PEOPLE
Precollege Enrichment Opportunity Program for Learning Excellence
UNIVERSITY OF WISCONSIN–MADISON

Participant Handbook
Academic Year 20223 – 2024

PEOPLE prepares Wisconsin students to succeed in the UW-System with an emphasis on UW-Madison. Our students master academic knowledge, build cognitive strategies, learn to self-manage, and discover college life through experiential learning.
MESSAGE from the Director of the PEOPLE Program

Dear PEOPLE Precollege Scholars and Families,

On behalf of the entire PEOPLE staff, I want to extend a warm welcome to all new and returning scholars! I hope this message finds you enthusiastic and optimistic for the start of the new academic year.

As another academic year commences, let us approach it with a growth mindset, embracing new challenges, and seeking valuable opportunities for personal growth and learning. I encourage you to exercise positive decision making, set personal and academic goals, and make the most of your academic experience. Remember, your education is your top priority, and you are the star player on this team! Be fully present and accountable in your own learning journey--it is crucial to your success.

The road to your college enrollment may not be easy or perfect but it will be worth it. It will be an adventure that will come with many lessons learned inside and outside of the classroom. Your experience with PEOPLE will leave you inspired about your future, help you build self-management skills, challenge you to be a creative problem solver, and prepare you to practice responsible advocacy as you learn to work with others. Be proactive, ask questions, and seek support whenever you need it. Your PEOPLE family will be here to support and guide you along the way.

I strongly encourage you to review this handbook thoroughly and make sure you have a strong understanding of its content. Inside you will find programming information, policies and procedures, academic and attendance expectations, resources, and other important information to help you navigate PEOPLE during this academic year. Please note, we reserve the right to change the content of this handbook based upon new information afforded to us. We will do our best to communicate any policy or date changes promptly. If you have any questions regarding the contents of this handbook or need further clarification, please contact your assigned Precollege Advisor directly.

As the Director of this great program, I thank you for allowing us to be your partners in college access and success! Let’s make this year an unforgettable one as we learn, build, and grow together!

In Community,

Kia Hunter
Director

DIVISION OF
Diversity, Equity &
Educational Achievement
OFFICE OF THE VICE PROVOST
UNIVERSITY OF WISCONSIN–MADISON

Revised September 2023
PEOPLE STAFF

List below is PEOPLE Precollege staff. For contact information for our staff, please scan the QR code below. For more about the PEOPLE Staff, please visit our website at www.peopleprogram.wisc.edu.

Program Director: Kia Hunter
College - Associate Director: Goodson Vue
Madison - Associate Director: Luz Arroyo Calderon
Milwaukee - Associate Director: Simone Sease
Madison - Program Manager: Daniel Alurralde
Milwaukee - Program Manager: Monica White
Madison – Precollege Advisor – East: Paul Ly
Madison – Precollege Advisor – LaFollette: Simon Ly
Madison – Precollege Advisor – Memorial: Carl Wesley
Madison – Precollege Advisor – West: Brenda Florencio-Reyes
Milwaukee – Precollege Advisor – Learning Community (LC) 1: Denasha Osborn
Milwaukee – Precollege Advisor – Learning Community (LC) 2: Kristina Jackson
Milwaukee – Precollege Advisor – Learning Community (LC) 3: Donell Brice
Milwaukee – Precollege Advisor – Learning Community (LC) 4: Pilar Olvera
Milwaukee – Precollege Advisor – Learning Community (LC) 5: Ana Ramos Contreras
Educational Content Specialist – English: Matt Zeller
Educational Content Specialist – Math: Bukky Leonard
Educational Content Specialist – Science: Sandra Vega-Semorile
Assessment Specialist: JJ Andrews

PEOPLE Madison Office
William S. Middleton Building
ATTENTION: PEOPLE Program
1305 Linden Drive, STE 240
Madison, WI 53706
Phone: 608.262.7415

Office Manager: Jazmine Zuniga-Paiz

PEOPLE Milwaukee Office
Rufus King Middle School
ATTENTION: PEOPLE Program
121 E Hadley Street, RM 231
Milwaukee, WI 53212
Phone: 414.800.1141 (Press 1)

Office Administrator: Traviance Witherspoon

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Program **OVERVIEW**

The University of Wisconsin – Madison’s Precollege Enrichment Opportunity Program for Learning Excellence (PEOPLE) is housed within the university’s Division of Diversity, Equity and Educational Achievement (DDEEA). PEOPLE is a college prep scholarship program designed for low-income and potential first-generation students, most of whom are the first in their families to potentially attend college. Their journey prepares them to be a viable college candidate, apply for admission to, and enroll at the University of Wisconsin System institutions, with an emphasis on University of Wisconsin-Madison. PEOPLE provides college prep services by providing programming and opportunities for growth in four areas;

1. Build and Master Academic Knowledge
2. Build Cognitive Skills and Strategies
3. Build Self-Management Skills
4. Build Knowledge about College through Experiential Learning

Students may be eligible to earn educational stipends with the successful completion of precollege activities and events. Students who are accepted into the University of Wisconsin-Madison may be eligible for a four-year tuition scholarship and support services from our College Scholars Program.

**NOTE:** Students must have a social security number to receive educational stipends from PEOPLE.

Since the inception of the PEOPLE in 1999, participation has grown from 66 high school students to over 1100 students in the pipeline. Our precollege program serves enrolled students from 8th grade until the completion of senior year in high school. Our College Scholars Program services PEOPLE Scholars, enrolled at UW-Madison, through undergraduate degree completion. As of 2016, over 1000 PEOPLE Scholars were admitted into the University of Wisconsin - Madison under a full tuition scholarship.

**THE PEOPLE COLLEGE SCHOLARSHIP**

It’s important to note that completion of the precollege program DOES NOT guarantee admission to UW-Madison, nor does it guarantee the PEOPLE Scholarship. If accepted to UW-Madison, students who choose to enroll may be eligible for a tuition scholarship for up to four years. The scholarship is only applicable to UW-Madison; and student must meet the PEOPLE scholarship requirements in place at the time of admission as determined by the UW Madison Registrar’s Office. Scholarship eligibility requirements may change when federal and state laws change.

While we understand UW-Madison may not be your first option, we want to make sure you understand your scholarship opportunity will remain active if you transfer to UW-Madison from another institution. If eligible for the scholarship, your tuition dollars will be prorated according to the number of credits accepted by UW-Madison. Once you have gained admission and determined eligibility for in-state tuition, please contact the PEOPLE College Associate Director. The PEOPLE College Associate Director will verify you completed the precollege program in good standing and inform you how much of the PEOPLE scholarship you have remaining. Please see the **PEOPLE Staff** section on page 3 for the PEOPLE College Associate Director.
Precollege Program Good Standing
It is our goal to assist all our scholars with successfully completing high school and the precollege program’s senior commitment. Students who are dismissed from the precollege program due to non-compliance, academic, attendance, or behavior infractions will not be in good standing; and therefore, will not be eligible for the PEOPLE scholarship. Please Note: Being a PEOPLE precollege scholar does not guarantee admission into UW-Madison; and admission into UW-Madison doesn’t guarantee you the PEOPLE scholarship. Scholarship eligibility is determined by the Bursars Office.

PUBLIC SCHOOL PARTNERSHIPS
PEOPLE has formal partnerships with Milwaukee Public Schools (MPS) and Madison Metropolitan School Districts (MMSD). Listed below are our official partnership schools.

PEOPLE Madison - any PEOPLE student who attends a high school we partner with in the Madison Metropolitan School District. The programming for PEOPLE Madison is coordinated by the PEOPLE Madison Program Manager and supervised by the PEOPLE Madison Associate Director. Each PEOPLE student in MMSD is assigned a Precollege Advisor (PCA). PCAs provide advising services, help the student build self-management skills, and support all areas of the college application process. Madison PCAs are assigned to one of the 4 (four) Madison high schools.

Madison Metropolitan School District
- East High School
- LaFollette High School
- Memorial High School
- West High School

PEOPLE Milwaukee - any PEOPLE student who attends a high school we partner with in the Milwaukee Public School District. The programming for PEOPLE Milwaukee is coordinated by the PEOPLE Milwaukee Program Manager and supervised by the PEOPLE Milwaukee Associate Director. Each PEOPLE student in MPS is assigned a Precollege Advisor (PCA). PCAs provide advising services, help the student build self-management skills, and support all areas of the college application process. Milwaukee PCAs are assigned to a specific learning community that supports one or more schools. The Learning Community (LC) configurations are listed below:

Learning Community (LC) 1: Rufus King
Learning Community (LC) 2: Golda Meir
Learning Community (LC) 3: Languages
Learning Community (LC) 4: Reagan
Learning Community (LC) 5: Arts | Audubon | Bay View | Hamilton | JMAC | MacDowell | Marshall | Pulaski | Riverside | South | Tech | Washington | Vincent

Milwaukee Public School District
- Alexander Hamilton High School (Hamilton)
- Audubon Technical and Communication High School (Audubon)
- Bay View High School (Bay View)
- Bradley Tech High School (Bradley Tech)
- Casimir Pulaski High School (Pulaski)
- Golda Meir Upper Campus (Golda)
- Harold S. Vincent High School (Vincent)
• John Madison Academic Campus (JMAC)
• Milwaukee Marshall High School (Marshall)
• MacDowell Montessori High School (MacDowell)
• Milwaukee High School of the Arts (MHSA)
• Milwaukee School of Languages (MSL)
• Riverside University High School (Riverside)
• Ronald Reagan College Preparatory High School (Reagan)
• Rufus King International High School (King)
• South Division High School (South)
• Washington High School of Information Technology (Washington)

PEOPLE Extension – any enrolled precollege students who **remain in the State of Wisconsin and are in their junior year** in PEOPLE, but no longer attend a partnership school. Students will continue to work with their assigned PCA.

Extension students will still receive the following services:

- 4-Advising Sessions
- 2 grade reviews per year
- 1 College Visit offered
- Summer University Programming (mandatory)
- Virtual Writing Center services
- Virtual tutorial services available *by request to PCA

It is the responsibility of the PEOPLE Extension student to stay in compliance with the program in the following ways:

- Attend mandatory Academic Year and Summer Orientation
- Submit transcripts in January and June within three weeks of receiving grades
- Attend PEOPLE Summer University
- Keep contact information updated
- Stay in communication with your PCA
- Complete all PEOPLE Extension requirements
# Program Structure

## Core Programming

PEOPLE offers a suite of services to our students based upon their grade level. Programming may change each year based on innovation and the emerging needs of our students to be ready for college.

### Year One: 8th Grade Advising Activities
- Precollege Advisor Assignment
- PEOPLE Summer University I
- Review 9th Grade College Readiness Planner
- High School goal setting
- College Bound Intent Letter
- Parent Education Session
- Student focused PEOPLE Presentation
- Time Management Activity

### Year Two: 9th Grade Advising Activities
- 1st Quarter Individual Advising Session
  - Reflect on previous semester outcomes
  - Review goals for following semester
- 2nd Quarter Group Planning & Reflection
- 3rd Quarter Individual Advising Session
  - Reflect on 1st semester outcomes
  - Review goals for 2nd semester.
- 4th Quarter Group Planning & Reflection
  - Practice ACT Test Administration & ACT Improvement Report - PSU II

### Year Three – 10th Grade Advising Activities
- 1st Quarter Individual Advising Session
  - Reflect on 9th grade year outcomes
  - Review 10th 1st semester one goals
- 2nd Quarter Group Planning & Reflection
- 3rd Quarter Individual Advising Session
  - Reflect on 1st semester outcomes
  - Review goals for 2nd semester.
- 4th Quarter Group Planning & Reflection

### Year Four: 11th Grade Advising Activities
- 1st Quarter Individual Advising Session
  - Reflect on 10th grade year outcomes
  - Review 11th 1st semester goals
  - Complete Career Assessment for College & Career Kickstart Program
- 2nd Quarter Group Planning & Reflection
- 3rd Quarter Individual Advising Session
  - Reflect on 1st semester outcomes
  - Review goals for 2nd semester.
- 4th Quarter Group Planning & Reflection
  - College & Career Kickstart Program
  - Summer Career Exploration Pathway
  - Kick-start Student Development Program
  - UW-System Placement Test Prep
  - Last Chance ACT Prep
  - College Essay Writing Support

## Precollege Advising Model

PEOPLE students will receive formal advising 4 times during the academic year; however, students will receive advising informally at every PEOPLE event/activity. The goal of Advising Sessions is to provide precollege advising and academic advocacy to students. The 1st (September) and 3rd (February) quarter Advising Sessions are individual meetings to review academic success (see grade review policy on page 14). The 2nd (November) and 4th (April) quarter Advising Sessions are small groups by school to develop goals and college readiness. Our advising model is based in planning and reflection to help students build their own critical thinking skills; and apply what they have learned to fit the context of their experiences and prior knowledge. The PEOPLE advising model follows the following sequence:

**Plan:** Student think through and express a plan. This can happen with individual or in a group setting

**Do:** Student carry out the plan. Through this process they make choices, test different approaches, and modify as needed.
REFLECT: Through group and debrief conversations of structured or unstructured activities, student review and analyze their actions and outcomes. They consider how revisions to their actions can change outcomes.

We believe collaboration between families, secondary schools, colleges and universities, and other stakeholders creates strong circles of support for college readiness. We acknowledge that PEOPLE as whole nor our advising model cannot provide complete support, such as physical and mental health services, but we can serve as a bridge for resources.

ACT TESTING
The ACT (American College Test) test motivates students to perform to their best ability. Test scores reflect what students have learned throughout high school and provide colleges and universities with excellent information for recruiting, advising, placement, and retention.

The University of Wisconsin–Madison received authorization from the University of Wisconsin System Board of Regents to waive the requirement for applicants to submit an ACT or SAT test score as a part of their application to the university through the spring 2025 term. In a predominantly test-optional application environment, students must make a judgment call – will my scores help or hurt my application?

PEOPLE still recommends that students take the ACT twice between their junior and senior year of high school. Students should discuss their choice regarding including test scores and/or retaking the exam with their PCA or Assessment Specialist. Most students can get waivers from School Counselors for additional testing. If this is not available, we encourage students to use their $500 College and Career Kickstart Internship Stipend (Earned during PSU IV) to pay for testing.

Please be sure to send PEOPLE your ACT score. PEOPLE’s ACT code is 4638.

Register for the ACT here: https://www.act.org/content/act/en/products-and-services/the-act/registration.html

THE SENIOR COMMITMENT
Remaining academically strong and committed senior year is important to ensure you get to college. Many seniors experience a decline in motivation and performance as they finish high school. Make a commitment to complete the following as a senior to truly be college bound! PEOPLE will provide a $500 educational stipend towards the student’s post-secondary plans if all these commitments are met by May 1st of their senior year. Students who are considering graduating early should consult with their PCA immediately. Failure to communicate graduating early could result in a student becoming ineligible for educational stipends.

- Talk to your PCA and/or Assessment specialist about your decision to submit your ACT score
- Complete FAFSA by December 1st of Senior Year
- Complete, at minimum, the UW Madison AND 2 additional UW System schools’ undergraduate admissions application by January 15th of senior year
- Supply PCA with copies of Decision Letters (or emails) from all applied colleges and universities
- Complete a Precollege Exit Interview
• Maintain an attendance rate of 80% or better for all PEOPLE events/activities
• PEOPLE events/activities include:
  o ACE Site
  o 3 Academic Advising Sessions
  o Academic Orientation
  o Senior Cohort
  o Power Hour Sessions
  o Senior Send Off
  o Senior Trip
  o Writing Center (One submission and follow-up meeting, unless exempted)
  o All other mandatory events/activities (Once a student signs up for an optional event; the event becomes mandatory)

PEOPLE Goals for College Readiness

PEOPLE has established goals for our students to reach to ensure college readiness. We encourage students to:
• Earn a 23 or higher on the ACT
• Earn a 3.0 or higher each semester.
  • Students who earn a 3.0 or higher will be placed in the 3.0+ Scholars Program and earn incentives (See below for more information).
• Apply to 3 UW System schools, including UW Madison.
• Attend ACE at an 85% attendance rate
• Attend School at 98% Attendance Rate
• Meet/Talk with your PCA often

3.0+ Scholars Program

Semester GPA
• Lapel Pins are earned each year that a student earns a 3.0 or higher for at least one of the semesters; students can earn 1 lapel pin each academic year.

Cumulative GPA
• Certificate earned if the student has a 3.3 or higher cumulative GPA through the end of their freshman year.
• Lapel Pin Display Box earned if the student has a 3.3 or higher cumulative GPA through the end of their sophomore year.
• PEOPLE Varsity Sweater earned if the student has a 3.3 or higher cumulative GPA through the end of their junior year.
• PEOPLE Honor Cords are earned if the student has a 3.3 or higher cumulative GPA through the end of their senior year.

Year Five: 12th Grade Advising Activities
• Senior Cohort Meeting
  • FAFSA Training/Completion
  • College Application Completion Support
• 1st Quarter Individual Advising Session
  • Reflect on 11th grade year outcomes
  • Review goals for 12th 1st semester plan
• Writing Center Consultation
  • College Essay Support
• 2nd Quarter Group Planning & Reflection
• 3rd Quarter Individual Advising Session
  • Reflect on 1st semester outcomes
  • Review 2nd semester plan.
  • Complete Post-Secondary Planner
• UW System Placement Testing
• Senior Sendoff and Senior Trip
• PEOPLE College Power Hours
  • Next steps for college
  • Meet the PEOPLE College Team

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College Credit/Early Graduation

Students who have decided to advance their educational opportunities by taking college courses and/or students who are planning to graduate early should inform your PCA immediately. PCAs will meet with students to discuss grading timelines, transfer credits, and/or program requirements that may have an impact on student’s success. Please review the following best practices:

- If you are graduating the December of your senior year:
  - Must complete Senior Commitment by May of senior year.
  - Meet with PCA once monthly until May (MPS)/June (MMSD)
- If you are graduating prior to your fourth year in high school:
  - Must complete Senior Commitment prior to the start of your final year in high school.
  - Please note that you will be treated as a “Senior”; and must do Senior programming and activities.

**Academic Center for Enrichment (ACE)**

PEOPLE’s Academic Center for Enrichment (ACE) provides mentorship, college readiness engagement, and academic enrichment services to students in a safe, productive, and positive learning environment. Our objectives are to promote a college-going culture, help students build self-management skills, and cognitive development, and provide tutorial services in the core subject areas which are: Math, Science, Social Studies, English [reading & writing], and World Language. Tutorial services in every subject are not a guarantee and are based on the program’s ability to recruit and hire College Readiness Mentors (CRM) in each subject. Participation in ACE is mandatory for all PEOPLE Madison and PEOPLE Milwaukee students.

**ACE STAFF MEMBERS AND THEIR ROLES**

Our ACE sites are overseen by the Precollege Advisor (PCA) and supported by Educational Content Specialists, and Assessment Specialist. In addition, ACE sites are staffed with Academic Leads and College Readiness Mentors (CRMs).

**Precollege Advisor (PCA)**
PCAs are full-time PEOPLE staff who oversee the day-to-day operations of their assigned ACE site, including student engagement and community building.

**Educational Content & Assessment Specialists**
The Educational Content Specialists and Assessment Specialist are full-time PEOPLE staff who develops curriculum for the ACE sites supports the building of cognitive skills and strategies and supervise the Academic Leads.

**Academic Leads**
Academic Leads are typically graduate students or teachers; they are responsible for the academic advancement of PEOPLE students. These individuals carry out the curriculum created by our Educational Content Specialists to better prepare our students academically.

**College Readiness Mentor (CRM)**
CRMs are typically undergraduate students at a college or university or teachers; they are responsible for providing mentorship and college readiness advice to PEOPLE students. Including academic support with school assignments, including teaching concepts, learning strategies, research assistance, presentation rehearsal, engaging in dialogue exchanges (world language), test preparation, reviewing content, special projects, and other academic activities.
STRUCTURE OF ACE
A typical day at ACE may consist of the following:

- Community Circle Activity/Snack
- PEOPLE 2 People Engagement Activity
- Academic Olympics and Virtual Writing Center (Juniors)
- Virtual Writing Center and UW Placement Testing Prep (Seniors)
- Other College Readiness Activities
- Homework Mentorship
- Connecting with PCA

ACT PREPARATION SERVICES AT ACE
Although submitting an ACT score with your college application is currently optional, we still find the need to support students in preparing for ACT as the student’s ACT score can be considered as secondary material in the UW Madison application process. The Grade 11 Academic Skills/ACT-Plus enrichment has been restructured as a co-curricular competition like Academic Decathlon or Quiz Bowl after-school clubs called Academic Olympics. The goal is to develop individual strength, leadership, and confidence when expressing academic skills, promote social interactions, collaboration, and collegiality among students, and prepare students for the ACT exam. Please note that ALL high schools require 11th-grade students to take the ACT in the spring semester.

THE ACE DIFFERENCE
Depending on your service area, ACE will be executed differently. All the previously mentioned areas are universal to any site; however, locations, time, student requirements, and other logistics are service-area-specific.

ACE in PEOPLE Madison
Students in Madison have an ACE site in their high school (East, West, Memorial, and Lafollette).
ACE hours:
- Monday or early release days 2:00 PM-5:00 PM
- Tuesday through Thursday 3:00 PM-6:00 PM
- Friday by appointment

ACE in PEOPLE Milwaukee
PEOPLE Milwaukee will have five ACE sites this academic year. There will be four in-person ACE sites and one virtual ACE site. The in-person ACE sites will be located at:

1. Rufus King High School | Mon. – Thurs. | 3:30 – 6 PM
2. Golda Meir Upper Campus | Mon. – Thurs. | 3:30 – 6 PM
3. Milwaukee School of Languages | Mon. – Thurs. | 3:30 – 6 PM
4. Ronald Reagan High School | Mon. – Thurs. | 3:30 – 6 PM

Students will be required to attend ACE in person if their school has been designated as an ACE site. Students who do not attend a school with an ACE site (JMAC, Vincent, Marshall, Bay View, South Division, Tech, MacDowell, Washington, MHSA, Pulaski, Audubon, Hamilton, Riverside) will be required to attend ACE virtually. Students may not attend ACE at a school in which they are not currently enrolled.
Virtual ACE for Milwaukee students will take place via Microsoft Teams/Zoom, Monday – Thursday from 4:30 – 7 PM. If students have elected for a virtual learning experience with MPS, you will also participate in the virtual ACE programming; please communicate with your assigned PCA if this is applicable.

**PEOPLE Student ACE Attendance Requirements**

ACE is a mandatory component for all PEOPLE students and attendance is tracked daily and calculated weekly. All students must attend ACE on a Monday or Tuesday each week. Students who have a 2.99 or lower must attend ACE on a Monday or Tuesday AND a Wednesday or Thursday for additional homework mentorship. Students must stay the entire ACE time of the day they choose to attend. Site is approximately 2 hours per day. Some exceptions can be made by site supervisors; however, Academic Olympics will take priority over enrichment activity. It is at the PCAs’ discretion to modify a student’s schedule based on their academic/individual needs. Virtual homework mentorship will be available by request to your PCAs. Please note that we cannot guarantee a tutor in all subject areas. See the chart below for more information:

<table>
<thead>
<tr>
<th>Weekday</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>PEOPLE 2 People Engagement Lesson, Juniors and/or Seniors may be required to attend to complete college readiness activities. Optional <em>Homework Mentorship</em></td>
</tr>
<tr>
<td>Tuesday</td>
<td>PEOPLE 2 People Engagement Lesson, Juniors and/or Seniors may be required to attend to complete college readiness activities. Optional <em>Homework Mentorship</em></td>
</tr>
<tr>
<td>Wednesday</td>
<td>Optional <em>Homework Mentorship</em>, connecting with PCA, make-up days</td>
</tr>
<tr>
<td>Thursday</td>
<td>Optional <em>Homework Mentorship</em>, connecting with PCA, make-up days</td>
</tr>
<tr>
<td>Friday</td>
<td>No Scheduled ACE Activities</td>
</tr>
</tbody>
</table>

**Learning Accommodations**

It is the policy of the University of Wisconsin-Madison to provide reasonable accommodations for students with special needs. Please consult with your Precollege Advisor or Program Manager if your child needs special accommodations to participate fully in the program.

**Program POLICIES**

**ACADEMIC POLICY OVERVIEW**

The minimum GPA requirement for admission into PEOPLE is a 2.75 GPA. We offer tutoring and PEOPLE Summer Universities to increase a student’s ability to master academic knowledge. To maintain enrollment in PEOPLE, a student must maintain at least a 2.75 semester GPA as shown on their transcript (not report card). This academic benchmark is a minimal goal for students who aspire to attend college and be eligible for scholarships and grants.

**Note:** PEOPLE does not count pass/fail grades, even if those grades appear on a transcript. See the chart under Grade Review Policy for guidelines on how we help students below a 2.75 semester GPA get back on track.

We work in partnership with school districts, teachers, guidance counselors, principals, and most importantly parents, to ensure that we are getting accurate and up-to-date information on the progress of our students. With this information, we then can supplement their education with quality enrichment and tutoring services.
Students play the most pivotal and central role in their own success. The PEOPLE program’s presence in a student’s academic life is to support, encourage, and facilitate access to support services needed to be ready for college. When students communicate with their parents, teachers, guidance counselors, PEOPLE Liaison, Precollege Advisors, and other PEOPLE staff, we can better serve the students’ needs. This is a partnership.

Conversely, PEOPLE students are expected to commit themselves to a high level of academic and personal excellence during the school year and summer programs. Satisfactory academic progress must be made toward high school graduation in preparation for college. Parents play a key role in ensuring their child is meeting this expectation by maintaining ongoing communication with their child’s school and the PCA. However, if students are not meeting the participation expectations set forth, then students may be placed on probation, or dismissed from the program.

**GRADE REVIEW POLICY**

PEOPLE uses the *semester* GPA for all grade reviews. Precollege Advisors formally review students’ grades in the 1st and 3rd quarters (August/September and January/February). We pull the semester GPA from the student transcript. Based upon that review, students are placed on one of the statuses listed below:

- Good Standing
- Academic Watch
- Academic Probation
- Strict Academic Probation
- Program Dismissal

The following chart explains each status and what a student must do to improve their status:

<table>
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<tr>
<th>Semester GPA</th>
<th>PEOPLE Status</th>
<th>Details</th>
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<tbody>
<tr>
<td>Above 3.00</td>
<td>Good Standing</td>
<td>Students in Good Standing are eligible for all PEOPLE programming and services; and on track for being college ready.</td>
</tr>
<tr>
<td>2.99 – 2.75</td>
<td>Academic Watchlist</td>
<td>Student is in danger of falling below a 2.75 and will be closely watched.</td>
</tr>
<tr>
<td>2.74 – 2.50</td>
<td>Academic Probation</td>
<td>After being placed on Academic Probation, students must earn at least a 2.75 semester GPA the following semester to be moved to Academic Watchlist. At a student’s second consecutive semesters on Academic Probation, they will be moved to Strict Academic Probation.</td>
</tr>
<tr>
<td>2.49 or below</td>
<td>Strict Academic Probation</td>
<td>Students placed on Strict Academic Probation must earn at least a 3.0 semester GPA the following semester to be moved to Good Standing. At a student’s second consecutive semesters on Strict Academic Probation will be reviewed for dismissal.</td>
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The purpose of this is NOT to discourage your child’s progress. However, it is important that students are present and accountable for their academic success, in a proactive manner. There is no appeal process for academic dismissals.

Quarter Three Grade Review Policy
Students who are on Strict Academic Probation after the 3rd Advising Session (February) will be closely monitored during quarter three. If at the 4th quarter Advising Session (April), the student has achieved a 3.0 GPA they will be allowed to register for PEOPLE Summer University experience. Conversely, if the student has not achieved at least a 3.0 GPA, the student will not be allowed to register for PEOPLE Summer University and will be recommended for summer school. At the 1st Advising Session (September) of the following school year, any student who did not receive a 3.0 semester GPA will be reviewed for program dismissal.

ATTENDANCE POLICY
Attendance is reviewed twice annually, in January/February and June/July. Students who have not met the ACE attendance requirement of 85% or better will be placed on Attendance Probation. Students on Attendance Probation must achieve an ACE attendance rate of 85% or better, or they will be reviewed for program dismissal. Overall program attendance will be evaluated for dismissal decisions where applicable.

Listed below are events that will take place during a programming year which can affect student’s attendance status:

- Academic Year Orientation *
- Freshman Cohort*
- Senior Cohort*
- Academic Centers for Enrichment (ACE)*
- 4-Advising Sessions*
- UW-System Campus Visits (2 mandatory visits during high school)**
- EmpowHer’d
- MENtally Strong
- You in Education Series
- PEOPLE College Power Hours*
- PEOPLE Summer University Orientation*
- PEOPLE Summer University*
- Senior Send-Off*
- Senior Trip
- Other special events students sign up to participate in
  * These events are mandatory and count towards the 85% attendance rate.
  **Select students in Madison & Milwaukee will participate in the DPI grant and MUST attend two visits within one academic year.

SUMMER SCHOOL POLICY
Students who need to improve their grade(s) in a class can be conditionally excused from PEOPLE Summer University once we have completed the summer excusal request form and received proof of enrollment into the class. However, for the excusal to be finalized, students must submit their summer
grades by August 1st. All summer grades will receive a separate grade review in September. Students’ status in PEOPLE will be reassessed after the grade review.

**UPDATED CONTACT INFORMATION**
Please be sure PEOPLE always has the most updated contact information for you. Please note updating your contact information with your school DOES NOT ensure we will receive it.

**Program EXPECTATIONS**

**COMMUNICATION EXPECTATIONS**
Communication refers to both the sending and receiving of information, such as email and text messages, and verbal communication such as telephone conversations and face-to-face interactions. To ensure a successful exchange of information, it is important to follow the best practices listed below:

- PEOPLE will provide a Calendar of Events covering September – July
  - Please note dates are subject to change.
- PEOPLE will provide event flyers at least 3 weeks prior to the event.
- PEOPLE will provide event reminders 1 week and 1 day prior to the event.
- PEOPLE staff may need 48 business hours to respond to communication.
  - Please note that October, April - July are peak times for staff.
- Check your email OFTEN, it is PEOPLE’s primary method of communication.
- Ensure you provide your PCA with updated contact information.
- Please maintain respectful and open communication and PEOPLE will do the same.

**ACE SITE EXPECTATIONS**
Students should be ready to engage in building cognitive skills and strategies and to practice safe and healthy habits.

- PEOPLE students should come prepared with the necessary instructional materials, a strong work ethic, and respect for a productive work/study environment. Please make sure your student brings their homework, special projects, books, syllabi, test review materials, and any other necessary instructional materials to site.
- ACE services are only open to PEOPLE students who are actively working on homework, special projects, tutoring activities, reading, undergoing advising sessions or preparing for tests.
- Visitors or inactive PEOPLE students will be asked to leave ACE.
- Students must stay in the 18:1 classroom ratio while at ACE.
- Students must inform their PCA or Academic Lead whenever they leave the designated space for any reason.
- Students are expected to complete and submit all assignments/tasks by the communicated deadline.
- If students request a small group and/or one-on-one meeting they should have questions prepared regarding specific assignments and/or topics.

**Virtual ACE/Programming Expectations:**

- Students **must have cameras on** during all PEOPLE virtual events.
- Students should be aware of background and personal appearance when interacting in virtual spaces. Please avoid any activity/images that would be distracting to the learning environment.
- Students are advised to use virtual backgrounds whenever possible.
• Students should keep all communication/interactions with classmates centered around their educational experience.
• Students should only work with classmates during the hours of scheduled ACE activities unless otherwise agreed upon by both families.
• Students should not share their Teams screen or recordings with anyone who is not assigned to their class.
• Students are expected to complete all assignments independently unless otherwise stated by PEOPLE staff.

PLEASE NOTE: Students are expected to follow all established PEOPLE behavior expectations while participating in In-person or Virtual ACE.

STUDENT BEHAVIOR EXPECTATIONS
We strive to provide a safe, productive learning environment -- to support this goal, we’ve established some behavior guidelines. Please refer to your Parent Partnership Agreement, the Disclosure of Dismissal Policies and Procedures, and the guidelines listed in this handbook to understand our behavior expectations. Not meeting these expectations disrupts the learning environment and put the safety and protection of all students in danger. The following will not be tolerated:
• Fighting or verbal abuse
• Hateful language or actions towards PEOPLE Students, Employees, University officials or others
• Possession of weapons and/or dangerous instruments
• Illegal drugs, controlled substances, and alcoholic beverages
• Misconduct- any activity that may potentially harm, damage or destroy personal, university or private property.
• Inappropriate in Nature- PEOPLE students are to refrain from engaging in any type of activity that is considered inappropriate. Examples of what is not permitted include, but are not limited to: kissing, touching, groping, sexual harassment, sexual assault, and intercourse with any person or student.
• Theft
• Bullying/ Cyberbullying
• Using cell phones, wireless (AirPods)/wired headphones, or other electronic devices inappropriately during programming activities.
• Not adhering to the rules and processes put in place for minor protection and safety including, but not limited to, leaving the program care without properly checking out
• Impropriate or offensive language.

PARENT / GUARDIAN EXPECTATIONS
PEOPLE is a partnership in which we need parents/guardians to take an active role in supporting PEOPLE’s efforts to ensure that students are ready and eligible for post-secondary education. We encourage full involvement with parents/guardians, for without their partnership, PEOPLE would not be successful. Please consider the following:

• Be familiar with and review the current year’s handbook and pay special attention to policies and student behavior expectations.
• Reinforce positive behavior and acknowledge your student for demonstrating appropriate conduct.
• If misconduct escalates, cooperate with the school/PEOPLE as a collaborative partner to address student’s needs and student accountability.
• Ensure the student attends school and ACE regularly and is on time. Aim for school attendance at 97% or better.
• Provide a home environment that encourages respect for PEOPLE and the learning process.
• Take corrective action when requested by PEOPLE staff and administrators.
• Attend all parent related meetings including orientations.
• Update all personal information including contact information.
• Update to Ace Site Student Expectations due to COVID 19:
  • Parents should encourage a proper learning environment for your student.
  • Due to compliance, parents are not allowed in the virtual classrooms.
  • Parents should encourage students to attend virtual ACE on-time and to be fully engaged.
  • Parents should encourage timely submission of assignments.

DISCIPLINARY PROCESS
The PEOPLE program is proud to offer college prep services to enrolled Wisconsin students free of charge. In return, we ask that students fully commit to the program in principle and practice. If a student is involved in an incident that requires discipline, the following process ensures the student has fair proceedings and an opportunity to participate in the process. This process also allows families to understand how our disciplinary process works and what actions may be taken to program dismissal.

Immediately following the incident, the staff member involved must complete a Precollege Incident Report (PIR). This form documents the incident and allows the staff member to request additional follow-up. PEOPLE staff members will their best judgment to determine the follow-up action, which includes:

• Staff/Student Conference
• Parent/Guardian Contact
• Parent/Guardian Pre-disciplinary Meeting* with Program Administrator and/or other appropriate staff

*The purpose of the Pre-disciplinary Meeting is to review the incident with the student and their family, allow the student to provide any missing or additional information, and allow the staff to ask questions to get a better understanding of what occurred. The pre-disciplinary meeting is optional for families.

Pre-disciplinary Meetings could result in:

• No Discipline Warranted
• Letter of Expectation issued to student/family
• Behavior Probation
• Program Dismissal

NOTE: Disciplinary action may be taken without the meeting if the family chooses to decline the meeting or does not show up to the scheduled meeting. If a family misses the meeting, the program will try to reschedule the meeting, but if the rescheduled attempt fails, disciplinary action may be taken using the information available to the program staff.

Incidents that are physical in nature such as fighting, or harassment require a parent/guardian Pre-disciplinary Meeting.

PROGRAM DISMISSAL APPEAL PROCESS
PEOPLE believes in our students having a voice regarding their future. Listed below are the processes put in place for student and/or parent/guardians to advocate in the event of program dismissal.
• **Academic Dismissal:** There is no formal appeal for academic dismissals.

• **Attendance Dismissal:** If your child has been dismissed from PEOPLE for attendance but has extenuating circumstances, the student and/or parent/guardian must submit a written appeal letter within 3 weeks of receiving the termination notice. Letters can be emailed directly to the Director. See *PEOPLE Precollege Staff* section for contact information.

• **Behavior Dismissal:** Before a student is dismissed for behavior issues, they will be invited to a pre-disciplinary meeting. If the family doesn’t show up to this meeting, the program reserves the right to decide based on the information we have. If a parent would like to appeal that decision, a letter can be emailed to the Director. See *PEOPLE Precollege Staff* section for contact information.

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**Student Safety & Emergency PROCEDURES**

Student safety is a top priority and our collective responsibility of staff and students. Students will be supervised and required to stay in the designated PEOPLE area always. PEOPLE students are supervised at a 1:18 ratio or 1:10 ratio on field trips. Any special events a student participates in will require a signed permission slip from their parent/guardian. Once an event has ended, PEOPLE staff will only be at the pick-up site for an additional 30 minutes before departing. It is important to arrange transportation for your student to align with this procedure. Parents concerned about their children’s safety should contact a member of the PEOPLE Staff.

**Virtual Environment Safety Policies**

Although the PEOPLE program will provide a safe virtual learning environment with trained staff members the onus of ensuring safety and security when a student studies at home is on the parent and the student. Make sure that your student is aware of the necessary safety precautions while studying from home and put them into practice. It is essential that you monitor their online activity. At the end of the day, chat with them about what they learned and how they used the web. And more importantly: the importance of protecting personal data.

**Medical Emergencies**

If there is an emergency, parents or guardians will be contacted immediately. If a parent/guardian cannot be reached, we will call the emergency contact number listed on your student’s records. Medications cannot be administered by our staff. However, please let us know if your student does take medication at home and must self-administer medication while on campus or at site.

If a student needs emergency medical treatment, it is the policy of UW-Madison to first contact police, and they will dispatch an ambulance as they deem necessary. This call is not made by PEOPLE Program staff, and we do not incur any expenses associated with any medical treatment.

**Inclement Weather Emergencies**

Wisconsin weather can be unpredictable. In the event school is canceled for inclement weather, your Pre-College Advisor will contact families to inform them of ACE site closings as soon as possible. In addition, school announcements will be arranged to inform students that ACE site has been closed. If school is closed for inclement weather, ACE site will be too.

**Visitors**

PEOPLE’s educational facilities and surrounding areas are restricted to enrolled students ONLY. Although parents and other caregivers (grandparents, aunts, and uncles, foster parents, mentors, teachers,
guidance counselors, etc.) are welcome to visit, the friends and young relatives of our students will not be allowed to participate in ACE or other PEOPLE-sponsored events. If a non-PEOPLE student is brought to a PEOPLE event, the enrolled PEOPLE student will be asked to call a parent or guardian and the student and guest must be picked up immediately.

**Mandatory Reporting**
PEOPLE, as well as all UW-Madison personnel, are mandated reporters. This means all University employees are required by law to report if they had a reasonable cause to suspect that a child has been abused or neglected or has been threatened with abuse or neglect that is likely to occur. For the legal document please see: The Laws In Your State: Wisconsin | RAINN
We do not take the matter of child abuse lightly and assure you that we will do everything within our legal right to keep your child safe while they are in our care.

If you have any questions or concerns regarding this matter, please do not hesitate to contact a Service Area Program Manager or Associate Director.

**Looking Ahead to SUMMER 2024**
Participation in PEOPLE Summer University is an integral and mandatory component of a student’s enrollment in the program. Summer 2024 program date information is provided in advance, so families can plan accordingly. Please note, sometimes, due to situations outside of our control, the dates listed below may change. We recommend checking in with your Precollge Advisor before booking plans in June and July. The tentative PEOPLE Summer University (PSU) dates for summer 2024 are listed below.

**PSU Dates:**
- PEOPLE Summer University I: Rising 9th Graders
  - Saturday, June 29, 2024 - 1 Day commuter program
- PEOPLE Summer University II: Rising 10th Graders
  - Sunday, June 9th, 2024 – Friday, June 14, 2024
- PEOPLE Summer University III: Rising 11th Graders
  - Wednesday, June 19th, 2024 – Friday, June 28th, 2024
- PEOPLE Summer University IV (CCK): Rising 12th Graders
  - Sunday, July 7th, 2024 – Tuesday, July 23rd, 2024

A more thorough schedule will be provided with the summer registration. If you have conflicts with the above dates, you may fill out a Summer Excusal Request Form and submit it to your PCA. As a program rule, we do not excuse students from PEOPLE Summer University for sports, family vacations, or other summer programs of any sort. Please note, that submission of this request does not guarantee approval.

**Social Media**
There are plenty of good things about social media — but also many risks and things students should avoid. Please be mindful:
- 35% of admissions offices say they visit applicant's social media page
  - Half reported a positive impact
  - 42% reported negative impact on the applicant
- Positive social media
- A student who describes organizing a LGBTQ panel at their school (Showcases cultural/social awareness)
- A student pictured with an award from her principal (Showcases ability and accolade)
- A student sharing details of a business started with mom (Showcases work ethic)
- Negative social media
  - Students brandishing weapons (Misalignment with Campus Policies)
  - Young man involved in a felony, did not report on application but the entire story was on Facebook (Questionable Integrity)
  - Questionable comments around race and privilege (Misalignment with Campus Policies)

Follow us
@UWPEOPLE

Join Remind.com
Please sign up for Remind.com to receive important notifications from PEOPLE. There are 3 ways to sign up, the instructions can be found below:

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<th>School/Quad</th>
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Smartphone App for iOS and Android
- Called “Remind: School Communication”
- Create a new account or login to your account
- Tap the + to add the class using the class code for your school

Text Message
- Text the class code for your school to 81010
  - (send a text message to the phone number 81010 containing your school code (for example, "@peoplelhs") in the message

E-Mail
- Sign up for an account using a desktop computer – remind.com/join

Ensure that you:
- Toggle your personal notification preferences in your account settings to turn on push notifications/text messages/e-mails
- Reply to any messages or start your own conversation thread with your PCA
A Big **THANKS!**

Reading this handbook ensures you’re a well-informed PEOPLE family and have taken the first steps for a successful year. It is the responsibility of parents and students to read and understand the material listed in this handbook. Major points of the handbook are highlighted during the academic year orientation presentation. If parents are unable to attend orientation, it is the responsibility of the parent to get the necessary information from the adult that attended orientation with the student.

Please contact your service area staff with questions in advance if you are unclear of any of our policies.