

## Self Awareness

### Learning about ONESELF

Build awareness of strengths, interests and values and connect this information to future purpose and career through reflection and related metacognitive activities.

#### 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

- Career contextual instruction
- Exposure to career pathways
- Projects
- Building skills and habits of mind needed for HS, college, and career success, including “21<sup>st</sup> Century” skills
- Building a “love of learning”

## 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

- Career pathways, courses, experiences and clubs
- Integrated curriculum
- Simulated environments
- Career-focused projects, assignments and assessments
- College and career portfolio that carries forward from year to year
- Building skills and habits of mind needed for HS, college, and career success, including “21<sup>st</sup> Century” skills

## Career Preparation: Practicum & 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

- Freshman transition courses
- Core academic preparation
- Career technical courses and programs
- Career-related project-based learning
- Advanced level courses related to career
- Building skills and habits of mind needed for HS, college, and career success, including “21<sup>st</sup> Century” skills
- Occupational certifications
- Work-ready certification/“21<sup>st</sup> century” skills

## Career Training

### Learning FOR work

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

#### Classroom and School

- About careers
- Work-ready certification/“21<sup>st</sup> century” skills
  - Occupational certifications

## Self Awareness

## Career Awareness

## Career Exploration

## Career Preparation: Practicum & Internships

## Career Training

### Learning about ONESELF

Build awareness of strengths, interests and values and connect this information to future purpose and career through reflection and related metacognitive activities.

#### Classroom and School

- Curriculum and tools to identify strengths, interests and values and connections to career
- Career Assessment Interests/Skills/Values
- Personalized learning experiences and activities to unlock students strengths and potential

#### Parent Engagement

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

##### About Postsecondary Education

- College awareness and building expectations about future college attendance

#### Parent Engagement

- Parent career workshops and review of career pathway maps
- Labor market information provided to parents to help guide and support students in the exploration of their career pathway interests

### 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 plan development
- Financial literacy
- Resume, interview, application support
- College and career portfolio that carries forward from year to year

##### About Postsecondary Education

- Researching post-secondary education appropriate for chosen pathway
- Building “college knowledge”
- Complete college entrance exams

#### Parent Engagement

- Parent review of career pathway maps to facilitate children’s pathway selection; guidance on how to coach their children
- Labor market information provided to parents to help guide and support students in the exploration of their career pathway interests

### 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

- Career plan refinement
- Financial planning
- Job seeking skills training

##### About Postsecondary Education

- College exploration
- Introduction to career and academic education planning
- Building “college knowledge”
- Support for informed and purposeful college decision-making
- Complete college entrance exams

#### Parent 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 transition

### Learning FOR work

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

#### Classroom and School

##### About careers

- Work-ready certification/21<sup>st</sup> century skills
- Occupational certifications

## Self Awareness

### Learning about ONESELF

Build awareness of strengths, interests and values and connect this information to future purpose and career through reflection and related metacognitive activities.

#### Experiences might include:

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

## Career Awareness

### 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.

#### 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.

#### Experiences might include:

- Informational interview
- Job shadow
- Virtual exchange with a partner
- Professional mentor
- Civic engagement/community service

## Career Preparation: Practicum & Internships

### Learning THROUGH work

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

#### 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.

#### Experiences might include:

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

## Self Awareness

### Learning about ONESELF

Build awareness of strengths, interests and values and connect this information to future purpose and career through reflection and related metacognitive activities.

#### Experiences may include:

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

## Career Awareness

### Learning ABOUT a wide variety of careers

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#### Experiences may include:

- Guest speakers from postsecondary

## 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

#### Experiences may include:

- Guest speakers from postsecondary
- Interviews with college students
- College tours

## Career Preparation: Practicum & Internships

### Learning THROUGH work

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

#### Experiences may include:

- Guest speakers from postsecondary
- Interviews with college students
- College tours
- College fairs, including interviews with college admissions officers
- Support of application, financial aid and scholarship process
- Dual and concurrent enrollment
- CE coursework leading to certificates and associate degrees
- Preparation for transition to postsecondary

## Career Training

### Learning FOR work

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

#### Experiences may include:

- Core academic preparation
- Dual and concurrent enrollment
- CE coursework leading to certificates and associate degrees
- Preparation for transition to postsecondary

# 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.