Breaking Ground and Barriers: Building a Legacy of Excellence

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Points to Ponder in my trajectory of Success

1. **Mapping my future** - as a migrant child navigating the road helping my father to arrive at a destination for work twice a year to Florida and New Jersey.

2. **Breaking the cycle of poverty** through education - School became my way out of poverty so perseverance, resiliency and love for learning became a necessity to survival.
Points to Ponder in my trajectory of Success

3. **Vision with purpose:** learn the unknown, build discipline, commitment and become an expert on the task at hand.

4. **Manage my fears** and Master confidence and savvy

5. **Reinvented oneself** by staying relevant, learning something new and meeting every challenge and opportunity
Points to Ponder in my trajectory of Success

6. Choose battles carefully
7. Stayed focus, every step of the way on what matters
8. Maintenance your kitchen cabinet
9. Master financial, social, human and intellectual capital to support an agenda
Points to Ponder in my trajectory of Success

10. Optimism and faith when managing dangerous leadership
11. Build capacity from within
12. Stay healthy physically, spiritually and emotionally
Points to Ponder in my trajectory of Success

13. Is not what you deserve but what one negotiates

14. Sustained healthy relationships

15. Have courage to stand for justice
Creating a comprehensive model for serving children and families from Birth through College and Beyond in a public school setting.
The Collective Mission Statement

The mission of the LEAP Academy is to enhance opportunities for the children and families of Camden through the collaborative design, implementation, and integration of education, health and human services, professional development, and community development.
A dream about to come true

Dream of Camden charter school near

LEAP Historical Milestones

A Pre-School Program under the umbrella of the Rutgers Centers of Excellence is added to serve 90 children.

2000 – 2003: LEAP graduates its first 8th grade class and begins a high school program.

2004 – 2010: LEAP acquires a high school facility, and graduates its first 6 senior classes with 100% graduation and college placement.

60 ninth graders are recruited to participate in a STEM High School Program that will eventually serve 240 students.

2011-2014: LEAP opens its STEM Facility and plans for new school facility in at the Wilson Building. 9 senior classes with 100% graduation and college placement. Enrollment growth period.
Five Stage Planning Process

1. **Stage 1: Getting Together**
   - Reflect & Celebrate

2. **Stage 2: Building Trust**
   - Reflect & Celebrate

3. **Stage 3: Developing a Strategic Plan**
   - Reflect & Celebrate

4. **Stage 4: Taking Action**
   - Reflect & Celebrate

5. **Stage 5: Going to Scale**
   - Repeat the Process

**Change**

**Building a New System: A Five-Stage Process For Change**

**Getting Together**

**Milestones**

Core Planning Areas

**Research and Program Design**
- understanding the needs of the community
- researching successful strategies and leveraging expertise
- involving residents in all aspects of planning and program design

**Commitment Building**
- promoting a transformative vision to local stakeholders and the community
- leveraging community leadership and participation through training and capacity building
- assembling competent and committed staff team

**Planning**
- collecting and analyzing baseline data about the community
- engaging diverse stakeholders in planning
- develop a collective guiding product that incorporates broad input and ownership

**Resource Development**
- secure funding for planning
- design multi-year resource development plan
- engage in partnerships that result in leveraged resources

**Programming and Operations**
- design of innovative management and governance structures
- design programs in direct response to community needs
- identify and cultivate opportunities for continued community participation

**Documentation and Evaluation**
- document the process through multiple and varied archives
- develop formative and outcome based evaluation mechanisms
- ongoing communications
Structuring the Strategic Planning Effort

Planning/Implementation
- Coordination and Oversight
- Communications and Public Relations
- Funding
- Quality Assurance
- Governance

Curriculum and Instruction
- Curriculum Development
- LEAP
- Academy/Camden School Relationships
- Time/Space Utilization

Human Services
- Health Promotion and Education
- Social Services
- Legal/Business Services
- Community Service Volunteers

Leadership and Professional Development
- Training and Development
- Community Leadership Development

Community Outreach
- Celebrating Diversity
- Parent Involvement

Leadership and Professional Development
Stakeholder Analysis/Engagement

- Parents
- Neighborhood leaders
- Foundations/Funders
- Business
- Community based and service organizations
- Faculty and Staff
- University President
- Board of Governors
- Students
- Government and the Public Sector
- Rutgers University
- Private and Non-profit Sectors
- Parents and community residents
- Parents
- Neighborhood leaders
LEAP Values

1. Student Achievement – Comes first
2. We do whatever it takes to get the job done.
3. We take the High Road
4. We are a Family
5. Positive and Caring Culture
6. We are all Accountable
7. Transparency with each other
8. Improvement is ongoing
9. Diversity is our Strength
10. We are one Team
Five Core Elements of the LEAP Model

1. Accountability for People, Time, Money and Programs
2. Pipeline of College Access for all students PreK-16
3. Teacher Development and Support
4. Parental Engagement
5. Early Learning means later Earning
LEAP Academy University Charter School

- Performance Based Compensation & Professional Development
- Strong Family Engagement
- Partnerships with Higher Education Institutions & Community Stakeholders
- Ongoing Assessment & Evaluation
- LEAP’s Mission aligned with Local Community Needs & Vision
- Rigorous Academic Program from PreK - College “Educational Pipeline”
- Entrepreneurial Governance/Leadership
- Extended Learning
- STEM Focus
A Focus on Pipeline Development
The Rutgers/LEAP Pipeline to College
Enrollment Profile of the Birth-12th Pipeline

- 1,500 students Birth through 12th
- LEAP Academy
  - Lower Elementary Campus (K-3)
  - Upper Elementary (4-6)
  - Intermediate High School (7-9)
  - High School (10-12)
- Early Learning Research Academy
  - Infants (6 months - 1 year)
  - Toddlers (age 1-3)
  - Preschoolers (ages 3-4)
Factors of LEAP Best Practices

**Organizational Factors**
- Entrepreneurial Governance
- Sustainable Educational Pipelines
- Systems Accountability

**Student Factors**
- Opportunity Based Curriculum
- College Access for All Students
- Structured Extended Learning Time
- Data Driven Instruction through Assessment Feedback

**Stakeholder/Alliance Factors**
- Parents Engagement
- Social/Community Alliances
- Partnerships with Institutions of Higher Education

**Teacher Development Factors**
- Performance Based Compensation
- Teacher Development Opportunities
LEAP Principles for Family Engagement

**Training**
- Parents are encouraged to be introspective about their own parenting.

**School Participation**
- Parents are encouraged to consider what roles they can play to improve the school and the community.

**Personal Growth**
- Parents are trained to think about future possibilities and expectations, for both their children and themselves.

**Civic Leadership**
- Parents are encouraged to provide leadership for change that is beneficial to the school and the community.
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Comparative High School Graduation Rates for LEAP and Surrounding High Schools (2012-2013)

LEAP: 100%
Cherry Hill West: 91.21%
Haddonfield: 97%
Cherry Hill East: 98%
Collingswood: 87%
Voorhees: 94%
Camden High: 45%
Woodrow Wilson: 55%
State Average: 83%
Elementary Grades (PK-6):
639 Cooper Street
High School Grades (7-12):
549 Cooper Street
LEAP ACADEMY STEM Campus
528 Cooper Street
Early Learning Research Academy
501 Cooper Street
Structuring A Planning Effort For Puerto Rico

SCHOOLS AS NEXUS FOR COMMUNITY DEVELOPMENT
LEAP APPROACH TO COMMUNITY SCHOOL APPROACH: Serving the entire family

- **Children & Youth**
  - Better outcomes for children and youth
    - Strong Early Childhood Programs
    - High Performing Schools
    - Effective K-12 programs
    - Higher high school graduation rates
    - Successful transitions from high school to college/career
    - Academic enrichment programs
    - Social, recreation and character building for children and youth

- **Families**
  - Better outcomes for families
    - Quality health services
    - Social service programs
    - Adult learning opportunities and Job readiness training
    - Neighborhood based employment opportunities
    - Legal services

- **Community**
  - Better outcomes for the community
    - Safe schools and neighborhoods
    - Business development
    - Crime prevention
    - Local/community based leadership development
    - Better housing options and support for residents
    - Community Building and Ownership
    - Interagency Collaboration