

# **ND DOCR TRANSFORMATION IN ADULT EDUCATION**

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# WHERE WE WERE...

- **NON-REFUNDABLES AT 72%**
- **HIGH NON-COMPLIANCE WRITE OUT RATE**
- **UTILIZED VOLUNTEERS TO DELIVER EDUC.**
- **USED OPT'S FOR INITIAL ASSESSMENT**
- **9 FACULTY SERVING THREE SITES**
- **SUCCESS STORY WAS A 9 YEAR GRADUATE**



2010 2011



Loading

2019

- **IMPLEMENTED READ RIGHT**
- **RESTRUCTURED ORG CHART TO REPLICATE A SCHOOL**
- **BEGAN SPEAKING TOWARD A SENSE OF URGENCY WITHIN PROGRAMMING**
- **TRAINED MORE GED EXAMINERS AND ADDED A TESTER/ASSESSOR AT EACH SITE (3)**
- **CONFRONTED THE TECHNOLOGY POLICIES—BEGAN COMPUTER BASED TESTING OF GED**
- **REMODELED WORKSPACES TO RESEMBLE SCHOOL NOT INSTITUTION**
- **BEGAN TO DESIGN ELL SERVICES**
- **IMPLEMENTED HSD OPTIONS FOR ADULTS UNDER THE AGE OF 21**

- **IMPLEMENTED ECMS, MANDT, AND HUMANITY FOCUS**
- **INSTRUCTIONAL COACH'S ACADEMY**
- **MONTHLY REPORTS**
- **UNDERSTANDING AND DEPENDING ON ASSESSMENTS**
  - **PURE CLASSES**
- **MENTORING PROGRAM FOR NEW TEACHERS**
- **LEADERSHIP TEACHER TEAMS**
- **BEST PRACTICES**
- **BUILDING THE TEACHER THROUGH DEVELOPMENT, TRAINING, AND AFFIRMATION**





# STAR CULTURE TRANSFORMATION TRACK



Thought Stage

*We need to  
change!*



Assessment of the  
current situation

*Where are  
We?*



Articulating the goal

*Where do we  
want to be?*



Creating a map

*How do we  
do it?*



Seamless Execution

*Let's  
Do it!*



Application Support

*It's too difficult  
let's give up!*



Review & Feedback

*Are we on  
track?*

# ND DOCR

REALITY

- **WENT FROM A PASSING RATE OF 34% IN 2010 TO:**

- **FY 16-17 → 84% (NAT'L AVG 79%)**
- **FY 17-18 → 88% (NAT'L AVG 80%)**
- **CURRENT FY 18-19 → 88% (NAT'L AVG 76%)**

- **WENT FROM 9 FACULTY (4 FTE & 5 FTTMP) IN 2010 TO:**

- **21 STAFF**
  - **PRINCIPALS AT EACH SITE (3)**
  - **13 FTE, 8 FTTMP**

- **WENT FROM STUDENT LOS OF 2.2 YEARS IN 2010 TO:**

- **LOS OF 9.2 MONTHS**

- **WENT FROM NO READING INTERVENTIONS IN 2010 TO:**

- **4.4 HOURS PER GRADE LEVEL GAINED**
  - **NAT'L AVG 11.9 HOURS PER GRADE LEVEL GAINED**

# EMPOWERING THE FACULTY

- **PORTRAIT OF A GRADUATE**
- **PROFILE OF A LIFE LONG LEARNER**
- **GED ROAD MAP**
- **PROGRAM OFFERINGS**
- **RECIDIVISM RATES NATIONALLY DOJ SAYS DAS IS 42% AND DJS IS 37%.**
- **RECIDIVISM RATES IN NORTH DAKOTA 32% COMBINED DJS AND DAS**
- **RECIDIVISM RATES FOR STUDENTS WHO RECEIVED A GED CREDENTIAL WHILE IN PRISON**
- **STUDENTS WITH JUST READING PROGRAM FINISHED... DJS 31%; DAS 19%**
- **STUDENTS WITH GED/HSD FINISHED...DJS 14.1%; DAS 8.4%**
- **STUDENTS WITH READING, GED/HSD, AND WORKFORCE TRAINING/POST-SECONDARY...DJS 9.2%; DAS 6.42%**





# EMPOWERING AN AGENCY

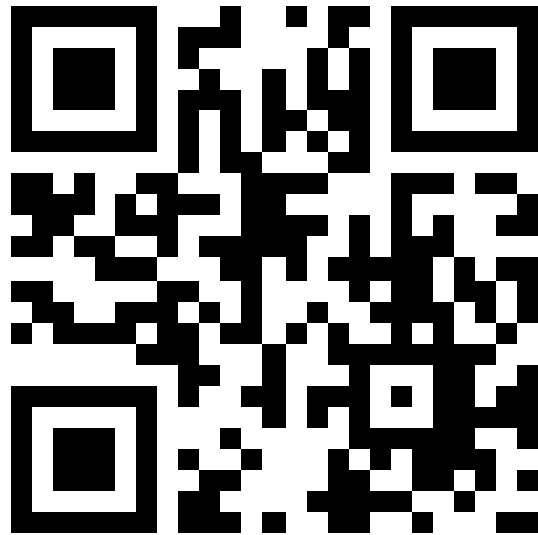


- ENRICHMENTS
- IMPORT THEORY
- AFFIRMATION GOAL
- SUPPORTIVE AUTHORITY





**[HTTP://BIT.LY/MPAEA](http://bit.ly/MPAEA)**



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