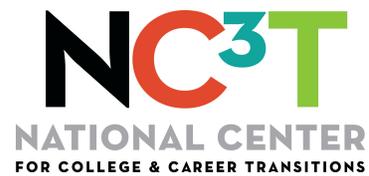


Pathways 101



Hans Meeder
President, National Center
for College and Career
Transitions
November 2015



SESSION OBJECTIVES

Participants will

- ✓ Develop or strengthen understanding of a College-career pathway program of study AND
- ✓ The 5 components of comprehensive pathways system

Our Vision

EVERY LEARNER WITH A
DREAM AND A PLAN,

EVERY COMMUNITY WITH A
CAPABLE, READY WORKFORCE.

About NC3T – What we do

The National Center for College and Career Transitions works to connect schools, postsecondary institutions, and employers in order to introduce students to the array of options available to them, and to help them prepare for the types of opportunities for which they are best suited.

NC3T provides planning, coaching, technical assistance and tools to help community-based leadership teams plan and implement their college-career pathway systems.



Pathways System Design



Partnership Tools & Training



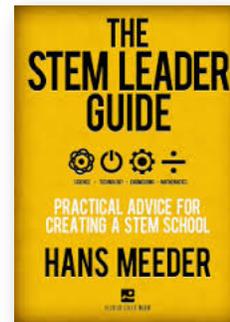
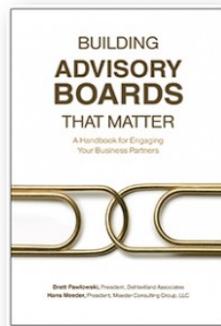
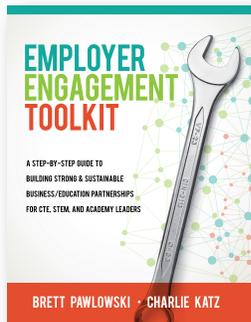
CTE Clinic



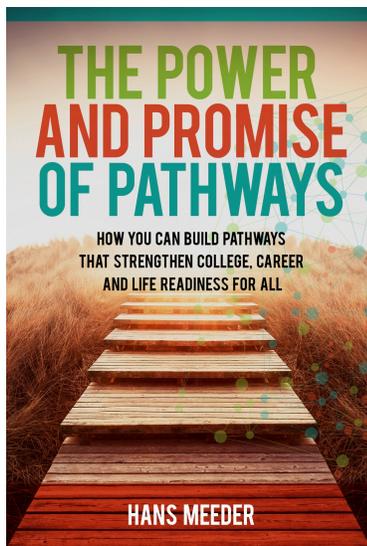
Other Recent NC3T Projects

- Pathways Consulting, Windsor Locks, CT
 - CTE Quality Review, Norfolk, VA
 - CTE Standards Review Process and Facilitation, South Dakota Dept. of Education
 - Business-education partnership analysis and planning, Rochester, NY
 - Regional education-workforce alignment analysis, 2 regions in PA
 - Maker-Movement analysis, for Intel
 - Research on site characteristics, Project Lead the Way
- A decorative bar with colored segments (green, blue, red, grey) is at the bottom of the slide.

Resources Available Now



Coming Soon!



Discover all the essential knowledge that will empower you to lead a Pathways initiative in your school, your college, and your community.

- Developing a pathway program of study, incorporating the 12 essential components
- How to build a pathways system with K-12, postsecondary, workforce and employer partners
- Branding and communications
- Leading change
- Career exploration with impact
- Research synthesis on pathways
- Understanding workforce & postsecondary trends

SESSION OBJECTIVES

Participants will

- ✓ Develop or strengthen understanding of a comprehensive pathways system
- ✓ Utilize NC3T's Design Specifications and Asset Inventory Tool to identify strengths

FOR CONSIDERATION

What do you want for your students?

What do you want for your community?

What things are standing in the way?



WHAT IS THE GOAL OF EDUCATION?

As defined by U.S. policy and tradition, which of these is public education designed to develop?

- Academic Skills
- Communication Skills
- Interpersonal Skills
- Career Search/Career Decision Making
- Persistence and Work Ethic
- Executive Skills
- Civic Awareness and Commitment

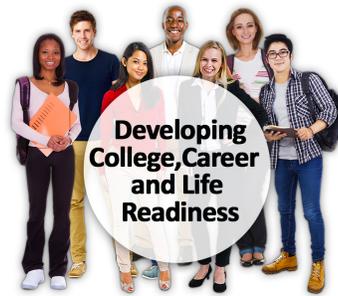
WHAT IS THE GOAL OF EDUCATION?

READINESS

Prepare every learner with the **skills, knowledge, and attitudes** needed for success in career and life.

College, Career & Life Readiness Integrated Definition

College, Career and Life Readiness means that an individual has the knowledge and skills necessary for success in postsecondary education, economically viable career pathways and personal effectiveness in a 21st century economy.



- Applied Knowledge (academic & critical thinking)
- Effective Relationships (Interpersonal & personal)
- Executive Skills
- Transition Knowledge & Skills
- Career Navigation Skills
- Financial Literacy
- Civic Engagement

Create a Challenge-Action Statement

Too many students... (VISIBLE CHALLENGE)

Because ... (UNDERLYING CAUSES)

Therefore we will ... (ACTION STATEMENT)

WHAT CHALLENGES STAND IN THE WAY OF READINESS?

VISIBLE CHALLENGES

- ✓ Low Postsecondary Completion Rates
- ✓ Skills-Mismatch/Employers Can't Find Skilled Workers
- ✓ Economic Mobility, Poverty & Race intertwined
- ✓ Young adults face economic challenges
- ✓ Skills gap holding back economic growth
- ✓ U.S. international competitiveness slipping

WHAT CHALLENGES STAND IN THE WAY OF READINESS?

UNDER-LYING CAUSES

- ✓ High school achievement and postsecondary readiness weak
- ✓ Students lack purpose, are disengaged, bored
- ✓ Students leaving school with poor academic, technical and employability skills
- ✓ Too little focus on career development or career readiness
- ✓ College & Career Readiness confused as University-for-all
- ✓ U.S. schools more diverse but achievement gaps pervasive

The Alternative: A Pathways Vision

Every Learner with a Dream and a Plan



Every Community with a Capable, Ready Workforce

Positive Evidence for Pathways Model

- College completion increases
- High school graduation rate increases
- Rigorous course-taking increases
- Students make more intentional career choices
- Social-emotional learning leads to cognitive gains
- Integration of CTE and Academics leads to achievement gains
- Students experience increased earnings
- Students gain stronger career readiness skills

DEFINING PATHWAYS PROGRAMS OF STUDY



“A pathway program of study is a program of interconnected academic and elective classes revolving around a career or subject theme, integrated with experiential learning and close connections between secondary and postsecondary education, training and apprenticeship, and designed to support the development of college, career and life readiness for the learner.”

DEFINING PATHWAYS PROGRAMS OF STUDY



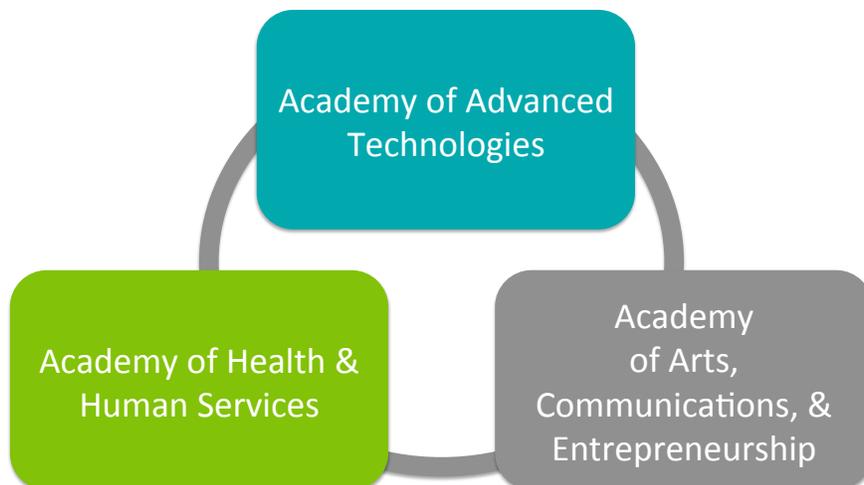
*“A pathway program of study is a program of **interconnected academic and elective classes** revolving around a career or subject theme, integrated with **experiential learning** and close connections between **secondary and postsecondary education, training and apprenticeship**, and designed to support the development of **college, career and life readiness** for the learner.”*

DEFINING CAREER ACADEMIES*

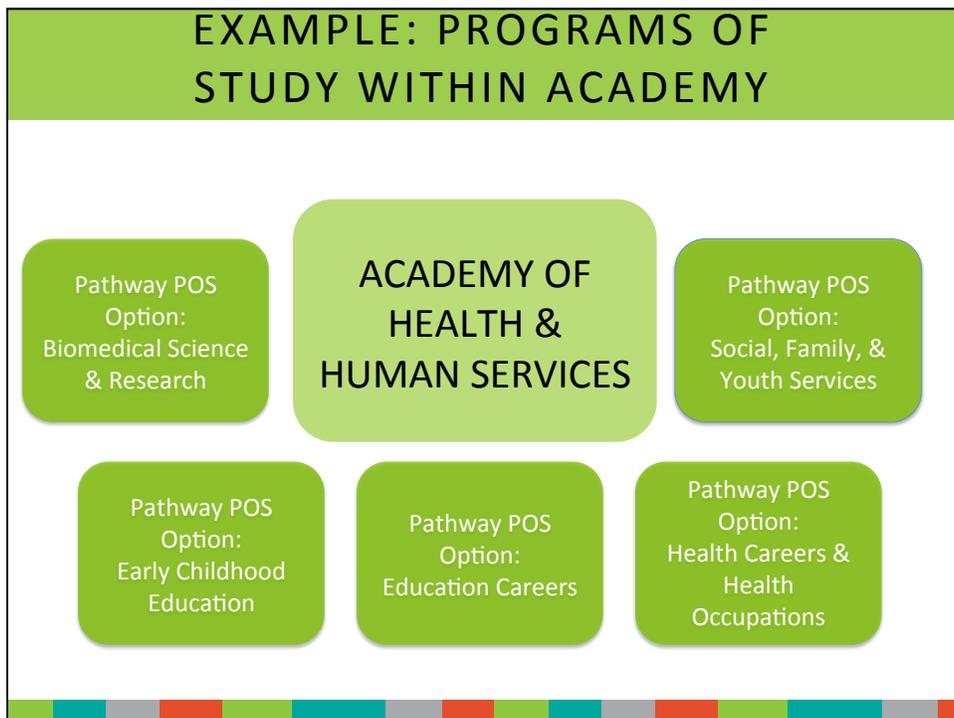
- A small learning community with a school that includes inter-related programs of study.
- Partial or full cohort scheduling of students
- Business partners advising and supporting
- Teachers working in cross-disciplinary teams-social and academic coordination
- Cross-Curricular integration and coordination

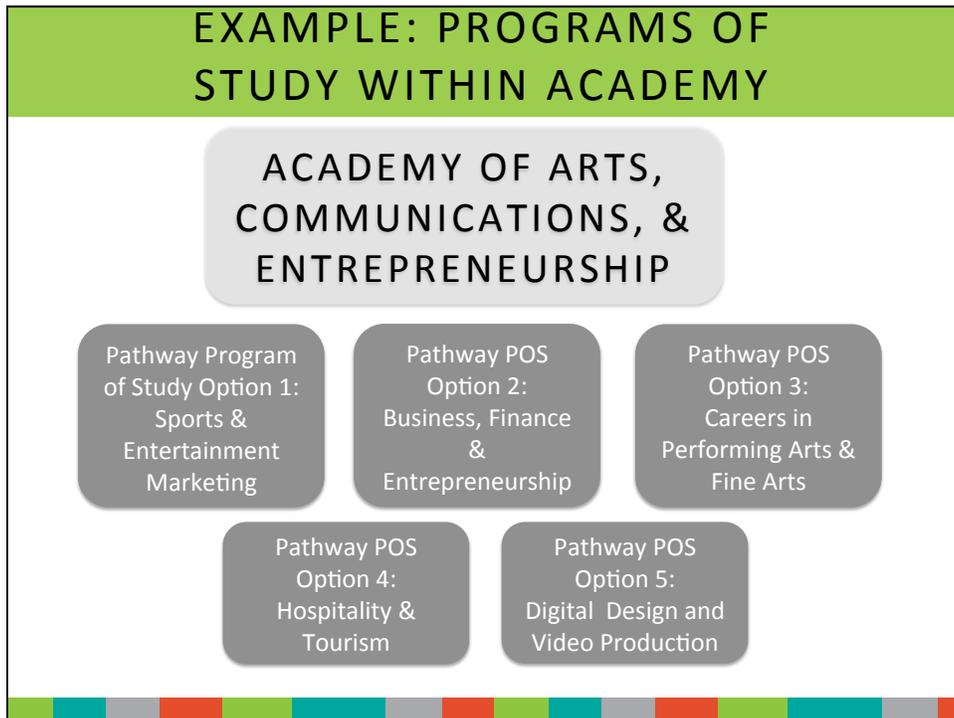
* Also called Academies, Institutes, and Clusters

EXAMPLE: THREE ACADEMIES*



* Also called Institutes, and Clusters





VIDEO: ACADEMIES OF NASHVILLE

Includes all high schools (13)

Wall-to-wall, small learning communities structure

All freshmen enrolled in Freshmen Academy

Three areas of transformation



- teaching and learning
- secondary schools
- business and community engagement

Virtual Study Tour Video

REAL-WORLD PARTNERS
DUAL CREDIT RIGOR
RELEVANT ONSHIPS
MY FUTURE. MY WAY.
COLLEGE AND CAREER

MNPS
AN
THE academies OF NASHVILLE

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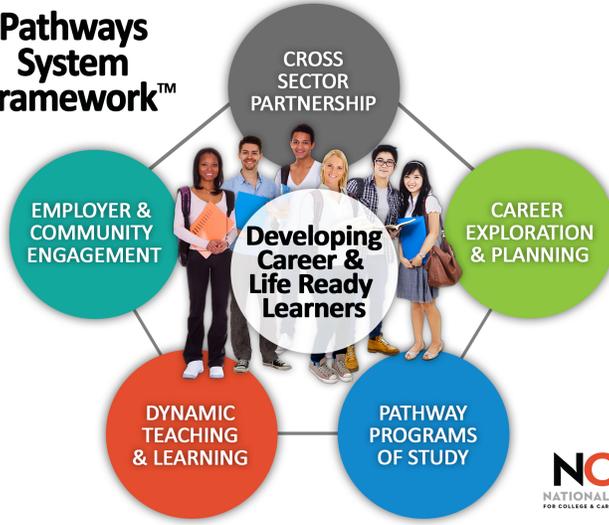


DEFINING PATHWAY SYSTEM

“A Pathways System focuses and coordinates the work of multiple partners using a pathways system framework toward developing a high level of workforce competitiveness and college, career and life readiness among youths and adults in a community or a region.”



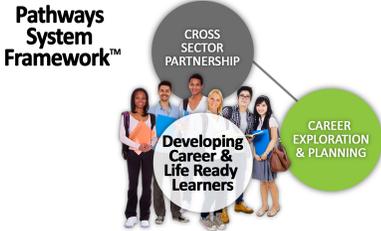
Pathways System Framework™





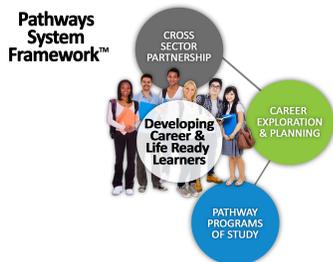
Pathways System Framework™
CROSS SECTOR PARTNERSHIP
Developing Career & Life Ready Learners

CROSS-SECTOR PARTNERSHIPS, creating sustained collaboration among multiple stakeholders who maintain active and ongoing participation in the network.



Pathways System Framework™
CROSS SECTOR PARTNERSHIP
Developing Career & Life Ready Learners
CAREER EXPLORATION & PLANNING

Well-organized K-12 **CAREER EXPLORATION AND PLANNING** opportunities, helping students make informed course selection decisions in high school and postsecondary learning.



Pathways System Framework™

Multiple PATHWAYS PROGRAMS OF STUDY beginning in high school and continuing into postsecondary education; aligned with student interests and workforce demands.

DEFINING PATHWAYS PROGRAMS OF STUDY



“A pathway program of study is a program of interconnected academic and elective classes revolving around a career or subject theme, integrated with experiential learning and close connections between secondary and postsecondary education, training and apprenticeship, and designed to support the development of college, career and life readiness for the learner.”

Program of Study STRUCTURE

1. Program of Study Interconnected Structure
2. Student Access
3. Cohort Scheduling



Program of Study LEADERSHIP

4. POS Advisory Committee
5. POS Instructional Team



Program of Study ALIGNMENT

- 6. Alignment with Workforce Needs and Opportunities
- 7. Alignment with Standards
- 8. Alignment with Cross-Curricular Connections
- 9. Alignment with Industry-based Credentials, Certifications, and Technical Skills Assessments



Program of Study CONNECTIONS

- 10. Experiential Learning, Community-based Experience, and Student Leadership
- 11. Seamless Connections with Postsecondary Institutions and Regional Career and Technical Centers
- 12. Postsecondary Dual Enrollment and Articulation Agreements



Early Decisions

- What are the key workforce gaps?
- Going school-wide or just a few POS?
- How many POS can we accommodate?
- Organize as individual POS or cluster into Academies?
- Freshman Academy/freshman seminar?
- How quickly to build out pathways?
- Working with part-day career centers?

Start-up Planning Timeline for Pathway POS

- | | |
|---|--------------------|
| • Identify Program of Study Need
(board approval?) | September-November |
| • Form a Program of Study Advisory Committee | November-March |
| • Identify/Prepare Program of Study
Instructional Team | November-December |
| • Clarify Roles and Responsibilities for
Design Phase | November-February |
| • Coordinate the POS within the
High School or College | December – March |
| • Recruit and Select Students | January-April |
| • Develop Curriculum (especially Level 1) | February-August |
| • Prepare Facilities and Equipment | April-August |
| • Plan Motivational Activities | June-August |
| • Plan Business Speaker and Field Trip Program | June-August |
| • Welcome First Cohort of Students | August-September |



Pathways System Framework™

Developing Career & Life Ready Learners

CROSS SECTOR PARTNERSHIP

CAREER EXPLORATION & PLANNING

PATHWAY PROGRAMS OF STUDY

DYNAMIC TEACHING & LEARNING

DYNAMIC TEACHING AND LEARNING, engaging students in rigorous and active learning using research-proven instructional practices.



Pathways System Framework™

Developing Career & Life Ready Learners

CROSS SECTOR PARTNERSHIP

CAREER EXPLORATION & PLANNING

PATHWAY PROGRAMS OF STUDY

DYNAMIC TEACHING & LEARNING

EMPLOYER & COMMUNITY ENGAGEMENT

EMPLOYER AND COMMUNITY ENGAGEMENT, helping students experience the world of work, and building positive relationships with employer mentors.



Pathways System Framework™

CROSS SECTOR PARTNERSHIP

EMPLOYER & COMMUNITY ENGAGEMENT

Developing Career & Life Ready Learners

CAREER EXPLORATION & PLANNING

PATHWAY PROGRAMS OF STUDY

DYNAMIC TEACHING & LEARNING

EMPLOYER AND COMMUNITY ENGAGEMENT,
 helping students experience the world of work, and building positive relationships with employer mentors.

5 Strategies for Business & Community Involvement

1. Help Students Build Career Understanding
2. Facilitate Classroom Presentations Or Lead Small Group Discussions
3. Assist Students with Career and/or Leadership Projects
4. Offer Experiences Outside of School
5. Support Program Improvement And Advancement





Pathways System Design Services

- **Technical assistance** starting at the visioning stage and continuing through implementation.
- **Coalition-building** to bring multiple stakeholder groups to the table and develop mutually beneficial components within the pathway system.
- **Onsite and virtual coaching** to address clients' unique needs and challenges in an efficient and timely manner.
- Proven **resources and tools** that ensure all components of a pathway system are addressed.
- Customized **professional development and keynote speaking** so that all stakeholders receive a consistent message and continue learning.
- **Meeting facilitation** to safeguard from unproductive sessions.



Q & A



Reflection



- One thing I will take with me today
- One key action step or follow-up item

CONNECT WITH US!



NC3T.com *SIGN UP FOR BLOG & NEWSLETTER*



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