"We are called to be architects of the future, not its victims."
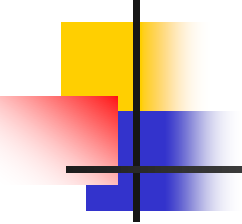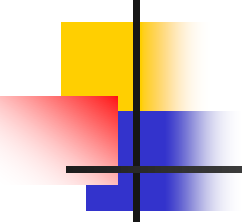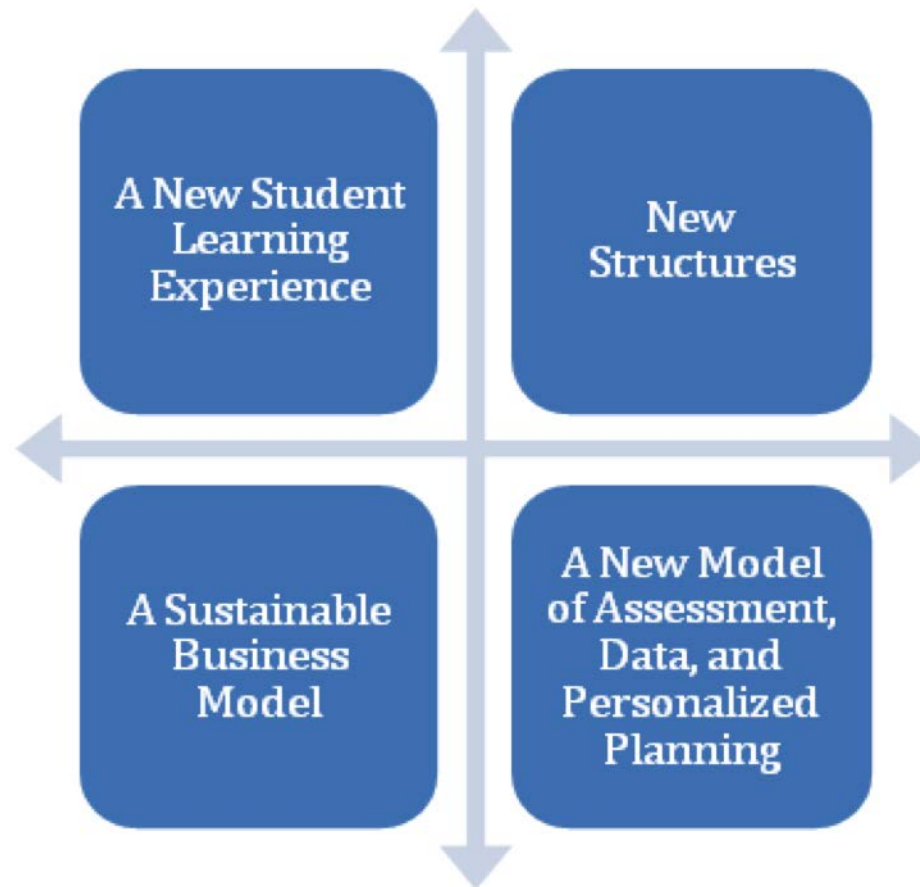
R. Buckminster Fuller

All great institutions realize that the solutions to their problems more often than not lie within rather than out side their control.

There is great resistance from those who are products of the current system to change anything except the results.

Four Design Keys

A diagram with four quadrants divided by arrows:

- **A New Student Learning Experience** (top left)
- **New Structures** (top right)
- **A Sustainable Business Model** (bottom left)
- **A New Model of Assessment, Data, and Personalized Planning** (bottom right)

Design Key #1
Learning Experiences of Students

- Learning to learn, learning to do, and learning to be

- Rigor, Relevance and Relationships (Willard Daggett)

- Competency-based advancement

- Clear Learning Targets linked to Common Core Standards (Jane Pollock)

Design Key #1
Learning Experiences of Students

- Projects that are community-based activities for authentic learning

- Individualized Learning Plans

- Face-to-face, online and blended
  - Frequency and modality varies by learner need

Design Key #2
A NEW Model of Data

- Assessment, Data and Personalized Planning
  - **Mastery is critical to student success**
    - Grading & Reporting is tied to standards (multiple)
    - Multiple ways to demonstrate/prove success
    - High quality tests and other performance data are used at transition points from middle to high school and secondary to postsecondary

Design Key #2
A NEW Model of Data

- Assessment, Data and Personalized Planning
  - **Mastery is critical to student success**
    - Credit for rigorous non-classroom experience will be commonplace (service learning or on-the-job)
    - Portfolios/eFolios will be used to demonstrate ability to convert subject knowledge to useful and novel applications (career portfolio & advisement)
    - Once mastered, students can move on to:
      - Enrichment
      - New levels of learning
      - New domains of learning

Design Key #2
A NEW Model of Data

- ## Assessment, Data and Personalized Planning
  - **Rigorous standards anchored to international benchmarks**
  - **Longitudinal data system**
    - Real-time data to be used by teachers
    - Identify learning needs, gaps and mastery with much greater precision (RtI)
    - Students, families, learning coaches will have access to the data as they make choices that match learning opportunities
    - Data is also used to feed/support Teacher and Principal professional and leadership development

Design Key #3
New Structures

- 9th grade house to ensure foundation for success

- Student grouping follow interest, learning targets, and learning proficiency - not age

- Progression is through mastery and transition readiness with flexible time for completion

Design Key #3
New Structures

- Career Academies linked to partnerships with private and public sectors to provide learning opportunities

- All students have the opportunity to graduate with a high school diploma AND a value added certificate

- Gateway Academy & Project Lead the Way

Design Key #4
Sustainable Business Model

- State legislation that facilitates and rewards achievement of efficiencies through regional structures
- Resources for change initiatives must come from new money or reallocation of current resources
- The "new" money is designed to address current shortfalls

"HOW WILL WE BECOME A WORLD CLASS SCHOOL?"

- Keep learning/continue self growth/education/training/time to access resources

- More sharing of digital lessons

- Maintain communication on websites (teachers)

- Use the talents of <u>all</u> staff

"HOW WILL WE BECOME A WORLD CLASS SCHOOL?"

- Teamwork/Communication/Public Relations/Collaboration/Time for Training

- Work/communicate together/staff unity/vision

- Be willing/receptive to change

- Be adaptable/flexible/innovative

Career Cluster Framework

- A career-focused strategy within educational improvement and re-design efforts supporting

  - Lifelong workforce preparation,

  - economic development, and

  - seamless transitions between education and training opportunities.

Career Cluster Framework

Cluster **Core** Level

Skills and knowledge all students need within the cluster

Pathway Level

Skills and knowledge necessary to pursue a full range of career opportunities within a pathway
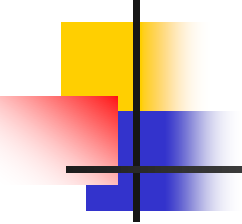
Career **Specialties**

Represents the full range of career opportunities within each path

Career Clusters

An organizing tool defining education for post-secondary education and careers using 16 broad clusters of occupations and 81 pathways with validated standards that ensure opportunities for all students regardless of their career goals and interests."

Career Clusters are a *Tool* for seamless educational system that wants to:

- Blend rigorous academic/technical preparation

- Provide career development

- Offer options for students to experience all aspects of a business or industry

- Facilitate/assist students and educators with ongoing transitions

Career Clusters Do....

- Provide a framework for continuing contemporary, high-quality programs

- Provide a framework for seamless education

- Provide **more** career options for students

- Provide a framework for organizing and reorganizing the delivery of needed *21st Century Skills*

- Provide understanding of knowledge and skill transfer and verification of qualification

Career Clusters Don't....

- Take away current high quality, contemporary programs

- Water down technical skill preparation

- Track learners into a single job

Student Benefits

- Learners are more likely to enroll in rigorous and relevant coursework.

- Learners experience enhanced counseling and career development services through the cluster models' identification of many clusters, pathways and specific careers.

- Learners experience aligned links from secondary to post-secondary education and work.

- Learners better equipped for lifelong successful career transitions, family, and community life.

Parent and Family Benefits

- Understand and visualize education and career options/pathways

- Use information to assist students (and parents or other caring adults) with navigating a career pathway

- Provide organized structure to enhance enrollment/course sequence, student assessments, career planning and development, and post-secondary transition planning

Teacher Benefits

- Access current and validated knowledge and skills to frame rigorous curriculum and instruction around.
- Provide an opportunity to enhance academic and technical achievement and success
- Provide multiple opportunities for shared planning, articulation, and relationship building with both high school and post-secondary colleagues.
- Broaden the scope of existing CTE programs to expose and connect learners to a wider range of career options
- Increase learner career development and post-secondary success.

School Counselor Benefits

- Provide a focus for education, college and career planning to be connected (assessment, exploration, courses, and enrollment sequenced)

- Individualize students' LEARNING plans

- Help parents and students see multiple education and career options within high school and post-high school opportunities

- Integrate new comprehensive school counseling model within and through career cluster framework

Career Academies 101

Melissa Quintaniiha

Career and College Ready

Career Academy Defined

- <u>Career academies</u> are small, personalized learning communities within a high school that select a subset of students and teachers for a two-, three-, or four-year span. Students enter the academy through a voluntary process; they must apply and be accepted with parental knowledge and support.

What Are Career Academies?

- Small, <u>personalized learning</u> communities within a high school

- Rigorous academics embedded in a career theme *(College Readiness Standards)*

- Partnerships with employers, communities, and higher education

- http://www.mdrc.org/index.html

Career Development

- Career Development is a lifelong process through which individuals come to understand themselves as they relate to the world of work.
- Who am I?
- Where am I going?
- How do I get there?

Career Planning: A Process, Not an Event

4 Year Program of Study (*Career Clusters*)

Scheduling Issues:

- Remediation (FM Academy)

- College Bound

- School-to-Career

- Advisement/Career Portfolio

- Senior Project/Portfolio

   (Compelling Issue)

Support Rigorous and Relevant Learning Environments:

- Use current research to improve teaching and learning experiences for all students through a well-articulated curriculum, instructional strategies that help the learner remember content and apply information and skills to relevant and challenging experiences that are not bound by time or location but personalized to meet the evolving 21st. Century learner demands.

Career Paths to Career Academics

- **Six Career Paths**
  - Arts and Communications
  - Business, Management and Technology
  - Health Services
  - Human Services
  - Industrial and Engineering Technology
  - Natural Resources/Agriculture

Career Academies

- Business, Communication and the Arts Academy
- Health and Human Services Academy
- STEAM Academy
- Freshmen Academy

Communication, Arts and Business Academy

- Arts, A/V Technology and Communications
- Business, Management and Administration
- Finance
- Information Technology
- Marketing, Sales and Service
- Hospitality and Tourism

Health and Human Services Academy

- Health Science
- Education and Training
- Government and Public Administration
- Human Services
- Law, Public Safety
- Corrections and Security

STEAM Academy

- Architecture and Construction
- Manufacturing
- Science, Technology, Engineering, and Mathematics
- Transportation, Distributions and Logistics
- Agriculture
- Food and Natural Resources

Academy Structure

An <u>academy</u> needs to have a well defined structure within the high school, reflecting its status as a small learning community.

Curriculum & Instruction

The curriculum and instruction within an academy meets or exceeds external standards and college entrance requirements, while differing from a regular high school by focusing learning around a theme.

Student Assessment

Improvements in student performance are central to an academy's mission. It is important to gather data that reflect whether students are showing improvement and to report these accurately and fairly to maintain the academy's integrity.

Project Based Learning

- PBL is based upon the idea that students will be most engaged in the learning process when they have a personal interest in what they are learning. Instead of sitting in a teacher-driven classroom all day long, students learn through the exploration of topics that interest them on their own terms, and largely at their own pace.

Career Portfolio and Advisement System

- Effective Communicators
- Problem Solvers & Critical Thinkers
- Self-Directed & Life-Long Learners
- Responsible Contributing Citizens

Professional Development

Since an academy places teachers and other adults into roles not normally included in their previous training, providing adequate professional development time, leadership, and support is critical.

Added Value

- **Transcripted Credit (FVTC)**
  - Veterinary Science
  - Machining
  - Drafting
  - Environmental Science
  - Youth Options
- **Youth Apprenticeship**
  - Machining
  - Welding
  - Agribusiness
- **Wisconsin Cooperative Educational Skill Certification Program:**
  - Agribusiness-Animal & Plant Sciences
  - Business
  - Child Services
  - Construction
  - Electronics
  - Family and Community Services
  - Food Service
  - Health Science
  - Marketing, Advanced Marketing, Entrepreneurship, Professional Sales, Retail Management (formerly Retail Marketing), E-Commerce, Sports & Entertainment
  - Employability Skills Certificate Program (21st Century Skills)
- **Project Lead the Way (PLTW)**
  - Engineering
  - Biomedical
- **Project Based Learning**

Employer, Higher Education, & Community Involvement

A career academy links high school to its host community and involves members of the employer, higher education and civic community in certain aspects of its operation.

Senior Project

- What is the Senior Project?
  The Senior Project is designed to be the culmination of each student's academic experience. It is a genuine opportunity for Seniors to merge their various interests, passions, and curiosities with their academic lives at school. Similarly, the project is a vehicle for seniors to demonstrate *autonomy, complexity, and awareness.*

Eight Requirements

1. Shared understanding and commitment to Vision, Mission and Goals

2. Open communication and collaborative problem solving

3. Articulated standards-based curriculum that is not negotiable (what we teach)

4. Engaging and purposeful "best practice" instruction that encourages innovation (how we teach)

Eight Requirements

5. Continuous assessment FOR teaching and learning (informs the teacher to modify instruction and informs the learner to improve learning skills)

6. Recognize time as a variable not a constant

7. Personal and professional learning (how we respond to change)

8. Resources to support teaching and learning in a 21st century context

Questions