

# achievempls

## Career and College Initiative Report for Year Ended June 30, 2009

### Highlights – Executive Summary

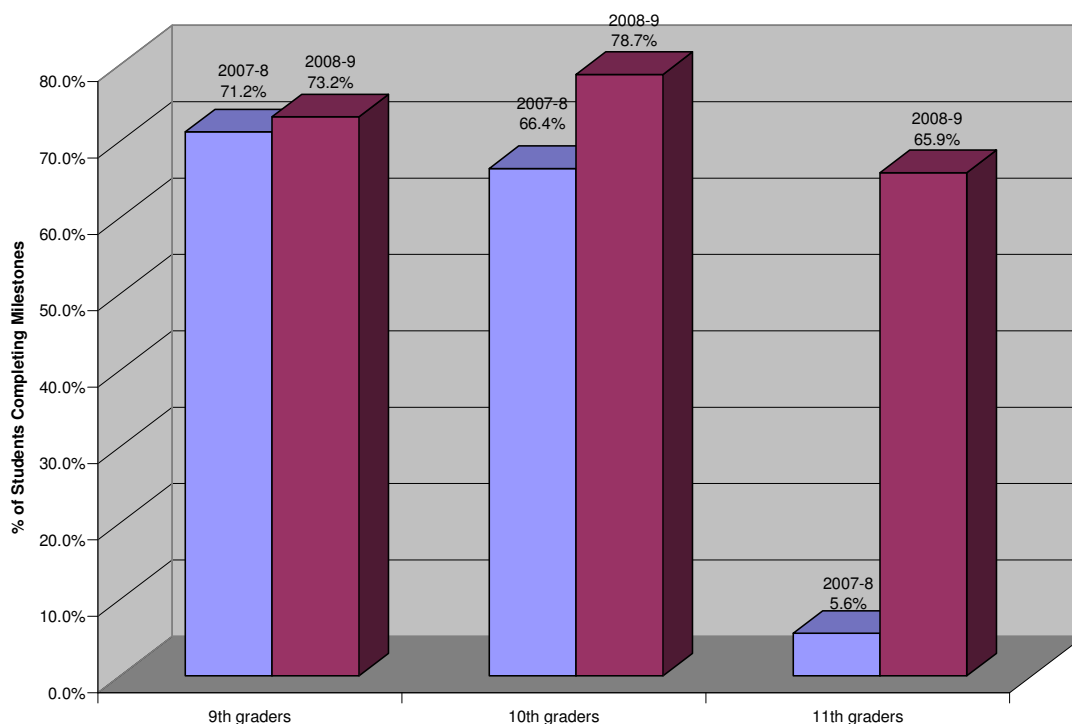
Preparing our students to enroll and be successful in college and work is not something that the K-12 system can do alone. It takes a community to provide experiences to give students the academic knowledge they need, provide them with broader 21<sup>st</sup> century skills, assist them in negotiating the processes of applying and paying for college, and help them understand the culture and expectations of college and the workplace.

The Minneapolis community has certainly stepped up to support our youth. Support from key champions including the **Minneapolis Regional Chamber of Commerce**, the **City of Minneapolis**, and **Win Wallin**, led to broad-based community involvement that has allowed the initiative to impact thousands of **Minneapolis Public Schools (MPS)** high school students. Together with MPS and our partners in business, higher education, and community organizations, we accomplished the following:

#### **My Life Plan**

Through generous funding from Cargill Foundation, MPS developed My Life Plan, a series of activities designed to help all students plan for what they will do after high school. In June, 2007 the MPS Board made My Life Plan a graduation requirement, with roll-out one grade level at a time so that by 2010 all students complete grade-appropriate plan milestones. In 2006-7 the plan was implemented with 9<sup>th</sup> graders, in 2007-8 with 9<sup>th</sup> and 10<sup>th</sup> graders, and in 2008-9 with 9<sup>th</sup>, 10<sup>th</sup> and 11<sup>th</sup> graders. In 2008-9, MPS involved School Counselors and CCC Coordinators in revising the milestones for My Life Plan and also developed milestones adapted for English Language Learners. MPS School Counselors are in charge of My Life Plan implementation and AchieveMpls CCC Coordinators partner with them to work with students on milestones. (See detail on page 7.)

#### **Percentage of MPS 9<sup>th</sup>, 10<sup>th</sup> and 11<sup>th</sup> Graders Completing Grade-Appropriate Milestones on My Life Plan**

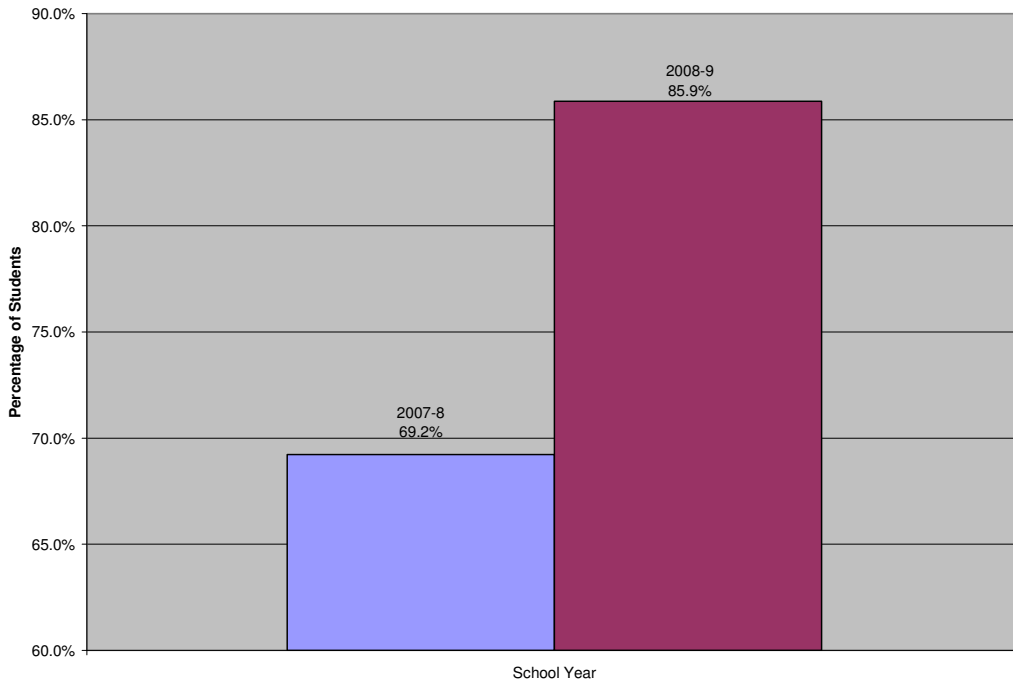


(Data Source: MPS My Life Plan)

#### **College Planning**

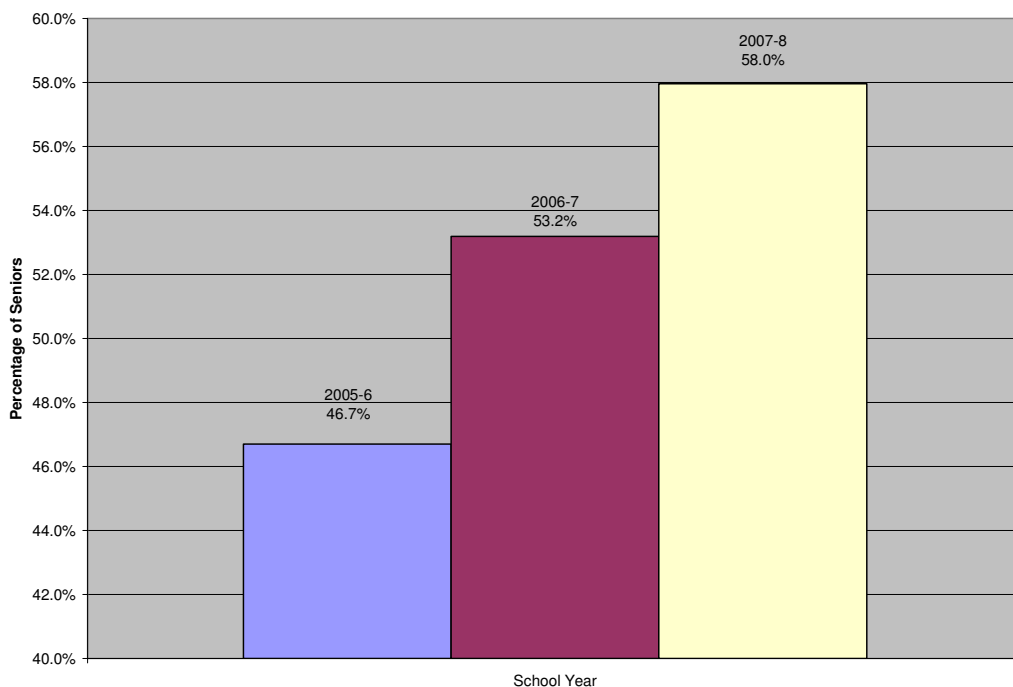
Researching college options, visiting colleges, meeting with college admission representatives, applying to college, taking the necessary college tests, and researching and applying for financial aid and scholarships are daunting tasks for students, and in the CCC's, students get assistance from coordinators and counselors. (See detail on page 8.)

**Percentage of MPS Seniors Applying to at Least One 2- or 4-Year College**



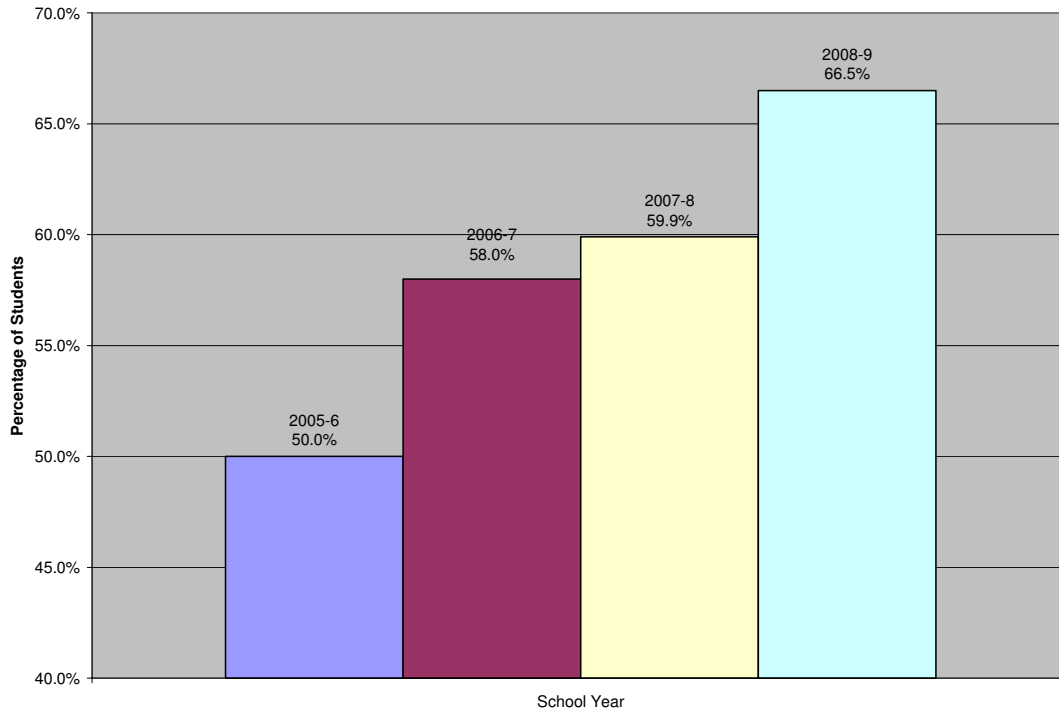
(Data source: MPS Senior Surveys)

**Graduates of MPS Comprehensive High Schools Enrolling in a Minnesota Institution of Higher Education the Fall After High School Graduation**



(Data source: Minnesota Office of Higher Education)

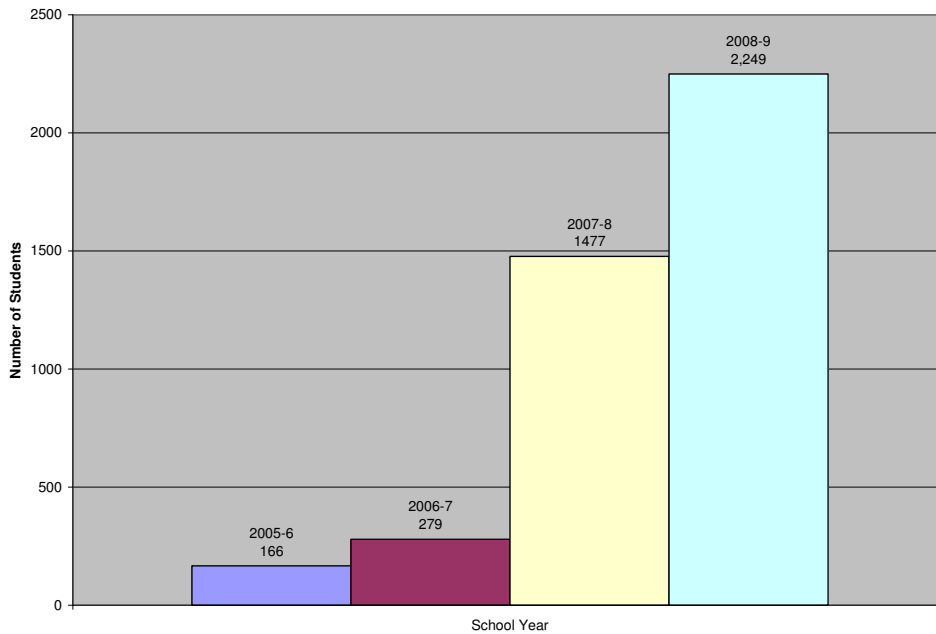
### Percentage of MPS High School Students Taking ACT Test



(Data Sources: MPS ACT Data for 2006-8, and 2009 Senior Survey)

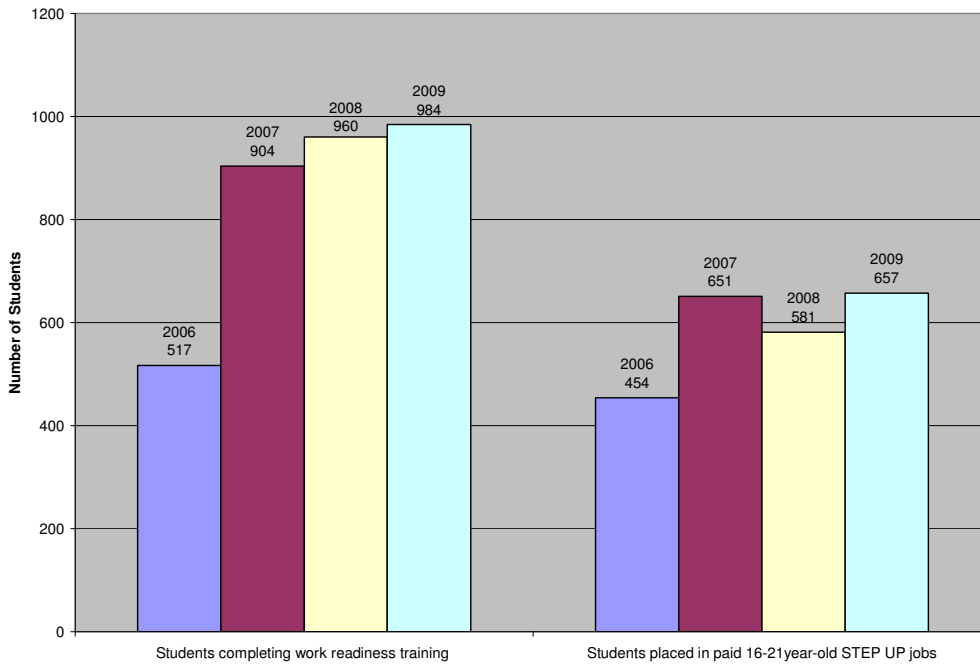
**Career Planning** – Students need opportunities to gain the skills, knowledge and behaviors needed in the workplace, to see career options, and to get assistance with resumes and job searches. In addition to the career planning work of school counselors and CCC coordinators, the initiative increased its commitment to work-based learning, placing a .5 FTE Work-Based Learning Coordinator at Edison, North, Roosevelt, Washburn and Wellstone high schools. We also partner with the STEP-UP Summer jobs program so students access work-readiness training and paid summer jobs. (See detail on page 9.)

### MPS High School Students Completing Work Site Visits or Getting Job Search Assistance



(Data Source: MPS and AchieveMpls Records)

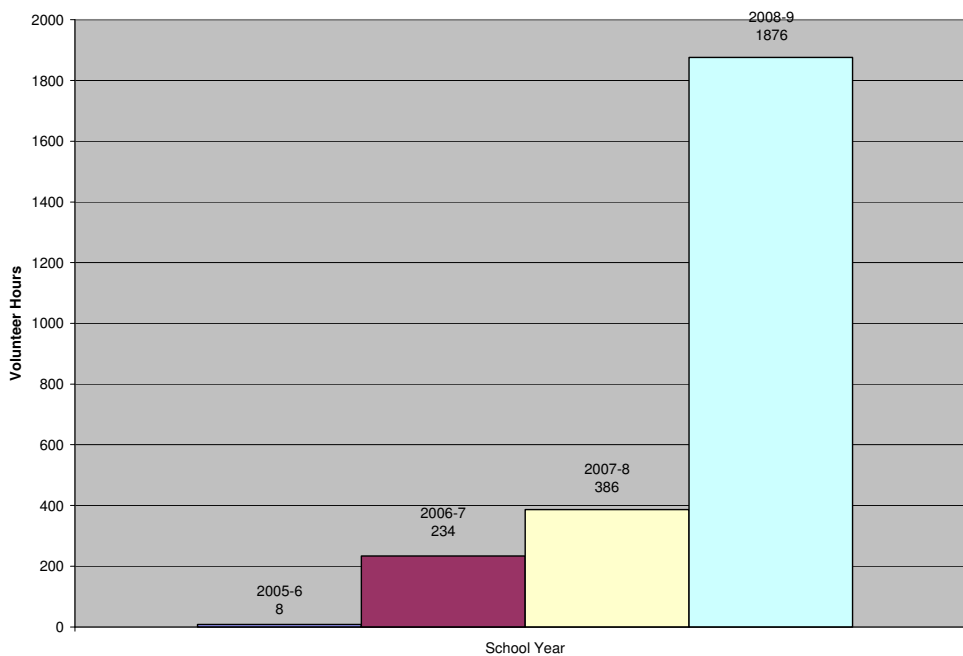
### Students Completing Work Readiness Training and Getting Paid Summer Jobs



(Data Source: STEP-UP Program Records)

**Volunteer Involvement -** MPS works with volunteers in schools in a variety of capacities; to complement this work, AchieveMpls' Volunteer Manager and VISTA/Promise Fellows recruited, trained and supported volunteers from business, higher education and the community to work with students on career and college planning in the Career and College Centers. We created a "Brown Bag Lunch" series in which volunteers share information and experiences with students about realities of college and work, partnered with Minneapolis Public Schools to pilot "Excellence is My College Coach (E=MC2)" to connect Wells Fargo volunteers with Washburn 9<sup>th</sup> graders, and worked with volunteers to participate in a career fair/career day at each high school. (See detail on page 10.)

**Community Volunteer Hours Working with MPS Students on Career and College Planning**

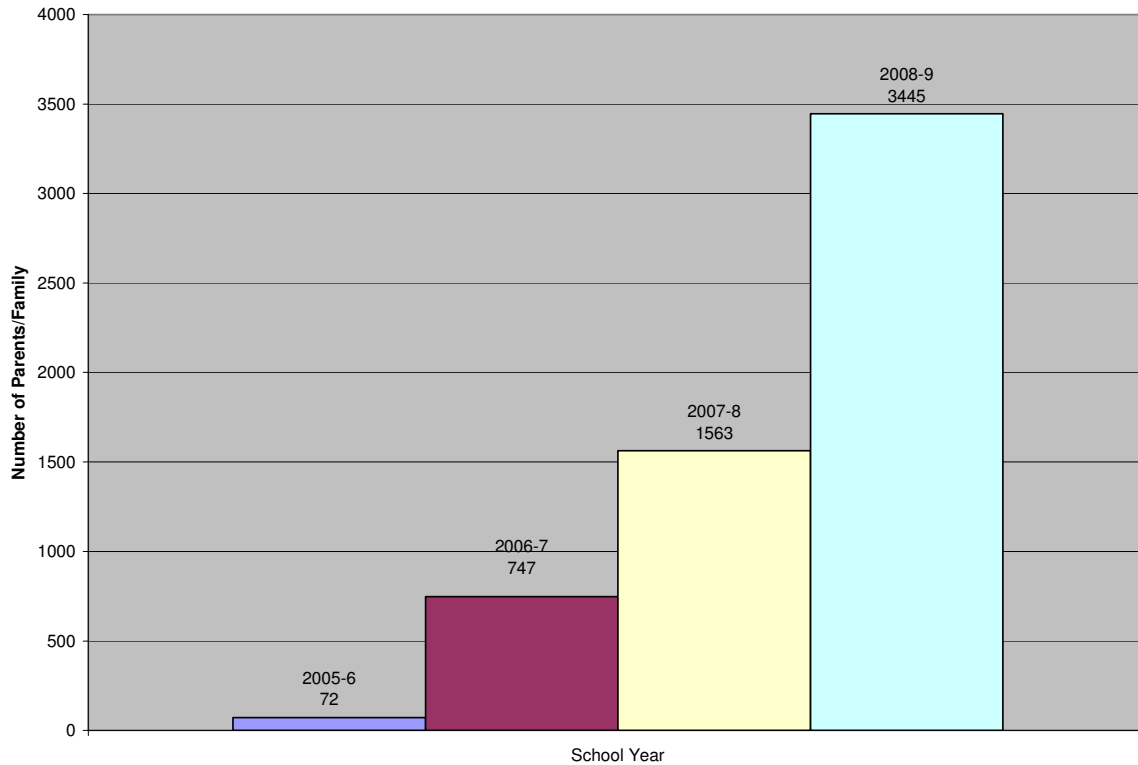


(Data Source: AchieveMpls Records)

**Parent Involvement -** MPS and AchieveMpls recognize the importance of providing parents with information and experiences to support their children in career and college planning. MPS has created

the Connecting Parents to Educational Opportunities (CPEO) program and CCC Coordinators participate at the high school level. AchieveMpls' Parent/Community Outreach Manager, supported through initiative funds, complements these activities in a variety of innovative ways including parent college fairs held in local grocery stores and parent college tours. In addition, CCC Coordinators participate in parent nights at high schools to share career and college planning information. (See detail on page 10.)

### MPS Parent/Family Participation in Career and College Information Activities



(Data Source: AchieveMpls Records)

**Partnerships** – Partnerships, with funders, higher education, business, and community organizations, are key to success of the initiative. In addition to our primary partnership with Minneapolis Public Schools, we partner with a variety of other entities to ensure students have opportunities to plan for their futures. (See detail on page 11.)

We have a total of 49 partners in addition to Minneapolis Public Schools, including:

- 13 community-based organizations;
- 14 corporations;
- 7 government agencies; and
- 15 institutions of higher education.

**Funders** - Without the generous support of corporate and foundation funders, the Achieve Career and College Initiative would not be possible. We thank the generous funders who have given or pledged a total of \$4,762,389 since the beginning of the initiative. (See detail on page 13.)

## Detail About the Initiative and Accomplishments

### Overview of Career and College Initiative

Preparing our students to enroll and be successful in college and work is not something that the K-12 system can do alone. It takes a community to provide experiences that give students the academic knowledge they need, provide them with broader 21<sup>st</sup> century skills, assist them in negotiating the processes of applying and paying for college, and help them understand the culture and expectations of college and the workplace. There are roles for all:

- The *K-12 schools* - focus on academic preparation, developing curriculum to ensure students gain relevant skills and knowledge, working with students to help them plan for what they'll do after high school, and hiring and providing professional development for teachers and staff, so that students are taught by skilled professionals.
- *Employers* – in the private and public, for-profit and not-for-profit sectors, share information about the skills they need in the workforce, share with students and teachers their expertise about the realities of the world of work, and provide opportunities for students to experience workplaces via worksite visits, job shadows, and internships.
- *Higher education* – private and public, 2-year and 4-year, share information about the skills and knowledge high school students need to be prepared for college; share expertise with high school teachers; share information with students about the application process, financial aid options, realities of life in college; and provide opportunities for students to experience the realities of college via in-depth college visits.
- *Community-based organizations* – provide college access and work-based learning programs for students, recruit and support volunteers to work with students as mentors and tutors.
- *Parents and families* – support children in the career and college planning process and participate in meetings and activities to gain information they need to help their children.
- *Students* - take advantage of opportunities to gain the skills and knowledge they need to be successful citizens, workers and family members.
- *A community that cares* – support policies that ensure students are prepared for the future, support schools and community programs financially, and engage volunteers at the individual, civic and organizational levels.

Getting the involvement of all these entities requires *coordination*. An intermediary organization brings together all the players to move in the same direction so students are ready for life after high school. As the designated intermediary organization that connects community resources to serve Minneapolis Public Schools (MPS), AchieveMpls is positioned to provide this coordination. Through community-wide partnerships, AchieveMpls has operated the Achieve Career and College Initiative since 2005 to ensure all MPS high school students plan for their futures. The Initiative builds on existing school, community, and government programs to create a more comprehensive system that ensures *all* of the 9542 MPs high school students have a plan, knowledge and skills for moving from high school to further education or training and work.

This report presents in detail the accomplishments and outcomes of the Career and College Initiative's focus in seven arenas:

- My Life Plan
- College Planning
- Career Planning
- Volunteer Involvement
- Parent Involvement
- Partnerships
- Funders

## My Life Plan

Through generous funding from Cargill Foundation, MPS developed My Life Plan, a series of activities designed to help all students plan for what they will do after high school. In June, 2007 the MPS Board made My Life Plan a graduation requirement, with roll-out one grade level at a time so that by 2010 all students complete grade-appropriate plan milestones. In 2006-7 the plan was implemented with 9<sup>th</sup> graders using a district-designed website. In 2007, MPS decided to adopt Naviance as the platform for My Life Plan. In 2007-8 the plan was implemented with 9th and 10th graders. In 2008-9 the plan was implemented with 9th, 10th and 11th graders. MPS school counselors are in charge of My Life Plan implementation, and AchieveMpls CCC coordinators partner with them to work with students on milestones. In 2008-9, MPS adapted milestones for English Language Learners and also worked with school counselors and CCC coordinators to revise My Life Plan milestones as follows:

<b>Grade Level</b>	<b>Requirement</b>
<i>High School Milestones:</i>	
<b>9</b>	Orientation to High School and Needs/Asset Assessment
	How to Be a Successful Freshman
	Academic Course Plan (4-year course plan/credit status)
	Career Experience
	PLAN Test/Interpretation
	My Personality Type (Personality Inventory)
<b>10</b>	Resume
	College Experience
	Academic Course Plan (4-year course plan/credit status)
	Preliminary Post-High School Plan
	Career Interests (Interest Inventory)
<b>11</b>	College Research
	Academic Course Plan (4-year course plan/credit status)
	Individual Meeting with Counselor / Graduation Approval
	College Experience
<b>12</b>	Application for College/Job/Military
	Graduation/Exit Survey
	Capstone Project
<i>Middle School Milestones (draft)</i>	
<b>6</b>	Transitioning to Middle Grades
	Career Interests – Holland Codes
	Strengths and Challenges
	3-Year Course Plan
<b>7</b>	Interest Inventories
	Group Work
	Exploring Your Lifestyle
	3-Year Course Plan
<b>8</b>	Exploring My Options
	My Life, My Choice
	Mapping My Future

Since MPS began implementation of My Life Plan using the internet-based Naviance system in 2007-8, students have complete grade-level milestones as follows:

<b>MPS High School Students Completing Grade-Appropriate My Life Plan Milestones</b>	<b>2007-8 school year</b>		<b>2008-9 school year</b>	
	<b>#</b>	<b>% of total</b>	<b>#</b>	<b>% of total</b>
9th graders	1697	71.2%	1665	73.2%
10th graders	1652	66.4%	1756	78.7%
11th graders	152	5.6%	1829	65.9%
12th graders	3	0.2%	140	7.9%

In the 2008-9 school year: we connected with students 35,052 times about My Life Plan and general career and college planning, as follows:

- 21,206 times to work on My Life Plan milestones;
- 13,161 times for classroom and individual assistance on general career and college planning;
- 830 times for presentations by community members about general career and college planning.

We also formed the Career and College Center Student Leaders (3CSL) to provide opportunities for students from each high school (including contract alternative schools) to come together to plan service learning projects to share career and college information with their peers and to meet with other 3CSL students from across the District to hear from college students and people currently in the workplace about the realities of life after high school. These student leaders also serve as ambassadors to the CCC's and assist with CCC events.

## **College Planning**

College and financial aid research and applications: School Counselors, CCC Coordinators, community-based organizations (such as Admission Possible, Educational Talent Search, Project SUCCESS, and Upward Bound) and volunteers (from business, higher education and community) help students research colleges and scholarship/financial aid options and complete college and scholarship/financial aid applications. In the 2008-9 school year:

- 1518 (85.9%) of seniors indicated on the senior survey that they had applied to at least one 2- or 4-year college, an increase over the previous school year.
- 746 (58.0%) of comprehensive high school graduates enrolled in an institution of higher education in Minnesota the fall after graduation, an increase over previous years:
- Students connected with CCC's:
  - 9,227 times for assistance with college preparation; and
  - 2,499 times for financial aid/scholarship assistance.

ACT test preparation: MPS counselors and teachers, as well as AchieveMpls' CCC Coordinators, encourage students to prepare for and take the ACT or SAT, tests required for most 4-year colleges. MPS provides opportunities for all students to prepare for ACT and SAT tests through the Naviance system. In addition, during the 2008-9 school year, AchieveMpls piloted several options for ACT test preparation – on both the north and south sides of Minneapolis, and in after-school and weekend schedules. In the 2008-9 school year:

- 1167 seniors (66.5%) indicated on the senior survey that they had taken the ACT or SAT test, an increase over previous years:
- Students connected with CCC's 1,262 times for ACT test preparation from AchieveMpls-sponsored workshops, MPS computer-based assistance, community organization-sponsored workshops, or CCC coordinators for assistance.

College admission representative visits: The CCC is where students meet with college admission representatives. College admission representatives from 144 colleges/universities made 459 visits to MPS high schools (including alternative schools). In the 2008-9 school year, students connected:

- 2852 times for visits with college admission representatives in the CCC's.

College visits: The CCC's partner with school counselors and community-based organizations to make sure students are aware of opportunities to visit colleges. In addition, the initiative coordinates some college visits. In the 2008-9 school year, students connected:

- 2175 times in 42 college visits which CCC staff helped to coordinate.

College fairs: Each high school hosts a college fair organized through the Minnesota Association of Counselors of Color. In addition, students are provided opportunities to participate in the National College Fair, one of the largest in the country. In the 2008-9 school year, students connected:

- 4675 times for college fairs

Presentations from Higher Education Volunteers ("Brown Bags"): Volunteers from various colleges (including former MPS students) gave lunch-time or after school presentations about the realities of life in college and shared "words of wisdom" with high school students. Others gave presentations about financial aid and scholarships. In the 2008-9 school year students connected:

- 603 times for presentations by community members about college life; and
- 104 times for presentations by community members about financial aid and scholarships.

## **Career Planning**

Work-Based Learning: In the 2008-9 school year, AchieveMpls increased its commitment to Work-Based Learning, placing a .5 FTE Work-Based Learning Coordinator at Edison, North, Roosevelt/Wellstone, and Washburn High Schools. These individuals coordinated worksite visits so that students could better understand workplace expectations, worked with school staff to find opportunities to augment classroom activities to present basic information on how to get and keep a job, worked individually with students on job-search issues, and offered lunch-time and after-school workshops on work-related topics. In the 2008-9 school year, students connected:

- 215 times for worksite visits; and
- 2,034 times for job search assistance.

Information and Assistance: In addition to the work of the Work-Based Learning Coordinators, CCC Coordinators also provided individual assistance, presentations and workshops about career planning and work readiness. In the 2008-9 school year students connected:

- 6,762 times with CCC's for information and assistance about career planning and work readiness.

Career Fairs/Career Days: AchieveMpls coordinates a career fair (a large fair with business/community vendors sharing information) or a career day (in which business/community members share information about their career in a classroom setting) at each high school. In the 2008-9 school year:

- Students connected 5,976 times for a career fair or career day.
- 285 business/community members shared information at these events.

Presentations from Business/Community Volunteers ("Brown Bags"): Volunteers from businesses and community organizations gave lunch-time or after school presentations about specific careers and the realities and expectations in the workplace. In the 2008-9 school year, students connected:

- 1034 times for "brown bags" about careers and workplace expectations.

Connection with Older Youth STEP UP Program: AchieveMpls also operates the STEP UP Summer Jobs Program under contract with the City of Minneapolis. This allows a synergy with the Career and College Centers, as students apply for the program through the CCC's. In 2009:

- 984 students completed work readiness training; and
- 655 students were placed in paid summer STEP UP jobs.

## **Volunteer Involvement:**

*Volunteer connections:* MPS works with volunteers in schools in a variety of ways. AchieveMpls complements this work in the arena of career and college planning, working with corporate, higher education and community volunteers to give presentations at lunch or after school ("brown bag" presentations), work with students on My Life Plan milestones, participate in career fairs/days, and host students in the workplace or on college campuses. We were able to build on the capacity of our Volunteer Manager, 3 VISTA's and 1 Promise Fellow to partner with MPS and place volunteers in CCC's. In the 2008-9 school year:

- Volunteers contributed 1,876 hours to working with students on career and college planning:
  - 938 hours from higher education volunteers;
  - 780 hours from business volunteers; and
  - 158 hours from community volunteers.
- 93 volunteers gave "brown bag" presentations in schools.
- 285 companies/organizations shared information at career fairs or career days.

*Pilot programs:* Through a grant from the Minnesota Office of Higher Education to MPS, we partnered with MPS to pilot "Excellence is My College Coach (E=MC2)" in which 33 Wells Fargo volunteers worked with Washburn High School 9<sup>th</sup> graders throughout the year to provide additional assistance with My Life Plan milestones. The program was so successful that it will be expanded to additional high schools in the 2009-10 school year. In addition, Star Choice Credit Union, Wells Fargo and Deloitte Consulting all worked with students to provide specific curriculum about financial literacy and decision making.

## **Parent/Family Connections:**

MPS and AchieveMpls recognize the importance of providing parents with information and experiences to support their children in the career and college planning process. AchieveMpls Parent/Community Outreach Manager complements MPS' work with parents; our emphasis is on helping parents get the information they need to support their children in career and college planning. In the 2008-9 school year there were:

- 3,445 parent/family member connections.

*Connecting Parents with Educational Outcomes (CPEO):* MPS implemented the CPEO program in high schools for the first time in the fall of 2008. CCC Coordinators were involved in providing information to participants about career and college planning. In the 2008-9 school year, parents/family members participated:

- 1077 times in CPEO activities connected with the CCC's.

*Parent College Fairs:* Each spring, we hold a college fair at the Cub Foods on Broadway on the Saturday before Super Bowl Sunday. This allows parents/family members to get college information as they shop for groceries. To draw even more people, KMOJ Radio broadcast from the event. It has been so successful that in 2009-10, we plan to hold one Parent College Fair in the fall on the south side and another in the spring on the north side. In the 2008-9 school year:

- 250 people participated in the Parent College Fair; and
- 12 colleges/universities and 8 community partners shared information at the fair.

*Parent College Tours:* Twice a year, parents are invited to participate in tours to learn more about a variety of colleges. In the 2007-8 school year tours included Augsburg College, MCTC, North Hennepin Community College and University of Minnesota. In the 2008-9 school year: parents toured the College of St. Benedict/St. Johns University and St. Cloud State University in the fall, and Dunwoody College, Le Cordon Bleu and Metro State University in the spring. In 2008-9:

- 52 parents toured the College of St. Benedict/St. Johns University and St. Cloud State University in the fall, and/or Dunwoody College, Le Cordon Bleu and Metro State University in the spring.

*School-Based Events:* Each high school holds various parent nights and other activities. At these events, CCC Coordinators provide information about career and college planning as well as financial aid/scholarships. In the 2008-9 school year, parents/family members participated:

- 1499 times in school-based events about career and college planning.

*Individual Assistance:* CCC Coordinators provide one-on-one assistance to parents regarding career and college planning issues in person, via telephone and via email. In the 2008-9 school year, parents/family members participated:

- 567 times for individual assistance through the CCC's.

### **Partnerships:**

Minneapolis Public Schools, the Minneapolis Regional Chamber of Commerce, businesses, higher education and community organizations partner with AchieveMpls in the Career and College Initiative. In addition, we work with 49 other public, private, nonprofit, and higher education partners:

<b>Partner</b>	<b>Partnering to...</b>
<b><i>Community-Based Organizations</i></b>	
1. Admission Possible	Work with students on college access.
2. Educational Talent Search	Partner to work with students on My Life Plan milestones; offer college club.
3. Girls in Action	Partner to work with students on My Life Plan milestones.
4. Metropolitan Federation Alternative Schools	Provide facilities for career and college centers.
5. Minneapolis Foundation Destination 2010	Partner to provide My Life Plan milestones for students; present at Brown Bag lunch; hold meetings in Career and College Centers.
6. Minnesota State Bar Association	Provide volunteers in Career and College Centers; present at Brown Bag lunch.
7. Old Arizona	Share information on career interests with program participants.
8. Project Success	Partner to work with students on My Life Plan milestones; partner to offer WOW Summer Experience.
9. SPARK Theatre and Dance	Present at Brown Bag lunch.
10. STEP-UP Summer Jobs Program	Partner to recruit participants for summer jobs program, offer work readiness training, assist students in writing resumes; present at Brown Bag lunch.
11. UnderConstruction	Recruited and worked with students to complete their applications.
12. Upward Bound	Partner to work with students on My Life Plan milestones.
13. Wallin Foundation	Provide volunteers in Career and College Centers; present at Brown Bag lunch.
<b><i>Corporations</i></b>	
1. Ameriprise Financial	Provide volunteers in Career and College Centers.
2. Best Buy	Provide worksite visit; present at Brown Bag lunch.
3. Deloitte	Provide volunteers in Career and College Centers; present at Brown Bag lunch.
4. Faegre Benson	Provide volunteers in Career and College Centers.
5. General Electric	Provide volunteers in Career and College Centers; develop "roadmap" of college and career planning process.
6. General Mills	Provide volunteers in Career and College Centers.
7. Medtronic	Provide worksite visit; present at Brown Bag lunch.
8. Minnesota Vikings	Present at Brown Bag lunch.

<b>Partner</b>	<b>Partnering to...</b>
9. Office Depot	Provide worksite visit.
10. Printing Industry of Minnesota	Present at Brown Bag lunch.
11. Star Choice Credit Union	Provide volunteers in Career and College Centers; present at Brown Bag lunch.
12. Target	Provide volunteers in Career and College Centers; present at Brown Bag lunch.
13. UPS	Provide worksite visit.
14. Wells Fargo	Provide volunteers in Career and College Centers.
<b>Government Agencies</b>	
1. City of Minneapolis	Provide STEP UP Summer Jobs Program; present at Brown Bag lunch; provide Teen Job Fair; provide worksite visit; provide intern to work with students on work readiness skills.
2. FAA Air Traffic Control	Provide volunteers in Career and College Centers; present at Brown Bag lunch.
3. Hennepin County Corrections	Present at Brown Bag lunch.
4. Minneapolis Police Department	Provide volunteers in Career and College Centers; present at Brown Bag lunch.
5. Minneapolis Public Schools	Partner to share information about career and college planning with parents as part of CPEO (Connecting Parents to Educational Opportunities) program; partner with counselors to work with students on My Life Plan milestones; partner to offer WOW Summer Experience.
6. State of Minnesota - DEED Workforce Center - Zone	Job possibilities, planning for teen job fair.
7. US Air Force	Provide worksite visit to civilian areas.
<b>Higher Education</b>	
1. Adler Graduate School	Provide interns to work in Career and College Centers
2. Augsburg College	Provide volunteers in Career and College Centers; provide information as part of Parent College Tour.
3. Century College	Provide volunteers in Career and College Centers.
4. Dunwoody Institute of Technology	Present at Brown Bag lunch. Provide information as part of Parent College Tour.
5. Le Cordon Bleu	Provide information as part of Parent College Tour.
6. Minneapolis Community and Technical College	Provide volunteers in Career and College Centers; present at Brown Bag lunch; partner to provide college readiness class; partner to offer WOW Summer Experience; provide information as part of Parent College Tour.
7. Metro State University	Provide Power of You; provide information as part of Parent College Tour; connect African American Men Initiative with students.
8. Minnesota Office of Higher Education	Provide volunteers in Career and College Centers.
9. Normandale Community College	Provide student volunteers in Career and College Centers; present at Brown Bag lunch.
10. North Hennepin Community College	Provide information as part of Parent College Tour.
11. St. Cloud State University	Provide information as part of Parent College Tour.
12. St. John's University/St. Benedicts College	Provide information as part of Parent College Tour.
13. University of Minnesota	Provide college experiences for students; provide volunteers (students and staff) in Career and College Centers; present at Brown Bag lunch; provide information as part of Parent College Tour.
14. University of St. Thomas	Provide volunteers in Career and College Centers.
15. University of Wisconsin -River Falls	Provide interns to work in Career and College Centers.

## Funders

Without the generous support of corporate and foundation funders, the Achieve Career and College Initiative would not be possible. We thank the following generous funders who have given or pledged the following funds as of June 30, 2009:

<b>Source</b>	<b>TOTAL</b>
1. Cargill Foundation	<b>\$899,299</b>
2. Ameriprise Financial	<b>\$850,000</b>
3. McKnight Foundation	<b>\$812,500</b>
4. Thrivent Financial for Lutherans	<b>\$310,000</b>
5. City of Minneapolis	<b>\$222,500</b>
6. Winston R. Wallin Foundation	<b>\$200,000</b>
7. General Mills Foundation	<b>\$190,000</b>
8. Office of Higher Education	<b>\$160,000</b>
9. Morning Foundation	<b>\$123,000</b>
10. Medtronic Foundation	<b>\$100,000</b>
11. Robins, Kaplan, Miller & Ciresi LLP Foundation for Education, Public Health and Social Justice	<b>\$100,000</b>
12. Star Tribune Foundation	<b>\$80,000</b>
13. Allianz Life Insurance Company of North America	<b>\$75,000</b>
14. Best Buy Children's Foundation	<b>\$75,000</b>
15. Wells Fargo Foundation Minnesota	<b>\$70,000</b>
16. Great Lakes Higher Education Guaranty Corporation	<b>\$62,400</b>
17. RBC Wealth Management	<b>\$50,000</b>
18. US Bancorp Foundation	<b>\$50,000</b>
19. Jay and Rose Phillips Foundation	<b>\$40,000</b>
20. Xcel Energy	<b>\$40,000</b>
21. Graco Foundation	<b>\$38,365</b>
22. Management Leadership for Tomorrow (4XL)	<b>\$30,000</b>
23. Marquette Financial Companies	<b>\$30,000</b>
24. Qwest	<b>\$27,500</b>
25. State Farm Insurance Co.	<b>\$20,000</b>
26. Target	<b>\$20,000</b>
27. Valspar	<b>\$20,000</b>
28. Liberty Diversified	<b>\$15,000</b>
29. Lifetime Fitness	<b>\$10,000</b>
30. Public Education Network - PEN	<b>\$7,000</b>
31. University of St. Thomas - Gibney Foundation	<b>\$5,000</b>
32. Minnesota Keystone Program	<b>\$4,015</b>
33. Minneapolis Public Schools	<b>\$3,700</b>
34. Adolfson & Peterson Construction	<b>\$2,500</b>
35. Wollan & Fan Family Fund	<b>\$2,500</b>
36. John and Ruth Bergerson Family Fund of The Minneapolis Foundation	<b>\$2,000</b>
37. University of St. Thomas	<b>\$2,000</b>

Source	TOTAL
38. Crowne Plaza	\$1,840
39. Deloitte	\$1,000
40. Individual Donations	\$1,000
41. Jefferson Lines	\$1,000
42. Magenic Technologies	\$1,000
43. TDS Metrocom	\$1,000
44. Amica Mutual Insurance Company	\$920
45. Express Personnel Services	\$920
46. Fleishman-Hillard, Inc	\$920
47. Hilton Mpls/St. Paul/Airport/MOA	\$920
48. LaBreche	\$920
49. Merrill Lynch Minneapolis	\$920
50. Padilla Speer Beardsley Inc.	\$750
<b>Total Pledged</b>	<b>\$4,762,389</b>

### Impact on Students

The numbers in previous sections certainly tell part of the story, but as Albert Einstein said, *"Everything that can be counted does not necessarily count; everything that counts cannot necessarily be counted."* The real importance of the Career and College Initiative is the impact it has on students and their ability to dream about their futures and form relationships with caring adults who help them plan so they can make those dreams come true. Comments from the Career and College Center Coordinators show the impact on students:

- We see how much Career and College information can motivate students beyond their high school academic mind set and give them new energy to push ahead. In the Career and College Centers, we frequently see that "ah-ha" moment where students understand "oh, that's why my teachers are having me do this," "oh, that's why my grades are so important." "I can get that kind of job if I graduate high school and go to college?"... In the Centers, students make the connection between their classes and their futures.
- I have gotten three phone calls this year from former students who didn't go to college right after high school. Now they are enrolling on their own and were asking for help with certain things they knew they needed. But the point is THEY knew the process. They knew what they had to do. We make sure they know what the process is so they can use it whenever they need it.
- I collaborated with Project Success to have 11<sup>th</sup> and 12<sup>th</sup> grade students explore college information. The next day, the teacher sent me a copy of a journal entry from an unnamed student that said, "I now know that the people in the Career & College Center really care about me and my future. College is now an option for me. I am going to college!" I know we impact student's lives every day, but it sure is nice to see it in writing!
- I received a phone call from a student minutes after he had completed his [job] interview. He thanked me profusely. He had been offered a job on the spot!!!! We had spent time going over interview skills, resume, dressing for success, etc. He was so thankful and excited. He makes it a point to come see me and let me know how his work and training is going.