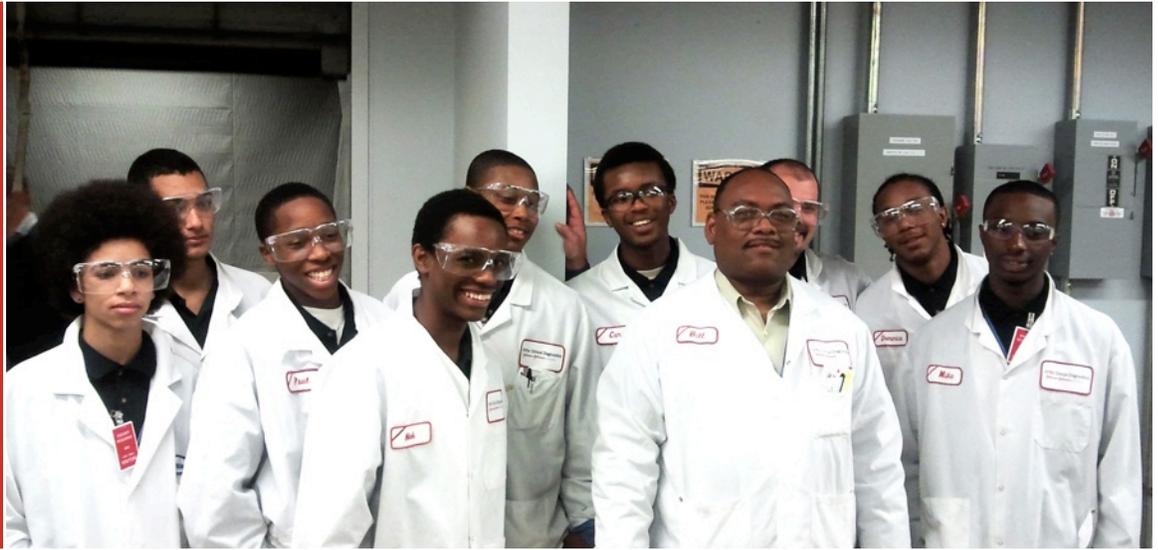


NAFROCHESTER

WINTER 2013

Students from STEM High School toured **Ortho Clinical Diagnostics**. Pictured with the students is Final Line Operator Bill Stanford.



Summer 2013: Advisory Boards Gear Up for Record Number of Internships

The 2012-2013 school year has already been an incredible year for the National Academy Foundation (NAF) chapter in Rochester! It has been a year of firsts with the first students from STEM undertaking summer internships and the first class of students beginning their NAF classes at Charlotte.

Advisory board engagement at East High School has been significant, especially at the RCSD School Choice Expo where advisory board members helped with student recruitment.

Students from all three schools have been able to take part in incredible experiences such as job shadowing and mentoring thanks to the generosity of their partners. Some students are even already gaining job experience through programs such as the Hillside Work Scholarship Connection and the Youth Apprentice Program at Rochester General Hospital.

Perhaps most exciting of all, based upon early commitments 2012-2013 will be the record breaking number of

internships that RCSD students will complete. While the exact number of students expected to complete internships this summer is still being determined, that number is expected to far surpass the number of students who completed internships in 2011-2012.

The internship application packet is being finalized now with updates such as a list of skills that students from each academy should have to help partners write job descriptions.

Once the packet is completed it will be distributed to internship providers to complete and return to the school's NAF coordinator or to REF/NAF Program Assistant Stuart Hencke. Job descriptions will be entered into *Salesforce* (an online database described below) and the job descriptions will be made available to eligible students so they can complete an application.

Applications will be distributed to internship providers so they can decide who they would like to interview. Schools will work with internship providers to

create an interview structure that works best for both parties (such as having interviews at the school or at the partner's location).

Internship providers will then decide who they are interested in offering a position to and internship placements will be finalized by the middle of May with an internship start date soon afterwards.

A gathering is being planned by the Internship Committee to thank our 2012-2013 internship providers for the wonderful opportunity they are offering and to discuss what to expect over the course of the summer.

One positive change to the internship program will be the ongoing support that internship providers and students will have throughout the summer, thanks to the AmeriCorps program, the Rochester City School District, and the Rochester Education Foundation (REF). AmeriCorps member Stuart Hencke, editor of this newsletter, will provide that support.

Upcoming Conference Focuses on Preparing Students for Summer Internships

The NAF curriculum focuses on preparing a student for their next step whether it is college or a career. As the time for summer internships approaches, students will be getting a little extra preparation at the Internship Conference on March 19 at RIT. Students will have a variety of sessions such as hearing from past interns and what challenges they may face in the summer. Students will also learn more about the dos and don'ts of social media from an employer's perspective. After a lunch provided by the Rochester Redwings, students will learn about proper attire for a job interview and then engage in practice interviews with volunteers from a variety of local employers including Excellus BlueCross Blue Shield, Advantage Federal Credit Union, and Harris RF Communications.

The Internship Conference will be open to qualifying juniors from East High School and STEM High School.

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Alumni Spotlight: Nihada Rizvanovic Franklin High '06

Nihada Rizvanovic is a 2006 graduate of Franklin High School. She is currently the manager of the Advantage Federal Credit Union branch at the Rochester Institute of Technology. Nihada completed an internship with Advantage during the summer of 2005 as a teller. Nihada stated she became involved with the National Academy Foundation when her business teacher, Alyssa Blanco, reached out to her to recommend applying to some summer internships. After completing her internship, Nihada took courses NAF courses on insurance, banking, and credit.

Upon graduation from Franklin, Nihada attended Monroe Community College. And although she didn't always know she wanted a career in banking, she continued to work for Advantage while taking classes. Nihada worked 35 hours a week during college, originally as a teller then eventually moving to a receptionist position. Nihada was then promoted to a business development position which put her on the fast track to becoming a manager. Nihada was recently made a manager: seven years after getting an internship through the NAF program.

Nihada gives a lot of credit to Blanco for encouraging her to apply for an internship. Nihada stated that Mrs. Blanco told her that she saw potential in her. Nihada stated that if it wasn't for



I did an internship at Advantage and I'm still here seven years later.
- Nihada Rizvanovic

Mrs. Blanco that she never would have heard about the NAF program and wouldn't have known much about business. "Most students in RCSD," Nihada stated, "don't know much about credit, how to write a check, or how to make a budget."

Nihada stated that the NAF curriculum helped her understand banking and credit and realize how important good credit is to a person and that the internship helped her realize

how to be more patient, more respectful, how to prioritize, and how to become a better student. Most importantly, Nihada stated that going through the NAF program helped her form the right attitude to succeed in a career.

"Do it. Get an internship. Take the opportunity, give it 100%. You don't know where it might lead. I did an internship at Advantage and I'm still here seven years later."

ESL Alumni Gather For Annual Dinner

A major goal of the NAF program is to link students to the business community and that goal has certainly been achieved by ESL Federal Credit Union. On January 3, 2013, a group of NAF alumni and ESL employees met at the house of ESL Vice President Karen Davis, a longtime champion of the NAF program, to catch up, network, and to discuss what plans these young leaders have for the future.

The guests discussed how NAF made a positive impact on their lives and helped shape their career plans and expressed their interest in becoming more involved in NAF either by speaking to classes, joining an advisory board, or connecting with other NAF alumni. One young woman, who will be joining PriceWaterhouseCooper in the spring, even expressed interest in hosting an accounting conference to encourage students to explore that career. The NAF alumni also expressed their interest in staying in Rochester upon graduating.

One alumni, Keilah Roberts, who works for the Office of Inclusion at Excellus Blue Cross Blue Shield, shared not only how her experience with NAF helped her but also shared her desire to get involved and offer current students the same kinds of opportunities she was able to take advantage of. Roberts has been working with NAF to identify students to apply to the Student on Staff Youth Apprentices Program at Excellus.

When asked what she would tell students thinking about joining NAF she said, "Don't think about it, just do it. It definitely prepared me for everything I've done. It helps you meet the people who have the jobs you will want to have. NAF helped raise me professionally and personally."

The alumni also expressed an interest in meeting more regularly with all NAF alumni, not just those who completed internships at ESL for networking purposes but also to get involved with the program in a meaningful way such as mentoring or joining an advisory board.

NAF Rochester Representative Visits Distinguished Academy *By Stuart Hencke*

Becoming a distinguished academy is a goal that many academies strive to achieve. To become distinguished, an academy must complete a self assessment and be evaluated by the National Academy Foundation. In 2011-2012, only 13 academies nationally received such an honor. Lancaster High School's Academy of Finance has now received such a designation for the third year in a row.

I visited Lancaster High in November to see what practices might be able to be emulated by NAF Rochester.

Lancaster is a much different community than Rochester. Located in a blue-collar suburb of Buffalo, LHS's student population is around 91% white with only around 6% of students on free or reduced lunch.

I attended an advisory board meeting. Lancaster's Advisory Board is comprised of around twenty individuals including two student representatives. Advisory Board Chairman Ed Kilgore linked the board's vitality to a push to get people involved in ways that require lower level commitments such as talking to a class or serving as a mock interviewer. Kilgore stated that once community members meet the students and see the impact that their involvement can make that they are much more willing to increase their commitment such as providing an internship or serving on a committee.

One of the main topics of discussion at the meeting was their new mentoring program. In this

program, participating advisory board members are given four students to mentor. Students and mentors meet five times a year. During their first mentoring session, the mentors prepared their mentees for an upcoming mock internship fair. The aim of the program is to develop a relationship with the students beginning freshman year until the student graduates. Specific goals are to help the student stay on track, to be prepared for the internship, and to help the student as they decide on what to do after graduation. Lancaster has high student involvement.

Lancaster's level of student engagement is enviable. Students take a significant role in recruitment by helping plan recruitment events, running a recruitment fair, creating and producing recruitment videos, and speaking to all freshman through class visits. Students also create presentations recapping their summer internships. The student with the best presentation is rewarded with a scholarship.

Although there are many differences between the academy in Lancaster and the various schools and academies in Rochester, I do believe there are some takeaways for NAF Rochester. Namely, a coordinated mentoring program. Additionally, I believe that engaging community members regardless of whether or not they are able to provide an internship is a strategy for longterm success. Not only does it expand the academy's network, it also helps build the academy as a recognizable organization in the community.

Salesforce: Online Service Simplifies Data Storage and Partner Engagement

If you've ever asked yourself "Who should I contact about an internship at the Rochester Redwings?" or "What did I name that file?" or "Where did our students complete internships last year?" or "How am I going to get that file from Susan's computer now that she doesn't work here anymore?" then there is good news for you.

Thanks to the hard work of two summer interns during the summer of 2012 and the extensive efforts of Cristy Houde of LDA Life and Learning Services, NAF Rochester will have an answer for the "Where's that file?" problem.

We have added an online tool to make the internship process easier for all. *Salesforce*, an online database and repository for internship provider data, is an easy and effective way to store, share, and collaborate on files and an effective way for advisory boards to store internship provider contact information. *Salesforce* creates a historical record of all the internships that the partner has provided to students.

Advisory boards can use this archive to streamline the application process for internship providers- Instead of having the partner complete an application year after year, advisory boards will be able to simply get confirmation that the provider wants to offer the same internship as last year, click a box, and the internship provider's application is complete.

Salesforce differentiates between internships available only to certain schools or academies to ensure that internships are only seen by their intended applicants.

Salesforce is a centralized cloud storage solution. This means that the files you need can be easily accessed online.

To learn more about using Salesforce, contact Stuart Hencke.

Know Someone Interested in Getting Involved in the Community?

NAF is always looking for new volunteers. Involvement in NAF means helping to provide students with the tools they need to succeed. NAF Rochester is currently looking to find new partners to host interns but getting involved in NAF can also mean talking to a class, joining a board, being a mock interviewer, or providing a job shadowing experience. Whatever the available time commitment level, we will work to find potential partners a satisfactory volunteering experience! Let NAF Program Assistant Stuart Hencke know if you have someone in mind and he can contact them about how they might be able to get involved!

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