

Building Blocks to Real World Connections

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OKLAHOMA
Education



Oklahoma City
PUBLIC SCHOOLS



Oklahoma Session Presenters



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Session Agenda

- ❑ Maximize Student Engagement
- ❑ Career Advising at Every Level
- ❑ Connecting Classrooms to Careers
- ❑ Pathways Towards College and Career Readiness

Learning Objectives

1. Attendees will make **career connections** for all grade levels.
2. Attendees will learn key data points to consider that facilitate **career advising** transitions.
3. Attendees will gather tools to create and document student **work-based and service-learning** experiences.

Oklahoma Statistics



509: Traditional School Districts

31: Charter Districts

694,116: Student Population

405,018 of 694,116: Economically Disadvantaged Students

413-to-1: Student-to-Counselor Ratio

3rd in U.S.: Adverse Childhood Experiences (ACEs)

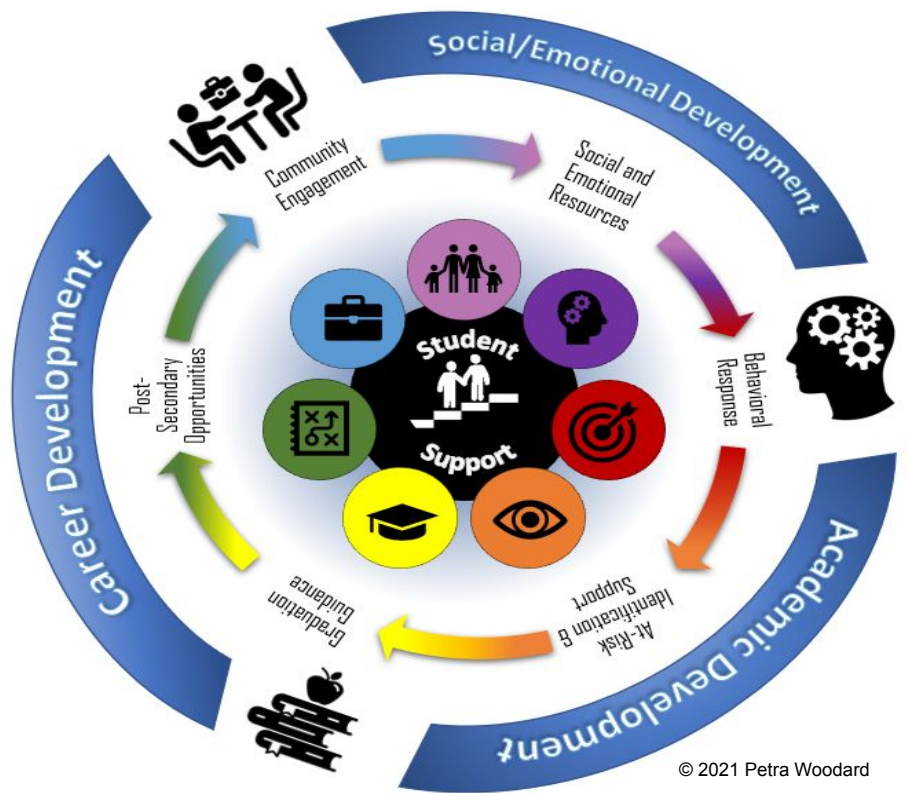
11.6 percent: Children of Incarcerated Parents

[Oklahoma Public Schools Fast Facts](#)

Office of Student Support

DIVISION	AREAS OF EXPERTISE
Counseling	Academic Counseling: Graduation, Curriculum, Codes, Career Tech, Regents, Transcripts, Alternative Ed
	School-Based Mental Health: Project Aware, Trauma Informed Practices, Crisis Intervention, SEL
Prevention Services	Trauma Informed, Bullying, Suicide Prevention, Substance Abuse, Violence Prevention
College & Career Readiness	ICAP: Implementation, Resources Work-Based Learning: Business & Industry Partnerships, Internships, Community Connections
Family / Community Engagement	Guidance, resources, and support for families and schools

Student Support Model



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- Prevention Services** 
- Alternative Education** 
- Academic Counseling** 
- Individual Career Academic Planning** 
- Work-Based Learning & Industry Engagement** 
- Family and Community Engagement** 
- School-Based Mental Health** 

Maximize Student Engagement

Building Student Preparedness

Building Block Strategy



Use engagement tools to capture your students' attention.

Example: When you see a turtle get ready for an activity.



Oklahoma ESSA

- ❑ Oklahoma's Every Student Succeeds Act (ESSA) plan outlines the 8-year strategic goal: ensure that 100% of students in grades 6 through 12 engage in useful and meaningful Individual Career Academic Planning (ICAP)
- ❑ ICAP equips students with career **awareness**, **exploration**, and **preparation** to create intentional, meaningful plans for college, career, and workforce **readiness** opportunities.

Individual Career Academic Planning (ICAP): HB2155

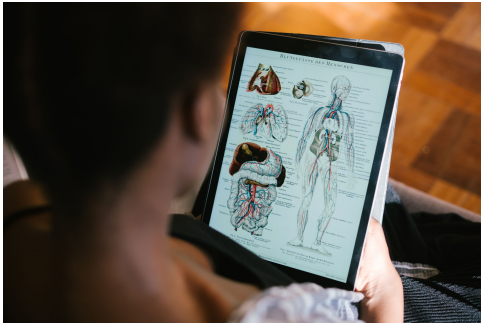
An ICAP identifies student interests, skills, postsecondary and workforce goals and experiences that lead to a meaningful plan that charts the progress needed to prepare students for college, career, and life. It should include:

- ❑ Written postsecondary & workforce goals and progress toward goals
- ❑ Experience in service learning and/or work environment (includes apprenticeships, internships, mentorships, job shadowing)
- ❑ Scores on college & career ready assessments (state, federal and college & career readiness)
- ❑ Intentional sequence of courses (may include career pathways and endorsements)
- ❑ Career and college interest surveys
- ❑ Academic progress



Why ICAP?

ICAP is not just another graduation checklist – it is student-driven and student-owned. This plan will empower students to:



Understand their own interests, strengths, values and learning styles



Create a vision of their future, develop individual goals, and prepare a personal plan for achieving their vision and goals



Gain workplace experience through internships, job shadowing or pre-apprenticeships

Oklahoma ICAP - Student Voices



Career Advising at Every Level

Building Student Awareness

Early Awareness

PK - Kindergarten

Students develop awareness of their own attitudes and about careers. How do I connect how I feel and act with what I like to do? How do my actions impact others?

- ❑ Talk about careers
- ❑ Assess career interest
- ❑ Invite parents as guest speakers
- ❑ Make classroom visits

1st - 2nd Grade

Students learn about pathways to careers, how careers impact others, and how students play a part in the world of work.

- ❑ Introduce ICAP
- ❑ Review interests
- ❑ Promote academic success
- ❑ Invite community as guest speakers
- ❑ Imitate career Interests

3rd - 5th Grade

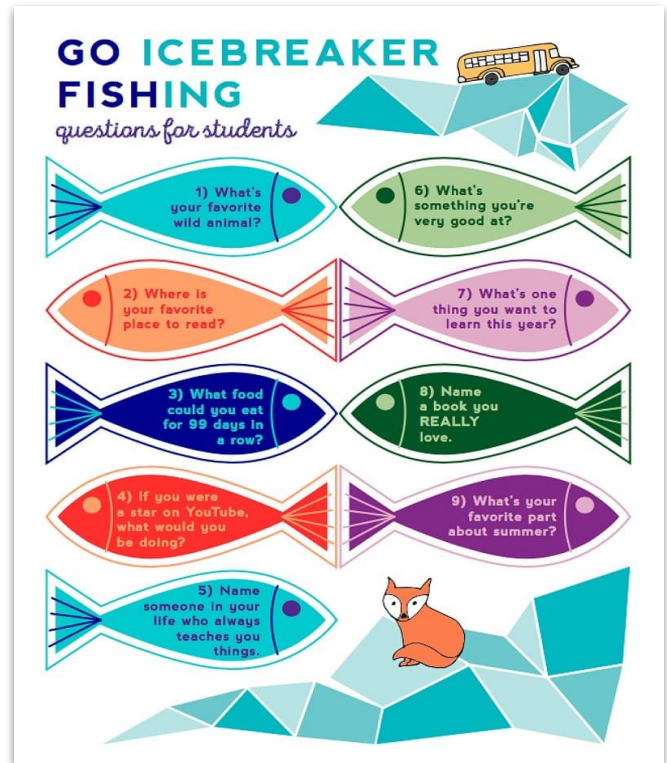
Students engage in the economic importance of these jobs and make connections between careers and the world at large.

- ❑ Revisit what ICAP is
- ❑ Review interests
- ❑ Connect academics & careers
- ❑ Research, write about & present career options
- ❑ Career exploration visit

Sample Virtual Activities: Elementary

Career Awareness (PK - 5th grades)

- ❖ Invite Guest Speakers
- ❖ Count Around the House
- ❖ Show and Tell
- ❖ Craft Project (in home or in nature)
- ❖ Education Resources: OETA
[PBS Kids](#); [PBS LearningMedia](#)



Middle School Connections

6th & 7th Grade - Exploring

8th Grade - Planning

Attendance ↔ Academics ↔ Assessments ↔ Attitude ↔ Achievement

Early exploration is critical to developing an appropriate, relevant career pathway for students.

- ❑ Reintroduce ICAP
- ❑ Give career assessment—OK CareerGuide, OKCollegeStart
- ❑ Invite guest speakers
- ❑ Make classroom visits
- ❑ Plan career fairs/projects
- ❑ Plan college fairs/projects
- ❑ Provide exploration activities

Some pathways require courses prior to 10th grade. Identify students who are **eligible** for and **need** to take high school courses such as Algebra I in middle school.

- ❑ Update ICAP
- ❑ Plan HS enrollment (including extracurricular)
- ❑ Visit career tech and colleges
- ❑ Promote college and career readiness assessments (ACT/SAT)
- ❑ Complete Oklahoma's Promise application

Sample Virtual Activities: Middle School

Career Exploration (6th - 8th grades)

- ❖ Scavenger Hunts
- ❖ Typing Competitions play.typeracer.com
- ❖ Cooking Project / Recipe Book
- ❖ Create STEM Activities
- ❖ www.sciencebuddies.org/stem-activities
- ❖ Watch Day at Work Videos
[browse by career sector](#)



High School Transitions

9th Grade

10th Grade

11th Grade

12th Grade

Attendance ↔ Academics ↔ Assessments ↔ Attitude ↔ Achievement

- Official ICAP Begins
- Review HS Course Selection
- Review Pathways
- Career Tech Applications & Visits
- Oklahoma's Promise
- Career Fairs
- Mentorships

- ICAP Update
- Career Tech Plan
- Concurrent App
- PreACT / PSAT / ACT Scores
- AP Readiness
- Oklahoma's Promise
- NCAA Process
- Job Shadowing

- ICAP Update
- Community Service
- OK Promise Final Sign Up!
- AP Courses
- Concurrent Enrollment
- Career Tech
- Internship Readiness
- Scholarships / NCAA
- State Assessment (ACT/SAT, US History, Science)

- Finalize Credits
- Resume / Portfolio
- Community Service
- Concurrent Enrollment
- Career Tech Certs
- Finalize OK Promise
- Scholarships / FAFSA / NCAA
- College Applications
- Apprenticeships / Internships / Mentorships

Sample Virtual Activities: High School

Career Preparation (9th - 12th grades)

- ❖ Industry Tours / Augmented Reality
www.nasa.gov/nasa-at-home-virtual-tours-and-augmented-reality
- ❖ Internships
- ❖ Service / Community Projects
- ❖ Virtual Job Shadowing
www.virtualjobshadow.com/



YOUR MISSION, SHOULD YOU DECIDE TO ACCEPT IT

Is to enroll in Focus on the Future Summer Internship. This tape will self-destruct in five seconds. Good luck.

Join us for Focus on the Future: Mission Possible, a virtual 2021 Summer Internship that will start June 1st, 2021 and ends June 25th, 2021. Your students will learn about various career pathways from industry experts. This is an amazing opportunity to connect with different organizations and companies in Central Oklahoma. Presenters will discuss information about career options and education requirements. Students will also participate in work readiness and soft skills workshops, develop resumes, personal finance goals, and practice presentation and team collaboration skills using various platforms.



Scan to add our social!

Register at:
<https://forms.gle/2gtSBUUGVTn2ivHA>



ICAP Building Blocks





JANUARY/FEBRUARY

PREPARATION/PLANNING - ACTIVITIES, EXPERIENCES, AWARDS IN E-PORTFOLIO							
Completion Criteria	6	7	8	9	10	11	12
Postsecondary Goals			✓	✓	✓	✓	✓
Career Planning Activities			✓	✓	✓	✓	✓
Organizations & Activities	✓	✓	✓	✓	✓	✓	✓
Community Service	✓	✓	✓	✓	✓	✓	✓
Job Shadow			✓	✓	✓		
Internship						✓	✓

[Taken from ICAP Toolkit on OKEdge.com](#)

Roadblocks to Building Blocks



Beginners Blues	Monitoring Members	Systems Setups	Building “The Binder”
<p>First year is the hardest due to varying schedules, limited staffing, <i>and</i> little staff buy-in</p> <p></p> <p>Secure adequate team planning time</p>	<p>Some staff go rogue! <i>(Who takes the lead?)</i></p> <p>Students tell all! <i>(“We didn’t do that in our session!”)</i></p> <p></p> <p>Ensure ALL team members are on same page</p>	<p>Is program replicable? Does online platform roll students over by grade level (can HS continue?) What about new students?</p> <p></p> <p>Be consistent in resource usage</p>	<p>Documenting and managing lesson plans, activities, calendar of events, and folders (electronic or paper) is challenging</p> <p></p> <p>Be organized and ensure others have access</p>

Building Blocks Real World Connections

Create Business Advisory Teams meeting regularly to address needs

Use interest inventory tool to help students learn about self

Schedule time in master schedules for college & career experiences

Incorporate life skills in daily lesson plans and curriculum

Provide students with authentic and applied career exploration opportunities

Work with middle/high schools on transition activities

Connecting Classrooms to Careers

Building Student Experiences

Building Block Strategy - 2



Use data to assess and understand your school demographics.

Example: Create a Google JamBoard to assess rural and urban work-based learning resources and partnerships.

Sample Google JamBoard Activity

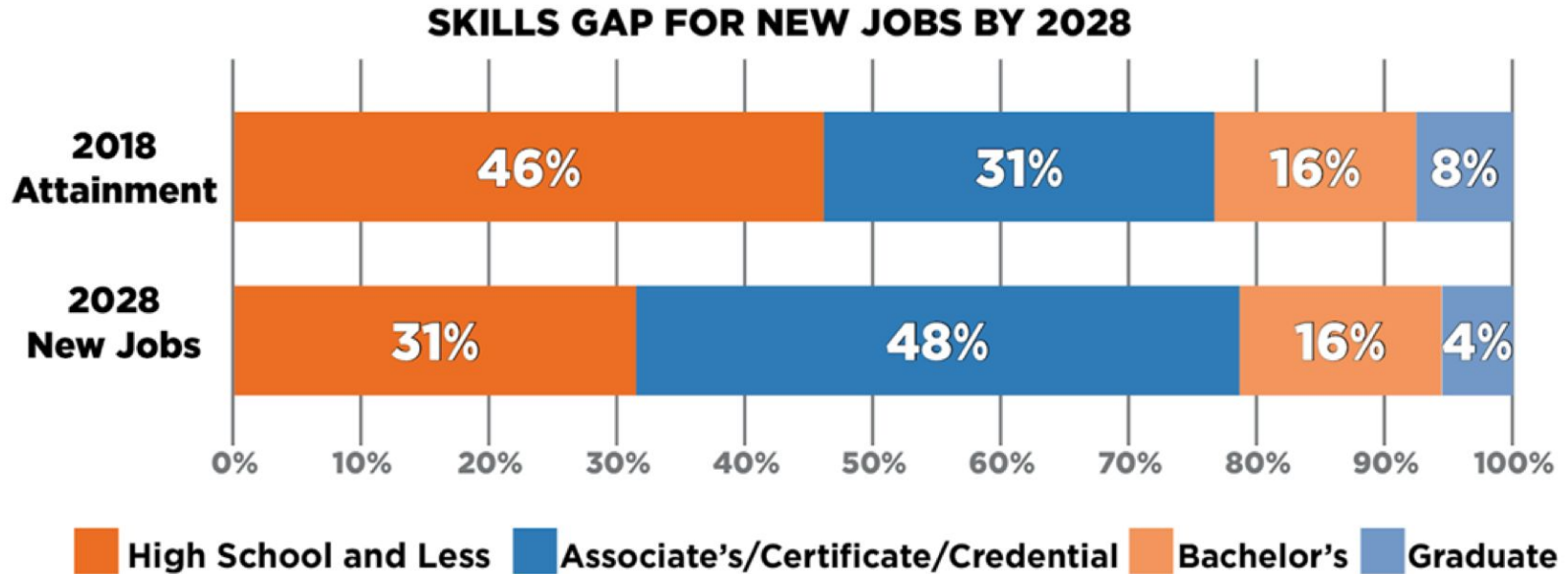
The Building Blocks of Any Career

Education and experience may make you eligible to apply for a job, but to be successful in most roles, you will need skills that you are likely to develop over time--some will be specific to the job, but the vast majority will be so-called 'soft skills' that can be used in any job or employment sectors.

These soft skills are '**employability skills**': they are what makes you employable.

Employability Skills: The Skills You Need to Get a Job

Oklahoma's Workforce Skills Gap



Source: OK Office of Workforce Development EMSI, 2018.2

What is Service Learning?

- ❖ It is the **heart of volunteerism**, teaching students to give back and make an impact on their community.
- ❖ Service Learning allows students to gain community awareness, sharpen skills and knowledge, and change policies and behaviors. Empowering students to make impacts on local, state and national levels.

What is Work-Based Learning (WBL)?

- ❖ It is the **career connection** between our students' classroom learning (e.g., academic knowledge) and real-world application.
- ❖ Work-Based Learning allows students to gain hands-on experiences to enhance their **transferable** (functional), **personal traits** (attributes), and **knowledge-based** skill sets.

Work-Based Learning Continuum

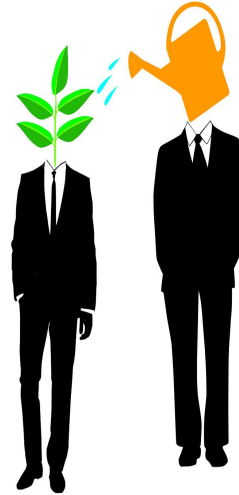
Career Fairs

Job
Shadowing

Mentorships

Internships &
Apprenticeships

Project-based
Learning



Essential Skill Development



- ❖ Critical Thinking and Problem Solving
- ❖ Oral and Written Communication
- ❖ Teamwork and Collaboration
- ❖ Information Technology Skills
- ❖ Leadership
- ❖ Professionalism and Work-Ethic
- ❖ Career Management
- ❖ Global Intercultural Fluency

Essential Soft Skills

Learning

- ❖ Critical Thinking
- ❖ Creativity
- ❖ Teamwork
- ❖ Communication

Literacy

- ❖ Information
- ❖ Media
- ❖ Technology
- ❖ Financial

Life

- ❖ Leadership
- ❖ Problem-Solving
- ❖ Cultural Competence
- ❖ Social Emotional Intelligence



Oklahoma Career Clusters

6 Career Fields

The career fields are the six large groups. They include all of the occupations in the United States, and their titles tell you something about the focus of work in that group of occupations.



16 National Career Clusters

Each of the six career fields is divided into 1-4 sub-groups, called clusters. Each cluster is made up of a number of occupations and postsecondary majors related to the specialty of that cluster. The results of your OKCareerGuide interest and skills assessments are linked to these same clusters.



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Personalized Career Stages



Career
Awareness

Career
Exploration

Career
Preparation

College,
Career, Life
Ready

SEL Connection: Work-Based Learning

**Career
Awareness
(ES)**

Students dress up for **career day** and share why they chose that career

**Career
Exploration
(MS)**

Students create **SMART goals** and explore career clusters

**Career
Preparation
(HS)**

Students **monitor progress** on goals, build a resume and complete interest inventories

**Action
Life Readiness
(Beyond HS)**

Students **apply study techniques** to research and create job manuals

Social and Emotional Learning

“New entrants to the workforce will require very strong social, employability, and work-readiness skills that reflect the behavioral, attitudinal, and character traits highly valued in the workplace and in society.” -- Stringfield and Stone (2017)

SOCIAL AND EMOTIONAL COMPETENCIES	EMPLOYEE SOCIAL AND EMOTIONAL SKILLS (in demand skills from employers)	
SELF-AWARENESS	<ul style="list-style-type: none"> • Positive attitude • Flexibility • Ability to apply skills to real-life settings • Openness to developing/ learning new skills • Sense of self-worth 	<ul style="list-style-type: none"> • Ability to Innovate • Confident • Creativity • Commitment • Shows flexibility
SELF-MANAGEMENT	<ul style="list-style-type: none"> • Initiative • Works well under pressure (e.g., manages emotions) • Punctuality • Ability to work independently • Detail-oriented • Strategic planning (e.g., setting and achieving goals) 	<ul style="list-style-type: none"> • Strong work ethic • Time management • Entrepreneurial thinking • Reliability • Organizational skills • Adaptability • Budgeting • Self-discipline
SOCIAL AWARENESS	<ul style="list-style-type: none"> • Cross-cultural sensitivity • Ability to work with people of different backgrounds/cultures 	<ul style="list-style-type: none"> • Supervision of others • Respects individual differences
RELATIONSHIP SKILLS	<ul style="list-style-type: none"> • Written and oral communication skills • Listening skills • Conflict resolution • Teamwork and works well with others 	<ul style="list-style-type: none"> • Effective communication • Ability to collaborate • Management skills • Responds to customer needs
RESPONSIBLE DECISION-MAKING	<ul style="list-style-type: none"> • Integrity • Honesty • Analyze and solve complex problems • Ability to evaluate information from multiple sources 	<ul style="list-style-type: none"> • Critical thinking • Reasoning • Civic participation and engagement • Ethical and sound decision-making • Observes carefully

Work-Based Learning in Action

Career Connections in Every Classroom



- ❖ Showcases how to include **work-based learning** experiences in classroom settings.
- ❖ Use your school as a **work-based learning site**

Career Connections: Elementary

Sample Activities

- ❖ Career Dress-up
- ❖ Door Greetings
- ❖ Speakers and Storytelling
- ❖ Make Career Posters
- ❖ Paper/Food Crafts

- ❖ Visit Museums
- ❖ Explore Nature
- ❖ Tour Industries
- ❖ Go on Field Trips
- ❖ Classroom Sale
- ❖ Banking for Kids

Classroom Learning

Create a Routine:

- ❖ Engage Families
- ❖ Roles & Expectations
- ❖ Career Lesson Plans
- ❖ Purposeful Play
- ❖ Use I-Statements

In-Person Learning in Action



In-Person Learning in Action - 2



Career Connections: Middle School

Sample Activities

- ❖ Career Skits or Plays
- ❖ Career Fairs
- ❖ Career Presentations
- ❖ Journaling / Blogging
- ❖ Contest / Competitions
- ❖ STEM Projects

- ❖ Job Shadowing
- ❖ Tour Industries
- ❖ Career Interviews
- ❖ Service Project
- ❖ Gallery Walks [video](#)
- ❖ Research globally

Classroom Learning

Create a Routine:

- ❖ Engage Families
- ❖ Career Lessons
- ❖ Teach Career Clusters
- ❖ Reflection Schedule
- ❖ Roles & Expectations

Career Connections: High School

Sample Activities

- ❖ Global Careers Day
- ❖ Student Conferences
- ❖ Career Presentations
- ❖ Journaling / Blogging
- ❖ Contest / Competitions
- ❖ Apprenticeships

- ❖ Internship Program
- ❖ Job Shadowing
- ❖ Mock Interviews
- ❖ Service Project
- ❖ Gallery Walks [video](#)
- ❖ Exit Interviews

Classroom Learning

Create a Routine:

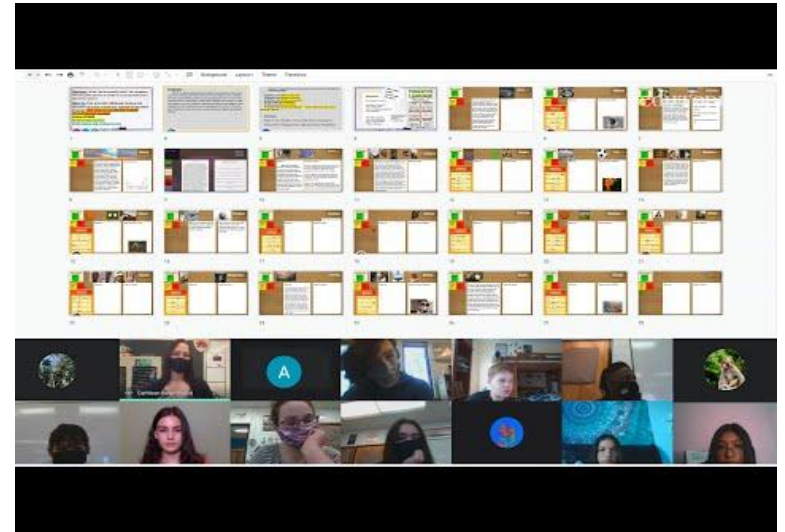
- ❖ Engage Families
- ❖ Teach Career Pathways
- ❖ Postsecondary Options
- ❖ Reflection Schedule
- ❖ HS/MS Mentor Program

Virtual Learning in Action

Keeping Students **Engaged** in Digital Learning



Making a **Shared Space** for In-person and Remote Learners



Oklahoma Platforms: Career Connections

Career Awareness



WBL002 FEBRUARY 2020

OKLAHOMA CAREER EXPOSURE WEEK

OKLAHOMA STATE DEPARTMENT OF EDUCATION, CHELSEA HUNT



Career Development



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[Need an Account? Get Started.](#)

Career Exploration



WBL001 JULY 2020

WORK-BASED LEARNING

OKLAHOMA EDGE

Pathways Towards College & Career Readiness

Building Student Success

Graduation Requirements—70 O.S. § 11-103.6

College Prep/Work Ready

- 4 English
- 3 Math
- 3 Science
- 3 History & Citizenship Skills
- 2 Same World Language or Computer Technology
- 1 Additional Unit from the above approved for college admission
- 1 Fine Art or Speech
- 6 Electives to total **23**
- Meets OK Promise Guidelines

CORE Curriculum Pathway

- 4 English
- 3 Math (*May include Computer Science or 1 year approved 3-hr CTE program*)
- 3 Science (*May include Ag, Technology or approved STEM courses*)
- 3 History & Citizenship Skills
- 1 Technology or Foreign Language
- 1 Fine Art
- 8 Electives to total **23**
- Requires [Curriculum Choice Opt Out Form](#) prior to enrollment

Oklahoma Well-Rounded Requirements

Requirement	Description
Personal Financial Literacy 70 O.S. § 11-103.6H	Request Passport upon transfer · Provide copy of PFL Passport to new school · Completion is posted to transcript
CPR / AED (HB1378) 70 O.S. § 1210.199	Requires hands-on <i>instruction in</i> Cardiopulmonary Resuscitation (CPR) and the <i>use of</i> an automated external defibrillator (AED) · Can opt out · Completion is posted to transcript
Individual Career Academic Plan 70 O.S. § 2320.508-4	Career interest surveys · Written postsecondary goals · Intentional sequence of courses · Academic progress · Scores on college & career ready assessments · Experience in service learning and/or work environment activities · Completion is posted to transcript

Strategy: Infuse Into All Transition Pathways

College Prep /
Work-Ready

4-Year College

Advanced Degree

2-Year College

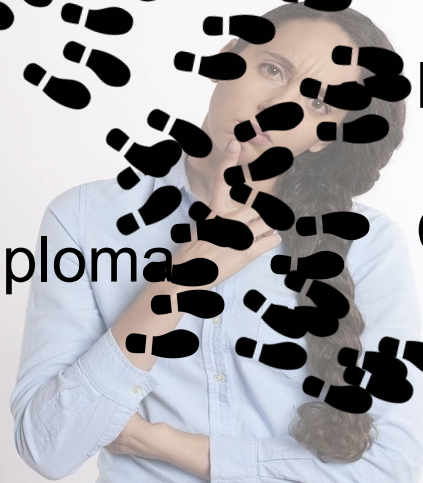
Military

Workforce

Core Diploma

Career Tech

Workforce



Plan with Students in Mind



High Quality
Experiences

Diversity
and
Inclusion

Schedule
and Monitor
Processes

College,
Career, Life
Ready

Implement High-Quality Experiences

Clear and
Consistent
Agreements

include school *and*
organization
Memorandum of
Understanding
(MOU)

Authentic Work
Experience
Component

promotes
enhanced learning,
skill development,
and workplace
awareness

Structured
Learning
Components

are effective,
measurable, and
regulatory *and* in
line with safety,
policy, and legal
guidelines

Culminating
Assessment
and Recognition
of Skills

connects to
classroom learning
(e.g., ICAPs, IEPs,
academic
standards, *and*
workplace
activities)

Ensure Diversity and Inclusion

Career Pathways

include and teach about *diverse* career pathways and focus on *inclusivity* to pathways

Internal/External Stakeholders

create intentional, collaborative partnerships with *diverse* stakeholders

Lesson Planning

plan early to include *diverse*, career-focused lessons and engage students in the process

Reflective Assessment

actively review and analyze data to improve, *diversify*, or drive change for *all* students

Schedule and Monitor Processes

Coursework and
Course Codes

confirm
appropriate
coursework is in
line *with*
graduation
requirements

Promotion of
Course Offerings

are presented in
ways that ensure
all students have
access to
coursework and
experiences

Structured
Enrollment and
Review

are effective,
frequent, time
sensitive, *and*
considerate of *all*
grade levels

Postsecondary
Opportunities

connect
coursework to
diverse
postsecondary
goals, aptitudes,
and attitudes

College, Career, Life Ready

Achieve Academic
Success

ensure a
high-quality public
education *and*
close opportunity
and achievement
gaps

Develop Educators
and Schools

support the
recruitment,
preparation, *and*
retention of highly
effective teachers
and leaders

Create Engaged
Communities

build external
capacity to provide
strong academic
support through
family *and*
community
engagement

Develop Internal
Capacity

build internal
capacity to serve
the field *and* use
data to make
informed decisions

Ready Together Oklahoma

Ready Together Oklahoma: An Action Plan for Supporting Students Through the Pandemic and Beyond

- ❑ Statewide Initiatives
- ❑ Guidance Documents
- ❑ Resources
- ❑ Webinars

Learn more at

<https://readytogether.sde.ok.gov/>

OKLAHOMA STATE DEPARTMENT OF EDUCATION



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One State. One Mission. One Vision.
*Equitable access to a high-quality public education that
inspires deep learning and leads to success for all students*