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Change Cycle 3

February-May 2022

We are trying to address... <i>Root Cause/Gap</i>	In order to improve.... <i>Primary/Secondary Driver; see Match Strategies here</i>	And therefore, we will test.... <i>Change Idea to Test</i>	Who is testing? Write your HS.
<p>Students haven't had sufficient time or support to reflect on holistic fit for the decision process</p> <p>Counselors observe in past cohorts: students matriculating to schools that aren't strong academic, career, community, financial, personal and/or success fits</p>	<p>Decide on strong fit postsecondary option / reflect on holistic fit for available options</p>	<p>Change Idea #1: Seminar Fit Factor Decisions Reflection <i>Counselors deliver lesson(s) around fit factors in the decision process, and lead students through an exercise to consider how they will make a strong fit decision. This could look like providing the students with example students/decision options, or having students consider amongst their own possible/likely options.</i></p> <p>Implementation check: <i>This change idea is a good fit for high schools with senior seminars, or with class periods or advisories where counselors can 'push-in' to deliver lessons to seniors. This change idea is a strong option for students across all pathways.</i> <i>Note- this change idea can be tested before all decisions are back! Have students consider among likely or possible decisions.</i></p> <p><i>Talk to...Nashville executed a similar change idea in the wish list phase.</i></p>	
<p>Students haven't had sufficient time or support to reflect on holistic fit for the decision process</p> <p>Counselors observe in past cohorts: students matriculating to schools that aren't strong</p>	<p>Decide on strong fit postsecondary option / reflect on holistic fit for available options</p>	<p>Change Idea #2: Fit Factor Driven Decisions 1:1 Meeting <i>Counselors hold decision 1:1s centered around fit factors. Counselors create an agenda template and inform agenda content based on students' fit factor survey or other fit factor reflection.</i></p> <p>Implementation check: <i>This change idea is a strong option for students across all pathways. This change idea could be implemented in a seminar or non-seminar context.</i></p>	

<p>academic, career, community, financial, personal and/or success fits</p> <p>Data: Fit factor survey shows growth opportunity in one or more fit factors</p>		<p><i>Note- this change idea can be tested before all decisions are back! Have students consider among likely or possible decisions.</i></p> <p><i>Talk to...Austin executed a similar change idea in the wish list phase.</i></p>	
<p>Lack of student connection or exposure to strong postsecondary options (across pathways)</p> <p>Counselors observe trend of students matriculating to schools that are not strong fits</p> <p>Data: Fit factor survey shows growth opportunity in one or more fit factors</p>	<p>Decide on strong fit postsecondary option / visit and/or connect with top options</p>	<p>Change Idea #3: Focus Schools/Programs Exposure + Connection Counselors create opportunities or experiences that lead to deeper exposure and connection to focus schools or programs. This might look like- virtual or in-person visits to the program/school and with admissions, professors, current students, or alumni. It also could look like enrichment opportunities connected to the school or program. *Consider using innovation funds for this programming!</p> <p>Implementation check: This decision could work with students across all pathways. It is recommended to consider this change idea if there are a focused number of schools/programs that your team considers high quality postsecondary options for sub-cohorts of students.</p> <p><i>Note- this change idea can be tested before all decisions are back! Focus on schools/programs for likely strong-fit options.</i></p> <p><i>Talk to...Colorado executes this play every year with CSU! Reach out to Irma and team.</i></p>	
<p>Data: Fit factor survey shows financial fit as significant growth area</p>	<p>Decide on strong fit postsecondary option / Compare award letters</p>	<p>Change Idea #4: uAspire Award Letter Analysis Lesson + Reflection Counselors implement lesson or 1:1 agenda to support students in filling out and reflecting on the uAspire Award Letter Analyzer. Students reflect on their options, possible plans to pay, and how this could impact their decisions.</p> <p>Implementation check: This change idea is a strong fit for regions focused on students who have all of or most of their postsecondary options. Most likely, this idea will focus on college options.</p> <p><i>Talk to...Carlos! Carlos is our uAspire point of contact and has experience with their training and materials.</i></p>	

TBD	TBD	<p>Change Idea #5: Regional submission TBD</p> <p>Are you looking to address root causes or gaps re: applications that are not listed with change ideas 1-3? Consider designing your own change idea. Here are the steps:</p> <p>Step 1: Fill out the PLAN section of your PLMR template</p> <p>Step 2: Make sure the following items are addressed in your PLAN:</p> <ul style="list-style-type: none"> • What root causes and application challenges are you addressing? • What secondary drivers are you seeking to influence? <p>Step 3: Check your idea against our change idea checklist</p> <p>Step 4: Confirm change idea is approved with your coach in 1:1, or in separate check-in that you schedule.</p>	
<p align="center">Change Cycle 3 for Schools with Juniors: Junior Early Start (Focus- postsecondary options/exposure + wish lists)</p>			
Root Cause/Gap	Primary/Secondary Driver; see Driver Diagram/Match Strategies here	Change Idea to Test	Who is testing? Write your high school.
<p>Anticipating or seeing room grow on the counselor experience question- “I understand the postsec choices available to me”</p> <p>Data: Anticipating or seeing room to grow on...</p> <ul style="list-style-type: none"> - BA enrollment - High quality CTE - High quality AA 	<p>Primary: Prepare for Match with Quality Wish Lists</p> <p>Secondary: Draft strong-fit wish lists</p>	<p>Change Idea #1: Starter wish list/high impact options focus list student exploration project</p> <p><i>Counselors create a check-list with KIPP Forward recommended CTE programs and colleges. The check-list can be tailored by academic segment. Students use this checklist to explore CTE programs and colleges, considering fit.</i></p> <p>Implementation check: <i>It is ideal to implement this change idea as a pre-step to drafting wish lists.</i></p> <p><i>Talk to Art in Houston! Art implemented this change idea in cycle 1.</i></p>	

<ul style="list-style-type: none"> - Class of 2022 wish lists <p>Other:</p> <ul style="list-style-type: none"> - Lack of exposure to postsecondary options 			
<p>Data: Room to grow on...</p> <ul style="list-style-type: none"> - Class of 2023 wish lists - Matriculation to student best-fit <p>Fit factors: Room to grow on...</p> <ul style="list-style-type: none"> - Any or all fit factors in wish lists 	<p>Primary: Prepare for Match with Quality Wish Lists</p> <p>Secondary: Draft strong-fit wish lists</p>	<p>Change Idea #2: Fit Factor Rubric student reflection and action planning <i>Student uses student facing rubric to self-evaluate the strength of their wish list + then create action steps for learning more and revising based on their wish lists.</i></p> <p>Implementation check: <i>it is ideal to implement this change idea once students have wish lists</i></p> <p><i>Talk to Loretta in Nashville! Loretta implemented this change idea in cycle 1.</i></p>	
<p>Data: Room to grow on...</p> <ul style="list-style-type: none"> - Class of 2022 wish lists <p>Fit factors: Room to grow on...</p> <ul style="list-style-type: none"> - Any or all fit factors in wish lists 	<p>Primary: Prepare for Match with Quality Wish Lists</p> <p>Secondary: Draft strong-fit wish lists</p>	<p>Change Idea #4 Use of fit factor survey to drive student 1:1 conversations</p> <p><i>Counselors use individual student entries on fit factor surveys to drive student 1:1 conversations. For example, if the student reported low personal + academic fit, the counselor coaches the student on revising based on these fit factors.</i></p> <p>Implementation check: <i>This change idea is ideal for high schools who have draft wish lists in need of moderate or significant revision. It is also ideal for high schools who anticipate students having different needs in wish list revisions, vs. Shared trends.</i></p> <p><i>Talk to...</i> <i>(Has your region or school done this? Add your name!)</i></p>	

<p>Anticipating or seeing room grow on the counselor experience question- “I understand the postsec choices available to me”</p> <p>Other:</p> <ul style="list-style-type: none"> - Lack of exposure to postsecondary options 	<p>Primary: Prepare for Match with Quality Wish Lists</p> <p>Secondary: Draft strong-fit wish lists</p>	<p>Change Idea #4:</p> <p>Lesson bundle focus on postsecondary options understanding + exposure</p> <p>Implementation check: This change idea is for CKCS regions only</p> <p><i>Talk to...Carlos + Jorge Ochoa</i></p>	
TBD	TBD	<p>Change Idea #5: Regional submission TBD</p> <p>Are you looking to address root causes or gaps re: applications that are not listed with change ideas 1-3? Consider designing your own change idea. <u>Here are the steps:</u></p> <p>Step 1: Fill out the PLAN section of your PLMR template</p> <p>Step 2: Make sure the following items are addressed in your PLAN:</p> <ul style="list-style-type: none"> • What root causes and application challenges are you addressing? • What secondary drivers are you seeking to influence? <p>Step 3: Check your idea against our change idea checklist</p> <p>Step 4: Confirm change idea is approved with your coach in 1:1, or in separate check-in that you schedule.</p>	

Change Cycle 2

October 2021-January 2022

Seniors

<p>We are trying to address... <i>Root Cause/Gap</i></p>	<p>In order to improve.... <i>Primary/Secondary Driver; see Match Strategies here</i></p>	<p>And therefore, we will test.... <i>Change Idea to Test</i></p>	<p>Who is testing? Write your HS.</p>
<p>Lack of time for student app completion and submission</p> <p>Lack of support for student app completion and submission</p> <p>Data- room to grow in application submission</p>	<p>Primary: Submit quality apps</p> <p>Secondary: Early submission of all wish list apps, and possibly (depending on design) also strong personal statements and EA/ED app submission</p>	<p>Change Idea # 1: Senior application workshop day <i>Senior instruction is suspended for application work time. This might look like inviting community partners to support the process/and or engaging Senior teachers. Students would either opt into specific spaces for tailored support or counselors would assign based on student need. Ideal if teams make this fun with music, incentives, and food.</i></p> <p>Implementation check: <i>This idea is great for regions who encounter challenges in submitting applications by the network deadline. If you'd like to see a BIG jump in application submission in one day, this is for you! Recommendation- engage your school ACE team ASAP. This idea requires leadership buy-in. *Note- consider using innovation funds to support incentives and other programming costs.</i></p> <p><i>Talk to- Colorado virtually tested this last year with great success! Reach out to Irma to learn more.</i></p>	
<p>Lack of support for student app completion and submission</p> <p>Low quality application submission</p> <p>Limited counseling team capacity</p> <p>Data- room to grow in application submission</p>	<p>Primary: Submit quality apps</p> <p>Secondary: Early submission of all wish list apps AND possibly (depending on design) also strong personal statements</p>	<p>Change Idea #2 Quality apps editor team <i>Counseling teams recruit and train quality apps editor team. This might look like peer editors and/or engage senior team teachers, alum, or even college or community partners. Prior to submitting, students are required to have their app reviewed for quality by someone on the quality apps editor team.</i></p> <p>Implementation check: <i>This idea is great for schools who need to expand the capacity of their counseling team during crunch time. An enabling condition for this idea is to have a group identified that could serve as editors. *Note- consider using innovation funds to incentives for staff, students, alum, and volunteers!</i></p>	
<p>Lack of student knowledge/information about how to submit high quality apps</p>	<p>Primary: Submit quality apps</p> <p>Secondary: Early submission of all</p>	<p>Change Idea #3 Student quality apps review process <i>Counseling teams implement a system to support students in self-reviewing their application for quality checks before submitting. This might look like a seminar lesson and accompanying 1-pager checklist, and or a survey system.</i></p>	

<p>Low quality application submission</p> <p>Limited counseling team capacity</p> <p>Data- room to grow in application submission</p>	<p>wish list apps AND possibly (depending on design) also strong personal statements</p>	<p>Implementation check: <i>This idea will work well for schools with seminar space for the lesson, implementation, and follow-up. It's also a great option to address quality if counseling team capacity is limited and volunteer editor supports would also be limited.</i></p> <p><i>Talk to- Shannon in Philly implementing a survey process for quality review last year.</i></p>	
<p>Lack of support for student app completion and submission</p> <p>Low quality application submission</p> <p>Limited counseling team capacity</p> <p>Data- room to grow in application submission</p>	<p>Primary: Submit quality apps</p> <p>Secondary: Early submission of all wish list apps AND possibly (depending on design) also strong personal statements</p>	<p>Change Idea #4: Letter of recommendation quality control team</p> <p><i>Counseling teams recruits and trains staff for letter of recommendation audit team to review submitted letter drafts for grammar, content and/or alignment with effective best practice writing styles. This might look like engaging senior team teachers, alums or English department.</i></p> <p>Implementation check: <i>This idea is great for schools who need to expand the capacity of their counseling team during crunch time. An enabling condition for this idea is to have a group identified that could serve as editors and make time to provide training and align on best practices. *Note- consider using innovation funds to incentivize staff, students, alum, and volunteers!</i></p> <p><i>Talk to- Colorado has implemented versions of this idea in years past! Reach out to Irma to learn more.</i></p>	
TBD	TBD	<p>Change Idea #5: Regional submission TBD</p> <p>Are you looking to address root causes or gaps re: applications that are not listed with change ideas 1-3? Consider designing your own change idea. Here are the steps:</p> <p>Step 1: Fill out the PLAN section of your PLMR template, inclusive of qualitative and quantitative data points</p> <p>Step 2: Make sure the following items are addressed in your PLAN:</p> <ul style="list-style-type: none"> • What root causes and application challenges are you addressing? • What secondary drivers are you seeking to influence? <i>see Match Strategies here</i> <p>Step 3: Check your idea against our change idea checklist</p>	

Step 4: Confirm change idea is approved with your coach in 1:1, or in separate check-in that you schedule.

Juniors

Root Cause/Gap	Primary/Secondary Driver; see Driver Diagram/Match Strategies here	And therefore, we will test.... <i>Change Idea to Test</i>	Who is testing? Write your high school.
<p>Counselor experience: Room to grow or anticipating room to grow in the counselor experience question “My postsecondary choice sets me up for my highest career aspiration”</p> <p>Data:</p> <ul style="list-style-type: none"> - Low/no completion of YouScience <p>Fit Factors: Anticipating room to grow in...</p> <ul style="list-style-type: none"> - Career fit <p>Other:</p> <ul style="list-style-type: none"> - Lack of exposure to career pathways + process 	<p>Primary: Prepare for Match with Quality Wish Lists</p> <p>Secondary: Explore career interests</p>	<p>Change Idea #1:</p> <p>YouScience Implementation and pre-wish list reflection</p> <p><i>Counselors implement YouScience with their Junior class and design and deliver a reflection via 1:1 discussion, seminar or class exercise, or other format that coaches student to connect their results to their postsecondary process.</i></p> <p>Implementation check: <i>This change idea is ideal for regions that have purchased YouScience and have seminar or other class/advisory space to implement the assessment and reflection.</i></p> <p><i>*Note- for CKCS regions, you can use the 10th grade CKCS lessons</i></p> <p><i>Talk to...</i> <i>(Has your region or school done this? Add your name!)</i></p>	

<p>Counselor experience: Room to grow or anticipating room to grow in the counselor experience question “My postsecondary choice sets me up for my highest career aspiration”</p> <p>Fit Factors: Anticipating room to grow in...</p> <ul style="list-style-type: none"> - Career fit <p>Other:</p> <ul style="list-style-type: none"> - Lack of exposure to career pathways + process 	<p>Primary: Prepare for Match with Quality Wish Lists</p> <p>Secondary: Explore career interests</p>	<p>Change Idea #2: Career exposure (open to regional design)</p> <p><i>Counselors implement career exposure experience. This could look like but is not limited to: Nepris, virtual jobshadow, or alumni career panel.</i></p> <p>Implementation check: This change idea is flexible to regional design and implementation- it could happen via seminar, advisory, enrichment, or other class time. It could also happen as a standalone event.</p> <p><i>Talk to Texas...</i> <i>(Has your region or school done this? Add your name!)</i></p>	
<p>Counselor experience: Room to grow or anticipating room to grow in the counselor experience question “My postsecondary choice sets me up for my highest career aspiration”</p> <p>Fit Factors: Anticipating room to grow in...</p> <ul style="list-style-type: none"> - Career fit <p>Other:</p>	<p>Primary: Prepare for Match with Quality Wish Lists</p> <p>Secondary: Explore career interests</p>	<p>Change Idea #3: CKCS Introductory Career Lessons</p> <p><i>Counselors deliver lesson bundle from 9th grade lessons focusing on career exploration:</i></p> <ul style="list-style-type: none"> ● Lesson 5: Progressive Pathways ● Lesson 6: Career Pathways: Understanding the Many Possible Careers <p>Implementation check: This change idea is for CKCS regions only, unless approved by KF.</p> <p><i>Talk to...Jorge Ochoa to learn more!</i></p>	

- Lack of exposure to career pathways + process			
TBD	TBD	<p>Change Idea #4: Regional submission TBD</p> <p>Are you looking to address root causes or gaps re: applications that are not listed with change ideas 1-3? Consider designing your own change idea. <u>Here are the steps:</u></p> <p>Step 1: Fill out the PLAN section of your PLMR template</p> <p>Step 2: Make sure the following items are addressed in your PLAN:</p> <ul style="list-style-type: none"> • What root causes and application challenges are you addressing? • What secondary drivers are you seeking to influence? <p>Step 3: Check your idea against our change idea checklist</p> <p>Step 4: Confirm change idea is approved with your coach in 1:1, or in separate check-in that you schedule.</p>	

Change Cycle 1

August 2021-September 2021

We are trying to address... Root Cause/Gap	In order to improve.... Primary/Secondary Driver; see Match Strategies here	And therefore, we will test.... Change Idea to Test	Who is testing? Write your high school in this column.
Data: Room to grow on... <ul style="list-style-type: none"> - Class of 2022 wish lists - Matriculation to student best-fit 	Primary: Prepare for Match with Quality Wish Lists Secondary: Draft strong-fit wish lists	<p>Change Idea #1: Fit Factor Rubric student reflection</p> <p><i>Student uses student facing rubric to self-evaluate the strength of their wish list + then create action steps for learning more and revising based on their wish lists. Counselors design reflection activity and implement in seminar or other classroom space.</i></p>	Nashville SJ Collegiate

<p>Fit factors: Room to grow on...</p> <ul style="list-style-type: none"> - Any or all fit factors in wish lists 		<p>Implementation check: This change idea is ideal for schools with draft wish lists in need of significant revision.</p> <p><i>Talk to... (Has your region or school done this? Add your name!)</i></p>	
<p>Data: Room to grow on...</p> <ul style="list-style-type: none"> - Class of 2022 wish lists <p>Fit factors: Room to grow on...</p> <ul style="list-style-type: none"> - Personal fit - Community Fit 	<p>Primary: Prepare for Match with Quality Wish Lists</p> <p>Secondary: Draft strong-fit wish lists</p>	<p>Change Idea #2: Wish List "Defense" Project <i>Modeled after a PhD thesis defense. Students present their wish lists, explaining their interest, tied to fit factors, in applying to the listed schools and programs. Students answer questions from classmates, counselors, and/or family/caregivers. Counselors design wish list "defense" project, implement in the classroom, and give feedback on students delivering the project.</i></p> <p>Implementation check: This change idea is ideal for schools with draft wish lists in need of moderate revision. Schools implementing this change idea most likely met their Junior wish list goals for students 2.0+/16+.</p> <p><i>Talk to- Houston and Nashville (And who else? Add your region's name!)</i></p>	
<p>Room to grow on the counselor experience question- "I understand the postsec choices available to me"</p> <p>Data: Room to grow on...</p> <ul style="list-style-type: none"> - BA enrollment - High quality CTE enrollment - High quality AA enrollment - Class of 2022 wish lists <p>Other:</p>	<p>Primary: Prepare for Match with Quality Wish Lists</p> <p>Secondary: Draft strong-fit wish lists</p>	<p>Change Idea #3: Implementing student-facing checklist for high impact postsecondary options <i>Counselors create a checklist with KIPP Forward recommended programs and colleges based on KIPP Forward's knowledge of previous students' experience with the programs and colleges. The checklist can be tailored by academic segment. Counselors introduce the checklist via seminar, workshop, class, or 1:1s. Students use the checklist to explore, add, and refine their wish lists.</i></p> <p>Implementation check: This change idea is ideal for schools with draft wish lists that are missing some of the KIPP Forward top-recommended colleges or CTE programs.</p> <p><i>Talk to... (Has your region or school done this? Add your name!)</i></p>	<p>Connect</p> <p>JFK</p> <p>Booker T Washington</p>

<ul style="list-style-type: none"> - Lack of exposure to postsecondary options 			
<p>Data: Room to grow on...</p> <ul style="list-style-type: none"> - Class of 2022 wish lists <p>Fit factors: Room to grow on...</p> <ul style="list-style-type: none"> - Any or all fit factors in wish lists 	<p>Primary: Prepare for Match with Quality Wish Lists</p> <p>Secondary: Draft strong-fit wish lists</p>	<p>Change Idea #4:</p> <p>Use of fit factor survey to drive student 1:1 conversations</p> <p><i>Counselors use individual student entries on fit factor surveys to drive student 1:1 conversations. For example, if the student reported low personal + academic fit, the counselor coaches the student on revising based on these fit factors.</i></p> <p>Implementation check: <i>This change idea is ideal for high schools who have draft wish lists in need of moderate or significant revision. It is also ideal for high schools who anticipate students having different needs in wish list revisions, vs. Shared trends.</i></p> <p><i>Talk to...</i> <i>(Has your region or school done this? Add your name!)</i></p>	SJ Collegiate
<p>Counselor experience: Room to grow in the counselor experience question “My postsecondary choice sets me up for my highest career aspiration”</p> <p>Fit Factors: Anticipating room to grow in...</p> <ul style="list-style-type: none"> - Career fit <p>Other:</p> <ul style="list-style-type: none"> - Lack of exposure to career pathways + process 	<p>Primary: Prepare for Match with Quality Wish Lists</p> <p>Secondary: Explore career interests + Draft strong-fit wish lists</p>	<p>Change Idea #5:</p> <p>YouScience Results Processing + Wish List Revision</p> <p><i>Counselors design YouScience results processing and wish list reflect which leads students to reflect on how their YouScience results may change their wish lists. Students reflect on YouScience results and revise their wish lists based on career fit + highest career aspiration. Counselors manage this process via 1:1s or seminar.</i></p> <p>Implementation check: <i>This change idea ideal for schools who have drafted wish lists, revised, and identified career fit as opportunity area.</i></p> <p><i>Talk to...Houston</i> <i>(Has your region or school done this? Add your name!)</i></p>	

**Change Cycle 1-2 for Schools with Juniors:
Junior Early Start (Focus- career)**

Root Cause/Gap	Primary/Secondary Driver; see Driver Diagram/Match Strategies here	And therefore, we will test.... Change Idea to Test	Who is testing? Write your high school.
<p>Counselor experience: Room to grow or anticipating room to grow in the counselor experience question “My postsecondary choice sets me up for my highest career aspiration”</p> <p>Data:</p> <ul style="list-style-type: none"> - Low/no completion of YouScience <p>Fit Factors: Anticipating room to grow in...</p> <ul style="list-style-type: none"> - Career fit <p>Other:</p> <ul style="list-style-type: none"> - Lack of exposure to career pathways + process 	<p>Primary: Prepare for Match with Quality Wish Lists</p> <p>Secondary: Explore career interests</p>	<p>Change Idea #1:</p> <p>YouScience Implementation and pre-wish list reflection</p> <p><i>Counselors implement YouScience with their Junior class and design and deliver a reflection via 1:1 discussion, seminar or class exercise, or other format that coaches student to connect their results to their postsecondary process.</i></p> <p>Implementation check: This change idea is ideal for regions that have purchased YouScience and have seminar or other class/advisory space to implement the assessment and reflection.</p> <p><i>*Note- for CKCS regions, you can use the 10th grade CKCS lessons</i></p> <p><i>Talk to...</i> <i>(Has your region or school done this? Add your name!)</i></p>	
<p>Counselor experience: Room to grow or anticipating room to grow in the counselor experience question “My postsecondary choice sets me up for my highest career aspiration”</p> <p>Fit Factors: Anticipating room to grow in...</p> <ul style="list-style-type: none"> - Career fit <p>Other:</p>	<p>Primary: Prepare for Match with Quality Wish Lists</p> <p>Secondary: Explore career interests</p>	<p>Change Idea #2: Career exposure (open to regional design)</p> <p><i>Counselors implement career exposure experience. This could look like but is not limited to: Nepris, virtual jobshadow, or alumni career panel.</i></p> <p>Implementation check: This change idea is flexible to regional design and implementation- it could happen via seminar, advisory, enrichment, or other class time. It could also happen as a standalone event.</p>	

<ul style="list-style-type: none"> - Lack of exposure to career pathways + process 		<i>Talk to Texas...</i> <i>(Has your region or school done this? Add your name!)</i>	
<p>Counselor experience: Room to grow or anticipating room to grow in the counselor experience question “My postsecondary choice sets me up for my highest career aspiration”</p> <p>Fit Factors: Anticipating room to grow in...</p> <ul style="list-style-type: none"> - Career fit <p>Other:</p> <ul style="list-style-type: none"> - Lack of exposure to career pathways + process 	<p>Primary: Prepare for Match with Quality Wish Lists</p> <p>Secondary: Explore career interests</p>	<p>Change Idea #3: CKCS Introductory Career Lessons</p> <p><i>Counselors deliver lesson bundle from 9th grade lessons focusing on career exploration:</i></p> <ul style="list-style-type: none"> • Lesson 5: Progressive Pathways • Lesson 6: Career Pathways: Understanding the Many Possible Careers <p>Implementation check: This change idea is for CKCS regions only, unless approved by KF.</p> <p><i>Talk to...Jorge Ochoa to learn more!</i></p>	

Appendix.

Change Cycle 2/3 for Schools with Juniors: Junior Early Start (Focus- personal statements)			
Root Cause/Gap	<i>Primary/Secondary Driver; see Driver Diagram/Match Strategies here</i>	Change Idea to Test	Who is testing? Write your high school.
<p>Other:</p> <ul style="list-style-type: none"> - Feedback of room to grow in Class of 2023 writing or previous cohorts’ application essays - Anticipating high need for test optional applications due to regional context or 	<p>Primary: Prepare for Match with Quality Wish Lists</p> <p>Secondary: Draft quality personal statements</p>	<p>Change Idea #1: Story2 Bootcamp <i>Students attend the Story2-facilitated bootcamp to draft their personal statements. Students will use the storybuilder tool, and can take advantage for Story2 feedback.</i></p>	

Class of 2023 standardized test scores		<i>Implementation check: This change idea is ideal for regions who have joined or intend to join the Fall Story2 partnership supported by KIPP Foundation, and for high schools who can support their students in attending a bootcamp.</i>	
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CKCS:

- 9th: https://kipp-my.sharepoint.com/:w:/g/personal/jochoa_kipp_org1/EWHWuHi3q7NBil_ZixMOiu4Bsxxw9uD7BuIHG1prGNpHVZw?e=weG6Bf
- 10th: https://kipp-my.sharepoint.com/:w:/g/personal/jochoa_kipp_org1/ER6ZmKe4v4pGqhPlzSCI93AB43ekJUkf9zNpDSIH4fGosQ?e=3fbgcB
- 11th: End of September/october: https://kipp-my.sharepoint.com/:w:/g/personal/jochoa_kipp_org1/EZ4ey_bFKB5JrJBgvSldwCgBhOwO5wN_kOtQD3kR_jamfg?e=RUJeEn
- 12th: More Spring- https://kipp-my.sharepoint.com/:w:/g/personal/jochoa_kipp_org1/FeVvdfjvp8dJssgZzFCO-ElBmDwJkmlhdZL6awFvIQ-uoA?e=7RPbtu