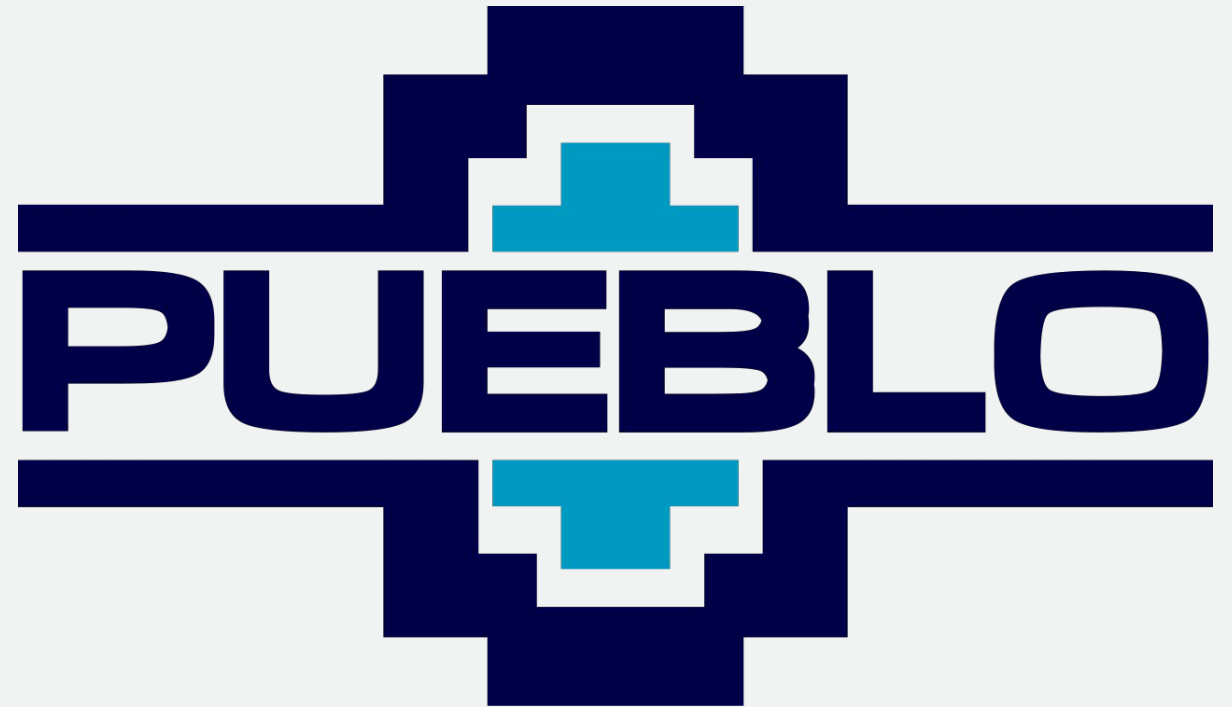


Being a Systemic Change Agent and Leader for Hispanic Serving High Schools

Monday, September 11, 2023

Dr. Teresa Toro, School Counselor

Ms. Meg Tully, Assistant Principal



Reflect upon your campus needs and identify what needs to change on your campus.

-
- Who is demanding this change?
 - In what area is change needed?
 - Who are the stakeholders that can help effect and support the change process?
 - Is it sustainable?
 - *How can it be institutionalized?*



Context of our HSI High School: Pueblo

- Established in 1956 (2nd oldest high school in TUSD) in South Tucson
- 1855 students for SY 23-24
- More than 90% Hispanic/Latino
- Title 1 School
- All students receive free and reduced lunch
- All students who sign up for AP exams receive 100% fee waivers



Primary motivation for systemic change at Pueblo High School



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- Create and sustain a "College Knowing and Going" culture
 - Create and sustain a future-focused student population
 - Create opportunities for Advanced Learning Experiences (AP/Dual Enrollment/Honors classes)
 - Hold all faculty and staff to a standard of excellence to provide the best service to our students, families, and community
 - Need buy-in from multiple stakeholders

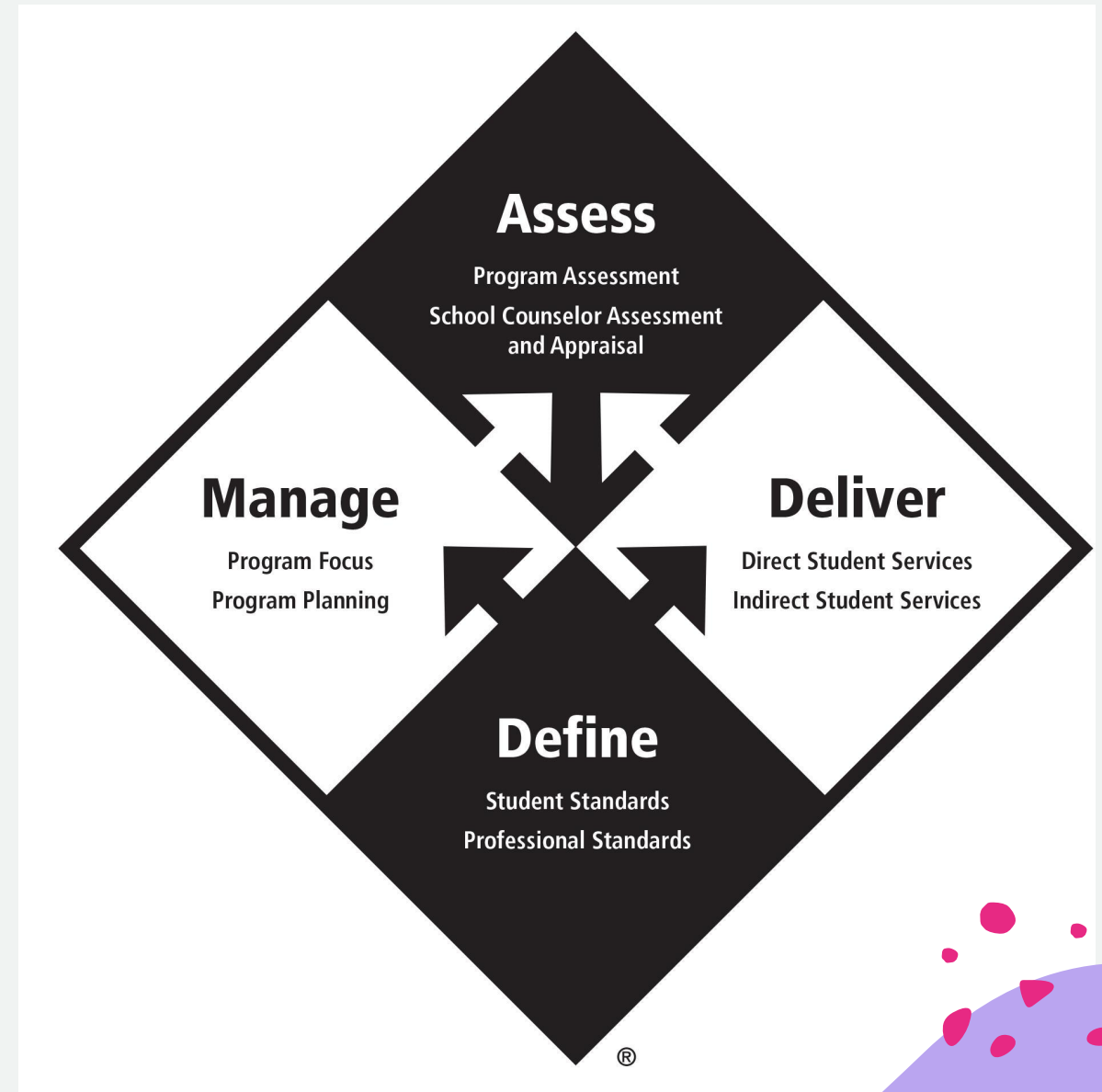
Examples of Measurable Systemic Change at Pueblo High School

1. ASCA National Model adopted by AzSCA in 2008:
 1. Yes, when implemented with fidelity and is aligned with PLT work and School Letter Grade
2. Pueblo High School requires the FAFSA as a clearance item to participate in the graduation ceremony:
 1. Yes, how many students complete it and get Pell Grants, work study, and low interest rate student loans
3. Pueblo College Preparatory Academy:
 1. Yes, graduation rate, where they attend, and how much scholarship money they receive
4. Annual Mr. Pueblo Warrior Pageant fundraiser by the Pueblo Counseling Department:
 1. Yes, how much money is fundraised

ASCA National Model

Framework, Accountability & Advisory Council:

1. Principal
2. Counseling Dept. Supervisor
3. All PHS School Counselors
4. College & Career Readiness Coordinator
5. Two teachers
6. Two students
7. Two parents
8. PHS Site Council Representative
9. TUSD ALE Representative
10. TUSD Governing Board Member
11. Pima Community College Representative
12. University of Arizona Representative
13. District 5 Supervisor





FAFSA Initiative

College **AVE**
STU

Pueblo College Preparatory Academy

Have

- Have the opportunity to earn full-ride and full-tuition scholarships by earning A's and B's in all of your classes beginning in freshman year.

Apply

- Apply and potentially be accepted into prestigious colleges and universities.

Be

- Be fully prepared and successful academically at the college and university level.



PCPA Success Stories

Examples of Colleges & Universities our students have been accepted to:

- Arizona State University
- Bowdoin College
- Brown University
- Connecticut College
- Creighton College
- Embry Riddle University
- Northern Arizona University
- Oxford University
- Princeton University
- Skidmore College
- Smith
- Stanford University
- Swarthmore College
- Tufts University
- University of Arizona
- UC Berkeley
- UC San Diego
- Williams College
- Yale University



PCPA in 2023-2024

- 5th full year of the program
- 190+ students enrolled
- Expanded ALE classes
 - 10 Honors Courses
 - 15 AP Courses
 - 6 Dual Enrollment Courses
 - Culturally relevant courses & PCPA approved general ed teachers
- Additional funding and support for ExEd student participation
- Competitive with other top-tier schools and programs



Mr. Pueblo Warrior Pageant Fundraiser

- Contestants = Seniors in a club or sport
- Chaperones = Academy student volunteers
- \$500 Senior Scholarship on behalf of the PHS Counseling Department
- Offset the cost of the East Coast Ivy League College Road Trip expenses for students who will be participating
- Pay for the Annual Academy Gala expenses



How can Administrators and Counselors collaborate to create systemic change?

1. Support for Individual Planning
 1. ECAP one-to-one meetings
2. Collaborative Guidance Lessons
 1. Involvement of campus leadership
 2. Reinforce vision of excellence and systemic change
3. Funding for Responsive Services
 1. SEL/Response Services Counselor
 2. Social worker leading as 504 Coordinator
4. Systemic Support
 1. Pueblo College Preparatory Academy
 2. Campus partnerships (Culturally-Relevant Dept., Ex Ed Dept.)
 3. Create alliances with your adversaries!
5. Active Administrative Support
 1. Creating space, time, and opportunities for school counselors to do their job
 2. Being a visible supervisor and advocate in the campus community
 3. Flexibility, communication, and collaboration

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Who do you see as the key members of the Systemic Change Agent Team at your school site?

Who are the formal and informal leaders on your campus?

Formal: Administrators, Department Chairs, Coordinators

Informal: School Counselors, teacher leaders, and more

*What leadership mindset
must a systemic change
agent have to create
necessary change?*

-
- “You weren’t made to fit in. You were born to stand out.” – Jim Caviezel
 - “Courage is not the absence of fear, but rather the judgement that something else is more important than fear.” – Ambrose Redmoon
 - “Resilience is overcoming adversity whilst also potentially changing, or even dramatically transforming, that adversity.” –Angie Hart

Q & A and Work Time

PUEBLO
HIGH SCHOOL ¡Si Se Puede!

