Empowering Students

Through Intentional Diversity, Equity, and Inclusion Initiatives
Mentorship is...

A multifaceted tool that significantly boosts academic performance while fostering personal and professional growth.

By integrating mentorship and education, students gain access to life skills which are imperative for their overall development.

We must actively engage in mentorship, recognizing its potential to transform the educational journey of our students into a rich life-long learning experience shaping well-rounded and capable individuals.
Objectives

- Highlight the DEI Initiatives and Pre-K to Associates Degree Pipeline
- Implement enrichment and supplementary programming for students
- Showcase students growth
- Serving the holistic wellbeing of our students to foster academic and life skill success
Pre-K to Associates Degree Pipeline
## Pre-K Expansion

<table>
<thead>
<tr>
<th>School Year</th>
<th>Classes</th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022/23</td>
<td>6</td>
<td>90</td>
</tr>
<tr>
<td>2023/24</td>
<td>11</td>
<td>165</td>
</tr>
<tr>
<td>2024/25</td>
<td>19</td>
<td>285</td>
</tr>
</tbody>
</table>

- All classes are inclusive
- Exponential growth with limited funds from the families
- Community partners are: YMCA, Head Start, and Nishuane, Montclair PK, Neighborhood Child-care Center
Catching-Owens’ Suite

Please see the District’s news article for the renovation and reopening of our Catching-Owens’ Community Suite by going to the following link:

https://www.montclair.k12.nj.us/cms/one.aspx?portalId=889560&pageId=54928450
Catching-Owens’ Suite
Big Brothers Big Sisters of America is...

A non-profit organization whose mission is to create and support 1-to-1 mentoring relationships that ignite the power and promise of youth.
"Building Blocks For Better Success" was an event that was created for our matches (Bigs and Littles) to engage with each other, participate in strategy games together, and set meaningful goals for themselves. They were able to build upon their mentoring relationship, get a chance to know each other better, and interact with other Bigs and Littles.

We needed a dynamic, multi-purpose space to create the atmosphere needed to foster these activities and the Catching Owens Community Suite was the perfect venue! The matches loved the setting, the incredible artwork, and the contemporary feel of the suite.

The experience was top-tier all the way around!

--

Edward Jordan II
Program Director - Greater Plainfield
Big Brothers Big Sisters of Essex, Hudson & Union Counties, NJ
Career Technical Education Program @ MHS

The CTE program at our High School provides 4 sections of Carpentry and a Power Technology course.

- Carpentry 1a - Fundamentals and introduction to basic concepts - Open to everyone
- Carpentry 1b - 2nd tour of carpentry, more advanced projects. Yearly it is an even split of 50%/50% male to female & 30%-40 African American
- Carpentry 2a - 3rd Tour with 30/70 split male to female
- Carpentry 2b - Advanced Carpentry - Using UBC standards to act as a pathway for apprenticeship into the Carpenter's Union. 18 students qualified this year: 10 African American students, 1 Arab American student, 2 Latine American students, and 8 Caucasian students
- Power Technology - Adheres to the NJMEP manufacturers standards Students will receive certification through the MSSC upon completion and passing tests for each section. 13 students this year: 9 African American- (8 male/1 female), 2 Latin American male, 1 Arab American female, and 1 White American

Through Ms. Haas’ classes we have built 16 picnic benches for the high school. They can be seen by the Atrium, Midland and the previous years work in the amphitheatre. We currently are building a shed for the lacrosse team at Watchung. The students helped with the material and building of the walls.
AAL Young Kingz
Mentorship Program
Empowering Young Men at Montclair Renaissance Middle School

Alphabet Alpha Lambda
Community Development, Inc.

Alpha Alpha Lambda Chapter of Alpha Phi Alpha Fraternity, Inc.
Overview

- Pilot program launched in 2023 - 2024 academic year
- Monthly sessions focused on personal development, academic success, and life skills
- Served approximately 12 middle school-aged young men at Montclair Renaissance School
- Consistent attendance of around 8 participants throughout the year
- Sessions held from October 2023 to April 2024, each with a specific theme
Project Alpha

- Sharing Knowledge by combating ignorance and fear with factual information.
- Providing Skills by creating a sense of empowerment and self-esteem.
Monthly Session Themes

October - "Setting & Achieving Goals"
• Introduced goal-setting concepts and strategies
• Identified personal short and long-term goals
• Developed action plans for goal achievement

November - "Conflict Resolution"
• Discussed positive strategies for handling everyday conflicts
• Conducted role-playing exercises with relevant scenarios
• Explored consequences of negative responses to conflict
Monthly Session Themes

December - "Healthy Relationships"

- Facilitated conversations about mindful relationship-building
- Discussed various types of relationships and their impact
- Emphasized the importance of positive influences

January - "Physical and Mental Health"

- Addressed stress, anxiety, and depression management
- Highlighted the importance of physical health and well-being
- Concluded with a professional-led yoga session
Monthly Session Themes

February - "Being a Leader"

- Emphasized the importance of leadership at a young age
- Identified characteristics and traits of effective leaders
- Conducted scenario-based role-playing exercises
- Encouraged participants to recognize their own leadership potential

March - "Financial Literacy: Balling while Budgeting"

- Discussed credit scores, savings, investing, and responsible money usage
- Introduced key concepts of financial literacy and money management
- Conducted a budgeting activity based on real-life scenarios
Monthly Session Themes

April - "Dress to Impress"

- Stressed the importance of personal presentation and attire
- Provided guidance on professional dress codes and grooming standards
- Discussed the impact of first impressions
- Taught participants how to tie ties and bowties
High Time for Tying
Financial Literacy: Balling while Budgeting

Curriculum:

- Introduced key concepts of financial literacy and money management
- Discussed credit scores, savings, investing, and responsible money usage
- Conducted a budgeting activity based on real-life scenarios
Program Impact and Outcomes

- Increased respect for others and themselves
- Enhanced self-confidence and self-esteem
- Greater motivation and future-oriented thinking
- Improved academic performance and grades
- Better attendance and punctuality
- Developed communication skills
End of School Year Celebration

• Commemorated participants' achievements and dedication
• Strong presence and support from fraternity brothers
• Celebratory atmosphere with food, drinks, and desserts
• Individual recognition with framed certificates and gift bags
• Special awards for MVP, Most Improved, and Most Engaged participants
Future Recommendations

• Expand the program to more students and schools in the Montclair School District
• Collaborate with school administrators, teachers, and parents for student identification and support
• Incorporate feedback from participants, school staff, and parents for continuous improvement
• Explore opportunities for additional workshops, field trips, and guest speakers
• Develop a system for tracking long-term outcomes and maintaining alumni connections
Key Takeaways

• Successful pilot program at Montclair Renaissance Middle School
• Demonstrated adaptability and effectiveness in new environments
• Positive outcomes observed in participants' personal, academic, and social development
• Strong commitment to empowering young men and fostering their growth
• Potential for greater impact through program expansion and collaboration
Boss vs. Leader

**Bosses** are people who...
- direct
- know everything
- know how it’s done
- create followers
- give orders
- demand respect
- give answers
- use “you” and “I”
- blame
- talk first
- take credit
- criticize

**Leaders** are people who...
- show
- are always learning
- show how it’s done
- create more leaders
- give direction
- deserve & earn respect
- give advice
- seek solutions
- use “let’s”
- admit mistakes
- take responsibility
- listen first
- give credit
- coach
LEADERS

Martin Luther King Jr.
LEADERS

Thurgood Marshall
Activity Purpose

We are going to learn the importance of managing money and the importance of education level to income.
# Real World Scenario

## Education Pays

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Median Earnings AVERAGE</th>
<th>2020</th>
<th>Unemployment Rate AVERAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctorate Degree</td>
<td>$97,916</td>
<td>1.1%</td>
<td>2.75%</td>
</tr>
<tr>
<td>Professional Degree</td>
<td>$96,772</td>
<td>1.6%</td>
<td>2.75%</td>
</tr>
<tr>
<td>Master’s Degree</td>
<td>$77,844</td>
<td>2.0%</td>
<td>2.75%</td>
</tr>
<tr>
<td>Bachelor’s Degree</td>
<td>$64,896</td>
<td>2.2%</td>
<td>2.75%</td>
</tr>
<tr>
<td>Associate Degree</td>
<td>$46,124</td>
<td>2.7%</td>
<td>2.75%</td>
</tr>
<tr>
<td>Some College but No Degree</td>
<td>$43,316</td>
<td>3.3%</td>
<td>2.75%</td>
</tr>
<tr>
<td>High School Diploma</td>
<td>$38,792</td>
<td>3.7%</td>
<td>2.75%</td>
</tr>
</tbody>
</table>
Real World Exercise (Money Taken Per Month)

<table>
<thead>
<tr>
<th>NO HS DIPLOMA</th>
<th>HS DIPLOMA</th>
<th>ASSOCIATE’S DEGREE (2 year college)</th>
<th>BACHELOR’S DEGREE (4 year college)</th>
<th>MASTER’S DEGREE</th>
<th>DOCTORATE DEGREE</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,500</td>
<td>$2,100</td>
<td>$3,500</td>
<td>$4,500</td>
<td>$6,000</td>
<td>$7,500</td>
</tr>
</tbody>
</table>
Activity

You have been given a profile:
- Your degree
- Your family size
- Your income

You will now spend the next 15 minutes managing money based on your profile.
Activity

You will go from station to station. You will need to buy a home you can afford, a method of transportation, food, bills, and any other expenses you need:

Three categories

NECESSITIES    LUXURIES    EXPENSES
Time Management Advice

Success in school = how you manage your time
Your Expenses
Reflection

What was your process as you balanced your money?

Was this easy to think about? Was it challenging?
Reflection

Did you have to make any sacrifices? Why or why not?

Did anyone have money left over?
Practice estimating time to complete tasks
Make checklists and prioritize tasks
Keep a daily schedule posted
Use a visual timer during working sessions

Practice what it means to “pace yourself”
Give time warnings before transitions
Teach, practice, and discuss routines
Teach how to reflect during work sessions

Identify and reduce distractions
Practice strategies for moving on when stuck
Teach how to maximize downtime
Teach skills for staying organized and tidy
Go-to-High-School, Go-to-College and Alpha Academy

Go-to-High-School, Go-to-College program, established in 1922, concentrates on the importance of completing secondary and collegiate education as a road to advancement. Statistics prove the value of this extra impetus in making the difference in the success of young African-American men, given that school completion is the single best predictor of future economic success. Through the Go-to-High-School, Go-to-College educational initiative, young men receive information and learn strategies that facilitate success. Alpha men provide youth participants with excellent role models to emulate.
The 4 objectives for student participants in GTHSGTC:

1. Improve their self-esteem;
2. Improve their academic performance;
3. Encourage students to complete high school and pursue education beyond the high school level; and
4. Increase their social awareness and problem-solving skills in order to enable them to make more responsible decisions.
Go-to-High-School, Go-to-College
Alpha Academy

AAL established the Alpha Academy in 2021 to mentor young men (8th – 12th) in the Essex County area. In supporting the fraternity’s national programs, “Project Alpha” and “Go to High School–Go to College,” the Alpha Academy serves as a venue to stimulate the educational, cultural, and personal growth of young men beyond the scope of the normal high school curriculum. The objective of the Alpha Academy is to offer enriching experiences for young men to expand their network with like-minded achievers and mentors, and further develop skills through a variety of civic, educational, and cultural activities.
SAT Prep Boot Camp

A Free online SAT Boot Camp was offered for our High School students throughout the month of March.

13 students began the course with an SAT diagnostic test to identify areas for improvement.

Tutoring was targeted toward individual and collective weaknesses within the subject material.

Moving forward, we would like to take this group of students who are predominantly sophomores, and create an SAT prep cohort.
Freedom School

@

St. Mark’s United Methodist Church
25 Maple Ave.
Glenfield Middle School

Begins July 8

Freedom School Community Liaison:
Robert Kelley
rkelley@montclair.k12.nj.us
All About CDF Freedom School @ The Mark

CDF Freedom School @ The Mark is a 6-week summer enrichment program where children grades K-5 participate in learning and cultural enrichment activities 8 hours a day, 5 days a week, to advance their academic and developmental needs. As a national program of the Children’s Defense Fund, we focus on five essential components:

(1) Academic Enrichment  
(2) Parent Involvement  
(3) Civic Engagement and Social Action  
(4) Leadership Development  
(5) Health and Wellness.
CDF Freedom School Mission & Vision

Our mission is to build community so young people grow up with dignity, hope, and joy.

Children’s Defense Fund envisions a nation where marginalized children flourish, leaders prioritize their well-being, and communities wield the power to ensure they thrive.
CDF Freedom School History

Children’s Defense Fund grew out of the Civil Rights Movement under the leadership of Marian Wright Edelman. The first Black woman admitted to the Mississippi Bar, Mrs. Edelman directed the NAACP Legal Defense and Educational Fund office in Jackson, Mississippi, worked with Dr. Martin Luther King, Jr. as counsel for his Poor People’s Campaign, and dedicated her early career to defending the civil liberties of people struggling to overcome poverty and discrimination. In 1969, Mrs. Edelman began the Washington Research Project. This public interest law firm monitored federal programs for low-income families and, out of that initiative, she founded Children’s Defense Fund in 1973.
CDF Freedom School Goal

With a goal of encouraging scholars to believe in their ability and responsibility to make a difference, we provide scholars with culturally relevant pedagogy and high-quality books to deepen their understanding of themselves and all they have in common with others in a multiracial, multicultural democratic society. The program helps foster scholars’ love for reading to avoid summer learning loss.