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Puente Student Recruitment 101

Facilitated by Steve Gonzales, High School Counselor Training Coordinator

But First..

- Introduce yourself: name, positions and how many years have you been in education .
- What do you already know about Puente recruitment?
- What experiences have you had with Puente?

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The Team Approach

- Team needs to have an understanding of the Puente model guidelines for student selection, recruitment timeline, and program implementation
- Every school will have different conditions, amount of experience and connections to community
- Teams has the opportunity for making stronger student & parent relationships earlier
- Team contributes to the shaping of the class personality & academic abilities

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Factors to consider

01

Create a heterogeneous classroom.

02

The recruitment and selection process requires an investment of time as well cooperation from the feeder school(s).

03

Students selected should represent the demographics of their school site/community.

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Puente Student Categories

CATEGORY 1 - (25%) High Performance/ High Motivation-Effort	CATEGORY 2 - (25%) High Performance/ Low Motivation-Effort

Indicators:
  Teacher Recommendation
· Strong Attendance
· Involved in school
· Teacher knows parents
· Strong positive remarks (attitude, behavior)
  Scores/Grades
· Mostly A's and B's or equiv.
· Strong Standardized Test score - TBD
· A or B in Pre-Algebra or higher
· Reading 7-8th grade
  Interview
· Self Reported Motivation is high
· Individual desire to participate in Puente
· Understands Program
· Is goal oriented
	Indicators:
	  Teacher Recommendation
	· Strong Attendance
	· Somewhat involved in school
	· Serious-with potential
	· Recognizes potential, and lack of effort
	· Late bloomer
	  Scores/Grades
	· A's, B's, C's (inconsistent)
	· Strong to Avg. Standardized Test score - TBD
	· A or B in Pre-Algebra or higher
	  Interview
	· Questionable Motivation (peer/partner pressure)
	· Undefined goals
	· Hesitant/Procrastinates
	· May not understand Project
	· Acknowledges lack of effort

CATEGORY 3 – (25%) **Low Performance/High Motivation-Effort**	**CATEGORY 4 – (25%)** **Low Performance /Low Motivation**

Indicators:
  Teacher Recommendation
· Average Attendance
· Little or no school involvement
· Recognizes potential and lack of effort
· Student lacks prior educational opportunities
· Needs support
  Scores/Grades
· Mostly C-'s or equiv. (occasional B's and A's)
· Average Standardized Test score -TBD
· Average grade in Pre-Algebra/Algebra
  Interview
· Self-reported motivation
· Understanding of Puente and desires to participate
· Frustrated with performance
	Indicators:
	  Teacher Recommendation
	· Low Attendance
	· Values survival vs. academics-street smart
	· Lacks knowledge of higher education
	· Leadership potential
	· Currently no desire for reaching a college education
	· Possible discipline issues
	  Scores/Grades
	· C-'s or equiv. (occasional D's)
	· Avg. to Low Standardized Test score -TBD
	· Low grade in Pre-Algebra/Algebra
	  Interview
	· Does not understand Puente fully
	· Dubious about Puente
	· Excels in something

Puente Student Categories

1. High Achievement/ High Motivation
2. High Achievement/ Low Motivation
3. Low Achievement/ High Motivation
4. Low Achievement/ Low Motivation

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Category Discussion

Characteristics: Think about positive or negative characteristics for this student.

Challenges: Think about challenges you've faced (maybe even stereotypes) as this type of student.

Benefits: What are the benefits for these students in your category of being in Puente?

Leaving your HS perspective for your professional one as the T&C:
What Counseling, teaching and leadership **strategies** motivate and encourage that category of student, as well discuss the student's needs.
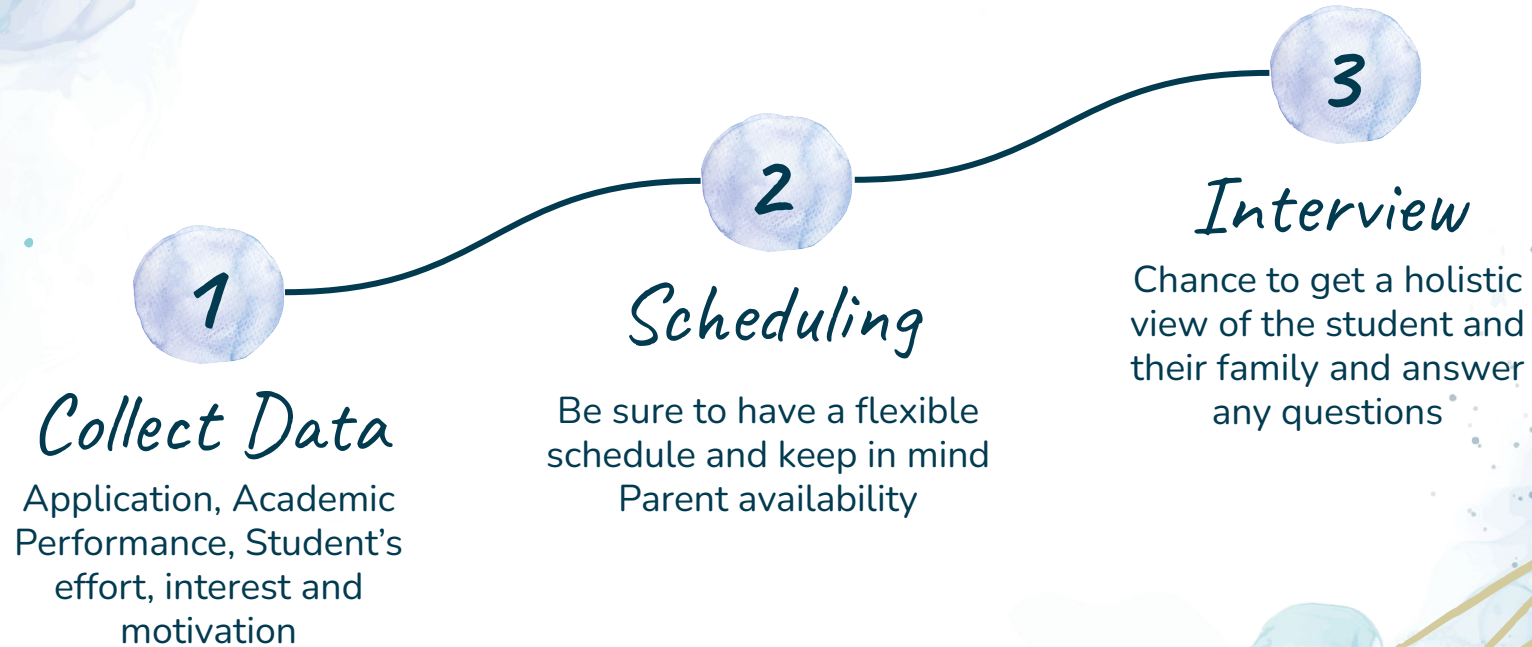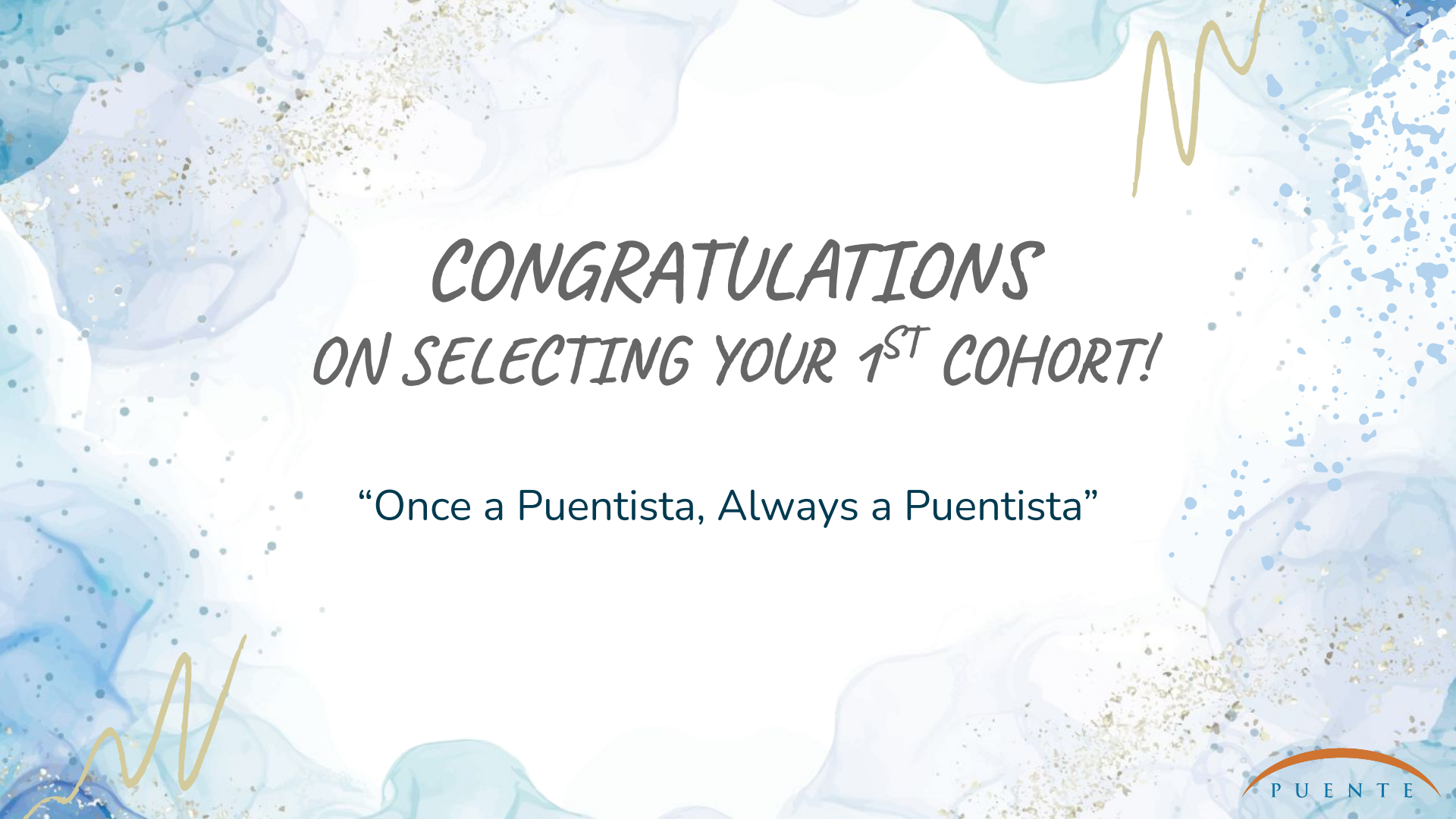
Jamboard

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Interview Process

1

Collect Data

Application, Academic
Performance, Student's
effort, interest and
motivation

2

Scheduling

Be sure to have a flexible
schedule and keep in mind
Parent availability

3

Interview

Chance to get a holistic
view of the student and
their family and answer
any questions

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Post Interview

- How to pick your class

- Identifying category characteristics of a student does not pre-determine a student's performance in Puente.

- Student category should <u>never</u> be shared with students or parents

- Students should not just appear on a roster or be added late in the year.

- <u>Recruitment Calendar 2021/22</u>

CONGRATULATIONS
ON SELECTING YOUR 1ST COHORT!

"Once a Puentista, Always a Puentista"

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