Leveraging Black Greek Letter Organizations to Serve Underrepresented Students: Alpha Kappa Alpha Sorority, Inc.’s #CAP Program

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Welcome!

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Guest Presenters

Dr. Krystal L. Clemons
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Liberty University

Dr. Fallon K. Dodson
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School Counselor
Norfolk Public Schools
Guest Presenters

Tangela Dupree
1st Vice President & Programs Chairman
Gamma Theta Omega Chapter of AKA Sorority, Inc.

Renae Feacher, Esq.
#CAP Chairman
Gamma Theta Omega Chapter of AKA Sorority, Inc.
Questions & Conversation

• Submit your questions in the box

• Share on social media
  Twitter:  @FLCollegeAccess
  #FCAN
  #CollegeReadyFL

This webinar is being recorded; all materials will be available within a week of recording
Our mission:
We lead the collaborative movement to ensure every Floridian achieves an education beyond high school and a rewarding career.

Our vision:
A Florida working together, where education is the pathway to economic mobility for all.
FCAN’s Work

Research and Data FCAN publishes research and data on evidence-based practices and policy opportunities to strengthen Florida’s talent pool.

Local college access networks (LCANs) LCANs support 82% of the state’s population. These organizations are made up of community leaders who come together to create solutions and partnerships to support local talent development.

Statewide Initiatives FCAN coordinates 4 College Ready Florida initiatives that provides schools and community organizations resources to help students continue their education after high school.
7 Conditions for Success

**Opportunity for everyone:** To build a talent-strong economy, all Floridians need access to a postsecondary education and the supports to complete it.

**Clear information and guidance:** Students and families need exposure and counseling early and often to make informed decisions about their futures.

**Affordable:** Postsecondary education needs to be within everyone’s financial reach, regardless of household income or life circumstances.

**Multiple pathways to success:** Floridians benefit from multiple learning opportunities for academic achievement and career advancement.

**Lifelong learning:** No degree or credential is “one and done;” Floridians need to prepare for career changes through continuous learning.

**Effective use of data:** Transparent access to data on education and economic outcomes, especially for Florida’s diverse populations, helps achieve our goals.

**Community collaboration:** When community partners work together toward a shared vision, they remove barriers, build a robust workforce, and improve the quality of life for their regions.
Plan It Florida

Ensuring every Florida student graduates high school with a college or career plan.
- Help students develop their skills while exploring interests and career options
- Expose students to various postsecondary options
- Build a college-going culture

www.floridacollegeacces.org/initiatives/plan-it-florida/
Other Resources

Earn Up Career Pathways

UpliftED Where Are the Jobs?
Future of Plan It Florida

• **Goal**: 100% of graduating high school seniors have a thought-out plan for what comes next

• **Multiple pathways to success**: education, service, work
  - Name of institution student will enroll in (to send transcript)
    - Intended major/area of study
    - How they’re paying for college (FAFSA & Bright Futures completion)
  - Branch of military student will enlist in
  - Student’s career choice
    - Company/organization of employment
#CAP: Alpha Kappa Alpha's Initiative for College Admissions

Krystal Clemons, Bianca Gregory, & Fallon Dodson
Meet Your Presenters

KRYSRALT CLEMONS  
Liberty University

BIANCA GREGORY  
Norfolk Public Schools

FALLON DODSON  
DC Public Schools
Today's Discussion

History of Alpha Kappa Alpha
#CAP
ASCA National Model
CCR for Elementary School
CCR for Middle School
#CAP for High School
Moving Forward
The History of
Alpha Kappa Alpha Sorority, Incorporated

Alpha Kappa Alpha Sorority, Incorporated was founded on January 15, 1908 on the campus of Howard University in Washington, DC.

It is the first Black Greek letter organization founded for and by college-trained women of color (AKA, 2019a).
The Core Focus of the Sorority

For more than 113 years, Alpha Kappa Alpha blazed trails to highlight five important initiatives to serve all mankind.
THE 2018-2022 ADMINISTRATION

Our international president, Dr. Glenda Baskin Glover, developed our current service campaign called Exemplifying Excellence Through Sustainable Service (AKA, 2019b).

THE FIVE TARGETS FOR #EXCELLENCE

Target 1: HBCU for Life: A Call to Action
Target 2: Women's Healthcare and Wellness
Target 3: Building Your Economic Legacy
Target 4: The Arts!
Target 5: Global Impact
What is #CAP?

#CAP is Alpha Kappa Alpha's College Admissions Process. It is the sorority's signature program for the 2018-2022 administration to help high school students complete the application and enrollment process (AKA, 2019b).
How does #CAP connect with school counseling?

#CAP ALIGNS WITH THE ASCA NATIONAL MODEL!
#CAP aligns with the four components of the ASCA National Model (2019): define, manage, deliver, and assess.
DEFINE

#CAP connects with the ASCA Mindsets and Behaviors (ASCA, 2014), our student standards to help all students become college and career ready.

MANAGE

#CAP provides a system that aligns with our program focus and program planning goals. #CAP could help us develop closing the gap goals for college access and admissions in all counseling programs.
DELIVER

#CAP ties into direct and indirect student services. Direct services include large group instruction, appraisal, and advisement. Indirect services include referrals, consultation, and collaboration.

ASSESS

Counselors can use the data from #CAP to complete small group action reports and closing the gap action reports.
Eight Components of College Counseling

- College Aspirations
- Academic Planning for College and Career Readiness
- Enrichment and Extracurricular Activities
- College and Career Exploration and Selection Processes
- College and Career Assessments
- College Affordability Planning
- College and Career Admission Processes
- Transition from High School to College Enrollment
What Elementary Counselors do for CCE

**COLLEGE ASPIRATIONS**
- Bulletin boards, pendants, college days

**ACADEMIC PLANNING**
- 2nd-5th grade portfolio
- 5th grade academic and career plan (ACP)
- Middle school applications

**CLUBS & ORGANIZATIONS**
- Help students develop leadership, collaboration, and service skills

**COLLEGE & CAREER EXPLORATION**
- Career Day & Guest Speakers
- Career Cafes
- Teaching Soft Skills
- Who I Want to Be Project

**COLLEGE & CAREER ASSESSMENTS**
- Pre-tests/post-tests
- Classroom instruction
- Quizziz and Kahoots

**FINANCIAL LITERACY**
- Talk about saving for college now!
- Junior Achievement Program
- Scholarship vs. grant vs. loan
- College Tours
  - Virtual (K-3)
  - On campus (4-5)
What Middle School Counselors do for CCE

COLLEGE ASPIRATIONS
Bulletin boards, pendants, college days

ACADEMIC PLANNING
- Develop initial ACP in 7th grade
- Complete ACP in 8th grade
- High school planning meeting

CLUBS & ORGANIZATIONS
Help students develop leadership, collaboration, and service skills

COLLEGE & CAREER EXPLORATION
- College/Career Day & Guest Speakers
- Vocational Field Trip
- Teaching Soft Skills
- Operation Graduation classroom lesson
- Career Jeopardy classroom lesson

COLLEGE & CAREER ASSESSMENTS
- Pre-tests/post-tests
- Classroom instruction
- Kahoots

FINANCIAL LITERACY
- Create a dedicated college savings account
- Keep learning about financial aid
COLLABORATION
High school counselors work with other educators, parents, and the community to support student achievement (ASCA, 2019c).

CONSULTATION
Support for students and families to school or community resources for additional assistance and information (ASCA, 2019c)

STUDENT STANDARDS (ASCA, 2019B)
- B-LS 5. Apply media and technology skills
- B-LS 7. Identify long and short-term academic, career and social/ emotional goals
- B-SS 3. Create relationships with adults that support success
SUPPORT FOR STUDENTS OF COLOR
First generation, low income, African American, Latinx students are underrepresented in college enrollment (Cholewa, Burkhardt, & Hull, 2016).

EQUITY & ACCESS
Students at urban high schools have less information and less access to information regarding higher education (Shamsuddin, 2016).

THE ROLE OF THE HIGH SCHOOL COUNSELOR
High school counselors play a significant role in predicting student college applications/enrollments, especially for underrepresented minority students (Paolini, 2019; Robinson & Roksa, 2016).
# CAP and High School Counseling

**AKA CAN ASSIST COUNSELORS WITH:**
- SAT/ACT Preparation
- Institution Research
- Searching/applying for scholarships
- FAFSA
- Essays and personal statements
- Navigating the transition from high school to college
- Seminars, workshops, programs, etc.

**STEPP**
- Search
  - Search for schools/scholarships
- Test
  - Prepare for tests
- Evaluate
  - Evaluate schools on list
- Paperwork
  - Complete/submit all required materials
- Positive Outlook
  - Stay positive!
CONNECT
Connect with local AKA chapters in your community.

COLLABORATE
How can AKA support your program goals beyond #CAP?

CREATE THE CULTURE
What is your plan to create a college and career culture in your school?
Connect with Us!

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Alpha Kappa Alpha Sorority, Inc.
Gamma Theta Omega, Inc.

Mrs. Elaine Bryant, President
Mrs. Tangela DuPree, 1st Vice-President
Gamma Theta Omega Chapter
We are a Chapter of 314 active members located in Tampa, Florida.
• Alpha Alpha Beta Omega (Miramar, FL - South Atlantic Region)
• Alpha Alpha Theta Omega (Tampa, FL - South Atlantic Region)
• Chi Delta Omega (PALM COAST, FL - South Atlantic Region)
• Chi Psi Omega (Coral Springs, FL - South Atlantic Region)
• Chi Upsilon Omega (Tallahassee, FL - South Atlantic Region)
• Delta Iota Omega (PENSACOLA, FL - South Atlantic Region)
• Delta Kappa Omega (TALLAHASSEE, FL - South Atlantic Region)
• Delta Omicron Omega (ORLANDO, FL - South Atlantic Region)
• Eta Eta Omega (FT. PIERCE, FL - South Atlantic Region)
• Eta Tau Omega (OCALA, FL - South Atlantic Region)
• Gamma Mu Omega (Daytona, FL - South Atlantic Region)
• Gamma Rho Omega (JACKSONVILLE, FL - South Atlantic Region)
• Gamma Theta Omega (TAMPA, FL - South Atlantic Region)
• Gamma Zeta Omega (Miami, FL - South Atlantic Region)
• Iota Pi Omega (Rockledge, FL - South Atlantic Region)
• Kappa Kappa Omega (POMPANO BEACH, FL - South Atlantic Region)
• Kappa Omicron Omega (BARTOW, FL - South Atlantic Region)
• Kappa Sigma Omega (SANFORD, FL - South Atlantic Region)
• Lambda Omicron Omega (BRADENTON, FL - South Atlantic Region)
• Mu Rho Omega (BELLE GLADE, FL - South Atlantic Region)
• Mu Upsilon Omega (Gainesville, FL - South Atlantic Region)
The signature project is #CAPSM which is short for College Admissions Process. It is designed to assist students in their efforts to enter college by providing a hands-on approach that includes all the steps from researching various colleges to actually completing the application process.
Alpha Kappa Alpha Sorority, Inc.
Gamma Theta Omega, Inc.

#CAP
College Admissions Process

#CAP Chairman
Renae Feacher, Esq.
Primary Patent Examiner, USPTO

#CAP Co-Chairman
Mary Williams, MBA
Project Manager, Amazon
The program is designed to help high school students navigate the college enrollment process by providing a step-by-step, hands-on approach that includes all aspects from researching various colleges to completing the application process.
Search
Researching schools and scholarships that meet your needs.

Test
Identify ACT/SAT resources to help you prepare and take the required admissions tests.

Evaluate
Evaluate the application process for each school being considered.

Punctuality
Create a time-line to include completing and submitting applications, essays, financial aid forms and other required materials to ensure important deadlines are not missed.

Positive Attitude
Keep a positive attitude and be optimistic about your future.
#CAP Program Statistics 2020

- **Over 50 Program Applicants**
- **36 High Schools Represented**
- **Hillsborough and Surrounding Counties**
- **7 Virtual Sessions Presented**
- **2 – Virtual College Tours**
#CAP ToolKit
You finally made it! As you prepare to walk across the stage and make your family proud, don’t forget you still have to get ready for college. Many students do not realize that your senior year is just as important as your junior year. On this page you will find tips and information on how to make this a productive and successful senior year!

**TIPS FOR YOUR SENIOR YEAR AND PREPARING FOR COLLEGE!**

- Don’t let Senioritis tempt you into skipping class or drop out of completing assignments.
  - If you miss a certain number of days of class, then your school may prohibit you from graduating.
  - Colleges still require your final transcript, so if they see you barely passed classes your senior year they may take your scholarship away or deny your acceptance to that school.
- Get involved or continue to be involved in extracurricular activities and organizations at school.
  - Not only does this look good on college applications, but it will allow you to meet new friends and participate in an activity you enjoy.
- Participate in Senior Activities and raise your school spirit.
- Complete college applications early, so you can enjoy your senior year!
- Don’t compare yourself to others.
- Celebrate accomplishments throughout the year.
  - Graduating high school is a big deal! Celebrate that you have made it this far!
- Reinvent yourself.
  - Be open to new experiences and don’t be afraid to step outside your comfort zone.
  - Become the person you’ve always wanted to be and don’t let anyone stop you.
- Realize that you may not have all of life’s questions figured out quite yet.
  - In college, you are able to change your major and courses. Don’t feel like you have to stick to one path.
- Make useful connections.
  - Reach out to individuals for mentoring and for internships.
- Plan ahead as best as you can.
  - This will help alleviate stress and help you feel more in control.
  - You don’t have to worry about what will happen tomorrow or next week.
  - Stay true to your word and be accountable to your promises
- Be productive.
  - Find where you need to be more proactive.

![Alpha Kappa Alpha Sorority, Incorporated® #CAP Toolkit](image)

You will hear repeatedly that your junior year is your most important year of high school; and they’re right! When you apply to college you will be reporting all your GPA, accolades, and involvements up to your junior year. So make this year count by following some of the suggestions and utilizing resources on this page to prepare you for a successful admissions process!

**TIPS FOR YOUR JUNIOR YEAR AND PREPARING FOR COLLEGE!**

- Take Advanced Placement (AP) classes.
  - Not only does taking rigorous courses look good on your college application, but you can receive college credits if you score well on your end-of-the-year AP exams.
- Even if you have a good GPA, that doesn’t mean you shouldn’t prepare to take standardized tests like the SAT and ACT.
  - Use the SAT and ACT official test websites to develop study methods, to register for tests, and to access and send score reports to colleges.
- Begin creating a college list.
  - Review majors and programs in your area of interest at different colleges.
  - Consider the size and location of the school.
  - Take into account the colleges’ campus life such as dining halls, dorms, student life, or Greek Life.
  - How you will pay for college should also be considered when applying.
  - Plan a college tour to view the campus first hand.
  - Abandon college sites to gain information on various schools and what they each have to offer.
- Learn how to effectively balance your time.
  - Don’t let your grades suffer because of extracurricular activities and don’t be afraid to get involved in organizations just to earn a high GPA.
- Get organized.
  - You will become overwhelmed with test prep materials, homework, and college brochures; create a system to keep your room clutter free!
- Meet with your Guidance Counselor.
  - They have helped countless students before you get into college.
  - Meet with them to ensure you are on the right track to graduate on time and use them as a resource during the admissions process.
- Start searching for scholarships now.
  - There are several scholarships that juniors can apply for.
  - Check out and prepare for scholarships you can apply for during your senior year.
- Get involved in extracurricular activities.
  - By playing sports, becoming a theater, or getting involved in Student Government you are elevating your college application.
  - Become a part of at least two extracurricular activities.
- Really relax.
  - Enjoy your junior year of high school and create lasting memories with your friends.
It's your final year of high school and time to begin applying to college! Just by earning a college degree you will earn over $1 million more than a someone with a high school diploma. So how do you prepare for the next big step? This page will answer those questions and provide resources for the college admissions process.

HOW TO APPLY
- Narrow down your college choices until you reach a comfortable amount; at least 5.
- Look up each school's deadline and send in your application early.
- Understand each school's specific admissions requirements.
  - Check each school's website for their specific requirements.
  - Or use www.petersons.com to review school requirements and more.
- What you'll need for every application:
  - A copy of your high school transcript
  - A list of your extracurricular activities
  - Test scores
    - SAT or ACT
  - Parent/Guardian Information
    - Educational background, occupational information, employer information, etc.
- Start your essay and personal statement early and have it proofread.
- Admissions evaluators only spend about 12 minutes on an application, so make a lasting impression.
- Your personality matters, so prove you're more than your test scores and grades.

EARLY DECISION VS. REGULAR DECISION
- If you are passionate about one particular school, then you should consider applying as an Early Decision candidate.
  - Early Decision candidates submit their application in November to their top college and receive an admission decision by December.
  - If you're accepted, you may agree to attend that college and accept their financial aid package.
- If you are interested in multiple schools, then you should consider applying as a Regular Decision candidate.
  - Regular Decision candidates submit their application in late December or January and receive a decision in the spring.
  - If you're accepted into multiple schools, then you are able to compare financial aid packages and pick the college that fits you.

For more information visit: www.greatcollegeadvice.com

RESOURCES FOR ADMISSIONS
- www.commonapp.org
  - This website allows you to fill out one application that can be submitted to multiple colleges at one time.
- www.commonblackcollegeapp.com
  - Are you interested in attending an HBCU? Well this website allows you to apply to multiple HBCUs at one time with one, simple application.

HOW TO WRITE A BOMB COLLEGE APPLICATION AND ESSAY
- Analyze the prompt thoroughly and organize your writing.
  - Read the prompt several times before you begin to draft your outline.
  - See how long each paragraph needs to be to fit within the word count limit.
  - Create a schedule when to write your essay.
  - Start your essays and applications early!
- Use your essay as an introduction to admissions officers.
  - Don't simply state in your essay that you're passionate about something, show them through strong examples.
- Be yourself and let YOUR story when writing essays.
  - Use college-level vocabulary in your essay, but avoid overusing it.
  - Since many essays have a word count limit, feed advanced words to replace a phrase.
  - Create complex and compound sentences and save simple sentences for when you need to make an impact.
- Have someone read and review your essay.
  - Ask no more than three people to help revise your essays; too many opinions may harm your essay more than help it.
  - Seek out teachers or individuals who have a background in the college admissions process.

TIPS ON HOW TO STAND OUT
- Visit the campus.
  - 70% of colleges say by visiting their school it plays a factor in their admissions decision.
- Colleges are looking for well-rounded students.
- Be cautious of your social media presence.
  - Delete posts or tweets that may impact your application if a college admissions officer were to see it.
  - Use social media as a platform to strengthen your brand and application.
- Convey who you are beyond the essay and application.
  - Add a little bit of humor into your essay.

FINDING THE BEST SCHOOL FOR YOU
- Recognize that the “best” colleges in the nation may not be right for you.
  - Find a college that fits your personal lifestyle and goals.
  - Factor in the cost of attendance and the amount of financial aid each school offers you.
  - Research what colleges offer the right courses and the facilities offered for your intended major (i.e., if you’re a STEM major, then look to see if the college has updated labs).
  - Consider the ratio of students to teachers and class sizes.
- Do you want to come home often, or experience a different part of the country? The location of the college is quite important in the decision making process.

To create a college roadmap visit: www.bigfuture.collegeboard.org
### March 2021

Spelman and Bennett Colleges produce over half of the nation's African-American women who go on to earn doctorates in all science fields; more than all the Ivy League's Seven Sisters combined.

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#### JUNIOR CHECKLIST
- Study for the SAT or ACT.
  - [www.collegeboard.org](http://www.collegeboard.org)
  - [www.act.org](http://www.act.org)
- Register to take the SAT or ACT.
  - May or June
- Apply for scholarships and grants.
  - [www.myscholly.com](http://www.myscholly.com)
- Apply for a Trio Program.
  - [www.ed.org](http://www.ed.org)
- Look for summer internships.
- Get involved in extracurricular activities.

#### SENIOR CHECKLIST
- Apply for scholarships and grants.
  - [www.myscholly.com](http://www.myscholly.com)
- Look for local scholarships.
- Research student loan options.
- Apply for summer programs offered by the college.
- Schedule a campus visit.

#### Goal of the Month

Alpha Kappa Alpha Sorority, Incorporated™

ICAPEX Toolkit
Virtual Sessions

Financial Aid/FAFSA

SAT/ACT Bootcamp

Essay Writing

Benchmarks

Scholarship Search
Virtual Session: “Don’t Fumble Your Financial Aid & Scholarships” - Jameshia Jefferson, Financial Aid Counselor-Hillsborough Community College and member of GTO presented the Financial Aid Session providing an in-depth overview of the financial aid process including how to fill out the FAFSFA and Understanding your financial aid package and common terms.

Applying for Federal aid

• The FAFSA® for the following year is available October 1st of every year at fafsa.gov.
• Each FAFSA® covers fall, spring, and summer (ex. 2021-2022, covers 21/Fall, 22/Spring and 22/Summer)
• Have all necessary documents available: social security card, tax documents
• Create an FSA ID at fsaid.ed.gov/neps/index.htm. For student and parent (if student is a dependent)
• Determine if dependent or independent:
  - classified independent if one or more of the following applies:
    - 24 years old or older
    - have graduated from high school in the past 12 months
    - have been out of high school for at least 12 months

Scholarship Searching: GTO member Nathalie Ayers taught students strategies to search scholarships and why scholarships matter.
During the month of November, the #CAP Committee presented “Get Ready to Score” on Saturday, November 14th, 2020. The students and parents learned “key plays” to assist with their essay writing. Ms. Phyllis Walters, Middle School Counselor, Ferrell Girls Preparatory Academy presented.
On Saturday, Mar 13th the #CAP hosted an ACT/SAT Bootcamp. The students learned valuable tips, tricks and strategies to answer questions. Our facilitators were from Blake High School and included Mrs. Romie Heit, a parent volunteer and students Ashanti Cox (Senior) and James LaFayette (Junior).
Students learned tricks to answering reading based questions.

Identify type of math question first.
Program participants were treated to detailed presentations and Q&A sessions with representatives from the colleges and universities. Attendees: 27
Partnerships and Collaborations

Throughout the year #CAP partnered and/or collaborated with multiple community organizations and local middle schools and high schools.
Holiday Goodie Bags:

• #CAP Participants were treated to custom #CAP branded items and materials to further support the theme.
  • #CAP T-shirt
  • #CAP wristbands
  • #CAP notebook with pen
  • Debt Free Degree and The Graduate Survival Guide
Alpha Kappa Alpha Sorority
Chapter Locator

www.aka1908.com
Complete the online application at:
Contact Info

Renae Feacher
#CAP Chairman

Mary Williams
#CAP Co-Chairman

Email: collegebound.gto@gmail.com

If you have any questions or comments about the program, please feel free to contact us.
Questions?

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