



FLOYD COUNTY BOARD OF EDUCATION
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Date: April 14, 2020

Action/Discussion Item: Consider/Approve the Memorandum of Understanding with Jobs for Kentucky's Graduates, INC (DBA JAG Kentucky and the Floyd County Schools)

Applicable Statutes or Regulations: BOE Policy 0.11 Powers and Duties of the Local Board of Education.

Background and major Policy Implications: The JAG Model consists of a comprehensive set of services designed to keep young people in school through graduation and improve the rate of success in achieving education and career goals. The JAG Model is the platform on which six program applications have been tested and continuously improved for thirty-eight years: Middle School, Alternative Education, Multi-Year, Senior Only, Out-of-School, and College Success. (Partner Guide is attached) With community partnerships we plan to provide the JAG program at Betsy Layne HS, Floyd Central HS and Prestonsburg HS.

Alternatives: None proposed.

Recommended Action: To approve the MOU.

Contact Person: Angela Duncan 886.2354

Principal

Angela Duncan

Director

Danny Adkins

Superintendent

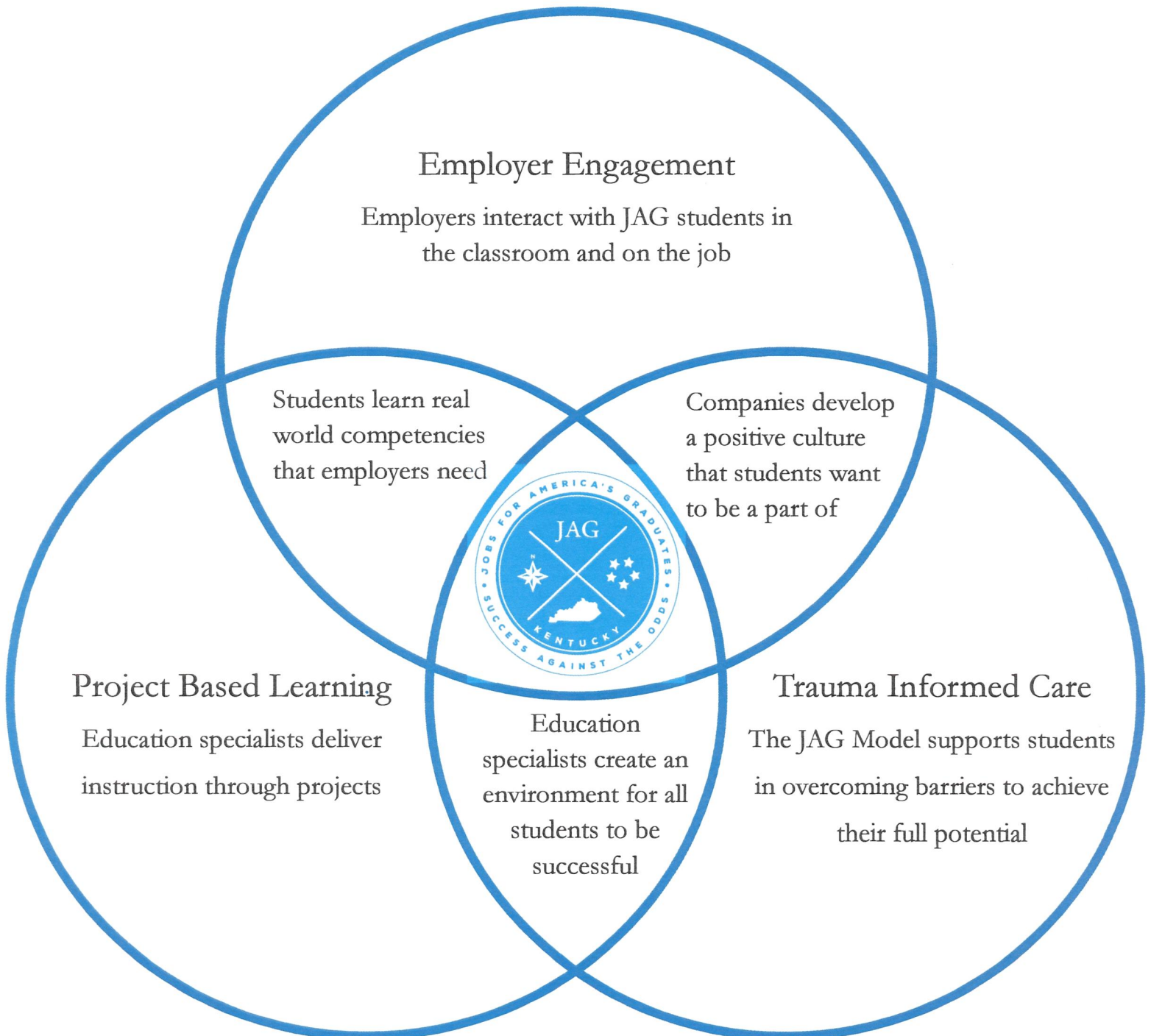


JAG Kentucky School Partner Guide

Resource for school staff with JAG Programs



The JAG Advantage



JAG Kentucky School Partner Guide



The JAG Model

The JAG Model consists of a comprehensive set of services designed to keep young people in school through graduation and improve the rate of success in achieving education and career goals. The JAG Model is the platform on which six program applications have been tested and continuously improved for thirty-eight years: Middle School, Alternative Education, Multi-Year, Senior Only, Out-of-School, and College Success.

Research conducted by Drexel University comparing JAG students to the normal population has shown JAG graduates were 2.8 times more likely to be employed full-time.

A 2017 report conducted by the Center for Labor Markets and Policy at Drexel University compared the entire 18-20-year-old population to JAG graduates with these results:

Demographic	Full-time Employment Rate Compared to the Entire 18-20-year-old Population
Female Graduates	260% Higher
African-American Graduates	290% Higher
Caucasian Graduates	210% Higher
Hispanic Graduates	180% Higher
Asian Graduates	170% Higher
JAG Graduates (Combined)	230% Higher

JAG Kentucky School Partner Guide



JAG National has set 5 standards that all JAG affiliates are held against. JAG Kentucky has consistently outperformed those standards.

JAG Kentucky “5 of 5” Outcomes for 2018-2019

100%
Graduation Rate

64.88%
**Civilian Job &
Military
Placement**

85%
**Total Positive
Outcomes**

80.77%
**Full-Time
Placement**

75.38%
**Full-time Job
Placement**

The Role of the JAG Specialist

A JAG Specialist works with students who need support at this critical juncture so they successfully transition into “what’s next” by developing their potential and job skills; preparing them for work life beyond graduation and helps them open opportunities in employment and the post-secondary educational opportunities that include technical school, apprenticeships and community college.

They are the front-line staff members who implement the JAG Model with 50-60 students that are identified by the schools as facing life challenges, supporting success in class, on the job, and at home.

JAG Specialists are committed to students for 12 months post-graduation to secure jobs, see them through to a career path and/or ongoing education, and ultimately set them up for success in life.



The JAG In-School Model

- Serves freshmen, sophomores, juniors and seniors in a classroom setting (classroom instruction) with either an Alternative Education or Multi-Year program
- Serves seventh and eighth graders in a classroom setting with the Middle School program
- Focuses on graduation, career exploration and planning, and development of employability skills (competency-based curriculum).
- Serves students identified as at-risk of not graduating and addresses their barriers
- Includes adult mentoring, advisement and support.
- Includes student-led leadership development
- Utilizes 12-month follow-up services monitoring job and post-secondary education placement
- Develops summer employment training and opportunities
- Utilizes an accountability system through own data and independent review

JAG Kentucky School Partner Guide



For a JAG KY Program to be Effective and Successful

Specialist Responsibilities

- Direct Management of Program Site
- Student Recruitment, Training and Follow UP of graduated seniors
- Maintain Student Progress
- Overall Implementation of the JAG Model
 - Specialists teach JAG specific curriculum specifically designed to meet competencies
 - Specialists are using Project Based Learning methods for competency attainment
 - Specialists are responsible for all students to reach “Mastery” level in all areas of JAG specific curriculum

Counselor Support

- Serve as a resource for student recruitment
 - For students who **NEED**, **WANT**, or can **PROFIT** from the program
- Ensure Specialist has access to vital student academic and disciplinary records
- Assist with final program roster
- Serve as a resource/supporter for program activities and projects
- Assist with classroom roster balance
- Work with Specialist on a student recruitment/enrollment tool that will streamline how students are placed in the JAG program (application, interview with student, etc.)
- Support by allowing JAG to bring in Employment Partners
- Schedule JAG classes for the morning blocks whenever possible
- Allowing the JAG Specialist to be 100% JAG dedicated
- Provide transportation to JAG events
- Ensure rosters meet requirements with Specialist

JAG Kentucky School Partner Guide



School Responsibilities

- Roster must meet minimum of 50, preselected students by the Specialist/Regional Leader
- Provide for the coordination of the JAG program and Career Association with other school programs and services where appropriate
- Enable work-site visits, National Student Leadership Academy, Career Development Conference, and Bus to Business, as well as arrange transportation.
- Provide adequate supervision to ensure that the specialists fulfill performance standards and requirements for any funding sources.
- Uphold agreement within the MOU

In-School Advisory Committee

- This committee is launched at the beginning of the program to help screen, select and support students
- Members act as a liaison to school personnel for the program
- Members act as a support group to Specialist and students
- Members can be a combination of counselors, administration, support staff, business and community representatives

Selection of a JAG KY Student is Very Unique

- Students can be referred by their counselor, teacher and/or administrator
- A student must possess a minimum of 6 barriers
- A student can have any combination of the listed barriers
- Students start as Sophomore or Juniors and must have space for a minimum of a year-long (two semesters) commitment
- Consider classroom balance when placing students in the program

JAG Kentucky School Partner Guide



JAG KY Barriers

Academic Barriers

- One or more modal grades behind peers
- Has repeated a grade in high school
- Low academic performance
- Basic skills deficient (reading and math in particular)
- Limited English proficiency
- Did not pass state proficiency exam
- Past record of excessive absences verified by school officials
- Has been suspended, expelled or put on probation during high school
- Has dropped out of school previously

Environmental Barriers

- Family environment is not conducive to education or career goals
- Mother did not graduate from high school
- Father did not graduate from high school
- Mother does not work
- Father does not work
- Pregnant
- Has dependent child(ren) in the home (participant's children or younger siblings being raised by participant)
- Is parenting
- Has documented alcohol and/or other substance abuse
- Convicted of a criminal offense other than a traffic violation
- Has a record of violent behavior
- Homeless
- Runaway
- Requires child care during work or school
- Needs transportation to and from work or school

JAG Kentucky School Partner Guide



Physical and Psychological Barriers

- Special Education certified
- Lacks motivation or maturity to pursue education or career goals
- Emotional disorder which impairs education or career goals
- Has a disability
- Health problems which impair education or career goals

Work Related Barriers

- Economically Disadvantaged Student as defined by public assistance, TANF, or Free Lunch
- Having inadequate or no work experience
- Lacks marketable occupational skills that are in demand in the local labor market

Other Barriers

- Other barriers could possibly include extremely low self-esteem, obesity, bullying, lack of peer group etc., if it represents a significant barrier to success



JAG KY

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MEMORANDUM OF UNDERSTANDING

BETWEEN JOBS FOR KENTUCKY'S GRADUATES, INC (DBA JAG KENTUCKY) AND FLOYD COUNTY PUBLIC SCHOOLS

SCHOOL YEAR 2020/2021

Jobs for Kentucky's Graduates has made available a matching grant for **\$90,000 - \$120,000 (depending on Specialist certification)** to implement the Jobs for America's Graduates 3 *High School Models* at **Floyd County Public Schools**. This grant is payable in two equal installments on the following dates:

- Dec. 15th, 2020
- May 15th, 2021

This grant is a matching grant and the funds available to Floyd County Public Schools depends on the sponsors of each program providing \$35,000 for each program (for a total of \$105,000) to JAG Kentucky by October 30, 2021.

In consideration of this grant, **Floyd County Public Schools** hereby agrees to:

1. Employ a full-time, mutually acceptable individual qualified to fulfill the responsibilities of the JAG Specialist. Specialists must be a certified teacher or qualify as an adjunct through the Kentucky Department of Education.
2. Apply 100% of the grant toward the salary of the JAG Specialist.
 - Salary Cost for JAG Staff at Floyd Central High School: **\$40,000(Certified) or \$30,000 (Adjunct)**
 - Salary Cost for JAG Staff at Betsy Lane High School: **\$40,000(Certified) or \$30,000 (Adjunct)**
 - Salary Cost for JAG Staff at Prestonsburg High School: **\$40,000(Certified) or \$30,000 (Adjunct)**

Provide the balance of the salary and benefits for the JAG Specialist above the incentive grant.
If salary costs are lower than the grant amount by \$500 or more, MOU may be amended to reflect actual salary paid to Specialist.

3. *Contribute as in-kind services the use of appropriate classroom space for the JAG classroom, supplies and copy access, as well as equal access to resources available to other teachers who are employed by the school.*

4. Promote the integrity of the JAG program by:
 - Funding the annual training cost for the Specialist. Payment in the amount of **\$2000 (per program)** is due to **Jobs for Kentucky's Graduates by July 31, 2020**, which will cover all training expenses except Specialist transportation. Training events include:
 - JAG Kentucky State Training (4 days - July)
 - Data Management System Training (2 days - September)
 - JAG Kentucky State Training (3 days - October)
 - Providing substitutes for Specialist to attend mandatory JAG trainings above, as well as two student events: National Student Leadership Academy (late Fall) and Career Development Conference (March).
5. Assist the Specialist in recruiting students most in need of services delivered in the JAG program. Ensure a class of at least 50 students with a goal of 50 to 60 students on the JAG roster who meet JAG Barrier Qualifications.
6. Regard Specialist as 100% dedicated to delivering the full JAG model, including a regular schedule that includes:
 - 3 JAG Classes (assuming a 7-period day)
 - Data Entry Period (out of a 7-period day)
 - Planning Period
 - Remainder of time to perform mandatory off campus employer marketing, job development, online training, follow up and placement responsibilities
7. Provide for the coordination of the JAG program and Career Association with other school programs and services where appropriate, including fundraising *and a club account to be held for the Career Association by the school.*
8. Enable eligible students to attend work-site visits, National Student Leadership Academy (late Fall), Bus to Business (October), and Career Development Conference (March), and work with JAG Specialist to arrange transportation to these events. Respective school districts are responsible for funding bus transportation to both CDC and Bus to Business.
9. Provide adequate supervision to ensure that the JAG Specialist fulfills the responsibilities of this Memorandum of Understanding and achieve the performance standards of the JAG Program Model and requirements of any funding sources.
10. Complete a School Contribution Report (estimated cost of school contribution including salary cost over the incentive grant, payment of substitute teachers, buses/transportation, etc.) by April 15, 2021. A School Partner login will be provided upon the signing of this agreement. School Partners may use the JAG KY online Portal to complete the School Partner Report.
11. Review Medicaid documents and ensure participating JAG students are provided required documents and allowed to submit forms in a timely fashion.

In turn, JAG Kentucky hereby agrees to:

1. Establish 3 Jobs for America's Graduates, Inc. (JAG) Program(s) at **Floyd County Public Schools** through a mutually beneficial partnership between Jobs for Kentucky's Graduates, Inc. (JAG Kentucky) and the school(s).

2. Develop a positive working relationship within local communities, including employers, high schools, postsecondary or technical schools, and community service organizations for the purpose of promoting and establishing local JAG accredited programs in accordance with the JAG Program Model.
3. Provide JAG program curriculum, technical assistance, oversight and training to the JAG Specialist on the successful implementation and operation of a JAG accredited program to ensure conformity with the performance standards as promulgated by JAG.
4. Provide staff support and conduct periodic reviews and consulting visits to give encouragement, support, and feedback to the JAG Specialists.
5. Sponsor the annual JAG Career Development Conference, utilizing input from students, Specialists, members of the Board of Directors, and community members.
6. Provide training and access to the JAG National data management system (E-NDMS) to track the progress of the JAG students participating in the JAG program.
7. Provide supplies needed to open the JAG Club/Career Association.
8. Provide feedback to school administration if the JAG Specialist is not meeting JAG standard requirements.

It is understood that JAG Kentucky may withdraw its funding and all parts of the JAG Model, if after efforts at remediation, the *school system* is unable or unwilling to take the actions necessary to assure high-quality delivery of the Model of Jobs for America's Graduates, Inc.

Agreed and Approved:

Lisa J. Handgjak

President, Jobs for Kentucky's Graduates, Inc

04/17/2020

Date

Principal (Floyd Central High School)

Date

Principal (Betsy Lane High School)

Date

Principal (Prestonsburg High School)

Date

Superintendent

Date