



Developing Future Entrepreneurs and Leaders

**through School-Based Enterprise,
PBIS, and Peer Mentoring**

**Dr. Tabatha M. W. Spurlock
CTE Academic Advisor
Richmond Public Schools**

What's my background?

**Adjunct professor
(School of Business)**

**Career-switcher from
the Boys & Girls Club**

K-12 since 2005

**Business Teacher/
Head Cheerleading
Coach/Dept Chair
Program Coordinator/Admin Intern
Intervention Specialist**

Presentation Overview

- Description - How to establish a paid or unpaid school-based enterprise (SBE)
- Goals:
 - Implementation of a SBE
 - Partnership with a SBE

Who's in the Room?

Take out your phones and let's go to Menti.com!

<https://www.menti.com/albdywkcxwix0>

Faculty
or
Staff

Administrator

Employer

Counselor


Business
(Community
Partner)




Where are you from?



School-Based Enterprise

- An on-going, student-managed, entrepreneurial operation within a school setting
 - Provides goods or services that meet the needs of the school's target markets (i.e. students, teachers, administration, parents/guardians, community members/organizations, businesses)
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School-Based Enterprise

- Replicate the workplace to provide career insights and relevant experiences for the student
 - Hands-on, project-based learning laboratories with a connection to classroom instruction
 - Students operate and manage while building on leadership, supervision, and management skills.
- 

School-Based Enterprise (SBE)



Examples:

- Culinary cafe or catering services
- Plant sales
- Childcare programs
- School store

School-Based Enterprise (SBE)

6-12th grades

Aligned with course
duration

Graduation
requirement

Paid or unpaid

HQWBL Training
Agreement



Positive Behavior Intervention Supports (PBIS).

- Increase attendance
- Decrease inappropriate behaviors
- Improve academically

Peer Mentoring

- Underclassmen
- CTSO members

The Process (P-TREE)

PLAN - By failing to prepare, you are preparing to fail.
-Benjamin Franklin

RESOURCES - Alone we can do so little; together we can do so much.
-Helen Keller

EVALUATE - Confidence is about taking chances and never doubting the outcome.
-Tim S. Grover

TRAIN - The more you sweat in training, the less you bleed in battle.
-Gavin Aung Than

EXECUTE - No excuses; No explanation. You don't win on emotion. You win on execution.
-Tony Dungy

Plan:

Step 1:



Review your
state's SBE
guidelines

Identify key players
for buy-in

Step 2:



Identify your SBE and supports
(i.e. School Store/PBIS/
CTSO Mentors or Mentees)

Step 3:



Prepare for
implementation

Step 4:



School-Based Enterprise (SBE)

Before the SBE Experience

SBE Supervisor	Student
<ul style="list-style-type: none">● Review career assessment results.● Identify interested and qualified students.● Orient students to expectations, including safety requirements (e.g., PPE).● Finalize each student's SBE training agreement with appropriate parties.	<ul style="list-style-type: none">● Express interest and complete any necessary application procedures for the SBE.● Submit required forms.● Participate in applicable interviewing and orientation activities.

What It Looks Like:



August/September -
Identify students,
training/onboarding,
inventory, schedule

September/October -
CTSO induction
ceremony, store launch

October - January -
Special events, S1
luncheon, evaluation

January/February -
Identify students,
training/onboarding, inventory,
schedule

February/March - CTSO induction
ceremony, store launch

March - May/June - Special events,
S2 luncheon, evaluation

Train:

Classroom-

- Customer Service Skills
- Soft Skills
- Personal Qualities and Abilities
- Professional Competencies
- Inventory



Tools:

T-shirt, badge, and HQWBL training agreement

What It Looks Like:



Resources:

- School/district-based
 - PBIS account
 - District opportunities - Teacher Store
- Community-based
 - Communities in Schools (CIS)
 - (Oriental Trading)
 - DonorsChoose
 - Amazon Wish List
 - Partnerships (Businesses)



**DONORS
CHOOSE**

What It Looks Like:

When You LOOK Good, You Feel Good!


Help me give my students the resources to create their volunteer shirts for helping out in the school store.

\$547 GOAL

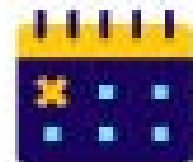
View order status

My Project


My students have gotten off to a fantastic start volunteering in our school store, The Eagle Store. They have designed and created their volunteer masks. Now, it's time to use the same design to create and print their volunteer t-shirts that they will be required to wear.




Dr. Tabatha Spurlock
Thomas C Boushall Middle School
Richmond, VA



10 months
with DonorsChoose



5
Projects funded



Donations you've raised for your classroom:
\$ 3,364.87

Execute:

- Clock-in daily (Clipboard, Google Classroom, QR code)
- Inventory (Set-up/Break-down/Restock)
- Customer service (top notch)

During the SBE Experience

SBE Supervisor	Student
<ul style="list-style-type: none">• Support students in working toward related learning objectives, structuring learning activities to complement the SBE.• Evaluate student progress.• Conduct progress conferences.• Maintain ongoing communication with all SBE stakeholders.• Approve student hours.	<ul style="list-style-type: none">• Provide updates to CTE WBL coordinator/teacher/point of contact.• Comply with all SBE rules and exercise workplace readiness skills.• Maintain communication with others within the SBE.• Record observations of SBE.• Document CTE HQWBL hours.

What It Looks Like:



Evaluate:

After the SBE Experience

SBE Supervisor	Student
<ul style="list-style-type: none">● Collect documentation.● Evaluate the student's performance.● Submit reports, as required.	<ul style="list-style-type: none">● Complete feedback and reflection assignments.● Update the student's résumé based on new skills and experiences gained.

- Google Doc Survey
- Celebratory Luncheon
 - Invite businesses as guest speakers
 - Mentees/mentors serve as hostesses

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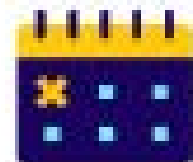
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What It Looks Like:



Thomas C. Boushall Middle School
The Eagle Store Volunteer Sign-In/Out Sheet



*You **MUST** sign in and out daily to earn volunteer hours. In order to volunteer, you **MUST** be in uniform (i.e. mask and shirt).

Date	Name	Pd/Day (Ex. 3Q/3E or 4Q/4E)	Teacher (Spurlock or McFarland)	Time In	Time Out

of students who
volunteered/peer
mentored - **59**

of hours earned
collectively - **735**

Avg # of hours
earned per person -
12.5hrs

What It Looks Like:



School-Based Enterprise (SBE)

After the SBE Experience

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Contact Information:

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**Your feedback is important.
Please scan the QR code to leave
your thoughts on today's session.
THANK YOU!**

