. Many did not even know that FIU was possible, affordable. We told students, ‘If you want to go to college, we can help you get there.’”

– Donnie R. Hale Jr., EdD, *The Education Effect* director

## LESSONS LEARNED:

- By improving instruction, we improve student learning/outcomes – particularly in science.
- Recruitment of teachers for STEM Summer Institute must occur in the fall, the beginning of the school year, because teacher contracts are only for 10 months and many plan ahead for summer work and vacations. Although The Education Effect offers stipends for summer participation, many teachers are already committed for the summer when recruitment begins. Recognizing that, The Education Effect recruited teachers in September and had 100% participation in both years one and two in the STEM Summer Institute with all six of BTW’s science teachers.
- Academic advisors must be increased incrementally with enrollment. From 2014-2015 to 2015-2016, enrollment increased by almost 10% yet there were no new advising hires.
- To get high school students to participate in summer programs such as Miami Prep (Engineering) and the LEAD program (Math & Civics), stipends must be a part of the recruitment because most BTW students rely on summer employment.
- **One Size Does Not Fit All:** Models of curriculum and instructional reform do not necessarily transfer seamlessly from one school to the next. This is true even when the schools have similar socio-economic demographics, like Miami Northwestern and Booker T. Washington. As with most inner-city schools, **place-based strategies** are required to address the most prevalent challenges of neighborhood schools.

The struggles at BTW did not necessarily mirror those of Miami Northwestern. Thus, The Education Effect had to reimagine some of its initial programming strategies to meet the students, parents, teachers and community where they were. As a result, we learned that the instruction must relate to the culture and conditions of the students and the school. For BTW, **culturally relevant pedagogy** takes on a much higher importance.

- Community partners must have shared visions and goals to achieve outcomes and we must work together to share resources and complement each other’s efforts. For example, the Overtown Youth Center did not have a test-prep program. With the assistance of the expertise of The Education Effect, the Overtown Youth Center now offers appropriate tutoring and test prep.

Perhaps one of the most important outcomes of the partnership between the Lennar Foundation and FIU’s The Education Effect is seen in the fact that **in 2016, nearly one-half (48%) of the Booker T. Washington Senior High School’s 174 graduates were accepted into college.** Schools included FIU, Purdue University, Berklee College of Music, University of Texas, Fisk University, Miami Dade College, University of Miami, University of Florida, Alabama State University, Tuskegee University, and a host of other Florida and non-Florida schools. The Education Effect’s presence

and engagement with every facet of BTW - from students and teachers to administrators and parents - has led to a new paradigm of service and outcomes that focus on moving students to and through college. For example, in 2016 every BTW graduating senior completed a FAFSA (aid application) and most were awarded full federal Pell grant awards. In the fall of 2016, eight BTW students enrolled in FIU, including two Golden Scholars. Perhaps more than anything, the power of The Education Effect is best told by students themselves:

“**The Education Effect** provided me with the necessary skills to pursue higher education. The impact for me was tremendous. It opened the doors to FIU and offered me many opportunities to take advantage of all that is offered! The Education Effect helped broaden my horizon”.

- Morgan Benoit, *BTW 2016 and FIU sophomore*

“**The Education Effect** motivated me to go for what I wanted and not give up, even though there were many obstacles in my path.”

- Deandre Lundy, *BTW 2016 and FIU freshman*

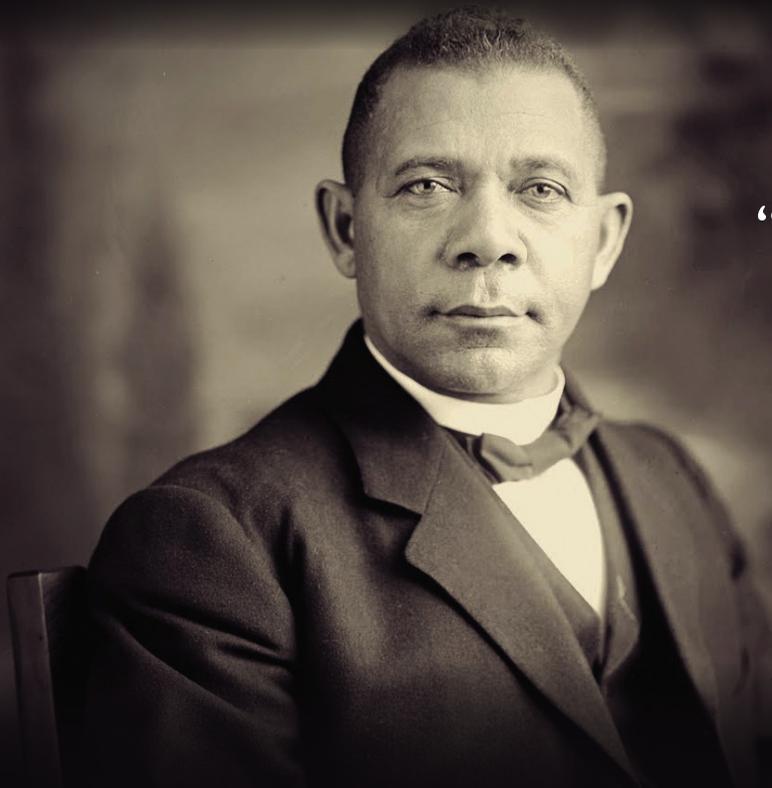
**For these students, the Lennar Foundation’s commitment has been life changing. But there is more work to be done. We must continue to build capacity and strengthen the college-bound culture to ensure that the program values and systems are sustained.**

## GOING FORWARD

The Education Effect will apply the final funds available through this gift to the 2016-2017 academic year, and the funds will carry us through to August 31, 2017. The Education Effect will do a final report, which will be presented to the Lennar Foundation in October 2017. The Education Effect desires to build on the trust and momentum established in year two and capitalize on the “college-bound” culture created and student achievement gains. To accomplish this and to create an environment for sustainability, The Education Effect will continue to strengthen teacher, parent and community relationships as outlined in the report with two new areas of focus: 1) a significant expansion into the feeder schools, and 2) the addition of dual-

enrollment classes. Working with the feeder schools is an important addition because early intervention is vital to BTW student success. Efforts to expose students to the university through various programs should extend to elementary and middle school students. With a focus on building academic rigor and creating a college-bound culture in the first two years, it is now time to add dual enrollment classes that support engineering, astronomy and environmental sciences.

As Ralph Ellison said, “**Education is all a matter of building bridges.**” The Education Effect and Booker T. Washington High Senior High School are grateful to the Lennar Foundation for its shared vision and for giving us the tools to build the bridge that leads to student success and positive life outcomes.



“Success is to be measured not so much by the position that one has reached in life, as by the obstacles which he (she) has overcome while trying to succeed.”

– Booker T. Washington

COVER: BTW students  
Jefton Gibson and Janya Thomas

**THE EDUCATION EFFECT TEAM**

Donnie R. Hale, Jr. EdD, *Director (hired Spring 2014)*

Chanika Young, B.S. Psychology, *Program Manager (hired Fall 2014)*

Chaundra Whitehead, *Research Assistant (5th year doctoral student in Education) (hired Fall 2014)*

Brandon Williams, B.S., Business Management, *Program Coordinator (hired Fall 2016)*

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