



E3 ALLIANCE
EDUCATION EQUALS ECONOMICS

2019 BLUEPRINT REPORT **EQUITY** EQUALS **ECONOMICS**

TRANSFORMING EDUCATION SYSTEMS THROUGH DATA
AND COLLABORATION SO ALL STUDENTS SUCCEED.



THE
Blueprint
for EDUCATIONAL CHANGE™



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THE BLUEPRINT FOR EDUCATIONAL CHANGE™

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E3 ALLIANCE

"Can you imagine school districts across a region working together to marshal resources to solve important education issues? That's what E3 Alliance has been doing successfully for more than 10 years."

– Earl Maxwell

**Chief Executive Officer,
St. David's Foundation**

Dear Friends,

Over the last year, we have made great strides in our work to improve educational outcomes for students in Central Texas. In this 2019 Annual Report, we celebrate the significant progress made on the objectives we have set as a region. We see first-hand how our work is making a difference. And while we are excited about our accomplishments together, the data shows there is more work to do.

So we have set new targets for 2023 that intentionally focus on closing equity gaps on indicators that demand our attention. We must redouble our efforts to meet our community's 2023 objectives to close gaps in the following four key areas:

1. **School Readiness**
2. **Algebra I Completion**
3. **High School Graduation**
4. **Postsecondary Success**

We understand that driving systems change for higher outcomes for students requires an intentional focus on equity. It requires dogged persistence and commitment on a personal, organizational, and community level. To this end, we share the evolution of our own equity journey.

E3 Alliance's Equity Journey

- **2006** – E3 Alliance founded to improve outcomes and provide equitable opportunities for students in Central Texas
- **2007** – Intense Deliberative Dialogues with ~1200 participants on closing achievement gaps
- **2008** – *The Blueprint for Educational Change™*, our strategic plan to build the strongest educational pipeline in the country, launched; one of four priority goals focused on closing gaps
- **2008-2018** – Blueprint annual reports disaggregated data by race/ethnicity and income
- **2016** – E3 spearheaded ground-breaking outcomes study by race/income/gender for the Greater Austin Area My Brother's Keeper to focus community on greatest equity needs
- **2017** – Blueprint Leaders and E3 staff receive Implicit Bias Training
- **2018** – E3 adopts Equity as a Core Value and establishes 2023 Equity Targets
- **2019** – Blueprint Summit and Annual Report have intentional focus on Equity

As you'll see in this report, the progress we've made has been truly amazing. However, we must remain focused on addressing equity gaps through strong data, purposeful collaboration, and meaningful inclusion of affected communities to ensure all students and families are thriving in an equitable environment with a robust economy. Because *Equity Equals Economics*.

SUSAN DAWSON



PRESIDENT AND EXECUTIVE DIRECTOR,
E3 ALLIANCE

ABOUT E3 ALLIANCE

E3 Alliance is a regional, data-driven education collaborative based in Central Texas and now expanding our work across the state. We are helping to build the strongest educational pipeline in the country to drive economic prosperity. As a pioneer in collective impact, E3 Alliance teams up with a broad range of community representatives to work together on achieving lasting systemic change.

OUR WORK

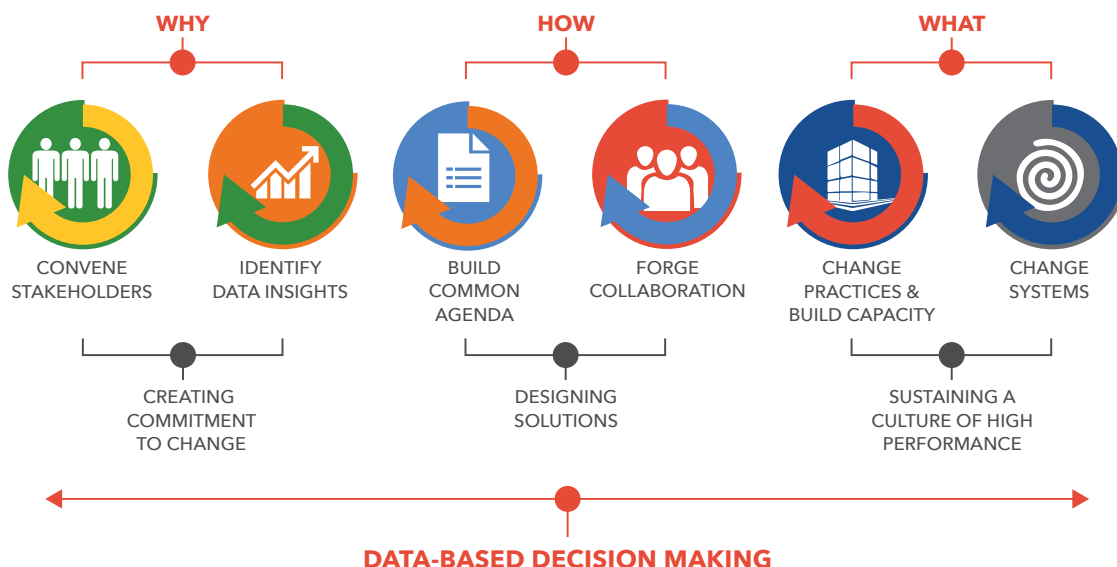
Since 2006, we have worked collaboratively to change education systems, partnering deeply with 15 school districts, eight institutions of higher education, and over 200 businesses, nonprofits and policy leaders across Central Texas to address complex community issues in education. Our combined efforts seek to improve student outcomes across every demographic of our 600,000 children and students throughout the region – from cradle to career!



OUR APPROACH

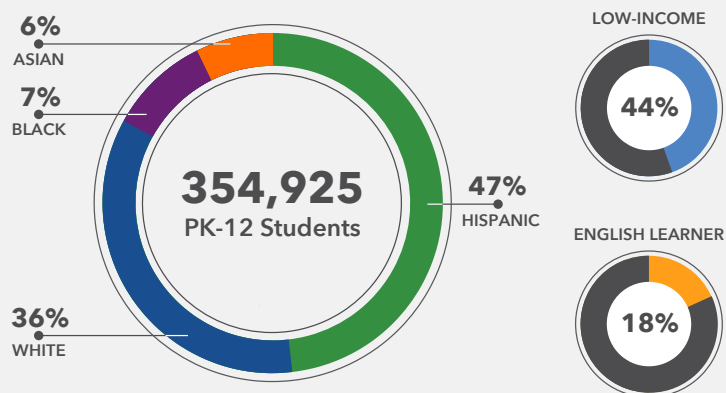
Every initiative of *The Blueprint for Education Change™* is powered by objective data and guided by our Theory of Change, which offers a clear path toward collective action and changes in practice. Ultimately, this leads to systems change that sustains a culture of high performance for our students.

THEORY OF CHANGE

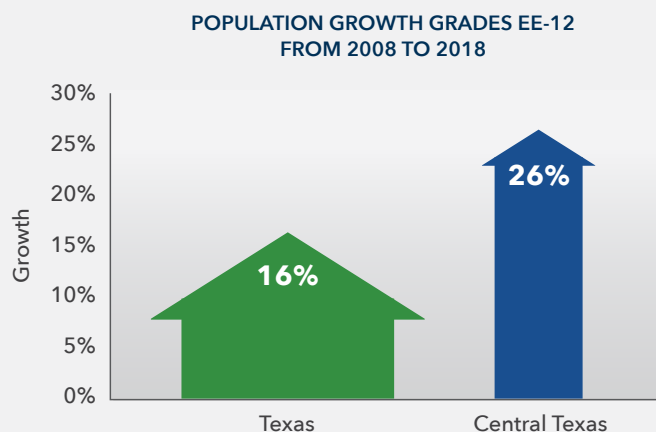


E3 ALLIANCE – CENTRAL TEXAS BY THE NUMBERS

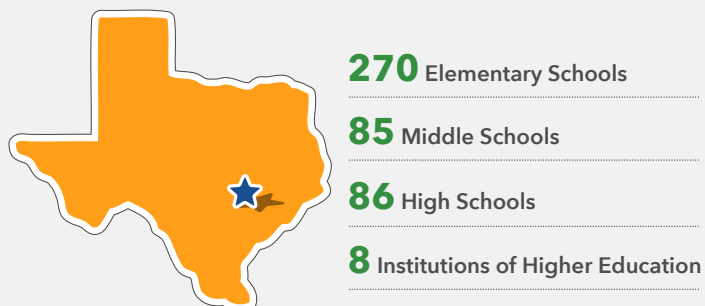
Central Texas Students



Student Enrollment Trends



Central Texas Schools





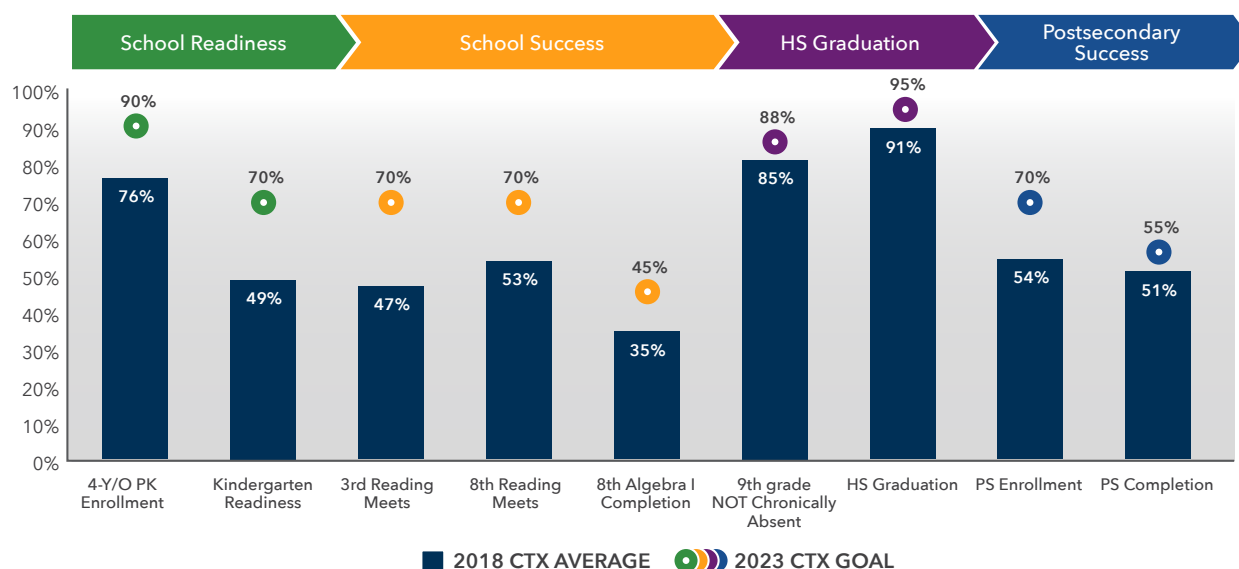
THE BLUEPRINT FOR EDUCATIONAL CHANGE™

Building the Strongest
Educational Pipeline in the Country

E3 ALLIANCE CRADLE-TO-CAREER OBJECTIVES

E3 Alliance and our partners have established measurable objectives to improve student outcomes and decrease inequity across the cradle-to-career pipeline by 2023.

2023 OBJECTIVES



School Readiness

1. 90% of eligible children enroll in pre-kindergarten
2. 70% of children enter kindergarten school ready

School Success

3. 70% of all 3rd graders meet reading standards on STAAR
4. 70% of all 8th graders meet reading standards on STAAR
5. 45% of all 8th graders complete Algebra I

High School Graduation

6. 88% of all 9th graders are NOT chronically absent
7. 95% of students graduate high school on time

Postsecondary Success

8. 70% of students enroll in college within one year of high school graduation
9. 55% of high school graduates complete a postsecondary credential within six years



Kindergarten Readiness increase
from 2015 to 2018

**SEVEN YEAR
SAVINGS OF
\$37 MILLION**

Money saved due to increase in
attendance rates since 2011



students
persisting
due to
Bridge
Funding

More than **80%** of
Emergency Bridge Funding
recipients persisted from
semester to semester in
Central Texas Institutions of
Higher Education



districts implementing advanced
math pathways recommendations



2019 KEY EQUITY INDICATORS

"I know the power and the synergy that happens when the various sectors of education come together in a collaborative and meaningful way. That is exactly what's happening with the E3 Alliance through The Blueprint for Educational Change."

– Dr. Richard Rhodes
President,
Austin Community College

SCHOOL READINESS

2023 Targets



**% OF ELIGIBLE
STUDENTS ENROLLED
IN PRE-K**



**% OF STUDENTS
ENTERING
KINDERGARTEN
SCHOOL READY**

HIGHLIGHTS AND KEY FINDINGS

School Readiness Rates Increased to Over 50%

For the first time in four years, School Readiness rates are above 50%. Still, we are a long way from our goal of 70% of our students entering kindergarten ready for school. School Readiness measures teaching AND learning: How ready are our students for the schools they go into, and how ready are our schools for our students? We know that many of the foundational skills children need to succeed in school and in life are built over time with intentional teaching and support. How our students respond to instruction in the first weeks of kindergarten is far more predictive of students' outcomes in reading and math in third grade than other factors we can measure, such as income or ethnicity.

DATA TAKEAWAYS

- School Readiness rates are increasing across all student groups since 2015
- School Readiness rates have increased most for our low-income students
- Students who attended a pre-K program prior to kindergarten were far more likely to be ready for kindergarten
- Students who were enrolled in a full-day, high-quality pre-K program had significantly higher readiness scores than their peers

INITIATIVES

- Since 2008, E3 Alliance has partnered with our local school districts to create a holistic, developmentally appropriate assessment of school and child readiness. This assessment, *Ready, Set, K!*, is used by teachers to understand how to adapt teaching practices to ensure more children have the skills they need to succeed in school. *Ready, Set, K!* data has been used to support hundreds of millions of dollars of investments in pre-K.
- United Way for Greater Austin and E3 Alliance have formed Early Matters Greater Austin to mobilize and unite the business community to help assure every child in the Austin area enters kindergarten prepared for success.

SPOTLIGHT

Spreading the Word on the Importance of Pre-K

Since pre-K attendance builds better brains, the “Prescriptions for Pre-K” campaign enlists doctors and health providers to help communicate to parents the importance of pre-K enrollment.



“Pediatrics is no longer just about taking care of ear infections and asthma. The most important issues the children face are often the social and educational issues.”

– **Glenn G. Wood, M.D.**
Medical Director of Carousel

“We know that preschool is instrumental in helping kids arrive in kindergarten ready to learn – Prescriptions for Pre-K is about empowering families to do what’s best for their children.”

– **Tara Greendyk, M.D.**
FAAP General Pediatrician, CommUnity Care East Austin
Clinic & Assistant Professor of Pediatrics

“The response of our local pediatric community to promote the value of pre-K has been super gratifying. It shows that the messages around the importance of early brain development are being received by one of the most important connection points to families with young children – the pediatric practice.”

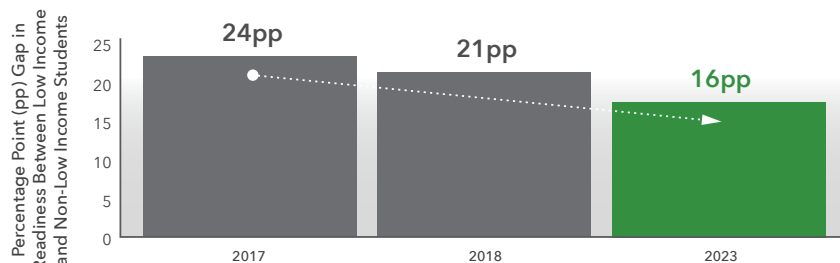
– **Kimberly McPherson**
Senior Program Officer
St. David’s Foundation



SCHOOL READINESS



Equity Target



By 2023 we are committed to closing the readiness gap between low-income and non-low income students by 1/3.

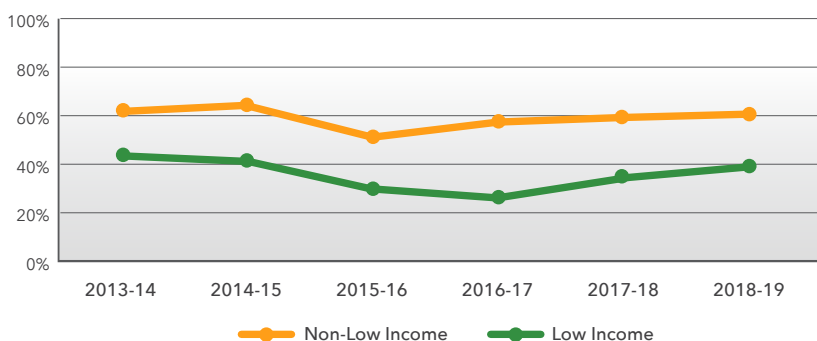
Data Trends

Since 2015 we have seen an increase in School Readiness, especially for our low-income students (one-third increase over 2015 levels). These higher rates of kindergarten readiness are associated with:

- Increases in pre-K enrollment by eligible students
- Increases in the percentage of Central Texas pre-K students enrolled in high-quality, pre-K programs that are a full instructional day and have a low student-to-teacher ratio

RECENTLY INCREASED RATES OF READINESS FOR LOW INCOME STUDENTS IS DECREASING INCOME GAP

Kindergarten Readiness Rates by Income Status, Central Texas



DIG DEEPER:

Visit <https://e3alliance.org/blueprint/> to dig deeper into the data.



SCHOOL SUCCESS

2023 Targets



**% OF STUDENTS MEET
3RD GRADE READING
STANDARD**



**% OF STUDENTS MEET
8TH GRADE READING
STANDARD**



**% OF STUDENTS
COMPLETE ALGEBRA I
BY 8TH GRADE**

HIGHLIGHTS AND KEY FINDINGS

Middle School Algebra Completion Reaches 35% in Central Texas

A student's likelihood of completing a postsecondary credential goes up with each additional, more rigorous math course taken in high school, leading to a postsecondary credential aligned with high-wage, high-skilled jobs.

This means we need to improve math pathways in elementary school and middle school, ensuring more students are ready and enrolling in advanced math, so that more students will reach the appropriate higher level math courses relevant to their career aspirations before high school graduation. Currently we are at 35% of students completing Algebra I by 8th grade, only 10% points away from our regional goal.

Course taking in advanced mathematics is associated with greater student success:

- Graduating High School
- Obtaining College Readiness
- Enrolling in Higher Education
- Persisting in Higher Education
- Completing Higher Education Degree or Certificate

DATA TAKEAWAYS

- Central Texas students lead the state in the highest percentage of students completing Algebra I by 8th grade (35%)
- However, our BEST performing Black, Hispanic, and low-income 5th graders are underplaced into accelerated math pathways
- Low-income enrollment rates for Algebra I by 8th grade are slowly increasing, while non-low-income rates remain static

INITIATIVES

- The Pathways of Promise Steering Committee focuses on addressing deeper systematic challenges impeding entry of Black, Hispanic, and low-income students into advanced math pathways.
- Research findings highlight recommendations for elementary schools, middle schools and high schools to improve school systems and engage with families.



SPOTLIGHT

Pflugerville ISD Changes Policies to Enhance Student Opportunities in Advanced Math!



Using E3's research, Pflugerville ISD examined student access and enrollment in advanced math pathways. It became apparent that there were opportunities to create a more equitable experience for their low-income students and students of color.

"Access to advanced math is associated with higher rates of high school graduation, greater college enrollment, as well as greater college success, and should not be limited by race, ethnicity or income," shared Melissa Dobrenel, Secondary Math Coordinator.

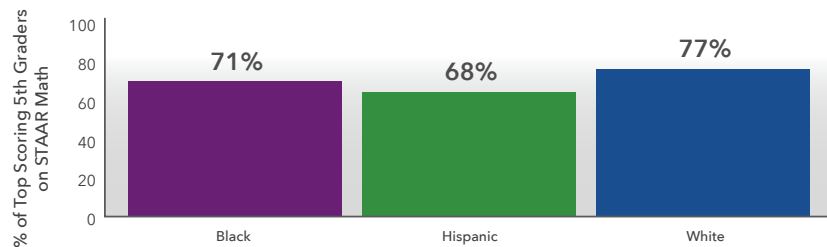
Pflugerville ISD is adopting an inclusive "opt-out" model for the top two quintiles of 5th grade students. Although their work is still in a nascent stage, PfISD is inspired by the equitable access that this process will afford an expansive group of students.

Dr. Douglas Killian, Superintendent of Pflugerville ISD shares, "We want to ensure that systemic mathematical practices are not disadvantaging particular groups of students. When access and equity have been successfully addressed, student outcomes transcend, and cannot be predicted by students' racial, ethnic, linguistic, gender, and socioeconomic backgrounds."

SCHOOL SUCCESS



Equity Target

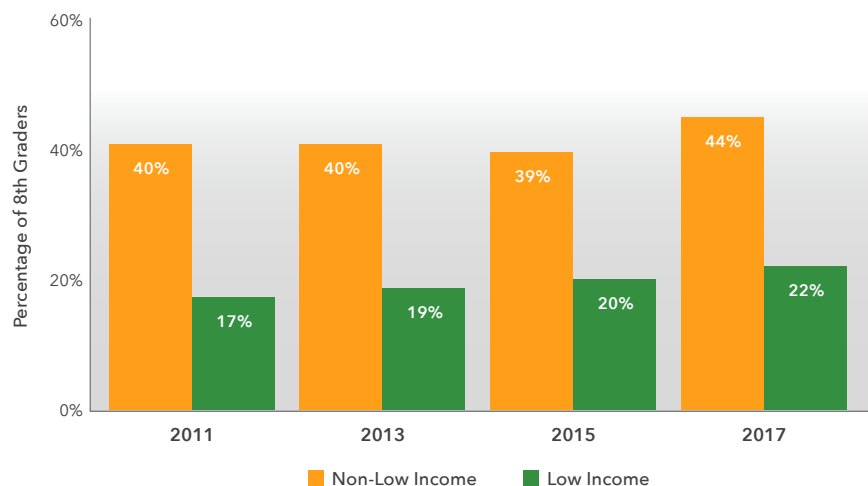


Eliminate the gap between top scoring Black and Hispanic vs. White students taking Algebra I by end of 8th grade

Data Trends

Algebra I completion rates for all 8th grade students are increasing, but twice as many non-low-income students still complete Algebra I by 8th grade compared to low-income students.

PERCENTAGE OF CENTRAL TEXAS STUDENTS ENROLLED IN ALGEBRA I IN 8TH GRADE



DIG DEEPER:

Visit <https://e3alliance.org/blueprint/> to dig deeper into the data.



HIGH SCHOOL GRADUATION

2023 Targets



**% OF 9TH GRADERS
NOT CHRONICALLY
ABSENT**



**% OF STUDENTS
GRADUATE HIGH SCHOOL
ON TIME**

HIGHLIGHTS AND KEY FINDINGS

Four-Year High School Graduation Rates Reach 90%

On-time high school graduation rates in Central Texas are higher than Texas graduation rates for the fifth consecutive year and graduation rates for our low-income students, far below the state average a decade ago, now exceed the state average. Although high school graduation rates are at an all-time high, equity gaps remain, and there is more work to be done.

DATA TAKEAWAYS

- On-time graduation rates for Hispanic and Black students are at an all-time high at 89% and 87%, respectively, over the last 10 years
- One-third of students who did not graduate on time missed more than 100 days of school
- The gap between Hispanic and White students' graduation rates has decreased by half in the last five years
- Graduation rates for Black students have increased from 81% to 87% in the last five years
- Low-income males have the lowest on-time graduation rates in Central Texas



INITIATIVES

- Improvements in absenteeism due to the Missing School Matters campaign launch in 2012 have saved Central Texas school districts over \$37M. The campaign provides outreach and materials to build community support for improved attendance across the region.
- E3 Alliance is hosting two-night community conversations across the region exploring diverse perspectives about education pathways after high school with parents, students, neighbors, and members of school districts, universities, businesses, local government, and nonprofits.



SPOTLIGHT

Lehman High School Tackles Chronic Absence with Great Success!



E3 Alliance launched a learning network of schools focused on tackling chronic absenteeism, a leading indicator for high school graduation, during the 2018-2019 school year. Ten secondary schools from four partner school districts used continuous improvement as a common strategy during the yearlong network. Participating teams disaggregated data to set a goal, received ongoing coaching from experts, and learned from their peers as they tested interventions to improve outcomes at their schools.

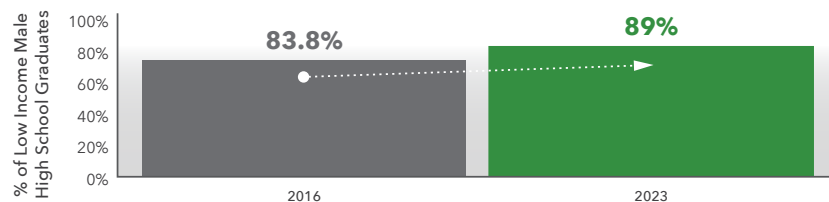
Lehman High School from Hays CISD joined the network of schools, albeit, with some hesitation about the learning network process. Roxi Houser, 9th grade counselor on the Lehman team, shared that she was cautious at first about yet another improvement approach. However, Roxi shared, "as each workshop progressed, and with support of our team and administration, I began to see small changes...in behavior, buy-in, and culture."

The team was committed to using small tests of change to implement interventions based on their data. After seeing the gains made at the 9th grade level, the team scaled their strategies to other grades and saw an increase in attendance for the entire school. "As a result, we are currently leading our district in most improved attendance," said Cody Mize, Assistant Principal and team lead. Lehman High School has seen attendance rates soar this school year because of their team's collaborative efforts, leadership, and action-focused approach.

HIGH SCHOOL GRADUATION



Equity Target

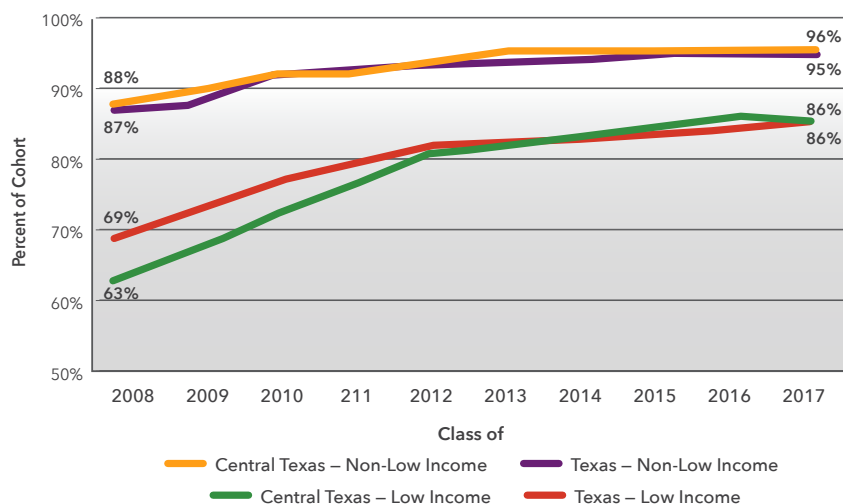


Increase 4-year on-time high school graduation rates of low income males from 83.8% to 89% by 2023.

Data Trends

High school on-time graduation rates have increased significantly for low-income students in Central Texas over the last 10 years with the gap between non-low-income students and low-income students decreasing by 10 percentage points.

4-YEAR HIGH SCHOOL GRADUATION RATES, CLASSES OF 2008 THROUGH 2017



DIG DEEPER:

Visit <https://e3alliance.org/blueprint/> to dig deeper into the data.



POSTSECONDARY SUCCESS

2023 Targets



**% OF GRADUATES
ENROLLED IN HIGHER ED
WITHIN ONE YEAR**



**% OF ENROLLEES
COMPLETE A CREDENTIAL
WITHIN 6 YEARS**

HIGHLIGHTS AND KEY FINDINGS

All Students Are Completing Postsecondary Credentials at Higher Levels Than 10 Years Ago

While gaps persist in postsecondary completion rates, all student groups have improved over the past 10 years. Supporting students who are low income or first generation has been the main objective of the collective impact work around postsecondary enrollment, persistence, and completion. Low-income and first-generation students overcome barriers with access to integrated academic and social supports from specialists in organizations experienced in providing college access and persistence services. Data sharing agreements and shared student data with our regional partners have led to a more comprehensive support system for partner Austin College Access Network (ACAN), which serves 19,000+ predominately first-generation students. The success we have experienced in high school graduation and postsecondary persistence has not been seen in college enrollment, which has been dropping. This is especially alarming as over two-thirds of jobs now require some postsecondary credential.

DATA TAKEAWAYS

- Over 70% of students who participate in an ACAN-supported program persist from fall-to-fall in postsecondary coursework
- More than \$120,000 in Emergency Bridge Funds have been awarded since 2015 to Central Texas undergraduates, to ensure persistence when small financial crises arise
- Over 80% of Emergency Bridge Fund recipients have reenrolled in the semester following their emergency

INITIATIVES

- Austin College Access Network is a network of nine community-based organizations dedicated to improving first-generation college success, by working with local school districts and institutions of higher education to support student enrollment and persistence in college.
- College Signing Day is a regional celebration honoring graduating high school seniors who are first-time, college-going students in their families making a commitment to complete their postsecondary education.



SPOTLIGHT

Austin College Access Network and ACC Provide Sustained Support System for 13,000+ Predominately First-Generation Students.

In 2016, the Austin College Access Network (ACAN) and Central Texas colleges began using a common FERPA-compliant student data sharing process, the first of its kind in the nation. This enabled partners to use benchmark data to identify common performance targets for FAFSA/TASFA completion and second-year persistence. ACAN also supports counselors with unique training to help students succeed in college and careers and supports access to emergency bridge grants to keep students from stopping out of school. The average persistence from first fall to second fall for ACAN students is 77%, which is significantly higher than the ACC overall student population.



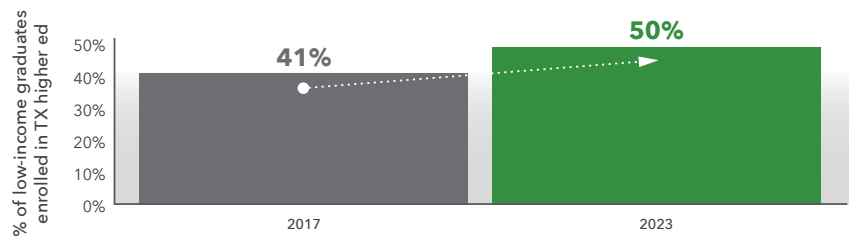
"Our FERPA-compliant data sharing process with the Austin College Access Network has been a game changer for student success. Students who might not seek out guidance on their own are automatically identified and supported by both ACC staff and the students' college advisors in the ACAN organizations. We've built academic interventions into the partnership so that first-generation students remain engaged in achieving their goals."

— **Melissa Curtis, Ph.D.**
Associate Vice President,
Enrollment Management
Austin Community College

POSTSECONDARY SUCCESS



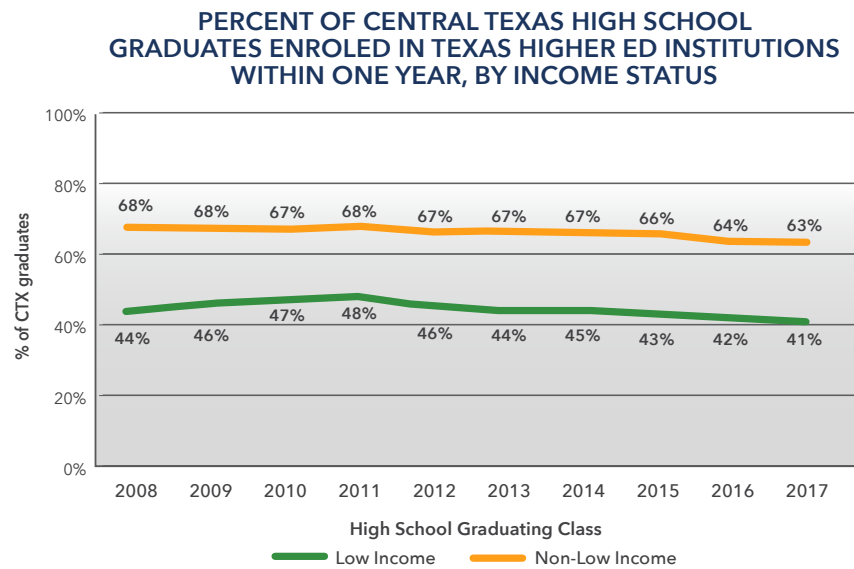
Equity Target



Increase Direct-To-College enrollment of low income graduates from 43% to 50%.

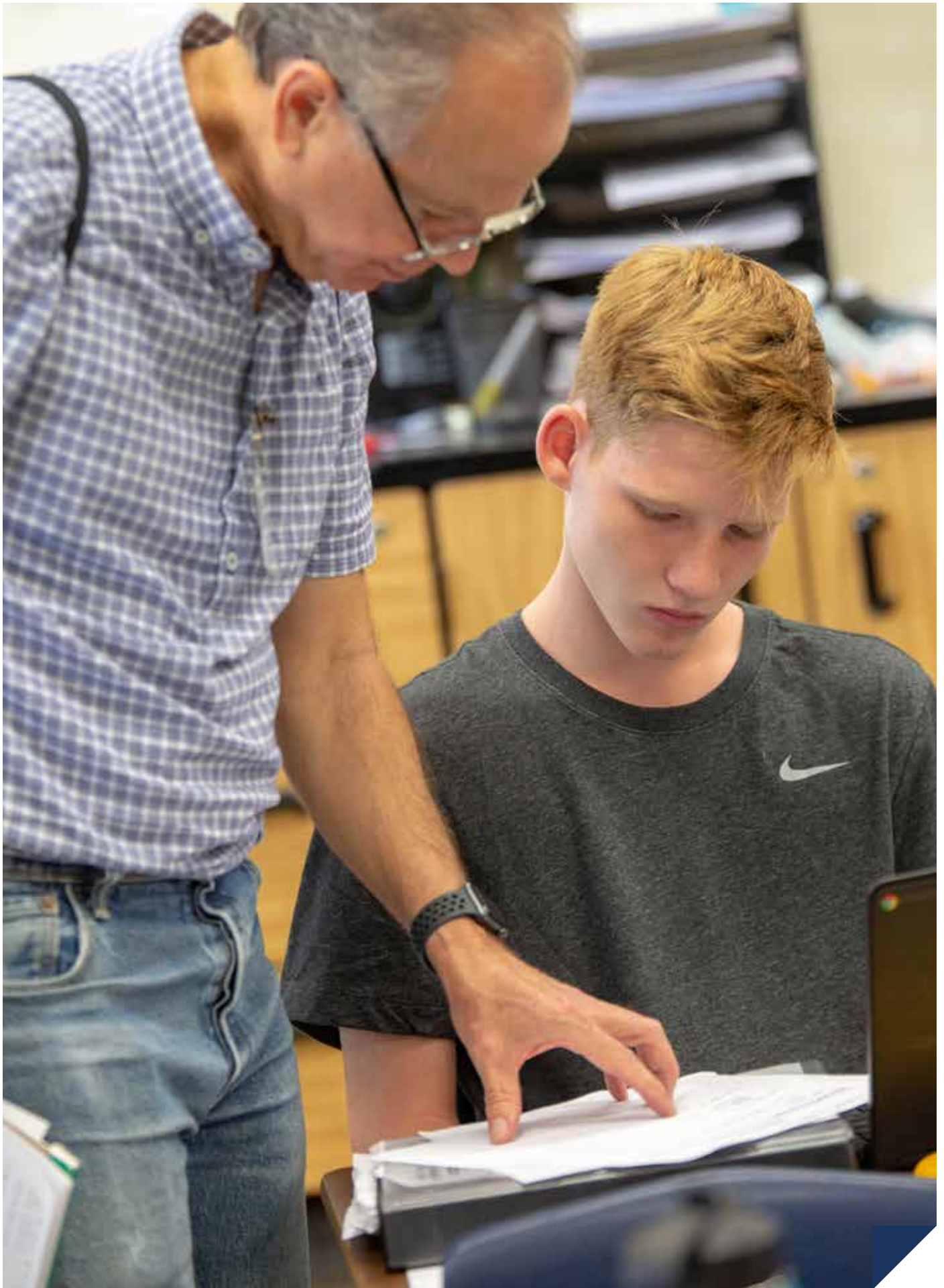
Data Trends

Higher education enrollment rates have been decreasing since 2011 in Central Texas and the gap between low-income and non-low-income students remains consistent.



DIG DEEPER:

Visit <https://e3alliance.org/blueprint/> to dig deeper into the data.





LEADERSHIP

"I so value E3's role as an independent data analyst and research broker in Central Texas. The data they share with our district and schools is actionable and allows us to work together to change outcomes for students."

– Dr. Douglas Killian
Superintendent,
Pflugerville ISD

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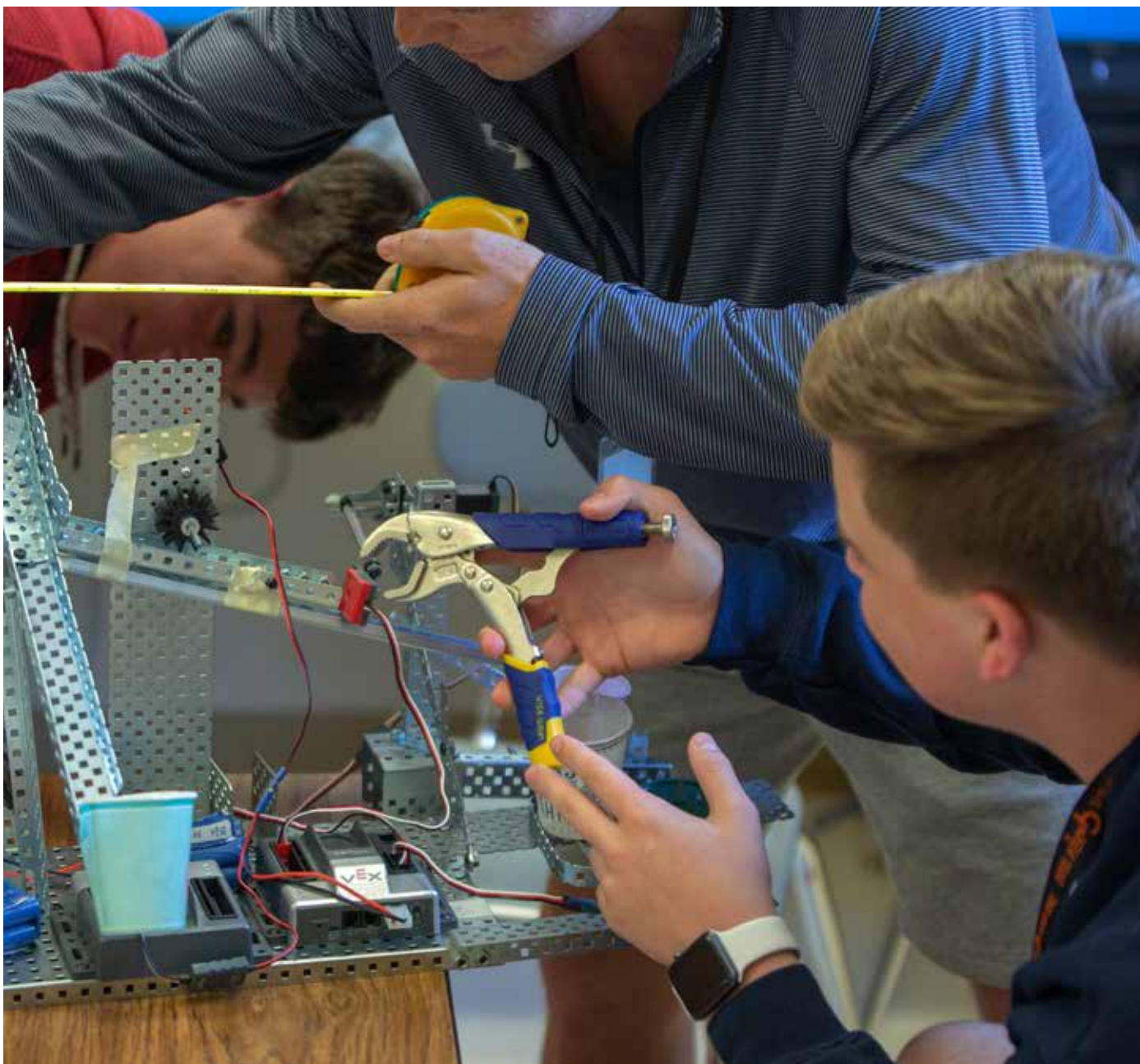
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ALLIANCE PARTNERS

School districts, higher education institutions, businesses, community organizations, and nonprofits make up our Alliance Partners. Through formal and informal relationships, we work together to ensure successful outcomes for all of our students in Central Texas.

CENTRAL TEXAS SCHOOL DISTRICTS

Austin ISD
Bastrop ISD
Del Valle ISD
Eanes ISD
Elgin ISD
Hays CISD
Hutto ISD
Lake Travis ISD
Leander ISD
Lockhart ISD
Manor ISD
Pflugerville ISD
Round Rock ISD
San Marcos CISD
Taylor ISD

COLLABORATING DISTRICTS AND CHARTER SCHOOLS

American YouthWorks
Austin Achieve Public Schools
Dripping Springs ISD
East Austin College Prep
Fort Bend ISD
Georgetown ISD
IDEA Public Schools
Katy ISD
KIPP Austin Public Schools
Klein ISD
Lexington ISD
Mainspring Schools
New Braunfels ISD
North East ISD
NYOS Charter School
Premier High Schools
Smithville ISD
The Goodwill Excel Center
University of Texas Elementary
Charter School
Wayside Schools

CENTRAL TEXAS HIGHER EDUCATION PARTNERS

Austin Community
College District
Concordia University
Huston-Tillotson University
Southwestern University
St. Edward's University

Texas State University
The University of Texas at Austin
Western Governors University

COLLABORATING INSTITUTIONS OF HIGHER EDUCATION

Charles A. Dana Center
Ray Marshall Center
Temple College
Texas A&M Central Texas
Texas A&M University
The University of Kansas
The University of Texas -
Center for STEM Education
The University of Texas -
Division of Diversity and
Community Engagement
The University of Texas System
The University of Texas - Tyler

STRATEGIC THOUGHT PARTNERS

100Kin10
Attendance Works
Austin Area Research
Organization
Austin Chamber of Commerce
Austin Community Foundation
Austin Opportunity Youth
Collaborative
Capital Area School Public
Relations Association
Central Health
Central Texas Education Funders
City of Austin
Commit! Partnership
Dell Children's Medical Center
Dell Medical School
Educate Texas
Education Service Center -
Region 13
Education Service Center -
Region 20
Generation Texas
Good Reason Houston
Greater Austin Asian Chamber
of Commerce
Greater Austin Black Chamber
of Commerce
Greater Austin Hispanic
Chamber of Commerce

Greater Austin STEM Ecosystem
Greater Texas Foundation
Healthy Schools, LLC
Independent Colleges and
Universities of Texas
Michael & Susan Dell
Foundation
Mission Capital
National Alliance for
Partnerships in Equity
Panhandle Twenty/20
RGV FOCUS
Schoolhouse Pediatrics
Seton Healthcare Family
St. David's Foundation
StriveTogether
TeachPLUS Texas
Texas Alliance for Minorities
in Engineering
Texas Association of Business
Texas Association of School
Administrators
Texas Association of School
Boards
Texas Charter Schools
Association
Texas College Access Network
Texas Education Agency
Texas Education Grantmakers
Advocacy Consortium
Texas Higher Education
Coordinating Board
Travis County Health and
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Austin Voices for Education and
Youth
Big Brothers & Big Sisters of
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Breakthrough Austin
Capital IDEA
Child, Inc.

Children's Optimal Health
Christ Together Greater Austin
College Forward
CommuniCare Health Centers
Community Action, Inc.
Community Advancement
Network
CommUnityCare
Communities in Schools
Communities Foundation of
Texas
Con Mi MADRE
Early Matters Greater Austin
Education Connection
Essilor Vision Foundation
Foundation Communities
Girl Scouts of Central Texas
Goodwill Central Texas
Hispanic Scholarship
Consortium
iACT
I Live Here, I Give Here
Impact Austin
KLRTV-TV, Austin PBS
KUT-Radio, Austin NPR
KXAN-TV, Austin NBC
Leadership Austin
Learn All the Time Network
Literacy Coalition
Literacy First
Lone Star Circle of Care
PelotonU
People's Community Clinic
Raise Your Hand Texas
Ready by 21 Coalition
Skillpoint Alliance
Success by 6
Sustainability Indicators Project
Texans Care for Children
United Way for Greater Austin
United Ways of Hays & Caldwell
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– Kerry Hall

Austin President,
Texas Capital Bank

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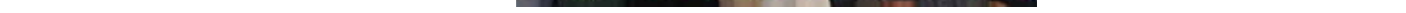


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