

Education-for-Employment Plan (2-Page Condensed Version)

Background: In January 2016, the Department of Public Instruction issued a memorandum to school district leaders, outlining requirements for the development of an Education-for-Employment plan. The plan is required to include a number of components and be developed in conjunction with a variety of school district stakeholders. The plan and listed components will go into effect at the start of the 2017-2018 school year.

Major Areas of Focus	Current Status	Planned 2017-2018 Actions
Perform analysis of local, regional, and state labor market needs.	<p>A comprehensive analysis of labor market needs was conducted by the Education-for-Employment Team.</p> <p>Actions to support this area include:</p> <ul style="list-style-type: none"> ● Engagement with community organizations to stay current on local needs. ● Monitoring of post-secondary completion rates in need areas. ● Engagement with Institutions of higher education to stay current on regional needs. 	<p>Review area for potential goal setting.</p> <p>Re-evaluation of most current labor market data.</p> <p>Alignment study between our career pathways offered and labor market trends.</p>
Implement a strategy to engage businesses, post-secondary education institutions, and workforce development in overall planning in alignment with projected workforce needs.	<p>Significant expansion of community partnerships occurred during the 2016-2017 school year.</p> <p>Actions to support this area include:</p> <ul style="list-style-type: none"> ● Establishment of community-based experiences in consultation with community organizations. ● Expansion of Dual Credit Offerings in consultation with higher-education institutions. ● Community involvement in the Education-for-Employment planning process. 	<p>Review area for potential goal setting.</p> <p>Expand community-based experiences.</p> <p>Establishment of advisory teams involving community, including:</p> <ul style="list-style-type: none"> ● Academic and Career Planning ● Manufacturing ● Fabrication
Provide career awareness at the elementary levels.	<p>In the elementary grades, students will:</p> <ul style="list-style-type: none"> ● Engage in activities to develop employability skills, such as perseverance, problem solving, collaboration and communication. ● Set and monitor goals related to Academic and Career Planning. ● Use appropriate financial vocabulary when talking about post-secondary education and career training ● Explore the process of good decision making alongside supportive adults. ● Identification of their individual learning style and understand how their learning style can impact their success in school. ● Identify a possible career of interest to explore and save that career into their plan. ● As students approach the transition to middle school, they will present information about their individual learning strengths and interests to middle school staff during an Academic and Career Planning Transition event. 	<p>Review area for potential goal setting.</p> <p>Hiring of a K-12 School Counseling Program System Specialist to help oversee continued Academic and Career Plan development and implementation.</p> <p>Continued development of “Who Am I” learning opportunities in grades K-4.</p> <p>Shifting of Academic and Career Planning from counselor-centered facilitation to teacher shared facilitation.</p>
Provide career exploration at the middle school levels.	<p>In the middle grades, students will:</p> <ul style="list-style-type: none"> ● Identify three possible careers of interest, three career cluster matches and one post-secondary training program of interest. ● Track their extracurricular involvement as well as their skills and abilities. ● Assess and reflect on their college and career readiness skills. ● Set and monitor short-term and long-term goals. ● Understand high school graduation requirements as well as spend time exploring the high school course options. ● Prepare and discuss their Academic and Career Plan with an Franklin High School Staff Mentor during an Academic and Career Planning Transition Days event. ● Students will take a required career exploration course. 	<p>Review area for potential goal setting.</p> <p>Hiring of a K-12 School Counseling Program System Specialist to help oversee continued Academic and Career Plan development and implementation.</p> <p>Plan for additional career-based experiences, including capstone courses and shadow experiences.</p> <p>Create a required financial literacy course.</p> <p>Shifting of Academic and Career Planning from counselor-centered facilitation to teacher shared facilitation.</p>

Major Areas of Focus	Current Status	Planned 2017-2018 Actions
Provide career planning and preparation at the high school levels.	<p>In the high school grades, students will:</p> <ul style="list-style-type: none"> • Take classes in a variety of career areas. • Have opportunities to earn professional certifications in a variety of career interest areas. • Engage in shadow experiences, mentor experiences, youth apprenticeship and internship experiences, and service learning opportunities. • Deeply explore and apply for post-secondary opportunities such as employment, apprenticeship, military enlistment, technical colleges and four year colleges. • Understand their own next steps for post-secondary planning, including how to access community and educational resources to support them as they transition to life after high school. 	<p>Review area for potential goal setting.</p> <p>Hiring of a K-12 School Counseling Program System Specialist to help oversee continued Academic and Career Plan development and implementation.</p> <p>Expand community-based experiences.</p> <p>Expand Capstone Course Offerings.</p> <p>Shifting of Academic and Career Planning from counselor-centered facilitation to teacher shared facilitation.</p>
Implement a process to support students in the development and revision of their Academic and Career Plan.	<p>School counselors, in partnership with teachers and administrators, have developed comprehensive units for the development and revision of student Academic and Career Plans. Students will be provided regular feedback on their plans, and the plans will be shared formally on a regular basis.</p> <p>Actions to support this area include:</p> <ul style="list-style-type: none"> • A two-year school counselor program review focused on Academic and Career Planning. • Expansion of structures needed to implement Academic and Career Plan effectively. • Hiring of a full-time community experience coordinator. 	<p>Review area for potential goal setting.</p> <p>Continued evaluation, review, and modification of Academic and Career Plan related activities and structures.</p> <p>Development of “Pathways to Your Future Night.”</p>
Describe Career and Technical Education provided by the district.	<p>Franklin Public Schools continues to provide a comprehensive program in Career and Technical Education. Details can be found in the Franklin High School & Forest Park Middle School Course Guides.</p> <p>Actions to support this area include:</p> <ul style="list-style-type: none"> • Hiring of a community experience coordinator. • Expansion of CTE Capstone course offerings. • Regular meetings with MATC around CTE programming. • Ongoing development of middle school CTE expansion. 	<p>Review area for potential goal setting.</p> <p>Creation of a fabrication space.</p> <p>Continued development of our manufacturing program.</p> <p>Expansion of current middle school CTE offerings.</p>
Provide professional development to staff to deliver Academic and Career Plan in grades 6-12.	<p>Franklin Public Schools has provided layered levels of professional development to teachers and staff around Academic and Career Planning.</p> <p>Actions to support this area include:</p> <ul style="list-style-type: none"> • Piloting and onboarding of Career Cruising. • Exposure of all teachers to Academic and Career Plan. • Providing comprehensive learning to Career and Technical Education teachers around the Academic and Career Plan process and the explicit teaching of career skills. • Creation of Academic and Career Plan week at the high school. • Continued expansion of Academic and Career Plan mentorship through Gold Block. 	<p>Review area for potential goal setting.</p> <p>Development of Monthly Academic and Career Plan themes as a venue for continued professional development of all staff.</p> <p>Professional development that supports the shifting of Academic and Career Planning from counselor-centered facilitation to teacher shared facilitation.</p>
Implement a process to regularly engage parents in the Academic and Career Plan.	<p>Regular parent engagement is vital to the success of the Academic and Career Plan.</p> <p>Actions to support this area include:</p> <ul style="list-style-type: none"> • Development of a Pathways to Your Future Night. • Regular communication with parents around the plan process and current status. • Opportunities for parent feedback on the plan. 	<p>Review area for potential goal setting.</p> <p>Survey parents around the Academic and Career Plan process and incorporate feedback.</p>