

**Plan 2008 Phase II Programs & Initiatives
Outcomes Reporting Form
January 2007**

Your Institution: UW Madison	
Program/Initiative: PEOPLE	Year Established: 1999
Target Audience (check all that apply): Administration: <input type="checkbox"/> Faculty: <input type="checkbox"/> Academic Staff: <input type="checkbox"/> Classified Staff: <input type="checkbox"/> Students: <input checked="" type="checkbox"/> Campus Community: <input type="checkbox"/> Other: <input type="checkbox"/> If other, please specify:	
Race/Ethnic Groups Affected by this Program/Initiative (check all that apply): African American/Black: <input checked="" type="checkbox"/> American Indian: <input checked="" type="checkbox"/> Latino/Hispanic: <input checked="" type="checkbox"/> Southeast Asian: <input checked="" type="checkbox"/> Other Asian: <input type="checkbox"/> European American: <input type="checkbox"/> Other: <input type="checkbox"/> If other, please specify:	
Cost of Program/Initiative:	Funding Sources: State, Corporate, Foundation, Individual
<p>Description: The core mission of the Pre-College Enrichment Opportunity Program for Learning Excellence (PEOPLE) is to increase the enrollment and graduation of Wisconsin ethnic minority and low-income students in institutions of higher education, particularly UW Madison, through a rigorous year-round program that strengthens academic skills, explores and cultivates interest in potential college majors and career options, familiarizes students with college admission and major requirements and campus resources, and provides positive experiences on the UW Madison campus.</p> <p>The mission of the PEOPLE College Scholar Program is to provide a support system for Scholars who attend UW Madison, facilitate academic and personal growth, connect students to campus resources and other support systems, develop leadership capacity, encourage campus and community service and involvement, and assist in the exploration and transition to post-graduate opportunities.</p> <p>A year-round pipeline program that provides college preparation, academic skills development, tutorial, enrichment, early introduction to potential college major and career options, internships, access and exposure to campus life and resources.</p>	
Point Person(s): Jacqueline DeWalt	Department/Unit(s): School of Education
<p>Departments/Units/Groups Involved: The School of Education partners with various departments across campus, including: School of Business, Human Ecology, Engineering, Chemistry, Medical School, Law School, Limnology, Center for Biological Research, Theater, Veterinary Science, Music, Career Services, Anthropology, Art, Journalism, Summer Science Institute, Research Apprentice Program, Information Technology Academy and more. We also work with public school districts and a host of other community partners.</p>	
<p>Goals & Expected Outcomes:</p> <ol style="list-style-type: none"> 1) Increase high school graduation rates of Wisconsin ethnic minority and low-income students. 2) Strengthen academic skills. 3) Explore and cultivate interest in potential college majors and career options. 4) Familiarize students with college admission and major requirements and campus resources. 5) Provide positive experiences on the UW Madison campus. 6) Increase the enrollment and graduation of Wisconsin ethnic minority and low-income students in institutions of higher education, particularly UW Madison 7) Provide a support system for PEOPLE College Scholars who attend UW Madison, facilitate academic and personal growth. 8) Connect PEOPLE College Scholars to campus resources and other support systems. 	

- 9) Develop leadership capacity, encourage campus and community service and involvement.
- 10) Assist in the exploration and transition to post- graduate opportunities.

Actual Measurable Outcomes for Plan 2008 Goals, Including Impact on Enrollment, Retention, and/or Graduation, and/or long term potential thereof:

- 1) Graduation from High School: 99%
- 2) Enrollment in Institutions of Higher Education: 94%
- 3) Enrollment in UW System: 67%
- 4) Enrollment at UW Madison: 52%
- 5) UW Madison Retention Rate: 91%
- 6) Graduation from UW Madison: Too early to calculate. Five year period ends May 2007. 9 early graduates to date.

Intersections Across Plan 2008 Goals:

- **Goal 1: Increase the number of Wisconsin high school graduates of color who apply, are accepted, and enroll at UW System institutions.**

The higher education application process is an integral part of our program design. Overall, 67% of our students have been accepted and enrolled in UW System university and colleges, 52% at UW Madison.

- **Goal 2: Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age.**

The PEOPLE Program is a partnership between UW Madison School of Education, designated Public School Districts, and communities that provides educational services to Wisconsin students, elementary through college level. These students are a part of a pipeline that extends from various Wisconsin communities into higher education, including: Madison, Milwaukee, Racine, Waukesha, and the Bad River, Ho-Chunk, Lac Courte Oreilles, Lac du Flambeau and Menominee Indian Nations.

- **Goal 3: Close the gap in educational achievement, by bringing retention and graduation rates for students of color in line with those of the student body as a whole.**

High School Graduation: 44 – 60% Minorities throughout the State vs 99% PEOPLE participants.

College Retention plus graduation for sum of entering cohorts 2002-2005: 87.8% All College Students and 80.8% Targeted Minority vs 91.3% PEOPLE College Scholars.

Retention and Graduation of New Freshman by Fall Entrance Cohort and Student Category

Fall Cohort	Group	Head Count	Retained 1 year	Retained 2 year	Retained 3 year	Grad 4 year	Retained 4 year
2002	All	5,514	92.8	87.0	83.7	50.4	34.4
	Targeted	437	88.6	81.5	77.3	32.0	41.9
	PEOPLE	24	87.5	87.5	95.8	33.3	54.2
2003	All	5,578	92.9	87.2	83.5		
	Targeted	419	89.7	80.9	76.1		
	PEOPLE	20	100.0	90.0	85.0		
2004	All	5,642	94.0	89.3			
	Targeted	494	88.3	81.8			
	PEOPLE	37	94.6	91.9			
2005	All	6,141	92.9				
	Targeted	535	89.2				

- **Goal 4: Increase the amount of financial aid available to needy students and reduce their reliance on loans.**

The program provides a five-year tuition and fees scholarship to each participant that completes the precollege program and attends UW Madison.

The PEOPLE Program also employs graduate and undergraduate students. Therefore, financial assistance is also provided through employment.

- **Goal 5: Increase the number of faculty, academic staff, classified staff and administrators of color, so that they are represented in the UW System workforce in proportion to their current availability in relevant job pools. In addition, work to increase their future availability as potential employees.**

The program employs a diverse group of administrators, academic, classified, graduate and undergraduate staff, thereby increasing the diversity of existing staff and providing valuable work experience in higher education which in turn increases their marketability for employment throughout UW System.

- **Goal 6: Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.**

The PEOPLE Program serves as a training/internship placement site for School of Education teachers in training. Moreover, our graduate and undergraduate student workforce major in a wide range of academic fields. These placement and employment opportunities provide a rich and fertile environment for the development of an increased awareness, respect, and understanding of racial and ethnic diversity issues and concerns across many disciplines. They also foster new questions, dialogue, theories, practices, and relationships on campus and between campus and community members.

In addition, PEOPLE College Scholars are actively involved in leadership and/or membership roles in over 60 campus organizations, some of which they have founded. They are also involved in campus and community service.

Assessment Practices and Program Changes in Response to Challenges:

Assessment Practices:

A MAP (My Academic Plan) is developed, along with the student and parent, for each pre-college student. Academic Leads and Liaisons communicate and exchange information with school personnel on a regular basis. Grades and program participation are reviewed on a quarterly basis. Probationary and drop status is assessed on a semester basis. An annual course selection and performance guidance session is conducted with parents and students.

Various student reports/inventories are generated and analyzed: admitted/dropped, # of participants, demographics, profiles, GPA, enrollment, retention, follow-up after H.S/College graduation, UW System report, DPI report, etc.

Electronic and manual surveys and focus groups (students, parents, schools, parents) are conducted

throughout the year.

Program Changes:

Increase the number of academic staff, improve quality and continuity of service, in response to high student employee turn-over, retraining, and schedule availability problems.

Improve the transfer of data from school districts to the PEOPLE Program and student performance tracking systems, in response to an expansion in the number of school districts and communities served.

Streamline internal application review and processing procedures, in response to an overwhelming number of applications each year. In 2006, PEOPLE received over 650 applications for 200 slots.

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