



ARKANSAS DEPARTMENT  
OF CAREER EDUCATION

JOINT EDUCATION COMMITTEE  
ARKANSAS WORKS –  
INTERIM STUDY PRESENTATION



Mike Beebe, Governor  
William L. "Bill" Walker, Jr., Director  
Rod Duckworth, Interim Deputy Director  
Sonja Wright-McMurray, Associate Director

*February 6, 2012*

# Interim Study



## **INTERIM STUDY COMMITTEE**

**Representative Andy Mayberry (HB 1860 Sponsor)**

**Representative David Branscum (HB 1860 Co -Sponsor)**

### **Arkansas Department of Career Education**

- William L. "Bill" Walker, Jr. – Director
- Roderic Duckworth – Interim Deputy Director for Career Technical Education
- Sonja Wright-McMurray – Associate Director for Arkansas Works

### **Arkansas Department of Education**

- Dr. Tom Kimbrell - Commissioner
- Tony Wood - Deputy Commissioner

### **Arkansas Department of Higher Education**

- Shane Broadway - Interim Director
- Brooks Harrington - Program Specialist

### **Winthrop Rockefeller Foundation**

- Cory Anderson – Vice President

### **Arkansas Works Career Coach**

- Lindsey Graham – North Arkansas College

### **Career Coach Supervisor**

- Robert White – Southern Arkansas University Technical

### **Two-Year College President**

- Dr. Steven Murray – Phillips Community College at the University of Arkansas

### **School District Superintendent**

- Robert Poole - Prescott School District

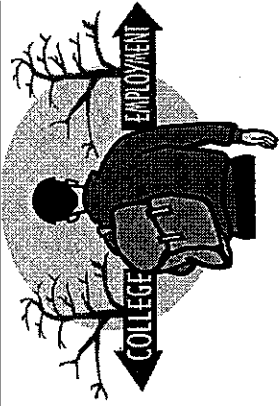
### **Business and Industry Representative**

- Curtis Coleman – The Curtis Coleman Institute for Constitutional Policy

# PowerPoint Presentation

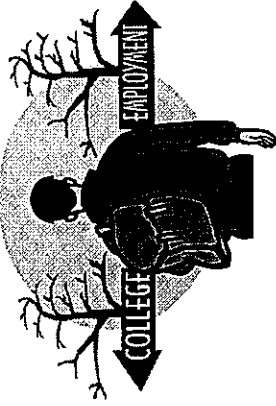
**ARKANSAS WORKS' CAREER COACH PROGRAM:  
AN EFFECTIVE COLLEGE AND CAREER  
PLANNING MODEL**





# What is Arkansas Works ?

- Governor Mike Beebe's Initiative adopted by his Workforce Cabinet
- Administered by the Arkansas Department of Career Education
- Designed to complement and enhance assisting college and career planning efforts of School Districts, Postsecondary Institutions, and Adult Education Centers
- Three component system comprised of Career Coaches, On-line College and Career Planning Tool, and ACT Academies



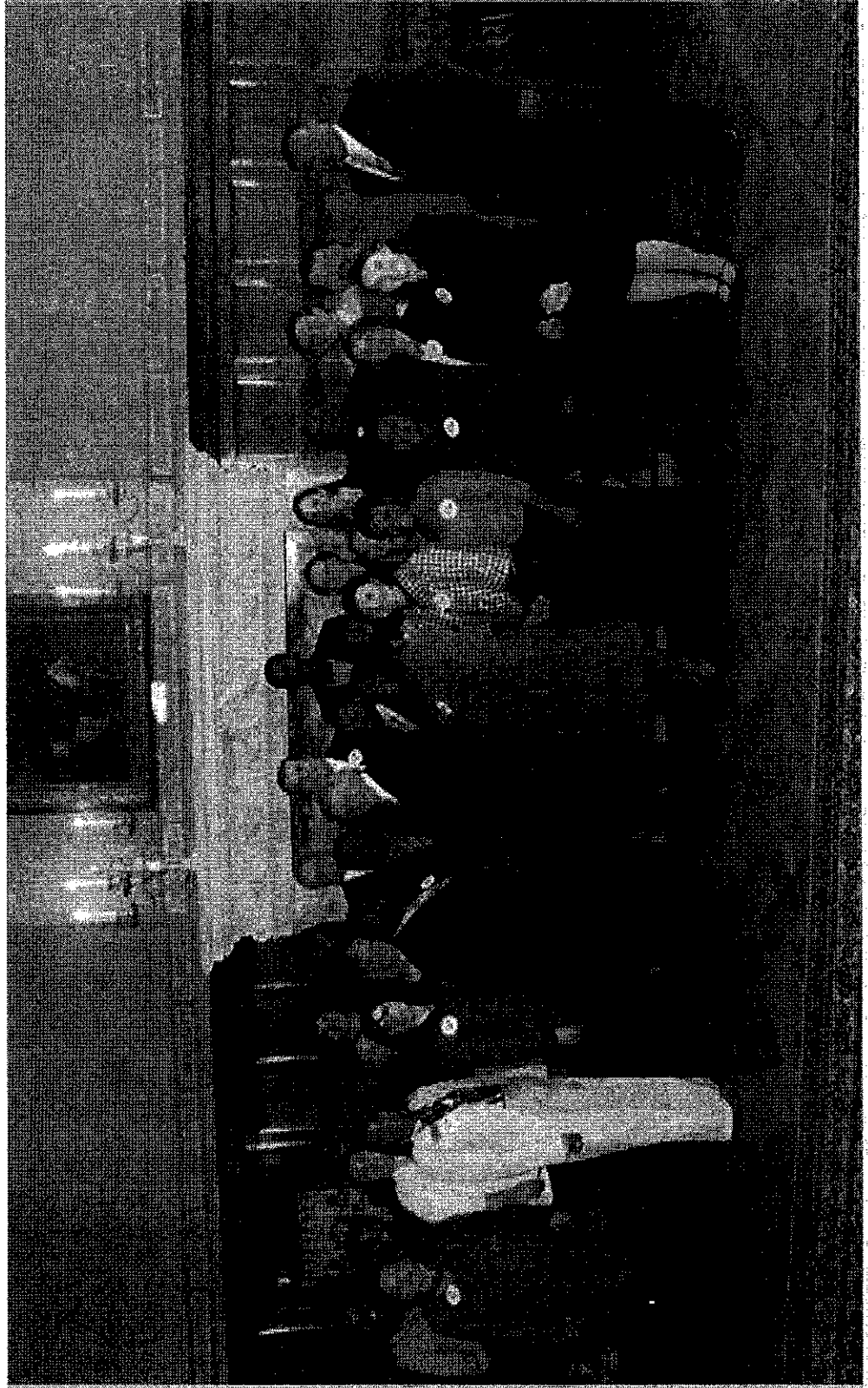
# How Did the Career Coach Program Start?

- Began January 2010 with **43** Career Coaches based in **59** school districts through **12** Two-year Colleges
- Currently, there are **49** Career Coaches based in **57\*** school districts through **13** Two-year Colleges and **1** Cooperative Education Service Center
- Two positions for specialized populations – Hispanic/ English as a Second Language (ESL) Students and Adults
- Three positions to address high schools classified as Dropout Factories – LR Hall, JA Fair and McClellan

*\*Decline in school districts served due to closing of Turrell and Twin Rivers School districts*



# Who Are Career Coaches?





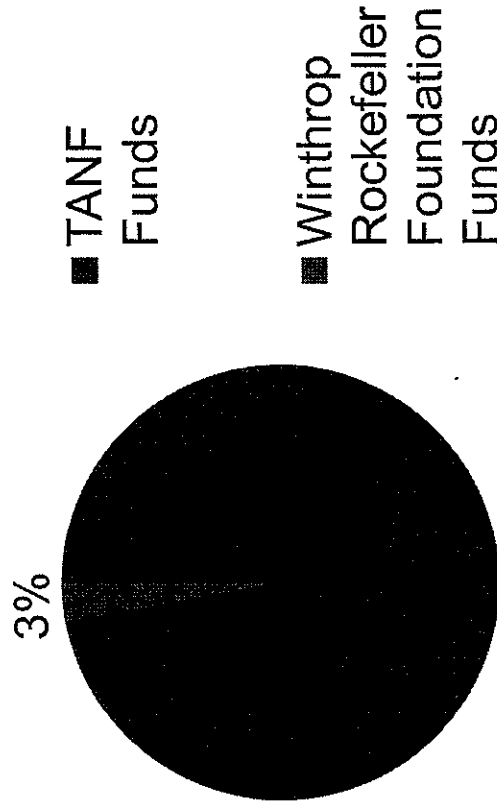


# How Are Career Coaches Funded?

**The Career Coach Program is funded by two sources:**

- Arkansas Department of Workforce Services through Temporary Assistance for Needy Families (TANF) Funds
- Winthrop Rockefeller Foundation

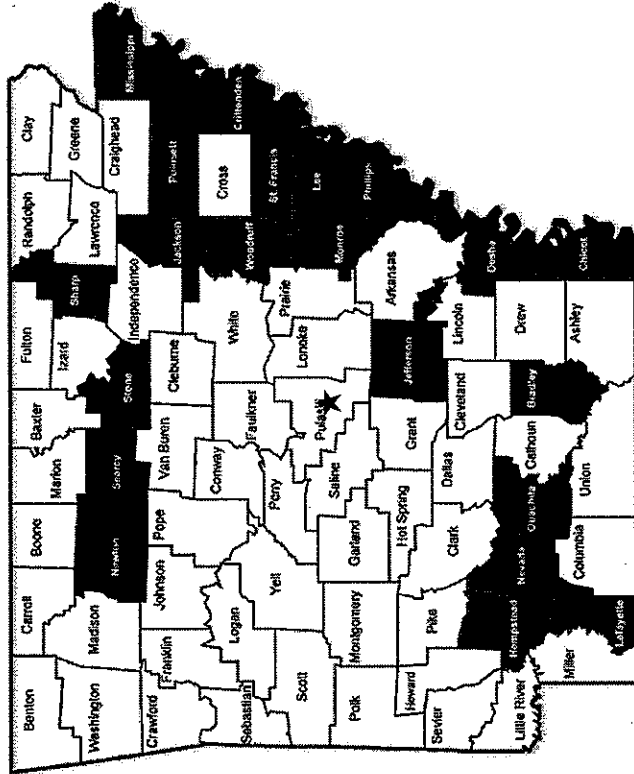
## Career Coach Program Funding





# Where Are Career Coaches?

**Counties Targeted  
for College and Career  
Coaches Program**



- 21 Counties
- 69 High Schools
- 29 Middle/Junior High Schools
- 19 Adult Education Centers



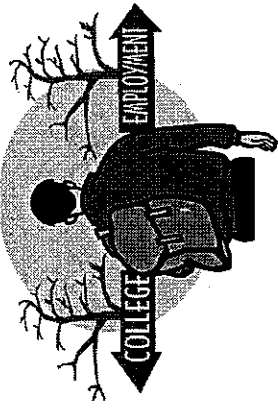
# What Career Coaches Do?



**Career Coaches offer programs and services to 27,147 students in the areas of:**

- Development and revision of college and career plans
- Preparation for postsecondary education
- Financial aid information and applications
- Connecting secondary education with postsecondary education and careers
- Transition from secondary to postsecondary education

*Career Coach from Mid-South Community College, Robin Allen, assisting students learn more about careers in Manufacturing*



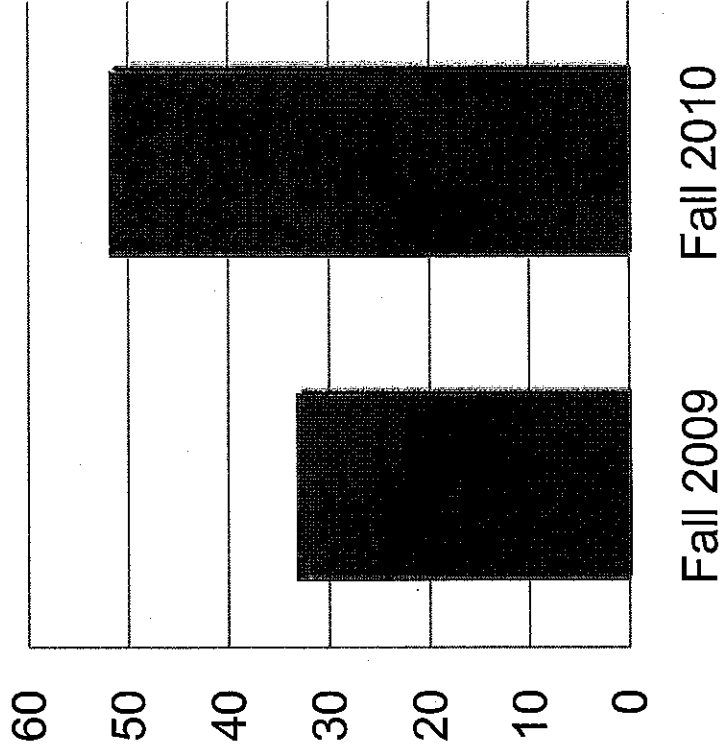
# What Have Career Coaches Accomplished?

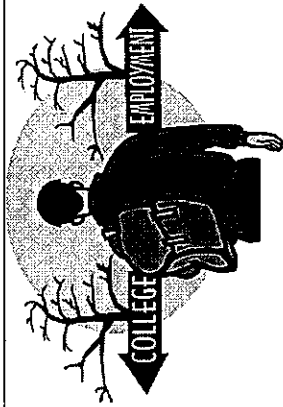
## College Going Rate (First-Time College Freshmen Fall 2010):

- Increased from 33.10% to 51.73% (18.63%)
- State average increased from 46.9 to 51.7% (4.8%)

*Data was provided by ADHE and reflects students, who graduated high school in May 2010 and entered a public postsecondary institution in the Fall of 2010. Data for May 2011 graduates will not be available until July 2012.*

**Average College Going Rate for All 21 Counties**





# What Have Career Coaches Accomplished?

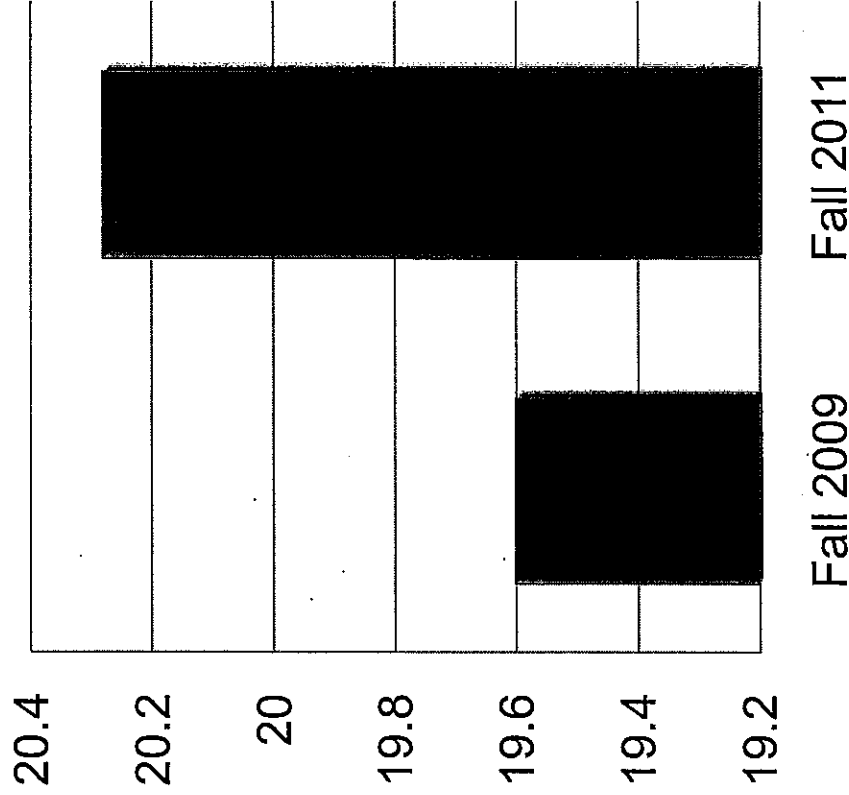
## 2011 ACT Academy: Increasing ACT Score

- 74% of Participants increased their ACT Score by at least one point

*When comparing the average ACT Score data from ADHE prior to Arkansas Works and up to Fall 2011, the average score has increased from 19.6 to 20.28 (.68 points).*

- *State average increased by .43 points*

Average ACT Score  
for All 21 Counties\*





# What Have Career Coaches Accomplished?

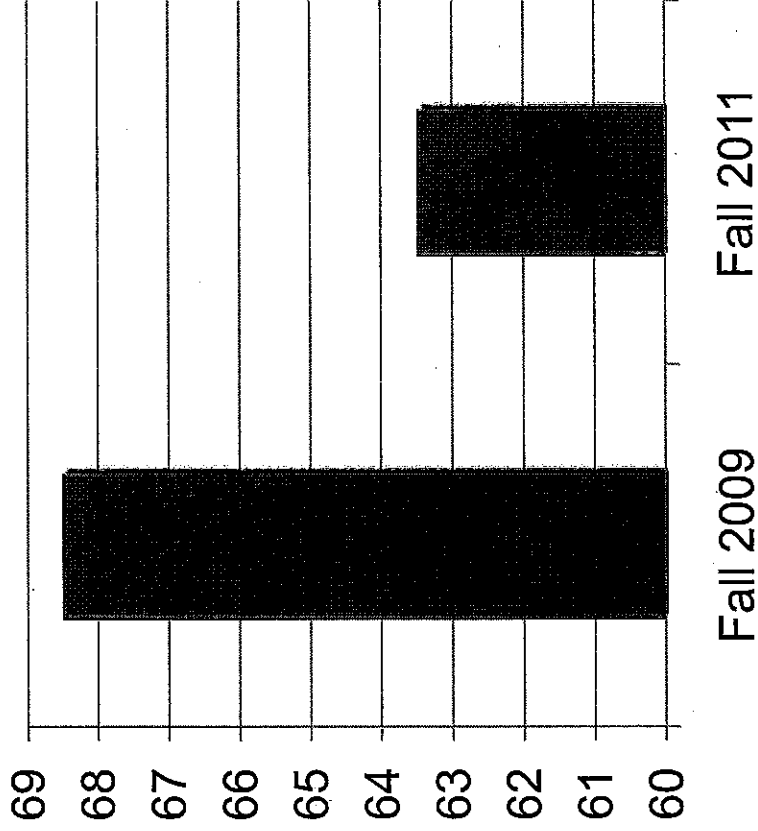
## 2011 ACT Academy: Reducing Need for Remediation

- 52% of Participants increased at least one subject score to 19 or higher and tested out of Remediation

*When comparing the average Remediation Rate data from ADHE prior to Arkansas Works and up to Fall 2011, the average rate has decreased for all 21 counties from 68.49% to 63.46% (-5.03%).*

- State average decreased by -4.98

**Average Remediation Rate for all 21 Counties**





## Additional Resources and Recognition Outside of AR Works Initiative

- Over 100 Secondary/Postsecondary Educators and 300 DWS employees received Career Development Facilitator (CDF) training
- College Access Challenge Grant – College 101
- Act 1222 of 2011
- Arkansas Legislative Task Force on Reducing Poverty and Promoting Economic Opportunity – Final Report 2010



# Career Coach Program Expanding Outside of Arkansas Works

- Prescott School District hired a Career Coach with NSLA funds
- Winthrop Rockefeller Foundation has funded two additional Career Coaches to serve Central Arkansas (Boys and Girls Club of Central Arkansas and Pfeifer Camp)
- Walton Foundation has provided a **\$1.5 Million grant** to place 15 Career Coaches in Benton and Washington Counties





## Future Goals for Arkansas Works

- Secure a Bridge Grant to allow continuation of Career Coach program in the 21 counties until June 30, 2013.
- Secure State Funding to allow continuation of Career Coach program in the 21 counties beyond June 30, 2013.
- Expand Career Coach Program to include all 75 counties

AR Works Counties &  
School Districts



**ARKANSASWORKS**

*Arkansas' Career & College Planning System*

**Career Coaches Territories,  
Co-Location Sites and Assigned School Districts**

**(Number in Parenthesis indicates amount of College and Career Coaches assigned to site)**

**Arkansas Northeastern College (5)**

**College Location: Blytheville**

**County: Mississippi**

Armored

Blytheville

Buffalo Island

Gosnell

Manilla

Osceola

South Mississippi County (Rivercrest)

**North Arkansas College (2)**

**College Location: Harrison**

**Counties: Newton and Searcy**

Deer/Mt. Judea

Jasper

Ozark Mountain (St. Joe/Western Grove)

Searcy County (Marshall)

**Arkansas State University – Newport (4)**

**College Location: Newport**

**Counties: Jackson and Poinsett**

East Poinsett

Harrisburg (Weiner)

Jackson County (Tuckerman)

Marked Tree

McCroy

Newport

Trumann

**Ozarka College (2)**

**College Location: Melbourne**

**Counties Served: Stone, Sharp**

Highland

Mountain View (Timbo and Rural Special)

**East Arkansas Community College (4)**

**College Location: Forrest City**

**Counties: Lee, St. Francis, and Woodruff**

Augusta

Brinkley

Forrest City

Hughes

Lee County (Marianna)

Palestine/Wheatley

**Phillips Community College of the  
University of Arkansas (4)**

**College Location: Helena-West Helena**

**Counties: Desha, Monroe, and Phillips**

Barton/Lexa

Dumas

Helena/West Helena

KIPP Delta

Marvell

**Pulaski Technical College (2)**

**College Location: North Little Rock**

**County: Pulaski**

JA Fair

McClellan

**Mid-South Community College (6)**

**College Location: West Memphis**

**County: Crittenden**

Earle

Marion

West Memphis

**Southern Arkansas University - Tech (3)**

**College Location: Camden**

**County: Ouachita**

Bearden

Camden

Harmony Grove

Stephens

**Southeast Arkansas College (7)**

**College Location: Pine Bluff**

**Counties: Jefferson and Desha**

Dollarway

McGehee

Pine Bluff

Watson Chapel

White Hall

**Southeast Education Service Cooperative (3)**

**Counties: Bradley, Chicot, Crittenden, Desha, Hempstead, Jackson, Jefferson, Lafayette, Lee, Mississippi, Monroe, Nevada, Newton, Ouachita, Phillips, Poinsett, Pulaski, Searcy, Sharp, St. Francis, Stone, and Woodruff**

Adult Education Centers

Hall

Hispanic-Serving (*also serves JA Fair and McClellan*)

**South Arkansas Community College (2)**

**College Location: El Dorado**

**Counties: Bradley, Chicot**

Dermott

Hermitage

Lakeside (Lake Village)

Warren

**University of Arkansas Community College at Batesville (1)**

**College Location: Batesville**

**County: Sharp**

Cave City

**University of Arkansas Community College at Hope (4)**

**College Location: Hope**

**Counties: Hempstead, Lafayette, and Nevada**

Blevins

Bradley

Hope

Lafayette

Nevada

Prescott

Spring Hill



**ARKANSASWORKS**

**ADULT EDUCATION PROGRAMS AND COUNTIES**

**BRADLEY**

1. **Warren School District**  
**Southeast Ark. Community-Based  
Education Program**  
Ms. Jonalyn Reep, Director  
Ms. Audrey Raines  
P. O. Box 968  
Warren, AR 71671  
County: Bradley and Calhoun  
Business: (870) 226-6920  
Business Fax: (870) 226-8506  
E-mail: [reepj@warren.k12.ar.us](mailto:reepj@warren.k12.ar.us)  
E-mail 3: [mathurl@warren.k12.ar.us](mailto:mathurl@warren.k12.ar.us)

**CHICOT**

2. **Dermott School District**  
**Chicot Co. Adult Education Program**  
Mr. Kleeman O'Leary, Director  
P.O. Box 310  
Dermott, AR 71638  
County: Chicot  
Business: (870) 538-1052  
Business Fax: (870) 538-1055  
E-mail: [kleemano@yahoo.com](mailto:kleemano@yahoo.com)

## **CRITTENDEN**

- 1. Mid-South Community College  
Adult Education Program**  
Ms. Kimberly Fluker  
2000 West Broadway  
West Memphis, AR 72301  
County: Crittenden  
Business: (870) 733-6760  
Business Fax: (870) 733-6719  
E-mail: [kjfluker@midsouthcc.edu](mailto:kjfluker@midsouthcc.edu)

## **DESHA**

- 1. Dumas School District  
Adult Education Program**  
Ms. Tammy Healey, Director  
Caller #8880  
Dumas, AR 71639  
County: Desha  
Business: (870) 382-2157  
Business Fax: (870) 382-6786  
E-mail: [tammy.healey@gmail.com](mailto:tammy.healey@gmail.com)
  
- 2. UAM College of Technology - McGehee  
Adult Education Program**  
Ms. Sharon Cantrell, Coordinator  
P.O. Box 747  
McGehee, AR 71654  
County: Desha  
Business: (870) 222-5360  
Business Fax: (870) 222-4709  
E-mail: [cantrells@uamont.edu](mailto:cantrells@uamont.edu)

## **HEMPSTEAD**

- 1. Hope School District**  
**Adult Education Program**  
Mr. Charles George, Director  
117 East Second Street  
Hope, AR 71801  
County: Hempstead  
Business: (870) 722-2744  
Business Fax: (870) 722-2745  
E-mail: [adult.education@hope.k12.ar.us](mailto:adult.education@hope.k12.ar.us)  
E-mail 2: [charles.george@hope.k12.ar.us](mailto:charles.george@hope.k12.ar.us)

## **JACKSON**

- 2. ASU Newport/Jackson County**  
**Adult Education Program**  
Ms. Martha Taussig, Director  
7648 Victory Blvd.  
Newport, AR 72112  
County: Jackson  
Business: (870) 512-7824  
Business Fax: (870) 512-7807  
E-mail: [mtaussig@asun.edu](mailto:mtaussig@asun.edu)

## **JEFFERSON**

- 1. Arkansas Correctional School**  
**Adult Education Program**  
Dr. Artie Tucker, Director  
8000 Correction Circle  
Pine Bluff, AR 71603  
County: Jefferson  
Business: (870) 267-6725  
Business Fax: (870) 267-6731  
E-mail: [artie.tucker@arkansas.gov](mailto:artie.tucker@arkansas.gov)  
E-mail 2 : [smithr@adcsd.arsc.k12.ar.us](mailto:smithr@adcsd.arsc.k12.ar.us)

**2. University of Arkansas - Pine Bluff**

Ms. Linda Kittler, Director  
P. O. Box 4957  
Pine Bluff, AR 71601  
Business: (870) 575-8206  
Business Fax: (870) 575-8261  
E-mail: [kittlerl@uapb.edu](mailto:kittlerl@uapb.edu)

**3. Watson Chapel Adult Education Program**

Mr. Jesse Rawls, Director  
414 Walnut Street  
Pine Bluff, AR 71601  
County: Jefferson, Cleveland, and Dallas  
Business: (870) 534-0749  
Business FAX: (870) 534-1637  
E-mail: [jmrawls@sbcglobal.net](mailto:jmrawls@sbcglobal.net)

**LAFAYETTE**

**1. Texarkana School District  
Adult Education Program**

Mr. Richard Hampton, Director  
710 East Street  
Texarkana, AR 71854  
County: Miller, Lafayette, Little River, and Nevada  
Business: (870) 774-4414  
Business Fax: (870) 772-7952  
E-mail: [richardh@txk.k12.ar.us](mailto:richardh@txk.k12.ar.us)  
E-mail: [eward@txk.k12.ar.us](mailto:eward@txk.k12.ar.us)

**LEE**

**1. Crowley's Ridge Technical Institute  
Adult Education Program**

Ms. Glenda Richerson, Director  
P.O. Box 925  
Forrest City, AR 72336-0925  
County: St. Francis, Cross, Lee, and Monroe  
Business: (870) 633-5411  
Business Fax: (870) 633-9328  
E-mail: [glenda@crti.tec.ar.us](mailto:glenda@crti.tec.ar.us)



## **MISSISSIPPI**

- 1. Arkansas Northeastern College**  
**Adult Education Program**  
Ms. Elizabeth Thompson, Coordinator  
P.O. Box 1109  
Blytheville, AR 72316-1109  
County: Mississippi  
Business: (870) 539-2393  
Business Fax: (870) 838-7675  
E-mail: [ethomp007@hotmail.com](mailto:ethomp007@hotmail.com)

## **MONROE**

- 1. Crowley's Ridge Technical Institute**  
**Adult Education Program**  
Ms. Glenda Richerson, Director  
P.O. Box 925  
Forrest City, AR 72336-0925  
County: St. Francis, Cross, Lee, and Monroe  
Business: (870) 633-5411  
Business Fax: (870) 633-9328  
E-mail: [glenda@crti.tec.ar.us](mailto:glenda@crti.tec.ar.us)

## **NEVADA**

- 1. Texarkana School District**  
**Adult Education Program**  
Mr. Richard Hampton, Director  
710 East Street  
Texarkana, AR 71854  
County: Miller, Lafayette, Little River, and Nevada  
Business: (870) 774-4414  
Business Fax: (870) 772-7952  
E-mail: [richardh@txk.k12.ar.us](mailto:richardh@txk.k12.ar.us)  
E-mail: [eward@txk.k12.ar.us](mailto:eward@txk.k12.ar.us)

## **NEWTON**

- 1. North Arkansas College**  
**Adult Education Center**  
Ms. Shelly McCall, Director  
1515 Pioneer Ridge  
Harrison, AR 72601  
County: Boone  
Business: (870) 391-3198  
Business Fax: (870) 391-3190  
E-mail: [smccall@northark.edu](mailto:smccall@northark.edu)  
E-mail 2: [nacuff@northark.edu](mailto:nacuff@northark.edu)

## **OUACHITA**

- 1. Southern Arkansas University Tech**  
**Adult Education Program**  
Ms. Barbara Hamilton, Director  
746 California Avenue  
Camden, AR 71701  
Counties: Ouachita and Calhoun  
Business: (870) 837-4001  
Business Fax: (870) 837-4002  
E-mail: [bhamilto@sautech.edu](mailto:bhamilto@sautech.edu)  
E-mail 2: [mwilkins@sautech.edu](mailto:mwilkins@sautech.edu)

## **PHILLIPS**

- 1. Phillips Co. Community College**  
**Univ. of Arkansas**  
**Adult Education Program**  
Ms. Gwendolyn McGehee, Director  
Ms. Diane Shores  
P.O. Box 785  
Helena, AR 72342-0785  
County: Phillips  
Business: (870) 338-6474  
Business Fax: (870) 338-7542  
E-mail: [gwen@pccua.edu](mailto:gwen@pccua.edu)  
E-mail 2: [shores@pccua.edu](mailto:shores@pccua.edu)

## **POINSETT**

- 1. Arkansas State University Technical Center  
Adult Education Program**  
Ms. Ashley Stripling, Director  
P.O. Box 280  
Marked Tree, AR 72365  
County: Poinsett  
Business: (870) 358-2117  
Business Fax: (870) 358-4117  
E-mail: [ashley\\_stripling@asun.edu](mailto:ashley_stripling@asun.edu)

## **SEARCY**

- 1. North Central Career Center  
Adult Education Program**  
Ms. Gayla Feist, Director  
100 Success Drive  
Clinton, AR 72031  
County: Searcy  
Business: (501) 745-6554  
Business Fax: (501) 745-5866  
E-mail: [gfeist@scsd.info](mailto:gfeist@scsd.info)

## **ST. FRANCIS**

- 1. Crowley's Ridge Technical Institute  
Adult Education Program**  
Ms. Glenda Richerson, Director  
P.O. Box 925  
Forrest City, AR 72336-0925  
County: St. Francis, Cross, Lee, and Monroe  
Business: (870) 633-5411  
Business Fax: (870) 633-9328  
E-mail: [glenda@crti.tec.ar.us](mailto:glenda@crti.tec.ar.us)

2. **Forrest City School District**  
**Adult Education Program**  
Ms. Vivian Ryan  
1000 North Division Street  
Forrest City, AR 72335  
County: St. Francis  
Business: (870) 261-1807  
Business Fax: (870) 261-1834  
E-mail: [gudouj@fortsmithschools.org](mailto:gudouj@fortsmithschools.org)  
E-mail: [lisa.ferguson@fcsd.grsc.k12.ar.us](mailto:lisa.ferguson@fcsd.grsc.k12.ar.us)

## **STONE**

1. **Ozarka College**  
**Adult Education Program**  
Dr. Wayne Wilson, Director  
P.O. Box 10  
Melbourne, AR 72556  
County: Izard, Fulton, Sharp, and Stone  
Business: (870) 368-7371  
Business Fax: (870) 368-4733  
E-mail: [wwilson@ozarka.edu](mailto:wwilson@ozarka.edu)  
E-mail 2: [dyancey@ozarka.edu](mailto:dyancey@ozarka.edu)

# Overview of AR Works

# OVERVIEW OF ARKANSAS WORKS INITIATIVE

## What is Arkansas Works?

Arkansas Works is a collaborative effort among Arkansas Departments of Education, Career Education, Higher Education, Association of Two-Year Colleges, Economic Development, Science and Technology Authority and State Chamber of Commerce. Funded by the Arkansas Department of Workforce Services through TANF (Temporary Assistance for Needy Families), this initiative is a three component system, which includes an On-line Based Internet Tool powered by Kuder, Career Coaches and ACT Academies (Summer and Academic Year). The On-Line Based Internet Tool may be accessed through the Arkansas Works website and includes Navigator (middle/high school students) and Journey (adults). The On-Line Tool is designed to assist Arkansas residents explore, develop and refine their college and career plans.

## Why is Arkansas Works Important?

***Arkansas cannot prosper in a global economy without a larger population of highly skilled and educated people who can handle demanding jobs and generate new ideas.*** In order to foster and maintain a healthy economy as well as compete globally, Arkansas needs a strong, highly-educated, and competent workforce. To be on par with other states, Arkansas needs students, no matter their background, to be academically prepared and motivated to achieve success.

***The growing achievement gap between Arkansas and other states is detrimental to our success. Only 18% of Arkansans age 25 and older hold a Bachelor's degree. In comparison to other states, Arkansas is ranked 49<sup>th</sup> in the nation.*** There is a tremendous gap in educational attainment between Arkansas's students and adults and their counterparts - despite similar talents and potential. While there are numerous talented and worthy students and adults, relatively few are retained and complete higher education (National Center for Education Statistics).

## COMPONENT ONE: ON-LINE BASED INTERNET TOOL (POWERED BY KUDER)

The Arkansas Works College and Career Planning System is a free on-line program designed to assist middle/high school students and Adults for education and training beyond a high school diploma. Students who are enrolled in middle/high school will use the Navigator component. Postsecondary education students and adults will access the system through the Journey component. Individuals, who utilize the system, are able to take assessments to learn more about themselves and determine the correct career path. The system has numerous resources to provide information and guidance on careers, higher education, financial aid and available state resources.

## COMPONENT TWO: COLLEGE AND CAREER COACH PROGRAM

The College and Career Coach Component is a three-year pilot program. The program is designed to motivate and support Arkansas students and adults in the 21 identified counties achieve their goals as it relates to college and career planning. Students in the 8<sup>th</sup> – 12<sup>th</sup> grade and Adults will be served by Career Coaches. The Arkansas Works program and Career Coaches provide assistance and information for resources in the areas of: academic tutoring, career counseling, mentoring, financial guidance, and other supports necessary for postsecondary education/training access, retention, and success.

## Who Are Career Coaches?

Career Coaches are highly motivated individuals, who understand and appreciate the importance of postsecondary education and training. They must hold at least a Baccalaureate degree and receive the global Career Development Facilitator (CDF) training. This training is a 20-week e-learning course led by the National Career Development Association (NCDA) approved instructors and features the most up-to-date career planning resources.

## Who Is Served?

As mandated by the grant, the Arkansas Works program and Career Coaches provide services to all students, who attend middle or high school, and adults in the 21 identified counties. At this time, students and adults in the counties not covered by the grant will not be eligible for Career Coach services. Individuals outside of the identified counties may access services through the On-Line Component – Arkansas College and Career Planning System. Through success of the pilot program, the Arkansas Works grant may be continued or extended to the remaining Arkansas counties and include all students and adults in the state. The Arkansas Works service area is as follows:

### Arkansas Northeastern College (5)

College Location: Blytheville

County: Mississippi

Armored

Blytheville

Buffalo Island

Gosnell

Manilla

Osceola

South Mississippi County (Rivercrest)

### North Arkansas College (2)

College Location: Harrison

Counties: Newton and Searcy

Deer/Mt. Judea

Jasper

Ozark Mountain (St. Joe/Western Grove)

Searcy County (Marshall)

### Arkansas State University – Newport (4)

College Location: Newport

Counties: Jackson and Poinsett

East Poinsett

Harrisburg

Jackson County (Tuckerman)

Marked Tree

McCrary

Newport

Trumann

Weiner

### Ozarka College (2)

College Location: Melbourne

Counties Served: Stone, Sharp

Highland

Mountain View

### East Arkansas Community College (4)

College Location: Forrest City

Counties: Lee, St. Francis, and Woodruff

Augusta

Brinkley

Forrest City

Hughes

Lee County (Marianna)

Palestine/Wheatley

### Phillips Community College of the University of Arkansas (4)

College Location: Helena-West Helena

Counties: Desha, Monroe, and Phillips

Barton/Lexa

Clarendon

Dumas

Helena/West Helena

KIPP: Delta Academy

Marvell





- Preparing for postsecondary education
- Financial aid information and applications
- Making connections between education and careers
- Transitioning to postsecondary education

Students, who have worked with Career Coaches, have benefited from visiting colleges and business/industry sites; hearing from professionals; and participating in job shadowing experiences. In addition, Career Coaches were given the charge to submit applications for 100% of their seniors through the YOUiversal application process.

### **What Is the Cost of Services?**

All services provided by the Arkansas Works' Career Coaches will be ***FREE***. Students will not be expected to compensate Career Coaches for their services nor pay to attend Arkansas Works' programs or activities.

### **How Will Arkansas Works Be Evaluated?**

#### **Performance Measures**

Arkansas Works is a performance driven initiative. Local programs and the overall grant will be evaluated on well established Performance Measures are impacted in the 21 identified counties. To determine the positive impact of the College and Career Coaches presence, College and Career Coaches will be evaluate on how well the performance measures improve for their assigned school districts. The Arkansas Departments of Education (ADE) and Higher Education (ADHE) will be responsible for reporting school district and county data for each of their specified Performance Measures.

- High School Graduation Rate (ADE)
- Enrollment in Smart Core (ADE)
- College-Going Rate (ADHE)
- Reduced Remediation (ADHE)
- Increased ACT Scores (ADHE)
- Increased Applications for State Aid (ADHE)
- Increased Applications for Federal Aid (ADHE)

#### **Establishing Baselines**

In the Arkansas Works grant, it specifies benchmarks for performance measures will be set in Year Two. As data for Academic Year 2009-2010 will not be available until after October for the following performance measures:

- High School Graduation Rate (ADE)
- Enrollment in Smart Core (ADE)
- College-Going Rate (ADHE)
- Reduced Remediation (ADHE)

- Increased ACT Scores (ADHE)

Data from the most recent past 2 years was averaged to establish baselines for these Performance Measures. The only Performance Measures baseline, which was set by 2009-2010 data, was Increase Application for State and Federal Aid. The financial aid baselines set for academic year 2010-2011 will most accurately reflect the Career Coach's presence and influence.

### **Setting Benchmarks**

Benchmarks for each Performance Measure were set at a minimum 2% increase, except for Reducing Remediation and Increasing ACT Score. In the case of Reducing Remediation, this benchmark was set at a minimum 2% decrease and Increasing ACT Score was set at a minimum increase of .1%.

## **COMPONENT THREE: ACT ACADEMIES (SUMMER AND ACADEMIC YEAR)**

### **Summer ACT Academy**

#### **What is the Purpose of the Summer ACT Program?**

- Rolled Out June 14, 2010
- Partnership between the Arkansas Departments of Career Education, Education, Higher Education and Association of Two-Year Colleges
- To increase ACT scores of students in the 21 identified counties.
- Reduce the Remediation rates for students in the 21 identified counties are remediated
- Improve the effectiveness of postsecondary and career information given to high school students and their families.
- Provide high school students with information about career opportunities in Arkansas
- Supplement and enhance existing programs and services offered in the area of ACT remediation and preparation.
- To service students who would not seek assistance or qualify for services from College Preparation Enrichment Programs (CPEP)

#### **Who Qualifies for the Summer ACT Program?**

- Rising Juniors, Rising Seniors, and Graduates , who have scored below a 19 on the ACT in the areas of English, Reading, Math and/or Science
- Rising Juniors, Rising Seniors, and Graduates, who have not taken the ACT exam and present a comparative score of less than a 19 on the Compass, ASSET, PLAN, Explore or PSAT

#### **Who is Instructing the Courses?**

Certified Secondary Education Teachers and College Developmental Instructors with experience in the designated subject area have been trained in the Sylvan ACT instructional method and will be providing instruction in the courses.

#### **Who Is Participating in the Summer ACT Academy?**

The program was delivered through twelve (12) two-year colleges within the twenty-one (21) counties.

## **How Long Is the Course?**

The Summer ACT Academy is three (3) weeks in length. The schedule was established to allow for 24 hours of ACT instruction. Career Coaches provided a minimum of 8 hours a week of College and Career Planning Activities.

## **What is the Cost?**

As with all Arkansas Works programs and services, the ACT preparation services are ***FREE!***

## **Student Resources – Stipends, Meals and Transportation**

Students who participate in the program can earn up to \$500.00 for participation, assignment completion and ACT score gains. Funds were also available for each site to provide meals for students and assist with student's transportation to and from instruction site, including field trips and college visits.

## **Academic Year ACT Academy**

- Rolled Out on October 16, 2010 with Refresher Courses
- The same Colleges, Counties and School Districts, who participated in the Summer ACT Academy, will be participating in the Academic Year Academy.
- Refreshers courses were designed to assist students, who participated in the Summer ACT Academy review skills and prepare for the October ACT Test.
- Partnership between the Arkansas Departments of Career Education, Education, Higher Education and Association of Two-Year Colleges
- Sophomores, Juniors, and Seniors, who scored below a 19 on the ACT, PLAN, Compass, or ASSET
- Serve as Follow-up to Summer Program
- During School, Weekends and After School between the months of October-May
- Administered through Two-Year Colleges, who participated in the Summer 2010 ACT Academy
- Provide Workshops on ACT instruction
- Offer College and Career Planning programs and services
- Lesson Plans will be prescriptive based on the student's academic needs determined on the Pre-Test, including access to MathPrep.com.
- As with the Summer Academy, students who participate in the Academic Year ACT Academy may qualify for stipends. Final stipends will be determined based on student's participation, completion of assignments and gains, as measured by scores achieved on the qualifying test to National ACT test (December, February, or April). Funds are also included for meals and transportation.

## **UPDATES AND ACCOMPLISHMENTS**

### **Presentations and Training**

From November 2009 – August 2010, the Associate Director for Arkansas Works has presented approximately 30 workshops on the Arkansas Works Initiative. These workshops were designed to educate Arkansans on the purpose, components and benefits of Arkansas Works. Individuals, who received information and/or training on the Arkansas Works Initiative were College and Career Coaches and Supervisors; College Presidents and officials; middle/high school students; adults; state agency directors, administrators and staff; and legislative members. The groups, organizations or conferences, who received presentations and/or training included:

### **Presentations**

- Arkansas Association for Curriculum and Supervision Development Conference
- Arkansas Department of Career Education – Career and Technical Education (CTE) State Staff Workshop
- Arkansas Department of Career Education – CTE Retreat
- Arkansas Department of Career Education – Senior Management Team (SMT) Retreat
- Arkansas Department of Career Education – Adult Education Administrator’s Statewide Meeting
- Arkansas Department of Workforce Services – Low-Income Advocate Conference
- Arkansas Legislative Taskforce on Reducing Poverty and Promoting Economic Opportunity
- Arkansas Legislative Higher Education Subcommittee
- Arkansas State Boards of Education – Joint Board Meeting
- Arkansas Works College and Career Coaches
- Arkansas Works Supervisors
- Career Guidance Conference
- Governor’s Workforce Cabinet
- Southern Bancorp
- State EAST Leadership Conference
- University of Central Arkansas – Career Services and Cooperative Education
- University of Central Arkansas – Teachers’ Fair

## **Trainings**

### Arkansas Works Career Coaches Training (Career Coaches and Supervisors)

- October 2010
- April 2011
- August 2011

## COMPONENT ONE: Arkansas College and Career Planning System (powered By Kuder)

The **Assessments At A Glance** report includes the aggregate results for all individuals within The Arkansas Works database for the interests, skills, and work values assessments. This data, generated daily throughout the current year, is based on assessment percentile scores of 75 or higher. Using this criterion, the report displays the top five career clusters or work values for each assessment.

Below Report based on July 1, 2010 to Oct 31, 2010

### Kuder Career Search

|                                       |        |
|---------------------------------------|--------|
| ██████████                            | 15,393 |
| Agriculture, Food,<br>and Natural Res |        |
| ██████████                            | 15,142 |
| Health Science                        |        |
| ██████████                            | 14,440 |
| Arts, Audio-Video<br>Technology...    |        |
| ██████████                            | 14,319 |
| Human Services                        |        |
| ██████████                            | 13,786 |
| Hospitality and<br>Tourism            |        |

### Kuder Skills

|                            |        |
|----------------------------|--------|
| ██████████                 | 29,101 |
| Hospitality and<br>Tourism |        |
| ██████████                 | 25,193 |
| Education and<br>Training  |        |
| ██████████                 | 19,630 |
| Information<br>Technology  |        |
| ██████████                 | 18,974 |
| Human Services             |        |
| ██████████                 | 15,159 |
| Health Science             |        |

### Super's Work Values

|            |        |
|------------|--------|
| ██████████ | 12,679 |
| Workplace  |        |
| ██████████ | 12,501 |
| Co-Workers |        |
| ██████████ | 10,344 |
| Lifestyle  |        |
| ██████████ | 9,773  |
| Income     |        |
| ██████████ | 9,688  |
| Prestige   |        |

### The Kuder Career Search

The *Kuder Career Search* is scored for the sixteen U.S. Department of Education (USDOE) or States' Career Clusters. Clusters are reported in rank order of their percentile scores based on a general norm group of 8791 males and females, from middle school age to adult. Inventory-takers are encouraged to attend principally to their top two ranking career clusters.

### The Kuder Skills Assessment (KSA)

The *Kuder Skills Assessment* addresses self reporting of abilities. Self-reporting of abilities is generally phrased as accomplishments, such as "I have given a speech to an audience of adults." Self-efficacy items typically are phrased as expectations about future performance, as "I am confident I could give a speech to an audience of adults." Inventories of this kind are easily administered and can be tailored to a variety of occupational clusters and have been found to be reasonable predictors of later occupational entry.

### Super's Work Values Inventory-revised

Jobs and occupations have characteristics or attributes that people may seek or avoid, like or dislike, or prefer or not. Such preferences may be called work values. They are believed to play a vital role in career decision-making (Rounds and Armstrong, 2005) and account for a significant portion of job satisfaction and tenure (Dawis and Lofquist, 1984). *Super's Work Values Inventory-revised (SWVI-r)* attempts to measure the relative importance of a number of work values thought to be most important in career choice and development. The information that it yields should be useful to middle and high school students, college students, and adults who are planning to enter, continue, or leave a given program of education, or an occupation or job.

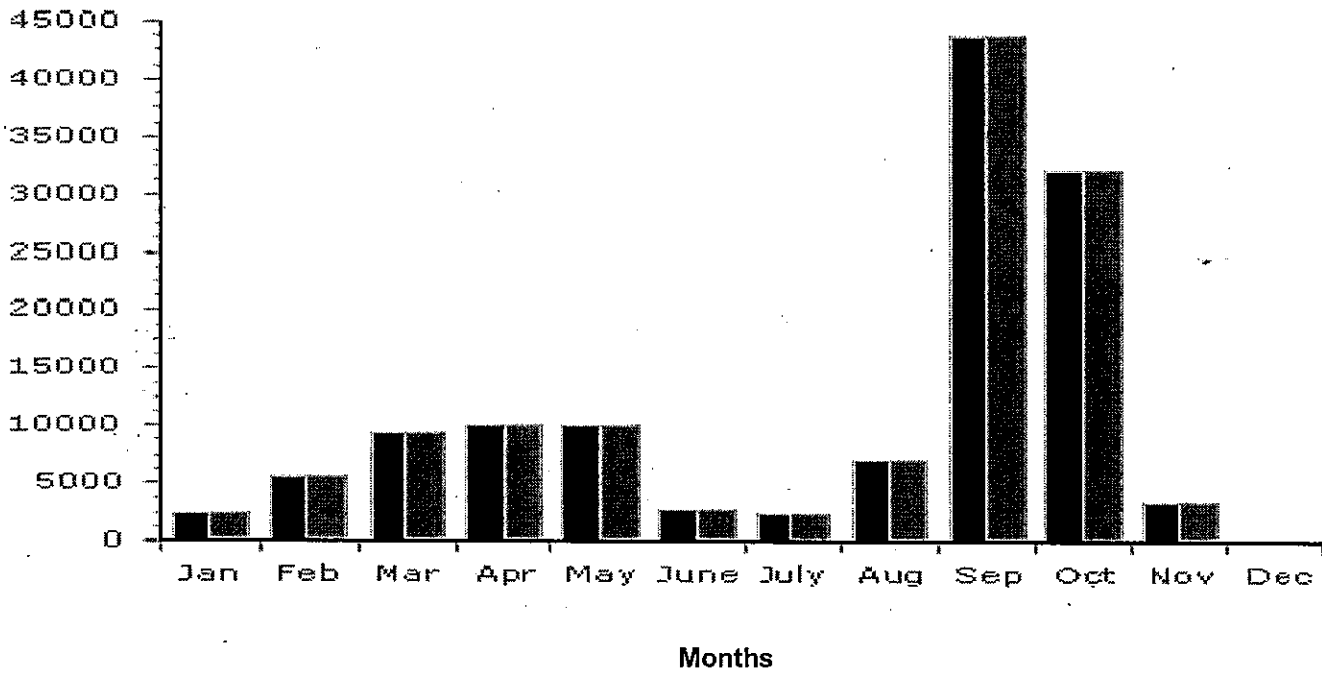
# New Arkansas Works Users: (69294) Returning Arkansas Works Users: (82449)

## Number of Users

This is a graphic representation of the number of users who logged into the *Kuder* system during each month of the year. We are providing a group comparison for your benefit.

- ■ Your Organization
- ■ State

## Users



# ***Journey***

*Journey* users are able to select needs that must be met in order to better provide them with the capability to make education and career transitions. In addition to this, users may indicate barriers that they face in the career development process and may require assistance in overcoming. The reports below detail the users that have specified needs and barriers in the system.

## **Needs**

Each need catalogued by the system is included as its own report below. The percentage number following each need indicates the names provided to agency service providers referencing those needing that service.

**Knowledge of job-seeking skills (20%)**

**Housing (11%)**

**Transportation (17%)**

**Completion of high school (09%)**

**Child Care (15%)**

**Clothing (08%)**

**Better math skills (14%)**

**Better reading skills (07%)**

## **COMPONENT TWO: College and Career Coach Program**

**Job Creation:** 43 jobs were created throughout the 21 Arkansas Works counties

**Additional Career Coach Positions:** In response to additional identified needs for services within the 21 counties, the program added three (3) College and Career Coach positions. The additional positions will be used to provide services to Hispanic High School students, students at the KIPP Delta Academy and Adults. The program now has a total of 46 College and Career Coaches. Two of the positions, in addition to their College and Career Coach responsibilities, will assist with monitoring Career Coach programs throughout the 21 counties and will have the following assigned territories:

### Hispanic-Serving Career Coach

Counties: Bradley, Chicot, Hempstead, Lafayette, Nevada, and Ouachita

### Adult Career Coach

Counties: Desha, Jackson, Lee, Monroe, Phillips, Poinsett, St. Francis, and Woodruff

The Hispanic-serving and Adult Career Coach are co-located through the Arkansas Adult Learning Resource Center.

## **Site Visits and Monitoring**

All 43 Career Coaches were visited and evaluated. The evaluation included visiting at least one school per career coach; meeting with school administration and students; discussing program management and structure with career coach supervisors; monitoring services and programs provided; and reviewing documentation of programs and services from. Throughout my visits, I was able to determine that all school administration and students were very excited and appreciative of the services provided by the career



coaches. The recurring theme among administration was the desire for these services to be available years ago and the need for the career coach's services to continue in the future. The following selected success stories were obtained from these visits:

### **Selected Success Stories from Site Visits**

**Lake Village High School (Chicot County):** received almost 2million dollars in scholarship money, this was not including the 40 students who would probably receive the Academic Challenge Scholarship.

**Prescott High School (Hempstead County):** a student, who initially had no interest in postsecondary education or direction of career choice, after working with a Career Coach, decided to pursue their passion for art; applied to art schools, including the Art Institute of Dallas.

**Pine Bluff High School (Jefferson County):** Career Coaches escorted students to a presentation by TV personality, Judge Hatchett. Students, who attended the lecture, were required to write reaction papers. The process allowed them to evaluate their current career goals and path. Many expressed a new desire to pursue education and training beyond high school to assist in changing their current circumstances and life style.

**Manila High School (Mississippi County):** Prior to working with a Career Coach, a student felt inferior to her fellow students for deciding to pursue her postsecondary education through a Two-Year college, as many of her friends were attending four-year institutions. After working with a Career Coach and learning about the opportunities available through the Two-Year College curriculum and degree offerings, the student felt more proud and confident about her educational choice.

**Marion High School (Crittenden County):** Career Coaches are working well with the Counselor and providing additional support to the CAPS program.

**Tuckerman High School (Jackson County):** The counselor stated she has become very dependent upon the Career Coach to assist her in reaching all students and provided follow-up on their College and Career Planning activities and goals.

**Mountain View High School (Stone County):** The Career Coach was able to place three students in apprenticeship programs: electrician, plumbing and lumber related.

**Jasper High School (Newton County):** A student said her Career Coach helped her believe in herself. The student now truly believes she can successfully accomplish her chosen career goals.

**Cave City High School (Sharp County):** The High School administration is so impressed with their Career Coach and the services he has provided, if given the opportunity, the principal would hire the Career Coach to teach in his school.

**Performance Measures**

Arkansas Works is a performance driven initiative. Local programs and the overall grant will be evaluated on Performance Measures. To determine the positive impact of the College and Career Coaches presence, College and Career Coaches will be evaluate on how well the performance measures improve for their assigned school districts and county. The Arkansas Departments of Education (ADE) and Higher Education (ADHE) will be responsible for reporting school district and county data for each of their specified Performance Measures.

- High School Graduation Rate (ADE)
- Enrollment in Smart Core (ADE)
- College-Going Rate (ADHE)
- Reduced Remediation (ADHE)
- Increased ACT Scores (ADHE)
- Increased Applications for State Aid (ADHE)
- Increased Applications for Federal Aid (ADHE)

**Establishing Baselines**

In the Arkansas Works grant, it specifies benchmarks for performance measures will be set in Year Two. As data for Academic Year 2009-2010 will not be available until after October for the following performance measures:

- High School Graduation Rate (ADE)
- Enrollment in Smart Core (ADE)
- College-Going Rate (ADHE)
- Reduced Remediation (ADHE)
- Increased ACT Scores (ADHE)

**The following chart provides data on Performance Measures to date:**

|   |  |
|---|--|
| <p>✓ <b>Benchmarks for each Performance Measure were set at a minimum 2% increase</b>, except for Reducing Remediation and Increasing ACT Score, which was set at -2% and .1, respectively.</p> | <p>✓ Smart Core Enrollment (AY 2010-2011): <b>Increased by 2.24%</b></p> <p>✓ College Going Rate (Freshmen Fall 2010): <b>Increased by 18.63%</b></p> <p>✓ ACT Score (Freshmen Fall 2009 - 2011): <b>Increased by .68 points</b></p> <p>✓ Remediation Rate: (Freshmen Fall 2009 - 2011): <b>Decreased by -5.03%</b></p> <p>✓ Applications for Financial Aid (AY 2010-2011): <b>Average Percentage Increase was 89%</b></p> |
|---|--|

## **SUMMER ACT ACADEMY**

### **Performance Measures – Increase ACT Score and Reduce Remediation**

586 Students registered for the Summer ACT Academy. Of those who 568 students registered, 474 (81%) students completed the program. Students, who participated in the program, received instruction in ACT test preparation by Sylvan provided instructors (Instructors, who are currently employed by Sylvan Learning) or trained (Secondary and College Developmental Instructors trained in Sylvan Method). In addition, Career Coaches provided programs and services focused on college and career planning such as: college visits, business and industry visits, job shadowing. Students were eligible based on participation, completion of assignments and gains on ACT exam for stipends up to \$500. Each host site was provided with funds to supply meals, transportation and any additional supplies for students.

### **Overcame Barriers**

It is important to recognize many of the schools serviced by the Arkansas Works Initiative are on school improvement or alert. Students in these schools are presenting with extremely low test scores and academic skill levels. Improvements in ACT scores this summer were accomplished by overcoming many academic skill and ability deficits in a short period of time.

### **After only 24 hours of instruction, the Summer ACT Academy produced the following results:**

Five (5) sites, which accounted for 45 students, received instruction from an instructor provided by Sylvan. Those sites were East Poinsett, Harrisburg, Lakeside, Marked Tree, and McGehee.

### **Instructional Method – Sylvan Provided**

Students instructed through those sites posted the following Pre-Test ACT scores:

#### **ACT Pre-Test Average - 15 (11-18)**

- English 14 (8-16)
- Math 16 (16-18)
- Reading 15 (11-19)
- Science 15 (11-19)

At the conclusion of the program, students instructed by Sylvan Provided instructors demonstrated the following improvements:

#### **ACT Post-Test Average - 17 (13-21)**

- English 16 (15-19)
- Math 17 (12-20)
- Reading 16 (13-21)
- Science 17 (10-21)

## **Instructional Method – Sylvan Trained**

The remaining sites, which accounted for 429 students, received instruction from instructors trained in the Sylvan method.

Students instructed through those sites posted the following Pre-Test scores:

### **ACT Pre-Test Average - 15 (15-16)**

- English 15 (7-19)
- Math 16 (14-20)
- Reading 15 (9-19)
- Science 15 (11-19)

### **ACT Post-Test Average - 17 (17-18)**

- English 18 (11-22)
- Math 17 (15-20)
- Reading 16 (11-20)
- Science 17 (14-20)

## **Increase ACT Score**

Of the 474 Students, 331 (64%) students increased their Composite Score. Of those 331 students, 290 (87%) students increased their Composite Score to 19 or higher. The average composite score for participating sites increased by two (2) points from the Pre-Test to Post-Test.

## **Reduce Remediation**

Of the 474 Students, 186 (39%) students tested out of Remediation. Those 186 students entered the program with the following ACT Scores:

- 22-19 = 19 out of 59 Students (32%)
- 18-17 = 39 out of 81 Students (48%)
- 16-14 = 111 out of 204 Students (54%)
- 13 and below = 17 out of 130 Students (13%)

### ***Savings for Students and Families:***

- 1 subject
  - 4-Year Institution: \$583.50
  - 2-Year Institution: \$430.60

Of those 186 students, 36 (19%) students tested out of two (2) subjects. 9 (4.8) Students tested out of three (3) subjects.

**Savings for Students and Families:**

- 2 Subjects
  - 4-Year Institution: \$1,167.00
  - 2-Year Institution: \$861.20
- 3 Subjects
  - 4-Year Institution: \$1,750.50
  - 2-Year Institution: \$1,291.80
  - 1 Semester of Enrollment

*Data obtained from the Arkansas Department of Higher Education*

**ACADEMIC YEAR ACT ACADEMY**

As previously mentioned, the Academic Year ACT Academy is designed to be a continuation of the Summer ACT Academy. This is a two-week program with twenty-four (24) hours of ACT instruction from October through April. Students, who participated in the summer, were given first priority for available slots during the academic year. The ACT courses were offered by the same sites, who participated during the summer. The courses were held during school, after-school and/or on weekends. The curriculum was based on the Sylvan Learning instructional method and taught by instructors either provided by or trained by Sylvan. Similar to the Summer ACT Academy, students may earn up to \$500 for participation and gains on the final program exam. In addition, all sites are provided funds to cover the cost of meals and transportation for participants. Students after completing the courses will sit for the December, February or April ACT test administered on a national testing date. From October – December, eighty-five (476) students have received services from the program. Data for the Academic Year ACT Academy is currently being calculated and will be available by May 1.

**Student Contacts by County**

Career Coaches provided programs and services to the following amount of students within the 21 counties from August 2010 – June 2011:

| County        | # of Students Receiving Services | (22) # of TANF Eligible Students | (23) Non TANF Eligible Students |
|---------------|----------------------------------|----------------------------------|---------------------------------|
| Bradley       | 502                              | 502                              | 0                               |
| Chicot        | 558                              | 558                              | 0                               |
| Crittenden    | 3052                             | 3052                             | 0                               |
| Desha (SEARK) | 427                              | 427                              | 0                               |
| Desha (PCCUA) | 534                              | 534                              | 0                               |
| Hempstead     | 1079                             | 1079                             | 0                               |
| Jackson       | 799                              | 799                              | 0                               |
| Jefferson     | 4961                             | 4961                             | 0                               |
| Lafayette     | 447                              | 447                              | 0                               |
| Lee           | 256                              | 256                              | 0                               |
| Mississippi   | 3153                             | 3153                             | 0                               |

|                   |        |       |       |   |
|-------------------|--------|-------|-------|---|
| Monroe            |        | 460   | 460   | 0 |
| Newton            |        | 404   | 404   | 0 |
| Nevada            |        | 577   | 577   | 0 |
| Ouachita          |        | 1274  | 1274  | 0 |
| Phillips          |        | 2304  | 2304  | 0 |
| Poinsett          |        | 1347  | 1347  | 0 |
| Searcy            |        | 409   | 409   | 0 |
| Sharp(UACCB)      |        | 511   | 511   | 0 |
| Sharp<br>(OZARKA) |        | 578   | 578   | 0 |
| St. Francis       |        | 1647  | 1647  | 0 |
| Stone             |        | 610   | 610   | 0 |
| Woodruff          |        | 198   | 198   | 0 |
| Adult Education   |        | 829   | 829   | 0 |
| Hispanic-Serving  |        | 123   | 123   | 0 |
| Hispanic-Serving  |        | 108   | 108   | 0 |
|                   | TOTAL: | 27147 | 27147 | 0 |

# Performance Measures and ACT Academy Results



*Arkansas College and Career Planning System*

## Performance Measures

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# Letters of Support



"INDIANS"

## Marked Tree High School

406 St. Francis  
Marked Tree, Arkansas 72365  
Fax # 870-358-3953

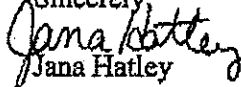
Superintendent  
Annesa Thompson  
(870) 358-2913

Principal  
Matt Wright  
(870) 358-2891

02-01-2012

To Whom It May Concern:

I would like to let it be known that the Career Coach that works with me at Marked Tree High School has provided an invaluable service to our district. I am a new secondary counselor and the partnership and guidance from my Career Coach has been the most beneficial support for me. I would like to request funding remain in place to continue this initiative in our state.

Sincerely,  
  
Jana Hatley

**Janice Robinson**

---

**From:** Bobby James  
**Sent:** Tuesday, January 31, 2012 2:50 PM  
**To:** Sonja Wright-McMurray  
**Subject:** FW:

More good compliments for Arkansas Works!

*Bobby*

---

**From:** Edessa Walton [mailto:[edessa.walton@uacch.edu](mailto:edessa.walton@uacch.edu)]  
**Sent:** Tuesday, January 31, 2012 2:32 PM  
**To:** Bobby James  
**Subject:** Fwd:

This is a letter from Mrs. Ward.

----- Forwarded message -----  
**From:** "Mary" <[cfmg921@yahoo.com](mailto:cfmg921@yahoo.com)>  
**Date:** Jan 31, 2012 2:14 PM  
**Subject:**  
**To:** <[edessa.walton@uacch.edu](mailto:edessa.walton@uacch.edu)>

January 31, 2012

To Whom It May Concern:

Edessa Walton is the Career Coach at Blevins High School. During her two years here she has become a very important part of our students' lives.

She is able to work with students one on one or with class groups in helping them make important career decisions.

When counseling with seniors she is helpful in their decision making on college choices as well as scholarship searches and FAFSA completion.

Mrs. Walton helps all students with their career action plans and gets them started on their portfolios. With her help students are able to gain an understanding of the importance of taking courses that will help them with career goals.

One of the most important points I'd like to make is that Mrs. Walton is able to gain the interest and trust of each student! After one or two visits the students become motivated to take an interest in their grades and future plans.

It has been a privilege to get to know Mrs. Walton and to work with her. I'm grateful each day that she was assigned to Blevins High School.

Sincerely,

Mary Ward  
Counselor  
Blevins High School

Sent from my iPhone

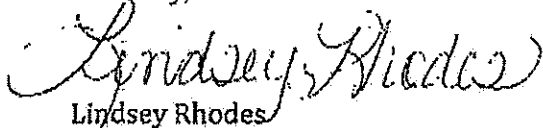
1-31-2012

Dear Arkansas Works,

Your career coach program has helped me tremendously in my high school career. Ever since meeting Mrs. Walton in the tenth grade, she has helped me explore careers, colleges, and scholarships. She has showed me many websites useful in planning my future. She has encouraged me in my future plans of becoming a hospitality manager, and has even helped me get a job shadow with a hotel manager. I honestly don't know what I would do without my career coach.

I will be attending UACCH in the fall. She showed me how to make sure all of my courses will transfer by going to the Department of Education website and then the Arkansas Course Transfer link. I feel much better about my decision to start at a two year college knowing how to transfer to either Henderson or Southern Arkansas University. I know that she really cares about my future as well as the future of all of the students at my school. Thank you for allowing career coaches to help in our schools. I know that I have made a life-long friend.

Sincerely,

A handwritten signature in cursive script that reads "Lindsey Rhodes".

Lindsey Rhodes

Senior, Blevins High School



January 31, 2012

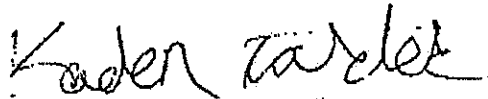
Dear Arkansas Works,

My name is Kaden Carter and I am a 9<sup>th</sup> grader at Blevins High School. When my career coach started talking to me when I was in the 8<sup>th</sup> grade, I had no kind of plan what so ever. But now that Mrs. Walton has started talking to me, I have really started thinking about my future and how important a good education is. She is always nice to me and is ALWAYS checking up on me. I realize now that I need good grades and that I need to show up for class and not be tardy. I have started working on my four-year plan. I really want to be a game warden and I think I might want to go to Arkansas Tech.

This is how my career coach helps me. I am doing much better in school and think a whole lot more of my teachers. I try not to disrespect them as much.

Sincerely,

Kaden Carter

A handwritten signature in black ink that reads "Kaden Carter". The signature is written in a cursive style with a large initial 'K' and a trailing flourish.

1-31-2012

Dear Arkansas Works,

My name is Tyler Gentry, and I am a sophomore who participated in the ACT prep classes. Mrs. Walton and the rest of the staff at my classes were fantastic! Without them I probably wouldn't have gone to all the classes. They were incredibly kind to all of us and I had no problem finding out where I was supposed to go to. I am very thankful that you had this program. The first time I took the ACT I scored an 18. I was pretty proud of myself because I was only 13 then. I took all the ACT classes then, on December 10, I took my test. I was amazed when I got my score back, I had scored a 23! I was amazed that after three amazing classes I had raised my score by five points!

I am very glad that Mrs. Walton was here to help me out! She helped me find out everything I wanted to know about college. I decided that I wanted to do something in criminology and also psychology, so she showed me what she could find about criminal profiling. Now I know where I want to go to college and also how I am going to go about my "college life."

What I'm trying to tell you by all this is that you have done an amazing job! You have hired some of the best career coaches in the state of Arkansas and I am so glad to have them help me. Thank you for all the help you have given me with the ACT and the rest of my life! Keep doing exactly what you're doing!

Sincerely,

  
Tyler Gentry

January 31<sup>st</sup>, 2012

Dear Arkansas Works,

My name is Trevor Moses I am a senior at Spring Hill High School. Ms. Edessa Walton, my career coach, has helped me tremendously in my high school journey in numerous ways. She helped me prepare for college and my future. She has shown me the many opportunities that college will give me and she has helped me by recommending various ACT prep courses online and she recommended me to take the Arkansas Works ACT prep class at the community college in hope. After all the ACT prep I had worked on and the prep class my ACT score went up by four points. This raise in my score has given me more opportunities then I ever would have achieved without Ms. Edessa helping me. Not only though did Ms. Edessa help me raise my ACT score, she also has shown me numerous scholarship websites that I can visit to apply for scholarships. She has also recommended me to apply for many colleges and even went out of her way and gave up a whole day of her personal time to take me and three other students from my senior class to The University of Arkansas in Little Rock. I would hope that the future seniors including my younger brother, who is a sophomore this year, would have someone like Ms. Edessa there to help guide them through their high school journey and help prepare them for the beginning of the rest of their lives.

Sincerely,

A handwritten signature in cursive script that reads "Trevor Moses".

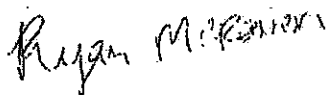
Trevor Moses

1/31/12

Dear Arkansas Works,

Ms. Edessa, my career coach, has helped me tremendously in past the 2 years. She has helped me understand the basic information I need in order to apply for scholarships and colleges. She has helped set me up on the program Kuder which has helped me organize my credits and plan for future courses I need to take. She also made it available for our junior class to go to a local college fair at our community college on February 14<sup>th</sup>. She has helped me decide which colleges I want to look into and also what the requirements are for each college. She has also encouraged me to take courses at my local community college this summer in a special program known as iServe. She has helped me learn more about college and my future than anyone else ever has, and without her assistance I do not think I would be as prepared for the road ahead.

Ryan McRaven

A handwritten signature in black ink that reads "Ryan McRaven". The signature is written in a cursive style and is positioned below the typed name.

January 31, 2012

Dear Arkansas Works,

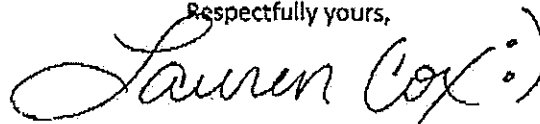
My name is Lauren Elizabeth Cox; I am a senior at Spring Hill High School. I have had many people help me during my journey through high school. One person that I could not thank enough would have to be my career coach, Edessa Walton. Mrs. Edessa started working with me throughout junior high, explaining all the positives and pro's about going to college and bettering my education! Since then, Mrs. Edessa has given me multiple abilities to better myself and broaden my spectrum to what all there is to do in the world.

I, myself have always loved children. I have always had an interest in working with the less fortunate but never quite knew how to do so. Mrs. Edessa went out of her way to contact Arkansas Children's Hospital in Little Rock for myself. The woman that Mrs. Edessa contacted said that the hospital only let college student's visit and job shadow. Well, she talked real highly of me and explained that this is what I want and that I am responsible to take on such a big responsibility. The woman on the other line then allowed me to continue and go view at the Children's Hospital. I went to shadow and I found out that working with the children with problems was my calling. I absolutely loved every minute of it. So now I am for certain what I am planning to do for my life all thanks to the miraculous career coach that went out of her way without a second thought. Who else would do such a thing?

Not only did Mrs. Edessa help get me into a once and a lifetime opportunity. She also helped me with my financial aid and my scholarships. All that paper work is way too much to cope with, but having a fantastic career coach as I did, she made it a piece of cake! Mrs. Edessa opened an account for me online, where I could find scholarships that fit my criteria and fills them out as I needed. She made me a college binder so I could keep all my information about college, scholarships, and etc in a neat place where they won't ever come up missing.

I honestly can't put into words how many things my career coach has helped me with. Though I am graduating this year, I believe having a career coach is one of the best benefits that the high school students could have.

Respectfully yours,



Lauren Cox :)

## How My Career Coach Has Helped Me

-Chase Hilburn

In the beginning of this year, it hit me. "I'm about to graduate", I said to myself. I knew that I wanted to go to college, but I didn't know what I wanted to be, where I wanted to go, or even where I needed to start to get ready for all of it! But luckily, we had a career coach that had been coming to the school 3 to 4 times a week to work with the students and help them get ready for college and life after high school. Mrs. Edessa Walton was her name. I realized that this was exactly the type of help I had needed. Mrs. Walton helped me figure out what I wanted to do by introducing me to the Kuder Navigator, one day at school. I was able to get on there on my own time and take the assessment tests and figure out what my interests and skills were, and in what field these things would be useful in. Then, I had to find out about scholarships, financial aid, FAFSA, and all of that good stuff. When I realized that the end of my high school years were nearly over, I started to worry because I had no idea how to go about actually GETTING my money for college. Once again, Mrs. Walton was there to save the day! She told me what to do and just how I needed to do it. She also helped me decide on which college I wanted to go to. We went over the pros and cons of each of the colleges that I had in mind, and I was finally able to decide on UACCH (University of Arkansas Community College at Hope). To sum it up, I believe that our career coach has been a big help. If it wasn't for her, I would probably still be trying to pick up extra hours at the grocery store where I work to help pay for my college costs, or at least still be trying to figure out how grants and scholarships work.



January 31, 2012

Dear Arkansas Works,

I am a freshman at Spring Hill High School. I have only been under Mrs. Edessa's guidance for a year, but I assure you of the positive result of her hard work and time spent on our students. She has impacted me personally in numerous ways, and here are a few. First, she has helped me select some of the high school classes I should take in order to graduate with honors. Without her guidance in this manner, I would have not selected such courses and had I gone with my original plan, would have merely graduated with no recognition of all the classes I had taken. Second, she has encouraged not just me, but all the freshmen, to aspire to go to college and apply for any scholarship that we possibly can. Before this year, I had absolutely no idea where I wanted to go to college. Thanks to Mrs. Edessa, I now know that I want to apply to either Henderson State University or University of Central Arkansas Honors College. Third, she has also helped the freshmen understand more about not just our options in college, but also for not only dorm life, but life in general. With a website she showed us, it helped me grasp about how vital it will be to manage our grades and our expenses. Now that is knowledge I will need for life. Fourth, I have observed how well Mrs. Edessa has assisted all the seniors this year. She has helped them apply for scholarships and colleges alike. The senior class is graduating 46 students out of 46, all of which are either going to college or into the military. I hope that this program remains when I'm a senior and when both my younger nephews are seniors.

Sincerely,

Addey Willmon




January 31, 2012

Dear Arkansas Works,

I am a senior at Spring Hill High School, and I would like to inform you of the positive impact, I have noticed, as a result of having a career coach present at this school. Mrs. Edessa Walton has opened a door of opportunity for countless students at this school, including myself, in several different areas. To list a few examples, she has interactively motivated and instructed seniors in applying for colleges and scholarships, helped juniors and willing sophomores begin searching for scholarships, and she has assisted freshmen in creating a four-year plan for success. Mrs. Edessa helped me to apply for Arkansas Governor's School last year, without which I might not have been able to attend. She revealed several different websites for finding scholarships, [fundmyfuture.com](http://fundmyfuture.com) (via kuder), [scholarshippoints.com](http://scholarshippoints.com) and [fastweb.com](http://fastweb.com), are only a few. She also made it possible for a few seniors, including myself, to visit the University of Arkansas at Little Rock for their Open House in November, saving each of us gas money and providing us with a chance to see what opportunities would be available to us at this particular college. The counselor at my school is very helpful, but she is only one person and she physically cannot make as much a difference, alone, in comparison to what impact has been made by the efforts of my counselor and career coach combined.

Sincerely and respectfully,



Lori Elizabeth Stroder



## **SPRING HILL ELEMENTARY SCHOOL**

**633 Hwy. 355W  
Hope, AR 71801  
(870)722-7420**

February 1, 2012

To whom it may concern:

I would like to let you know how beneficial Edessa Walton has been to our school district. She has worked with our faculty and students to explore careers and higher education. She has brought about an interest in these areas that we have never seen before.

On a personal level, her work with the ACT Workshops for our students and my own child was incredible. My son's ACT score went up three points and built his confidence to try harder. As a principal and future superintendent of this district, I believe people like Edessa make a big impact on our students' future. She is doing work and supporting our teachers in way that they don't have time to do on their own. She is able to locate resources and information for them to share in the classroom and for students to take with them as they decide on their future.

As I am sure you are aware of, Southwest Arkansas has a very low rate of post-secondary graduates. I really believe that her work has brought about a needed awareness of post-secondary choices and what students can do to reach goals of graduating college.

If there is any way to find funding to continue this good work I would urge to do so. The future of our students depends on it.

Sincerely,

Angie Raney, Principal  
Spring Hill Elementary

**OFFICE OF THE PRINCIPAL**  
*SPRING HILL HIGH SCHOOL*  
*633 HWY 355 WEST*  
*HOPE, AR 71801*

February 1, 2012

Mr. Bobby James  
University of Arkansas Community College at Hope

Dear Mr. James:

It is my pleasure to commend Ms. Edessa Walton for the outstanding job she is performing for our students and teachers at Spring Hill High School. She is working with our grades 7-12 students on Interest Inventories, ACT Prep, college planning, financial planning, test-taking, and several other areas.

She is very professional with the students and faculty. Ms. Walton has done an excellent job of gaining the students' trust and support for the areas of concern for them. This position has been a very positive and uplifting situation for all parties concerned.

We are proud of how our students have benefitted from her experiences with them these several years. I would love to have her on our campus "full-time", in fact.

We appreciate the program that UACCH and the State of Arkansas have put into place. Please feel free to contact me at 722-7430 for any further information.

Yours in Education,

Steve Britton, Principal

The logo for Spring Hill High School is a circular seal. It features a central figure, possibly a person or a symbol, surrounded by a decorative border. The words "SPRING HILL HIGH SCHOOL" are inscribed around the perimeter of the seal.

SPRING HILL HIGH SCHOOL

Kaitlyn  
Norman  
1-29-10  
FCSI 3

Dear Mr. Halliday and Mr. Huey,

I wanna thank you for coming to Gerzer. You have really showed me that now is the time to start planning for the future. You have taught me that we can do or be anything as long as we set our mind to it, and try hard enough. So I've been thinking about my future and sadly I still got nothing.

I'm interested in music, crime scene investigation and writing. That may not be much help but, that's all I know so far. But anyway, thank you again for coming to Gerzer. You have inspired me and my friends as well, to start making goals, planning ahead, and caring for the future. Hope you can come back again.

Sincerely,

Your Friend,

Kaitlyn Norman

Kalyn  
Williams  
4-21-010

Dear Ms. Halliday

We appreciate you for coming to our school, and talking about college with us. You helped many of us see the importance of graduating college.

Now kids in my class are setting goals, and actually doing them. We learned that we're not going to be eighth graders forever. And that we need to practice for a better tomorrow.

Anyway's thank you for coming.

Sincerely,  
Kalyn Williams

**Jasper School District**  
**Kerry Saylor, Superintendent**  
**P.O. Box 446**  
**Jasper, Arkansas 72641**

BOARD MEMBERS:

TELEPHONE (870) 446-2223

Stacey Clark, President  
Denton Fancher, Vice President  
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Todd Scarbrough  
Quentin Rylee  
Shannon Skyrme

January 31, 2011

Ms. Charla Jennings  
Director of Enrollment Services  
North Arkansas College  
1515 Pioneer Drive  
Harrison, AR 72601

Dear Ms. Jennings:

May I express to you my appreciation of Lindsey Graham, College and Career Coach. She is an asset to our school at Jasper High School. I believe she has made a difference in the ACT scores for several Jasper students. She assists our students with resume writing, portfolios, Kuder assessments as well as ACT Test preparation.

She has good rapport with our students and faculty. She is kind and compassionate. She is always willing to help students and is most interested in their success.

I sincerely hope that Ms. Graham's position will be funded for many years! She is an asset to our school and students!

Sincerely,



Alice Cooper  
Business Education Teacher

Office of the Counselor  
Marshall High School  
952 Highway 65 North  
Marshall, AR. 72650  
870.448.3331 ext 233  
[rmorris@scsd.info](mailto:rmorris@scsd.info)

TO: Charla Jennings  
North Arkansas College  
1515 Pioneer Drive  
Harrison, AR. 72601

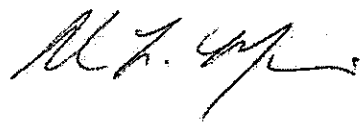
Date: 3/1/2011

RE: Judith Branscum

Dear Ms. Jennings:

Just a note to let you know how much I appreciate the work and help that Judith Branscum has given me this school year. We just finished our Career Action Planning Nights for grades 6-11 for next year. Mrs. Branscum was instrumental to the success of the program. She helped with the logistics of everything from checking career folders, making sure they contained the proper materials, to helping transport pizzas, and anything else that needed to be done. Each of the nights was three and a half to four hours in duration so the work she did was greatly appreciated.

Sincerely,



Robin Morris  
Counselor Marshall High School

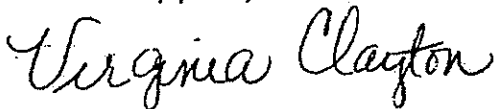
April 5, 2011

To Whom It May Concern:

I want to express to you my gratitude for the program with the career coaches from UACCH. The career coaches have been so very helpful with our students. They have worked very hard to ensure Spring Hill High School students a much better chance to improve student ACT scores. My grandson Hunter Clayton was able to raise his ACT scores at least 2 points. He was excited and appreciative. Hunter now has scores which put him in line for scholarships. From an English teacher and grandmother's perspective, I think this program has been wonderful. It certainly benefited Hunter.

Thank you.

Sincerely yours,

A handwritten signature in cursive script that reads "Virginia Clayton".

Virginia Clayton

Spring Hill High School

April 5, 2011

Dear Arkansas Works Initiative:

I have truly appreciated the career coaches from your program. Edessa, Britta, and Lindsey have worked extremely hard with our school to encourage grades 8 through 12 to prepare for the future. Our students look forward to each week when the career coaches come. Our juniors and seniors especially have benefited from the ACT Workshop and advising provided by these coaches.

I teach 9<sup>th</sup> and 12<sup>th</sup> grade English at Spring Hill High School. I have seen a difference in our students' motivation since the career coaches have been working with them. I have also learned ACT Prep tips from attending the Sylvan workshop and teaching the ACT English and Reading Workshop. I would hate to see this program end. It has been a great asset to our school. Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Kay Rider". The signature is fluid and cursive, with the first name "Kay" and last name "Rider" clearly distinguishable.

Kay Rider  
English teacher



April 5, 2011

To whom it may concern:

I would like to let you all know how much the ACT Program at our school helped our son, Reed. He successfully completed the program and raised his ACT score three points. This was a big jump because his scores improved in all areas and he was able to get out of taking any type of remedial classes in college. Without this program, Reed would have to take at least two remedial classes which would have taken extra time and we would have to pay for classes that would not have counted toward his graduation which, of course, would have been an additional financial burden.

In my opinion, Reed is the type of person made for this program. He is a good student but struggled with test anxiety. The career coaches and teachers were able to work with him and others to help them learn test taking strategies as well as give them the extra tutoring needed to them be successful and raise their scores.

I would hate to see this type of program be cancelled. Not only did it help us financially, it boosted Reed's confidence to try even harder to raise his ACT score more.

Please keep this program going for the kids of Arkansas. We need these type of programs to help "boost" their learning and test taking strategies. You have wonderful people doing a wonderful job to help these kids be successful.

Sincerely,

Angie Raney, Reed's mom



# McCrorry Public Schools



MCCRORY HIGH SCHOOL  
PO BOX 930 \* 509 NORTH JACKSON  
MCCRORY, ARKANSAS 72101  
PHONE (870) 731-2851 - FAX (870) 731-2574

BARRY SCOTT  
SUPERINTENDENT

LAURI N. CROW  
COUNSELOR

LINCOLN DANIELS  
PRINCIPAL

February 1, 2012

Dear Committee Members:

I would like to express my appreciation for the Career Coach/Facilitator Program. McCrorry is a small farming community. Many of our students' parents do not have a high school education, much less any post-secondary education.

Since I have been the high school counselor the last ten years, I have helped numerous students through the process of applying for college as well as financial aid. Also, living in a small town, patrons look to the school for help in many areas. Often I have former students who are now trying to enroll in post-secondary training ask for help. McCrorry has a high unemployment rate. The American Greetings factory that employed around 300 people shut down several years ago, and some of those displaced workers returned to post-secondary education.

I know the value of post-secondary education for the individual as well as the state of Arkansas. The process can be long and tedious. The FAFSA can be very intimidating to our parents and students. They often need someone to walk them through the process. With all of its abbreviations and acronyms, educational terminology can be like trying to decipher a foreign language.

Having a Career Facilitator on campus 2 ½ days a week is a valuable asset. This allows students, parents, and other education-seeking adults to schedule appointments to receive the needed help. I do not have the two hour blocks of time without interruptions to schedule these sessions. I often work with parents and students after school and on weekends to help facilitate the process.

Our Career Facilitator also works on the ACT academy and Kuder assessments. It is my hope that this program not only continues, but also expands to be able to help more Arkansans become better educated.

Lauri N. Crow

**Sonja Wright-McMurray**

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**From:** Joey Walter  
**Sent:** Friday, February 03, 2012 9:29 AM  
**To:** Sonja Wright-McMurray  
**Subject:** FW: funding for Career Coaches

Thank you,

Joey Walter  
Department of Arkansas Works  
Program Manager for Adults and  
Career Coach Supervisor  
[Joey.Walter@Arkansas.gov](mailto:Joey.Walter@Arkansas.gov)  
Cell: 501-831-7239  
Office: 501-683-2216

---

**From:** Gary Stapleton [<mailto:stapletong@mccrory.k12.ar.us>]  
**Sent:** Wednesday, February 01, 2012 9:59 AM  
**To:** Joey Walter  
**Subject:** funding for Career Coaches

Hi Joey!

I wanted you to know how thankful my family is for all the work that you did for us all at McCrory High. I've heard of your request and have passed the word along to several of my colleagues including my wife with the request that they all write a letter requesting funding. I've also sent a letter along to you. Keep up the great work. Our kids are receiving huge benefits from this program. Thanks! Gary Stapleton

**Sonja Wright-McMurray**

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**From:** Joey Walter  
**Sent:** Friday, February 03, 2012 9:29 AM  
**To:** Sonja Wright-McMurray  
**Subject:** FW: funding from the legislature

Thank you,

Joey Walter  
Department of Arkansas Works  
Program Manager for Adults and  
Career Coach Supervisor  
[Joey.Walter@Arkansas.gov](mailto:Joey.Walter@Arkansas.gov)  
Cell: 501-831-7239  
Office: 501-683-2216

---

**From:** Gary Stapleton [<mailto:stapletong@mccrory.k12.ar.us>]  
**Sent:** Wednesday, February 01, 2012 9:54 AM  
**To:** Joey Walter  
**Subject:** funding from the legislature

To whom it may concern:

I request that the legislature fund the program Career Coaches, which helps make high school students aware of educational opportunities, scholarships, grants, etc. as well as other information pertaining to attending college or vo-tech schools. As an educator with 25 years of classroom experience, I've seen the huge difference this program makes for our students. They are much more aware of their opportunities because of this program and its fine employees. As a parent of a college freshman, I know the personal impact that the program and Joey Walter made for my daughter's first year of school. She became aware of many sources of money for school as well as other pertinent information concerning attending college as a direct result of the program. Please fund this program fully. Our children's educational futures depend on it!

consideration,

Thank you for your

Gary Stapleton

# Jackson County School District

Member of North Central Association of Colleges and Schools

Chester Shannon, *Superintendent*

(870) 349-2232 • (870) 349-2355 Fax

## PRINCIPALS

Michael Holland, *Tuckerman High School*

Floyd Parnell, *Swifton Middle School*

Pharis Smith, *Tuckerman Elementary*

## DISTRICT TREASURER

Cathy Platt

P.O. Box 1070

Tuckerman, Arkansas 72473

## BOARD OF DIRECTORS

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Wroten Koller

January 23, 2012

To Whom it may concern,

Mr. Michael Smith has been very helpful to our students. Mr. Smith has been able to answer questions and provide advice to our students. I have heard several students make statements that he has helped them a great deal in their preparations for college. We at Tuckerman High School are pleased to have Mr. Smith working with our students.

If there are any questions, please call 501-454-7570.

Sincerely,  
Michael Holland  
Principal

February 1, 2012

Dear Mrs. McMurray,

Mr. Pearce has been a big help in helping me research and plan for my future. Through his help I have identified a potential career as a high voltage lineman, set up meetings with to the director of the program, as well as, people in the community that are involved in the field.

I also increased my Science score on the ACT by 7 points through the ACT Academy.

William Boyce  
Newport High School Class of 2012

February 1, 2012

Mrs. Sonja Wright-McMurray:

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Please feel free to contact me at anytime.

Becky Watkins  
Principal  
Newport High School  
870-523-1343  
bwatkins@newport.k12.ar.us



February 1, 2012

Dear Mrs. McMurray,

I have struggled in a couple of subject areas in particular math and science. My grade point and ACT scores are not what they need to be. I have a goal to play baseball after high school and to work as a Game & Fish officer. After several meetings with Mr. Pearce my career facilitator I have a written academic and career plan. Together we have been able to talk with my baseball coach to set up times where I am able to attend after school tutoring as well as identify strong students to help me in my weak subjects. He has also helped me to manage my time better between academics and baseball. Since meeting with my career facilitator I have noticed an increase in my GPA and I am starting to feel more confident and prepared for my senior year when I start applying for colleges and scholarships.

Zachary Heisler  
Newport High School Class of 2013

January 30, 2012

To Whom it May Concern,

I have had the opportunity to work with Career Coaches the last two years and I have witnessed the many benefits their service brings to the students of Arkansas. I have worked with Will Scoggins and Kevin Pearce. Both men have worked with many students. They have arranged college visits, assisted in ACT prep and registration, presented career information in classes, hosted college and vocational admission representatives and much more. The students enjoy and benefit from the added support and knowledge the Career Coaches offer.

Funding for this program should be a priority. The students of Arkansas deserve the added services and benefit from the many opportunities this position brings to the high school campus. I look forward to working with Career Coaches in the future and observing our students receiving the one on one attention they deserve.

Sincerely,

Kimberlie Harris, Ed.S

Newport High School Counselor

To Whom It May Concern,

I would like to take a moment to explain what Emily Crosskno has done for our school and me in particular. When she came on board it took a huge load off of me and not because of anything I asked her to do, but because of duties she just took upon herself to do.

Emily goes into classrooms teaches students about college and career opportunities that they would otherwise not know about. She has spent countless hours helping students fill out the financial aid forms, ACT packets, and scholarship applications and taken them on field trips.

Not only does she help with testing, she also goes over the results with the students.

Emily has a great rapport with all of our students and staff...they absolutely love her!

I can truly say that Emily Crosskno is the best addition to this school we have had in years! She is an asset that I sincerely hope we don't lose.

Sincerely,

Lisa Austin

Counselor, Blytheville High

Bryant Wells

January 31, 2012

To whom it may concern,

Mrs. Emily Crosskno has helped me a lot in my high school career and is still continuing to help me in college. My senior year of high school I was lost. I didn't know what I wanted to do with my life. I knew I wanted to go to college but I didn't know where to start, where to go, or what to major in. I thought I had wanted to go to college and participate in ROTC, but I changed my mind. One day Mrs. Crosskno was talking to me and telling me about the steel industry program offered at Arkansas Northeastern College(ANC). I could go to school full-time while working at Nucor-Yamato Steel part-time. This was one of the greatest things that has ever happened to me. It all thanks to Mrs. Crosskno for being there and actually helping her student and wanting them to succeed at life and being someone important. I must say if it wasn't for her I don't have a clue where I would be right now.

Bryant Wells

Blytheville High Graduate 2011

Ms. Bennett:

I have had the opportunity as Assistant Superintendent for Osceola School District to work with two different career coaches. I would like to take this opportunity to state that "they" have been a tremendous asset for the students in the Osceola District. Our staff has been impressed with their willingness to participate in the preparation of our students to be career/college ready. They have been more than willing to take on task that frankly might not have gotten done if they were not available.

With our goal in mind of implementing a STEM charter in grades 5-8 and carrying this theme through-out the high school, I cannot envision it working as well without the help of a career coach/counselor.

David Cook

Asst. Superintendent

Osceola School District

Osceola Arkansas

TO: Arkansas State Legislators

From: Shelby Coffman  
FACS Teacher  
Rivercrest High School

Dear Members of the State Legislature:

I am writing this letter in support of the "Career Coach" program that was implemented in our high school beginning in the 2010 school year. There is a great need for our students, especially those located in the delta, to receive individual guidance in planning for their continued education and career. This program has allowed our students to evaluate interest and skill assessments, visit higher learning institutions, and speak with professionals in the field of study best suited for their interest and skill levels.

I am well aware of the tough decisions that must be made in order to grow and maintain the state. But I am also aware of the large number of high school students that start their walk across the stage on graduation night and on the other end with diploma in hand have no idea what they are going to do. These students want careers and are willing to work for them---they just need guidance. The regular school staff have an excessive amount of instructional criteria directed at the curriculum that there is little time for career guidance. If we really expect our students to be successful in the workplace we must provide the guidance necessary for this to take place.

Again, I strongly urge you to continue support of the "Career Coach" program.

Shelby Coffman



# McCrary Public Schools



MCCRORY HIGH SCHOOL  
PO Box 930 \* 509 NORTH JACKSON  
MCCRORY, ARKANSAS 72101  
PHONE (870) 731-2851 - FAX (870) 731-2574

BARRY SCOTT  
SUPERINTENDENT

LAURIN. CROW  
COUNSELOR

LINCOLN DANIELS  
PRINCIPAL

February 1, 2012

Dear Committee Members:

I would like to express my appreciation for the Career Coach/Facilitator Program. McCrary is a small farming community. Many of our students' parents do not have a high school education, much less any post-secondary education.

Since I have been the high school counselor the last ten years, I have helped numerous students through the process of applying for college as well as financial aid. Also, living in a small town, patrons look to the school for help in many areas. Often I have former students who are now trying to enroll in post-secondary training ask for help. McCrary has a high unemployment rate. The American Greetings factory that employed around 300 people shut down several years ago, and some of those displaced workers returned to post-secondary education.

I know the value of post-secondary education for the individual as well as the state of Arkansas. The process can be long and tedious. The FAFSA can be very intimidating to our parents and students. They often need someone to walk them through the process. With all of its abbreviations and acronyms, educational terminology can be like trying to decipher a foreign language.

Having a Career Facilitator on campus 2 ½ days a week is a valuable asset. This allows students, parents, and other education-seeking adults to schedule appointments to receive the needed help. I do not have the two hour blocks of time without interruptions to schedule these sessions. I often work with parents and students after school and on weekends to help facilitate the process.

Our Career Facilitator also works on the ACT academy and Kuder assessments. It is my hope that this program not only continues, but also expands to be able to help more Arkansans become better educated.

Lauri N. Crow

## Sonja Wright-McMurray

---

**From:** Joey Walter  
**Sent:** Friday, February 03, 2012 9:29 AM  
**To:** Sonja Wright-McMurray  
**Subject:** FW: funding for Career Coaches

Thank you,

Joey Walter  
Department of Arkansas Works  
Program Manager for Adults and  
Career Coach Supervisor  
[Joey.Walter@Arkansas.gov](mailto:Joey.Walter@Arkansas.gov)  
Cell: 501-831-7239  
Office: 501-683-2216

---

**From:** Gary Stapleton [<mailto:stapletong@mccrory.k12.ar.us>]  
**Sent:** Wednesday, February 01, 2012 9:59 AM  
**To:** Joey Walter  
**Subject:** funding for Career Coaches

Hi Joey!

I wanted you to know how thankful my family is for all the work that you did for us all at McCrory High. I've heard of your request and have passed the word along to several of my colleagues including my wife with the request that they all write a letter requesting funding. I've also sent a letter along to you. Keep up the great work. Our kids are receiving huge benefits from this program. Thanks! Gary Stapleton



## **Sonja Wright-McMurray**

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**From:** Joey Walter  
**Sent:** Friday, February 03, 2012 9:29 AM  
**To:** Sonja Wright-McMurray  
**Subject:** FW: funding from the legislature

Thank you,

Joey Walter  
Department of Arkansas Works  
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Cell: 501-831-7239  
Office: 501-683-2216

---

**From:** Gary Stapleton [<mailto:stapletong@mccrory.k12.ar.us>]  
**Sent:** Wednesday, February 01, 2012 9:54 AM  
**To:** Joey Walter  
**Subject:** funding from the legislature

To whom it may concern:

I request that the legislature fund the program Career Coaches, which helps make high school students aware of educational opportunities, scholarships, grants, etc. as well as other information pertaining to attending college or vo-tech schools. As an educator with 25 years of classroom experience, I've seen the huge difference this program makes for our students. They are much more aware of their opportunities because of this program and its fine employees. As a parent of a college freshman, I know the personal impact that the program and Joey Walter made for my daughter's first year of school. She became aware of many sources of money for school as well as other pertinent information concerning attending college as a direct result of the program. Please fund this program fully. Our children's educational futures depend on it!

consideration,

Thank you for your

Gary Stapleton

# Jackson County School District

Member of North Central Association of Colleges and Schools  
Chester Shannon, *Superintendent*  
(870) 349-2232 • (870)349-2355 Fax

## PRINCIPALS

Michael Holland, *Tuckerman High School*  
Floyd Parnell, *Swifton Middle School*  
Pharis Smith, *Tuckerman Elementary*  
DISTRICT TREASURER  
Cathy Platt

---

P.O. Box 1070  
Tuckerman, Arkansas 72473

## BOARD OF DIRECTORS

Rodney Stevenson  
Randy Wagner  
Larry Gates  
Sandra Provence  
Rob Brann  
Barry Hulett  
Wroten Koller

January 23, 2012

To Whom it may concern,

Mr. Michael Smith has been very helpful to our students. Mr. Smith has been able to answer questions and provide advice to our students. I have heard several students make statements that he has helped them a great deal in their preparations for college. We at Tuckerman High School are pleased to have Mr. Smith working with our students.

If there are any questions, please call 501-454-7570.

Sincerely,  
Michael Holland  
Principal

February 1, 2012

Dear Mrs. McMurray,

Mr. Pearce has been a big help in helping me research and plan for my future. Through his help I have identified a potential career as a high voltage lineman, set up meetings with to the director of the program, as well as, people in the community that are involved in the field.

I also increased my Science score on the ACT by 7 points through the ACT Academy.

William Boyce  
Newport High School Class of 2012

February 1, 2012

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