



Future-Ready Rams

October 15, 2018

What would prepare high school graduates for college and career?

- Make the school experience a 'training ground' for and similar to, the work/college experience students will have after they leave High School.



Building a K-12 Career Development Program: Enhancing The College and Career Readiness Of All Students

*The Chapter 339 Mandate: All Pennsylvania
Learners Will Develop a Comprehensive
Academic/Career Plan*

This power point has been derived from slides provided by:
Montgomery County Intermediate Unit 23
PDE Consultants for Chapter 339 Development
& College and Career Readiness

ESSA

Clear Direction

Six ESSA Federal Accountability Indicators

4 Required by ESSA

- Percent Proficient and Advanced on PSSA/PASA/Keystone Exam
- Meeting annual growth expectations (PVAAS)
- English Language Proficiency
- Graduation Rate

2 Additional Chosen by Pennsylvania

- Chronic Absenteeism
- **Career Readiness Indicator**
(Measure of students' career exploration, preparation, and readiness)



Every Student Succeeds Act

Pennsylvania
Consolidated State Plan



September 18, 2017

Future Ready PA Index will measure:

- ✓ **Career Standards Benchmark**
- ✓ Industry Standards-Based Competency Assessments and/or Industry Recognized Credentials
- ✓ AP/IB/College Courses
- ✓ Graduation Rate
- ✓ Postsecondary Transition to School, Military, or Work



“College and Career Readiness For All Students” Pa. Department of Education

“Pennsylvania learners will be prepared for meaningful engagement in postsecondary education, in workforce training, in career opportunities, and as responsible, involved citizens.”

Spring 2015

Chapter 339 Mandate

Original legislation introduced in 1989

The Perkins auditing process every five years demonstrated that there were very few K-12 guidance plans in Pa.(2006)

The original intent of the legislation was for all sending school districts to present information about the local Career and Technical Center as a viable option for all students rather than just a placement option for students with learning disabilities and behavior issues.

Chapter 339 mandates a comprehensive and integrated K-12 Guidance Plan. School Code-Chapter 4.

“There shall be a written plan on file, approved by the local board of school directors, for the development and implementation of a comprehensive, sequential program of guidance services for kindergarten through 12th grade.”

What's in the 339 Plan?

1. List of K-12 counselors and ratios
2. Mission Statement
3. Annual Program Goals*
4. The 5 Stakeholders- *Parents, Students, Educators, Business & Community, Post-Secondary*
5. Counselor Roles
6. Advisory Council**
7. Calendars
8. Delivery System
9. Curriculum Scope and Sequence
10. Career Resources
11. Academic/Career Plan**
12. Career and Technical Center Strategies
13. Counselor Job Descriptions

#3 Annual Goals*

- 1. 100% of our students will have completed the required benchmarks at grades 5,8,11 for college and career readiness, giving them a solid understanding of what their “spark” is, exploring that “spark” and then planning to transition in that direction, both college and career.**
- 2. 100% of our staff will know and understand the full School counseling plan, as well as the benchmarks and experiences students will participate in as they become college and career ready.**
- 3. 100% of parent outreach opportunities (open houses, career days/nights/fairs, STEM fairs, etc.) will include information regarding the K-12 School Counseling program and Act 339 plan.**

#6 Advisory Council**

"An Advisory Council is representative group of stakeholders selected to review and advise on the implementation of the school counseling program. The Council meets at least twice a year and maintains an agenda and minutes for each meeting."

ASCA National Model, 3rd Ed, pg. 47

Beliefs about an Advisory Council:

- The involvement of all stakeholders is essential to student success
- Communication and collaboration are critical to ensure student achievement
- Advisory councils provide much needed support, accountability and public relations for the school counseling program

Stages to Build the K-12 Career Development System

- **K-5 –Awareness-** Creating an awareness of the self through interests and abilities (Finding the “Spark”).
- **Grade 6-8 –Exploring** careers and the labor market(“Exploring the “Spark”).
- **Grade 9-12- Planning-** Developing an Academic/Career Plan connected to the “Spark”.

Planning: Evidence Examples

Strand	Grade	Activity	Evidence
Career Retention and Advancement	3 rd	What Shoes Will You Wear? – Julia Cook, lesson and follow-up on work habits	Students list three work habits that would make them successful in school/job
Career Acquisition	4 th	Pacareerzone.org interest survey with completed document	Survey Results with reflection
Career Awareness and Preparation	8 th	Career portfolio- two sided worksheet	Document to help PLAN courses and future plans
Career Retention & Advancement	11 th	Financial Reality Fair	Naviance Survey/reflection from event

Industry Based Experience

- Our students currently:
 - Attend WMCTC and earn certifications and work experience
 - Experience field trips to Lockheed, Glaxo Smith Kline and others
 - Participate in ACE Mentorships
 - Watch live knee replacements (videoconference)
 - Participate in STEP and other Community Based Learning
 - Experience and participate Service Learning to benefit others
 - Have been offered an apprenticeship with a local company


We want to continue to grow these types of opportunities for all students.

"Success in the New Economy"

Narrated by Kevin Fleming

You Tube Video:

<https://www.youtube.com/watch?v=zs6nQpVl164>



Knowing the landscape of our
Current Economy is critical to
Career Development and
Building a **Comprehensive K-12**
System

Career Development is...

- ▶ A lifelong process through which people come to understand themselves as they relate to the world of work and their role in it. This is how people fashion their own “*work identity*”.
- ▶ A process of trying on various roles to determine various facets of a career that fit an individuals, interests, skills, abilities, and personality.
- ▶ Learning the importance of the balance between career, family and leisure.

Spring-Ford is dedicated
to ensuring our learners
are future ready

