

IMPACT REPORT: AVID

PROGRAM OVERVIEW

Vision + Mission

Vision: Regardless of their life circumstances, AVID students overcome obstacles and achieve success. They graduate and attend college at higher rates, but more importantly, they can think critically, collaborate, and set high expectations to confidently conquer the challenges that await them.

AVID Pillars

- **Instruction:** AVID Schoolwide instruction occurs when the entire instructional staff utilizes AVID strategies, other best instructional practices, and 21st century tools to ensure college readiness for AVID Elective students and improved academic performance for all students.
- **Systems:** AVID is Schoolwide when systems are in place that support governance, curriculum and instruction, data collection and analysis, professional learning, and student and parent outreach to ensure college readiness for AVID Elective students and improved academic performance for all students
- **Leadership:** AVID Schoolwide leadership sets the vision and tone that promote college readiness and high expectations for all students in the school.
- **Culture:** AVID Schoolwide culture is evident when the AVID philosophy progressively shifts beliefs and behaviors resulting in an increase of students meeting college readiness requirements.

Mission: AVID's mission is to close the opportunity gap by preparing all students for college and career readiness in a global society.

Opportunity & Impact

Since 1980, the AVID college and career readiness system has been implemented in over 8,000 schools across 47 states and has impacted over two million students. In Houston ISD, AVID is currently in 94 schools (57 elementary sites and 37 secondary sites) and serves several thousand students.

AVID achieves its mission by partnering with K12 schools to provide scaffolded support that educators and students need to encourage college and career readiness success.

Educators receive professional development, a suite of resources, and continuous support to ensure that the AVID system is implemented with fidelity. AVID's work with schools aligns with their goals to enhance and accelerate the work that is already being doing on campuses.

AVID Elementary

- AVID elementary students develop the academic habits they will need to be successful in middle school, high school, and college, in an age-appropriate and challenging way. Children learn

about organization, study skills, communication, and self-advocacy. AVID Elementary students take structured notes and answer and ask high-level questions that go beyond routine answers.

- The strong college-going culture on an AVID Elementary campus encourages students to think about their college and career plans. Schools cover their walls with college pennants and banners, and educators speak about their college experiences. College and careers are no longer foreign concepts, and teachers provide the academic foundation students need to be on a path for college and career success. AVID Elementary closes the opportunity gap before it begins.

AVID Secondary

- The AVID Elective anchors the AVID Secondary system. AVID Secondary targets students who are in the academic middle and earn B's and C's and have the desire to go to college. The foundation for the course is rooted in the WICOR (Writing, Inquiry, Collaboration, Organization, Reading) framework. More specifically, the AVID Weeks at a Glance (WAG) is a suite of resources available to the AVID Elective teacher that includes curriculum, activities, and lesson plans for students enrolled in the course.
- Students in the course are taught study skills, the AVID focused note-taking process, time-management, and research skills. The classroom relationships serve as a cohort of sorts, as the students build powerful relationships with their classmates and their teacher.



AVID students from Scarborough High School tour Blinn College.

PROGRAM SUMMARY

Target Student Population

- AVID Elementary: The AVID Elementary curriculum is designed to be incorporated into classrooms in grades K-5.
- AVID Secondary: The AVID Secondary curriculum is designed for grades 6-12. The curriculum is designed to be delivered through the AVID Elective or through Advisory sessions.

Staffing

- Each AVID campus must have a Site Coordinator, who is responsible for leading the work on the campus. The Site Coordinator is usually a teacher or counselor.
- Each Site Coordinator receives a \$1k stipend.



AVID staff at Summer Institute 2022.

Campuses

Elementary Campuses

Alcott	Gallegos	Northline
Almeda	Garcia	Oates
Anderson	Golfcrest	Osborne
Bastian	Gregg	Paige
Benavidez	Harris JR	Park Place
Benbrook	Harris RP	Peck
Berry	Hartsfield	Port Houston
Blackshear	Hilliard	Reynolds
Bonham	Hobby	Roosevelt
Bonner	Jefferson	Ross
Burnet	Kennedy	Rucker
Cage	Lockhart	Sanchez
Cook	Looscan	Scarborough
Coop	MacGregor	Seguin
Davila	R. Martinez	Sutton
DeZavala	McGowen	Thompson
Elmore	McNamara	Wesley
Elrod	Montgomery	White
Franklin	Moreno	Whittier

PROGRAM SUMMARY (cont.)

Middle School Campuses

Black	Lawson
Cullen	Long Academy
Deady	McReynolds
Fleming	Project Chrysalis
Fondren	Revere
Fonville	Secondary DAEP
Forest Brook	Thomas
High School Ahead	Williams

High School Campuses

Austin	Madison	Sharpstown International
East Early	Middle College Fraga	South Early
HAI	Middle College Gulfton	Sterling
HSLJ	Milby	Westbury
Jones	N. Forest	Wheatley
Kashmere	On-Time Grad	Worthing
Liberty	Scarborough	Yates

PROGRAM IMPACT

Impact Highlights

- August 2022: Two-day Path Training @ Forest Brook Middle School. First time that Path Training has
- AVID Elective course onboarded at 6 new middle schools and 10 new high schools.

AVID Elementary Educator and Site Coordinator Trainings:

- | | |
|-----------------------------|----|
| ▪ Houston ISD Path | 90 |
| ▪ Site Support Convening | 7 |
| ▪ WICOR Strategies Training | 21 |

AVID Secondary Educator and AVID Elective Teacher Training:

- | | |
|--|----|
| ▪ Houston ISD Path | 77 |
| ▪ AVID Elective Teacher Training 1 | 31 |
| ▪ AVID Elective Teacher Training 2 | 27 |
| ▪ Middle School AVID Elective Teacher Check-in | 7 |

AVID Elective Teachers attended Regional Path Training in Baytown. Twenty-eight AVID Elective teachers trained.

- One (1) Dell Scholar at UT Austin Scholarship recipient at Kashmere High School. This scholarship is designed to ensure that all Pell Grant-eligible students have the support they need to reach graduation. There were two Dell Scholar at UT Austin Semi-Finalists at Kashmere. All three students are in the AVID Elective and part of the Miles Ahead Scholars (MAS) cohort.
- One (1) Dell Scholar at UT Austin Scholarship recipient at Worthing High School. This student is in the AVID Elective and a member of the MAS cohort.
- One (1) student at HAIS was a Dell Scholarship semi-finalist.
- Fourteen (14) Dell Scholarship Winners from East Early High School. The Dell Foundation earmarks scholarships for students in Dell approved College Readiness Programs. AVID is one of only 30 organizations that the Dell Foundation supports. The scholarship is earmarked for students who have had AVID in 11th and 12th grade, thus highlighting the importance of the scaffolding of the AVID Elective in high school.

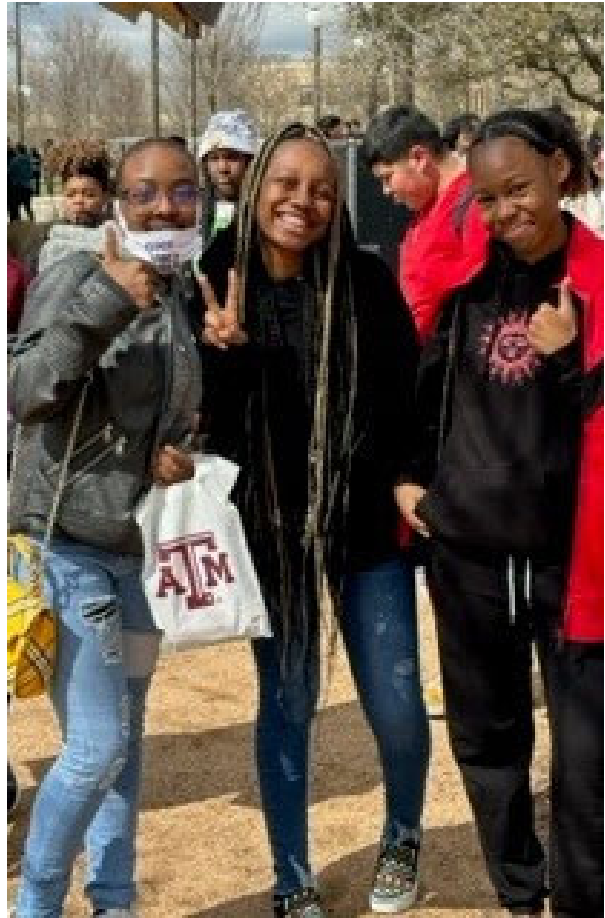
PROGRAM HIGHLIGHTS

Texas A&M Visit

On Saturday, Feb. 11, 2023, 190 AVID Elective students traveled to College Station for the annual Aggieland Open House event. This was the first time that Houston ISD participated in the event. Students from the following Opportunity schools participated in the event: Kashmere, Madison, N. Forest, Scarborough, Wheatley, Worthing, Yates

AVID Elective Teacher Professional Development

- On October 4, 2022, AVID Program Managers facilitated a three-hour professional development workshop for 31 AVID Elective teachers and stakeholders from the following schools: Liberty, Black Middle School, On Time Grad, Cullen Middle School, Secondary DAEP, Thomas Middle School, Kashmere, Fondren Middle School, Wheatley, Forest Brook Middle School, McReynolds Middle School, Fleming Middle School, Lawson MS, Scarborough, Sterling, Yates, N, Forest, Worthing, and Madison.
- This training was the first time that AVID hosted a training as part of the District Professional Development Day.



Dell Scholarship Support

- AVID is one of the thirty college readiness programs approved to participate in Dell Scholars.
- Students must take the AVID Elective in 11th and 12th grades and have a minimum GPA of 2.4.
- Eighty-six students at East Early met the application criteria and applied for the scholarship. Fourteen students received the scholarship and are among the 500 winners from across the country to receive a \$20k scholarship, personalized, multi-faceted support, a laptop, textbook credits, access to a Scholars Resource Network, and access to teletherapy.
- H AIS had one semi-finalist for the scholarship.
- The AVID team hosted a pizza party to acknowledge the students' efforts in applying for this opportunity.
- This is one of the many examples of the unique opportunities afforded to students who have comprehensive, scaffolded access to the AVID Elective.

PROGRAM HIGHLIGHTS (cont.)

Marvy Finger Scholarship Support

- In partnership with the Career Readiness Department, AVID hosted a Marvy Finger Scholarship information meeting.
- The Marvy Finger Foundation Executive Director, Keisha Smith, attended the event.
- There were thirty-six (36) Fraga students and six (6) E. Early students in attendance.

AVID offerings increase 278%

Notably, during AY 2021-2022, there were 9 schools offering the AVID Elective course throughout the district (3 Middle, 3 High). During AY 2022-2023, there are now 24 schools offering the AVID Elective, resulting in a 278% increase from last year. This increase is due to ESSER funding that resulted in an increase in AVID schools and the Postsecondary AP Expansion that provides funding for Opportunity schools. AVID prioritizes student agency and student voice and the words of Marcus W., a Senior at Kashmere, reflects the holistic impact of the AVID expansion. During a meeting with the District Director, Marcus shared the following: "I feel that AVID being introduced to Kashmere has been beneficial for myself as well as a multitude of students. AVID has given bigger opportunities to all of us." Marcus is one of the two UT Dell Scholarship Semi-Finalists at Kashmere.

North Forest AVID Elective - perspectives

"The AVID Elective has helped me grow as a person tremendously, I've always been a very determined individual but not in all aspects. This course has shown me that it's better for me to be determined about everything I put my mind to because ultimately, I am able to achieve it. Having the privilege to take this course has only given me motivation to strive for the best. To my knowledge, students are chosen to take this course due to them taking ap classes, dual credit classes, or overall high grades meaning that only advanced students have the privilege to take this course. Being a student who was placed in this course, I have no reason to doubt myself as I know that I am more advanced than others when being a determined individual being." – Samantha V.

"To me this AVID Elective is a sense of relief because when I come into this classroom I know that it will never be a silent day because everyone remains actively involved in the lesson and shows one another and our teacher a great amount of respect. This class has helped me to become a better person because on some assignments we are requested to work in groups and because of this it has been fun and easy to collaborate with classmates and by doing so I have learned a lot about how to communicate with others by having fun and completing the assignments." – J. Tavira

"Ever since I started to take AVID as my 7th period class, I've had noticed a difference in my thinking and actions. A huge part of AVID's goal is to prepare students for college and career success, and I can say full heartily that I am now more confident in my decision of college and career. We learn about credit and debit cards to provide us with better financial literacy and after the class period, I walked out of the classroom more informed on topic and was inspired to start a new savings account. AVID is a class like no other because it provides important lessons to teens like me that I wouldn't have known much about without this class. This class and teacher has thought me interesting and viable information that I would be able to use in the foreseeable future, and I'm very thankful for having this class this year." – Charleson L.

STUDENT STORIES



Tyran Kennedy, Dell Scholars UT & Terry Foundation Winner

T. Kennedy: Kashmere HS

- Tyran Kennedy is the recipient of the Dell Scholars UT Austin Scholarship and the Terry Foundation Scholarship, a first for a Kashmere student. He is highly regarded by all who know him and during an event on April 4th, campus leadership and his teachers came together to congratulate his hard work.
- Mr. Kennedy is a first-gen student.
- Mr. Kennedy has had his fair share of challenge. He was born in New Orleans to a single mother who evacuated to Houston after Hurricane Katrina. He is the oldest of six children. His mother has shared that she came to Houston with the clothes on her back as she and her seven-month-old baby navigated the storm and came to Houston. The Kennedy family currently lives in Northeast Houston.

Alexis Favela: E. Early HS

- Favela is a senior at E. Early and one of the fourteen students at E. Early to receive the scholarship. He is a first-gen student.
- As noted in the scholarship essay, his life has not been without challenges:
- “While growing up I thought that everyone and everything was out to get me. This coming from a ten-year-old kid who grew up very poor, in a large family, and who moved around a lot was something not that surprising. As I got older, I, unfortunately, found this to be true, but nothing was out to get me as bad as something I had been born with, my race. I was born to Mexican parents who immigrated to the US to provide a better life for their family. Even then it wasn’t easy, from the start we were affected by racism. Just like my parents, I was born with the signature dark skin that had been passed down to me by my ancestors. Even though I learned over time to love who I was, I was often met with people who would treat me differently because of how I looked and where I came from. I would hear things like “Get out of this country”, “You can’t speak that here”, and “You are just criminals”. Words like these often got to me and made me feel inferior to others. However, as I grew up, I realized my skin was nothing to be ashamed of, and that my first language was a gift that not only connected me to my people but also served as an advantage. It was no longer something I was ashamed of and now went out of my way to share this way of thinking. I did this by joining organizations that helped people be proud of who they truly were.”
- Mr. Favela is also a Posse Scholar and will be attending Colby College.

A. Arispe: Middle College Fraga

- Mr. Arispe is a Senior in the AVID Elective at Middle College Fraga and is a first-gen student.
- Mr. Arispe's father recently passed away from cancer and despite this hardship, he still keeps a smile on his face and is looking forward to the future ahead.
- He has received scholarships from the HCC Logistics & Global Supply Chain Management Program and an \$8k scholarship from Texas Southern University.

CHALLENGES

Fidelity of Implementation

AVID is often looked at as ‘another thing to do,’ as opposed to a system of strategies and resources to enhance what educators are already doing. As a result, it is often difficult to capture the attention of busy educators.

Campus Leadership

The shifting landscape of campus leadership has been an unexpected challenge to navigate. There have been at least five instances of principals signing on to be AVID schools and then leaving campus. As a result, the successor is hesitant to implement. Hamilton MS is one such example. The outgoing principal was eager to have AVID on his campus, but once he transitioned, the incoming principal refused the implementation.

Other instances have involved principals who have declined implementation due to competing priorities and the heavy workload associated with other campus initiatives.

Costs

Simply put, AVID is an expensive investment. AVID is a well-known and highly regarded organization and there are several schools who would like to be added to the existing contract. However, the costs associated with onboarding new sites and training is prohibitive.

Staffing

The AVID team has grown in many ways and with that growth comes many changes. The team was once comprised of one manager who supported eighteen schools. The expansion created roles for the Sr. Manager position and three advisors. However, some team members have departed for new opportunities and there are currently only two team members to support the implementation and calibration for 94 sites.



Next steps

Initiatives

Alternative Campus Support

- As more and more alternative schools implement AVID, AVID Center hosted a virtual convening in January. The Houston ISD District Director attended as Secondary DAEP is a current AVID site.

- There may be other opportunities associated with this body of work as AVID is considering updating some of the resources and data reporting tools to address the unique characteristics associated with alternative schools.

Culturally Responsive AVID Elective Resources

- The AVID Elective curriculum, Weeks at a Glance (WAG), is the cornerstone of the AVID Elective. However, the resources do not always reflect the needs and assets of the diverse students in our district.
- Students have shared that the resources (articles, etc.) do not always reflect their unique perspectives and experiences.
- Over the course of the summer, the plan is revise and augment some of the WAG resources so that they are a better reflection and connection to the students.

Collaborations

Postsecondary Programming

- Postsecondary Programming is a key part of the Houston ISD AVID Ecosystem. District Director Watts has worked with the AP Expansion team to support the AVID Elective at the following Opportunity schools: Kashmere, Madison, N. Forest, Scarborough, Sterling, Wheatley, Worthing, and Yates.
- Postsecondary Programming is supporting the travel to AVID Summer Institute in Dallas and San Antonio for AVID Elective teachers and PSP stakeholders. Houston ISD will have a critical mass of ten plus educators at these events.

Miles Ahead Scholars (MAS)

- Miles Ahead Scholars is a cohort-based initiative for young men of color.
- MAS Mission: “Empowering young men of color to ignite positive change in their lives, schools, and communities by preparing them to attend and graduate from our nation’s top universities.”
- There are MAS/AVID Elective cohorts in the District at Kashmere, Worthing, and Yates.
- Tyran Kennedy, pictured above, is a MAS cohort member and AVID Elective student at Kashmere. He received the Dell Scholars at UT Scholarship as well as the Terry Foundation Scholarship. This is the first time that these two scholarships have been awarded to Kashmere students.
- There were also two Dell Scholars for UT semi-finalists. Both young men are AVID Elective students in the MAS program.

RISE

The following schools are part of the RISE initiative:

- **Elementary:** Northline, Osborne, Rucker, Seguin
- **Middle:** Deady, Fleming, Thomas, Williams. Fleming and Thomas both have the AVID Elective. Deady is planning to offer the AE next year.
- **High:** North Forest, Wheatley

GOAL ALIGNMENT

Program goal

AVID is designed to increase schoolwide learning and performance. To achieve this goal, AVID trains educators in AVID strategies that build collective educator agency by insisting on rigor, breaking down barriers to student success, aligning the work throughout the school, and advocating for students. As a result, AVID students will build the skills to access and succeed in rigorous coursework, develop increased agency, and participate in opportunity knowledge-building activities that will prepare them for postsecondary success.



Seguin Elementary third graders

Board Goal Progress

Board Goal 3:

The AVID approach is based on the belief that every student is capable of accessing and succeeding in a rigorous curriculum and graduating as a college ready student when the appropriate skills and support are in place.

Office of CCMR Department Goals:

Core Principle: Increase student achievement

- Goal 1: Increase the number of schools achieving A-C in domain 1 of the state accountability system. Metric: Increase participation in AVID elective courses by 12% by end of 2024. Increase the percentage of AVID Elective graduates who meet TSI by 2% by end of 2024.

Short-Term Goals

- Increased knowledge and use of AVID instructional framework, WICOR (Writing to learn, Inquiry, Collaboration, Organization, Reading) by all teachers across campus.
- Increased knowledge and incorporation of AVID core values throughout school.
- Increased collaboration among stakeholders to strengthen rigor and alignment.
- Increased engagement in school.
- Increased expectations and awareness of postsecondary options among AVID Elective students. Improved writing, study, and critical thinking skills among AVID Elective students.

GOAL ALIGNMENT (cont.)

Mid-Term Goals

- Increased enrollment and credits earned in Advanced Placement, Honors, and Dual Credit classes.
- Improved academic performance.
- Increased college enrollment.
- Increased participation in AVID-Center branded events and opportunities (i.e. Dell Scholarship, AVID scholarships, etc.)

Long-Term Goals

- Increased matriculation through zoned feeder pattern.
- Increased high school graduation rates among AVID Elective students.
- Increased college acceptance rates among AVID Elective students.
- Increased completion rates of a two-year or four-year degree among AVID Elective students.