What Works at the Building Level to Build Student and Staff Engagement

DPI ACP Conference 2016
Key Topics Today

1. Questions.... Before, During and After...
   Just raise your hand!

2. New Berlin’s ACP Vision... “All In!”

3. Roles

4. ACP Resources

4. Lessons We’ve Learned...Successes and Challenges
SCHOOL DISTRICT OF NEW BERLIN
COLLEGE & CAREER READINESS

"ALL IN!"

AWARENESS
Grades K-6
(All Students)
• Jump Into Your Future Day
• Junior Achievement BizTown
• Introduction to Academic and Career Planning

EXPOSURE
Grades 7-12
(Targeted by Grade Level)
• Careers and Communication Course
• Career Days and Field Experiences
• Academic and Career Planning
• Classroom Presentations
• Elective Coursework
• Co-curriculars

PREPARATION
Grades 9-12
(Personalized to Post-Secondary Plan)
• Experiential learning
• Technical training / credentials
• College-level coursework
• Employability & personal finance
• College fairs and college visits
• Career coaches
Awareness - Grades K-6 (All Students)

- Jump Into Your Future Day
- Junior Achievement Biztown
- Introduction to Academic and Career Planning
  - Includes goal-setting and action planning
- Classroom Presentations
Exposure - Grades 7-12 (Targeted CCR Events by Grade Level)

- Careers and Communication Course (C2)
  - 7th Grade
  - Developing Goals
- Career Days and Field Experiences
- Academic and Career Planning
  - Junior Conference
  - Advisory Lessons
  - Career Cruising
- Elective Coursework
- Co-Curriculars (e.g. BUILD, Robotics, HOSA)

Preparation (Grades 9-12)

● Experiential Learning
  ○ Career and Service Learning Program
● Technical Training/Credentials
  ○ MSSC Cert (Intro to Mfg)
  ○ TechKNOW
● College Level Coursework
  ○ Partnerships with UW-Milwaukee and UW-Waukesha
  ○ Dual Enrollment Academy @ WCTC
● Employability/Personal Finance
● College Fairs and College Visits
● Career Coaches (Via INSPIRE)
● ACP Night
Talk to a Neighbor

Is your school and/or district “All In?”

What is in place that supports a student’s Academic and Career Plan?
Incorporation into Building Goals

Eisenhower Goal: All students will connect their learning to careers, career pathways to attain those careers, and learning opportunities that support college and career choices as measured by:

- **95%** of eligible students will access and utilize Career Cruising to plan and track their independent progress on college and career planning.
- **95%** of teachers will self identify proficiency with using Career Cruising as measured by a pre and post survey.
- Teachers will demonstrate proficiency in Career Cruising by ensuring that **90%** of all students will complete all tasks during advisory.
- **95%** of 7-12th grade teachers will feel confident that they can explain Academic and Career Planning (ACP) to a non-educator. (from 91.76%)
Incorporation into Building Goals

West Goal: Continue to increase student performance to ensure all students are prepared for success in college, careers and future opportunities. By the end of the 2016-17 School year, all teachers will learn how to utilize Career Cruising as a tool to help students develop a meaningful and purposeful ACP.

● 90% of teachers will self identify proficiency with using Career Cruising as measured by a pre and post survey.

● Teachers will demonstrate proficiency in Career Cruising by ensuring that 90% of all students will complete all tasks during advisory.
Role of Administration

● Lead Building Team to discuss professional development related to ACP
● Oversees implementation of ACP by building
● Meet with Counseling Staff to support work and implementation
● Represents building at District level meetings
● Align ACP goal to School Improvement Plan
Next Steps: Administration

- Monitor and update School Improvement Plan.
- Continue the work of the building level team.
- Integrate ACP into the new CCR IEPs.
- Complete intentional walkthroughs during Advisory period to collect and give feedback.
Role of Counselor

- Creates ACP lessons
- Responsible for supporting the delivery of scope and sequence
- Monitors progress in Career Cruising
- Counselors deliver ACP info to parents during ACP Night
- Conduct Junior Conferences for all 11th grade students
- Support students who are new to the district
Next Steps for Counselors

● Students who are new to the district will be given additional support to complete prior grade level outcomes.
● The scope and sequence of ACP will be improved to create more engaging lessons for students.
● Counselors will be provided professional learning on Career Cruising’s management system.
● Career Cruising will be utilized to track completion of grade level outcomes.
Role of Teacher

- Small group of teachers serves on Building Team
- Implement lessons
- Build rapport with Advisory classes
- Track completion of objectives via Career Cruising
Next Steps: Teachers

- Provide conceptual overview of lessons in PowerSchool Learning.
- Provide professional learning for staff relative to ACP.
- Measure progress toward school ACP goal.
Role of Parent

- Starts w/Parent Focus Group led by Admin
- ACP Page/Guide
- Parent connection to advisory, parent portal
- Annual ACP Night
- Parent Newsletters - ACP feature articles
- Career Cruising portal
  - Buildings to provide training for parents
- Access to CCR Hub on SDNB website
Next Steps: Parents

- Improve [Parent Engagement Plan](#).
- Give feedback relative to students who enter Eisenhower/West at a grade other than grade 7.
Role of Student

● Process is student-driven
● Store artifacts in Career Cruising
● Course Carousel - December
● ACP Night - January
Next Steps: Students

- Apply knowledge, skills, and dispositions to their post secondary plan.
Talk to a Neighbor

Does your school and/or district have a structure to support ACP?

What is your role supporting ACP?
A Deep Dive into the School District of New Berlin’s ACP Guide
ACP Guide - Pulling it All Together!

**Academic & Career Plan Info**

Students in grades 7-12 create an Academic & Career Plan to guide their middle and high school learning experiences and set goals for themselves. The Academic & Career Planning process helps students connect what they are learning today to their post-high school plans.

**Programs of Study**

Programs of Study allow students to explore courses and learning experiences that support various Programs of Study. Students may choose to take courses in several different Programs of Study.

**Course Offerings**

Course Offerings are listed by department. Each listing includes the course length, number credits offered, pre-requisites, Programs of Study it is aligned to, and if the course offers college credit or includes an industry credential.

**Career & Service Learning Program**

The Career & Service Learning Program allows students to explore different career areas and the world of work. Through this program, students gain employability skills while earning credit for working and volunteering.
Engaging Staff and Students in Academic and Career Planning

● Friday Advisory
  ○ Every Friday - 40 minutes
  ○ All Grades: 7-12
  ○ Students develop/refining their Academic and Career Plan
  ○ [Using Power School (formally Haiku)]

● Wednesday Professional Learning
  ○ Taking “ownership” of Academic and Career Planning
    ■ Bringing ACP into the classroom
  ○ Learning “Career Cruising”
    ■ Bringing “Career Cruising” into the classroom
Talk to a Neighbor

How does your school and/or district ensure that your student’s Academic and Plan’s are a part of what they do each day?
Lessons We’ve Learned - Successes

- Students indicated that ACP helped them:
  - better understand themselves. (87.8%)
  - set academic goals and action plans to achieve them. (92.04%)
  - set personal goals and action plans to achieve them. (92.91%)

- Responsiveness to feedback
  - As a result of engaging the building team

- Staff on the same page
  - Admin/Counselors/Teachers

- Keep it Simple!
  - Advisory Lesson Structure (Power School)/ACP Guide/Career Cruising
Lessons We’ve Learned - Challenges

● How do we know we are making a difference?
  ○ Measuring Outcomes
● Keeping students with the same Advisors year-after-year
● Advisory as a “catch-all”
  ○ What is Advisory?
  ○ How structured should it be?
Final Questions? Are you “All In?”

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