



# Welcomed:

# Embracing Students, Families and Educators In the New School Year

Attendance Awareness Campaign 2021 — Webinar 3 of 4

August 4, 2021

www.attendanceworks.org

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#### S. Kwesi Rollins

Vice President for Leadership & Engagement Institute for Educational Leadership Chair, Advisory Board, Attendance Works



Hedy N. Chang Executive Director, Attendance Works





## **About the Institute for Educational Leadership**

**IEL** acts as a catalyst and capacity builder at the intersection of education, community collaboration and workforce development to effectively promote equity and better opportunities for all children and youth. IEL:

- ✓ identifies and implements innovative strategies particularly where educational, economic, and social challenges or gaps exist.
- ✓ has developed, trained, and supported thousands of leaders across various networks.
- ✓ works at the local, state, and national level, investing in community leaders of all ages, stages, and sectors.

To learn more visit: <u>www.iel.org</u>







Attendance Works advances student success and closes equity gaps by reducing chronic absence. Operating at the local, state, and national level, Attendance Works:

- ✓ Advances better **policy**
- ✓ Nurtures proven and promising **practice**
- ✓ Promotes meaningful and effective communication
- ✓ Catalyzes needed **research**

Since our launch in 2010, we have become the nation's "go-to" resource for improving student attendance. To learn more, visit our website: <u>www.attendanceworks.org</u>



## Agenda

### I. Welcome

Joline Collins, Program Manager of Leadership Development, IEL

### II. Attendance Awareness Campaign and Key Concepts

Kwesi Rollins, Vice President for Leadership & Engagement, IEL Hedy Chang, Executive Director, Attendance Works

### III. Panel: Building Bridges To School

- Reverend Larry Simmons, Executive Director, Brightmoor Alliance;
  - Pastor, Baber Memorial AME Church; Co-founder, Every School Day Counts Detroit
- Abe Fernandez, Vice President of Collective Impact & Director of National Center for Community Schools at Children's Aid
- **Eric Gordon,** Chief Executive Officer, Cleveland Metropolitan School District

### **IV. Closing Reflections**

Kwesi Rollins, Vice President for Leadership & Engagement, IEL



# **Convening Partners AAC 2021**



See the full list of national and state campaign partners here: https://awareness.attendanceworks.org/partners-2/



Thank You to Our Corporate Sponsor for this Webinar!

### 2021 Attendance Awareness Campaign Sponsor





## Attendance Awareness Campaign 2021 Webinar Series

Register here: <u>https://www.attendanceworks.org/resources/webinars/</u>

**Note:** Each session is accompanied by a discussion guide that can be used for webinar parties.

#### Webinar I (recorded)

**Committed: Supporting Attendance and Participation to the Very Last Day of School,** Wednesday, April 14, 2021: 11am-12:30pm PT / 2pm–3:30pm ET

#### Webinar 2 (recorded)

**Engaged: Using Summer to Connect with Students and Families,** Wednesday, May 26, 2021: 11am-12:30pm PT / 2pm-3:30pm ET

#### Webinar 3 (today)

**Welcomed: Embracing Students, Families and Educators in the New School Year,** Wednesday, August 4, 2021: 11am-12:30pm PT / 2pm–3:30pm ET

#### Webinar 4

**Fully Present: Leveraging Attendance Data to Ensure Ongoing Success,** Wednesday, September 29, 2021: 11am-12:30pm PT / 2pm–3:30pm ET



## **2021 Theme: Rebound with Attendance!**



## **Key Messages**

- I. Chronic absence reflects and contributes to educational inequity.
- 2. Building strong, trusting relationships that promote a feeling of belonging is fundamental to improving student attendance and engagement.
- 3. Students are more likely to attend school if they feel safe, connected and supported.



## **2021 Theme: Rebound with Attendance!**

## **Key Messages**

- 4. A positive, problem-solving approach driven by data will improve attendance.
- 5. Keeping students, families and school staff physically and emotionally healthy supports attendance.
- 6. When the whole community collaborates with families and schools, we can overcome barriers to attendance and engagement.





Chronic Absence Measures Lost Opportunity to Learn Chronic absence is missing so much school for any reason that a student is academically at risk. Chronic absence is defined as **missing 10 percent or more of school for any reason.** 



Chronic absence is different from **truancy** (unexcused absences only) or **average daily attendance** (how many students show up to school each day).





What is the relationship between absences and equity?

# Chronic absence is a *leading* indicator and a *cause* of educational inequity



### **Improving Attendance Matters**





### Impact of Covid-19 on Attendance/Absenteeism





## **Present Danger:**

Solving the Deepening Student Attendance Crisis

#### A new report from FutureEd takes a deep dive into 5 large school districts working with EveryDay Labs.

- Not only are more students missing school, they're missing many more days. The extent of "extreme chronic absenteeism," missing half the school year, is way up
- Absenteeism rates are rising faster among younger students
- Disadvantaged students see the biggest jumps in chronic absenteeism rates in every community
- Enrollment declines are most severe in the early grades
- Perfect attendance rates are also up, likely a mirage created by the changes in measuring attendance in the pandemic



https://www.future-ed.org/present-danger-solving-the-deepening-student-absenteeism-crisis/



Attendance

#### Chronic absence by learning mode across grades in Connecticut for SY 2020-21

See: https://www.attendanceworks.org/chronic-absence-patterns-and-prediction-during-covid-19-insights-from-connecticut/





#### **Expanding How to Measure the Opportunity to Learn**





Chronic Absence is an Early Warning that Positive Conditions for Learning are Missing Whether Classes are In Person, Distance or Blended









https://www.attendanceworks.org/chronic-absence/addressing-chronic-absence/3-tiers-of-intervention/

www.attendanceworks.org

#### Begin with a strong, "relationship centered" foundation

Given the uncertainties of Covid-19, this relationship building foundation should be in place and sustainable across in-person and remote learning.

Physically healthy learning environment	Enrichment activities and clubs	Positive relationships	Support for families to facilitate learning at home
Access to tech equipment and connectivity	Access to Learning Supports	Routines, rituals and celebrations	A culture of continuous improvement
Welcoming, safe, trauma-informed school climate	Home rooms and/or Advisory	A published schedule of classes	Active engagement of families in planning
Foundational Supports			





Topics to Address with Messaging & Communications tor the Return to School







### Tier 1: Universal Attendance Supports

- Clear, concise and consistent communication about schedules and expectations
- Predictable daily/weekly routines, rituals and celebrations related to attendance
- Community building to create belonging and connection
- Taking attendance in a caring manner
- Personalized outreach and communication to families when students are absent
- Recognition of good and improved attendance
- Individual wellness check and connectivity assessments
- Facilitate access to food, health/telehealth and supports for other basic needs
- Regular monitoring of attendance data to activate supports and identify trends



Tier 2 Strategies Layer in Support, Strengthen Relationships, and Take a Problem-Solving Approach



Attendance Playbook: <u>https://www.future-ed.org/attendance-playbook/</u>

Implementation Guide: <a href="https://www.attendanceworks.org/resources/attendance-playbook/">https://www.attendanceworks.org/resources/attendance-playbook/</a>



Tier 3 Strategies Involve Public and Community Partners and Integrated Case Management



Attendance Playbook: <u>https://www.future-ed.org/attendance-playbook/</u>



Implementation Guide: <u>https://www.attendanceworks.org/resources/attendance-playbook/</u>



#### Solutions Require Understanding What Factors Contribute to Chronic Absence

#### **Barriers**

- Chronic and acute illness
- Family responsibilities or home situation
- Trauma
- Poor transportation
- Housing and food insecurity
- Inequitable access to needed services
- System involvement
- Etc. and many more!

#### **Aversion**

- Struggling academically and/or behaviorally
- Unwelcoming school climate
- Social and peer challenges
- Biased disciplinary and suspension practices
- Undiagnosed disability and/or disability
  - accommodations
- Negative parental attitudes about education

#### Disengagement

- Lack of challenging, culturally responsive instruction
- Bored
- No meaningful relationships to adults in the school
- Lack of enrichment opportunities
- Lack of academic and behavioral support
- Failure to earn credits

#### Misconceptions

- Absences are only a problem if they are unexcused
- Missing 2 days per month doesn't affect learning
- Sporadic absences aren't a problem
- Attendance only matters in the older grades
- Suspensions don't count as absence



## Pathways to Engagement: A Toolkit for Covid-19 Recovery Through Attendance



#### Find the toolkit here:

https://www.attendanceworks.org/resources/toolkits/pathways-to-engagement-a-toolkit-for-covid-19-recovery-through-attendance/



## Pathways to Engagement: A Toolkit for Covid-19 Recovery Through Attendance



- ✓ Focus on social and emotional wellness, re-establishing routines and rituals, and building community in the first weeks of school
- ✓ Bring in programming and partnerships that expands the capacity of the school to provide for physical, behavioral, and mental health and wellness
- ✓ Create structures that build and sustain relationships between students, families, and educators (advisories, mentoring, ambassadors, councils, and buddy systems)





Using Data for Continuous Improvement

How many and which students missed the first day of school?



How many and which students are participating in remote vs. in-person learning?

How many and which students are still missing from enrollment lists or lack current working contact information?





The greater the size of the challenge, the more partners are needed. Many different types of partners can be enlisted, but local government and public agencies are especially important. Tap into existing initiatives and coalitions to engage potential partners.

- Businesses
- Community Schools Initiatives
- Family Support Organizations
- Early Childhood Providers
- · Faith-Based Organizations
- · Health / Mental Health Providers
- Housing Agencies
- Hunger Relief Organizations
- · Institutes of Higher Education
- · Local / Tribal Governments

- National Service / Volunteers / Mentors
- Out-of-School Time providers
- · Social Emotional Learning Providers
- · Social Services
- Population-Specific Service or Civic Organizations
- Philanthropy (including foundations and United Ways)



# What is a Community School?



A community school is a public school—the hub of its neighborhood, uniting educators, community partners, and families to provide all students with top-quality academics, enrichment, health and social services, and opportunities to learn and thrive – <u>A Place Where:</u>

- Families and educators partner with doctors, nurses, social workers, community agencies, businesses, higher education, and others to provide the comprehensive academic and non-academic supports
- Students have a voice in what their school looks like
- Families are respected and engaged
- The wisdom and assets of the community are respected
- Students, families, neighbors, and community partners work with school staff to shape the school's priorities.

# **Equity in Community School Implementation**



### **Four Pillars of Community Schools**

- •Expanded Learning Time & Opportunities
- •Collaborative Leadership and Practice
- •Active Family and Community Engagement
- Integrated Student Supports



# **Equity in Community School Implementation**

## What systems or processes are in place to ensure:

- *equitable* allocation of resources across the four pillars (funding, staff, programs and services)?
- *equitable* access and opportunity for **ALL** students and families (ELL, SPED, immigrants, disabled students etc.)?
- *equitable* decision-making that centers community, family and student voice?
- equitable access to relevant data for ALL key stake-holders to foster continuous improvement?



## **Panelists**







**Rev. Larry L. Simmons Sr.** Pastor, Baber Memorial A.M.E. Church Executive Director, Brightmoor Alliance Co-founder, Every School Day Counts Detroit Abe Fernández Vice President, Collective Impact Director, National Center for Community Schools at Children's Aid **Eric Gordon** Chief Executive Officer Cleveland Public Schools





A Community Inspired and Engaged Approach to Reduce Chronic Absence



# Where Did We Come from?




# Present! In Brightmoor

Community focused on Truancy

2012

Kick Off February 28, 2013

Present!

In Brightmoor

OUR ATTENDANCE MOVEMENT

Thank you:

## DETROIT FINDS

## Hedy Chang and Chronic Absence





Advancing Student Success By Reducing Chronic Absence



Two Communities Coming together: Learning

# Grand Rapids Learning Trip

2014





# What we have done



#### **Get Serious About Attendance**

#### Students Have to Show Up to Learn

#### What We Know

Students who do not regularly attend school are less likely to learn, less likely to graduate, and less likely to succeed as adults in terms of jobs, health, staying out of jail, and other indicators of well-being.

For example, more than 30,000 DPSCD students (over two-thirds of the students) missed 10 or more days of school in 2015-2016, which was considered to be chronically absent at the time. You can't learn if you don't first show up.

#### Missing School 10 Days or More a Year

**30,000+** DPSCD students **400,000+** students statewide (27.4% of student population)

We want to make sure students, families, teachers, and the full community see the importance of attending school every day as our top priority, demonstrated by drastically reducing the "chronic absence" rate (students missing 10 percent or more days of school for any reason).

#### TACTICS:

- If students don't go to school, they can expect a bleak future. Thus, our community must own responsibility for this issue and execute a broad-based attendance campaign to eliminate chronic absenteeism among Detroit students.
- The local data required to devise targeted solutions are lacking. Make data more consistent and reliable by:
  - Using a single definition (above) for measuring chronic absence. This should be used and enforced statewide.
  - Creating a citywide data system to create a single source of student data across governance types for all appropriate parties. Data should include reasons for absences.
  - Conducting Detroit-specific research on chronic absence and persistent attendance.
- Improve school climate and culture so that kids want to stay in school. Train all school staff in restorative practices as an alternative to "zero tolerance" discipline policies that push students out of school. Reduce the number of out-of-school suspensions/expulsions.

Increase public and private funding for proven school-based health interventions that help keep students in school, including making school nurses, school mental health providers, and school-based health centers available to all students through strategic partnerships as part of a broad set of school-based health services, community schools, and wrap-around services that address obstacles to attendance.

Enlist parents and caregivers to help prevent avoidable student absences, making sure Detroit's students are in school every day. Parents and caregivers are critical to the success of this and all our priorities.

66 Student absence is a big issue. Schools need a better system on taking attendance to assure parents that their children are in school and learning. 99

Jaylin Harris, MLK High School student

Chronic Absence reduction established as Priority 1 of a blue ribbon committee,

The Coalition for the Future of Detroit School Children

2018 Creating Systemic Change

4 III OUR SCHOOLS, OUR MOMENT.



## **PUTTING IN WORK BEFORE COVID**

Engaging 27 schools

Outreaching to Business

Stepping in to rescue an Americorps Mentoring Project Fighting for an elected board

Engaging the new sup

Learning and Building Technical Assistance

Creating CA Messaging



# Chronic Absenteeism Declines Across Detroit Schools – Not ESDCD alone



Percent of Students Chronically Absent

# 





# How Did We Respond



# Found Missing Students



Good attendance helps kids learn, creates strong schools, and leads to higher graduation rates.



The Search For Detroit's Absent Students Vice News





https://www.youtube.com/watch?v=-DI4xObWOv4

The Search For Detroit's Absent Students Vice News https://www.youtube.com/watch?v=-D14xObWOv4 C Apr 8, 2021





https://www.youtube.com/watch?v=-DI4xObWOv4

# Reached Out to Engage Additional Partners



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**Terry Whitfield** 



Althanie



Invented New Ways to Bring Parents and Truth Together

an award winning community produced simulcast

With Detroit Public Television

# 2021



COVID313 Virtual Town Hall | Week 9 - May 21, 2020

Nolly Sweeney's screen View Options 🛩

Watch later Share



# Innovated





#### **MEDIA ALERT**

**WHAT**: Every School Day Counts Detroit, a coalition of community organizations and schools working together to support student attendance, has released an open letter as part of its **"Count Me In" campaign**, calling on leadership—public, private, educational, faith-based and philanthropic—to convene immediately to restructure learning for this school year and perhaps beyond.

The letter was drawn concurrent to <u>Governor Gretchen Whitmer and State Superintendent Michael Rice's charge</u> for Michigan officials to account for the 13,000 Michigan children who are have not been unrolled or are otherwise missing from school.

**WHY:** We cannot wait six more months in hopes that life will return to "normal" next fall. At least 13,000 children are known to be missing from school, with we know several thousand are Detroit children. Empirical and antidotal data both make it clear that by and large, students are not engaged in school, not learning well, and are experiencing mental health challenges. Vaccination alone will not address all the consequences of this pandemic and our urgent immediate crisis. We must account for and care for children NOW.

WHO: Every School Day Counts Detroit members (See attached list)

WHEN: Tuesday, December 22 at 10 a.m.

#### Learning Centers News Conference

Skillman and United Way WHO: EVERY School combined to fund learning centers



Other Actions we don't have time to discuss right now



- we extended the scope of our efforts to include early childhood in partnership with United Way, Hope Starts Here, and Attendance Works
- we created internet hot spots as urgent response to lack of internet access
- we offered TA, supporting both DPSCD and charter schools by working directly with school leadership and attendance teams, equipping them with local and national research, strategies and best practice for implementation, along with sharing lots of local resources for families and staff on social-emotional and basic needs.
- Conducted research on students' attendance and experience with online learning early in the pandemic, which informed school response
- Administered a representative survey of more than 1,000 DPSCD families to identify how their socioeconomic conditions were affected by the pandemic and what relationship those SES changes may have had on attendance (report to come this fall).
- Documented wide variation in the amount of engagement students were experiencing, ranging from 20 minutes a few days a week to five hours every weekday

Paid Close Attention to How Parents and Students are Doing

- Students and Parents both, depressed, experiencing domestic violence and other negative emotional effects
- Many students struggling to stay engaged
- Confusing and mixed standards adding to the stress of the pandemic
- Students disconnected
- Tech tangle
- Significantly more people talking about homeschooling
- An Upside: Parent and student bonding has often improved



#### School **Systems** must

# Engage parents and students and community at every level

- The Planning Table
- The Implementation Table
- The Monitoring Table
- The Evaluation Table
- The Modification Table

# 2012



We are the subject matter experts on our children

2022

**10 Years of Community Creating a Community Engagement Structure** to insure parent, student and community voice in all aspects of education

2012



10

years





Nothing About Us Without Us!







2012







# **Children's Aid**



**58** 

#### CHRONIC ABSENCE BY GRADE IN CD 3 SCHOOLS 2014-2015\*

% of students chronically absent





## **Children's Aid Developmental Triangle**





## **Children's Aid CS Logic Model**

Fulfill core strategic functions and offer responsive, results-oriented supports and services in the four domains: Education, Social-Emotional, Health, and Home.





#### CLEVELAND METROPOLITAN SCHOOL DISTRICT

# THE CANSD WORKER



# Seizing the global shutdown opportunity!

*"For the master's tools will never dismantle the master's house. They may allow us temporarily to beat him at his own game, but they will never enable us to bring about genuine change."* 

- Audre Lorde



## Our vision of learning in the post-pandemic world

In our pursuit of a more fair, just, and good system of education, it is CMSD's vision that each of our learners, both each of our scholars and each of their educators, to be individually and collectively presented with academically & intellectually complex tasks that are worthy of their productive struggle and allow them meaningful opportunities to demonstrate their work and their learning of both academic content and transferable skills in a joyful and adventurous environment.



Four Design Elements of our post-pandemic learning vision

**Competency-Based Education:** personalized, mastery-focused learning

**School without Walls:** flexible time, place, technology, & talent for anywhere, anytime learning

Whole Human Learning: student and educator social, emotional and cultural wellness

**Personalized Learner Pathways:** equitable, student centered career development

#### **Foundation for design & implementation:**

All work must be designed & implemented intentionally, with **equity and inclusion** at the forefront of all decision-making.



#### **Data and Information Informing our Planning**

- CMSD surveyed students, families and educators several times throughout the shutdown to understand perceptions of safety and readiness to return to in-person learning.
- CMSD focused on understanding root drivers to the attendance behaviors we were seeing. For example:
  - PreK & K parents didn't enroll their children; kept their children at home
  - High schools students stopped out to pick up jobs
  - Middle school students sometimes lacked the self-regulation required for much more independent learning
  - Some students thrived as well
- We interviewed and focus-grouped over 500 community members (students, teachers, parents, community leaders, principals, etc.) to determine what our community wanted for our kids post-pandemic
- We've hired some partner organizations to help us to continue to learn how to more fully activate parents directly in their children's learning.



#### **Overall Vision for Reengaging Students and Families**

- We know the Attendance Campaign was very effective when launched six years ago.
  - reduced chronic absenteeism by 8.1% percentage points
  - Promoted positive messaging, monitoring attendance data, and addressing barriers
  - Maintained a dedicated internal/external team to support the campaign
- We will re-energize our city-wide attendance efforts with a focus on district, school, and community messaging from the importance of "getting to school" to the importance of "going to school".
  - Engage "The CMSD Summer Experience"
  - Enroll "The CMSD Experience > Get More"
  - Attend Cleveland Browns Stay in the Game! Network



#### CLEVELAND METROPOLITAN SCHOOL DISTRICT



#### **Plans for Welcoming Students Back to School**

Strategic partnership with the Cleveland Teachers Union to: call (3,000), door knock (900), and home visit (??) with targeted families with low or no engagement last school year to reengage and reenroll these families

Expand what's working from our Summer Learning Experience with newly hired Parent Ambassadors (one per school) to engage and support families. Highlighted roles/responsibilities below:

- PA's are parents of students enrolled in the District
- PA's connect and communicate with families through face-to-face interactions, phone calls, emails, texts, newsletters, and flyers
- PA's provide families and the community with information and clarification on school/district initiatives and promote school/district activities and refer to appropriate contact

Continue to expand and promote the role of the SYTE Family Support Specialists (licensed social workers)



## Addressing the needs of all students

- This fall CMSD will expand, emphasize and/or offer new options to support families such as
  - Schools resume full-time, in-person, five (5) days per week
  - New Remote K-12 school option for families
  - Continuing to extend Say Yes to Education core services and supports with the expansion of an additional 23 SYTE family support specialists
  - Adding a full-time health professional at every school to expand our integrated health partnerships
  - Investing in Restorative Practices and other strategies to reduce the exclusionary discipline of students
  - More inclusive dress expectations to replace rigid "dress code"



## **Addressing the needs of PreK-8 students**

- This fall CMSD will expand, emphasize and/or offer new options to support families such as
  - New addition of encore options (full time arts, physical education, music teachers)
  - Extending the length of the student day
  - New activity bus shuttles for all K-8 schools
  - Expanded extra-curricular and out-of-school time activities



#### Addressing the needs of high school students

- Complete the conversion to a full 1:1 technology strategy for students and educators and implementing a four-year device replacement cycle
- Converting high school library/media centers into community, college and career hubs that will be open before, during and after school for student and school community use
- Implement Paid Student Ambassadors to foster Student Voice and Agency which began in our Summer Learning Experience for high school students
- Implement "Linking CMSD Students to Living Wage Careers" collective impact model
- Investing in and expanding our athletic and extra-curricular programs (e.g., adding e-sports)



#### **Cross Cutting Panel Discussion**

S. Kwesi Rollins Vice President for Leadership & Engagement Institute for Educational Leadership



Rev. Larry L. Simmons Sr. Pastor, Baber Memorial A.M.E. Church Executive Director, Brightmoor Alliance Co-founder, Every School Day Counts Detroit



Abe Fernández Vice President, Collective Impact Director, National Center for Community Schools Children's Aid



**Eric Gordon** Chief Executive Officer Cleveland Public Schools





Key Resource: Attendance Awareness Website

#### Count Us In! toolkit for 2021

- Download our free social media materials and share with local districts
- Proclaim September Attendance
  Awareness Month building off our sample proclamation

✓ Join our listserv: 32,000+ members

## **PROMOTE THE CAMPAIGN**



Please feel free to use the tools in this section to promote Attendance Awareness Month. We've put together materials that can be used on websites and social media sites (video, infographic, attendance badges, Facebook cover photo) and banners in English and Spanish that can be printed out and hung in school hallways.

All tools can be downloaded and used without express permission from the Attendance Awareness Campaign. If you wish to add your logo to the handouts, please use these instructions. If you wish to alter the content of the handouts, please contact Cecelia Leong at cecelia@attendanceworks.org. See the Attendance Works uses policy for more detail.



Sign up for updates: <u>www.awareness.attendanceworks.org</u>





#### **Opportunities to Promote AAC 2021!**

Share the Attendance Awareness website: http://awareness.attendanceworks.org/

 $\checkmark$  Like us on Facebook



- ✓ Tweet using #schooleveryday @attendanceworks
- $\checkmark$  Add a badge to your signature line or materials







Chio

To support the *Stay in the Game!* Network's commitment to reducing Ohio's chronic absenteeism rate by half over the next 10 years, the Ohio Department of Education <u>issued a call to action</u> for families, educators and community members to prioritize student attendance.

To answer this call, the Department and its partners are offering practical tips, or *Extra Points*, educators can use to increase attendance and engagement during the school year.

FOUNDATION











#### **Attendance Resource Spotlight**

Visit <u>Get2School.org</u> to download attendance campaign materials and resources for free!



STAY IN THE GAME MESSAGE TO EDUCATORS!



STOREFRONT SIGNS



JOEL BITONIO STORYTIME WITH THE BROWNS



COMMUNICATING THE IMPORTANCE OF ATTENDANCE



VIRTUAL VIDEO MEETING BACKGROUND TEMPLATES



NICK CHUBB POSTER (PDF) ["17W X "11H]

**POSTERS & YARD SIGNS** 

#### And special appreciation to our philanthropic partners!

## GRoW @ Annenberg The Heising-Simons Foundation



# We will post a recording of this webinar within 72 hours:

http://www.attendanceworks.org/resources/webinars/





# Please let us know how we can improve: <u>https://www.surveymonkey.com/r/AAC-webinar3-Welcomed</u>

# Thank you!



