



## **3DE: AN INTEGRATED & COMPREHENSIVE PARTNERSHIP MODEL**

**DRIVING STUDENT ENGAGEMENT, UNLOCKING ACADEMIC POTENTIAL, & EXPANDING ECONOMIC OPPORTUNITY**

---

### **VALUE PROPOSITION TO DISTRICTS/SCHOOLS - WHAT 3DE UNIQUELY BRINGS TO THE TABLE:**

- **STRATEGIC PARTNERSHIP** – a joint venture combining the core competencies of School Districts, Junior Achievement, and the broader Business Community.
  - **Catalyst for Change** -- investments and capabilities that bring innovation from the inside-out
  - **Capacity-Building** -- supporting existing infrastructure to exponentially increase impact through the school/system
- **REAL-WORLD INTERDISCIPLINARY INTEGRATION** – linking standards/competency-based and project-based education to drive higher student engagement and academic outcomes.
  - **Case Methodology** -- expertise in Case Design as the driving instructional method to provide real-world applicability and integration through all core academic subjects
  - **Turnkey Business Connectivity** -- creates authentic integration to the business community; and direct management of those external partnerships for consistency and quality.
- **ON-SITE TEACHER SUPPORT & DEVELOPMENT** – partnering to build competencies and capabilities
  - **On-Site Support & Coaching** -- resources and tools provided for teachers to be able to implement the model with consistent fidelity, while also providing for greater flexibility and autonomy
  - **Change Management Expertise** -- modeling, observation, and common planning to move through the change in pedagogy and learning, and bringing that methodology out into the broader school/system
- **EQUITY** – a model designed to serve the diverse needs of students
  - **Opportunity** -- open to all students, regardless of academic baselines, socio-economic demographics, interests, or past behavior
  - **Replicable** -- ability to be delivered across wide spectrum of high school “ecosystems”

---

### **VALUE PROPOSITION TO STUDENTS/PARENTS - WHAT 3DE UNIQUELY BRINGS TO THE TABLE:**

- **RELEVANT & EXPERIENTIAL LEARNING** – interdisciplinary learning that is authentically connected to real-world complexities; proven to drive student engagement, foster self-motivation, and raise aspirations.
- **MULTI-DIMENSIONAL COMPETENCIES** – a focus on building higher-order transferable skills for a fast-changing economy; eg. critical thinking, problem-solving, innovation, and an entrepreneurial mindset.
- **RIGOROUS & DIVERSE COURSE OF STUDY** – comprehensive approach to education with differentiated learning models, including AP, IB, Dual Enrollment, Industry Certifications, and Career Pathway Completion.
- **BROAD CAREER EXPOSURE** – deep exposure to 16 different companies/industries through 9<sup>th</sup>-11<sup>th</sup> Grade Case Challenges, Site Visits, and 12<sup>th</sup> Grade Consultancy Projects.
- **AUTHENTIC IMMERSION** – tangible demonstration of career-based learning experiences that build differentiated portfolios for post-secondary readiness.
- **ADVISORS/COACHES** – dedicated personnel to advise, counsel, and bridge students to their future opportunities, along with direct interaction with career professionals through classroom advisors and site visits.



## FRAMEWORK FOR PARTNERSHIP WITH SCHOOL DISTRICTS

AGREEMENT WITH DISTRICTS	IMPLEMENTATION ALIGNMENT
Student Cohort Structure: Building Culture	<ul style="list-style-type: none"> <li>✓ Cohort size large enough to justify dedicated AP and teacher allocation; (typically, 150 students per grade level; 600 students 9<sup>th</sup>-12<sup>th</sup> grade).</li> <li>✓ Proactive enrollment strategies to ensure "mirroring approach" to host school student body - (i.e. no selection criteria).</li> <li>✓ Physical contiguous space for 3DE classrooms, as well as a dedicated "team room" within that space to serve as an office for the on-site 3DE personnel.</li> </ul>
Course Outline/Scheduling: Holistic and Comprehensive	<ul style="list-style-type: none"> <li>✓ Cohort scheduling that enables 3DE students to have 75-80% of their academic courses within 3DE; (course outline still allows for flexibility in AP, Dual Enrollment, and IB).</li> <li>✓ All Core Academic Subjects housed within 3DE; (4 courses per grade level -- Math, Science, English, Social Studies).</li> <li>✓ CTE Electives housed within 3DE; (1-2 per grade level – still allows for "choice" options in schedule).</li> <li>✓ Senior Consultancy Project for all 12<sup>th</sup> Graders; (allows for flexibility with internships/work-based learning/apprenticeships).</li> </ul>
Teacher Allocation: Joint Selection & On-Boarding	<ul style="list-style-type: none"> <li>✓ Allocation of 5-6 teachers per grade level to cover all subject areas (teacher allocation covered through School Budget).</li> <li>✓ Teachers with 100% of their time dedicated to 3DE courses/responsibilities.</li> <li>✓ Joint sourcing &amp; selection process of teachers; (based on joint competencies matrix).</li> <li>✓ Professional development from 3DE along with cross-network collaboration.</li> </ul>
Instructional Approach: Case Methodology with interdisciplinary integration across all subject areas	<ul style="list-style-type: none"> <li>✓ Weekly common planning led by 3DE to ensure interdisciplinary approach.</li> <li>✓ Consistent implementation of Case Method across all subject areas; (built as an iterative multi-week process, with competencies woven through).</li> <li>✓ Company activation of case challenges to create authentic real-world scenarios; (activation includes brand integration and employee engagement).</li> <li>✓ Standards-based integration into case challenges based on framework and design provided by 3DE.</li> <li>✓ Centralized case design through 3DE curriculum team.</li> </ul>
Governance: Co-Administration between School District & 3DE	<ul style="list-style-type: none"> <li>✓ On-Site Personnel provided by 3DE through separate 3DE budget; (two positions - 3DE Director &amp; Partnership Manager).</li> <li>✓ Dedicated Assistant Principal allocated by school district budget for shared governance and administration with 3DE Director.</li> <li>✓ Access to student-level data and shared 3<sup>rd</sup> party assessments.</li> <li>✓ Transparency of budgetary roles/responsibilities (i.e. what is covered by 3DE, School District, Host School)</li> </ul>





# IMPACT REPORT YEAR THREE 2017-2018

INITIALLY LAUNCHED IN AUGUST 2015, 3DE IS AN INNOVATIVE SCHOOL MODEL THAT AIMS TO RE-ENGINEER HIGH SCHOOL EDUCATION TO BE MORE RELEVANT, EXPERIENTIAL, AND AUTHENTICALLY CONNECTED TO THE COMPLEXITIES THAT EXIST BEYOND THE CLASSROOM WALLS.

The model operates as a full immersion school-within-a-school with the intention of benefiting both the students within 3DE as well as the broader campus. At 3DE schools learning is more reflective of the real-world by integrating relevant content, interdisciplinary pedagogy, entrepreneurial thinking, project/problem-based learning, and authentic workplace experiences.

## 3DE STUDENTS EXCEL

100%

3DE students consistently outperform their host school comparison peers on 100% of the statistically-significant Georgia Milestones and other Academic Benchmarks.\*

96%

TEACHER RETENTION

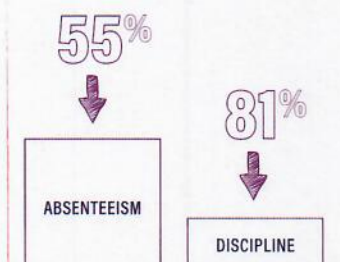
90%

STUDENT RETENTION

At every school there's a similar path to transformation- it begins with shifts in culture and engagement, and year-over-year this leads to measurable gains in students' academics and mindset.

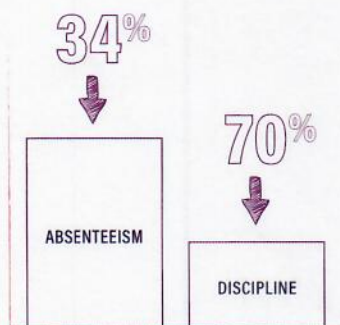
## 3DE STUDENTS ENGAGE

Along with their own personal improvement in these measures, 3DE students demonstrated the highest rates of attendance and lowest rates of behavior issues among their district-wide comparison peers.



### 3DE STUDENTS VS HOST SCHOOL PEERS

3DE students had 55% fewer absences and 81% less discipline incidents as compared to their host school peers.



### 3DE STUDENTS VS DISTRICT PEERS

3DE students had 34% fewer absences and 70% less discipline incidents as compared to their district peers.

## 3DE YEAR THREE HIGHLIGHTS

### BROADENING OF CASE PARTNERS

This past year focused on expanding career diversity to improve alignment to the real world. With an emphasis on increasing the number of activating organizations through strategically selected industries, 3DE students were exposed to a greater variety of career pathways, coaches, and off-campus experiences.

35

ENGAGED COMPANY  
CASE PARTNERS

### IMPLEMENTATION OF ELEVENTH GRADE CASE METHODOLOGY

Eleventh grade is a pivot point in the learning journey for 3DE students as they shift from facilitated learning to self-directed. Through extended 6-week case scenarios, students gain perspective from an outside situation that is transferred to develop and implement solutions to an internal project.

Piloted during the 2017-18 school year with 100 students and five partner companies, initial results indicate the higher-order thinking required through the eleventh-grade curriculum continues to build students' capacity as they push towards graduation.

## 3DE SCHOOLS THRIVE



*"It's just been a year of us implementing 3DE, and I have already seen an increase in the engagement of my students, staff and administrator. Real-world application, development of higher-order thinking skills, collaboration and respect of diverse ideas - this is what learning is meant to be."*

DR. ELLIS DUNCAN  
PRINCIPAL  
FREDERICK DOUGLASS HIGH SCHOOL

*"High standards of excellence are demanded with proper supports to reach them. The collaborative nature of 3DE makes it easy to push towards new goals. The students become stronger faster, since the teachers are working collectively on the students' behalf with a holistic view."*

3DE TEACHER

98%

98% of 3DE students feel excited about their futures and 97% feel encouraged by their 3DE teachers.

## 3DE SCHOOLS

ATLANTA PUBLIC SCHOOLS: Douglass High School  
COBB COUNTY SCHOOL DISTRICT: Osborne High School  
FULTON COUNTY SCHOOLS: Banneker High School  
GWINNETT COUNTY PUBLIC SCHOOLS: Norcross High School

\*RMC Third Party Data: Based on 2016-2017 Georgia Milestones for Math, Literacy, Biology, Lexile Scores & PSATs



## TRANSFORMATION OF PUBLIC SCHOOLS IS POSSIBLE, AND IT IS HAPPENING NOW

### SPOTLIGHT ON BANNEKER HIGH SCHOOL AS TOLD BY PRINCIPAL, DR. DUKE BRADLEY



August 10, 2015 was the first day I turned on the lights as principal of Banneker High School. I've led turnaround schools from the city of Atlanta to New Orleans. Those experiences did not fully prepare me.

We [Banneker High School] were designated as a priority school, which essentially means we were performing in the bottom 5 percentile of all schools in the state of Georgia with similar demographics, with nearly six of 10 students not graduating.

There was no connection to school and therefore no connection to our students' future.

Ninety-seven percent of our students live in poverty. Zip codes representing some of the worst places in Georgia to be a child. And school, the very place created to build opportunity and hope was actually fueling this epidemic.

The community had lost confidence in the school.

On August 10, 2015 our faculty made a promise. We would partner with one of the most connected organizations around a school with an academic framework structured around exposure, opportunity and authentic learning experiences.

3DE represents a new methodology for teaching and learning. I've worked in schools that have had a distinct focus on college preparatory, direct instruction, but I've never seen an instructional program that is as unique as this. One that is directly preparing students for 21st century workforce. That allows them to bring their natural talents and skills and abilities into the classroom and then have them cultivate it through their own experience. I've never seen teachers more excited about teaching through this new framework, and quite frankly I think it is the game changer we've been desperately needing at Banneker High School.

And, for the first time in over a decade, our school is now 100% staffed with teachers in every class. Next year we expect to have our largest class of freshmen enroll at Banneker High School and we expect to graduate our largest class in recent years. Here we are today, two years later no longer on the states failing schools list. We have increased our graduation rate by 30 percentage points. That's the highest rate of growth in graduation rate among all 16 Fulton County Traditional High Schools.

When I walk the halls I can feel it, there's pride.



*"I believe the real-world experiences are the reason for the growth and maturity among all of us."*



*"I thought I was on track to win. It was not until 3DE showed me, I was not even in the game."*



*"This is not like any school I've experienced before. Case Challenges make learning fun, even math."*



*"We are all rising above expectations people place on us."*