

## **EDUCATIONAL TALENT SEARCH**

### **Mission**

The OSU Educational Talent Search seeks to identify, encourage, and support individuals with the desire and potential to pursue a post-secondary education.

### **Vision**

The OSU Educational Talent Search will be a:

- Leader in assisting qualifying individuals in the pursuit of higher education;
- Model for creating partnerships with school systems and other agencies of educational services; and
- Catalyst in creating an enriched environment that embraces and values diversity.

### **Core Values**

**Excellence** - We seek excellence in all our endeavors, and are committed to continuous improvement.

**Intellectual Freedom** - We believe in ethical and scholarly questioning in an environment that respects the rights of all to freely pursue knowledge.

**Integrity** - We are committed to the principles of truth and honesty, and we will be equitable, ethical, and professional.

**Service** - We believe that serving others is a noble and worthy endeavor.

**Diversity** - We respect others and value diversity of opinion, freedom of expression, and other ethnic and cultural backgrounds.

**Stewardship of Resources** - We are dedicated to the efficient and effective use of resources. We accept the responsibility of the public's trust and are accountable for our actions.

## **Goals, Critical Success Factors, Objectives, and Strategies**

**Goal One: Assist qualifying youth in the completion of a program of secondary education or in the attainment of a General Education Development (GED) certificate.**

### **Critical Success Factors:**

- 600 eligible participants from identified target schools will be enrolled and receive services through the OSU-Educational Talent Search Program.
- 90% of secondary participants (grades 6-11) will be promoted to the next grade level for the next academic year and be retained in school until secondary graduation (excluding those who transfer or move out of the target area).
- 95% of high school program participants (grades 9-12) will maintain a 2.0 grade point average or above.
- 75% of the “college ready” participants (grade 12) will enroll or re-enroll in a postsecondary program each project year.
- 90% of the “college ready” participants (grade 12) will receive assistance in applying for admission to a postsecondary program each project year.
- 90% of the “college ready” participants (grade 12) will receive assistance in applying for financial aid for postsecondary education for each project year.

### **Objectives:**

**Objective 1.1:** Identify, recruit, and enroll a minimum of 600 qualified participants. 400 of the participants will be both low-income and potential first-generation participants.

### **Strategies:**

- Target schools will include schools that have been approved by the Department of Education and have higher than the state average percentage of students eligible for the free and reduced lunch program and schools with lower than the state average of adults 25 and older who hold a baccalaureate degree.
- Contact administration of all approved target schools to provide information about the program and to set up recruitment of students.
- Meet with all students in grades 6-12 of approved schools to explain the program and give them all application materials.
- Place press releases explaining the program in all local papers of communities in which target schools are present.
- Process all applications within one week of receipt and send either an acceptance or rejection letter to the applicant and their family.

**Objective 1.2:** Develop a Personal Academic/Career Plan (PACP) for 100% of active participants.

Strategies:

- Within 4 weeks of acceptance into the program, each coordinator will meet with every student.
- Provide students an Interest Inventory form to complete with their coordinator on the first visit.
- The coordinator and student will transfer information from the Interest Inventory and use it to help complete the PACP.
- The participant and coordinator will review the PACP each semester.

**Objective 1.3:** Provide programming each academic year to increase the potential for educational success in secondary school.

Strategies:

- Director and coordinators will compile curriculum that will coordinate with the activity service plan for each grade level.
- Coordinators will work within the administration of the target schools to set up regularly occurring appointments in which the curriculum will be provided to all program participants.
- All participants and their families will receive quarterly newsletters explaining what the coordinators are working on with students and any upcoming events.
- Place press releases, with photographs of current participants, describing curriculum and activities in all local papers of communities in which target schools are present.

**Goal Two: Assist qualifying youth in continuing educational endeavors through a post-secondary institution of their choice.**

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- 95% of high school program participants (grades 9-12) will maintain a 2.0 grade point average or above.
- 75% of the “college ready” participants (grade 12) will enroll or re-enroll in a postsecondary program each project year.
- 90% of the “college ready” participants (grade 12) will receive assistance in applying for admission to a postsecondary program each project year.
- 90% of the “college ready” participants (grade 12) will receive assistance in applying for financial aid for postsecondary education for each project year.

**Objectives:**

**Objective 2.1:** Work cooperatively within the educational structure of each of the participating school districts.

Strategies:

- Director and coordinators will work on building good relationships with all target school personnel by keeping appointments, being on time, providing quality programming to all participants and by being flexible to changing school schedules.
- Quarterly newsletters will be sent to all administrators of target schools to keep them up to date with all events and programs of OSU-Educational Talent Search.

**Objective 2.2:** Locate and provide information pertaining to College Admissions, Financial Aid, Scholarships, and other related opportunities.

Strategies:

- Director and/or coordinators will attend college and university Open Houses to receive the most up to date application and scholarship information.
- On a yearly basis, coordinators will update catalogs and enrollment information for all college and universities in Oklahoma and any other out of state institutions that might be of interest to our participants.

- Director and coordinators will attend both the state TRiO conference (ODSA) and the regional TRiO conference (SWASAP) to keep informed about any new regulations or legislations from the federal government regarding financial aid, scholarships and any other information that will impact service to our participants.
- Director and coordinators will work with the Scholarships and Financial Aid Office and the High School and College Relations Office on the Oklahoma State University Stillwater Campus to receive the most up to date information regarding application and scholarship information for all of the OSU campuses.

**Goal 3: To ensure the confidentiality of all who apply for and/or receive services.**

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**Objectives:**

**Objective 3.1:** Keep all applicable information gathered in the process of implementing the program confidential.

Strategies:

- Keep all participant information in a secure and locked file cabinet.
- File cabinet will be kept locked at all times, except during regular office hours.
- The key will be kept in a secure location known only to the director, coordinators and administrative assistant.
- No participant information will be shared with anyone, except during a formal site visit performed by the Department of Education.

**Objective 3.2:** Hold all OSU-ETS personnel accountable for the adherence to a high level of ethical and professional practices.

Strategies:

- All OSU-ETS personnel will review and sign a confidentiality agreement that will be kept in their personnel file.
- All OSU-ETS personnel will receive training and/or modeling on how to conduct themselves in a variety of situations with target school administrators, participants, parents and other Oklahoma State University employees.