CORO

Coro Center for Civic Leadership

San Leandro High School
Partnership Proposal 2011-2012: Student Engagement & Leadership Development

September, 2011

About Coro

Learning to be an effective leader is a life-long journey. Coro Center for Civic Leadership is a non-profit, non-partisan organization that prepares individuals from diverse backgrounds to be community leaders through hands-on, collaborative learning in public, private, and nonprofit settings. Using a proprietary curriculum involving placements and internships, group participation, interviews, and seminars, Coro participants examine leadership across multiple sectors, industries, and issues. In its 67-year history, Coro has graduated thousands of people from its many programs who have learned how to challenge themselves and others to be more ethical and effective leaders.

Coro Center for Civic Leadership currently runs three programs: the Coro Fellows Program in Public Affairs, a nine-month, full-time program for adults; and the Exploring Leadership Program. We also partner with organizations and institutions to bring Coro leadership training to their employees. Today there are Coro training centers, which are independently run, in San Francisco, Los Angeles, New York, and Pittsburgh.

Coro Youth Programs

Coro's Youth Program was launched in the summer of 1998, and has been delivering successful youth programming to diverse groups of Bay Area high school students for 13 years. Coro believes in youth as leaders, mobilizing their peers to find solutions to the problems facing public education and the broader community. Coro designs and delivers youth programs that promote the well-being of its participants across the spectrum, from academic enrichment and literacy, life skills and workplace acumen to student advocacy and activism. Coro provides the training, and support, for youth to be leaders in their lives, schools and communities, and to become active and concerned citizens.

Coro Youth Program graduates have benefited greatly from the experience. Many have served as class presidents, youth commission appointees, congressional pages, Fulbright Scholars, Gates Millennium scholars, Koshland Young Leaders, teachers, and activists. In 13 years, Coro has graduated 378 youth, 98% of whom have gone on to college and 78% of whom took formal community or school leadership roles.

The following data was compiled in post-program surveys filled out by alumni and faculty involved in our youth programs:

70% of students reported getting better grades
81% of the students reported they were planning on taking leadership roles this year or next.
88.8% of students reported participating more in class
88.7% of students reported working more productively with other students and teachers
100% of the teachers reported they would recommend the Coro program to other high schools
100% of the teachers reported that they would like to continue to see Coro youth leadership programs for students at their school

Recent Awards

In May 2010, Coro's Youth Leadership Program was recognized by the San Francisco Human Rights Commission for its work in the San Francisco Unified School District promoting education as a human right. In June 2010, the San Francisco Giants extended the State Farm Good Neighbor Award for outstanding commitment to students from East Bay and San Francisco communities.

Partnership Overview

Coro is excited to strengthen its partnership with San Leandro High School and build on its previously successful after-school programs, Coro Youth In Action. Coro Youth in Action was delivered the last two springs at San Leandro High School. In addition, Coro Exploring Leadership, the intensive 8-week summer program, currently has five students from San Leandro High School.

Our goal is to expand our impact at San Leandro High School by creating effective partnerships between students, school faculty and Coro staff, to design and deliver student led initiatives, to engage more of their peers in after-school academic enrichment and to make them aware of leadership opportunities.

Coro's History with San Leandro High School

Exploring Leadership – Summer Leadership Program

Our intensive Coro Exploring Leadership Program has worked with 17 students over the last 4 years from San Leandro High School. Five San Leandro High School students are currently in the Coro Exploring Leadership Program this summer. Launched in the summer of 1998, **Exploring Leadership** (EL) is a tremendously successful summer program that brings together a diverse group of thirty-six rising 11th grade students from 12 partner public high schools in San Francisco and the East Bay. Coro assembles EL classes to reflect the diversity of Bay Area youth—from extracurricular activities to ethnic and socioeconomic backgrounds.

*Please see Addendum #3 for an overview of the Coro Exploring Leadership Program

Coro Youth In Action – After-School Program

Last Spring Coro lead two11-week sessions of **Coro Youth In Action 2011** at San Leandro High School. Each session had a cohort of fifteen to twenty ninth and tenth graders and was held once a week after school for two and one-half hours. Coro Youth In Action curriculum focused on developing leadership skills, academic improvement, school engagement, relationship building, teamwork, advocacy & activism, project planning, critical thinking, and professionalism. In addition, each cohort of students conducted hands-on research on the Achievement Gap at their school (facts, root causes and solutions) and delivered a youth-led event designed to inform, inspire and engage their school community to address the Achievement Gap via the "3R" Change Avenues –increase access to **R**esources for all students; strengthen **R**elationships on campus between students and teachers/school staff, and between families and teachers/school staff; and increase opportunities for **R**ecognition motivating students to do well in school.

Each cohort of students was guided through the 11-week after school program by a trained Coro facilitator, a professional educator with training and experience in Coro leadership curriculum and training. Coro uses a student-centered, inquiry-based teaching methodology and promotes peer-to-peer collaboration through student led discussion and experiential learning. Three San Leandro High School students, graduates of the summer Coro Exploring Leadership Program, added to the experienced as Coro Peer Leaders, providing mentorship and guidance to the other students.

Description of participant demographics

Coro recruited a diverse group of students from San Leandro High School to participate in Coro Youth In Action. The Coro Youth In Action 2011 class of 36 ninth, tenth and eleventh graders was comprised of 99% students of color, 45% male, 55% female, and 87% of the participants qualified for the free or reduced cost lunch program. Languages spoken-at-home, in addition to English, included Cantonese, Tagalog, Spanish, Thai, and Mandarin.

San Leandro Participant Demographics 2011 (Total 36 students)

Male	15
Female	21
9th Graders	29
10th Graders	4
African-American	13
Latino/a	13
Asian	10

Coro did not look at grades in our selection process. We looked for students who demonstrated leadership potential and the "3Cs" – Commitment, Courage, and Compassion. Many of the students had never participated in an after-school program. Coro evaluation was based on the students' demonstration of these three core Coro values. **Commitment** was demonstrated by students following through on responsibilities including the application of Coro taught skills such as time-management, goal setting, and organization. **Courage** was demonstrated by students taking healthy risks and using their developing leadership skills in their schools and communities. It included the application of skills such as public speaking, networking, and inquiry. **Compassion** was demonstrated by students applying their leadership skills to be a resource to their school community and by supporting their peers to be successful students. It includes the application of skills such as active listening, sensitivity to diverse perspectives, and teamwork.

*Please see Addendum #1 for Student Evaluation Data from the SLHS Coro Youth In Action Program 2011
*Please see Addendum #2 for highlights of the Coro/San Leandro High School Partnership 2010-2011
* Please visit http://www.flickr.com/photos/26524464@N04/sets/72157626747444392/ for photos.

Coro Youth Program Partnership Proposal – Moving Forward with SLHS 2011-2012

In 2011-2012 Coro looks forward to continue it's long-term partnership with San Leandro High School to achieve the following goals:

1.) Engage over 80 9th and 10th graders at a crucial point in their high school careers and academic lives and provide guidance, training and resources to become engaged SLHS students and leaders
2.) Train 11th grade Coro Alumni to become effective facilitators and peer mentors
3.) Work with students & staff to research and identify campus needs for improvement around the 3Rs: increase access to Resources, build stronger Relationships, and create more opportunities for Recognition.
4.) Design and deliver youth leadership programming that engages students, staff and local community members in programs that focus on leadership development and academic improvement.
5.) Help build stronger relationships between students, students and staff, staff and families, and SLHS and its surrounding community
6.) Identify and secure additional resources and funding for future Coro/SLHS partnership development.

During our second year of formal partnership Coro will use a four-phase model to double the number of students that we serve. It will include a one-month curriculum development and alumni engagement phase, two -week student recruitment & selection process, two sessions of twelve-week after school programs with two after school cohorts per session (session one from October to December and session two from January to May) and a one-week post program evaluation and assessment. The findings from the needs assessment phase will be formally presented to the SLHS staff and be used to inform Coro's after-school programming in succeeding years.

Phase One: Curriculum Upgrade and SLHS/Coro Alumni Engagement (Sept.8 – Sept 25)
From September 8 – Sept 25, Coro Programs Manager, Alison Traina will work full-time to prepare for the school-year partnership.
During Phase 1 Alison will:

- Upgrade and adapt current Coro Youth In Action Curriculum to better suit the year long, sequential program model we will be running in 2011/2012

- Interview and meet with at least 20 Coro/SLHS Alumni (sophomores, juniors and seniors)to engage them in the curriculum upgrade process as well as enlist their help for recruitment and workshop facilitation.

- Meet with Elisa Alvarez and other appropriate SLHS staff to discuss needs, outcomes, logistics, program methodology, and evaluation strategies for delivering an effective Year Two of the Coro/SLHS partnership

- Reach out to 9th and 10th grade teachers to schedule classroom recruitment presentations

Phase One : Needs from SLHS
- Access to classroom to meet with Coro/SLHS alumni
- At least two meetings with Elisa Alvarez and other appropriate staff

Phase Two: Student Recruitment & Selection (Fall component: Sept. 25 –Oct 1st 2011and Winter component: Jan 23rd – Feb 1st)
During Phase Two, Coro Youth Manager, Alison Traina will recruit a diverse cohort of 35-40 9th and 10th grade San Leandro students to participate in the two 12-week sessions. Each session of the Fall component will take place one day after school for two and one-half hours and run from October to December, 2011. The Winter component will recruit students in January and run from February to May, 2012.

Methods for Recruitment (same as last year):
- Classroom Presentations
- Assembly Presentation (optional)
- Coro Alumni recruitment contest
- Posters
- Flyers
- Brochures
- Sign Up/Interest Sheets
- Follow Up Phone Calls

Selection Process
Coro requires that applicants fill out a short application that consists of personal information, extra-curricular activities, two short -answer question and a recommendation. Coro also holds in-person group interviews where the applicants go through a series of group activities and a short interview to help Coro staff determine who will be a good fit for the program.

Phase Two: Needs from SLHS
- Access to teachers and classrooms for 15-20 minute recruitment presentations
- Support from teachers to encourage students to apply and provide student recommendations

Phase Three: Coro Youth In Action After-School Programs 2011 (Fall session October – December, 2011&Winter session February– May, 2012)
During Phase Three Coro will delivery two twelve-week sessions of the Coro Youth In Action after-school program. Each session will have two cohorts of no less than 15- 20 9th and 10th graders from SLHS. The program will be similar to last Spring's program with some curriculum enhancements and new projects informed by Phase One. The program will meet one day a week after-school for 2.5 hours and potentially a

couple of Saturdays from October to December. Coro will deliver the second session of two after-school programs with two cohorts of no less than 15- 20 9th and 10th from February to May. The programs will seek to meet the following outcomes:

1. Youth Leadership & Life Skills Training: (Time Management, Organization, Teamwork, Public Speaking, Active Listening, Inquiry, Decision Making, Advocacy, Initiative, Commitment, Relationship Building, Diversity Awareness, etc.)
2. Academic Improvement
3. SLHS Community Building
4. Increase awareness, engagement and ways to address the issue of the Achievement Gap
5. Design and deliver a youth led event that engages, informs and inspires at least 100 students and/or faculty on the issue of academic achievement
6. Design and deliver a youth led project to engage more students in after-school programming at SLHS
7. Collaboration, peer mentoring and relationship building with students from different grade levels

* Teacher Apprenticeship Program (optional)
Coro will offer an opportunity to a SLHS staff member to participate in an apprenticeship program. Coro staff will train the participating teachers, preparing them to deliver their own Coro Youth In Action program with support from Coro staff in Year Three of the partnership. Coro's goal is to share its training and curriculum with SLHS staff and be a resource for professional development.

Phase Three: Needs from SLHS
- A classroom space for after-school workshops
- An event space for the youth led presentation
- Support from SLHS community with marketing and program awareness (morning announcements, allowing posters and flyers on walls, etc.)
- Support from teachers with student to teacher relationship building assignments

Phase Four: Post Program Evaluation & Assessment (May – June 2012):
Coro will use post-program debriefs, online surveys and in-person interviews with teachers, participants, parents, and SLHS staff to evaluate the program. Coro will determine if our outcomes were met and identify opportunities for improvement in Year Three of our partnership. An assessment report will be provided to the SLHS staff (Ms. Alvarez) and Coro will discuss partnership development strategies for Year Three. Another partnership proposal will be submitted for Year Three after this evaluation and assessment process.

Coro Exploring Leadership Summer Program 2012 (June 2012 –August 2012)
Coro will continue to recruit and select three to five San Leandro sophomores for the intensive summer program, Coro Exploring Leadership. These students will collaborate with students from eleven other Bay Area public high schools. These selected students will continue their leadership development as Coro alumni and be expected to engage in the Coro Youth In Action Programs as peer mentors and facilitators.

Year Three (September 2012 – May 2013)

In Year Three Coro plans to deepen its partnership with SLHS and increase its impact by working with more students in their after-school program, providing trainings for staff and running projects that build awareness and support between SLHS and its surrounding community of businesses, non-profits and government. Exact details of Coro programming will be determined after Phase 4 of 2012. Below are Coro's tentative plans for partnership in Year Three:

Coro Youth In Action After-School Program 2012-2013
Coro plans on continuing its after-school programming of 4 cohorts of students in two sessions of 12-week programming. Two after-school cohorts will meet (on different days of the week) in the Fall and two will meet in the Spring. Our goal will be to offer the Coro Youth In Action to at least sixty 9th and 10th graders Year Three. Additional Coro staff will be brought on to facilitate the additional after-school workshops.

Potentially the teacher who apprenticed with Coro will run his or her own Coro Youth In Action Program as well.

SLHS Teacher/Staff Trainings

Coro has provided leadership training and staff development programs for partner organizations such as UCSF, UC Davis, and the City of Fremont as well as provided numerous trainings for its Youth Programming Staff. We would be interested running courses and workshops for SLHS staff and teachers. Curriculum would be modified based on SLHS needs. Some sample topics:

- Techniques and strategies for improving teacher to parent/guardian communication
- Enhance competency at giving and receiving feedback in a variety of situations with sensitivity to differences in background and status
- Improve planning, delegation and reaching consensus in teams
- Build critical information gathering skills to manage people and organizations
- Build reflective skills, self and group awareness and staff rapport

Community Mentoring Program

Coro has created successful mentoring programs between community members and high school youth. Mentoring programs are an effective way to build relationships and community support from San Leandro residents. Coro would recruit mentors and mentees and design and deliver a SLHS mentoring program. Focuses of the Coro mentoring programs have included:

- College & Career Guidance
- From Passion to Action Project Coaching
- Academic Importance & Improvement

SLHS Youth Summit

Coro has organized a Youth Summit for over 250 of its Youth Leaders at Mission High School in San Francisco. It was a daylong event that incorporated school team building activities, youth speakers, guest speakers, college and career networking with local community members, diversity awareness and facilitated discussions about youth leadership. Coro would be interested in designing a Youth Summit for the SLHS community in Year Three of our partnership.

San Leandro Community Exploration

Designed to give the youth participants hands-on experience with project planning, public speaking, critical thinking, group facilitation, and time management, Community Exploration is a week of intensive research, collaboration and presentation.. The participants are tasked with conducting a "logic study" of a particular neighborhood – interviewing community members in the local non-profit, business and government sectors, conducting research, and presenting their findings to the community. In summer of 2011 program had the East Bay cohort of Coro Exploring Leadership examined the Fruitvale District of Oakland, and the San Francisco cohort explored Chinatown. Coro could design and conduct a specific "San Leandro Logic Study" with students from SLHS to learn more about their community as well as build awareness and engagement between SLHS and its surrounding community.

YEAR FOUR

In Year Four Coro will continue to grow the number of students in its youth programming at San Leandro High School as well as the role it plays in on campus initiatives.

Plans for Seeking Future Funding for San Leandro/Coro Partnership

Coro's funding for Exploring Leadership comes from a variety of sources including foundations, corporations, internship placement fees, and donations from individuals. In addition, Coro's Annual Leadership Luncheon fundraising event helps promote the youth program to new and renewing donors. Supported by funding from an individual donor, Coro will be running after-school programs at a San Francisco Public High School this year.

As our partnership with SLHS grows so too will our involvement in identifying and securing funds and resources to develop that partnership.

CONCLUSION

"My overall impression of the Coro experience is that Coro is here to help bring out and help you use the leadership skills that you never knew you had inside you. It's here to help you network better and to take on the role of being a leader, but not be too aggressive and controlling in that role. The Coro experience really helps you realize the potential that you have in becoming a leader and that a single person like me CAN make a change in the world."– **Kemeisha Simpson, San Leandro High School, 10th grader, Participant in Coro Youth In Action**

"Coro's Exploring Leadership Program has literally changed the lives of our students at Mission High School. Watching the transformation of our students from shy, reserved young adults into powerful, thoughtful community leaders has been a true pleasure to witness. Coro's involvement in young people's lives goes well beyond surface of many other community-based groups to not only get to know our students, but to give them tangible, real-life skills that will be used by them as they move into adulthood." – **Eric Guthertz, Principal at Mission High School**

We look forward to thoughtfully strengthening our partnership with San Leandro High School so that together we can continue to transform the commitment and idealism of SLHS into skill, action, and leadership.

We appreciate your consideration of this proposal. We ask you to help us grow this successful program and to continue to make a difference in the lives of the students at San Leandro High School in the years to come.

Required Attachments
A project budget showing all expenses and other income sources
A current organizational balance sheet and income statement (audited, ifavailable)
A list of other fundingsources and amounts from the past two years
A list of the current board of directors with affiliations and other keystaffmembersforeachorganizationinvolved in theproposedprogramorproject;
A copy of theorganization's IRS Tax ExemptionletterunderSection 501 (c) (3) of theInternalRevenue Code, orevidence of theorganization's qualificationsunderSection 170 (c) (1) of theInternalRevenue Code designatingtheorganization as a non-profit, tax-exemptentity.

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Susan Shain, Executive Director

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_____
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Date: _____