

Community of Practice Update: Idaho

September 24, 2020

Topics

- Middle School
- Program Alignment
- Workplace Readiness Incentive

First Steps: Understanding the World of Work through Career and Technical Education

Mission: To provide 7th and 8th graders career development opportunities to prepare them to make decisions about high school CTE courses and programs.

YEAR ONE -- Foundational Work (18-19 School Year)

- ✓ Research
- ✓ Survey & focus groups
- ✓ Identify pilot schools

YEAR TWO -- Preparation Work (19-20 School Year)

Develop standards

- ✓ Develop endorsement
- ✓ Develop assessment
- ✓ Develop tool kit
- ✓ Pilot schools will include the program in their FY21 course catalogs

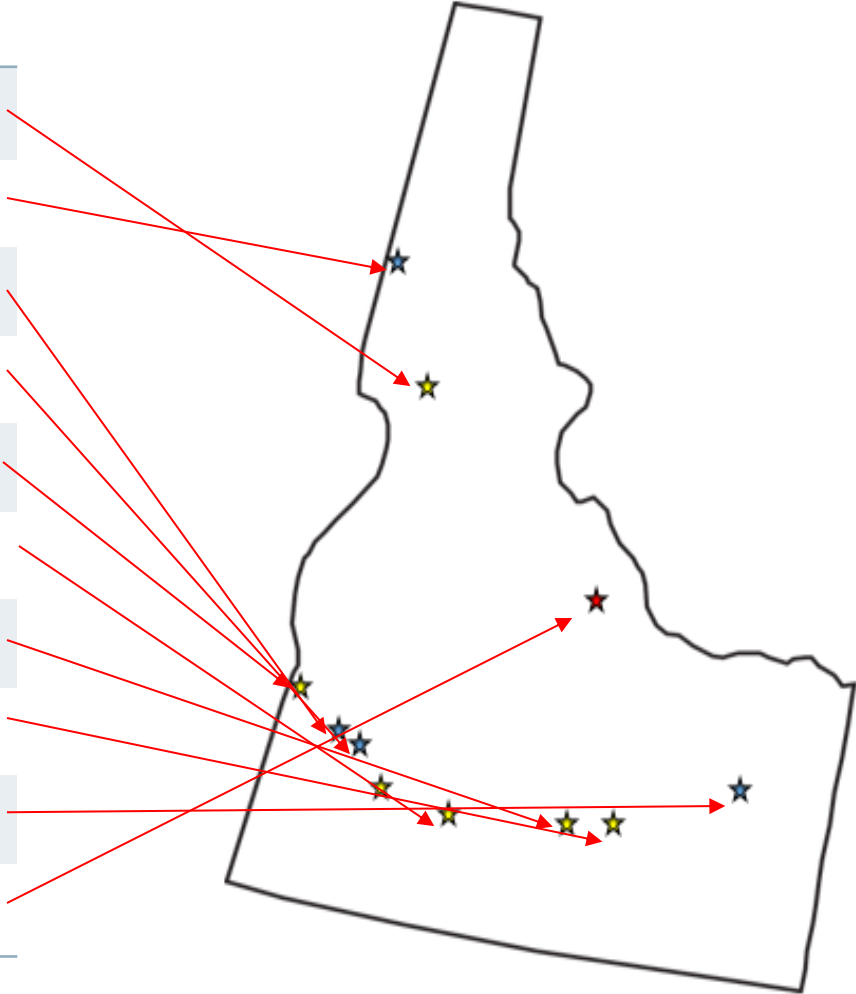
YEAR THREE -- Pilot Year (20-21 School Year)

- Pilot schools will offer the program
- Evaluate and adjust

YEAR FOUR -- Full Implementation (21-22 School Year)

First Steps Pilot Group

SCHOOL	LOCATION
GRANGEVILLE ELEMENTARY/MIDDLE SCHOOL	Grangeville
JENIFER JUNIOR HIGH SCHOOL	Lewiston
FREMONT MIDDLE SCHOOL	Kuna
LAKE HAZEL MIDDLE SCHOOL	West Ada
WEISER MIDDLE SCHOOL	Weiser
JEROME MIDDLE SCHOOL	Jerome
RAFT RIVER JR/SR HIGH SCHOOL	Raft River
ABERDEEN MIDDLE SCHOOL	Aberdeen
RIGBY MIDDLE SCHOOL	Rigby
FERNWATERS PUBLIC CHARTER SCHOOL	Salmon



Career Development: A Policy Statement of the National Career Development Association (Grades 7-9)

(Adopted March 16, 1993; Revised 2011)

- Strong emphasis on increasing self-understanding through career exploration **for all youth**, but not on helping youth make specific occupational choices.
- Build awareness of the concepts of career interests, career aptitudes, and work values as they apply to various occupations and to themselves.
- Encourage community volunteer work experiences.
- Prepare students to maximize the options available for choice at the senior high and post-secondary levels including CTE, youth apprenticeships, work-study, etc.

First Steps Career Development Definition:

- **Career Development** – A process by which students learn and make decisions for their future through:
 - **Self-Evaluation** – “Who am I?”
 - **Career Exploration** – “What’s out there for me?”
 - **Future Planning** – “How do I get there?”

First Steps: Understanding the World of Work through CTE

Standards

Domain 1: SELF-EVALUATION (Who am I?)

1 Identify Personality (What makes me special?)

A. Take a personality assessment.

B. Document a reflection on the results.

2. Identify Interests (What do I enjoy doing?)

A. Use multiple methods to identify personal interests.

B. Document a reflection on the results.

3. Identify Values (What really matters to me in life?)

A. Summarize personal importance of family and other relationships as they relate to school/work.

B. Assess desired lifestyle and associated cost.

C. Relate the importance of health and wellness to school/work.

D. Document a reflection on the results.

4. Identify Skills (What am I good at?)

A. Critical Thinking and Problem Solving

1 Recognize and analyze a problem.

2 Identify and evaluate potential solutions and resources.

3 Use sound reasoning to choose a solution.

4 Implement the solution and evaluate outcome.

5 Document a reflection about your use of the problem solving process.

B. Work Ethic

1 Define work ethic and explain its importance in the workplace.

2 Define and explain the importance of diligence, dependability, responsibility, and accountability in the workplace.

3 Demonstrate diligence.

4 Demonstrate dependability.

5 Demonstrate responsibility.

6 Demonstrate accountability.

7 Document a reflection about personal work ethic after demonstrating diligence, dependability, responsibility, and accountability.

C.	Information Security
1	Evaluate presence on social media.
2	Evaluate risk associated with presence on social media.
3	Follow workplace/classroom protocols to maintain the security of information, computers, networks, and facilities.
4	Demonstrate basic Internet and email safety.
5	Document a reflection about personal presence on social media, associated risk, and changes needed for personal safety.

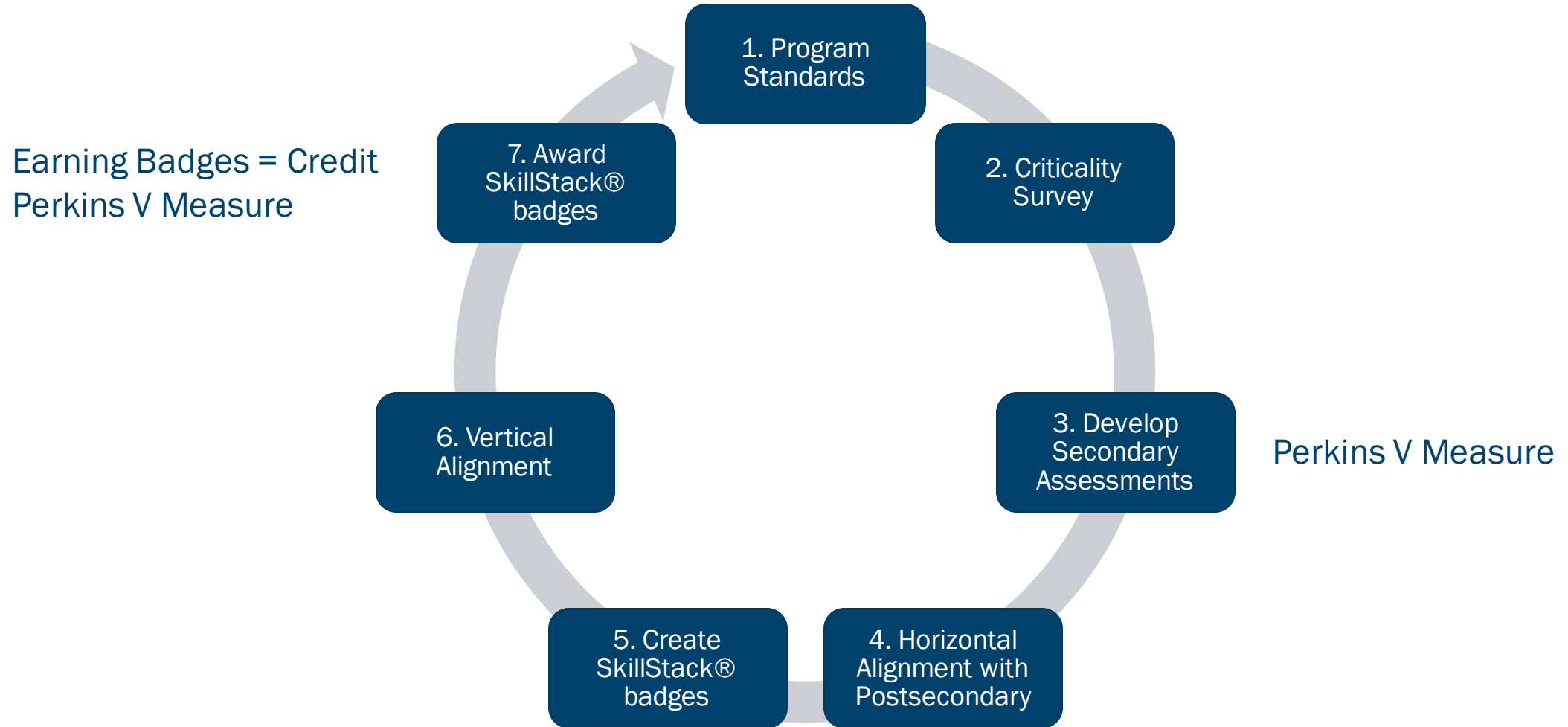
Domain 2: CAREER EXPLORATION (What is out there for me?)

1.	Apply Self-Evaluation to the World of Work (Where do I fit in the world of work?)
A.	Express the purpose and value of work.
B.	Summarize how one researches and chooses a career.
C.	Use results of self-evaluation to identify related career clusters and occupations.
D.	Explore multiple career clusters and occupations of interest (e.g. work site visits, speakers, case studies, shadowing, or community service).
E.	Choose a cluster or occupation. Research the education or training required, including major, labor market information, and wage compared to Idaho's living wage.
2.	Making Responsible Choices (How do my choices influence my future?)
A.	Describe how personal, career, and educational choices impact major life decisions.
B.	Describe how your personal choices will affect workplace, school and community.
C.	Discuss the need for continuous career planning.

Domain 3: FUTURE PLANNING (How do I get there?)

1.	Efficiency and Productivity (How do I turn an interest into a plan?)
A.	Having identified a career interest and major, research institutions offering the major according to personal preferences.
B.	Research helpful high school courses and experiences.
C.	Utilize a goal setting process to develop short term and long term personal, education, and career goals.
D.	Manage time and resources and track progress throughout the term.
2.	Understand High School Offerings (What can I do in high school to reach my goals?)
A.	Explore available CTE programs.
B.	Research the local CTSO options and benefits for participation therein.
C.	Examine the benefits of participating in school and community activities.
D.	Examine academic and other high school pathways.
3.	Create an Idaho Student Learning Plan (How do I move forward?)
A.	Develop or update the Student Learning Plan (Four-Year Plan) aligned with personal, educational, and career goals.
B.	Apply Student Learning Plan to selection of high school courses and pathways.

Program Alignment Process



Program Alignment Goals

- Statewide Articulation Framework
- Enhance transfer of CTE College credit
- Increase the “Go-On” Rate in Support of 60% Goal



CTE Programs Aligned

16/17	17/18	18/19	19/20
Admin Services	Applied Accounting	Agribusiness	Ag Leadership & Communications
Auto Collision Repair	Culinary	Animal Science	Ag Food Science & Processing
Automotive Technology	Drafting	Business Management	Automated Manufacturing
Computer Support	Early Childhood Education	Certified Nursing Assistant	Business Digital Communications
Diesel Technology	Electronics Technology	Ornamental Horticulture	Cosmetology
Precision Machining	Graphic Design	Small Engines/Power Sports	Dental Assisting
Programming/Software	Hospitality Services		EMT
Web Design	Marketing		Pharmacy Technician
Welding	Network Support		Rehabilitation Services
	Pre-Engineering		
	Residential Construction		

35 OUT OF 50
PROGRAMS ALIGNED BY 2020

Workforce Readiness Incentive (WRI)

- Legislature established new program
 - FY2020 Appropriation - \$200,000
- Teacher bonus for number of workforce ready students:
 1. Earned all SkillStack® badges in pathway
 2. Passed Workforce Readiness Skills Assessment (WRA)
 3. Passed Technical Skills Assessment (TSA)
- First teacher bonus
 - Canceled due to COVID/low volume in assessments (June 2020)
 - Committed to distribute funds (June 2021)

Agriculture, Food & Natural Resources
The production, processing, marketing, distribution, financing, and development of agricultural commodities and resources including food, fiber, wood products, natural resources, horticulture, and other plant and animal products/resources.

Pathway Key

- Agribusiness Systems
- Animal Systems
- Assessments
- Environmental Service Systems
- Food Products & Processing Systems
- Natural Resources Systems
- Plant Systems
- Power, Structural & Technical Systems

Agribusiness

Agriculture Leadership & Communications

Dairy Science

Animal Science

Assessments

Agriculture Food Science & Processing

Chainsaw Operation and Proper Tree Felling

Ecology & Natural Resource Management

1) Earn all SkillStack® badges in pathway

Arts, A/V Technology & Communications

Business, Management & Administration

Career Development

Education & Training

Finance

Health Science

Hospitality & Tourism

Human Services

Agribusiness Systems Animal Systems Assessments Food Products & Processing Systems Natural Resources Systems Plant Systems Power, Structural & Technical Systems

Agribusiness **Agriculture Leadership & Communications** **Dairy Science** **Animal Science**

Financial Statements **Agricultural Budgets**

TCL - Team & Agribusiness Management **Basic Economic Factors & Principles of Agribusiness** **Economic Decision-Making Tools to Increase Profitability** **Accounting Fundamentals & Fiscal Management**

Eligible Pathways

- Placeholder badges created for pathways not fully aligned
 - Other badges match 16 national career clusters colors



Trades & Industry

Automated Manufacturing
Automotive Collision Repair
Automotive Technology
Cabinetry & Millwork
Diesel Technology
Electronics Technology
Industrial Mechanics

130027	
201162	
201032	
170073	
201072	
171064	
130024	

2) Pass Workforce Readiness Assessment

3) Pass Technical Skills Assessment

Created assessment badges in SkillStack®

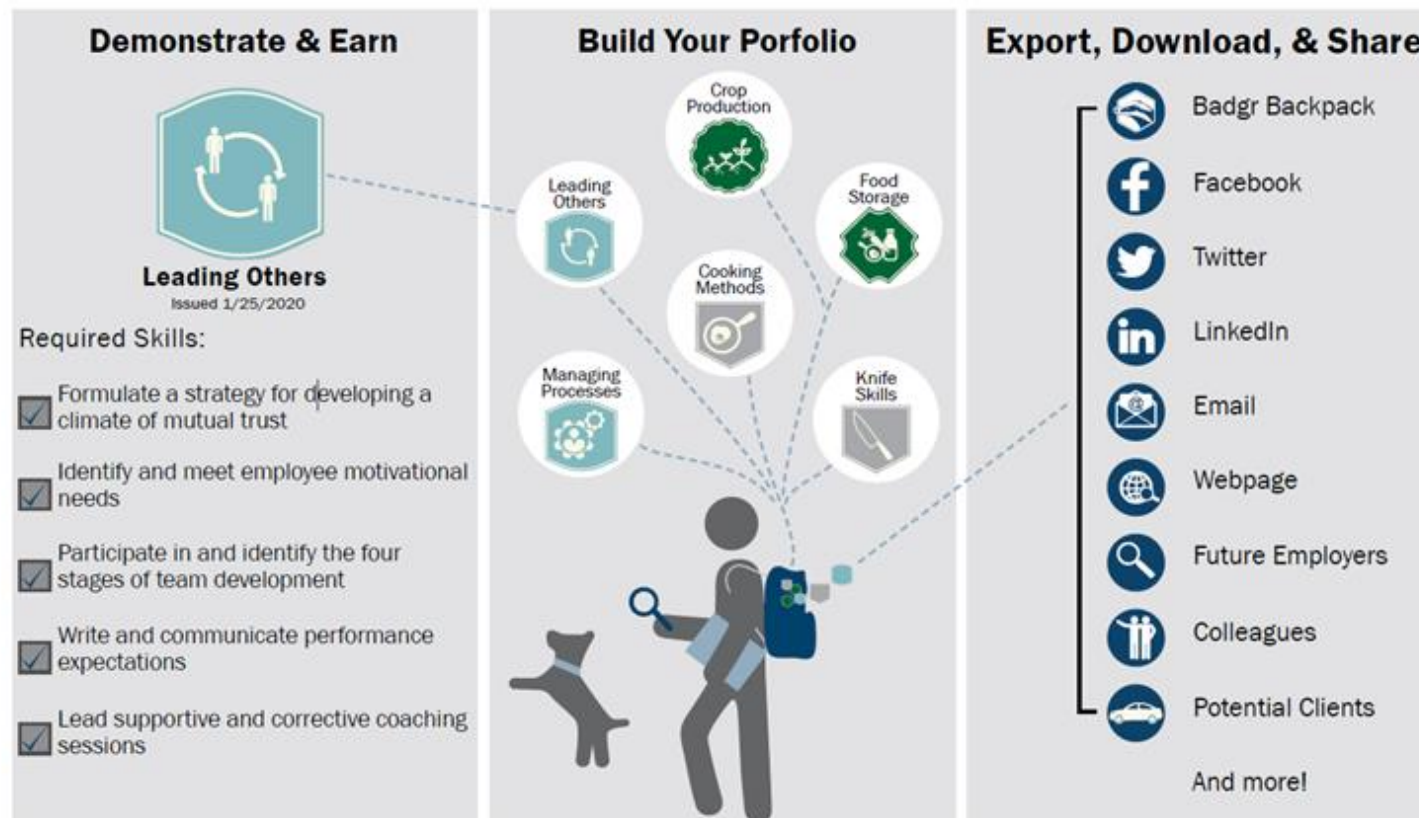
- 19/20 >5,000 students earned a badge for passing (83%)





Open Badge 2.0 Certified

LEARNERS



IMS GLOBAL



Current Registrations:
imscert.org

Students can own, display, store and share their digital portfolio (backpack) in many platforms

Contact Us

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