

“As students plan for what comes after high school, they need more support. Nationwide, public school counselors are **overworked** and **under-resourced**.

The *average student-to-school-counselor ratio* is **482-to-1**—
nearly **double** the **250-to-1** ratio—
recommended by the American School Counselor Association”

Education Week Aug 14, 2018

Education Week Nov 2018

High School & Beyond College Advising Is in Short Supply in U.S. High Schools, Study Finds

Council on Economic Development May 2018

“The Troubling Student-to-Counselor Ratio That Doesn’t Add Up”

Education Week Feb 2018

“School Counselors Responsible for 482 Students on Average, Report Finds”

NPR Feb 2018

“With Hundreds Of Students, School Counselors Just Try To ‘Stay Afloat’”

The Hechinger Report Dec 2013

“The High School Guidance Counselor Shortage: Huge caseloads, scant training and budget constraints have made quality college counseling a scarce commodity in public schools”

Chicago Tribune May 2009

“Guidance Counselors Face a Juggling Act”

The Atlantic SEPT 2016

“The Undervaluing of School Counselors: Their role is crucial to helping more students reach higher education.”

NYTIMES The Choice OCTOBER 2010

“A Plea for More School Counselors”: “While a lot is made of overcrowded classrooms and slashed funding for arts, sports and electives, Americans are less likely to be up in arms about a severe shortage of guidance counselors in schools around the country. “I think it’s a massive crisis,” Bill Symonds, the director of the Global Pathways Institute of ASU, told Here & Now. “I think it’s really the black hole in the American education system. Every year we spend thousands of dollars educating every student, [but] we spend the equivalent of one can of Coke on guidance counselors, one can of Coke.”

Wall Street Journal Sept 2013

“No Point in Applying’: Why Poor students are Missing at Top Colleges”

“”Poorer top students are less likely to apply to American’s best universities for a variety of reasons. To start, high achievers throughout the socioeconomic spectrum receive insufficient impersonal guidance about colleges from their public HS.”

KEY FINDINGS

17.8%

Only 17.8 percent of school districts meet the American School Counselor Association's recommended student-to-school counselor ratio of 250:1 or lower. The median ratio is 411:1.



Although rural districts are the most likely to lack any school counselors, the median caseload in rural districts is lower, at 380:1, and 25.5 percent meet ASCA recommendations.

4.2%

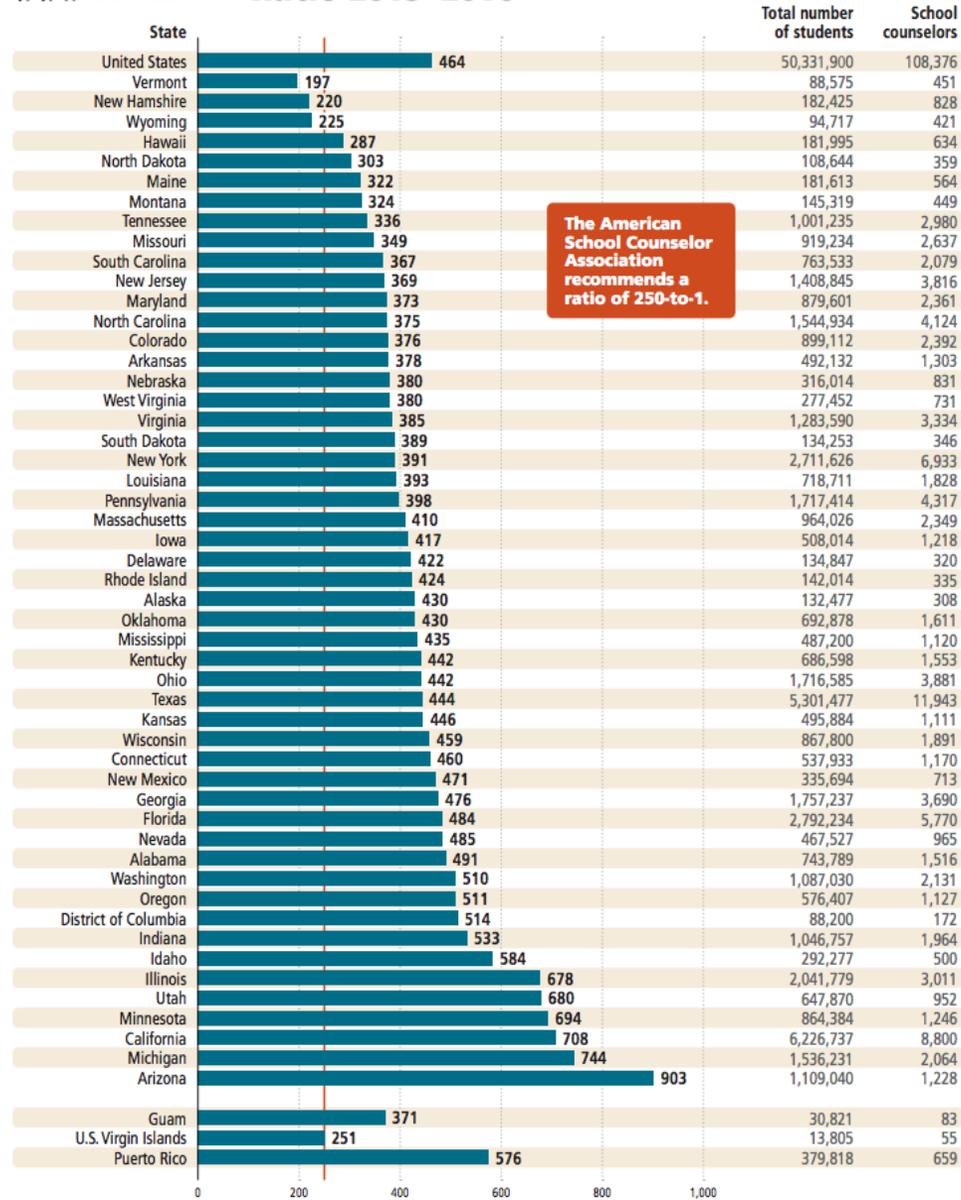
Only 4.2 percent of city districts nationwide meet or exceed a ratio of 250:1, with the median city district reporting a student-to-counselor ratio of 499:1.



Access to school counselors varies considerably across states. Median ratios are over 1000:1 in Arizona and California but under 250:1 in North Carolina, North Dakota, Vermont, New Hampshire, and Montana.



Student-to-School-Counselor Ratio 2015–2016

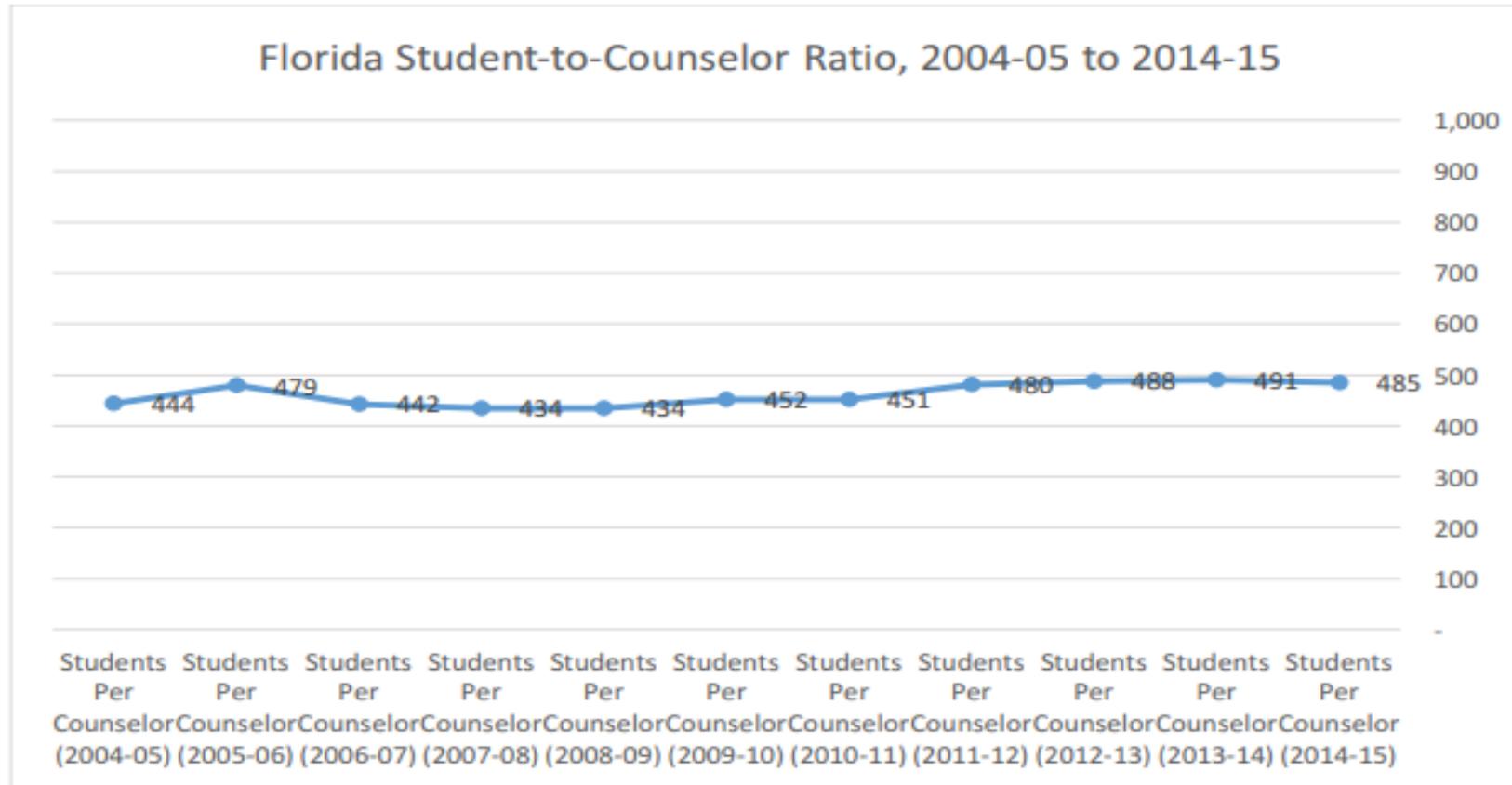


The American School Counselor Association recommends a ratio of 250-to-1.

DATA SOURCE: U.S. DEPARTMENT OF EDUCATION, NATIONAL CENTER FOR EDUCATION STATISTICS, COMMON CORE OF DATA (CCD), "STATE NONFISCAL PUBLIC ELEMENTARY/SECONDARY EDUCATION SURVEY," 2015-16 v.1a.



Florida



Percent Change Enrollment: +4%
Percent Change in Counselors: -4%
Percent Change in Student-to-Counselor Ratio: +9%

How do the blanks get filled?

Who are we and why are “WE” here?



Chuck Tiernan

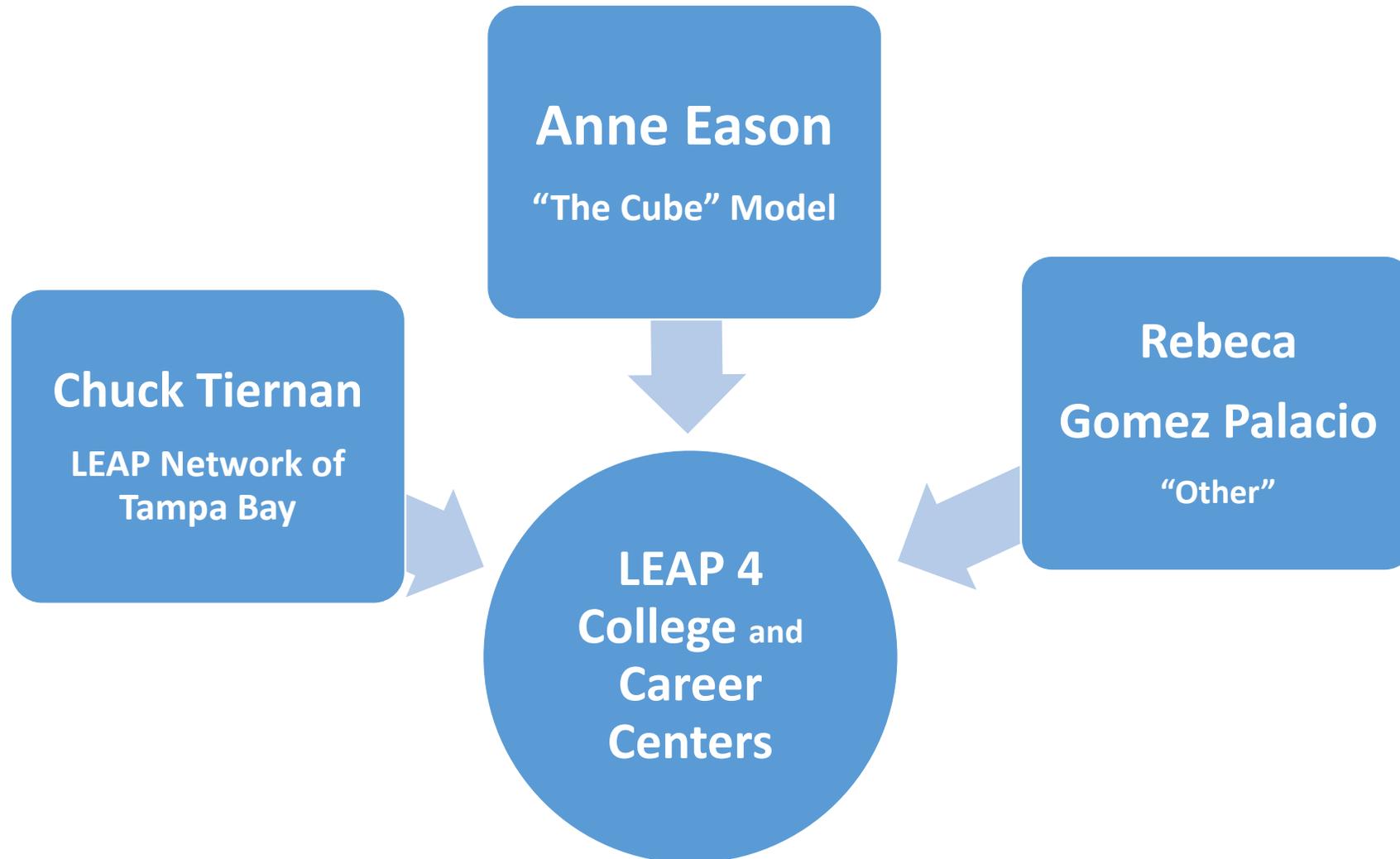


Anne Eason



Rebeca Gomez Palacio

Timeline and Kismet



LEAP Tampa Bay College Access Network

ABOUT LEAP TAMPA BAY

As one of [13 local college access networks in Florida](#), LEAP Tampa Bay is working to provide greater educational opportunities to residents of Hillsborough and Pinellas counties and in turn, build a stronger, more-competitive workforce and regional economy. Launched in 2016, LEAP Tampa Bay's cross-sector network of community partners has a goal to increase the number of working age adults in Tampa Bay with a degree or high-quality certificate to [60 percent by 2025](#).

WHY WE EXIST

As our regional economy grows, businesses will need more qualified employees to ensure their future success. Many of the fastest growing jobs in our region require education beyond high school. Yet, according a recent U.S. Census Bureau survey, Tampa Bay ranked 19th or 20th out of 20 U.S. markets in earning college degrees. Shortages of skilled workers are already affecting some industries in Tampa Bay, like [construction](#) and [technology](#).

By increasing the number of people achieving a post-secondary education, we can develop a larger pool of qualified talent in Tampa Bay.

HOW WE DO IT

To accomplish our goal, much of our work focuses on breaking down barriers to attaining a degree, such as cost. By providing easier access to grants, scholarships and tuition reimbursement and supporting clear pathways to degree completion, people who thought college was out of reach can get the resources and support they need.

Our top initiatives include:

- **Supporting the timely and smooth completion of a degree** through the [FUSE college transition program](#), which provides guaranteed admission to the University of South Florida for students attending eight local state colleges, including Hillsborough Community College and St. Petersburg College.
- **Improving FAFSA completion.** During our first year, LEAP volunteers, working with school district partners, helped increase the number of completed federal financial aid applications and increased local student grants by an estimated \$3 million.
- **Identifying resources** locally and nationally that can benefit potential students and helping fill gaps in the information that is available.
- **Spreading the word** about those resources and the work of LEAP Tampa Bay by communicating through our website, traditional and social media, etc.
- **Leveraging data** to develop benchmarks and performance goals for the future.



Organizations partnering with LEAP Tampa Bay to accomplish our goals!



LEAP TAMPA BAY LEADERSHIP

Our partners make an impact by serving on our vision and leadership councils, helping to shape strategies that are increasing the attainment of college degrees and high-quality credentials in Tampa Bay.

VISION COUNCIL

Dr. Ken Atwater

President
Hillsborough Community College

Mayor Bob Buckhorn

City of Tampa

Ken Burke

Clerk of the Circuit Court/Council Member
Pinellas County/Higher Education
Coordinating Council

Dr. Stacy Carlson

President
Pinellas Education Foundation

Jeff Eakins

Superintendent
Hillsborough County Public Schools

Dr. Judy Genshaft

President
University of South Florida System

Bill Goede

Tampa Bay Market President
Bank of America

Dr. Michael Grego

Superintendent
Pinellas County Schools

Kim Jowell

President
Hillsborough Education Foundation

Paul Luna

President and CEO
Helios Education Foundation

Laurie Meggesin

Executive Director
Florida College Access Network

Sandy Murman

Commissioner
Hillsborough County Commission

Craig Richard

President and CEO
Tampa Hillsborough Economic Development
Corporation

Bob Rohrlack

President and CEO
Greater Tampa Chamber of Commerce

Marlene Spalten

President and CEO
Community Foundation of Tampa Bay

Dr. Martin Tadlock

Regional Chancellor
University of South Florida – St. Petersburg

Ken Welch

Commissioner
Pinellas County

Dr. Tonjua Williams

President
St. Petersburg College

Statewide Initiatives



College Ready Florida is a series of statewide initiatives aimed at helping more Floridians access and complete a postsecondary education. These initiatives focus on high school seniors and place special emphasis on low-income and first-generation college students. In the 2017-18 school year, over 300 schools in 35 counties participated in at least one College Ready Florida Initiative.



Apply Yourself Florida is part of the American College Application Campaign, a nationwide effort to increase the number of low-income and first-generation students applying to college. This event gives students the opportunity to complete their college applications during normal school hours with the help of trained volunteers.

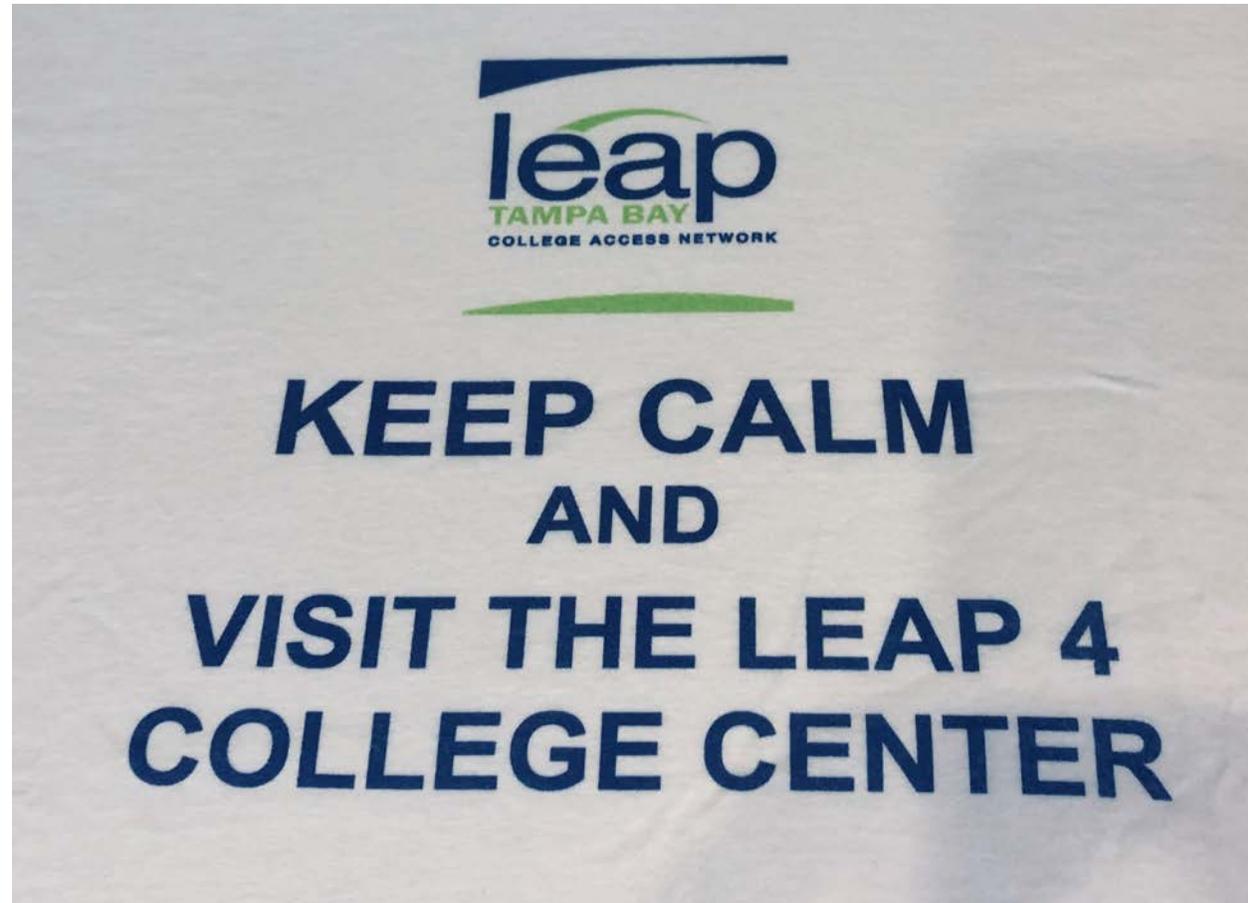


FCAN estimates that low-income Florida students who don't complete the Free Application for Federal Student Aid (FAFSA) leave behind \$100 million in Pell Grants every year. The Florida FAFSA challenge encourages all Florida schools and districts to increase FAFSA completion by 5% over the previous year.



Florida College Decision Day is an adaptation of former First Lady Michelle Obama's Reach Higher initiative. Both initiatives are inspired by the NCAA's National Signing Day, which celebrates students who have received athletic scholarships.

Tampa Bay LEAP Network: Incubator and Accelerator



Robinson High School Model – The Cube

Robinson High School's College and Career Center, nicknamed the "Cube," was established in October, 2012 to support school goals involving post-secondary academic and career planning for students. The Cube is supported and funded by the Robinson High School Foundation.



Mission: The Cube is a resource center that supports the Robinson HS Guidance Department in providing students resources and information they need to develop a concrete plan for college, technical school, military, or employment after graduation.

Methods: Parent volunteers staff the Cube and support Robinson High School's College and Career Counselors (CCC) in providing resources and information to students of all grades. Information is conveyed to students through individual meetings. The Cube is open Monday-Thursday during school hours. Fridays days and hours may vary.

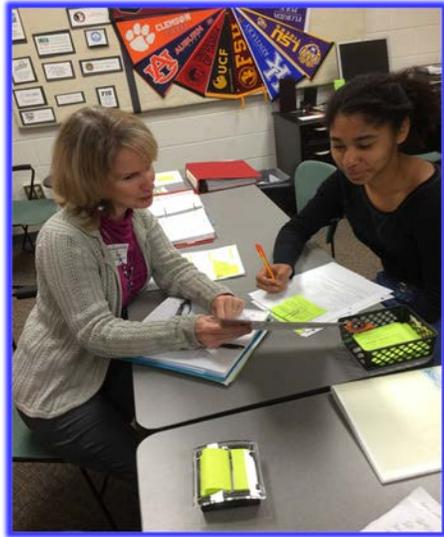
Goals: To meet with 100% of juniors and seniors to raise awareness about the range of post-secondary options available to them, help them explore their goals, and guide them through identifying the steps necessary to achieve their goals.

Information and assistance includes:

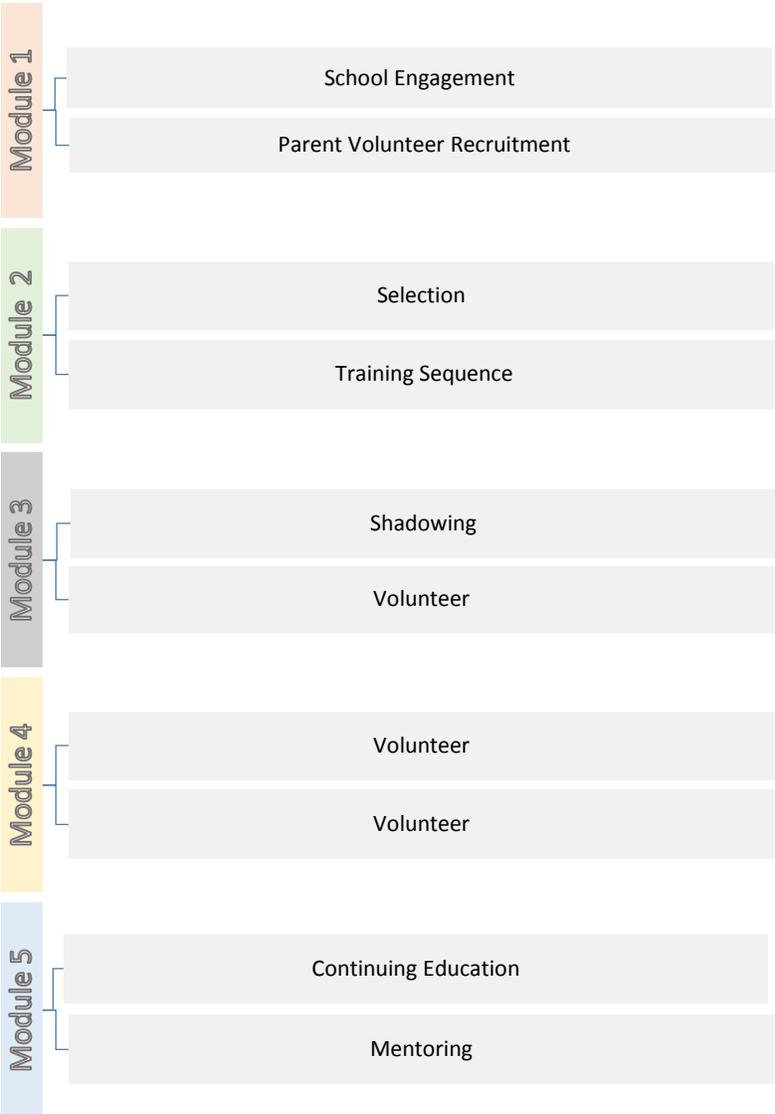
- Assistance with Naviance Student use for career exploration, college search tools and application requirements and timelines for post-secondary planning for each grade level
- Exploration of college, technical school, and military opportunities
- Information about SAT and ACT preparation and registration
- Discussion about financial aid resources, scholarship opportunities, Bright Futures, and FAFSA
- Information on NCAA registration
- Review of requirements and deadlines for applications, recommendations, college visits, and special events
- Assistance with college and scholarship applications, including interview practice and resume preparation
- Support of RHS school counselor special events and coordination of special events in support of the Cube's mission.

“The Cube: Volunteers Filling in the Gaps”



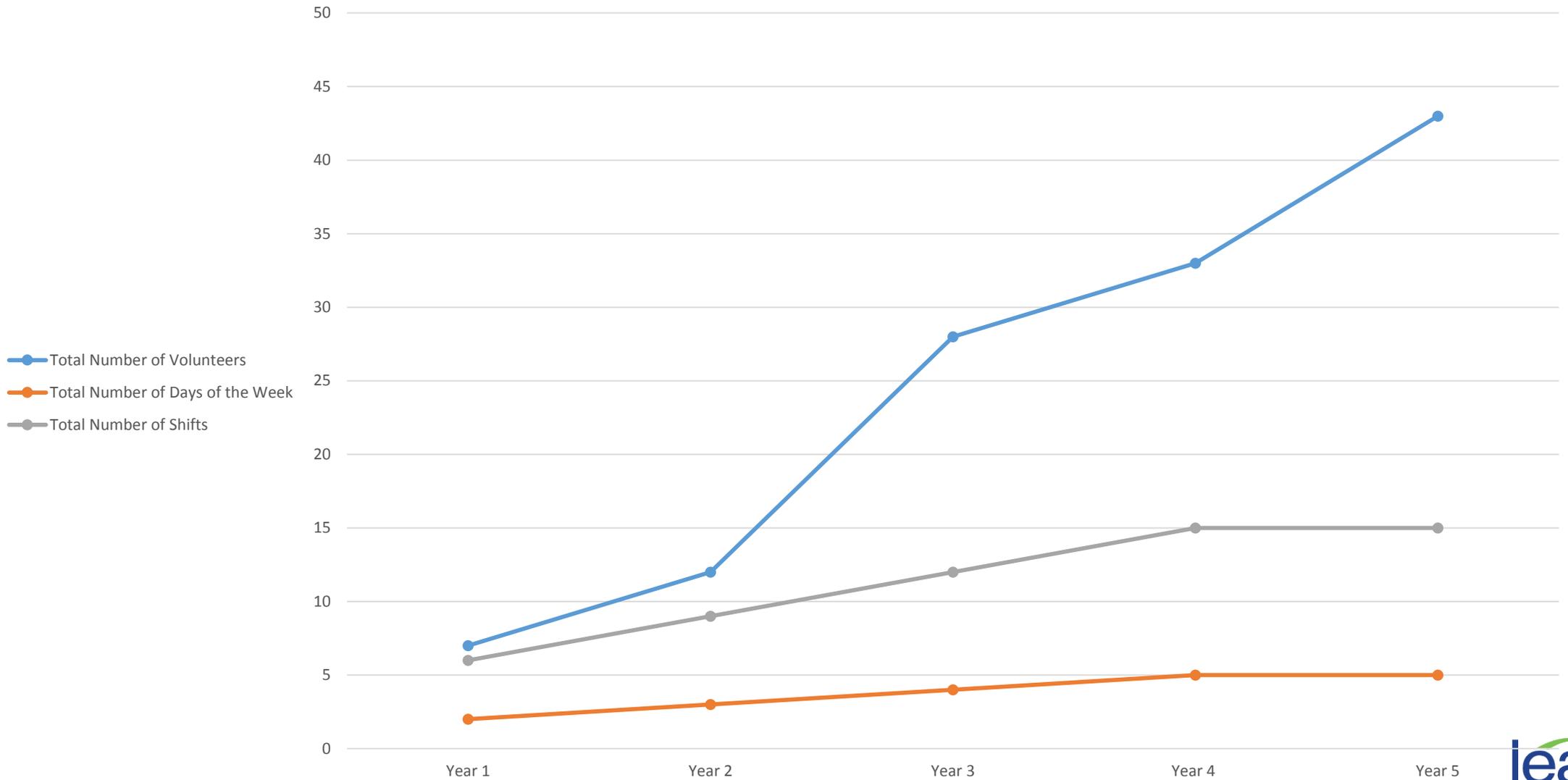


The Cube Volunteer Recruitment and Training



The Cube's Growth

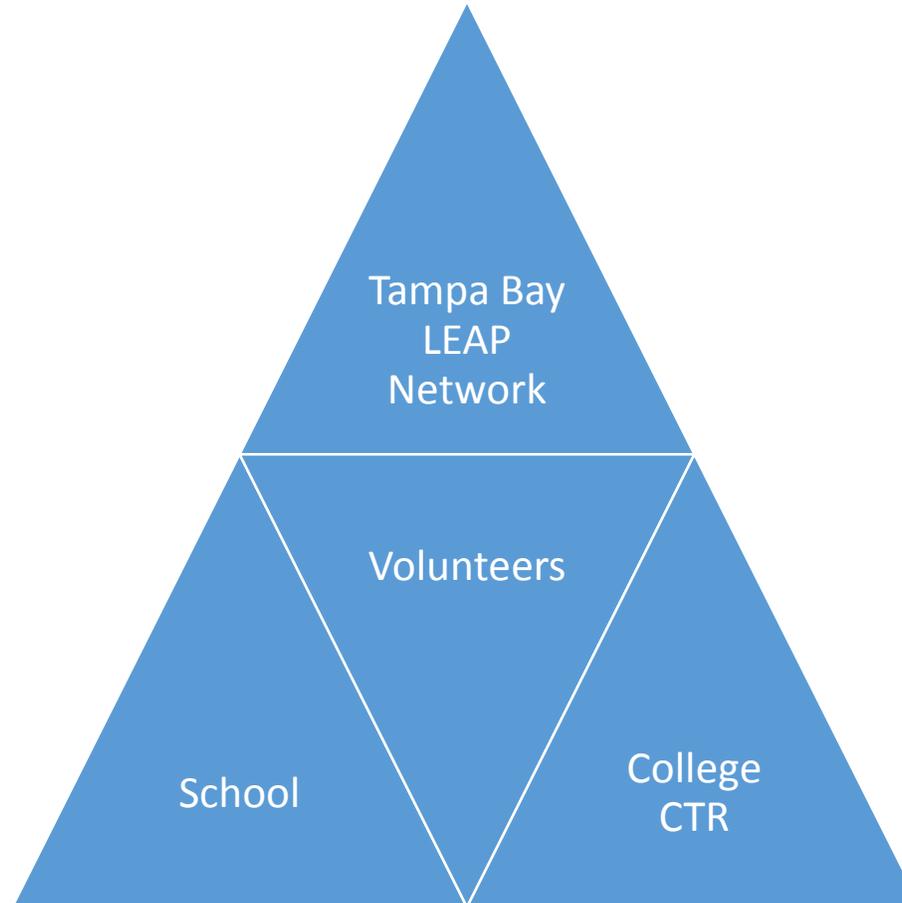
Robinson High School Volunteer Chart



Scaling The Cube's Success

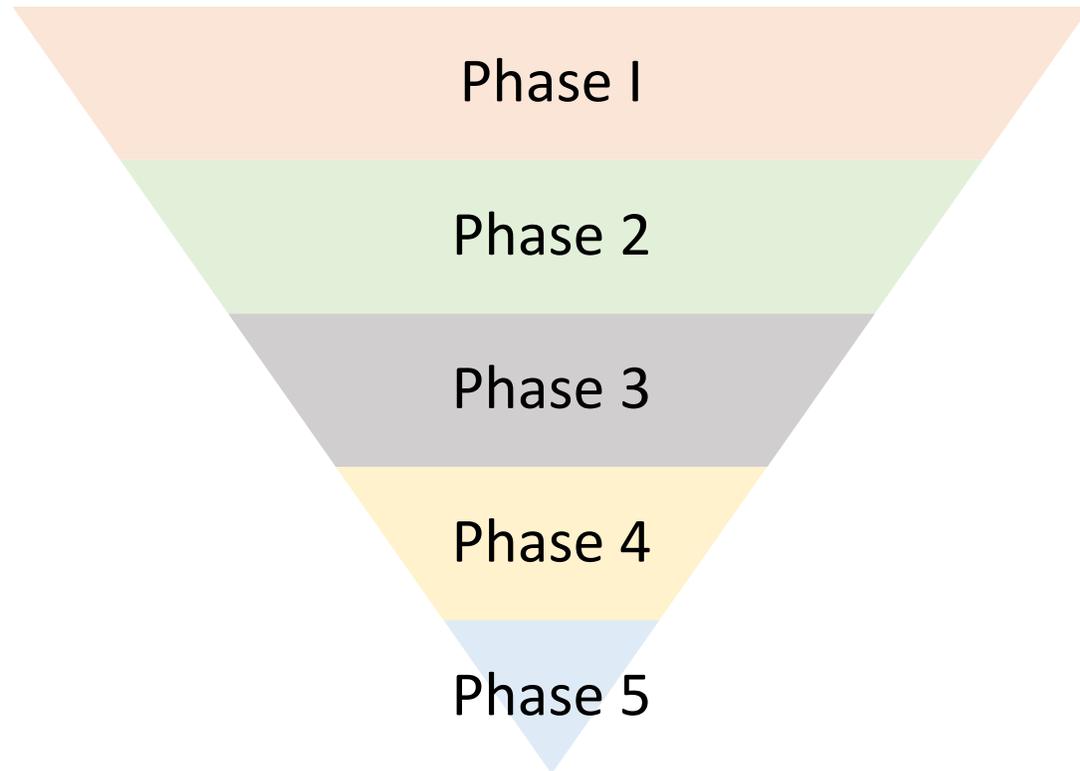


Community Capital Model

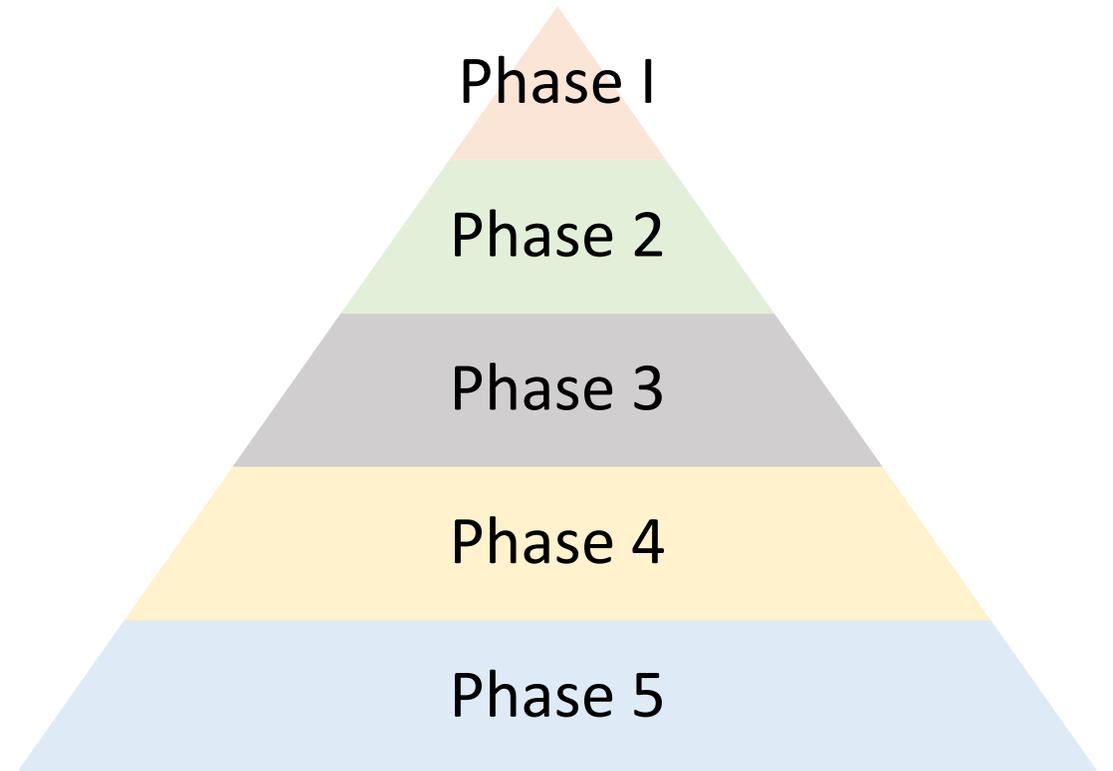


Community Capital Investment

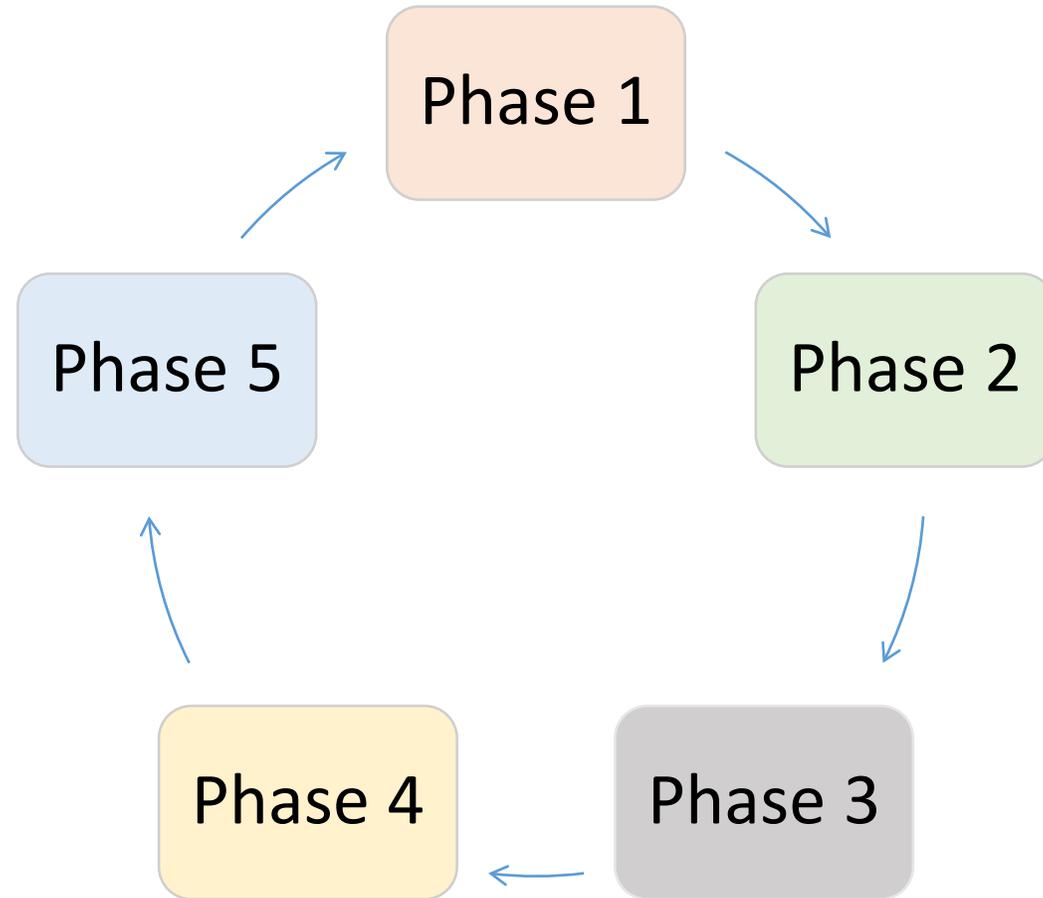
Community Investment in each High School



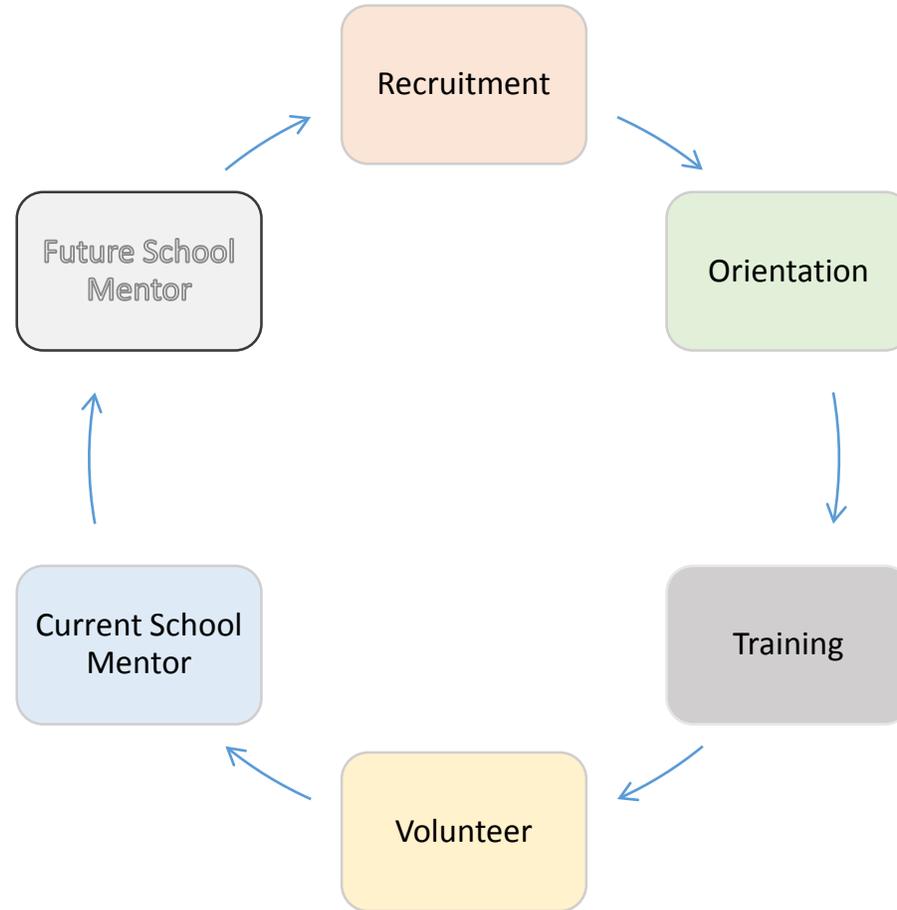
School Investment in each College Center



An Investment Cycle of LEAP Involvement within a single high school



Volunteer Cycle of Involvement



Year[1] Pilot

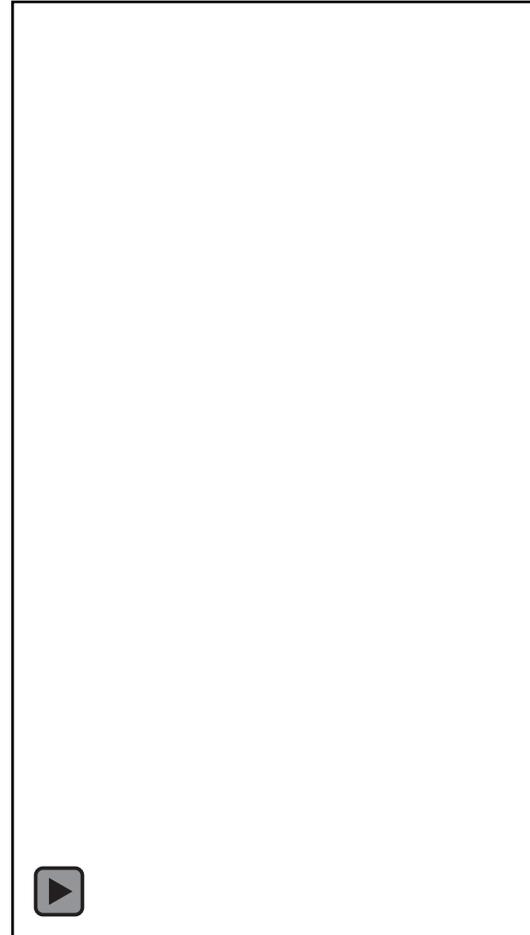
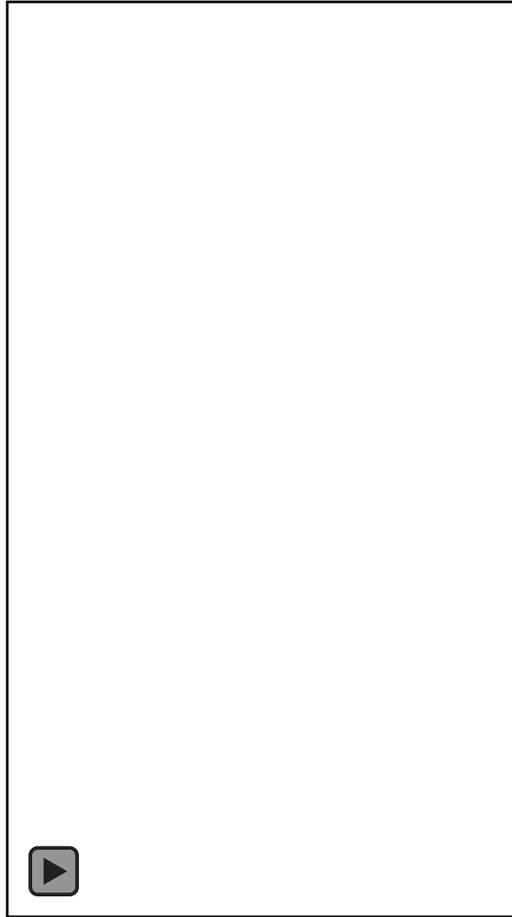
**Armwood High School,
Hillsborough County, FL**



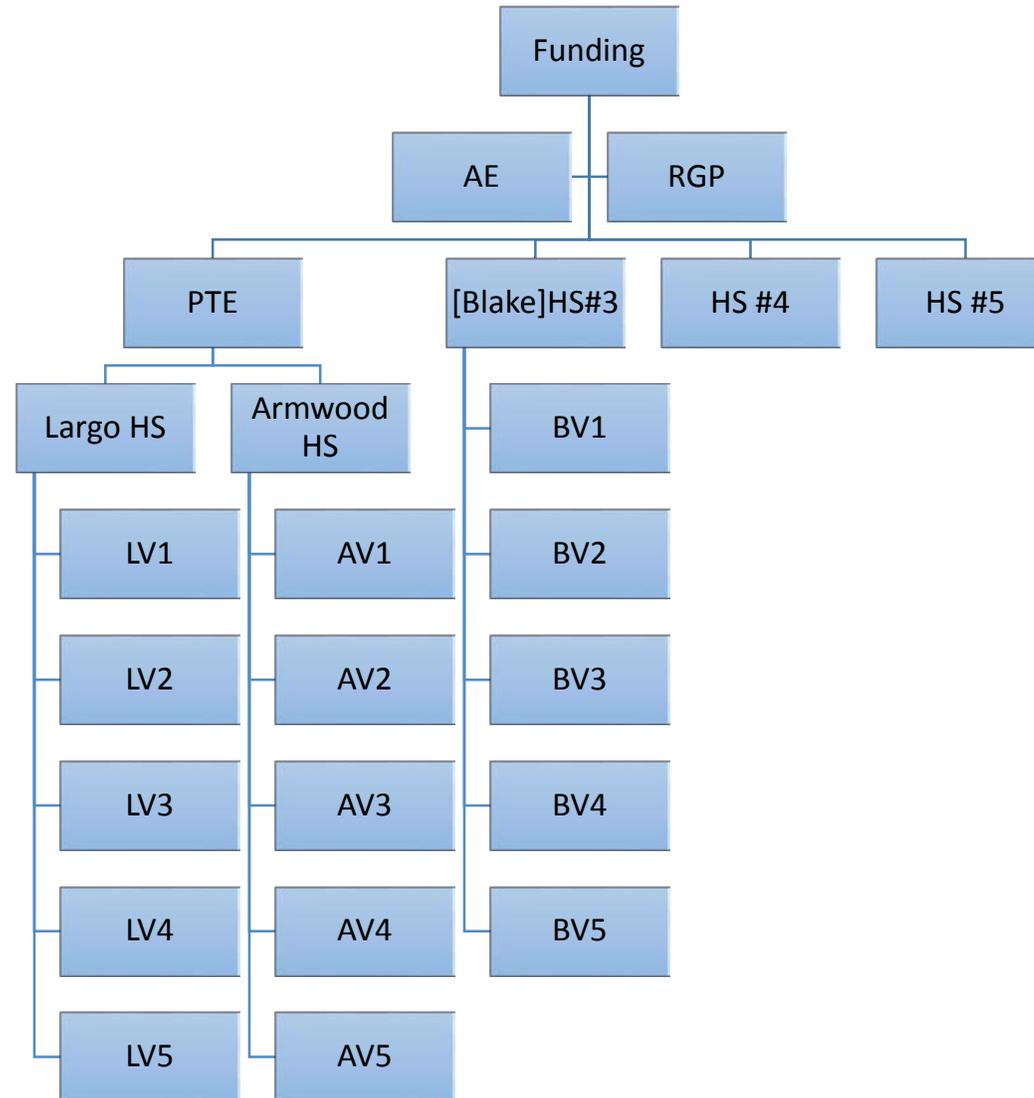
**Largo High School,
Pinellas County, FL**



Pilot Project School Testimonials



Replication and Growth Strategy



Data Capture and Collection

Creation of Tracking Database to measure the following impact variables:

- Type of School: location, demographics, school to counselor ratio
- Number of Volunteers: mentor, experienced and novice volunteers
- Number of Shifts: numbers per shift, days per week, months per year
- Number of Students Served: sophomores, juniors, seniors
- Types of subjects: FAFSA, essays, college options, etc.
- Number of Training Sessions per year and additional number needed if any
- FAFSA Completion Percentages
- Number of students who apply to 3 or more post-secondary programs
- Number of students who enrolled in a post-secondary program and which type

Implications ?

Students?

School, State, Federal Policy?

School Culture?

Community Capital Investment?