

**Request for Qualification
College and Career Readiness and Planning**

COVER SHEET

Organization Information:Organization name: College Success Foundation (CSF)Organization address: 1605 NW Sammamish Rd., Suite 200, Issaquah, WA 98027-5388

Describe your legal status and, if applicable, state of incorporation (for example, Washington State non-profit corporation, Washington State partnership, sole proprietorship):

CSF is a 501(c)(3) organization, incorporated in November, 2000**Application Components and Checklist (submit in this order)**

- Cover Sheet
- Key People
- Previous Experience
- Tracking to Success
- Women and Minority Inclusion; Non-discrimination

Contact Information:Contact person: Sue Byers
(please print clearly)Title: Chief Academic OfficerMailing address: 1605 NW Sammamish Rd., Suite 200, Issaquah, WA 98027-5388Day/Work phone: 425-416-2020 Email address: SByers@collegesuccessfoundation.orgSignature:  Date: 2-13-12

Deborah Wilds, Ph.D.
President and Chief Operating Officer

KEY PEOPLE

College Success Foundation (CSF) staff has a passion for helping low-income and underserved students realize a positive pathway to the future through education. Key staff members who will be responsible for the day-to-day management of programs are:

- ❑ Randy Riley, Director–Pre-College Accelerated Services, leads the Higher Education Readiness Opportunity (HERO) team and the CSF College and Career Advising Coaches (CACC). Mr. Riley brings deep experience in the fields of secondary education, college readiness, counseling and juvenile justice.
- ❑ Val Rie Smith, Director–Pre-College Services, is responsible for CSF’s school-based programming and supervision of school-based staff for the CSF Achievers Scholars and Hometown Mentor programs. She has extensive experience working with students in school and community based settings, including positions at the University of Washington–Office of Admissions, YMCA of Greater Seattle and Seattle Public Schools (SPS).
- ❑ Sue Byers, Chief Academic Officer, will provide leadership and oversight for programs funded by the Seattle Families and Education Levy (FEL). She provides leadership, direction and supervision to directors and managers across all CSF programs. Ms. Byers has more than 30 years experience working in and with Seattle Public Schools. She served as Director for Middle College at Seattle Community College, Director of GEAR UP and AVID for SPS, and led Southeast Schools (K-12).

Mr. Riley and Ms. Smith combined have over 35 years of experience running successful programs that have demonstrated the majority of the specific outcomes and indicators described in the RFQ, as well as other student outcomes that reflect their depth of knowledge and management expertise in student success.

PREVIOUS EXPERIENCE

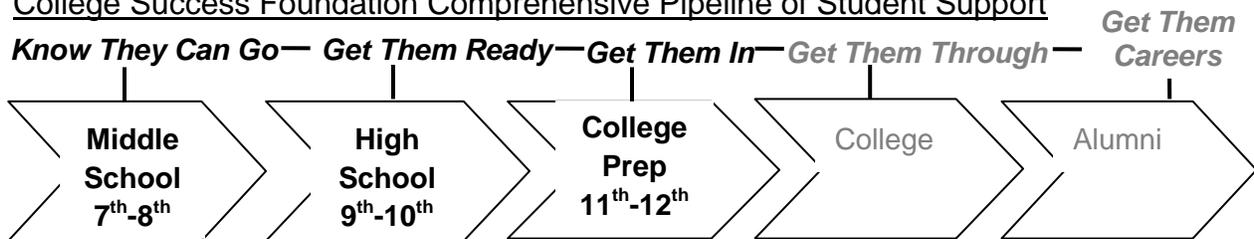
Since our founding in 2000, CSF has achieved significant success in student and community-level outcomes that show our unique, integrated model of support and scholarships works. In the past 12 years, we have distributed college scholarships to more than 7,500 low- and moderate income¹ students. To date, over 2,400 young people receiving CSF scholarship support have graduated with baccalaureate degrees. In 2010-2011, CSF served nearly 24,000 students in Washington State and the District of Columbia.

Currently, CSF provides direct, student-focused, school-based services in 10 high schools and 12 middle schools in the Seattle, Highline, Tacoma and Yakima school districts. A high percentage of students served have signed up for the College Bound Scholarship (CBS). In Seattle, CSF direct-service programs are at Cleveland and Garfield High Schools; Aki Kurose and Washington Middle Schools; and Madrona K-8 School.

¹ Across all programs, definitions of “low- and moderate income” are based on median family income in Washington or on Free or Reduced Lunch (FRL) status.

CSF programs represent a comprehensive pipeline of supports beginning in 7th grade and continuing through college degree completion and employment.

College Success Foundation Comprehensive Pipeline of Student Support



Throughout the pipeline, CSF places major emphasis on helping students through the critical transitions of middle-to-high school, 9th-to-10th grade, high school-to-college, first-to-second-year persistence in postsecondary programs, and degree-to-career.

Middle school programs focus on college/career knowledge, social/emotional skill development and support for struggling students:

- ❑ CSF College and Career Coaches (CACC)
Coaches provide sign-up support and college awareness to 7th-8th grade students eligible for CBS. Coaches (AmeriCorps members) work 1:1 or in small groups with research-based college and career readiness curricula over a six-to-eight week period. Students complete a High School and Beyond Plan that outlines the courses they will need to take in high school in order to graduate prepared to successfully enter and complete college. In 2010-2011 (the program's first year), CACC served over 6,200 students.
- ❑ Higher Education Readiness Opportunity (HERO) in Middle School serves 7th-8th grade students, many of whom are males of color. HERO provides case management, social development, academic monitoring and advising, advocacy and parent/guardian engagement, in- and out-of-school-time programs, leadership development, motivational speakers, college awareness, college visits, and academic enrichment activities to 250 middle school students each year.

Focus student alignment:
100% of students directly served by CSF are low- or moderate income, and 77% are students of color. These young people face significantly lower likelihood of high school and college graduation.

HERO students are often referred to the program by teachers and counselors for identified risk factors such as, gang involvement, low grades, poor school attendance and/or disciplinary issues.

Many CSF Achievers Scholars have additional risk factors correlated with poor academic achievement, such as being in the foster care system, being the first in their family to consider college, working part- or full-time to help support their family, or living in homes where English is not the primary language.

High school programs stress the importance of academics, school engagement, motivation, and college readiness and preparation:

- ❑ HERO in High School continues differentiated case management to 9th-10th grade students, provides school-based supports that help students improve grades and attendance, and helps them complete college preparation course-taking, including PPSAT and PSAT test information and preparation. HERO provides parent/guardian engagement and opportunities for college visitations for both students and parents or guardians. Five hundred high school students are served each year.
- ❑ CSF Achievers Scholars Program (formerly the Washington State Achievers Scholarship Program) supports selected students in 11th-12th grades with rigorous college planning and preparation services, including detailed monthly timelines for the navigation of the college application and financial aid processes, early assessment of readiness for college-level course work using the AccuPlacer, grade and attendance monitoring, transcript analysis, and assurance that students are taking courses that meet the Higher Education Coordinating Board (HECB) requirements for entry into four-year postsecondary institutions. Every Achievers Scholar is matched with an adult mentor through CSF's Hometown Mentor Program.

Experience and Results CSF is providing direct student support to CBS students in middle schools through the CACC program. CSF has been instrumental in working with the state in the design of the CBS outreach program and its 2007 roll-out, and we continue to manage the statewide outreach sign-up effort and build capacity within secondary schools and communities to promote college going. Research from other early-commitment scholarship programs and non-financial incentives has contributed to our deep knowledge of what low-income students need to help them make high school completion and college a viable pathway to future success. The first cohort of 16,000 CBS seniors statewide will graduate from high school this spring and enter postsecondary programs in the fall.

CSF's HERO program has shown that providing consistent and intensive case management and support services across the critical middle-school-to-high-school transition is a key element in helping vulnerable youth improve their grades and attendance, develop social/emotional skills and prepare successfully for high school

To date, 96,000 low-income students statewide have signed up for CBS – in 2011, 63% of 7th graders and 75% of 8th graders completed CBS applications (5,000 of them in Seattle).

CACC worked directly with over 6,200 students providing CBS sign-up and college awareness supports.

81% of participating middle school students reported a desire to go to college after high school, up from 46% at the beginning of the program.

Increases were also shown from pre-to-post assessment in students who discussed high school courses with parents and guardians (from 62% to 76%) and friends (from 56% to 66%).

HERO Results

In 2009-2010, more than half (56%) of high school HERO participants improved their grade point average and 84% graduated from high school on time (92% of boys). Of those who graduated 74% went on to enroll in college, as compared to 60% of African-American and Hispanic students nationally.

graduation with an eye toward attending college. Since HERO spans 7th to 10th grades, students receive consistent support through the critical middle-to-high school and 9th-to-10th grade transitions.

We have learned much from our experience with Achievers Scholars. For the program’s first 10 years, selected students received scholarships funded by the Bill and Melinda Gates Foundation. While new Achievers Scholarship awards were ended in 2010, CSF continues to provide other scholarship opportunities to students through corporations, foundations and individual/family donors. The program has been rigorously evaluated over the years, most recently with a 10-Year Achievers Scholars Follow-up Study conducted by the BERG Group.

CSF Achievers Scholars Results

In 2009-2010, 99% of Achievers Scholars graduated from high school on time, and 85% went directly to college in the subsequent summer or fall. In comparison, the national college direct rate for low-income students is just 55%.

Seventy percent graduated having completed HECB required courses to enter four-year postsecondary programs, as compared to 45% of all students in the schools served.

The majority of Scholars tested into college-credit courses, with no need for remedial coursework in math (91%) or English (74%).

CSF seeks to build robust partnerships, knowing that collective action leads to powerful collective impact in creating positive and long-lasting educational outcomes. The list of our current partners includes (but is not limited to) schools, districts, community-based organizations, colleges and universities, volunteer mentors, legislators, public agencies, corporations, foundations and scholarship donors.

Contacts

<p>Seattle Public Schools Janet Blanford, Coordinator College & Career Readiness jblanford@seattleschools.org (206) 252-0184</p>	<p>Cleveland High School Princess Shareef, Principal pshareef@seattleschools.org (206) 252-7800</p>	<p>Aki Kurose Middle School Mia Williams, Principal mparker@seattleschools.org (206) 252-7700</p>
<p>University of WA Sheila Edwards Lange, Ph.D. Vice Provost, Diversity sredward@uw.edu 206 543-2441</p>	<p>NELA Danette Knudsen, Director Danette.Knudson@NELA.net 206.461.5491</p>	<p>OSPI Randy Dorn, Superintendent Randy.Dorn@k12.wa.us (360) 725-6004</p>

Challenges All along our comprehensive pipeline, we are addressing issues that threaten to derail a student’s desire or ability to go to college and get a degree. In middle school, students often lack an understanding of the implications for what poor school performance means for their academic and career options after high school. Many HERO students are referred to the program due to already-existing issues related to self-efficacy, low grades, poor attendance and/or disciplinary problems. Our CSF Achievers Scholars encounter challenges related to their academic and emotional

readiness for college and having adequate financial resources to attend college. This includes enrolling in the proper sequence of courses, getting good grades, and meeting critical deadlines in the college application and financial aid processes.

To meet outcomes, CSF: 1) sets high expectations for students and encourages teachers to share them; 2) makes the options and process for postsecondary education clear to students and families; and 3) provides in-school supports for students and families to overcome these challenges.

CSF also manages multiple statewide student-focused programs and community capacity-building and professional development initiatives (the Washington College Access Network, Washington State Mentors and a newly launched Center for College Success. CSF is a lead partner in the regional Community Center for Education Results (CCER) Road Map Project in South Seattle and South King County, and President/COO Dr. Deborah Wilds has been instrumental in its work.

TRACKING TO SUCCESS

CSF's Research and Evaluation (R&E) Department is staffed by two doctoral-level researchers with extensive experience in programs serving low-income students and in education reform. Over the past two years, the R&E Director, Dr. Hilary Loeb, has worked closely with program leadership and staff to design and implement data collection and tracking procedures relevant to the majority of the described outcomes.

CSF is a data-driven organization, with metrics used by its senior leadership team and board, internal program evaluation and independent external evaluation studies. Data is essential to inform our efforts to improve services. Existing data sharing agreements with HECB, OSPI and SBCTC allow us access to student information. CSF's data management system has been instrumental in supporting the HERO Program, codifying practices employed by CBS staff, and in piloting financial incentives as a means of supporting CSF Achievers Scholars. In addition to program metrics, CSF also uses an organization-wide Strategic Scorecard that provides a high-level summary of CSF's targeted student achievement outcomes and overall financial health.

Working collaboratively with school guidance counselors whenever possible, CSF staff uses bi-weekly, monthly or quarterly program reports to track student progress and completion, through monitoring transcripts, attendance and behavior. As a result, staff is able to help students stay focused on their goals, motivated to do well in school, and attend to the requirements of college admission and financial aid processes.

WOMEN AND MINORITY INCLUSION; NON-DISCRIMINATION

CSF has a proactive and intentional approach to diversity in hiring, contracting and program implementation. Any hiring or contracting resulting from FEL funding will be done in accordance with all federal, state, city and CSF non-discrimination standards, with intentional efforts to reach out to small and women/minority-owned businesses and diverse professionals through our extensive network of partners, print and social media and job fairs targeted to women and populations of color.

College Success Foundation Participation and Outcomes Data, 2009-2011

Level	Middle School								
CSF Program	HERO								
			College Bound Scholarship		College and Career Coaching				
Metric	# of Participants	# Participants in HERO Institute	% of Eligible 7th Graders Completing Applications in Schools Where CSF Works	% of Eligible 8th Graders Completing Applications in Schools Where CSF Works	# of Participants	# Completing High School and Beyond Plan	% Reporting Aspirations to Attend College	% Reporting that Parent or Guardian has Aspirations that They Attend College	% Reporting They Discuss High School Courses with their Parents
2009-10 School Year	169	111	57%	89%	NA	NA	NA	NA	NA
2010-11 School Year	244	226	63%	100%	6,231	6,231	81%	87%	76%

Level	High School and Transition to College						
CSF Program	HERO						
Metric	# of Participants	# Participants in HERO Institute	% of 9th graders participating as 10th graders	% of HERO participants improving GPA	# Participating in Practice PSAT	% Participants Graduating from High School On Time	% of High School Graduates Enrolling in College
2009-10 School Year	448	330	45%	56%	585	84%	74%
2010-11 School Year	572	308	75%	42%	1,658	Data is pending	Data is pending

Level	High School and Transition to College									
CSF Program	Washington State Achievers (2009-10) and CSF Achievers Scholars (2010-11)									
Metric	# of Participants	Average GPA at Time of Selection	Average GPA at High School Graduation	% of Participants Working with a Mentor	Number of Hometown Mentors Volunteering for CSF	Graduates with No Need for Remedial English Courses in College	Graduates with No Need for Remedial Math Courses in College	% Graduating from High School On Time	% Enrolling in College	% Enrolled Continuously in College
2009-10 School Year	595	2.9	3.0	100%	456	74%	91%	97%	92%	84%
2010-11 School Year	271	3.16	3.0	100%	182	70%	89%	99%	89%	NA

College Success Foundation Participation and Outcomes Data, 2009-2011

Metric	Data Definition	Source and Notes(1)
Middle School		
HERO		
# Participating in HERO program	Number of participants in HERO (Higher Education Readiness Opportunity Program).	
# Participating in HERO Institutes	Number of 6th through 8th graders participating in HERO Institute.	HERO invites students outside of the program to participate in HERO Institute.
% of Eligible 7th Graders Completing Applications in Schools Where CSF Works	Percentage of eligible students completing College Bound Scholarship applications at HERO middle schools (2010) and HERO and College and Career Coaching middle Schools (2011).	Source: Higher Education Coordinating Board. Eligibility rates for each cohort of students represents the number of students who qualify for FRPL during the fall of their seventh grade year. In certain cases, rates might exceed 100% because more income eligible students sign up by the end of the eighth grade. When rates exceed 100%, we have recoded data to 100%. Available data is not an exact measure of the sign-up rate because it reflects the academic year in which students enroll in the scholarship. When students exit a school district, they are still counted as signed up in the school district.
% of Eligible 8th Graders Completing Applications in Schools Where CSF Works	Percentage of eligible students completing College Bound Scholarship applications at HERO middle schools (2010) and HERO and College and Career Coaching middle schools (2011).	See source and note above.
College and Career Coaching		
# of Participants	Number of participants in College and Career Coaching program.	
# Completing High School and Beyond Plan	Number of College and Career Coaching program participants completing High School and Beyond Plan that details the courses and course sequences they must take in high school to graduate meeting HECB-requirements for four-year college entrance.	(1) Unless otherwise specified in Notes, data is collected and analyzed by CSF staff.
% Reporting Aspirations to Attend College	Percentage of College and Career Coaching program participants answering "true" for "Right after high school, I want to attend college" on program post assessment.	

Metric	Data Definition	Source and Notes(1)
% Reporting that Parent or Guardian has Aspirations that They Attend College	Percentage of College and Career Coaching program participants answering "true" to "Right after high school my parents expect me to attend college" on program post assessment (18% two year colleges, 69% four year colleges).	
% Reporting They Discuss High School Courses with their Parents	Percentage of College and Career Coaching program participants answering "true" to "I have discussed high school courses with my parents."	
High School and Transition to College		
HERO		
# of Participants	Number of participants in HERO (Higher Education Readiness Opportunity Program).	
% of Participants with Growth in Grade Point Average	Percentage HERO participants who improved their GPA between June 2009-June 2010 (for 2009-10) and June 2010-June 2011 (for 2010-11).	2010 GPA analysis was for 118 students. 2011 GPA analysis was for 204 students.
# Participants in HERO Institute	Number of 9th through 12th graders participating in HERO Institute.	HERO invites students outside of the program to participate in HERO Institute.
% of 9th graders participating as 10th graders	Percentage of students who participated in HERO in 9th grade who also participated in HERO in the following year as 10th graders.	
# Participating in Practice PSAT	Number of students who participate in practice PSAT exam sponsored by the HERO program.	HERO invites students outside of the program to participate in Practice PSAT.
% Male Participants Graduating from High School On Time	Percentage of male HERO participants who graduated from high school in projected graduation years 2009 and 2010. Data verified by OSPI, National Student Clearinghouse or verification of a CSF scholarship disbursement. CSF will be completing an analysis of HERO students in the projected high school graduation year of 2011 later this winter.	Source: Analysis of OSPI, CSF scholarship disbursement and National Student Clearinghouse data.
% Male High School Graduates Enrolling in College	Percentage of male HERO participants in projected graduation years 2009 and 2010 who enrolled in college. Data verified by National Student Clearinghouse or verification of a CSF scholarship disbursement.	Source: Analysis of CSF scholarship disbursement and National Student Clearinghouse data.
Washington State Achievers/CSF Achievers Scholars(2)		
# of Participants	Number of participants selected for Washington State Achievers (2009-10) and CSF Achievers Scholars (2010-11).	(2) In 2010-11 the Washington State Achievers Scholars program was renamed the CSF Achievers Scholars program.
Average GPA at Time of Selection	Average grade point average of Washington State Achievers (2009-10) and CSF Achievers Scholars (2010-11) who completed applications for the programs. Selection of Scholars take place during the winter of junior year of high school.	
Average GPA at High School Graduation	Average grade point average of Washington State Achievers (2009-10) and CSF Achievers Scholars (2010-11) at the time of high school graduation.	In 2010-2011, data was not available for Cleveland High School.

Metric	Data Definition	Source and Notes(1)
% of Participants Working with a Mentor	Percentage of participants who worked with a Hometown Mentor.	
Number of Hometown Mentors Volunteering for CSF	Number of Hometown Mentors placed with Washington State Achievers (2009-10) and CSF Achievers Scholars (2010-11).	A number of mentors work with multiple students.
Graduates with No Need for Remedial English Courses in College	Percentage of Washington State Achievers (2009-10) and CSF Achievers Scholars (2010-11) scoring at or above grade level on the English AccuPlacer exam administered in May of their senior years.	
Graduates with No Need for Remedial Math Courses in College	Percentage of Washington State Achievers (2009-10) and CSF Achievers Scholars (2010-11) scoring at or above grade level on the Math AccuPlacer exam administered in May of their senior years.	
% Graduating from High School On Time	Percentage of Washington State Achievers (2009-10) and CSF Achievers Scholars (2010-11) graduating from high school who are currently active as of the end of their senior year of high school.	
% Enrolling in College	Percentage of Washington State Achievers (2009-10) and CSF Achievers Scholars (2010-11) who were still active in the program at high school graduation enrolling in college during the first year following high school.	Data for CSF Achievers Scholars (2010-11) enrollment comes from Spring Exit Survey, response of yes to item, "Are you certain what college you will attend this fall?"
% Enrolled Continuously in College	Percentage of Washington State Achievers (2009-10) who were still active in the program at high school graduation enrolled in college all terms during the 2010-11 academic year.	