

President of Baker College, Auburn Hills Campus, Pete Karsten

1. Presentation title and description of the innovation. *100 word maximum.*

Ferndale Early College - The Early College program is a partnership between the Ferndale School District, Baker College of Auburn Hills, and The City of Ferndale Police Department. The three organizations have worked together to provide an Early College program to students of the Ferndale School District. Students who enroll in this program may achieve an Associates Degree after a 13th year in one of four tracts: Business & Marketing, Computer Programming, Criminal Justice, and Medical Assistance. Students can earn up to 90 credits and an Associates Degree at no cost!

2. When and how was the program, policy or initiative originally conceived in your jurisdiction? *100 word maximum.*

The Early College concept was conceived during the fall of 2014. The original concept involved discussions between the President of Baker College, Auburn Hills and the Ferndale Public School District regarding how to provide a pathway to higher education to current and future students of the Ferndale School District. During these discussions, the Chief of Police for Ferndale contacted the Superintendent seeking a new way to engage community youth and bolster interest and early recruitment efforts from students of color and women.

3. How exactly is the program or policy innovative? How has your innovation changed previous processes, products or services? *100 word maximum.*

The criminal justice component of this program distinguishes the Ferndale Early College program from other programs approved by the State of Michigan. First, Ferndale officers will serve as actual instructors, providing students with field training, classroom instruction, and education on other career opportunities in law enforcement. Most importantly, students who complete their 13th year of Early College and achieve an Associate's Degree in Criminal Justice gain access to federal financial aid resources to help pay for the Police Academy. Federal funding is typically not available for the Police Academy outside of this program.

4. Explain how the program or initiative substantially stretched or improved the boundaries of ordinary governmental operations. *200 word maximum.*

The Early College program stretches boundaries in its two core objectives: (1) Provide improved access to higher education for at risk and the general student population and (2) to build community trust through new avenues of engagement. To the first objective, the program seeks to broaden boundaries for at risk students that express a disconnection from the school environment and/or may not perceive higher education as an available opportunity. To the second objective, the program extends the approach to community policing beyond neighborhoods and streets and into the classroom. Through this new lens, the Ferndale Police Department has an opportunity to forge new connections with students, parents, and the local school district. Equally as important is the objective to introduce a diverse student population to law enforcement career opportunities.

5. What individuals or groups are considered the primary initiators of your program? How does the innovation engage stakeholders or demonstrate high performance teaming? Were strategic partnerships and/or community networks developed as a result of the innovation? *200 word maximum.*

Each of the program's initiators are involved in leadership roles in their respective organizations: Blake Prewitt, Ferndale School District Superintendent, Pete Karsten, President of Baker College, Auburn Hills, Tim Collins, Chief of Police of the City of Ferndale. The primary stakeholders of the program are school district students and their parents. Students are engaged by adjunct professors from Baker College, high school teachers who earn accreditation through Baker College, and Ferndale Police Officer Instructors, who also earn accreditation to teach via Baker College and three of the primary area police academies. The engagement of the students has resulted in the development of a career/development network for participants in each organization.

6. If a private consultant was used please describe their involvement, identify the consultant and/or firm and provide contact information. *100 word maximum.*

No private consultant was used for this program.

7. To what extent do you believe your program or policy initiative is potentially replicable within other jurisdictions and why? To your knowledge, have any other jurisdictions or organizations established programs or implemented policies modeled specifically on this project? Please provide verification of the replication. *200 word maximum.*

The State of Michigan has elected to support the design and adoption of Early College programs throughout the state. Content from their website describes the various types of programs that the State supports and approves: http://www.michigan.gov/mde/0,4615,7-140-43092_51178---,00.html

This program seeks to address problems shared by school districts, local colleges, and law enforcement agencies across the nation. Given the State's support we believe the program is replicable because it promotes achieving commonly shared objectives important to each entity and fostering relationships amongst organizations that share mutual audiences and overlapping districts across the nation.

8. What were the costs? What were the savings? *100 word maximum.*

The fall 2015 semester marks the first semester of the program. Baker College has included the following in the program's budget: a coordinator assigned to Ferndale high school partnerships, program instructors, administrative personnel, and Ferndale School Resource Officers. As a nonprofit, Baker College expects to operate at a break even level. The school district's costs include reduced tuition payments and expenses for teacher/staff salaries.

The School District and Baker College estimate that the program can potentially save students between \$23,000-\$25,000 in tuition and book costs.

9. Please describe the most significant obstacle(s) encountered thus far by your program. How have they been dealt with? Which ones remain? *200 word maximum.*

The logistics to start up a program are always difficult. An initial challenge from Baker College's perspective has been getting the Ferndale students on Baker's online learning technology platform. Baker's curriculum require the students and faculty to be actively engaged utilizing an online classroom in addition to face-face meetings. It is not only about the tool, but how to effectively teach/learn in this environment.

Another challenge is coordinating the program under the constraints of the high school students school schedule. The College and District have worked together to coordinate transportation for

students to the Baker College Orientation so students could gain an understanding of the online learning tools and the general program calendar for the next few semesters.

Beyond logistical challenges, the program faces some doubt from parents with regard to the value of the Associates Degree and the transferability of credits to other institutions should a student determine to continue their education beyond Baker College or the 13th year. Staff will continue to promote the program through frequent parent/student education and recruitment sessions.

10. What outcomes did this program or policy have? What baseline data did you collect? How did you measure the change based on the intervention, and why do you believe in the credibility of this assessment? *200 word maximum.*

The most important outcome is student success in their chosen field. Baker would like to see a high percentage of the students complete their associate's degree in the 13th year or obtain significant college credit. Baker will also need to be cognizant of student's who choose to opt out of the program as their career choices may change prior to completion. This data will be tracked via councilors and other support staff from the School District and Baker College. The Police Department and School District will monitor the number of students enrolling in the Criminal Justice tract at the high school level as well as the percentage that choose to complete their Associates Degree in the 13th year. It is important for the Ferndale PD and the participating police academies to also track and understand the demographics behind the students to measure our success of garnering interest in the field from women and people of color.

11. Has the program received any press or other media coverage to date? If yes, please list the sources and briefly describe relevant coverage. *100 word maximum.*

<http://www.ferndalemi.gov/Visiting/News/ArtMID/1568/ArticleID/1311/Turning-Kids-into-Cops-Early-College-Program-Sparks-Interest-in-Law-Enforcement>

12. Please provide web links where the innovation can be seen/tested (in the case of something that is web-based) *100 word maximum.*

<http://www.ferndaleschools.org/academics/earlycollege/>

13. Please provide any key references and their contact information who can be interviewed/called to discuss the innovation and its impact. *100 word maximum.*

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14. You've been to a lot of conferences. TLG should be a unique experience for everyone. Describe how your case study presentation will be different than other conference presentations. *200 word maximum.*

- How will you make the session creative and unique?
- How do you plan to be both entertaining and educational?
- Include a description of how your session will facilitate group activities and/or interaction.

We hope to bring representatives from each organization to help present as well as a video interview with some of the students. An alternative idea that could be cool is to hold a live interview session via Google Chat with the kids and allow them to take questions from the audience. This would prove interactive for the audience as well as engage the students, the impetus for the entire program. We will also consider a police representative include a brief example of some field training that kids will receive as well as a lesson in field observation. These activities would be facilitated with small groups. Leaders from Baker College and the School District will provide insights for attendees on how other city school districts may pursue Early College curriculum and how they might identify partners.

15. Anything else you would like to add? *200 word maximum.*

This program has provided a cornerstone for providing a new budget line to support community engagement. This budget line is meant to support facilitating solutions and relationships with community members or groups. Support may come in the form of a promotional video, providing a venue for meetings, assisting in meals, providing funding for speakers, etc...

Producing the promotional video for this program helped different departments within the City come together around building a community relationship. That has been an ancillary benefit of this program and I expect, of this experience should we be selected.