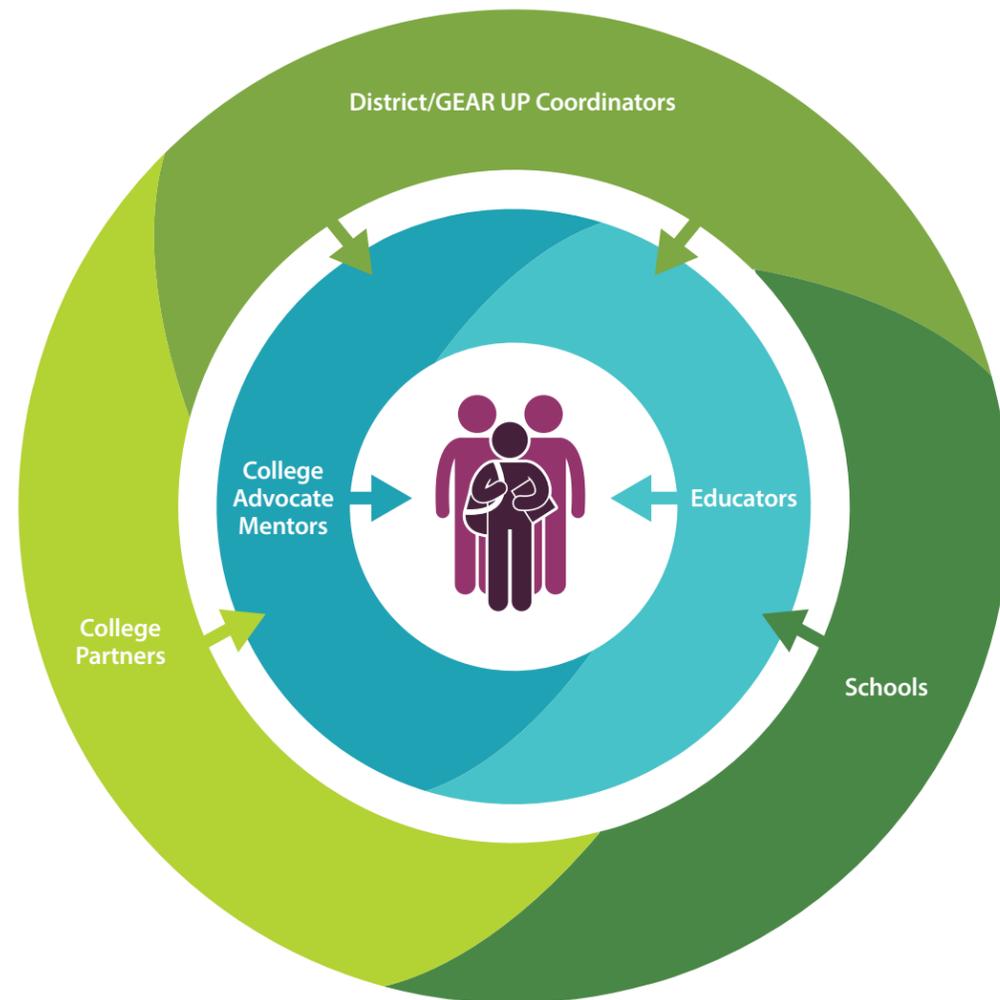


Working Together: The Interconnected Components of GEAR UP SMART

Creating whole school communities that support a culture of college and career readiness for all students



STUDENTS AND FAMILIES are the core of all programming; their voice and needs inform both programming and process

DISTRICT/GEAR UP COORDINATORS empower College Advocate Mentors (CAMs) to become leaders, natural mentors, and external change agents. They also work with educators to place CAMs where they can best serve students' needs. In addition, coordinators collaborate with college partners and school administrators to build a sustainable relationship, helping area schools establish and maintain access to CAMs.

- KEY ROLE**
- Build relationships with educators and schools
 - Provide leadership development and ongoing coaching to CAMs
 - Support relationship building between CAMs and educators
 - Facilitate CAM training and monthly team meetings
 - Incorporate students' feedback—and help CAMs build meaningful youth voice—into program activities

SCHOOLS support an educational climate that builds all students' college and career readiness. They provide direct support to educators through training opportunities and professional development, and they collaborate with coordinators and college partners to establish and maintain access to CAMs.

- KEY ROLE**
- Increase awareness of and correct policies (specifically, those related to discipline and access to college/career activities) that perpetuate educational inequities

COLLEGE PARTNERS help CAMs become community change agents, and they work with coordinators to help schools create learning spaces. College partners also collaborate with coordinators and school administrators to establish and maintain access to CAMs.

- KEY ROLE**
- Provide CAMs with for-credit leadership development that is responsive to the needs of area schools
 - Offer ongoing professional development for educators
 - Provide CAMs with individual college-based support
 - Engage in quarterly GEAR UP team meetings

COLLEGE ADVOCATE MENTORS (CAMs) are first-generation college students who graduated from area high schools. CAMs support achievement and attainment for all students by building relationships that promote growth. They provide direct support to students through various programming, and they collaborate with coordinators and educators to sustain the program.

- KEY ROLE**
- Build students' cultural capital through small-group mentoring
 - Facilitate in-class workshops and activities
 - Create opportunities for all students to be leaders
 - Help coordinate student-directed college- and career-readiness events
 - Model and reinforce supportive communication

EDUCATORS elevate teaching as a strategy for equity and inclusion. They directly support students through teaching and instruction, provide coaching and referrals to CAMs, and collaborate with coordinators to sustain the program.

- KEY ROLE**
- Incorporate community-building activities into classes
 - Increase awareness of and discontinue assessment practices that perpetuate inequity
 - Update traditional instructional practices to empower the voice of first- and second-generation college students
 - Support natural mentoring in the classroom