Whole School Model Theory of Change

**CARA PROGRAM INPUTS**

*School-Based Support for Whole School Program Development and Implementation*
- Provide 200+ hours of coaching over 3-4 years, including:
- Assessment of existing college access programming
- Leadership development for school administration around post-secondary planning
- Technical assistance for curriculum planning and implementation
- Staff-wide professional development on post-secondary planning process and landscape
- Targeted development of College Office

*Resources to Support College Access Programming*
- 9th-12th grade inquiry-based, field tested curriculum
- Professional development materials for staff
- College Office resources
- Capacity building tools for school leaders
- Data tracking support

**SITE-BASED IMPLEMENTATION**

*College and Career Exposure*
- Consistent implementation of lessons for all students in grades 9-12
- College visits for all students grades 9-12
- Use of assessment system to evaluate student understanding

*Effective Counseling*
- Resource allocation to ensure best practice counselor: student ratio, including peer-to-peer counseling
- One to one meetings with trained staff for all 11th and 12th grade students
- Shared student-level data tracking system for college process
- Inclusion of families in application process and decision-making

*Staff Knowledge and Attitudes*
- Implementation of annual whole school staff development focused on post-secondary planning
- Integration of consistent professional development to support staff members responsible for curriculum implementation

**OUTCOMES**

*School Capacity*
- Increase in leadership oversight and resources (time and fiscal) dedicated to post-secondary planning
- Increased student knowledge of post-secondary pathways and processes
- Increased staff understanding of post-secondary landscape and sense of responsibility for post-secondary exploration and outcomes

*Postsecondary outcomes*
- Increased timely completion of applications (FAFSA, CUNY, SUNY and/or Common App)
- Increased number of students with a defined post-secondary plan
- Increased post-secondary matriculation

**IMPACT**

*Increased rates of post-secondary matriculation and college persistence among low-income, first-generation, and/or students of color city-wide*

*Universal access to high-quality counseling in high school & college through expanded advisement capacity*

*Creation of infrastructure for the involvement of young people in solutions to inequitable college access and success*