

Adams 12 Five Star Schools



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Teamwork is essential to getting things done, especially when bringing new technology into a school or district. In today's digital world with more complex challenges, it's important to bring energetic champions to the table who are committed to preparing students for success in school and in life.

This is exactly the frame of mind Adams 12 Five Star School District in Thornton, Colorado fostered when it partnered with Naviance to enhance its college and career readiness efforts. Like many districts across the United States, Adams 12 was faced with meeting a Colorado state mandate requiring students to create and manage an Individual Career & Academic Plan (ICAP). The district turned to Naviance to streamline its counseling processes and bring all the pieces of an effective ICAP program together in one place.

Since implementing Naviance in 2010, the district increased its graduation rate by 12%, and data collected through Naviance helped the district justify spending to restore counseling positions that had been lost due to budget cuts.

Starting Slow to Go Fast

At the same time that the state was introducing ICAP requirements, Adams 12 was experiencing budget restrictions and lost 13 counseling positions due to budget cuts. This drove the district's counseling department, led by Janette Walters, Executive Director of Secondary Schools, to regroup with her team and build a counseling strategy for the future. The counseling department, consisting of 44 counselors in 17 schools, came together to establish goals and standardize its counseling curriculum, and a team of four middle and four high school counselors convened over the summer to work collaboratively to complete this work. Principals also agreed to expand Naviance to every high school in the district.

Once the platform was implemented, the counseling department began connecting its counseling curriculum into Naviance Success Planner and assigning tasks to align with ICAP requirements. Representatives from each high school met on a monthly basis to make recommendations for coordinating efforts district-wide.

By 2014, Adams 12 began offering Naviance to its middle schools as well, allowing students in the eighth grade to start building their four-year high school plans with Naviance Course Planner.



Adams 12 District Quick Facts

- › **Location:** Thornton, CO
- › **Enrollment:** 42,230 students
- › **Schools:** 6 charter schools, 30 elementary schools, 7 middle schools, 5 high schools, 3 alternative schools, 1 technology center
- › **Student Demographics:** 54.36% White, 35.30% Hispanic, 5.24% Asian, 2.24% Black, 0.78% Native American

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— TONY ROMANO, Counselor, Adams 12 Five Star Schools

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“It took us about a year to coordinate our alignment with ICAP,” says Walters. “We went slow in order to go fast.”

Meaningful Career Conversations

Beyond streamlining processes, Naviance has led to more face time between counselors and students and increased counselors’ ability to engage in meaningful conversations with students about their futures. Students explore new career possibilities through the Roadtrip Nation video interview archive within Naviance, and use Naviance’s career and interest profilers to find careers that match their interests and strengths.

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With the budget cuts, the district also lost administrative personnel, leaving many functions, including transcript delivery, up to the counselors. Using Naviance eDocs allows them to streamline this workflow so they can spend less time on paperwork and more time talking with students.

Data-Driven Decision-Making

Robust reporting in Naviance also has helped the district stay accountable to stakeholders and show real progress in key areas, such as improving the district graduation rate. Since

implementing Naviance in 2010, the district’s graduate rate has gone from 61.7% to 73.9% – a 12% increase in four years.

“Because of the data and being able to show results, the district sees the value of Naviance,” explains Walters. “We have been able to quickly answer questions in a data-driven manner.”

In addition, Adams 12 has been able to use data collected from Naviance to make the case for hiring District Counseling Coordinator, Tammy Lawrence, to help lead and coordinate all counseling efforts across the system. They have also been able to bring back all of the counseling positions they lost due to earlier budget cuts.

Commitment to Collective Responsibility

Adams 12 credits its success to its commitment to collective responsibility and teamwork. As part of its implementation process, the district developed a high school Naviance ad hoc committee to align the Naviance efforts across the district and ensure all counselors were properly trained on the system. Decisions are made collectively, helping the team move forward to reach its goals.

“The process is very team-oriented,” says Counselor Anjela Schwab. “We all work together for the best interest of the students.”