Strategy: Learning

Tactic: Customized Pathways

Taking Stock of Progress

11/7/18

Tactic Leader: Marna Messer
| Conversation Structure |

1. What are we trying to do?
2. How are we trying to do it?
3. At any given moment, how will we know if we’re on track?
4. If we’re not on track, what are we going to do about it?
Keeping Learning at the center
Structure of the Strategic Plan

- Mission
  - Preparing all students for a successful future

- Vision

- Values
  - Integrity
  - Valuing People
  - Teamwork
  - Exemplary Performance
  - Entrepreneurial Spirit

- System Indicators

- Learning
  - Tactic

- Conditions for Learning
  - Tactic

- Readiness for Learning
  - Tactic
System Indicators

JEFFCO PUBLIC SCHOOLS

ACADEMIC INDICATORS

SAT MATH/READING & WRITING 560/560
7-YEAR COMPLETION 97%
7-YEAR GRADUATION RATE 95%
4-YEAR GRADUATION RATE 90%
7th GRADE ELA/MATH (CMAS) 60%/50%
3rd GRADE ELA/MATH (CMAS) 60%/60%
KINDERGARTEN - 3rd GRADE (at or above benchmark DIBELS) 90%
System Indicators

4TH - 8TH GRADE
Equity Growth Gaps:
60th Percentile (CMAS)

CCRI*
Participation:
50%
( IB, AP, CE, Internship, CTE)
*Career and College Readiness Index

CCRI Success:
85%
(3+ AP, B or Higher;
CE, Apprenticeships, IB
exam, Industry
Certificate, SAT,
Capstone, Seal of
Biliteracy;
ASVAB (40+))

Equity Growth Gaps:
55th Percentile (SAT)

NON-ACADEMIC INDICATORS

Employee Engagement:
85% Positive

Student Engagement:
3.75 on Emotional,
Behavior, & Academic
Engagement

Family Engagement:
3.75 on National Family
Engagement Standards

JEFFCO PUBLIC SCHOOLS
LEARNING

CREATE A PROFOUNDLY AUTHENTIC STUDENT EXPERIENCE

TACTIC 1: Transforming Student Task
TACTIC 2: Responsive Teaching
TACTIC 3: Customized Pathways
TACTIC 4: Technology to Transform Learning
TACTIC 5: Embracing the Full Range of the Human Experience
TACTIC 6: Student-Directed Learning
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Theory of Action

IF school and district leaders expand postsecondary and workforce readiness learning in partnership with our community, businesses, and institutions of higher education THEN students will be prepared for both careers and college.
SMART Goal

- By the 2021-2022 school year, 50%* of all graduating seniors will have participated in at least one identified pathway.

- By the 2022-2023 school year, 85%* of all graduating seniors who have participated in at least one identified pathway will also meet the success criteria.

* Goals subject to change dependent on baseline data
Milestones

- Audit pathways and postsecondary opportunities across the district
- Develop a communication plan to build an understanding of Career Pathways including launching website
- Develop Jeffco Career Links including systems toolkit for engaging in the various levels of work-based learning
- Increase work-based learning opportunities through building business and school partnerships, developing internal Jeffco internships, expanding the Career Explore program, and increasing access to CareerWise apprenticeships
- Expand career pathways in high-need industries
- Increase PBL combining Career and Technical Education programs and core content
- Provide supports for students to successfully qualify for and complete concurrent enrollment

Expand current high-quality career pathways to include industry capstones and industry certifications
Leading Indicators

**Participation**

- *Increase number of students participating in internships and apprenticeships*
- *Increase percentage of students enrolled in concurrent enrollment from 8% to at least 15%*
- *Increase percentage of students who qualify for FRL in CCRI courses.*

**Success**

- *Increase state accepted Industry Certifications from 641 to at least 1500*
- *Increase the number of career related capstones completed connected to Graduation Guidelines Menu of Options*
Pathway Options Expanding

AMPED and GIC Expanding

STEM Pathway Development

Internal Internships

Building Trades Pre-Apprenticeship

CareerWise Apprenticeships

Career Explore Program

Modern apprenticeships that provide students with multiple pathways to success
Career Pathways from a School Perspective
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**Pathways Leading indicators**

- Two parts: participation and success
- Participation is enrollment in a cluster of coursework or learning experiences defined as a ‘pathway’ to a post secondary learning experience or career
- Success is demonstrated through a certificate, grades, or assessment score

**Preliminary Baseline: % of High School Students with 1+ Course**

- School Year 2017-18
- One course does not make a pathway - persistence in a ‘pathway’ is essential
SMART Goal

By the 2021-2022 school year, 50%* of all graduating seniors will have participated in at least one identified pathway.

* Goal subject to change dependent on baseline data
SMART Goal

By the 2022-2023 school year, 85%* of all graduating seniors who have participated in at least one identified pathway will also meet the success criteria.

Trajectory

CCRI Success Rate

n=641 industry certifications

* Goal subject to change dependent on baseline data
| Implementation Heat Map |

**Customized Pathways**

<table>
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<th>Planning</th>
<th>Capacity</th>
<th>Evidence of progress</th>
<th>Likelihood of success</th>
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<tr>
<td></td>
<td></td>
<td><strong>Highly problematic</strong></td>
<td>requires urgent and decisive action</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Problematic</strong></td>
<td>requires substantial attention, some aspects need urgent attention</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Mixed</strong></td>
<td>aspect(s) require substantial attention, some good</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Good</strong></td>
<td>requires refinement and systematic implementation</td>
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Successes

Jeffco Classrooms to Careers Summit

*Industry Perspective:*

- “Wow! What an amazing day!”

*Exhibitor Perspective:*

- “Thanks for helping spread the word to students and educators!”
| Successes |

- **Increased work-based learning opportunities**
  - 14 internships for Jeffco Summer Early Learning
  - 5 Schools piloting Career Explore program expanding to 12 schools next year
  - 22 CareerWise apprenticeships and expanding to all interested high schools this year
  - 1600 10th grade students signed up to participate in Career Expo
  - Launching [Jeffco Career Links website](#)
Successes

- **Expansion of high-quality career pathways**
  - 54 unique Career Pathways available to students
  - 19 High Schools and Warren Tech have CTE programming
  - 9 schools participating in Capstone pilot work connected to industry
  - Increased from **205 to 640** Industry Credentials 16/17 to 17/18
  - Increased Red Rocks Early Childhood programs to 2 schools
  - Building trades program expanding to 2 schools
  - STEM pathway development in Arvada area for 6 schools (elementary through high school)
  - Expanding Geometry in Construction (GIC) and Algebra 1 in Manufacturing Processes, Entrepreneurship, and Design (AMPED) from **1 to 8** schools
What are we trying to do?

How are we trying to do it?

At any given moment, how will we know if we’re on track?

If we’re not on track, what are we going to do about it?
Challenges

- Collecting data to measure pathway participation and success
- Balancing innovation with building a common system for work-based learning
- Connecting business/industry with school programs
- Developing a careers for all mindset
- Flexible scheduling vs. seat times
- Equity of opportunities across schools

Resources Required

- School based work-based learning coordinators
- Funding to support new pathway development
- Concurrent Enrollment funding for students in pathways
Questions?

Thank you
Board of Education Ends Alignment

Ends 1- Engaging Climate and Culture
Every school and the district will have an engaging climate and culture that:
- Ensures a safe, caring and engaging environment for students, staff and families.
- Values the diversity of all students, staff and families.
- Encourages family and community engagement to support, enhance and maximize learning.
- Provides opportunities to develop civic and global engagement within and outside of the school setting.

With the expectation that:
- Every student will develop life skills and a continuous learning mindset to succeed in post-secondary aspirations (Self-Direction and Personal Responsibility competency).
- Every student will be a responsible and engaged member of the community (Civic and Global Engagement competency).
Board of Education Ends Alignment

Ends 2- Career, College and Life Aspiration Connections
Every school and the district will ensure that every student has the opportunity to work towards being connected to career, college and/or life aspirations through systems and practices that:

- Provide effective teaching and measurement of rigorous student learning expectations.
- Provide access to and opportunity for multiple learning pathways aligned to student needs and interests.
- Ensure the development of academic confidence through self-direction and personal responsibility skills.
- Use relevant measures to track progress and communicate meaningful results to students and families.
- Address opportunity and achievement gaps through an integrated system of support that ensures equity in meeting all students needs.

With the expectation that:

- Every student will demonstrate a year or more of growth on their way to mastery of Colorado Academic Standards (Content Mastery competency).
- Every student will be able to apply and transfer learning across disciplines and real world contexts (Critical Thinking and Creativity competency).
- Every student will have the opportunity and expectation to demonstrate leadership attributes.
- Every student will communicate effectively in a variety of formats and situations (Communication competency).
Board of Education Ends Alignment

Ends 3- Learning Systems and Leadership
Every school and the district will have effective learning systems and shared leadership that:

- Provide high quality core instructional practices, interventions and enrichments.
- Develop high quality leaders through leadership development for teachers, staff, administrators, students and families.
- Utilize continuous improvement processes that incorporate problem-solving approaches to reduce or eliminate root causes of student performance challenges.
- Ensure the success of diverse learners through evidence-based resource allocation that matches resources to need.

With the expectation that:

- Every student will be taught by a highly skilled teacher and caring staff.
- Every student will be taught in a high performing school led by strong leadership.
- Every student will receive the skills, support and educational opportunities needed to achieve his or her full potential.