

Credit Recovery: Helping MPS Students Fill-in Some of the Potholes on the Road to Graduation

Curtis Jones – Principal Investigator
Rose Hennessy – Program Evaluator
Joe Schmidlkofer – Program Evaluator

James Sokolowski- Team GEAR UP Project Coordinator-MPS
Marc Sanders- Division Manager, Research & Evaluation-MPS



TEAM GEAR UP STAFF

A special thank you to all of the GEAR UP Staff who made Credit Recovery efforts so successful:

James Sokolowski-Team GEAR UP Project Coordinator

Rosy Lopez- Team GEAR UP Advisor

Steven Robertson Team GEAR UP Advisor

Gerard Toliver-Team GEAR UP Advisor

Chvala Brown-former Team GEAR UP Project Coordinator

WHAT IS GEAR UP?

GEAR UP = **G**aining **E**arly **A**wareness and **R**eadiness for **U**ndergraduate **P**rograms

In 2011, Milwaukee Public Schools was awarded a 7-year, \$14.87 million federal GEAR UP grant to promote college awareness and readiness, as well as increase high school graduation rates at selected schools in the district

The grant provides outreach to students from the high school classes of 2017 and 2018, through a variety of programming and support systems

TEAM GEAR UP (TGU) Staff work full time with eight different high schools throughout the district

MPS GEAR UP HIGH SCHOOLS

- Audubon
- Bay View
- Bradley Tech
- Hamilton
- James Madison
- Milwaukee HS of the Arts
- Morse-Marshall
- Vincent

THE THEORY BEHIND CREDIT RECOVERY

Early course failures and GPA are among the strongest predictors of high school completion

Identification of students missing credits needed for graduation early on is important in keeping students in school and on-track for graduation

Credit Recovery is designed to help schools graduate more students by recruiting those who have failed courses and fallen behind, allowing them the opportunity to recover missing credits that are required for graduation

TEAM GEAR UP CREDIT RECOVERY

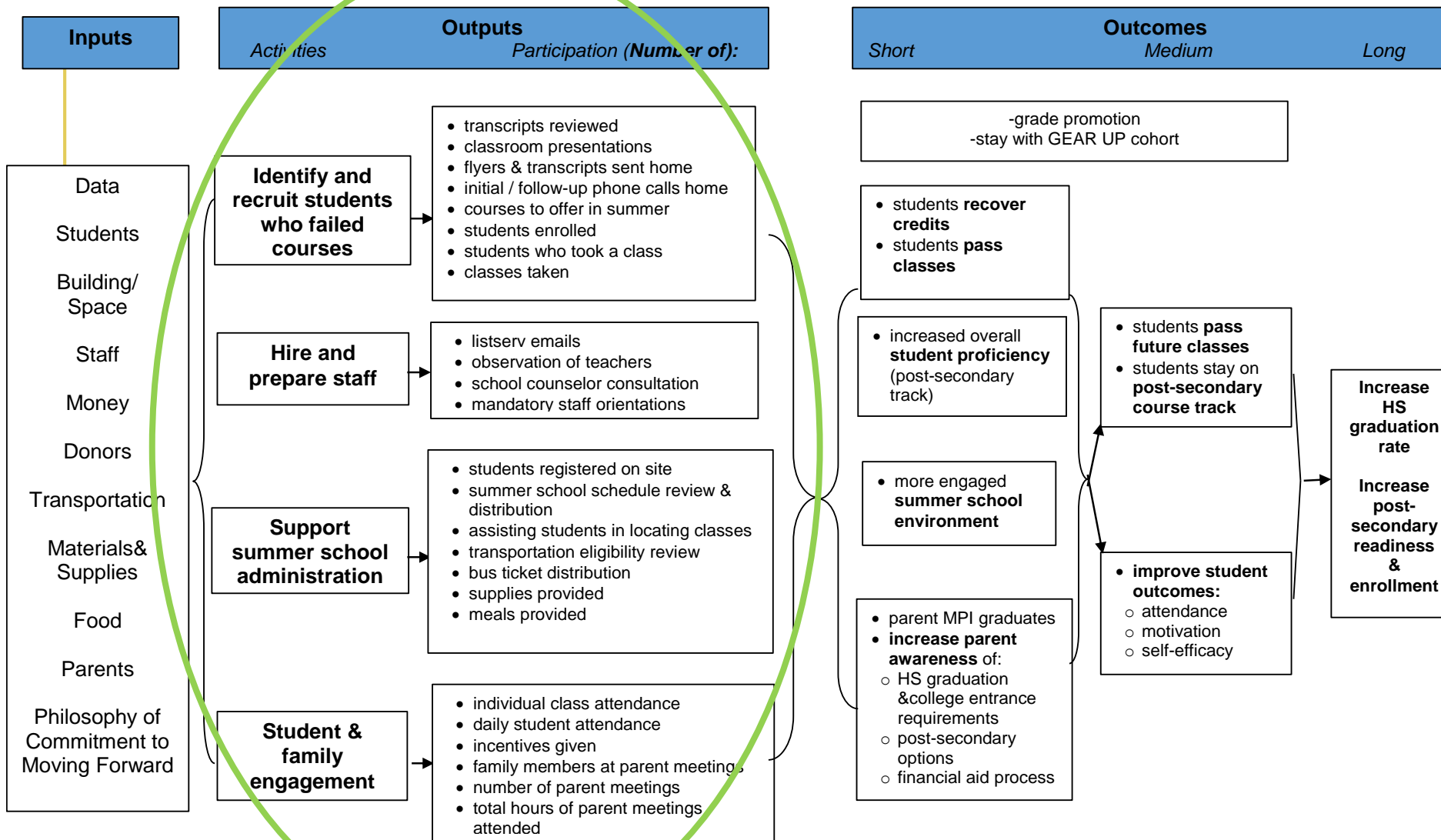
Credit Recovery classes were offered extensively in summer 2015

TEAM GEAR UP specifically focused on all members of their 9th and 10th grade cohorts in a large-scale recruitment and enrollment effort

Students attended classes at either the Audubon or Morse-Marshall sites

Credits were earned through a combination of seat time and the passing of a proficiency exam

Credit Recovery Logic Model



Assumptions

- Summer school teachers are committed to the GEAR UP mission.
- Students who recover credit will be successful in future coursework.

External Factors

- There is capacity to take as many students that enroll in classes.
- MCTS bus strike occurred during summer program.
- Regular school climate impacts student desire to attend in summer.
- Scholarship money is available for students in cohort, but GEAR UP staff does not decide who receives it.

Handouts 😊

CREDIT RECOVERY ACTIVITIES

THE IMPLEMENTATION OF CREDIT RECOVERY ACTIVITIES IN
2015 WAS DONE WITH ***INTENTIONALITY***

IDENTIFICATION AND RECRUITMENT OF STUDENTS WHO FAILED COURSES

transcripts reviewed for all 9th & 10th graders at GEAR UP schools

classroom presentations given as part of Operation Graduate

flyers & transcripts sent home, with missed credits listed

initial / follow-up phone calls made home

examined transcripts to identify courses to offer in summer

phone calls made home to students who didn't show up the first week



MILWAUKEE PUBLIC SCHOOLS
5225 W. Vliet St., Room 272
Milwaukee, WI 53208
Phone: (414) 475-8252
Fax: (414) 475-8457



MPS Credit Recovery Program

February 10, 2015,

To the Parents/Guardians of _____:

TEAM GEAR UP would like to congratulate your child for completing his/her first semester of high school! **During the first semester of high school, your child had an opportunity to acquire 4 of the 5 credits needed to attain sophomore status by the end of this school year. Your child successfully completed _____ credits during the previous semester.** For your child to continue on the path to college readiness, he/she must make adequate progress towards satisfying the college readiness requirements. The most important requirement is graduating from high school on time. Beginning the second year of high school on track for on time graduation is an expectation we have for all TEAM GEAR UP students.

If your child did not complete at least 4 credits last semester, help is available. MPS TEAM GEAR UP has initiated a credit recovery program at your child's school to ensure a successful transition to sophomore status. Contact your child's guidance counselor for more details.

Thank you in advance for following up to ensure your child satisfies the college readiness requirement of on time graduating. **Students who are not able to reach sophomore status at the end of their freshman year of high school are less likely to graduate from high school.** Please do not let your child be part of this statistic. Please call your child's TGU advisor, if you have difficulty reaching your child's guidance counselor.

Parents, it is possible for your child to earn sophomore status without satisfying core course requirements in **English, mathematics, science and social sciences.** Please schedule a meeting with your child's guidance counselor to ensure your child is on track for on time graduation.

Respectfully,

Chvala Brown
TEAM GEAR UP Coordinator, College and Career Readiness
Milwaukee Public Schools, Room 272
5225 W. Vliet St.
Milwaukee, WI 53208
Telephone: (414) 475-8331

HIRING AND PREPARING STAFF

emailed listserv to notify staff of summer school teaching opportunities

conducted informal observation of teachers to identify those who have particularly strong student relationships

school counselors consulted for input as to which teachers work well with GEAR UP students

held two mandatory staff orientations (one specific to GEAR UP, one general summer school orientation)

SUPPORTING SUMMER SCHOOL ADMINISTRATION

students registered on site with assistance from counselors

reviewed and distributed summer school schedules

assisted students in locating classes

reviewed transportation eligibility -two mile radius

bus tickets distributed (to/from)

supplies provided

meals provided

STUDENT & FAMILY ENGAGEMENT

GEAR UP staff present, interacting with students, providing encouragement

individual and overall class attendance were very strong:
reflection of staffing and support systems

daily student attendance incentives given to encourage attendance:
Summerfest & Brewers tickets

parent institute meetings held in AM and PM for four weeks during summer

- focused on advocacy, course selection, college readiness

WHAT DO YOU THINK SO FAR?

What questions do you have about GEAR UP?

What are your thoughts on how Credit Recovery was implemented in this context?

DEFINING SUCCESS

What would be some signs of success?

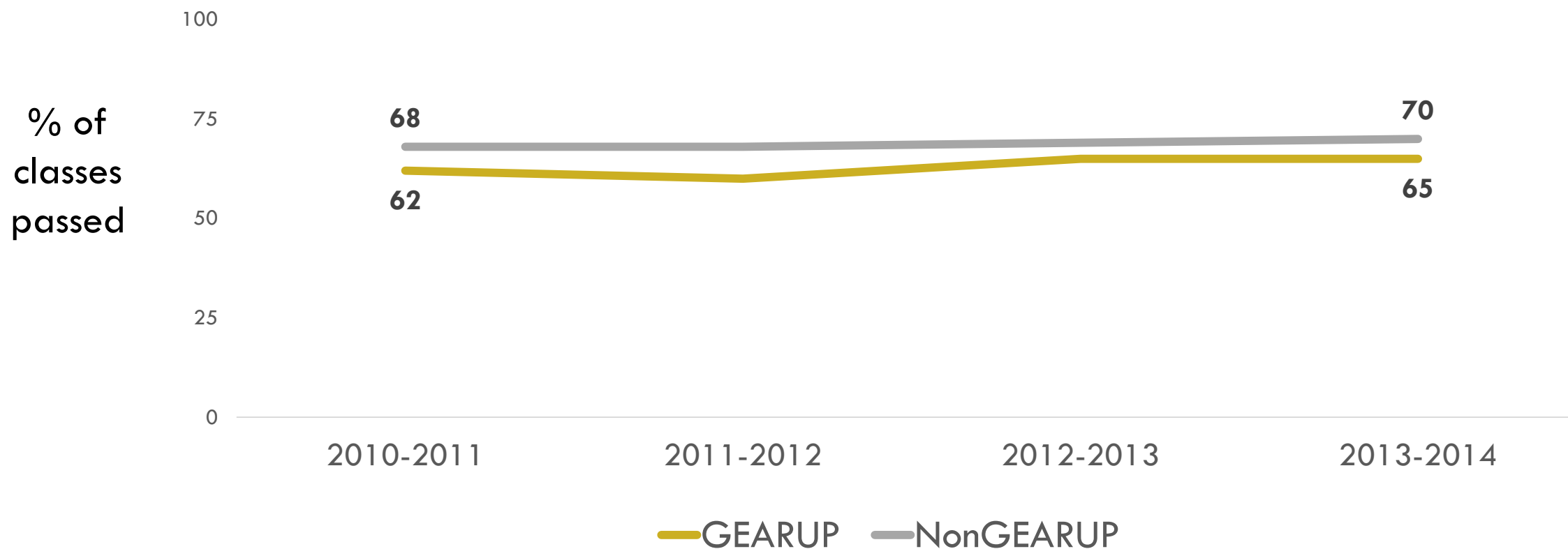
What comes to mind when you're thinking about the outcomes?

What would you want to know?

OUTCOMES

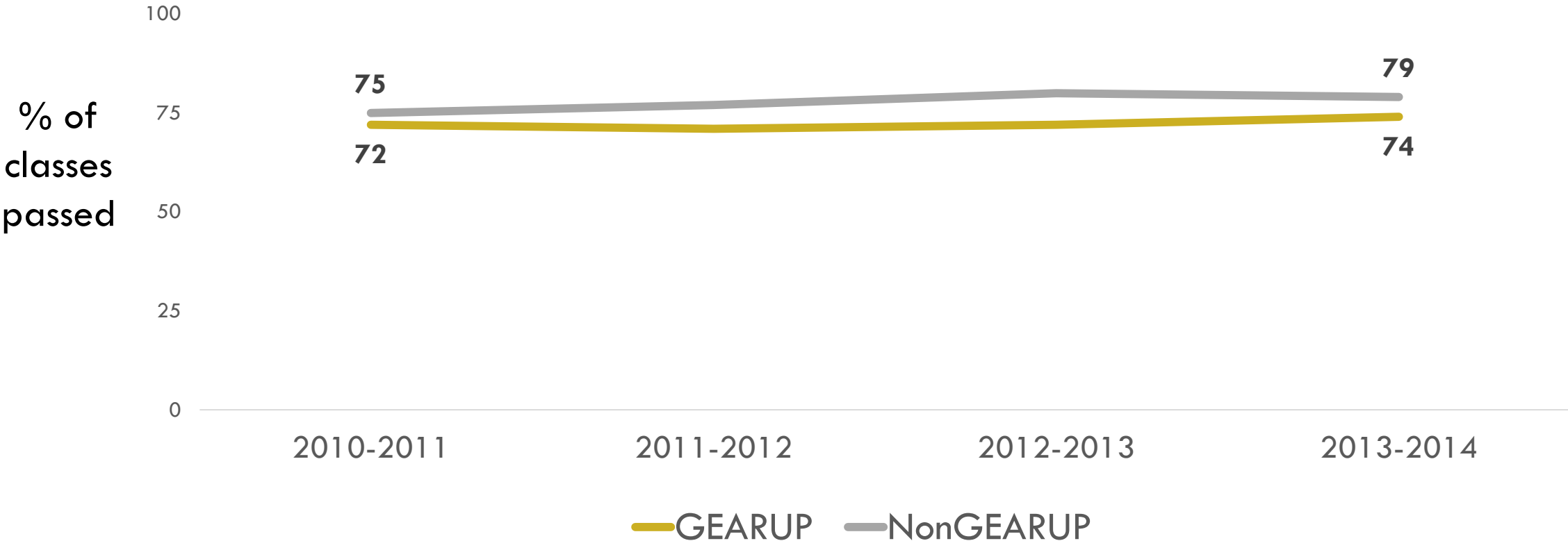
CONTEXT IN MPS

Individual Class Pass Rate in 9th grade by GEAR UP & Year



CONTEXT

Individual Class Pass Rate in 10th grade by GEAR UP & Year



WHAT HAPPENED IN CREDIT RECOVERY?

METHODS

Interviews

Identified students from 8 GEAR UP schools and demographics

Tracked their summer and fall outcomes with transcript files

Obtained grade level from September to September using 3rd Friday files

Used MPS exit files to exclude students who transferred out of MPS or died

DATA

Interview transcripts & notes

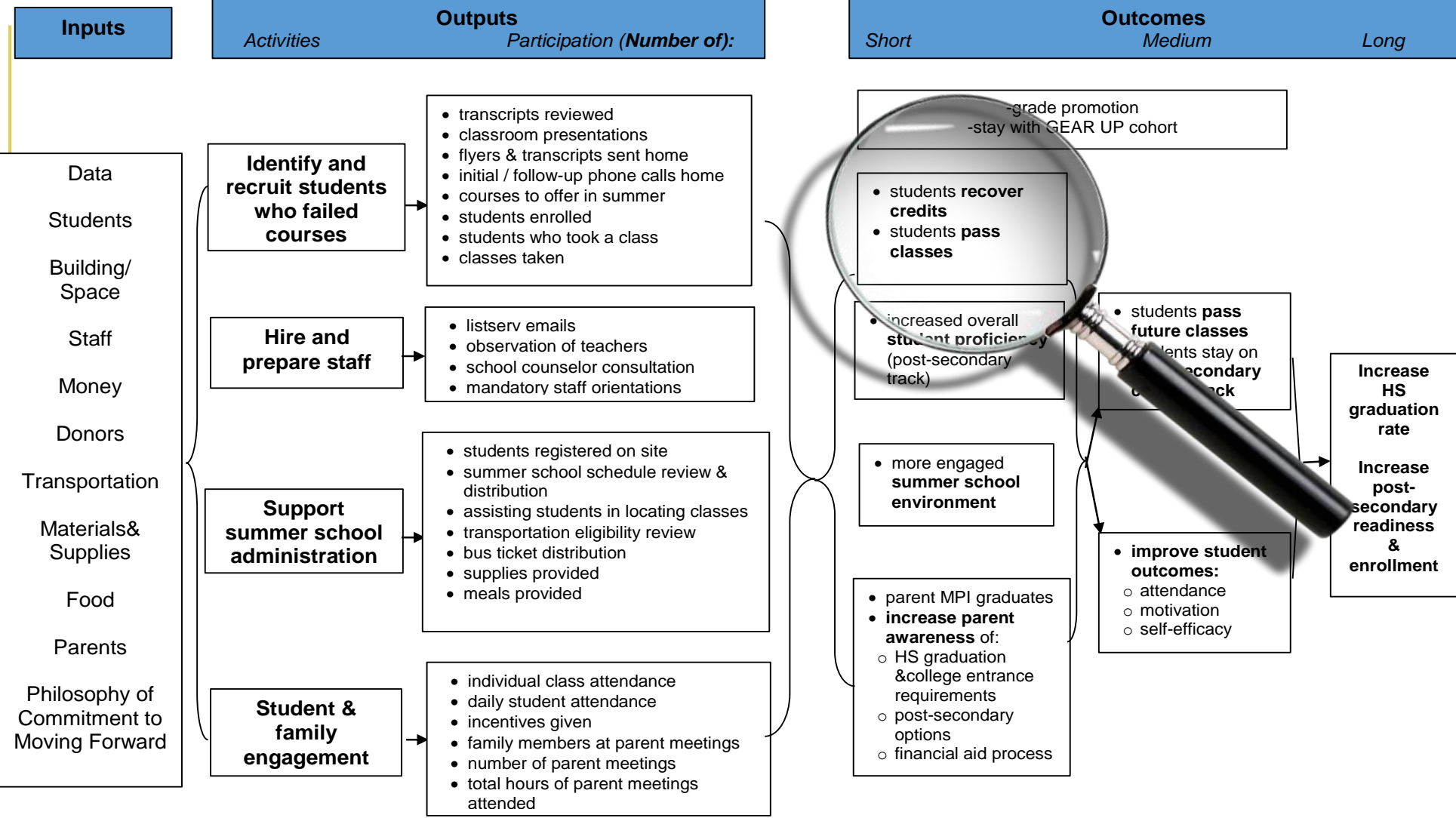
Demographic files

Course transcript files (summer & fall)

3rd Friday file

MPS exit codes

Credit Recovery Logic Model



Increase HS graduation rate

Increase post-secondary readiness & enrollment

Assumptions

- Summer school teachers are committed to the GEAR UP mission.
- Students who recover credit will be successful in future coursework.

External Factors

- There is capacity to take as many students that enroll in classes.
- MCTS bus strike occurred during summer program.
- Regular school climate impacts student desire to attend in summer.
- Scholarship money is available for students in cohort, but GEAR UP staff does not decide who receives it.

<i>Short</i>	Outcomes <i>Medium</i>
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-grade promotion
-stay with GEAR UP cohort

- students **recover credits**
- students **pass classes**

• increased overall **student proficiency**
(post-secondary track)

- students **pass future classes**
students stay on **secondary track**

13-14 ALL COURSE RESULTS

	Failed	Passed	Total	Pass Rate
ALGEBRA (SEM 1)	46	83	129	64%
ALGEBRA (SEM 2)	52	69	121	57%
ENGLISH 9 (SEM 1)	25	56	81	69%
ENGLISH 9 (SEM 2)	24	24	48	50%
ENGLISH 10 (SEM 1)	23	17	40	43%
ENGLISH 10 (SEM 2)	28	7	35	20%
Total	198	256	454	56%

14-15 SOME COURSE RESULTS

	Failed	Passed	Total	Pass Rate
ALGEBRA (SEM 1)	28	146	174	84%
ALGEBRA (SEM 2)	30	148	178	83%
ENGLISH 9 (SEM 1)	22	92	114	81%
ENGLISH 9 (SEM 2)	33	81	114	71%
ENGLISH 10 (SEM 1)	15	50	65	77%
ENGLISH 10 (SEM 2)	5	41	46	89%
TOTAL	133	558	691	81%

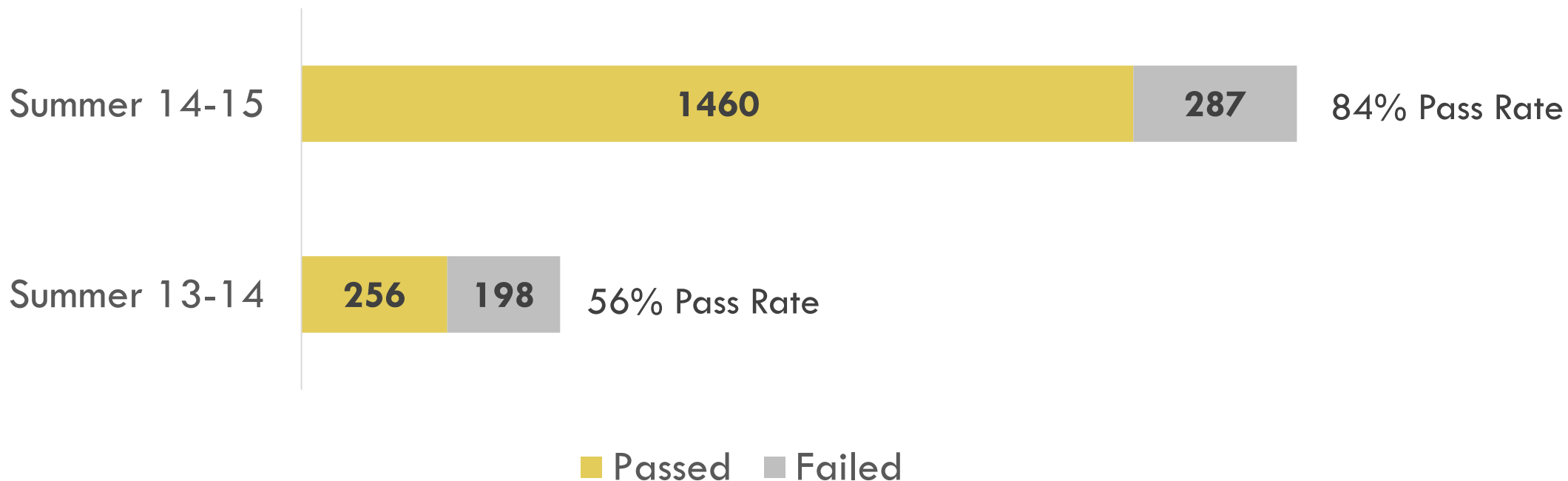
The highest pass rate for the previous summer was 69% for English 9 (sem1).

28 SUMMER 14-15 CLASSES

ALGEBRA (SEM 1)	ENGLISH 9 (SEM 1)
ALGEBRA (SEM 2)	ENGLISH 9 (SEM 2)
ALGEBRA 2 AND TRIGONOMETRY (SEM 1)	ESL AURAL LINGUAL BEGINNER 2
ALGEBRA 2 AND TRIGONOMETRY (SEM 2)	FIT FOR LIFE
BIOLOGY 1 (SEM 1)	FND OF UNITED STATES HISTORY
BIOLOGY 1 (SEM 2)	GEOMETRY (SEM 1)
CITIZENSHIP (SEM 1)	GEOMETRY (SEM 2)
CITIZENSHIP (SEM 2)	LIFETIME SPORTS 1
COMPREHENSIVE PHYSICAL EDUCATION	PHYSICAL SCIENCE (SEM 1)
ENGLISH 10 (SEM 1)	PHYSICAL SCIENCE (SEM 2)
ENGLISH 10 (SEM 2)	SENIOR HEALTH
ENGLISH 11 (SEM 1)	WORLD STUDIES (SEM 1)
ENGLISH 11 (SEM 2)	WORLD STUDIES (SEM 2)

MORE STUDENTS RECEIVED CREDIT IN 14-15

Students Success in Summer Credit Recovery by Year



**9th & 10th
Grade
Students**

Total

Enrolled

Attended

Earned Credit

4562

1091

712

664

**8 GEAR UP
Schools**

24%

65%

93%

6333

131

87

76

**Other Schools
with Summer
School
Enrollment**

2%

66%

87%

**9th & 10th
Grade
Students**

Total

Enrolled

Attended

Earned Credit

**8 GEAR UP
Schools**



24%

1091



**Other Schools
with Summer
School
Enrollment**



2%

131



**9th & 10th
Grade
Students**

Total

Enrolled

Attended

Earned Credit

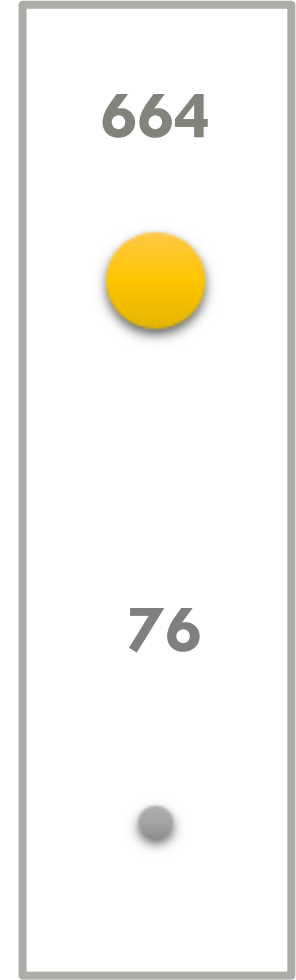
**8 GEAR UP
Schools**



664

76

**Other Schools
with Summer
School
Enrollment**



**9th & 10th
Grade
Students**

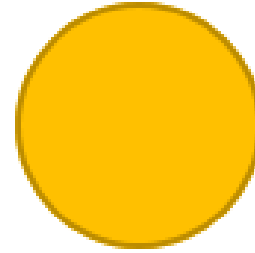
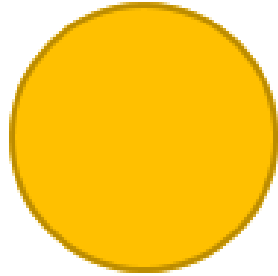
Total Classes Attempted

Total Classes Passed

Percentage Earned

1747

1460



83.6%

**8 GEAR UP
Schools**

163

135



82.8%

**Other Schools
with Summer
School
Enrollment**

By Grade

Total

Enrolled

Attended

Earned Credit

2743

710

465

433



26%



66%



93%



1819

381

247

231



21%



65%



94%



9th Grade
GEAR UP
Schools

10th Grade
GEAR UP
Schools

WHO PARTICIPATED IN CREDIT RECOVERY?

DEMOGRAPHIC COMPARISONS

Gender

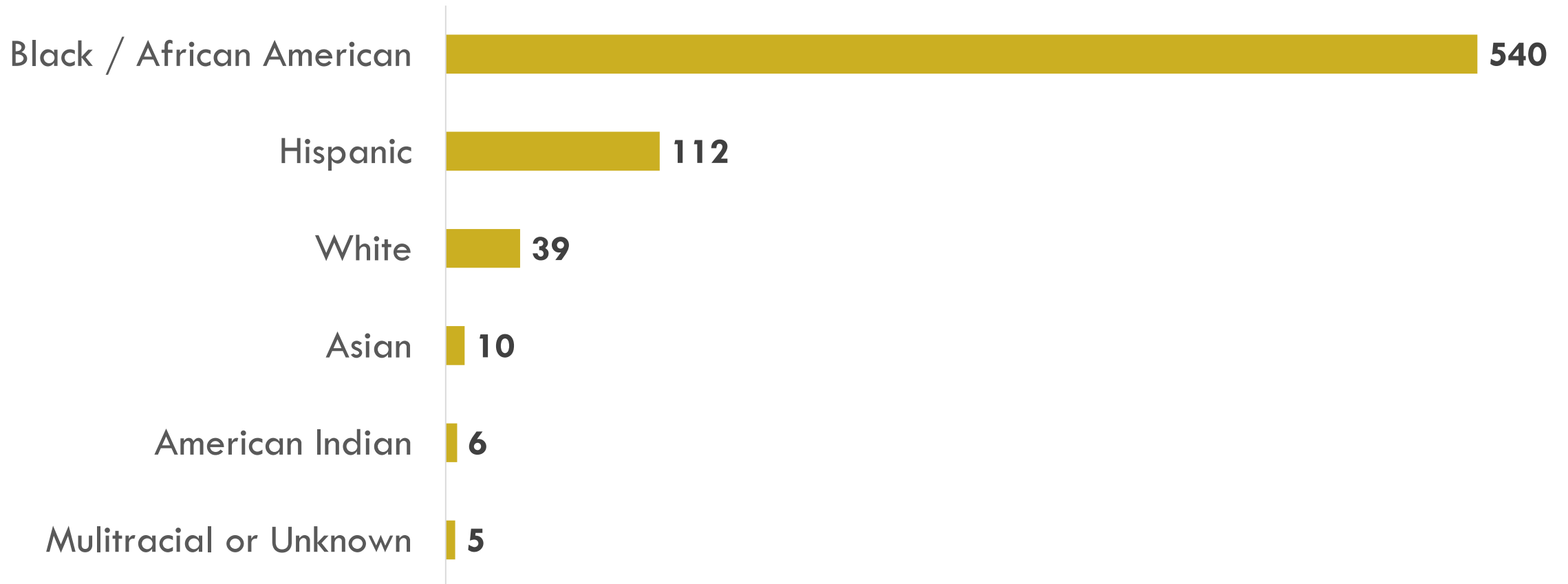
Race / Ethnicity

Free & Reduced Lunch

Special Education (IEP)

English Language Learners

Race / Ethnicity of Students Who Took a Class for Credit Recovery in 2014-2015



Students Who Took a Class for Credit Recovery in 2014-15

Enrollment
(23%-25%)

English Language Learners

41 ELL

671 Non- ELL

Special Education (IEP)

190 IEP

522 No IEP

Free & Reduced Lunch

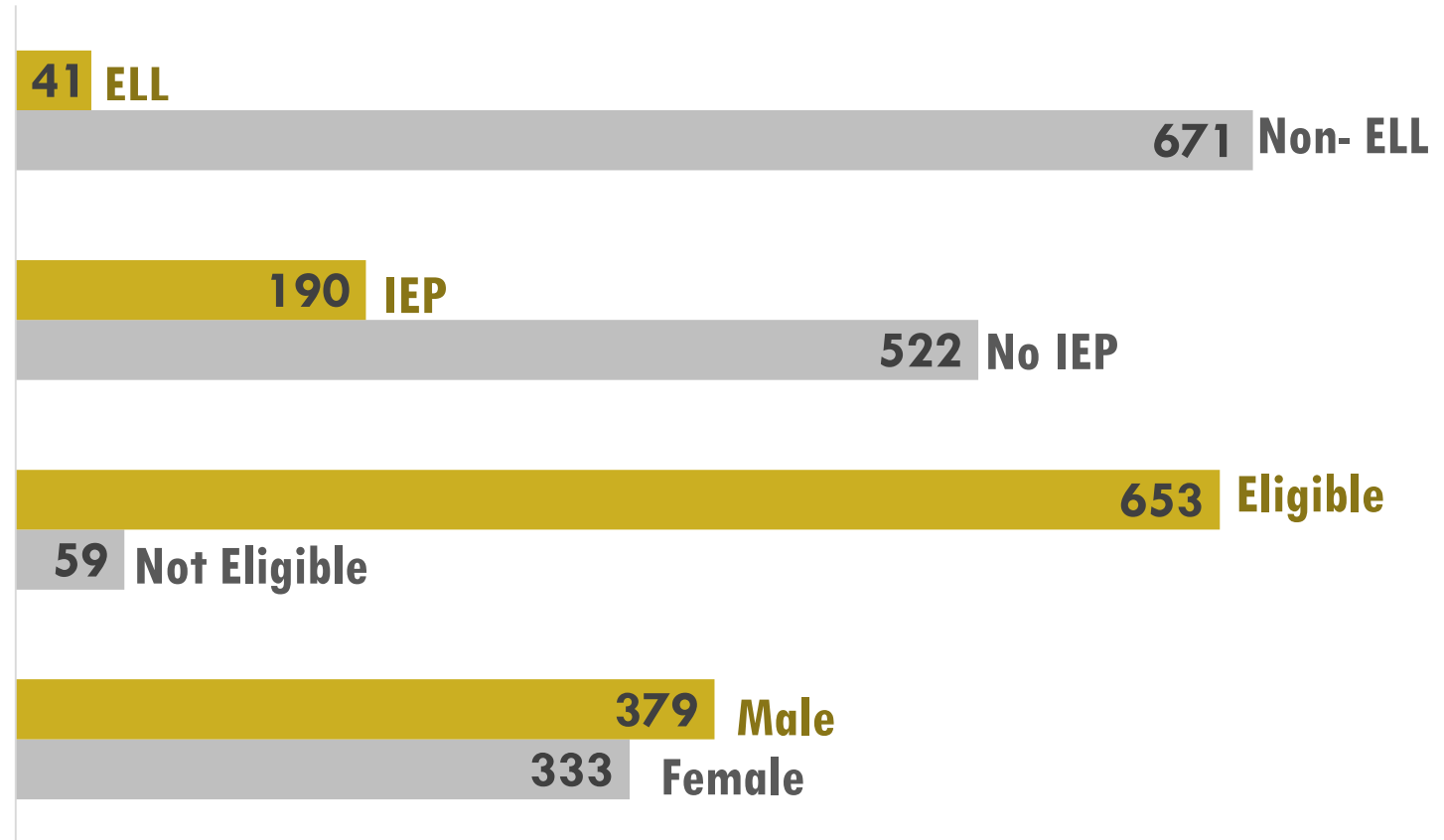
59 Not Eligible

653 Eligible

Gender

379 Male

333 Female

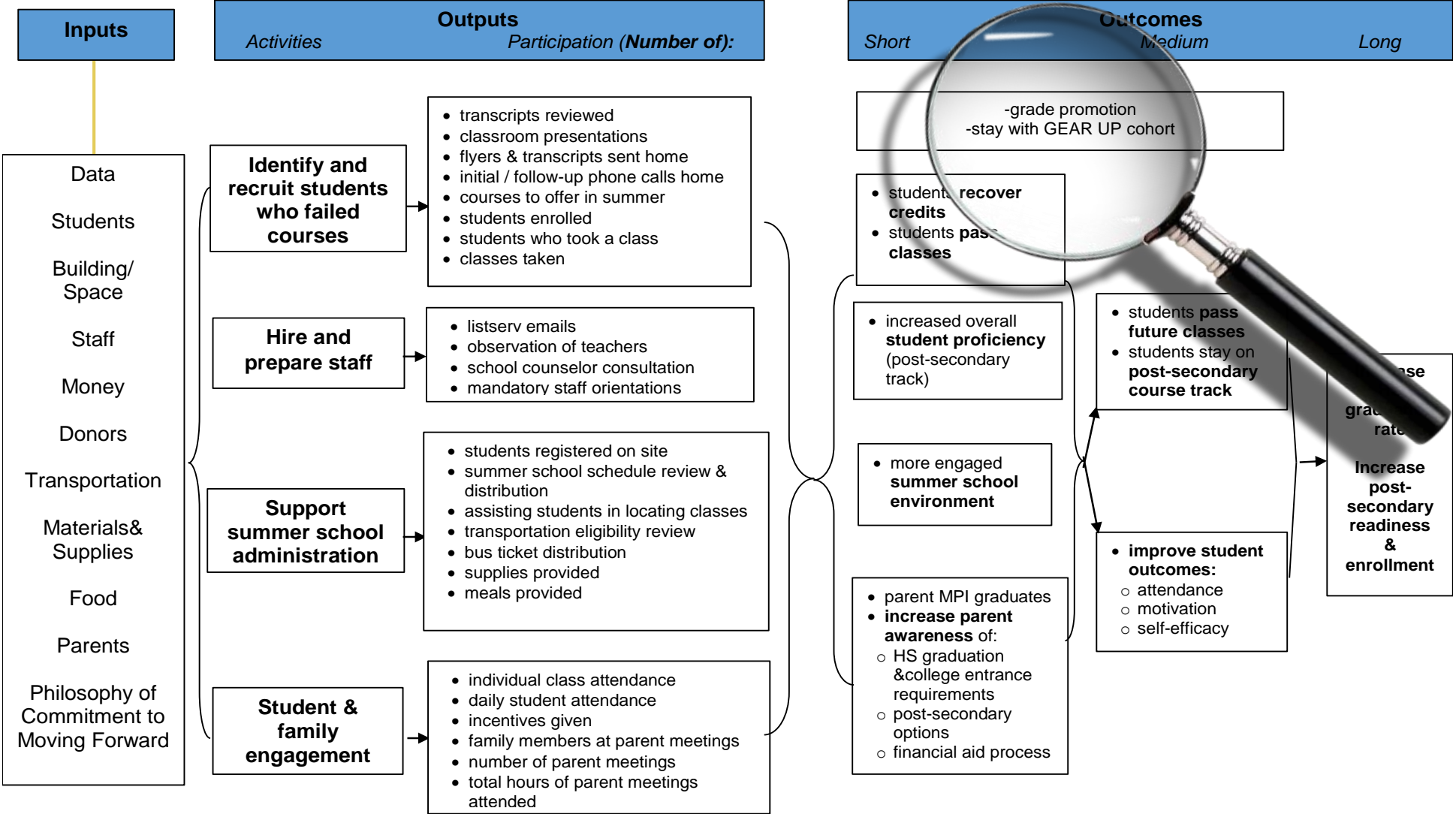


TOTAL STUDENTS EARNING ANY CREDITS

Grade	Gender	Free/ Red. Lunch	Special Ed	ELL	Race/ Ethnicity
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9th	Male	Eligible	No IEP	Not ELL	Black
10th	Female	Not Eligible	IEP	ELL	Hispanic
					White

Credit Recovery Logic Model



Assumptions

- Summer school teachers are committed to the GEAR UP mission.
- Students who recover credit will be successful in future coursework.

External Factors

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Short **Outcomes** *Medium*

-grade promotion
-stay with GEAR UP cohort

- students **recover credits**
- students **pass classes**

- increased overall **student proficiency** (post-secondary track)

- students **pass future classes**
- students stay on **post-secondary course track**

CREDIT RECOVERY PROMOTION



Already promoted
but failed graduation
requirements

Can be promoted
Can earn the missing credits in summer

Cannot be promoted
Would need more credits
than summer offers

Students Promoted
Through Credit Recovery

9th Grade: **88**

10th Grade: **88**

Longitudinal Promotion Rates of **9th Grade** GEAR UP and Non-GEAR UP Schools

100.0%

87.2%

77.0%

60.0%

2010-2011

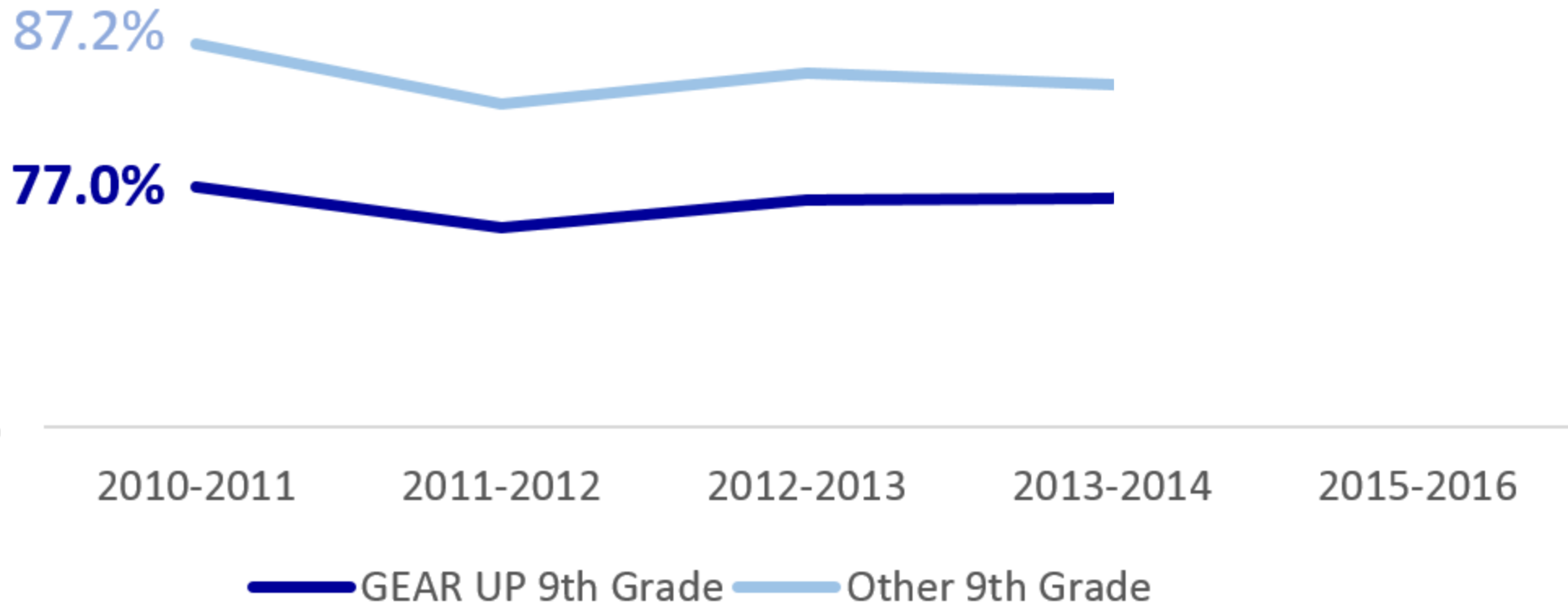
2011-2012

2012-2013

2013-2014

2015-2016

— GEAR UP 9th Grade — Other 9th Grade



Longitudinal Promotion Rates of **10th Grade** GEAR UP and Non-GEAR UP Schools

100.0%

95.6%

90.1%

80.0%

2010-2011

2011-2012

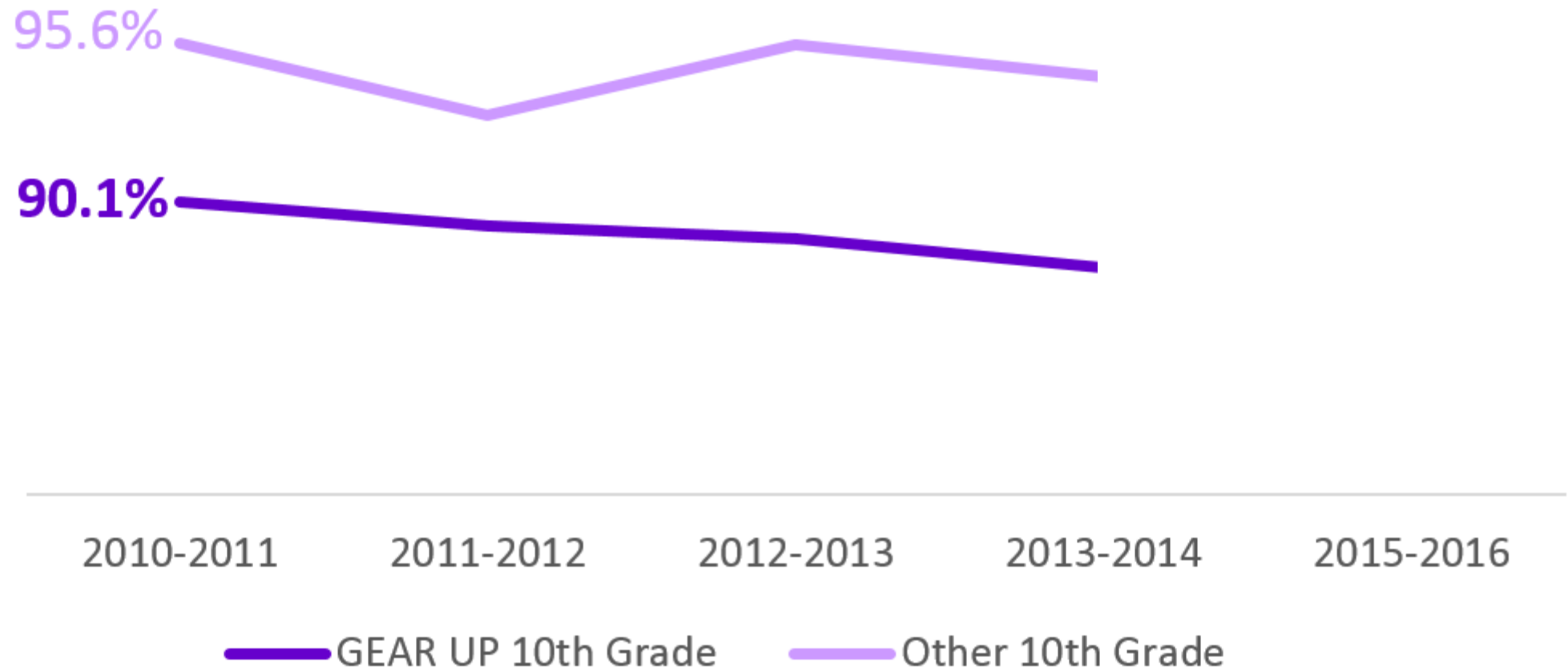
2012-2013

2013-2014

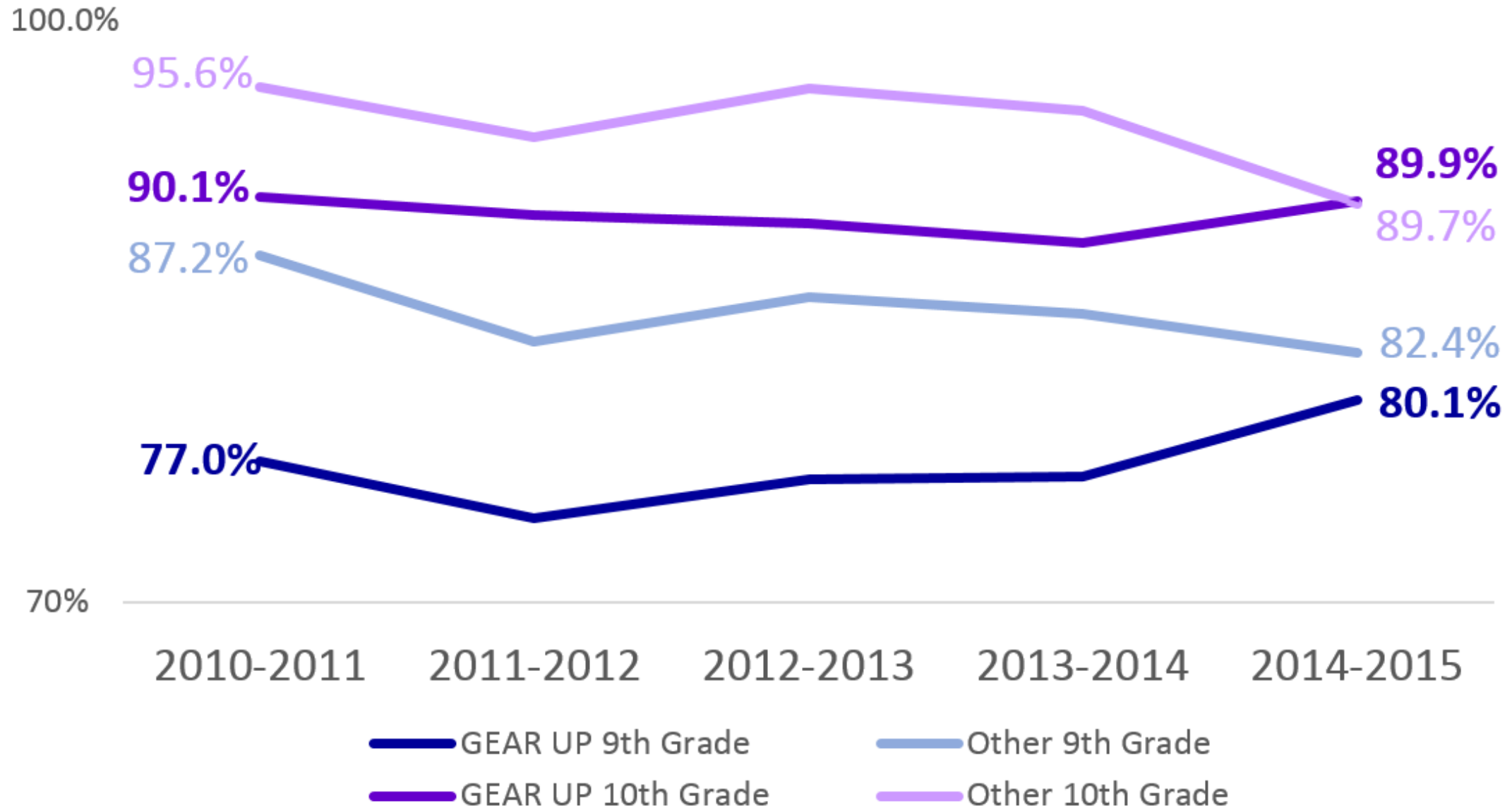
2015-2016

GEAR UP 10th Grade

Other 10th Grade

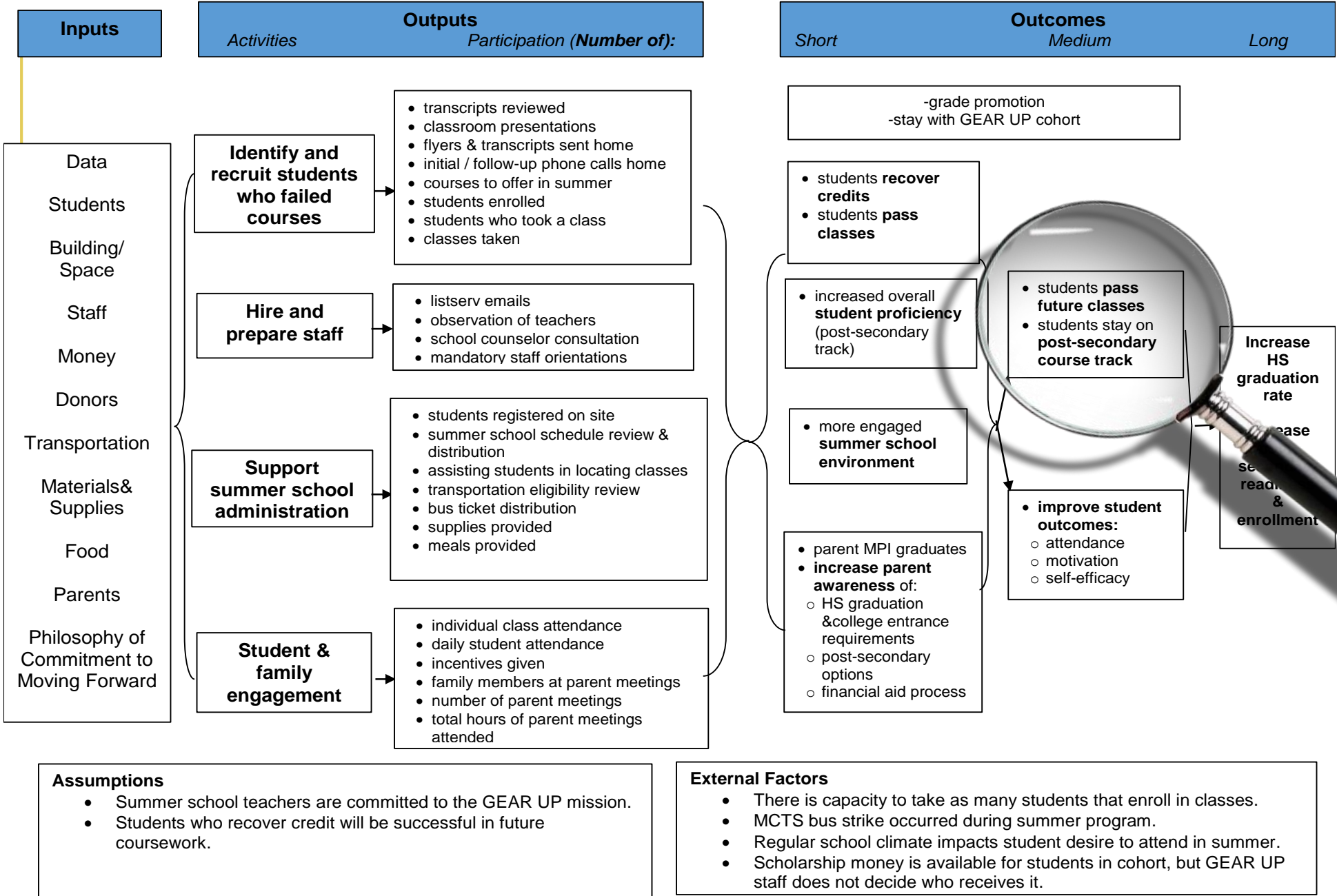


Longitudinal Promotion Rates of GEAR UP and Non-GEAR UP Schools



**HOW DO YOU THINK STUDENTS WHO RECOVERED
CREDITS DID IN THEIR FALL COURSES?**

Credit Recovery Logic Model




- students **pass classes**

- increased overall **student proficiency** (post-secondary track)

- more engaged **summer school environment**

- parent MPI graduates
- **increase parent awareness** of:
 - HS graduation & college entrance

- 
- students **pass future classes**
 - students stay on **post-secondary course track**

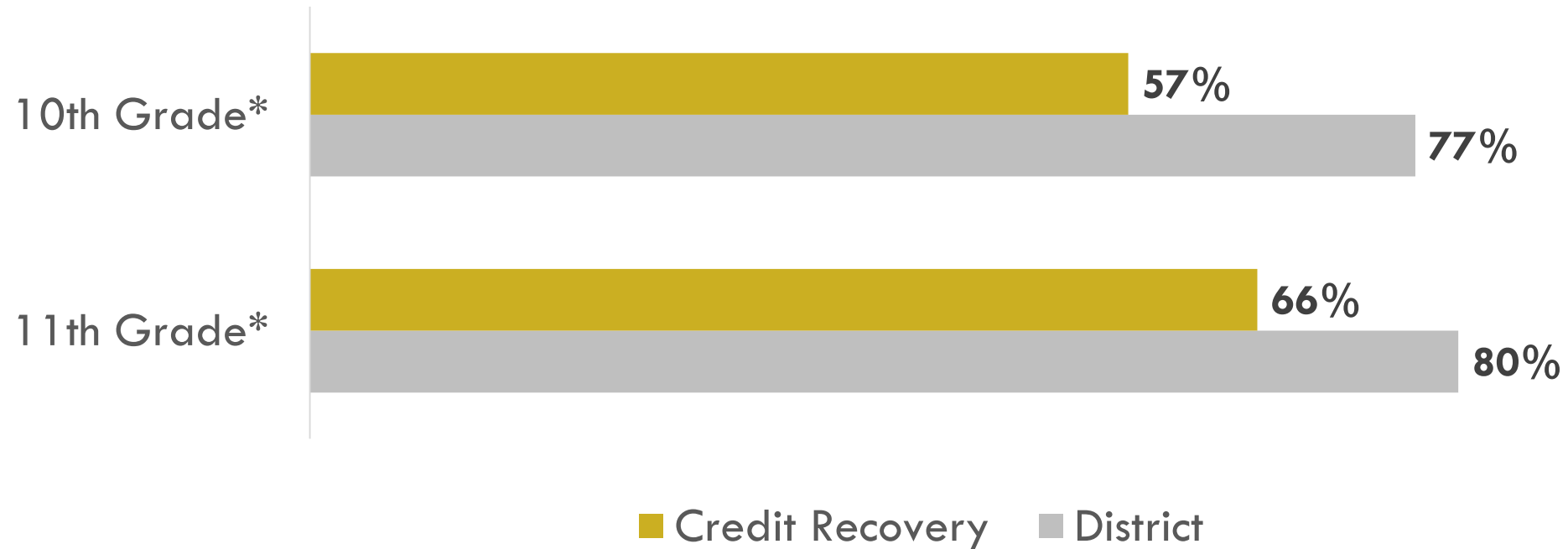
- **improve student outcomes:**
 - attendance
 - motivation
 - self-efficacy

Increase HS graduation rate

Increase post-secondary readiness & enrollment

SUBSEQUENT COURSEWORK

Students Pass Rates in Fall 14-15



*Credit Recovery Students may be a grade lower if they did not get promoted.

MATH:

FALL PERFORMANCE BY STUDENTS EARNING SUMMER CREDIT

Grade	Passed all	Partial pass	Failed	Total	(Any) Pass Rate
9	16	1	30	47	36%
10	60	8	92	160	43%
11	73	8	54	135	60%

ENGLISH:

FALL PERFORMANCE BY STUDENTS EARNING SUMMER CREDIT

Grade	Passed all	Partial pass	Failed	Total	(Any) Pass Rate
9	18	1	11	30	63%
10	85	5	30	120	75%
11	60	4	20	84	76%

SOCIAL STUDIES:

FALL PERFORMANCE BY STUDENTS EARNING SUMMER CREDIT

Grade	Passed all	Partial pass	Failed	Total	(Any) Pass Rate
9	6	1	14	21	33%
10	50	2	30	82	63%
11	51	5	22	78	72%

SCIENCE:

FALL PERFORMANCE BY STUDENTS EARNING SUMMER CREDIT

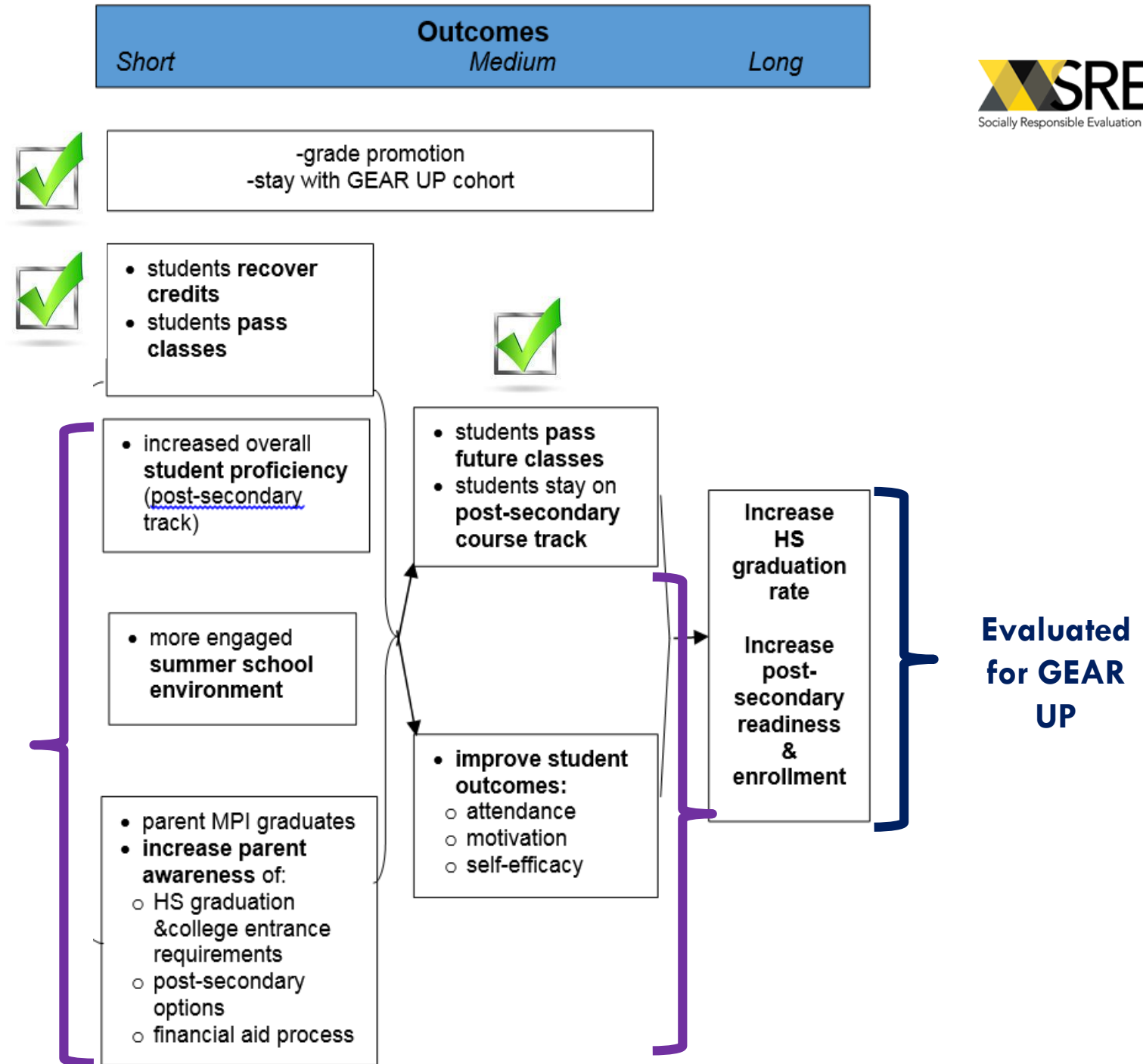
Grade	Passed all	Partial pass	Failed	Total	(Any) Pass Rate
9	18	2	18	38	53%
10	81	3	58	142	59%
11	58	4	20	82	76%

Future Evaluation Needs

Year 2

Summer 2016 Student Survey

Other TBD



DISCUSSION

- 1) Is the GEAR UP Credit Recovery Model worth replicating?
- 2) What are factors that should be considered if Credit Recovery is implemented districtwide?
- 3) What do you think could be done to improve the model?

SUMMARY

Intentionality and systematic design

Met goals of students passing courses and earning credits

Passing future classes? Additional supports needed

MPS should consider replication of GEAR UP model



*Serving the Classes of 2017 and 2018
En beneficio de las promociones de 2017 y 2018*

Milwaukee Public Schools

James Sokolowski
Team GEAR UP Project Coordinator
sokoloid@milwaukee.k12.wi.us

Marc Sanders
Division Manager, Research & Evaluator
sandermc@milwaukee.k12.wi.us



Socially Responsible Evaluation in Education University of Wisconsin - Milwaukee

Curtis Jones – Principal Investigator
jones554@uwm.edu

Joe Schmidlkofer – Program Evaluator
jfs3@uwm.edu

Rose Hennessy – Program Evaluator
hennes23@uwm.edu