

Preparing Our Kids for THEIR Future

Career Pathways That Make a Difference

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All4Ed



One driving question:
Is this school good enough for
my own child?



Organizing four years of high school around grades and college admissions is a virtual guarantee that a teenager's natural commitment and enthusiasm are likely to be undermined.

Malcolm Gladwell claims we have made many false assumptions about how successful individuals reach their potential.

“Success,” he writes, “follows a predictable course. It is not the brightest who succeed, but **those lucky enough to have been given opportunities-** and those who have had the strength and presence of mind to seize them.”

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I can live and work anywhere!

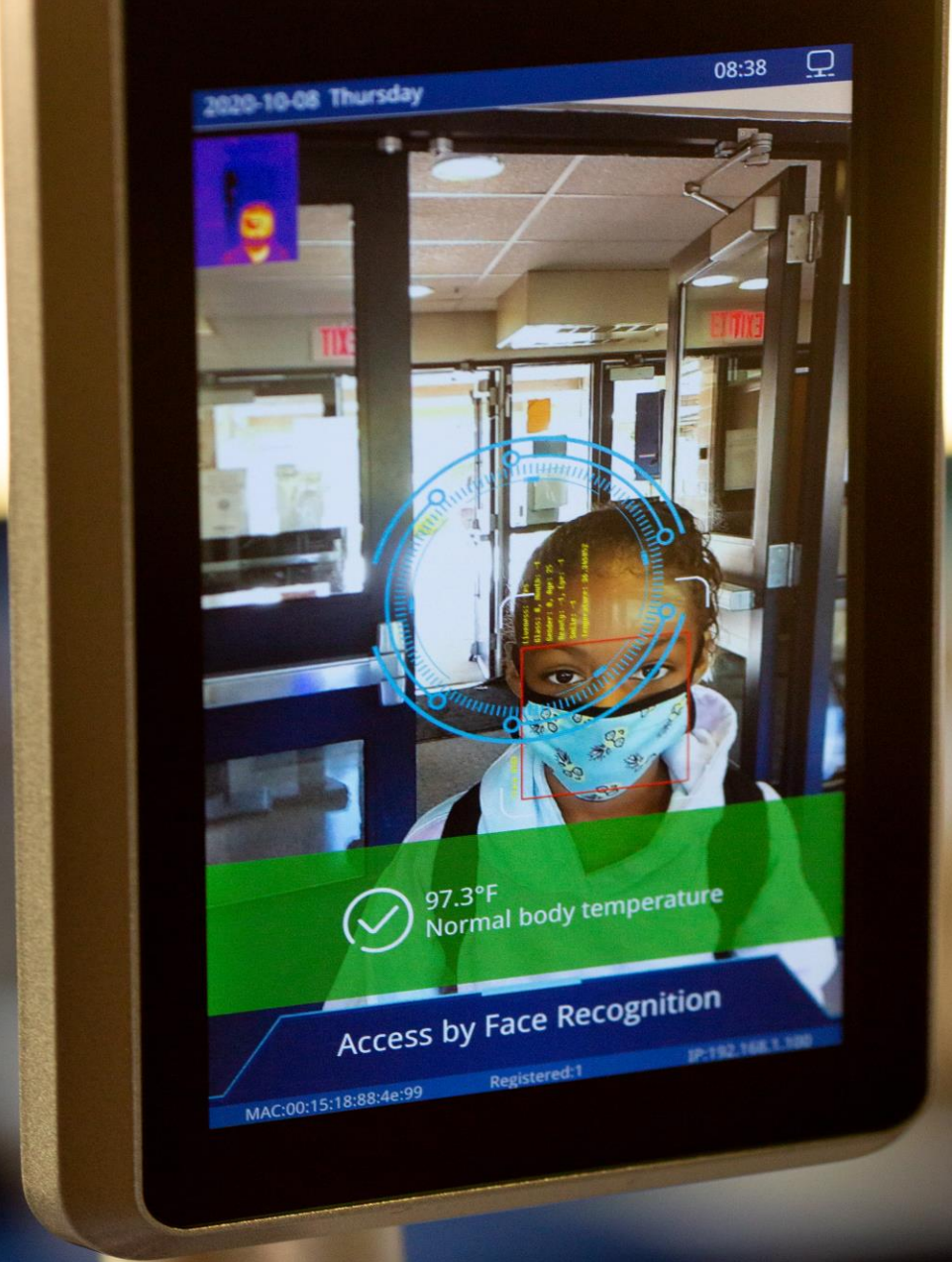
~30%-65% of today's students will work in jobs that do not yet exist and will likely change jobs and careers several times.



I can live and work anywhere!

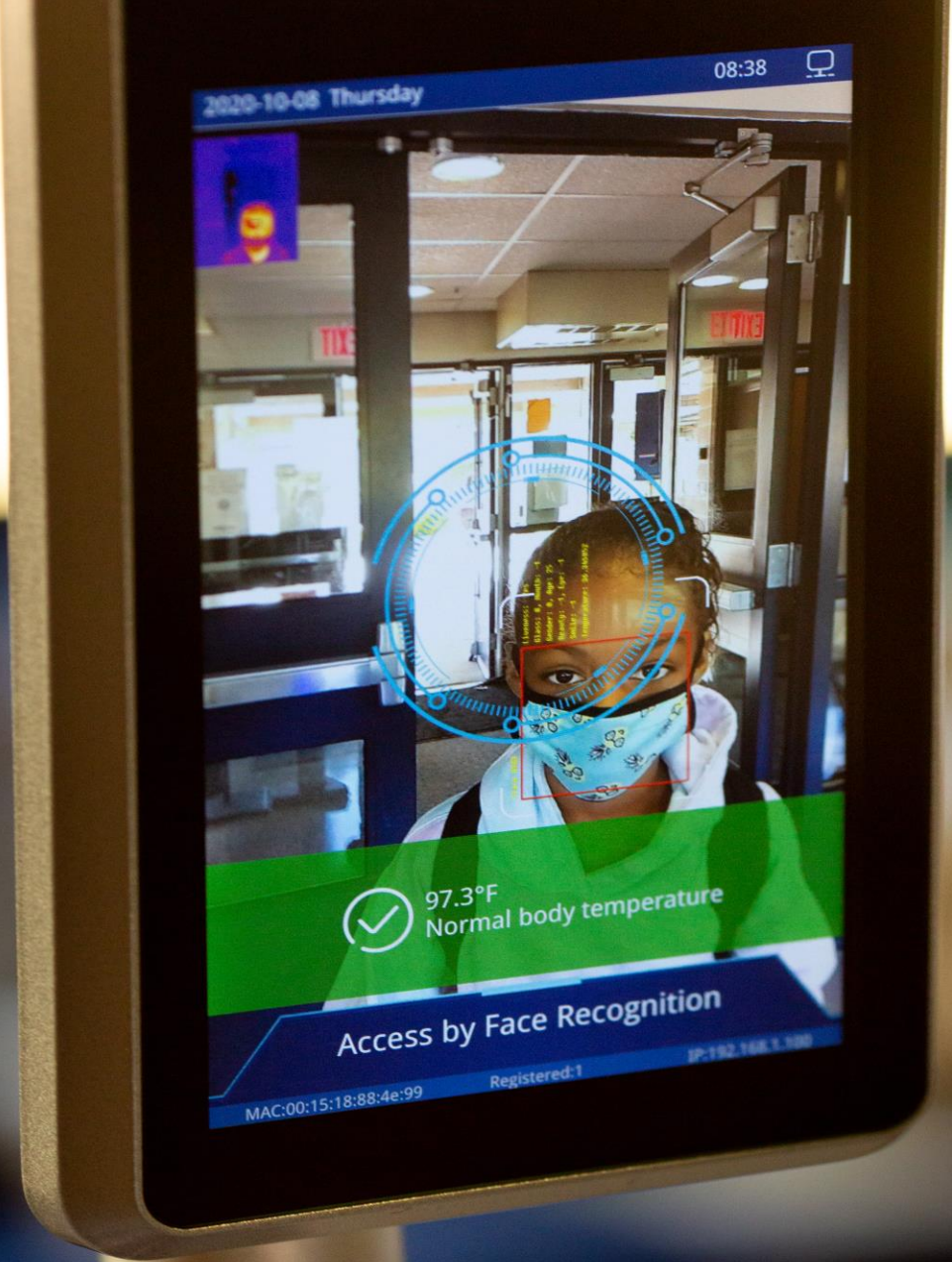
Rather than being just job- or career-ready, students must be able to **navigate a personal professional pathway that fits their interests, talents, and skills.**

LIFE-READY!



Education was forced to change overnight.

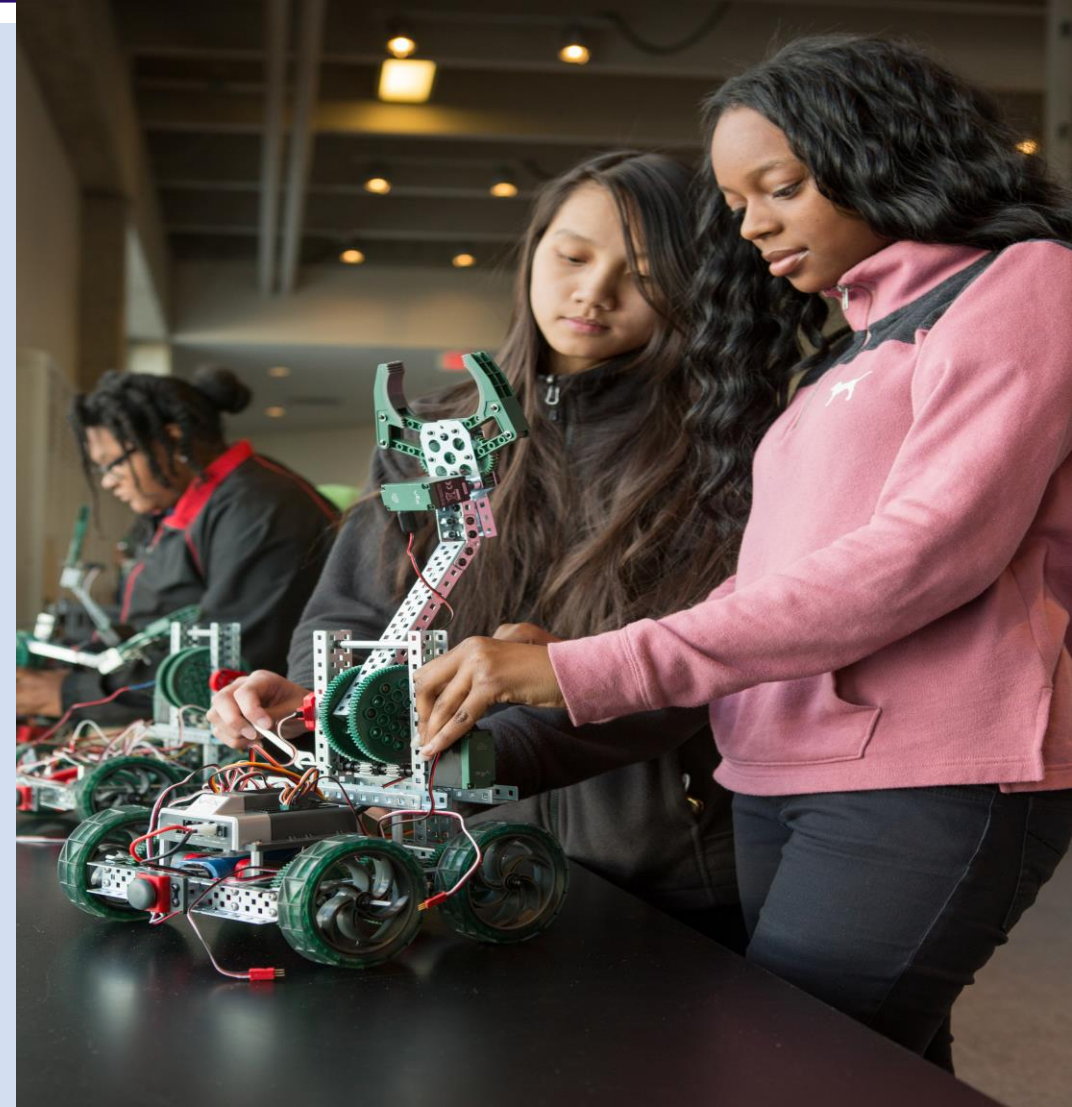
Don't let this **opportunity** pass us by...we can create a **NEW** system together!



**Transformation of
our K-12 system is
an imperative for
the future of our
country- and our
youth!**

Career Pathways

Why is this issue suddenly taking on a new level of energy and interest?



Key Facts

Today's economy requires postsecondary education.

- *80% of good paying jobs require postsecondary education.*

Postsecondary enrollment is declining.

- *13 percentage point decline in freshman enrollment due to COVID-19.*
- *32% decline for African American students and 20% decline for Latinx students in public 2-year colleges.*

Students of color are under-represented among students taking advanced coursework.

- *African American students comprise 15% of the student population, but only 9% of dual enrollment and AP course takers.*
- *Latinx students comprise 25% of the student population, but only 19% of dual enrollment and 23% of AP course takers.*

Key Facts (cont.)

Public scrutiny of HS graduation requirements has intensified during over the past decade.

- About 70 percent of entering students at public two-year colleges require remediation to master academic content they should have learned in high school, including nearly 80 percent of Black students, 75 percent of Latino students, and 64 percent of White students .
- High school graduation requirements should align with expectations for entering higher education and the workforce.
- High school graduation pathway options are increasingly common and range from expansions of strong, career-focused pathways that lead to industry credentials to pathways that build on individual student interests and those that recognize students meeting standards for placement in college-level courses .
- Challenge: as states adopt more rigorous diploma requirements, they often introduce flexibility in how students can demonstrate they are ready to graduate. Result: an increasingly confusing system to navigate, including states with multiple diploma pathways where students must opt-in to the college- and career-ready choice.

Ready for What?

50 State Report available: all4ed.org/publications

- Twenty-nine states, including OH, currently offer multiple pathways to a diploma, providing students with options regarding the high school experiences they will have and, often, the postsecondary experiences for which they will be prepared. However, students in 13 states choose between a college-preparatory pathway and a career pathway—a choice that may limit the options available to them after high school.
- Creating a system of graduation pathways that prepares students for the full spectrum of postsecondary opportunities is less meaningful if many pathways are unavailable to students because of where they live.
- It becomes critical for states to consider how students choose pathways. States can make a rigorous, college- and career-ready pathway the default option, with ways for students and families to opt out if another pathway better fits their postsecondary goals.

➔ For a perspective on OH, you might want to check out (on all4ed.org website) “**Spotlight on Ohio: Rigorous and Flexible—But Highly Complicated—Graduation Pathways**” for a case study about how OH attempted to balance these priorities. Result: one of the most complicated set of graduation requirements in the country for students to navigate.

Career Pathways

A career pathway is an organized approach to career planning for anyone wanting to land a first job or to improve skills for different or better job opportunities.

Creating career pathways in the K-12 system means developing deliberate opportunities to identify interests, determine educational and training needs, and provide opportunities for students to establish action plans for reaching career goals.



Career Pathways: Simplified Definition

**A solid
foundation of
academics and
professional
training.**



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Career Pathways: EXAMPLES

TEXAS: Career Pathways Descriptors

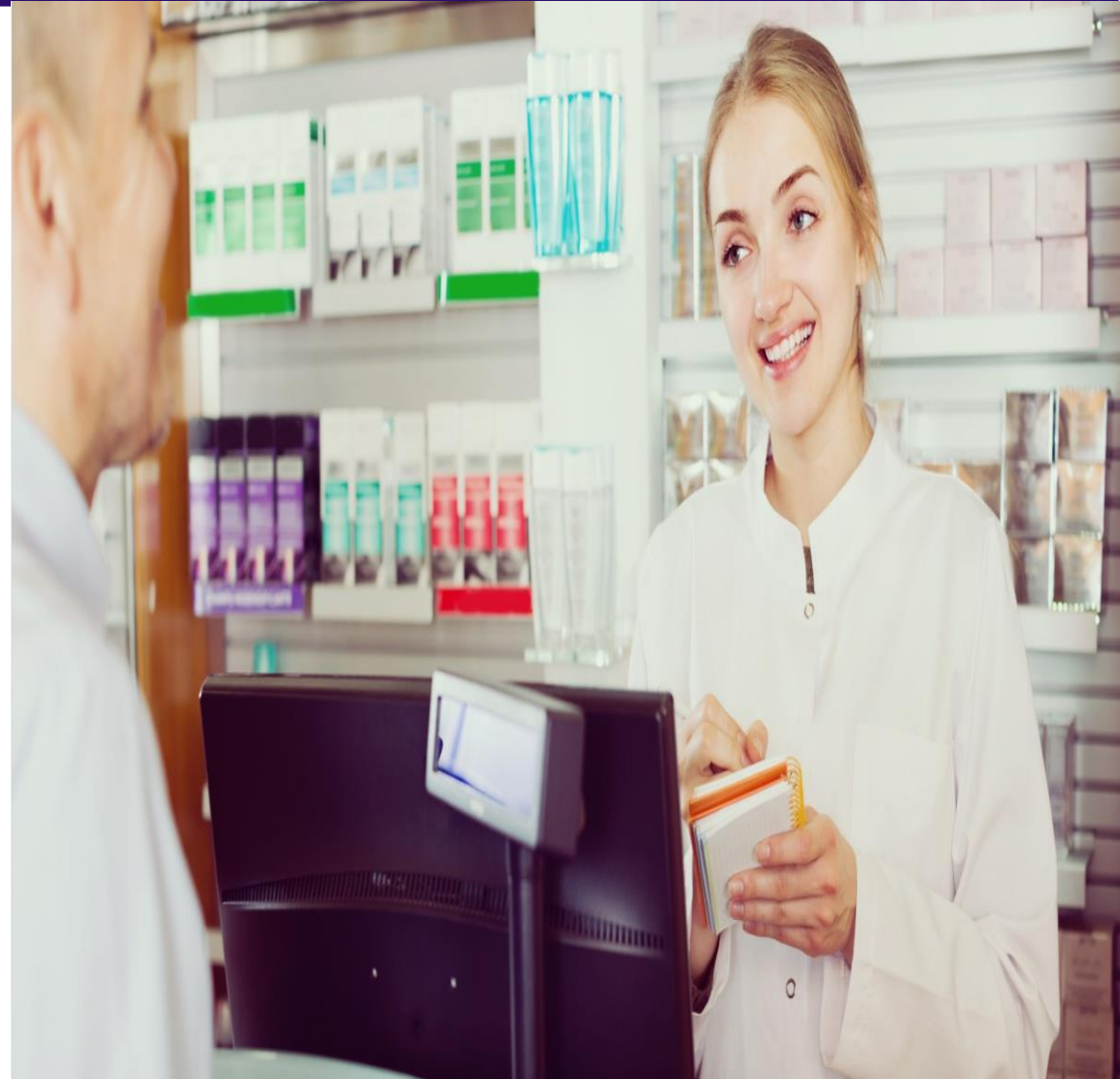
Pharmacy Technician Pathway with High School Diploma

Pharmacy technicians play a vital role in healthcare, assisting pharmacists in dispensing medication for patients. If you're considering starting a career as a pharmacy technician after graduating high school, our Pharmacy Technician Career Pathway can help you learn pharmacy basics while earning your diploma online. You'll complete your online high school core classes, like English, science, and math, then you'll take five elective classes that cover foundational pharmacy skills like pharmacology and medical terminology. Your career-focused electives may be transferable to our Pharmacy Technician Career Diploma, giving you a head start on your training.

AVG SALARY*

\$35,100/yr

NUMBER OF JOBS IN 2022: 422,300



Career Pathways: EXAMPLES

Lakota's Cyber Academy -

<https://www.lakotaonline.com/cms/one.aspx?pageId=213274>

50



Career Pathways: EXAMPLES

<https://www.wtnh.com/news/connecticut/middletown-students-dreams-fly-with-new-aerospace-education-program>



Career Pathways: EXAMPLES

Highline School District (WA):
[Maritime High School](#)
[Raisbeck Aviation High School](#)
[Puget Sound Skills Center](#)

<https://vimeo.com/648725204>



Career Pathways: EXAMPLES

<https://youtu.be/c1ZSdhqZ98Q>



Tiny House

Live in Tiny Luxury in this Tiny House built by Lincoln High Building Construction students.



ABOUT THE PROPERTY

- Exterior - 50 year LP Smartside
- Residential low rib metal roof
- The home is a 11' X 40' Park Model RV
- 385 square feet of living space
- Dual Zone mini split A/C - Heat pump
- No Rot craftsman fiberglass front door
- Metal exterior side entrance door with built-in blinds
- Solid pine craftsman interior doors
- Barn wood interior wall covering
- Luxury vinyl plank flooring
- Tongue and groove pine ceiling
- LED lighting fixtures throughout
- French door stainless refrigerator
- 24" Stainless steel oven range w/glass cooktop
- Legacy Somerset Ash Gray cabinets with glazing
- Cast iron kitchen sink with Kohler faucet
- Full size cast iron tub/custom subway tile surround
- Vessel bathroom sink and faucet
- Lifetime Trex decking on front porch
- Washer/Dryer hookup (all-in-one or stackable)

PROPERTY FEATURES

- ✓ Living Room
- ✓ Kitchen with bar eating
- ✓ 1 Bedroom
- ✓ 1 Bath
- ✓ Loft storage
- ✓ Front porch
- ✓ Front & Side entrances

THE INSTRUCTOR

Wesley Yoder, Licensed Alabama Home Builder, oversaw the building of the Tiny House to meticulous detail while teaching students construction, electrical, plumbing, and safety skills.

A licensed plumber, electrician, and HVAC technician were onsite to supervise and test the installation of these systems.

3RD PARTY INSPECTED

Framing and final inspection by T. R. Arnold & Associates, a third party RV inspection company.



Visit Our Website

Promo Video @ https://youtu.be/E3RgrbMti_o
The Build Video @ www.tcboe/domain/1835

Career Pathways: EXAMPLES

<https://www.trschools.com/curriculum/PATHWAYS>



Career Pathways: EXAMPLES

THE POWER OF PLUS

A standard of excellence and equity in education, Linked Learning affirms that:

All students are better served when they prepare for college and career opportunities.

Learning is more meaningful when it combines rigorous academics and application in the real world.

The future urgently demands that we support students as learners and people, many of whom face significant barriers to achievement.

Linked Learning: <https://www.linkedlearning.org/about/linked-learning-approach>

Careers for 2025 and Beyond (Source: Dept. of Labor)

- Solar & Wind Energy Technicians
- Nurse Practitioner
- Software Developer
- Physical Therapist
- Registered Nurse
- Health Services Manager
- Data Analyst
- Cybersecurity
- Biomedical Engineer
- Electronic and Mechanical Engineering Specialists
- Blockchain Developer (think cryptocurrency)
- Drone Pilot/Dispatcher
- 3D Printing Tech/Designer
- Augmented Reality Developer
- Robotics Developer/Service Techs
- Remote Health Care Engineer
- Weather Control Engineer
- Custom Body Part Manufacturer
- Urban Security Coordinator
- Landfill Worm Operator

Active Federal Proposals

Career-Connected High Schools

- Biden FY 2023 Budget Request
- Competitive grants to partnerships among LEAs, IHEs, employers to align grades 11-14
- Activities include dual enrollment, work-based learning, navigational supports, and professional development
- \$200 million

STEM Postsecondary Pathways

- America COMPETES Act/U.S. Innovation and Competition Act
- Competitive grants to partnerships including an SEA, LEA, state system of higher ed, and may include employers
- Pathways provide students with at least 12 transferable credits
- Includes requirements for articulation agreements and alignment of pathways with higher education entrance requirements
- Funding level: TBD

Build Back Better

- Retention and Completion Grants
- Industry or Sector Partnership Grants (DOL)
- Community College and Industry Partnership Grants (DOL)*
- America's College Promise

Priority Legislation

Fast Track To and Through College Act (S.2736, Sens. Hassan/Young): Rethinks the 12th grade; allows high school students to graduate early with a scholarship or enroll in a full load of college-level courses equivalent to the freshman year of college. Allows Pell Grants to pay the costs of Early College courses.

Go to High School, Go to College Act (116th Congress, H.R. 3268/S.1888, Reps. Fudge/Stefanik, Sens. Portman/Warner): Authorizes a pilot program for 250 institutions of higher education to allow Pell grants to pay the cost of up to two semesters of college credit.

Jumpstart on College Act (S.3639/H.R.6585, Sen. Markey, Rep. Espaillat): Authorizes \$250 million for competitive grants to expand dual enrollment and early college programs.

PREPARE Act (116th Congress, S. 1516, Sen. Jones): Authorizes a grant program to more closely align high school and postsecondary education, reduce the need for postsecondary remediation, and make remediation more effective when it is necessary (early college is an allowable use of funds).

Other Legislation

Hispanic Education Resources and Empowerment Act (116th Congress, H.R. 3827, Rep. Castro): Authorizes grants to partnerships between Hispanic-serving institutions of higher education and school districts serving large populations of Hispanic students to increase college preparation and degree attainment (Early College is an allowable use of funds).

Making Education Affordable and Accessible Act (116th Congress, H.R. 4090/S.718, Reps. Harder and Reed and Sens. Peters and Cassidy): Authorizes a new grant program under Title VII, Part B of HEA to support dual enrollment and Early College.

Access to Careers Act (S.1847, Sens. Kaine/Young): Authorizes a grant program providing funds to community colleges to increase work-based learning opportunities, ensure students have access to support services like career navigators and counselors, and create career pathways (Early College is an allowable use of funds)

Advanced Coursework Equity Act (H.R. 2765/S.1305, Rep. Castro and Sen. Booker): Authorizes \$800 for three programs that would expand access to advanced coursework, including Early College.

On The Horizon...

HEA Reauthorization!!!

On The Horizon...

Early College Pell!!!

Pending in States

California Golden State Pathways

- Integrated academic and industry-themed coursework pathways aligned to high-skill, high-wage jobs
- Academic courses that satisfy all A-G requirements needed for application to CA's postsecondary system
- Opportunities to earn at least 12 postsecondary credits through dual enrollment, AP or IB courses
- Integrated support services to meet students social, emotional, and academic needs
- \$1.5 billion

Georgia Dual Enrollment Data Collection

- Calls on Georgia Student Finance Commission to set participation and performance targets for all students, including for underrepresented groups of students
- Requires disaggregated data collection
 - dual enrollment completion rates
 - common factors among courses that are dropped, withdrawn, or failed;
 - rates of participating students who go on to enroll and graduate from postsecondary programs;
 - Impact on time to degree and cost-savings

Aligning The Future of Education With Workforce Opportunities: Building High-Quality College and Career Pathways for All Students

- Produced by NewDEAL Forum and All4Ed
- State policy recs for
 - expanding access to pathways
 - easing the transition from high school to higher education
 - engaging employers
 - COVID-19 response

[Available here.](#)

Questions for your reflection:

How does your mission statement:

- **become enacted**
- **get measured**
- **define what it is that your students will look like/act like/be viewed upon graduation?**

How do you report the progress on your mission?

How do you know if your school/system is really preparing your students for THEIR future?

Students are Depending Upon Us As Leaders



Every decision we make tells students what it is that we value.



Leadership Matters...

Model what you desire in others:

- **Advocacy**
- **Empathy**
- **Tenacity**
- **Curiosity**

8 LESSONS FOR EDUCATIONAL LEADERS FROM *TED LASSO*

? KNOW YOUR WHY

HAVE A PURPOSE. KNOW WHY YOU DO WHAT YOU DO. KNOW WHAT YOU WANT TO ACCOMPLISH.

FIND POTENTIAL IN EVERYONE



THERE'S POTENTIAL IN EVERYONE, BUT A LEADER'S JOB IS TO UNLOCK IT. MAXIMIZE THE STRENGTHS OF THOSE AROUND YOU.

🏆 LEARN, GROW, AND WIN TOGETHER

STAY COMMITTED TO YOUR PURPOSE AND WORK WITH THOSE AROUND YOU TO LEARN, GROW, AND WIN. SUCCESS IS A SHARED PROCESS AND EXPERIENCE.

LET IDEAS COME FROM EVERYWHERE



DON'T PUT LIMITS ON WHAT OTHER PEOPLE CAN OFFER. VALUABLE CONTRIBUTIONS CAN COME FROM ANYONE AT ANY TIME.

LET OTHERS KNOW THEY MATTER



PEOPLE DON'T CARE ABOUT PEOPLE WHO DON'T CARE ABOUT THEM. LET PEOPLE KNOW THEY MATTER AND APPRECIATE WHO THEY ARE AND WHAT THEY HAVE TO OFFER.



BE A GOLDFISH

HAVE A 10 SECOND MEMORY WHEN NECESSARY. LEARN FROM MISTAKES, BUT DON'T DWELL ON THEM. YOU'RE NOT PERFECT, AND THAT'S OK.

BE YOU



YOU ARE YOU. MAXIMIZE YOUR STRENGTHS. LEARN HOW TO BALANCE OUT YOUR WEAKNESSES. DON'T TRY TO CHANGE WHO YOU ARE TO PLEASE OTHERS.



BELIEVE

BELIEVE IN YOURSELF, BELIEVE IN OTHERS, AND BELIEVE WHAT YOU CAN ACCOMPLISH TOGETHER.





Leading a school/school district during and through COVID-19 means lifting a community and offering HOPE.

Success by design and NOT by chance.



Leadership: Keeping Up With the Demands



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