

RIDE THE THIRD WAVE

PRESENTED TO:
PUBLIC RELATIONS SEMINAR

REMARKS BY:
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ARIZONA BILTMORE HOTEL
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GOOD MORNING,

HERE'S THE WAY I WOULD DESCRIBE THE ELEPHANT,

TODAY'S INCREASING NATIONAL FOCUS ON THE EDUCATION OF CHILDREN IN NEED IS PARTIALLY AN OUTGROWTH OF EDUCATION REFORM THAT WAS SPURRED BY PUBLICATION A "NATION AT RISK", PARTLY AN OUTGROWTH OF EFFECTIVE WORK BY THE NATIONAL GOVERNORS ASSOCIATION ON INFANT MORTALITY, AND PARTLY FROM MARION WRIGHT EDELMAN'S WORK WITH THE CHILDREN'S DEFENSE FUND, ALL OF THESE STRANDS WERE BROUGHT TOGETHER FOR THE FIRST TIME IN C.E.D.'S LANDMARK REPORT TITLED, "CHILDREN IN NEED -- INVESTMENT STRATEGIES FOR THE DISADVANTAGED", RELEASED IN 1987.

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MY OVERSIMPLIFIED APPROACH,

THE FIRST WAVE OF EDUCATION REFORM IN THIS COUNTRY
WAS MARKED BY THE PUBLICATION OF A "NATION AT RISK"
A REPORT THAT GALVANIZED NOT ONLY THE PROFESSIONAL
EDUCATORS BUT ALL MEMBERS OF THE COMMUNITY WHO WERE
CONCERNED ABOUT EDUCATION,

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THIS LED TO AN UNPRECEDENTED COMMITMENT TO IMPROVING THE QUALITY OF PUBLIC EDUCATION BUT THE BEGINNING FOCUS WAS ON HIGHER STANDARDS AND TOUGHER COURSE REQUIREMENTS AT THE HIGH SCHOOL LEVEL,

AL SHANKER WAS AMONG THE FIRST TO UNDERSTAND THAT IF THE REFORM MOVEMENT ENDED HERE, IT WOULD DO NOTHING BUT INCREASE AN ALREADY PARALYZING HIGH DROPOUT RATE.

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THE SECOND WAVE OF REFORM FOCUSED ON IMPROVING THE QUALITY OF THE NATION'S TEACHERS. THIS HAS BEEN LED BY THE CARNEGIE CORPORATION WHICH IS RESPONSIBLE FOR SETTING UP THE NATIONAL BOARD FOR PROFESSIONAL

TEACHING STANDARDS AND BY THE HOLMS GROUP, AN ORGANIZATION OF GRADUATE SCHOOLS OF EDUCATION, WHOSE PURPOSE IS TO BRING ABOUT CURRICULUM REFORM AT SCHOOLS OF EDUCATION

BY REVERSING THE EMPHASIS FROM HOW TO TEACH TO THE CONTENT OF THINGS TAUGHT, HUNDREDS OF LOCAL SCHOOL BOARDS ARE REACTING BY SUBSTANTIALLY INCREASING TEACHERS SALARIES.

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THE LED. "CHILDREN IN NEED" REPORT 1987 WAS THE FIRST TO RECOGNIZE EXPLICITLY THAT THESE TWO EARLIER MOVEMENTS LEFT OUT ENTIRELY THE EARLY AND SUBSTAINED INTERVENTION IN THE LIVES OF DISADVANTAGED CHILDREN WHICH IS IMPERATIVE IF THESE CHILDREN ARE TO BE EDUCATED, CHILDREN ARE DISADVANTAGED IF THEY CANNOT TAKE ADVANTAGE OF AVAILABLE EDUCATIONAL OPPORTUNITIES GENERALLY MENTAL, PHYSICAL OR CULTURAL IMPAIRMENTS OR IF THE EDUCATIONAL RESOURCES AVAILABLE TO THEM ARE INHERENTLY UNEQUAL, CONSERVATIVE ESTIMATES SHOW THAT A SHOCKING 30% OF OUR SCHOOL POPULATION ARE DISADVANTAGED WITH URBAN CENTERS RUNNING AT 50% OR HIGHER,

THIS IS A LONG-TERM MULTIFRONT WAR AND I'M GOING TO CONCENTRATE ON THIS FRONT.

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THE REPORT STRESSES THAT POVERTY CORRELATES CLOSELY WITH SCHOOL FAILURE, ESPECIALLY WHERE FAMILY STRUCTURE HAS BROKEN DOWN AS WELL, POOR STUDENTS ARE THREE TIMES MORE LIKELY TO BECOME DROPOUTS THAN STUDENTS FROM MORE ECONOMICALLY ADVANTAGED HOMES, THIS IS HARDLY SURPRISING: CHILDREN OF THE POOR SUFFER MORE FREQUENTLY FROM ALMOST EVERY FORM OF CHILDHOOD DEFICIENCY, INCLUDING INFANT MORTALITY, GROSS MALNUTRITION, RECURRENT AND UNTREATED HEALTH PROBLEMS, PSYCHOLOGICAL AND PHYSICAL STRESS, CHILD ABUSE, AND LEARNING DISABILITIES,

AND NOW FOR A FEW STATISTICS, WHICH I CERTAINLY DO NOT EXPECT YOU TO REMEMBER, TO GIVE YOU AN OVERALL IMPRESSION OF THE MAGNITUDE OF THE PROBLEM,

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AS A GROUP, CHILDREN ARE NOW THE POOREST SEGMENT OF THE NATION'S POPULATION, THEY ARE NEARLY SEVEN TIMES AS LIKELY TO BE POOR AS THOSE OVER SIXTY-FIVE, OVER 20% OF ALL CHILDREN UNDER 18 CURRENTLY LIVE IN FAMILIES WHOSE INCOMES FALL BELOW THE POVERTY LINE, AND 25% OF ALL CHILDREN UNDER 6 ARE NOW LIVING IN POVERTY. ALMOST TWO-THIRDS OF ALL POOR CHILDREN ARE WHITE, BUT BLACKS AND HISPANICS ARE MORE LIKELY TO BE POOR: 43% OF BLACK AND 40% OF HISPANIC CHILDREN LIVE IN POVERTY, BLACK CHILDREN ARE NEARLY THREE TIMES AS LIKELY TO LIVE IN POVERTY AS WHITE CHILDREN,

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THERE HAS ALSO BEEN AN EPIDEMIC INCREASE IN THE NUMBER OF CHILDREN BORN OUTSIDE OF MARRIAGE, ONE HALF OF THESE TO TEENAGE MOTHERS WHO TEND TO HAVE PREMATURE BIRTHS BECAUSE OF INADEQUATE NUTRITION AND MEDICAL CARE, LOW BIRTH WEIGHT IS THE SINGLE BEST PREDICTOR OF WHAT'S GOING TO HAPPEN DURING THE EDUCATION PROCESS, WEIGHT BELOW 5 LBS. COMBINED WITH INADEQUATE MEDICAL CARE HAS A TERRIBLE IMPACT. TODAY BETWEEN 20 AND 25% OF OUR ANNUAL BIRTHS ARE ALMOST ASSURED OF BEING EDUCATIONALLY RETARDED OR DIFFICULT TO TEACH AS THEY GO THROUGH OUR SCHOOL SYSTEM.

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HOW DOES THIS TRANSLATE, LETS TAKE A NATIONAL
PROFILE OF THE CLASS OF 2001 WHICH STARTED KINDERGARTEN
LAST FALL,

25% LIVING BELOW POVERTY LINE

15% HAVE MENTAL OR PHYSICAL HANDICAPS

14% BORN TO TEENAGE MOTHERS

14% BORN TO UNMARRIED MOTHERS

DISASTER IS ALMOST GUARANTEED IF KIDS FALL INTO
SEVERAL CATEGORIES,

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AS A RESULT OF INCREASING RECOGNITION OF THESE FACTS,
WE ARE BEGINNING TO ARRIVE AT A MORE REALISTIC
UNDERSTANDING OF THE PROBLEMS FACED BY LARGE NUMBERS
OF CHILDREN, WE ARE PUTTING ASIDE THE TRADITIONAL
COMPARTIMENTALIZED VIEW THAT LOOKS AT EDUCATION AS ONE
PROBLEM, HEALTH AS ANOTHER, FAMILY INCOME AS A THIRD,

IN ITS PLACE, WE ARE ADOPTING A MORE COMPREHENSIVE
VIEW THAT TAKES INTO ACCOUNT THE WAYS EDUCATION,
HEALTH, NUTRITION, HOUSING, FAMILY INCOME, SOCIAL
SUPPORTS AND EVEN POLITICAL DECISIONS ALL INTERACT TO
FORM THE ENVIRONMENT IN WHICH YOUNG PEOPLE LIVE AND
THE OPPORTUNITIES THAT ARE AVAILABLE TO THEM.

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THESE ARE IMPORTANT SIGNS OF PROGRESS, BUT IF OUR
OUTLOOK HAS CHANGED, THE OBSTACLES BEFORE US HAVE NOT
CHANGED,

ONE OF THEM IS OUR OWN HISTORY.

WHEN IT COMES TO DEVELOPING RHETORIC ABOUT CHILDREN,
I DOUBT WE HAVE AN EQUAL IN THE WORLD, EXCEPT FOR A
BRIEF PERIOD IN THE SIXTIES WHEN WE DEVELOPED AND
IMPLEMENTED A RANGE OF PROGRAMS AIMED AT PROVIDING
ALL CHILDREN WITH A RELATIVELY EQUAL OPPORTUNITY IN
LIFE, OUR RECENT PERFORMANCE HAS NOT COME CLOSE TO
OUR RHETORIC,

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TAKE INFANT MORTALITY AND CHILD HEALTH,

EVERYONE AGREES THAT CHILDREN WHO RECEIVE EARLY
HEALTH CARE FARE BETTER IN LIFE THAN CHILDREN WHO DO
NOT: FOR 60 YEARS WE HAVE KNOWN THAT QUALITY PRENATAL
CARE CAN REDUCE INFANT MORTALITY AND ELIMINATE MANY
OF THE PROBLEMS THAT LEAD TO HIGH-RISK BIRTHS AND
SUBSEQUENT POOR HEALTH AMONG INFANTS, AS WELL AS
PROBLEMS IN LATER LIFE THAT ARE ASSOCIATED WITH POOR
CHILD HEALTH.

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YET THE UNITED STATES CURRENTLY RANKS 19TH AMONG INDUSTRIALIZED NATIONS IN INFANT MORTALITY, AND 15 MILLION WOMEN OF CHILDBEARING AGE HAVE NO PRIVATE OR GOVERNMENT HEALTH INSURANCE THAT COVERS MATERNITY CARE,

IN ADDITION, WE MAKE THE HEAD-START PROGRAM AVAILABLE TO LESS THAN 20 PERCENT OF THE CHILDREN WHO NEED IT, IN SPITE OF FACT IT IS THE MOST SUCCESSFUL SOCIAL PROGRAM OF LAST QUARTER OF CENTURY, WE KNOW THAT WHEN HEAD-START KIDS GROW UP THEY ARE MORE LIKELY TO FIND JOBS, FORM STABLE FAMILIES, LESS APT TO BE ON WELFARE, LESS TROUBLE WITH LAW, WE PLACE SHARP RESTRICTIONS ON THE NUMBER OF WOMEN AND CHILDREN WHO RECEIVE THE BENEFITS OF FOOD AND NUTRITION PROGRAMS AND DRAMATICALLY LIMIT THE CHAPTER 1 ASSISTANCE WE PROVIDE OUR PUBLIC SCHOOLS IN DISADVANTAGED SCHOOL DISTRICTS,

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DISTURBING FACTS ABOUT SCHOOL CHILDREN "AT RISK" HAVE BEEN MARSHALLED TIME AND AGAIN, HERE IS "A DAY IN THE LIVES OF AMERICAN CHILDREN," PRESENTED BY THE CHILDREN'S DEFENSE FUND:

1,868 TEENS DROP OUT OF SCHOOL

988 AMERICAN CHILDREN ARE ABUSED

2,989 CHILDREN SEE THEIR PARENTS DIVORCED

1,099 TEENAGERS HAVE ABORTIONS

1,287 TEENAGERS GIVE BIRTH

110 BABIES DIE BEFORE THEIR FIRST BIRTHDAY

27 CHILDREN DIE BECAUSE OF POVERTY

5 SCHOOL-AGE YOUTHS ARE MURDERED

5 TEENS COMMIT SUICIDE

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IF THESE ~~AND OTHER~~TRENDS CONTINUE, THEN BY THE YEAR 2000, WHICH NOW IS JUST 11 YEARS AWAY, ONE OF EVERY FOUR YOUNGSTERS IN THIS COUNTRY WILL BE POOR, ONE IN FIVE WILL BE AT RISK OF BECOMING A TEENAGE PARENT, AND ONE IN 4 WILL BECOME A DROPOUT, MOST LIKELY BEFORE JUNIOR YEAR IN HIGH SCHOOL,

THAT'S THE HISTORY WE HAVE TO OVERCOME,

THE NATURE OF THE POVERTY IN WHICH SO MANY CHILDREN NOW LIVE IS THE SECOND MAJOR OBSTACLE IN OUR PATH,

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IT IS A POVERTY UNLIKE ANY WE BECOME FAMILIAR WITH IN THE PAST, IT IS NOT A POVERTY THAT HAS A TEMPORARY HOLD OVER ITS VICTIMS, IT IS A POVERTY THAT IS BOTH EXTENSIVE AND DEEPLY INGRAINED, IT IS FAR MORE SEVERE AND OPPRESSIVE THAN MOST OF US IMAGINE, AND IT OFTEN DEFEATS THE BEST EFFORTS OF DEDICATED AND HARD-WORKING PARENTS,

ALTHOUGH THE NATIONAL POVERTY RATE HAS BEEN HELD STEADY AT 14 PERCENT, CONSIDER THESE FACTS:

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- 0 THE "POVERTY GAP," THE AMOUNT BY WHICH THE INCOME OF THE POOR FALLS BELOW THE POVERTY LINE, IS LARGER THAN AT ANY TIME IN 27 YEARS, EXCEPT FOR THE HIGH UNEMPLOYMENT YEAR OF 1983,

- 0 THE PROPORTION OF POOR WHO FALL INTO THE CATEGORY OF THE POOREST OF THE POOR IS AT THE HIGHEST LEVEL IN MORE THAN A DECADE,

- 0 THE POVERTY RATE AMONG YOUNG FAMILIES WITH CHILDREN DOUBLED BETWEEN 1974 AND 1983, BY 1985, HALF OF ALL YOUNG FAMILIES WITH CHILDREN WERE LIVING IN POVERTY.

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THIS ISN'T JUST POVERTY, THIS IS A POVERTY IN WHICH CHILDREN FREQUENTLY END UP WORSE THAN THEIR PARENTS,

THE AMERICAN ECONOMY, AND THE AMERICAN SOCIETY, HAS BEEN BUILT AROUND THE IDEA THAT TOMORROW'S GENERATION WILL DO BETTER THAN TODAY'S, THE POOR BELIEVED THAT, TOO, BUT IF THOSE AT THE BOTTOM OF THE ECONOMIC LADDER STOP BELIEVING THE CHILD'S FUTURE HOLDS MORE PROMISE THAN THE PARENT'S PAST, WE WILL BE IN SERIOUS TROUBLE,

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WE CANNOT ALLOW THE NUMBER OF PEOPLE WHO ARE NOT
RECOGNIZED AS EQUAL PARTICIPANTS IN OUR SOCIETY,
EITHER BY THEMSELVES OR OTHERS, TO GROW LARGER,

NOBODY IS SUGGESTING WE START FROM SCRATCH AND BUILD
A NEW SOCIAL AND ECONOMIC STRUCTURE, BUT WE CAN
IDENTIFY THOSE AREAS WHERE WE CAN MAKE A SUBSTANTIAL
DIFFERENCE AND BEGIN TO BUILD ON THOSE SUCCESSES,

THIS IS A GIGANTIC MULTI-FRONT WAR THAT WILL TAKE AT
LEAST A GENERATION TO WIN, THERE'S NO POINT IN THE
FAINT OF HEART VOLUNTEERING,

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AT THE PRESENT TIME, THE MOMENT SEEMS RIGHT FOR SOME INTENSIVE EFFORTS TO IMPROVE THE EARLY LIVES OF CHILDREN, TO PUT INTO PLACE, ON A MORE EXTENSIVE SCALE THAN CURRENTLY EXISTS, PROGRAMS THAT WILL IMPROVE THE ODDS THAT CHILDREN WHO ARE DISADVANTAGED TODAY WILL HAVE A BETTER FUTURE TOMORROW,

IS OUR KNOWLEDGE COMPLETE AND EXACT? OF COURSE NOT, BUT WE DO KNOW ENOUGH TO SAVE 50%+ OF DISADVANTAGED KIDS.

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THOSE INITIATIVES THAT FOCUS ON THE EARLY LIVES OF
CHILDREN SHOULD INCLUDE THE FOLLOWING:

1. ACCESS TO PRENATAL CARE FOR ALL PREGNANT
WOMEN.
2. FULL PARTICIPATION IN THE WIC PROGRAM
AND SIMILAR STATE PROGRAMS.
3. ENDING CHILDHOOD HUNGER IN AMERICA,
4. IMMUNIZING EVERY CHILD AGAINST INFECTIOUS
DISEASES.
5. MAKING QUALITY DAY CARE ACCESSIBLE TO
CHILDREN OF PARENTS WHO MUST WORK,
6. EXPANDING HEAD START AND CHAPTER ONE
TO ALL ELIGIBLE CHILDREN,
7. EFFECTIVE TEENAGE PREGNANCY PREVENTION
PROGRAMS,

NOT A NEW IDEA IN THE LOT AND ALMOST ALL PROVEN TO BE
VERY COST EFFECTIVE,

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ARE THEY EXPENSIVE? MY ANSWER IS--COMPARED TO WHAT?
THE NUMBERS FOR THE MOST IMPORTANT -- PRENATAL CARE,
CHILDCARE AND HEADSTART -- NET OUT TO \$11.5 BILLION.
IS THAT A LOT OF MONEY? YES -- BUT IT'S NOT MUCH
MORE THAN ONE YEAR'S COST OF LIVING INCREASE IN
SOCIAL SECURITY, WE KNOW PRENATAL CARE AND NUTRITION
PROGRAMS SAVE \$3 FOR \$1 SPENT. WE KNOW THAT HEAD-
START PROGRAMS RETURN \$6 FOR EVERY \$1 SPENT, RECENT
ESTIMATES ARE THAT IT COSTS THE NATION \$240 BILLION
IN FOREGONE TAXES OVER THE LIFETIME OF EACH YEAR'S
CLASS OF DROPOUTS, AND THIS NUMBER DOESN'T INCLUDE
THE BILLIONS MORE FOR CRIME, WELFARE, AND HEALTH CARE
THAT THIS GROUP COSTS THE U.S. THE COSTS ARE FAR
GREATER TO ACCEPT THE SYSTEM AS IT IS RATHER THAN TO
TRY TO CHANGE IT.

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I'M NOT SUGGESTING THAT ALL WE HAVE TO DO IS SPEND A FEW BILLION AND EVERYTHING WILL BE GREAT, IT WILL TAKE YEARS OF CONTINUED COMMITMENT OF ENERGIES AND FUNDS TO MAKE MAJOR IMPROVEMENTS IMPACTING THE EDUCATION OF DISADVANTAGED KIDS AND THE POVERTY FROM WHICH THEY EMERGE.

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IS THIS TRIP NECESSARY? YOU CAN
BET YOUR SURVIVAL IT IS! I MENTIONED EARLIER THAT THE
DROPOUT RATE FOR U.S. IS 25%, BUT ITS 50% IN MAJOR
CITIES WHERE MANY OF YOU ARE LOCATED, WHERE WILL
YOUR FUTURE WORK FORCE COME FROM OR ARE YOU WILLING
TO SETTLE FOR NEW YORK TELEPHONE'S EXPERIENCE OF
18,000 APPLICANTS TO FILL 2,000 ENTRY LEVEL JOBS?
WHAT WILL HAPPEN TO THE CRIME RATE, THE TAX BASE, THE
CITY'S CULTURE UNLESS WE DO SOMETHING TO HELP
ENSURE THAT WE PRODUCE EDUCATED AND TRAINED YOUNG
ADULTS WHO CAN PLAY A MEANINGFUL ROLE IN OUR

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SOCIETY?

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IF WE SPREAD OUR VISION FURTHER, WE CAN SEE THAT WE ARE DOOMED AS A WORLD POWER, DOOMED TO A CONSTANTLY FALLING STANDARD OF LIVING UNLESS WE DO A BETTER JOB WITH OUR DISADVANTAGED YOUTH, THERE HAS NEVER BEEN A CASE IN HISTORY WHERE A LEADING NATION WAS NOT ALSO AN ECONOMIC LEADER, AND YET HOW CAN WE COMPETE WITH JAPAN AND GERMANY, IF 25% OF OUR WORKFORCE DOES NOT EVEN HAVE A HIGH SCHOOL EDUCATION AND THAT, AN INADEQUATE ONE.

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- 0 IN 1950 - THERE WERE 17 WORKERS FOR EACH RETIREE,

- 0 IN 1992 - THERE WILL BE 3 WORKERS FOR EACH RETIREE, AND ONE WILL BE A MINORITY AND EARLY IN 21ST CENTURY WILL BE ONLY 1.5.
WHAT DO YOU THINK WILL HAPPEN TO THE VIABILITY OF TODAY'S PENSION PLANS TO SAY NOTHING ABOUT SOCIAL SECURITY,

- 0 60% OF NEW ENTRANTS TO WORK FORCE WILL BE MINORITIES.

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MOST IMPORTANTLY, I THINK WE'RE TALKING ABOUT SURVIVAL OF DEMOCRACY IN THE U.S, THE 2 TIERING OF OUR SOCIETY IS DESTROYING THE SHARED VISION OF OURSELVES TOWARD WHICH WE'VE BEEN STRIVING FOR 200 YEARS AND WHICH IS THE ESSENCE OF OUR DEMOCRATIC PROCESS, IF WE ARE NOT PREPARED TO ADDRESS THESE ISSUES, SOONER OR LATER WE WILL WIND UP IN 2 ARMED CAMPS. THE WORLD HAS MANY TRAGIC EXAMPLES OF THIS -- MEXICO, PHILIPPINES, PUERTO RICO, VENEZUELA -- ALL PLACES WHERE THE HAVES LIVE IN COMPOUNDS WITH WALLS, BARBED WIRE, BROKEN GLASS AND ARMED GUARDS, TO PROTECT THEMSELVES FROM THE HAVE NOTS, NONE OF US WANT OUR CIVILIZATION TO BE DESTROYED IN THIS WAY,

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WHAT CAN YOU DO ABOUT IT--
AS INDIVIDUALS, AS COMPANIES?

FIRST I'D LIKE YOU TO UNDERSTAND THE IMPORTANCE OF
HAVING YOU PLAY A ROLE, I KNOW OF NO EFFECTIVE LOCAL
EDUCATION REFORM MOVEMENT THAT DOES NOT INVOLVE THE
BUSINESS COMMUNITY IN A MAJOR WAY, AND I THINK THE
REASONS ARE CLEAR, YOU ARE A SOURCE OF JOBS, OF
MONEY, OF MANAGEMENT SKILLS, OF LEADERSHIP STRENGTHS
AND OF ADVOCATING POWER, IT IS IRONIC BUT TRUE THAT
BUSINESS TESTIMONY ON EDUCATION CARRIES MORE WEIGHT
THAN DOES TESTIMONY OF EDUCATION PROFESSIONALS
BECAUSE BUSINESS PEOPLE ARE SUPPOSED TO BE OBJECTIVE
WITH NO SELF-INTEREST AT STAKE.

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BUSINESS TESTIMONY BEFORE CONGRESS

2 YEARS AGO ON THE NEED FOR MORE FUNDS FOR
DISADVANTAGED SCHOOL DISTRICTS RESULTED IN AN \$800
MILLION INCREASE AFTER YEARS OF SLOW DECLINE, AND
POWERFUL ADVOCATING, AS I'M SURE YOU ALL KNOW, IS
EQUALLY IMPORTANT AT THE STATE LEVEL,

THESE ARE GENERAL THINGS. HOW ABOUT SPECIFICS,
HERE'S ONE SUGGESTED SHOPPING LIST IN NO PARTICULAR
ORDER, IT DOES NOT PRETEND TO BE COMPLETE SINCE
THERE IS AN ENORMOUS RANGE OF ISSUES AND PROGRAMS TO
INTEREST YOURSELVES IN, ALL I ASK IS THAT YOU DON'T
CONDEMN US ALL TO A BLEAK FUTURE BY SAYING "----BUT I
GAVE AT THE OFFICE."

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0 SCHOOL BOARDS:

AN ABSOLUTELY ESSENTIAL INSTITUTION THAT NEEDS AN ENORMOUS BOOST FROM TALENTED MEMBERS. - BUSINESS LEADERS USED TO CONSTITUTE 90%, NOW 10%, DOUBLY IMPORTANT AS MOVE TOWARDS COMMUNITY BOARDS - NEW YORK CITY EXAMPLE,

0 JOIN-A-SCHOOL PROGRAMS:

AN IDEAL WAY TO PUT A TOE IN THE WATER, IF YOU BECOME INVOLVED IT WILL BE AN EYE-OPENING, HAIR-RAISING EXPERIENCE WHICH WILL CHANGE YOU FOREVER.

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0 COMMUNITY WIDE BUSINESS/SCHOOL

PARTNERSHIPS:

THE CALIFORNIA BUSINESS ROUND TABLE, THE
BOSTON COMPACT, SCHOOL & BUSINESS ALLIANCE
OF N.Y., DADE COUNTY'S SCHOOL-BASED
MANAGEMENT PROGRAM, THE ROCHESTER, N.Y.
PROGRAM AND MANY, MANY, OTHERS.

0 JOIN BUSINESS GROUPS ACTIVE IN EDUCATION:

NATIONWIDE -- NATIONAL COUNCIL ON
LITERACY, C.E.D., NATIONAL ALLIANCE OF
BUSINESS: LOCALLY -- ALLEGHENY CONFERENCE,
NYC PARTNERSHIP AND MANY OTHERS.

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0 I HAVE A DREAM PROGRAM:

A STOP GAP MEASURE BUT A GOOD FINGER IN THE DIKE UNTIL MAJOR EDUCATION REFORMS ARE IN PLACE. 125 SPONSORS IN 24 CITIES (6500 KIDS). A POWERFUL & COSTLY MENTORING PROGRAM WHICH FOLLOWS 40 TO 60 KIDS FROM 6TH GRADE THROUGH GRADUATION FROM HIGH SCHOOL AND REWARDS WITH FREE COLLEGE EDUCATION,

0 LITERACY & NUMERACY PROGRAMS:

BIG COMPANIES -- FORD, XEROX AND MANY OTHERS -- ARE INTO THIS, JOIN THE FUN, IT'S ANOTHER ESSENTIAL REMEDIAL ACTIVITY THAT WILL HAVE TO BE CONTINUED FOR AT LEAST A GENERATION.

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0 MENTORING:

ENCOURAGE EMPLOYEES TO GET INVOLVED IN
COMMUNITY MENTORING PROGRAMS INCLUDING
PARENTING EDUCATION, BOTH KIDS AND PARENTS
NEED A STRONG SUPPORT NETWORK,

0 ENCOURAGING TEACHING AS A SECOND CAREER FOR AMONG OTHERS - EARLY RETIREES.

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THERE'S MY SAMPLE LIST, JUST REMEMBER THAT THE PROBLEMS AND THE SOLUTIONS HAVE A TERRIBLE URGENCY,

I WOULD LIKE TO CLOSE WITH A POEM BY CHILEAN POET, GABRIELA MISTRAL WHO WON THE NOBEL PRIZE FOR LITERATURE IN 1945, I HOPE THAT HER WORDS CAN SERVE AS A GUIDE FOR OUR EFFORTS, HERE IS WHAT SHE WROTE:

"MANY THINGS WE NEED CAN WAIT,

THE CHILD CANNOT,

NOW IS THE TIME HIS BONES ARE BEING

FORMED,

HIS BLOOD IS BEING MADE,

HIS MIND IS BEING DEVELOPED,

TO HIM WE CANNOT SAY, 'TOMORROW, '

HIS NAME IS TODAY."

THANK YOU VERY MUCH,