

curriculum and activities with proven effectiveness. Services will be offered to all middle school students to ensure equal access for students who have traditionally been underrepresented based on race, color, national origin, gender, age or disability. All services, activities and educational materials will be culturally and linguistically appropriate for the target population. All target schools have bilingual teachers to address student language gaps. All districts have LEA-designated funding identified, by subgroup, in their LCAP's. It will lay a foundation for student pathway navigation and success, work-based learning opportunities, employment outcomes, and employer and employee satisfaction. 34% of all County residents do not have a high school diploma. It is imperative that we strive to break this cycle for the next generation.

Pathway Improvement Strategies

Goals & Priorities

In an effort to provide students with the foundational skills and knowledge to make decisions about their future in high school and postsecondary education, a series of strategies will be implemented to ensure that students have the opportunity to do career planning before education planning. The goal of the project is to ensure that students have a clear understanding of the different paths for careers, information to enter and stay on the path as well as ensure learning.

Implementation of In-School Standards-Based Career Planning Curriculum

Summary of Strategy

Implementation of in-school standards-based career planning curriculum for Imperial County Middle School students. Students will learn about their interests and aptitudes, various careers, and how to plan for careers. Through practical experiences they will develop knowledge and skills to succeed in careers and post-secondary options.

Activities of the Proposed Strategy

- Career Exploration and Guidance
- Industry Sector Skills Analysis
- Professional Development for Teachers or Faculty Members

Detailed Description of the Proposed Strategy

Providing students in middle school the opportunity to develop self-awareness coupled with career awareness, career exploration and preparation will be the focus of implementing a career planning curriculum. Imperial County middle school students are transitioning into high schools where "Get Focused...Stay Focused" is a required freshman course with no background, preparation or understanding of the importance of preparing for careers or understanding of their interests, strengths, or future purpose. The Imperial County Middle School Consortium has selected "Building a Bridge to Your Future," the middle school curriculum designed as a bridge to the high school curriculum "Get Focused...Stay Focused" which is currently offered at three of the largest high schools in Imperial County. The remainder of Imperial County high schools are exploring and preparing for implementation as part of their pathway planning grant. The teacher-led curriculum is delivered in class to help students understand more about their attitudes, self-concepts, self-motivation and self-management. Students will engage in activities for social-emotional development via a series of activities at the beginning of the curriculum to set a foundation for students to prepare to engage in meaningful career and post-secondary options and decision-making. The curriculum will give students the time to build skills and habits of mind needed for high school and beyond. Through career-focused projects, exposure to career pathways, and the development of a career portfolio that follows them year to year, students will learn about a variety of career options and preparation. By learning about themselves, students will be able to connect their future purpose and unlock strengths and potential to make informed decisions about career and college.

Career Research and Planning including Parent Engagement and Coaching

Summary of Strategy

To enhance learning and understanding of career pathways in high school. Students and their parents will be exposed to career and education opportunities and be able to engage in research and exploration of various careers and post-secondary options.

Activities of the Proposed Strategy

- Career Exploration and Guidance
- Industry Sector Skills Analysis

Detailed Description of the Proposed Strategy

To enhance learning and understanding of career pathways, students will engage in research and exploration of various careers and post-secondary options. An emphasis will be placed on preparation for careers to build awareness and expectations about future attendance at a post-secondary institution. Students will explore colleges and post-secondary options to make the connection between the preparation for a career and a major or course of study. Oftentimes students select a college before their career and/or major. It is the goal of the "Building a Bridge to Your Future" curriculum that students develop self-awareness and are able to make the connection between their academic preparation and their career choice. Financial Literacy will also be a component so that students understand how more education can lead to more earnings over a lifetime. Additionally, when students have an understanding of finances, they are better able to make informed choices to about post-secondary options and options for financing, using loans, grants, scholarships and their families' resources. Lastly, students will develop education and career plans to ensure that their road map is solidified and reviewed regularly. A critical component will be parent engagement and ensuring that families receive exposure to career and educational options as well as an awareness and understanding of career pathway options in high school and post-secondary education. Parents will receive workshops to understand labor market information to guide their students in career pathway selection and college and career decisions. Parents will receive guidance on how to coach their students to make life-long decisions for success. Parent workshops will also be designed to support them and their students as they make critical decisions about post-secondary options that connect with career interests.

Beyond the Classroom: Experiencing the World of Work

Summary of Strategy

Students will experience the world of work by visiting and/or engaging with professionals in the Health Science and Medical Terminology and Public Service Pathway sectors.

Activities of the Proposed Strategy

- Career Exploration and Guidance
- Industry Sector Skills Analysis
- Professional Development for Teachers or Faculty Members
- Work-based Learning

Detailed Description of the Proposed Strategy

In an effort to expose students to career options in various industry sectors, ICOE will partner with business and industry partners to provide students experiential learning opportunities such as job shadowing, industry tours, career fairs and guest speakers. As students explore career and postsecondary options to make informed decisions in high school and postsecondary education, they will also participate in leadership development and civic engagement. Based on student's career interests, they will be provided with experiences that are most closely connected to their choices. Students will develop an understanding of the 21st Century skills needed to be successful in a career as well as be exposed to possible careers they had not considered. More importantly, they will be able to make the connection between how a career pathway in high school can lead to employment opportunities and preparation for degree and certificate programs.

Post-secondary Options and Engagement

Summary of Strategy

Students will have access to role models in a variety of fields to build awareness of college and career opportunities that exist. This will also create broad and specific awareness of career pathways, and post-secondary options. With the goal being that students see themselves with options for their future.

Activities of the Proposed Strategy

- Career Exploration and Guidance
- Industry Sector Skills Analysis
- Professional Development for Teachers or Faculty Members
- Support Services
- Transition Services

Detailed Description of the Proposed Strategy

Students will participate in a variety of events, activities and connections with role models in college and career to develop their awareness of career pathways, post-secondary options and empower them to see themselves as college-bound. Students will make the connection between their career planning, secondary pathway completion and post-secondary options. By participating in college fairs, campus tours, and connecting with guest speakers from post-secondary institutions and peer role models currently attending college, students will be exposed to a variety of options to pursue after high school. ICOE will collaborate with institutions of higher education as well as business and industry role models to identify appropriate guest speakers. In addition, ICOE will work with local schools to implement and enhance students' access to information and understanding of the steps to prepare for post-secondary education, planning, financing and support available to navigate the process to graduate from high school, enroll in college and graduate with a certificate or degree.

Statement of Work

Implementation of Career Planning Curriculum for Middle School

Describe the proposed activity associated with your Pathway Improvement plan

"Building a Bridge to Your Future" middle school curriculum will be implemented across all middle schools in Imperial County and will offer students an array of benefits including the development of skills to be a self-directed learner, discover what motivates them and engage in rigorous career exploration, decision making and planning in high school.

Metrics

- Completed 2+CTE courses in high school in the same program of study (K12)
- Completed 2+CTE courses in high school in the same program of study that include: early college credit, work-based learning, or third-party certification (K12)
- Graduated high school (K12)

Describe the performance outcomes associated with this activity

School site leadership, teachers, counselors and other staff will be trained to deliver curriculum to help students develop self-awareness to inform decisions while exploring career options and thereby be better equipped to select pathways in high school. Administrators, and project staff will work with teachers to ensure implementation with fidelity is occurring and provide support. Student participation and impact will be measured via monitoring of lessons and participation in activities.

Provide the timeline for the proposed activity

Introduction to Career Exploration, purchasing of curriculum and on-site training for school site leaders, teachers and counseling staff will take place in the fall of 2019 and implementation will begin in the spring of 2020 with 7th and 8th grade students for the remainder of the school year. All staff will undergo a pre- and post- survey to measure their understanding of career exploration and its importance to career planning in high school leading to post-secondary options.

Indicate the responsible person(s) for the proposed activity.

School Principal, Teachers, School Counselor, ICOE Coordinator

Career Research, Planning and Parent Engagement

Describe the proposed activity associated with your Pathway Improvement plan

To increase school staff, student's and families' knowledge of industry sectors, career pathways, post-secondary options, preparation and financing, participants will receive presentations and information from community partners to better understand and plan for future careers. Parents will also receive presentations and information to understand and support their students. Additionally, students will engage in rigorous career exploration and research projects.

Metrics

- Completed 2+CTE courses in high school in the same program of study (K12)
- Graduated high school (K12)

Describe the performance outcomes associated with this activity

Students, Counselors, Teachers and school site leaders will collaborate with community partners for presentations to learn about industry sectors, career pathways, post-secondary options and financing. Presentations with pre-/post- tests will measure understanding and sig-in sheets will be kept for documentation of participation. Students will explore careers and engage in projects to increase their knowledge of pathway options in high school, connected to career and postsecondary pathways.

Provide the timeline for the proposed activity

Presentations for better understanding of industry sectors, career pathways, post-secondary options and financing will begin in the fall of 2019 to provide a foundation for school site staff. Presentations coupled with implementation of curriculum will begin in spring 2019 for students and parents. Sign-in sheets and pre-/post- exams will be used to document participation and understanding. Student projects will take place as stated in the curriculum.

Indicate the responsible person(s) for the proposed activity.

School Site Principal, School Counselors and ICOE Coordinator

Experiencing the World of Work**Describe the proposed activity associated with your Pathway Improvement plan**

Students will be introduced to the world of work through various activities, including but not limited to, business and industry tours, job shadowing, career speakers and career fairs. Students will learn about the skills and education needed to succeed in careers available in our region as well as other options to expand their scope of careers. Students will connect with professionals in the community and have access to ask questions or receive guidance as they explore future career options.

Metrics

- Completed 2+CTE courses in high school in the same program of study (K12)
- Graduated high school (K12)

Describe the performance outcomes associated with this activity

Students will increase their knowledge of career options by experiencing a "job site" and/or connecting with business and industry professionals. While touring facilities or shadowing professionals, student will gain a deeper understanding of certain careers and be able to see themselves in certain roles. Students will also learn about post-secondary education to support their career goals.

Provide the timeline for the proposed activity

Students will participate in at least two experiential activities throughout their middle school years. One activity per grade level per year. Sign in sheets, parent permission slips and reflection activities will be kept to evaluate student's experience.

Indicate the responsible person(s) for the proposed activity.

School Site Principal, School Counselor, ICOE Coordinator

Post-secondary Options and Engagement**Describe the proposed activity associated with your Pathway Improvement plan**

Students will participate in college fairs and campus tours to community colleges and four year universities to develop an understanding of post-secondary options as well as degree and certificate programs. Students will receive in-class presentations from college access programs to inform students of the preparation for higher education and options to finance their education. Students will do a research project to connect high school pathways, postsecondary options and career aspirations.

Metrics

- Completed 2+CTE courses in high school in the same program of study (K12)
- Graduated high school (K12)

Describe the performance outcomes associated with this activity

Students will develop knowledge of the connections between high school pathways, post-secondary options and careers from program staff who can support them through the transition from middle to high school and beyond. Another outcome is the increase of the number of students entering and staying on a pathway in high school and enrollment in post-secondary programs leading to a certificate or degree.

Provide the timeline for the proposed activity

Students will receive presentations and activities from college access programs and opportunities to attend college fairs locally and out of county at least once in their middle school years. Students will complete a research project before the end of 8th grade.

Indicate the responsible person(s) for the proposed activity.

School Site Principal, School Counselor and ICOE Coordinator

Leadership Learning Series**Describe the proposed activity associated with your Pathway Improvement plan**

An ongoing series of workshops for Middle School Administrators, Teachers, Counselors and other pertinent staff will engage in a learning series to increase knowledge of industry sectors, high quality career technical education, career pathways and maps for their respective feeder high school districts, and labor market information.

Metrics

- Completed 2+CTE courses in high school in the same program of study (K12)
- Graduated high school (K12)

Describe the performance outcomes associated with this activity

School site staff will increase their knowledge of career education and be better equipped to share this information with students and make connections to content being delivered in class. Sign-in sheets and pre-/post- tests will be kept as documentation of activity.

Provide the timeline for the proposed activity

Two half-day workshops per year will occur over the 30 month grant period.

Indicate the responsible person(s) for the proposed activity.

ICOE Director and ICOE Coordinator

Establishment of the Imperial County Middle School Career Development Consortium

Describe the proposed activity associated with your Pathway Improvement plan

The Imperial County Middle School Career Development Consortium will be established to develop and implement a comprehensive plan to support 7-8 practitioners in building and strengthening their career-related programs. Twice annually, Middle and high school leaders will meet to discuss the status of CTE and Career Education in Imperial County and collaborate to provide seamless articulation and pathways for students in grades 7-12.

Metrics

- Completed 2+CTE courses in high school in the same program of study (K12)
- Graduated high school (K12)
- Enrolled in a California Community College within one year of leaving secondary school (K12)

Describe the performance outcomes associated with this activity

Quarterly meetings to ensure implementation of activities, documentation and data. Sign-in sheets and work plans will be captured at meetings.

Provide the timeline for the proposed activity

The consortium will meet for the first time in the fall of 2019 and meet quarterly thereafter.

Indicate the responsible person(s) for the proposed activity.

ICOE Director, ICOE Coordinator

Capability & Sustainability