

CELL

CENTER OF EXCELLENCE IN
LEADERSHIP OF LEARNING

UNIVERSITY OF INDIANAPOLIS

CREATING SYSTEMS FOR SUCCESS: NAVIGATING STAFFING CHANGES

Presenters:

Matthew Canada

Principal

Bedford North Lawrence
High School

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North Lawrence Community Schools

**INDIANA EARLY
COLLEGE SUMMIT**

Welcome!



Dr. Erin Miller
BNL Early College Lead



Matthew Canada
BNL Principal



Bedford North Lawrence High School Statistics

Bedford North Lawrence High School

-Rural school district in Lawrence County
approximately 30 miles south of Bloomington

-4A School transitioning to 3A school in 26/27

-1,185 Students

-55 Teachers

-23 Varsity athletic teams

-91% Graduation rate

-94% Attendance rate



Bedford North Lawrence Early College Program

The Early College Program at BNL is proud to offer dual-credit and AP opportunities that contribute to the ICC in the following content areas:

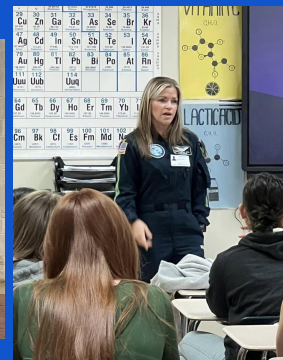
- English Language Arts (6 courses)
- Mathematics (5 courses)
- Science (5 courses)
- Social Studies (6 courses)
- Art (1 course)
- World Language (3 courses)



Early College Supports and Services at BNL

Students enrolled in the Early College program have access to the following supports and services:

- Early College advising
- Specialized Early College advisory
- Social-emotional Early College/ High Ability advisories
- College visits
- College and career readiness guest speaker events



BNL's Early College Program Numbers

	2023 Cohort	2024 Cohort	2025 Cohort	2026 Cohort
ICC Graduates	21	48	60	63
Associate Degree Graduates	1	1	5	7



Overview of Challenges: 2019-2026

- District-Level Changes: Three different superintendents, curriculum directors, director of business, and director human resources.
- Building-Level Changes: Three different head principals at BNL and four different assistant principals at BNL
- Cut Positions: BNL's Early College Counselor and Early College Coordinator
- Six Dual-Credit certified teacher retirements or resignations
- Loss of state funding and grant money



Lack of Systems

- Our current administrative team took over in the 23/24 school year.
- Loss in personnel resulted in fractured systems.
- Systems failure was especially problematic for Early College enrollment into the BNL program, Early College recruitment, Early College advising/tracking, and dual credit enrollment with our partner universities.



Identifying a Lead and Dividing Roles


After fumbling through the first year, we met as an Early College team to create solutions.

1. Identify an Early College lead.
2. Identify tasks that must be done for the program to run efficiently.
3. Create manageable systems for the lead that become routine and can easily be replicated.



Early College Enrollment

1. Create a set of simple steps for students, parents, and counselors to follow for Early College enrollment.
2. Publicize the information: School website, counseling office, welcome week, and the Early College room.
3. Inform the teachers and counselors then remind them at the start of each year until it becomes routine.
4. Stick to your system if it works well. If it doesn't make changes at the end of the semester or year.

BNL's Early College Program	
<p>What Is the Early College Program?</p> <p>BNL is one of 59 high schools in the state of Indiana to be endorsed as an Early College School.</p> <p>BNL's Early College program is designed to support students as they work towards earning the Indiana College Core ICC or an associate's degree.</p> <p>BNL is proud to offer dual-credit and AP opportunities that contribute to the ICC in the following content areas: ELA, math, science, social studies, art, and world language.</p>	<p>What Is the Indiana College Core?</p> <p>The Indiana College Core (ICC) is a block of 30 transferable credits to any public university in Indiana in addition to several privately owned universities and colleges.</p>
<p>Students Who Complete the ICC:</p> <ul style="list-style-type: none">★ Save time and money in pursuit of a college degree because they get their general study courses completed in high school★ Can often start their first year of college as a sophomore instead of as a freshman★ Are exposed to more rigorous coursework in high school★ Are more prepared for success in college	<p>How Do I Apply?</p> <ol style="list-style-type: none">1. Scan the QR code and complete the application.  <ol style="list-style-type: none">2. Dr. Miller checks the application list at the start of every month and sends confirmation letters home with students.3. Students and parents sign and return the letter to the BNL office.4. Dr. Miller and Mr. Bauer make an appointment with the student to begin his/her ICC planning sheet in the Early College Room.



Early College Enrollment

What Are Our Steps for Enrollment?

1. Students scan a QR code on the school website, around the building, or on the one-page hand-out.
2. This takes students to a Google Form sign-up.
3. The first week of the month I open the Google Form and pull all of the new students onto my Early College spreadsheet divided by cohort. I highlight the students in yellow on the spreadsheet.
4. I then move them from the Timestamp tab to an enrolled tab on the Google Form sign-up spreadsheet and highlight the names in red to indicate they have been added.
5. I send out application acceptance letters to students/parents that must be signed and returned. I mark the date the letters go out on the spreadsheet.
6. When the student returns the signed letter, I mark the date on the spreadsheet and change the student's highlight to teal.
7. Teal students are then assigned to the Early College room for their initial ICC planning session. These group sessions happen one time per month.
8. When the student attends his/her session, I take the highlight off the spreadsheet and mark the date the student attended.



Early College Recruitment

1. Speak about the Early College program at 8th grade welcome night. Have sign-up information available.
2. Create a promotional video.
3. Host a few Early College advisory breakfast and lunch opportunities for freshmen and sophomores enrolled in honors or advanced-level courses.
4. Participate in Early College week and post on social media.
5. Celebrate success with an Early College Awards night.



Early College Advising/Tracking

1. Create and maintain a spreadsheet.
2. Keep editing rights on the spreadsheet to a minimum.
3. Track initial ICC planning and Associate Degree interest.
4. Meet with all EC students by cohort/EC advisory one time prior to student registration to review their ICC planning sheet and requirements.

A	B	C	D	E	F	G	H	I	J
Last Name	First Name	Letter Sent	Letter Returned	Postcard Sent	Met w/Tim	Associate's Degree			
Ahsoka	Tano	4/6/26	4/17	5/7	5/7		Needs placed in an EC advisory for 26-27.		
Albus	Dumbledore	9/9/25	9/18	11/18	11/18				
Anakin	Skywalker	8/15/25	9/12	12/9	12/9				
Cassian	Andor	4/6/26	4/13	4/15	4/15		Needs placed in an EC advisory for 26-27.		
Daisy	Duck	8/15/25	8/18	8/26	8/26				
Donald	Duck	4/6/26	4/14	5/7	5/7		Needs placed in an EC advisory for 26-27.		
Draco	Malfoy	8/15/25	8/18	8/26	8/26				
Han	Solo	8/22/25	9/22	12/9	12/9				
Harry	Potter	8/15/25							
Hermione	Granger	8/15/25	8/20	12/9	12/9				
Jyn	Erso	4/6/26	4/29				Needs placed in an EC advisory for 26-27.		
Kylo	Ren	5/15/26							
Leia	Organa	3/2/26	3/11	3/19	3/19	Interested	Needs placed in an EC advisory for 26-27.		
Luke	Skywalker	8/15/25	8/18	8/26	8/26				
Luna	Lovegood	8/15/25	8/18	8/26	8/26	Interested			
Micky	Mouse	8/15/25	8/18	8/26	8/26				
Minerva	McGonagal	3/2/26	3/11	3/19	3/19	Interested	Needs placed in an EC advisory for 26-27.		
Minnie	Mouse	4/6/26	4/9	4/15	4/15		Needs placed in an EC advisory for 26-27.		
Obi-wan	Kenobi	8/22/25	8/26	8/26	8/26				
Ray	Skywalker	4/6/26	4/7	4/15	4/15		Needs placed in an EC advisory for 26-27.		
Ronald	Wesley	3/2/26	3/5	3/19	3/19	Interested	Needs placed in an EC advisory for 26-27.		



Dual Credit Enrollment

1. Each university partner has a different dual credit enrollment system.
2. Almost all of our new courses and teachers are now credentialed through our primary university partner: Vincennes.
3. We divided up dual credit enrollment with our university partners among our Early College team and the North Lawrence Career Center.





Sustaining the Early College Program

Funding Issues

- Early College marketing
- Early College Awards Night
- Student course and textbook support
- Early College conferences and meetings
- Dual credit teacher credentialing
- Dual credit teacher stipends
- Early College campus visits

Indiana Academic Performance Grant

	Amount
Number of Dual Credits Earned	\$40.00 Per Dual Credit (Max \$1,200)
ICCs	\$1,500 per ICC
Associate Degrees	\$2,500 per Associate's Degree

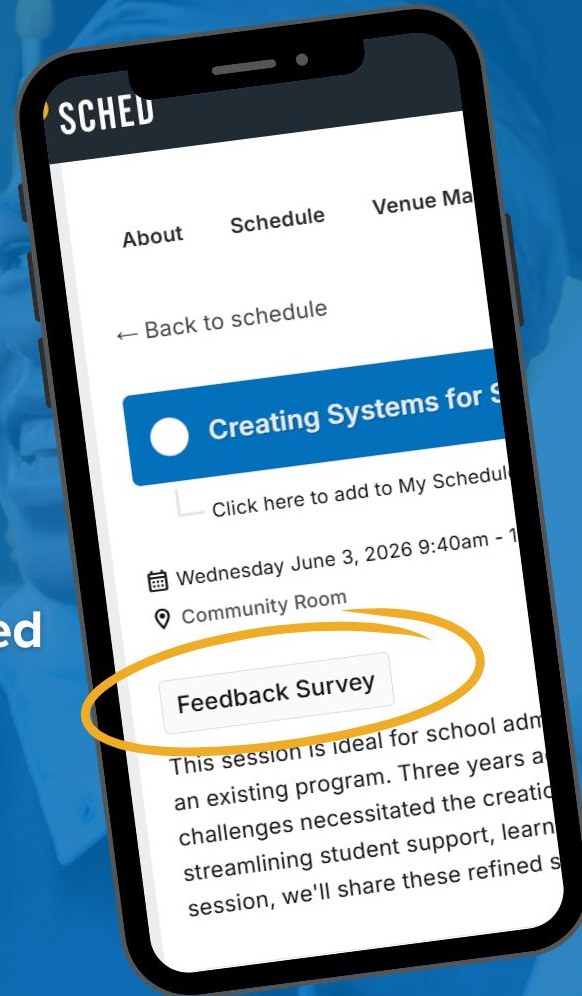
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SURVEY REMINDER

Please complete a survey in Sched
for each session you attend.



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