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IMMIGRATION AND STUDENT SUCCESS: COMMUNICATION JOURNEY AS A LEARNING ORGANIZATION

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ABSTRACT

This essay examined the issue of immigration and student success. I have developed an ideal organization for students based on the many models recently discussed. My career as an educator for the past forty-one years lends credence to a desire to create a difference model in education for the next fifty years. The model is named "Immigration and Student Success: Communication Journey High School as a Learning Organization." A learning organization is an Open System Model. This model addresses the Achievement Motivation Theory. Students in the 21st Century will have a high need for achievement. With the expanding cultures on every continent, a multi-lingual approach for students will be the norm for communication. Students will need to speak the language of their culture; speak the language of their community; speak the language of their respective working environment in the 21st Century. My ideas will identify the framework and how it will function under my leadership. This model is a paradigm shift from the current Open System Model. Communication Journey High School is the school of the 21st Century.

Communication Journey High School is the school of the future. This concept will make winners out of all students, parents, teachers, and community participants. Parents, teachers, and students will maintain a positive relationship throughout their productive years. Future generations will be impacted by continuous cooperative family learning. Community Journey High School will be constructed to accommodate a maximum enrollment of 2,400 students. The school plant will consist of 120 classrooms, 2 physical fitness centers, 2 libraries, 1 detention center, 1 technology wing, a large auditorium, and a Hall of Fame Studio. Staff will include 322 professionally trained employees. All teachers will speak at least two different languages fluently. Also, counselors and administrators will speak at least three different languages fluently. Support staff will master dual languages. All employees are required to speak English and Spanish. Table 1.1 summarizes the number of employees and their respective positions. Communication Journey High School is identified as a professional structure. A professional structure is one in which substantial decision making is delegated to the professional staff. Members of the staff are viewed as professionals who have the expertise and competence to make important organizational decisions. Rules and procedures serve as guides rather than as strict forms to be applied uniformly. In brief, decisions are made by those who have the knowledge and expertise to make them. We refer to this type of school structure as professional. This concept will allow parents and community leaders to be easily available to support the professional staff on a regular basis.

TABLE 1.1

COMMUNICATION JOURNEY HIGH SCHOOL STAFF

NUMBER	POSITION
1	Principal
4	Assistant Principal
8	Counselors
210	Teachers
13	Secretaries
4	Technology Specialists
4	Librarians
10	Instructional Aides
4	Police Officers
24	Parent Volunteers
16	Custodians
24	Food Service Employees
322	TOTAL

The purpose of this article is to project trends in education for the next 50 years. A population survey of the Greater Houston Area and the State of Texas indicates a change in education is paramount for the increased population. I anticipate communication between employees will influence the job market tremendously. I have developed the Communication Journey High School Model to serve as the solution to educating students in 2010—2060.

Communication Journey High School will open in the September of 2008. School districts in the Greater Houston Area with enrollment exceeding 25,000 will construct at least one Communication Journey High School Model educational facility. Students will complete an application to enroll in the CJ High School (Communication Journey.) The first freshman class will consist of 600 students maximum. I will target four major ethnic groups which reflect the current Greater Houston Area population in 2006. Slots will be available effective May 1, 2007. Table 1.2 describes the enrollment slots available.

TABLE 1.2

**PROJECTED ENROLLMENT in 2008
COMMUNICATION JOURNEY HIGH SCHOOL
ENROLLMENT BY GRADE**

Family Ethnicity	9	10	11	12	Total
Spanish	120	120	120	120	480
English	120	120	120	120	480
Vietnamese or Asian	120	120	120	120	480
German	120	120	120	120	480
Other	120	120	120	120	480
Total	600	600	600	600	2400
A waiting list will occur when all allocated slots are filled.					

Requirements to enter the ninth grade will consist of a writing sample and the completion of Algebra I (grade 80 or above.) All students are required to sign an acceptance contract that will allow students to remain enrolled for a minimum of two years. Students will be evaluated annually and could be removed from the campus due to academic deficiencies and disciplinary actions. During the inaugural year, only ninth grade students will enroll. A projected enrollment of 600 students in the first year will set the tone for school climate, high expectations, and instructional leadership. One grade level is added to the campus for the next three consecutive years. All changes and adjustments are made during the first four years that will enhance the entire learning organization. Schools should be learning organizations and they should be places where novel patterns of thinking are encouraged and the organization expands its capacity for innovation and problem solving. Communication Journey High School is classified as a learning organization because of its unique innovations. They are: 1. nine-period school days are in place; 2. bi-lingual teachers instruct core courses; 3. mandated homework is completed at school; 4. duty-free daily planning time is allocated for teachers; 5. technology link with the job market is accessible; 6. state of the art physical fitness centers for students are on site; 7. post graduation accountability sanctions are mandated; 8. designated time for parent conferences every day and Saturdays are part of the infrastructure. These unique innovations will meet the demands of our fast growing America multi-lingual population.

Curriculum is taught by certified bi-lingual teachers in all areas. A staff of 210 teachers will deliver the technology rich curriculum. Mathematics, science, English, social studies, and technology teachers must be fluent in English and Spanish. The current enrollment trends indicate a large population of Hispanic students will attend American schools in the next 50 years. Spanish speaking students will be the norm at Communication Journey High School. Non-Spanish speaking students must have equal opportunity in the learning community as well as the employment community. Also, core courses teachers must be fluent in English and another language. German, French, and Vietnamese are the other languages that will be taught at CJ High School. The large Asian population is being addressed in CJ High School. The Greater Houston Area schools have signs of tremendous growth in the Vietnamese culture. Many refugees from recent wars in Vietnam have traveled to America and located in the Houston community. Vietnamese will be taught in core courses. With French being the language of choice in many areas in Canada, it is necessary to teach French in core courses. French speaking students will have job opportunities in North America, Europe, and Africa. We will empower our graduating seniors to have above adequate job skills for North America and South America. This educational objective will allow our students to live, work, and trade with our nearby neighbors.

A major objective of the curriculum is to prepare students to attend college or seek employment after graduating from high school. Each student will have job skills and communication skills to study or work on seven continents. Spanish and English speaking students will have opportunities on all continents preferably North America, South America, Europe, Asia, Africa, and Australia respectively. Demand for CJ High School's students will be tremendous. The physical plant will be constructed with the state of the art technology. Business partners and parents will purchase laptop computers for all students. Two libraries will allow students to connect with universities, large

corporations and other areas of interest. Students will have the opportunity to visit with CEO's at Shell Oil, Mobil Oil, Chase Bank, and SBC through the technology link in the campus libraries. Visits to the oil fields in Saudi Arabia and Argentina are accessible through technology. Staff members will be employed twelve months prior to the arrival of the students. A conference will be held to invite prospective teachers to render input before CJ High School is constructed.

The normal school day can begin as early as 7:00A.M., and end as late as 9:10P.M. Students are required to attend classes beginning at 9:00A.M., and ending at 5:35P.M. Homework will be completed on site. Century-old homework issue is addressed. No longer will some parents lack the guidance and technical skills to help their children with homework. Teachers will reteach the child, mom, and dad in the same setting. This will increase the quality and quantity of students performance outcomes, and student achievement. All daily assignments will receive top priority. Students' schedules will allow hands on assistance after 5:35P.M. Parents are permitted to attend the homework and tutorial sessions. Participation in class assignments by parents will be the norm. This concept will strengthen the organization climate and the school culture. A mandatory library period is scheduled twice daily. Figure 2.1 shows the daily schedule. Students will operate in a safe after-school learning environment. Travel time to the off-campus library has been reduced significantly. Furthermore, class projects can be completed in a timely manner. Family budgets can be discussed appropriately during the class project assignments. Mandatory support from community partners will be in place at the beginning of school year. A list of potential donors will be posted in the area where class projects are assigned. In the Communication Journey High School Model, four professional librarians provide expertise that will impact student learning tremendously. Parents will have opportunities to study along with the students. This model fosters nurturing and sustains a school culture. This ensures management of the organization, operations, and resources for a safe, efficient, and effective learning environment. Parents working with family members will improve the quality of life in the Greater Houston Area. Present and future generations will increase their capacity to function in the fast moving technology-rich environment. Professional librarians will constantly update trends in education with both parent and student simultaneously. Tutorial sessions for parents are in place by the professional librarians. Update of current educational practices is on-going. New materials will be given to parents and students in a timely manner.

FIGURE 2.1

COMMUNICATION JOURNEY HIGH SCHOOL SAMPLE DAILY SCHEDULE

PERIOD 0	7:00—8:30
PERIOD 1	9:00—10:00
PERIOD 2	10:10—11:10
LUNCH	11:15—12:00
PERIOD 3	12:10—1:10
PERIOD 4	1:20—2:20
PERIOD 5	2:30—3:30
PERIOD 6 (LIBRARY)	3:35—5:35
PERIOD 7 (DINNER)	5:40—6:55
PERIOD 8	7:00—8:00
PERIOD 9	8:10—9:10
SCHOOL STARTS AT 9:00A.M., AND ENDS AT 5:35P.M. (REGULAR DAY) SCHOOL STARTS AT 9:00A.M., AND ENDS AT 9:10P.M. (EXTENDED DAY) SCHOOL WEEK IS MONDAY—FRIDAY. SATURDAY---SPECIAL PROJECTS 9:00A.M.—1:00P.M. (ON SITE OR DISTANT LEARNING)	

All classes are attended regularly during a sixty-minute time slot. Students are allocated 10 minutes during the changing of classes. A warning bell is sounded at 8 minutes during the class-change. Tardy to class is unacceptable. If students are tardy to class, parents are notified immediately through the advanced technology system. Graduation requirements are discussed with students, parents, counselors, teachers and staff members bi-annually. Academic and discipline status are discussed during the meeting on graduation requirements. Please see Table 1.3 for graduate requirements. Freshmen will follow the normal school day schedule. Special privileges are awarded to freshmen who qualify for an extended day schedule. Sophomores and juniors are required to follow the extended day schedule. A career path is identified during the second semester of the sophomore year. A foreign language major is determined during this period. (See Figure 2.1) An additional language is taught during the extended day time slot. Ninth period will allow students to enroll in a third foreign language. Campus library will be opened to students and parents daily from 7:00A.M. until 10:00P.M. to accommodate research and homework. Students will have the opportunity to attend SAT preparation classes after school daily and on Saturdays. All freshmen will sign up for the

SAT. A seminar for SAT is provided for all freshmen during zero period and ninth period daily. Sophomores will enroll in the PSAT. Students' SAT profiles are distributed to all staff members. Custodians, bus drivers, and cafeteria personnel emphasize the importance of high test scores and academic success. All stakeholders are involved in the academic success of all students. A minimum score of 2300 out of 2400 is the targeted score on the SAT.

Parent conferences are conducted after 3:25P.M., daily and on Saturdays from 7:00A.M.-2:00P.M. Technology will allow parents to conference with teachers via school video conference labs. Doctor and dental appointments are routinely scheduled during the zero period or sixth period. Partnerships are formed with the school and local medical facilities. Technology will allow students to keep track of current instruction and assignments during wait-time in the medical facilities. Local drug stores where prescriptions are filled will have the same technology capabilities as the medical facilities. Also, grocery stores are linked to Communication Journey High School. All assignments are updated on the school's assignment website daily at 4:00P.M. Teachers will submit assignments at 4:00 P.M. and update the assignments daily. Special projects and research assignments are updated in the special assignment section of the school's website. Teachers have conference periods at 7:00A.M. Every opportunity will be utilized to allow students to maintain excellent attendance. Parents will notify school personnel when an absence occurs. A penalty is levied on a parent for failure to notify school personnel when his or her child is absent from school. Special incentives are awarded to students with perfect attendance bi-annually. Also, special recognition is in place for parents who maintain perfect attendance during all parent-opportunity sessions. Records of parent participation will be posted in the local media. Additional scholarships are provided for students with four or more consecutive semesters of perfect attendance. Teachers and students will enjoy a period of planning daily. Teachers will utilize the zero period during breakfast to meet and plan. Also, teachers and students can plan together during the evening library period and dinner period. A strong bond between student and teacher is advocated. This approach will enhance attendance for teachers and students. Special recognition is awarded to teachers with perfect attendance for consecutive semesters. A stipend is awarded to teachers with four or more consecutive semesters of perfect attendance. Mandated celebration for attendance success for students, teachers, and parents will be the norm. Local business partners provide additional incentives for teachers. Paid vacations and field trips are recommended. The criteria for incentives are established at the beginning of the school year. See Figure 2.2.

FIGURE 2.2

COMMUNICATION JOURNEY HIGH SCHOOL SAMPLE DAILY SCHEDULE

PERIOD	SUBJECT	TEACHER	ROOM
1	English		
2	Mathematics		
	Lunch		
3	Science		
4	Social Studies		
5	Spanish		
6	Library		
7	Dinner		
8	Technology		
9	German, Vietnamese, French		

Twenty-four parent volunteers and four police officers will supervise lunch and dinner. Retired teachers, local ministers and politicians, former CEO's, social workers and law enforcement officers will supply the pool of volunteers. I will seek prominent writers and scholars to visit our campus to assist with supervision and academic enrichment. I will solicit assistance from judges to visit with our students. We will keep abreast of new laws that govern our community, state, and country. Five and ten minute news updates are aired during lunch and dinner. Current bulletin boards give facts on all current issues. All announcements for students and faculty are broadcast over the public address system during lunch and dinner. A special production from the Hall of Fame Studio is the norm. Students speak different languages during the daily announcement. An alternating format is used for lunch and dinner. English is spoken during lunch and Spanish, French, German, or Vietnamese is spoken during dinner. Special emphasis on safety is mandated regularly. Assistant principals will conduct rule violation conferences with parents and police officers after school or on Saturdays.

In conclusion, students at Communication Journey High School will attend a state of the art technology facility. After completing graduating requirements, students will earn a minimum of 24 college credits through dual credit courses and advanced placement courses. See Table 1.3

Table 1.3

GRADUATION REQUIREMENTS

ENGLISH	4 YEARS
SCIENCE	4 YEARS
SOCIAL STUDIES	4 YEARS
MATHEMATICS	4 YEARS
TECHNOLOGY	2—4 YEARS
SPANISH	4 YEARS
PHYSICAL FITNESS	1 YEAR

All graduating seniors will attain job skills and communication skills that will surpass or equal graduating seniors on any continent on planet Earth. Immediately following graduation, selected seniors will be inducted temporarily into the Communication Journey High School Hall of Fame. This recognition will last for eight years. Students must submit post high school achievements that will upgrade their respective inductions to permanent status. This recognition will occur when the graduated seniors return eight years later. All graduating seniors are required to communicate with the counseling department at least once every four years. Communication Journey High School Model is the system of the future. Students attending high school in Houston, Texas, must acquire the same or better skills as the students in Argentina, Brazil; Hong Kong, China; Sydney, Australia; Paris, France; or South Vietnam. Our closet neighbors are just one technology click away. I believe that the seniors at CJ High School are right on target in achieving Goal 3 of National Education Goals 2000 Program established by the Education Act of 1994. All students will leave grades 4, 8, and 12 having demonstrated competency over challenging subject matter including English, mathematics, science, foreign languages, civics and government, economics, the arts, history, and geography and every school in America will ensure that all students learn to use their minds well, so they may be prepared for responsible citizenship, further learning, and productive employment in our nation's modern economy. I believe that staff members at Communication Journey High School have developed a Learning Organization Model for the next 50 years. I am proud of the new direction and destiny. Community Journey High School will make winners out of all students, parents, teachers, and community participants!