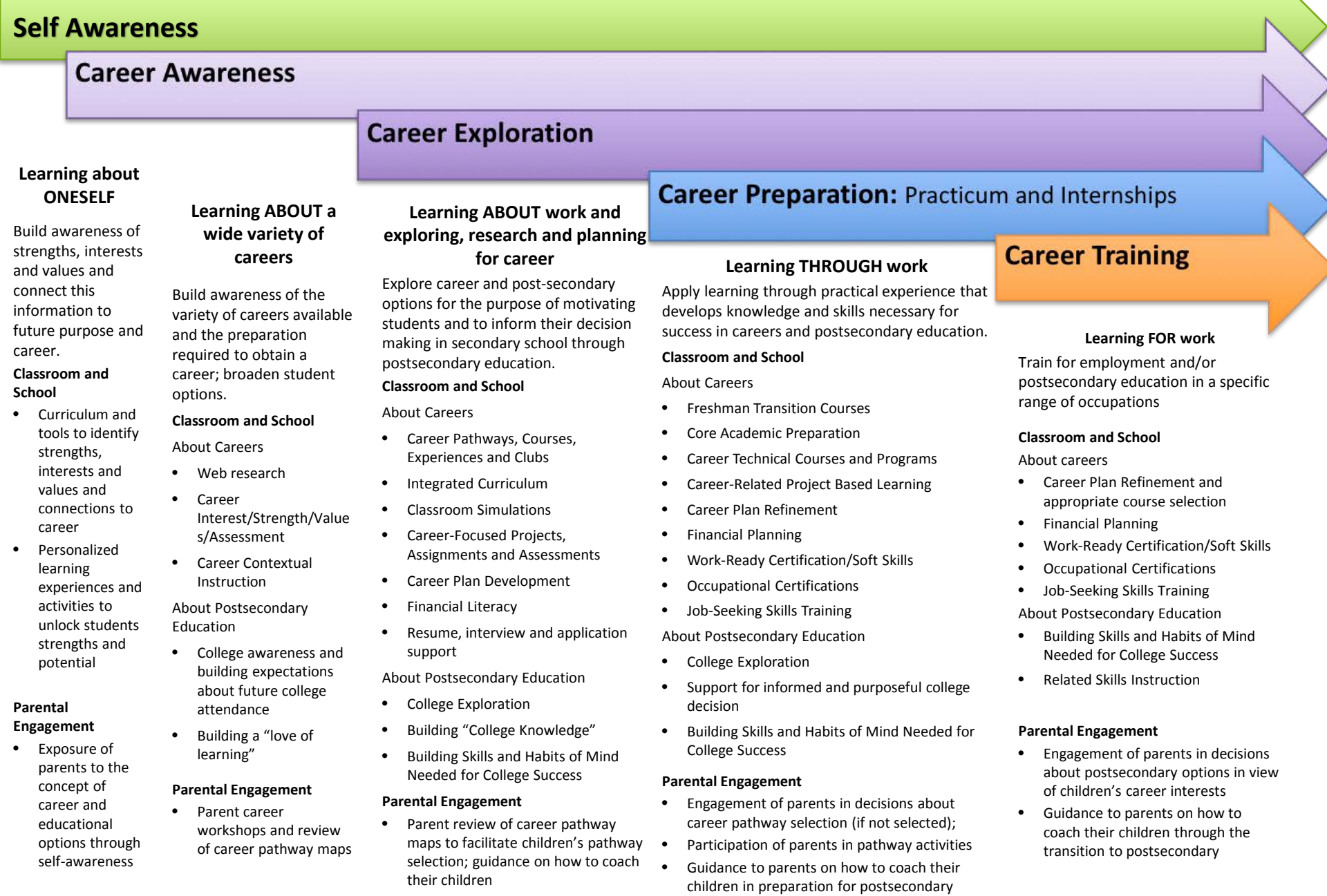


Career Development Continuum: Classroom Based Activities



Self Awareness

Learning about ONESELF

Build awareness of strengths, interests and values and connect this information to future purpose and career.

Classroom and School

- Curriculum and tools to identify strengths, interests and values and connections to career
- Personalized learning experiences and activities to unlock students strengths and potential

Parental Engagement

- Exposure of parents to the concept of career and educational options through self-awareness

Career Awareness

Learning ABOUT a wide variety of careers

Build awareness of the variety of careers available and the preparation required to obtain a career; broaden student options.

Classroom and School

- About Careers
- Web research
 - Career Interest/Strength/Value s/Assessment
 - Career Contextual Instruction

About Postsecondary Education

- College awareness and building expectations about future college attendance
- Building a “love of learning”

Parental Engagement

- Parent career workshops and review of career pathway maps

Career Exploration

Learning ABOUT work and exploring, research and planning for career

Explore career and post-secondary options for the purpose of motivating students and to inform their decision making in secondary school through postsecondary education.

Classroom and School

About Careers

- Career Pathways, Courses, Experiences and Clubs
- Integrated Curriculum
- Classroom Simulations
- Career-Focused Projects, Assignments and Assessments
- Career Plan Development
- Financial Literacy
- Resume, interview and application support

About Postsecondary Education

- College Exploration
- Building “College Knowledge”
- Building Skills and Habits of Mind Needed for College Success

Parental Engagement

- Parent review of career pathway maps to facilitate children’s pathway selection; guidance on how to coach their children

Career Preparation: Practicum and Internships

Learning THROUGH work

Apply learning through practical experience that develops knowledge and skills necessary for success in careers and postsecondary education.

Classroom and School

About Careers

- Freshman Transition Courses
- Core Academic Preparation
- Career Technical Courses and Programs
- Career-Related Project Based Learning
- Career Plan Refinement
- Financial Planning
- Work-Ready Certification/Soft Skills
- Occupational Certifications
- Job-Seeking Skills Training

About Postsecondary Education

- College Exploration
- Support for informed and purposeful college decision
- Building Skills and Habits of Mind Needed for College Success

Parental Engagement

- Engagement of parents in decisions about career pathway selection (if not selected);
- Participation of parents in pathway activities
- Guidance to parents on how to coach their children in preparation for postsecondary

Career Training

Learning FOR work

Train for employment and/or postsecondary education in a specific range of occupations

Classroom and School

About careers

- Career Plan Refinement and appropriate course selection
- Financial Planning
- Work-Ready Certification/Soft Skills
- Occupational Certifications
- Job-Seeking Skills Training

About Postsecondary Education

- Building Skills and Habits of Mind Needed for College Success
- Related Skills Instruction

Parental Engagement

- Engagement of parents in decisions about postsecondary options in view of children’s career interests
- Guidance to parents on how to coach their children through the transition to postsecondary

Career Development Continuum: Outside of the Classroom Activities

Self Awareness

Career Awareness

Learning about ONESELF

Build awareness of strengths, interests and values and connect this information to future purpose and career

Sample Student Learning Outcome

Students can articulate their strengths, where they can grow, what they enjoy and value. This helps inform their future purpose.

Experience Defined by:

- Adult guided and student guided activities that allow students to delve into their strengths, interests and aspirations for their future
- Developing strong work ethic and study skills

Experiences might include:

- Industry tours
- Guest speakers
- Adult role models
- Role model observation
- Progression of responsibility
- Service activities

Learning ABOUT a wide variety of careers

Build awareness of the variety of careers available and the preparation required to obtain and succeed in a career; broaden student options.

Sample Student Learning Outcome

Student can articulate the type of postsecondary education and training required in a career field and its importance to success in that field.

Experience Defined by:

- One-time interaction with partner(s), often for a group of students
- Designed primarily by adults to broaden student's awareness of a wide variety of industries, careers and occupations

Experiences might include:

- Guest speakers
- Industry tours
- Career Fairs
- Visit parents at work
- Online tools

Career Exploration

Learning ABOUT work and exploring, research and planning for career

Explore career and post-secondary options for the purpose of motivating students and to inform their decision making in secondary school and postsecondary education.

Sample Student Learning Outcome

Student can give at least two examples of how the student's individual skills, interests and values relate to a career field and/or occupation.

Experience Defined by:

- One-time interaction with partner(s) for a single student or small group
- Personalized to connect to emerging student interests.
- Student takes an active role in selecting and shaping the experience
- Depth in particular career fields
- Builds skills necessary for in-depth work-based learning

Experiences might include:

- Informational interview
- Job shadow
- Virtual exchange with a partner
- Professional mentor through a industry focused student organization
- Civic engagement/community service

Career Preparation: Practicum and Internships

Learning THROUGH work

Apply learning through practical experience that develops knowledge and skills necessary for success in careers and postsecondary education.

Sample Student Learning Outcome

Student builds effective collaborative working relationships with colleagues and customers; is able to work with diverse teams, contributing appropriately to the team effort.

An Experience Differentiated by:

- Direct interaction with partners over time
- Application of skills transferable to a variety of careers
- Activities have consequences and value beyond success in the classroom.
- Learning for student and benefit to partner are equally valued

Experiences might include:

- Integrated project with multiple interactions with professionals
- Student-run enterprise with partner involvement
- Virtual enterprise or other extended online interactions with partners
- Projects with partners through industry focused student organization
- Service learning and social enterprises with partners
- Internship connected to curriculum

Career Training

Learning FOR work

Train for employment and/or postsecondary education in a specific range of occupations.

Sample Student Learning Outcome

Student demonstrates knowledge and skills specific to employment in a range of occupations in a career field.

An Experience Differentiated by:

- Interaction with partners over extended period of time
- Benefit to the partner is primary and learning for student is equally valued
- Develop mastery of occupation specific knowledge and skills
- Complete certifications or other requirements of a specific range of occupations

Experiences might include:

- Internship
- Internship required for credential or entry to occupation
- Apprenticeship
- Clinical experience
- On-the-job training
- Work experience

Career Development Continuum: Postsecondary Exposure Activities

Self Awareness

Career Awareness

Learning about ONESELF

Build awareness of strengths, interests and values and connect this information to future purpose and career

Postsecondary Exposure

- Experiencing self as "belonging" among those who attend college, by seeing and speaking with peer role models in college
- College Speakers
- Links to community-based organizations and clubs that expose students to postsecondary opportunities linked to areas of interest

Learning ABOUT a wide variety of careers

Build awareness of the variety of careers available and the preparation required to obtain a career; broaden student options.

Postsecondary Exposure

- College Fairs
- College Speakers

Career Exploration

Learning ABOUT work and exploring, research and planning for career

Explore career and post-secondary options for the purpose of motivating students and to inform their decision making in secondary school through postsecondary education

Postsecondary Exploration

- College Fairs
- College Tours

Career Preparation: Practicum and Internships

Learning THROUGH work

Apply learning through practical experience that develops knowledge and skills necessary for success in careers and postsecondary education

Postsecondary Engagement

- College Fairs and Tours
- Support of application, financial aid and scholarship process
- Concurrent and Dual Enrollment
- CE Coursework leading to certificates and Associate Degrees
- Preparation for Transfer
- Bachelor's and Advanced Degrees

Career Training

Learning FOR work

Train for employment and/or postsecondary education in a specific range of occupations

Postsecondary Engagement

- Researching post-secondary education appropriate for chosen pathway
- Core Academic Preparation
- CE coursework leading to Certificates and Associate Degrees
- Preparation for Transfer
- Bachelor's and Advanced Degrees

Career Development Rubric

	Self Awareness	Career Awareness and Exploration	Career Preparation	Career Training
5	Assessments are offered at grade appropriate levels and include formal and informal assessments for interest, values and aptitude tied to future career opportunities. Students take ownership and are engaged in the process.	All courses, including core academic and career technical courses, have embedded academic content, with career awareness and exploration activities tied to curriculum and exposure to postsecondary options connected to careers.	All students have access to standards-based career technical education courses and to quality, age-appropriate work-based learning opportunities, with exposure to the postsecondary experiences needed to meet their goals.	Personalized work-based learning opportunities are readily available to students. These experiences tie directly to the curriculum and student career choice. Students' learning from work-based learning informs postsecondary decision-making. Dual enrollment courses facilitate transitions to postsecondary.
4	Assessments are offered at grade appropriate levels and include formal and informal assessments for interest, values and aptitude tied to future career opportunities.	There are career activities and events in each grade level 8-12 but not in all areas, and not all students are exposed to a full range of postsecondary options.	Most students have access to standards-based career technical education courses and to quality, age-appropriate work based learning opportunities; some students participate in college "bridge" programs.	Personalized work based learning opportunities are sometimes available to students. These experiences sometimes tie directly to the curriculum and student career choice. Some students participate in dual enrollment programs.
3	All students are given at least 2 career assessments in grades 8-12.	There are some career events 8-12 grades.	Most students have access to standards-based career technical education courses.	Most students have access to some work based learning opportunities and postsecondary exposure tied to student career choice.
2	Some students are exposed to self assessment tools tied to career.	There are few activities scattered throughout the educational experience for students grades 8-12 but not organized.	Few students have access to standards-based career technical education courses; counseling does not connect postsecondary decision-making to career exploration.	Students have access to job postings. Some students receive support for postsecondary transitions, but it is not connected to career goals.
1	The district does not engage in career development activities or assessments.	Students do not have the opportunity to explore career options.	Students do not have access to standards-based career technical education courses or quality work-based learning opportunities.	Students do not have work based learning opportunities available to them. College counseling does not expose students meaningfully to all postsecondary options.