BOARD OF TRUSTEES
THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO

November 11, 2010

PRESENTATION: Health Careers Early Middle College Proposal

BACKGROUND INFORMATION:

For three years faculty and administrators in the School of Health and Human Performance have been working with the Guilford County Schools to plan an alternative high school at UNCG. The result has been the proposed Health Careers Early Middle College at UNCG. This document gives a brief background to the concept of an early college and the plans for UNCG. The advantages for our students and faculty as they engage in the scholarship of engagement and in community service are outlined in this focus on health careers.

David H. Perrin
Provost and Executive Vice Chancellor
Health Careers Early Middle* College Proposal

Prepared by Tom Martinek, Professor, Kinesiology and Celia Hooper, Dean HHP in consultation with Beth Folger, Chief Academic Officer, Guilford Co. Schools

Faculty in the School of Health and Human Performance, many of whom have a focus and interest in health disciplines, support the establishment of a UNCG Health Careers Early College. Much research in the area of early colleges, some done by our own SERVE Center (http://newschoolsproject.org/uploads/resources/external-report-a-better-9th-grade-early-results-from-an-experimental-study-of-the-early-college-high-school-model.pdf) indicates that early college high schools are successful at having positive impacts on student performance, keeping more students on-track for college, and having better student experiences for retention and success. They are even more positive for first generation college-goers, low income students, minority students, as well as middle class students. These early colleges work best when they have a focus (such as health careers), are small, and have a plan for some students to achieve college credit acquisition. NC is a leader in this effort and has been supported by the NC New Schools Project, http://newschoolsproject.org/, launched in 2003 by the Office of the Governor and the NC Education Cabinet with initial support from the Bill and Melinda Gates Foundation.

The HHP Early Middle College* will be supported by the combined resources of the Guilford County Schools, School of Health and Human Performance, New Schools Project, and (in the near future) the new restructured health and human develop-related school at UNCG. The middle college will provide educational experiences that focus on the innate academic and leadership qualities of young people who need the stimulation and setting of a college academic environment.

An important feature of the school’s educational agenda is the self-actualizing of young people to become contributors to their community—especially in the health professions. Bringing children into the academic and social mainstream requires support from the Greensboro community. This is why community partners will become part of the school’s curriculum by providing proposed work-study opportunities for all students. The community sector, including the UNCG health care community, becomes an integral part of the school’s curriculum and mission and the student becomes a resource for the community.
In addition to the benefits for these high school students, there are also benefits to our own UNCG students. There are also benefits of mentoring and educational collaborations with on-campus college students and faculty who participate with early college activities. The possibility of earning college credit while still in high school can be the catalyst for continuing on to higher education for many of these middle college students. Our proposal is for a Health Careers Early College (HCEC) at UNCG and the timing of the restructured health school/college here at UNCG is outstanding. In addition, faculty within HHP and in other units have proposed a Health Careers Living and Learning Community for the new Glenwood community housing. This project fits in well with many UNCG plans and with several parts of the Strategic Plan.

**School Structure/Goals**

The HCEC curriculum will be aligned with the North Carolina Standard Course of Study. HCEC students will also participate in a proposed work study experience (one day per week) for the entire year. Students are assigned to a community (or university) partner who is in a health-related field. We suggest a fee of $500 (charged to the community partner) for the work rendered by the HCEC student. All monies could go directly to a school fund to support operational cost of the internship expenses.

The HCEC will initially serve a cohort of 45 to 50 freshman students who have: a) a sincere desire to begin and finish their high school education at HCEC and b) an interest in exploring health careers, including those on campus and those in the nearby community. An additional 45 to 50 students will be enrolled each subsequent year. This will result in an enrollment of approximately 200 students by the fourth year. All students apply to the school for admission by the GCS and are carefully interviewed for final selection. A major aim of the interview process is to insure that the applicant clearly understands the purpose and goals of the school. The goals of the school are to:

- Provide a four year high school experience aimed at nurturing the academic, social, and leadership qualities of underserved adolescent youth.
• Prepare students for post-secondary education health career pursuits at either a two-year or four-year college/university. Small class size, flexible class scheduling, and career enrichment opportunities are critical. The school's educational plan will embrace the state's standard course of study.

• Help students gain a clearer vision of health career possibilities and learn effective worksite and leadership skills. Community corporate professionals become part of the school's curriculum by providing work study opportunities for students. UNCG faculty and students, especially those in health related disciplines, will also be part of this partnership and serve as mentors.

Classroom/Scheduling

The HCEC will require 6 to 7 classrooms (plus a space for office staff) on UNCG's campus. Following a series of meetings with Mike Usey (College Park Baptist Church), Andrew Mails (Campus Ministries, Wesley-Luther Foundation), Kelly Rowett-James & Judy Smith (registrar, and space management), and Mike Scotto (HHP facilities manager) “non-competing” classroom spaces have been identified. Below is a summary of space allocations. A team from the GCS will be visiting in late October to approve this space.

Mike Usey (College Park Baptist Church)

• A house next to the church will be available for administrative staff.
• The chapel is being renovated and a classroom will be part of the renovation and designated for us.

Andrew Mails (Campus Ministry Building)

• Three classrooms on the second floor of CMB are available as well as a kitchen. Andrew also reports that his church, College Place Methodist Church has 3 classroom spaces and an office available during weekdays. There is a fourth classroom that may be available.

Michael Scotto (HHP Building)

• a small classroom by the pool (HHP 202) is available.

Special note: Some of the early college students would also be eligible to take "college prep" classes their junior year (three years from now). This would mean that additional classroom space would already be available to accommodate these students' schedules. Some very prepared students would be able to take online courses at UNCG, although these students would be selected very carefully.
School Staff

The school will be staffed based upon the local staffing formula for early colleges in the district. Teachers and a principal are paid by Guilford County Schools and recruited specifically for the school. The projected hiring date for all staff will be late spring 2011 if the proposed opening date is fall, 2011.

Additional staffing may also be provided by the School of HHP. HHP will be a part of the development and delivery of the educational plan for every student. Other schools/colleges within the university will certainly be invited to participate in the success of the school. All members of the School of HHP are supportive of this initiative—many have indicated a strong interest in contributing to the school’s mission. Tom Martinek, a faculty member in Kinesiology, will be the campus liaison and funded by GCS and possible grant funds from the New Schools Project. Tom is the director of UNCG Project Effort, http://www.unco.edu/kin/effort/ and has many years experience in using a personal and social responsibility model in youth development. He will work with the UNCG faculty, the newly assigned principal and community internship partners to launch the program.

School Transportation/Lunch

GCS will provide transportation for students who attend the HCEC. The school day will operate similar to other early colleges within the district. GCS Child Nutrition Services or UNCG food services (whichever contractor is chosen) will provide lunch to students who attend the school and paid for by the GCS.

School Funding

The school funding will come from state and local dollars. The Guilford County Schools will fund the principal and teachers. We will participate with the North Carolina New Schools Project and obtain approximately $40,000 to support us during the planning year (2010-2011). Supplemental funding is also expected through the work study program.

Related Benefits/Factors

- The program focuses on a small cohort group of incoming freshman (45-50) instead of a four-year enrollment the first year.
- Eighth-grade students are recruited from the middle school (instead of high schools), as early intervention is key.
- Space requirements are significantly diminished allowing a more deliberate and concentrated focus for the students and curriculum.
• The small size will allow a smaller academic unit to be responsible for this initiative, thus relieving other units of any immediate burden.

• Funding is immediately available for planning and implementation (NC New Schools Project). Planning grants and pupil reimbursement for class enrollment all come to this campus.

• Plans would be for students to spend one day in an off-campus work-study site. The sites will be connected to health related professions and could also be in places like the UNCG Speech and Hearing Center, the Psychology Clinic, the Counseling Center, Student Health, etc. as well as local off campus community partners.

• The current School of HHP, and the post-realignment school yet to be named are natural resources for health career opportunities.

• The school will be an excellent venue for research and professional development in all related departments. SERVE has already begun a template for evaluating early colleges.

• Having this school established will help with good relations between UNCG and Guilford County Schools, benefitting many parts of campus.

• IMPORTANT. This preliminary work is confidential at this point. The GCS School Board will review the estimated costs, district benefits, academic program, and student interest before deciding whether to approve the project. With a very aggressive timeline, the tentative date for GCS Board approval is December 14. UNCG Board of Trustees needs to hear about this at their Nov. 11 meeting.

Conclusion

This document represents an initial description. Members of the Guilford County Schools Superintendent’s Office and representatives of the NC New Schools Project will be visiting campus the last week in October and in the weeks to come as we prepare for the School Board presentation. They will meeting with HHP administrators and involved faculty, after the UNCG BOT reviews this proposal. Faculty/staff costs for the HCEC will be taken care of by GCS and the New Schools Project. The HHP Development Officer will help with some special projects described below.

Planning for the HCEC has started now, although confirmation of a fall, 2011 start date is not confirmed (see below). The GCS have provided a very detailed timeline as they evaluate our readiness and we are preparing the same. There will certainly be questions/issues that will come up along the way. As soon as this can be public, we will invite faculty and student input and discourse along the way so that everyone has some ownership in the project and an opportunity to
collaborate. The HHP Dean's Administrative Team, including department heads and selected faculty, have already approved. Heads have presented this to HHP faculty and there is much support, and they realize that this is confidential. We suggest that after approval of the Health Careers Early College, and announcement by the chancellor in conjunction with Superintendent Maurice "Mo" Green, we begin to schedule UNCG community forums for presentation by Tom Martinek with the New Schools Project and representatives from the GCS.

Addendum October 26, 2010, after two conference calls with Beth Folger, Chief Academic Officer.
- Representatives from the GCS will be meeting with Tom Martinek and reps related to space (College Park Baptist, UNCG Campus Ministries BOD) related to space. Space will be utilized in all of the settings, plus one small classroom in HHP.
- The first cohort of students will include 45-50 students.
- Celia Hooper has consulted with Manual Dudley, Dean, GTCC (and member of the HHP Alumni Board), regarding possible placements and academic counseling for students who may benefit from a community college experience related to health careers.
- Tom Martinek and Celia Hooper will hold weekly teleconferences with the GCS in preparation for presentation to the GCS Board meeting tentatively set for December 14. As soon as appropriate, Dr. Martinek will form a campus advisory board to help with implementation.
- At this point, we are working toward a Fall, 2011 start date. If the space does not meet high school code, we may have to move it up to Fall, 2012. This will be a joint decision by UNCG and GCS; all parties must find this start date acceptable.
- Tom Martinek has visited many other area middle and early colleges, and will continue to do so to understand issues related to start up. Dr. Folger is currently arranging a GCS team of principals and teachers from local early colleges to assist meet with Dr. Martinek and assist.
- We have discussed this project with Sharon Storm, the HHP Development Officer as an opportunity for development. We are interested in support for student transportation to community internship sites (junior and senior years) and perhaps a small stipend for the sites if a site cannot afford it.

*The term Early Middle College is used for this proposal, as requested by the GCS, to differentiate it from earlier Early Colleges established in NC. The term Middle College, coined by Dr. Grier of GCS, reflects another model of a high school. This proposal for UNCG is a blend of both models, thus Dr. Folger suggested we use this term for the report. Dr. Hooper will discuss during the meeting.

CRH and TJM 10-25-2010, approved by Dr. Beth Folger, CAO, GCS