Career Planning K-12

November 13, 2024

Strong Principals, Strong Schools

Today's Agenda

- Welcome & Updates
- Presenters:
-   Graham Wood, Office of Graduate Success
-   Kayla Mack, Office of Graduate Success
- Q & A
- Next Chat – December 11, 2024

Ohio **Department of Education & Workforce**

Leadership Supports Webpage

- Administrative Calendar

- Resources

- Schooladmin@education.ohio.gov

Strong Principals, Strong Schools

The Ohio Department of Education is committed to the support of all educators, and Principals and Assistant Principals in particular. A recent report on principal impact from the Wallace Foundation states, **"Principals really matter. Indeed, it is difficult to envision an investment with a higher ceiling on its potential return than a successful effort to improve principal leadership."**

- Administrative Calendar
- Educator Licenses
- Professional Development
- Associations
- Higher Education
- Resources

Message from OAESA and OASSA

Now is the time to join your professional organization!

- OAESA Membership

- OASSA Membership

OAESA Events: https://oaesa.org/events/

OASSA Events: https://oassa.org/conferences/

OHIO STANDARDS FOR PRINCIPALS | 2018

Leadership	**Standard 1:** Mission, Vision and Core Values	The effective educational leader develops, advocates and enacts a shared mission, vision and core values.
	Standard 2: Ethics and Professional Norms	The effective educational leader acts ethically and according to professional norms.
	Standard 3: School Improvement	The effective educational leader implements collaborative structures and shared leadership to analyze data and causality, align evidence-based strategies to deliberate goals, develop the capacity of staff, and partner with internal and external supports to improve teaching and learning conditions and outcomes.
Learning	**Standard 4:** Curriculum, Instruction and Assessment	The effective educational leader fosters an environment of effective and rigorous personalized instruction by ensuring each student has equitable access to effective teachers, leaders and learning supports.
	Standard 5: Professional Capacity of School Personnel	The effective educational leader supports all staff by promoting and organizing an environment focused on continuous improvement and personal growth to achieve positive outcomes for each student.
Culture	**Standard 6:** Equity and Cultural Responsiveness	The effective educational leader models, supports and cultivates a school culture characterized by equity and inclusiveness.
	Standard 7: Community of Care and Support	The effective educational leader develops and sustains positive partnerships with and among students, staff and stakeholders to create a safe and caring school environment.
	Standard 8: Meaningful Engagement of Families and Community	The effective educational leader develops and sustains partnerships with families and the community by acknowledging the school as a community resource and understanding the context of its existence within the larger community.
Management	**Standard 9:** Strategic Staffing	The effective educational leader is integral to the recruitment, hiring and assignment of staff to ensure representation of diverse expertise and skill sets are aligned to the priorities of the focused plan while also promoting staff professional growth, cultural competence and opportunities for leadership.
	Standard 10: School Operations	The effective educational leader develops and implements structures to maximize learning through relationships, management, fiscal responsibility and adherence to district and state laws, policies and procedures.

THE EVOLVING ROLE OF PRINCIPALS
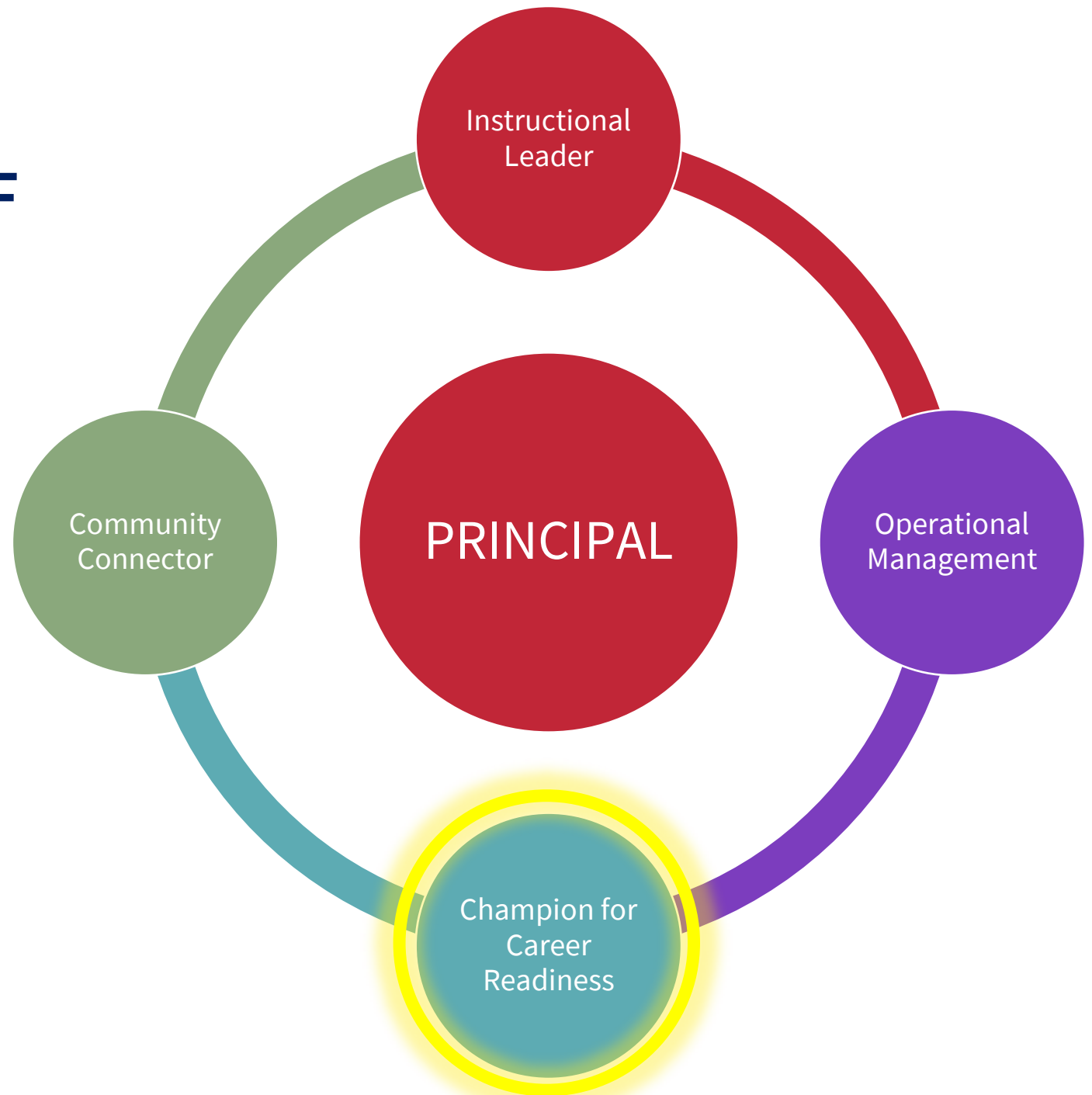
Instructional Leader

Community Connector

PRINCIPAL

Operational Management

Champion for Career Readiness

PATHWAYS TO GRADUATION

Quickly Implemented Options

Student Interest and Aptitude

Valuable to student's pathway

Community or Regional Need

PATHWAYS THROUGH GRADUATION

Student Interest and Aptitude

Community or Regional Need

Valuable to student's pathway

PATHWAYS THROUGH GRADUATION

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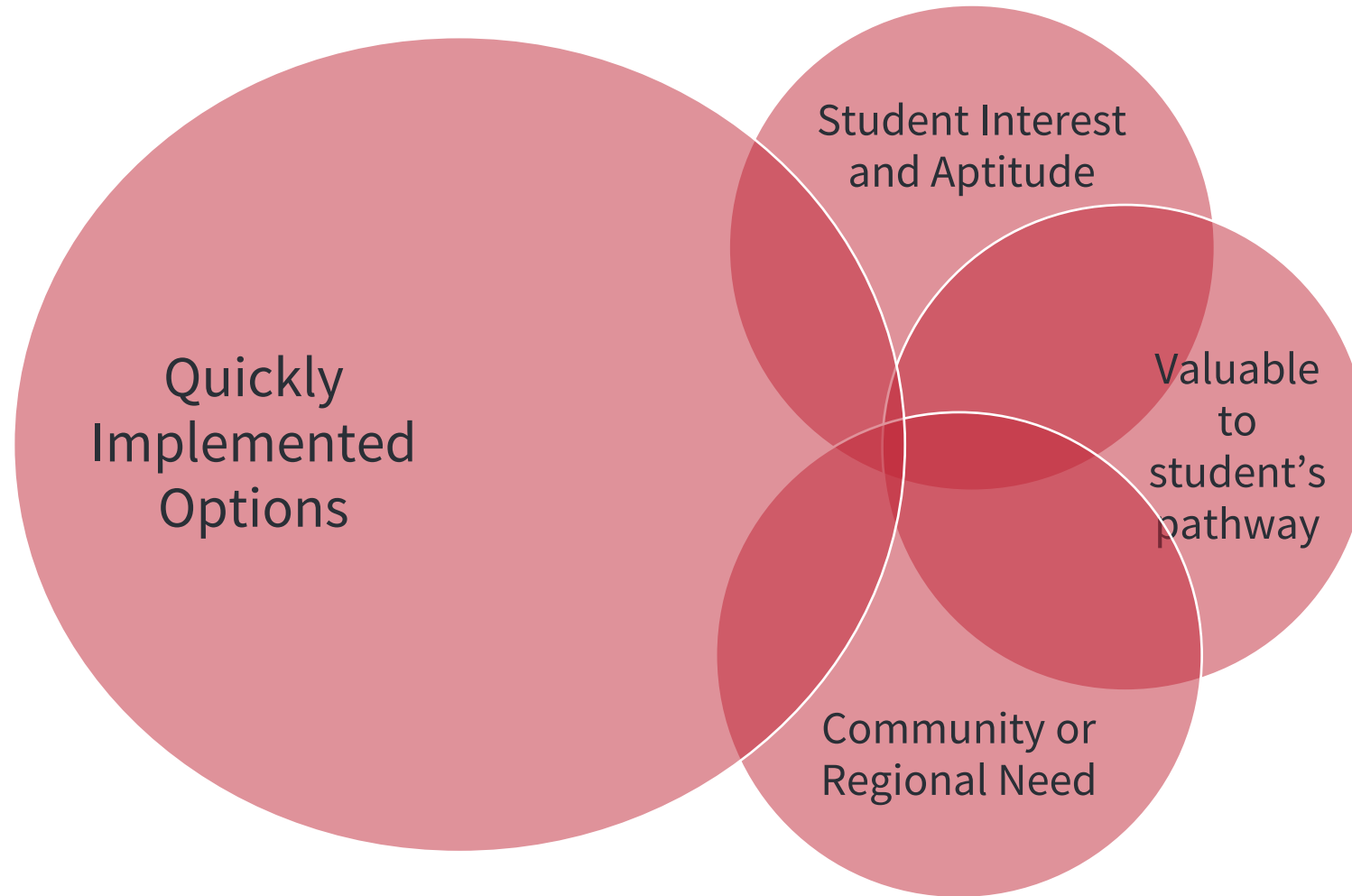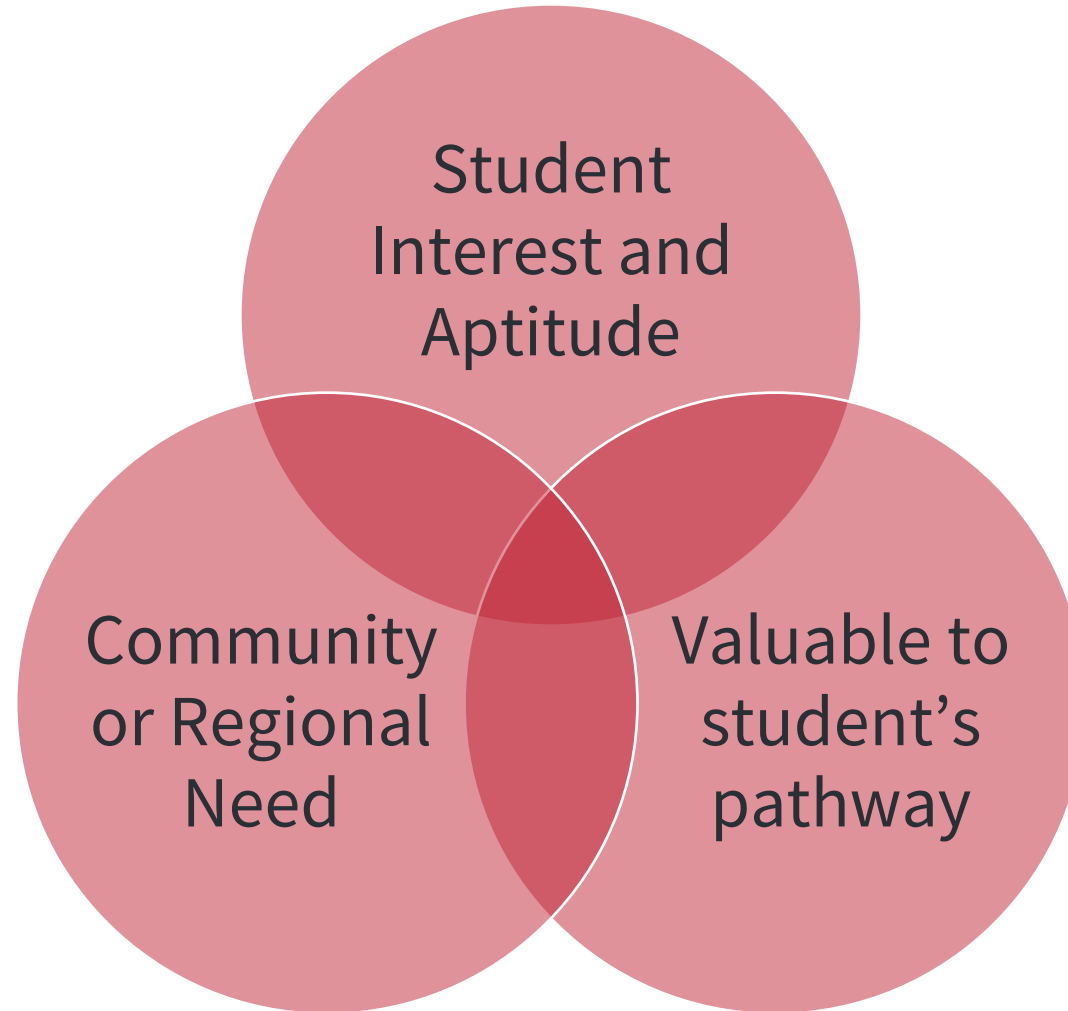
WHY CAREER ADVISING MATTERS
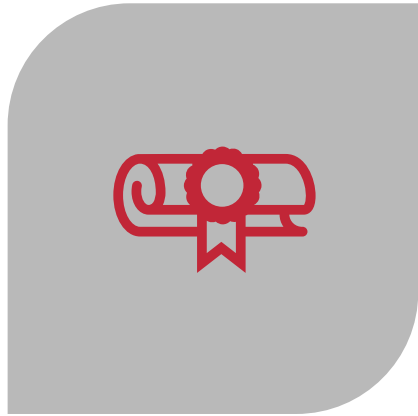
ENSURES EVERY STUDENT IS PREPARED FOR POST-SECONADRY SUCCESS

BRIDGES THE GAP BETWEEN EDUCATION AND WORKFORCE REQUIREMENTS

PROMOTES EQUITY BY PROVIDING ALL STUDENTS WITH CAREER EXPLORATION

CAREER CONNECTIONS FRAMEWORK

careerconnections

| K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |

The Career Connections Framework is a planning tool for districts to provide students with opportunities to develop a vision and realistic plan for their futures. This framework aligns the many efforts around college and career readiness to support students in becoming productive and engaged citizens.

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CAREER CONNECTIONS FRAMEWORK

Awareness (K-5) - Students become more familiar with careers through learning that connects classroom instruction to future work.

Exploration (6-8) - Students explore their career interests through embedded activities and learn of work environments and develop an understanding of the various aspects of the workplace.

Planning (9-12) - Students begin to plan for their future with career information and postsecondary education data while engaging in hands-on work-based experiences.

Awareness · Exploration · Planning

Ohio THE HEART OF IT ALL™

CAREER ADVISING OVERVIEW

Ohio Revised Code: 3313.6020

Career Connections	Career Advising (Grades 6-12)	At-Risk Student Identification	Employee Training
Academic & Career Pathways	Course Options for Credits	Documentation of Advising	Transition Supports

Middle Grade Academic and Career Awareness Resources

Department of Education & Workforce

CAREER ADVISING IN PRACTICE

Assessment of Student Interests and Strengths	Integration of Labor Market Data	Promotion of College and Career Readiness	Development of Diverse Career Pathways
Partnerships with Local Businesses and Industries	Incorporation of Real-World Experiences	Continuous Advising and Support	Family Engagement and Education
	Professional Development for Educators	Evaluation and Improvement	

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ENGAGEMENT QUESTION

What do you see as your primary role in supporting students' future career readiness?

CONNECTING TO STANDARDS

- The Ohio Principal Standards emphasize leadership that promotes each **student's well being and academic success.**

- Intentional focus on career advising can help principals met key standards related to **curriculum development, school improvement, and family engagement.**

CONNECTING TO STANDARDS – DEEPER DIVE

STANDARD 3: SCHOOL IMPROVEMENT

Driving school improvement through career advising

- **Actionable Step:** Utilize digital tools to collect data on student interest and aptitude and use align data to program and curriculum decisions.
  Resource: OhioMeansJobs K-12

- **Question:** What types of data do you currently use in your school improvement plan? How might/is career advising data integrated?

CONNECTING TO STANDARDS – DEEPER DIVE

STANDARD 4: Curriculum, Instruction, and Assessment

Embedding career advising into curriculum design

- **Actionable Step:** To foster rigorous and personalized instruction that is career-focused, collaborate with teachers and counselors in incorporating career exploration and project-based learning across subjects, connecting academic content with career pathways.

  Resources: **See next slide**

- **Question:** What is one way you can integrate career exploration into your existing curriculum?

EDUCATOR RESOURCES

Lessons and Activities

Promising Practices

Promising Practices

Career Technical Education

Career Technical Education

Create, Lead, Empower (C.L.E.O)

Career Advising Toolkit

Career Advising Toolkit

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CONNECTING TO STANDARDS – DEEPER DIVE

STANDARD 6: Equity and Cultural Responsiveness

- **Ensuring Equity in Career Advising**

- **Actionable Step:** To ensure career advising practices are inclusive, offering equitable access to career exploration and planning resources for all students, utilize the Educational Equity Gap Analysis Tool connected to the Career Advising.

  Resources: Career Advising Toolkit

- **Question:** How can you ensure that career advising in your school meets the needs of all students?

CONNECTING TO STANDARDS – DEEPER DIVE

STANDARD 8: Engaging Families and the Community

- **Strengthening Family and Community Engagement**

- **Actionable Step:** Leverage business advisory council partners and other business and community organizations inclusive of afterschool programs to aid in the enhancement of career awareness and exploration.

   Resources: See Next Slide for examples of programs across the state

- **Question:** What community partnerships can you leverage to support career advising in your school?

Adopt A Class

- **Serves:** Greater Cincinnati Region
- Help connect stakeholder
- Classroom pairing with workforce mentors

Building Bridges to Careers

- **Serves:** Southeast Ohio
- Community & Career Connect Learning (CCCL) is a learning system integrating community partnerships and career awareness
- Teacher PD on integrating experiential and place-based learning into the classroom

Accelerate ED PACCE Program

- **Serves:** Dayton Area
- Pathways for Accelerated College and Career Experience (PACCE) is student-centered and focused on academic pathways through aiding in students navigating dual enrollment (CCP), 13th year to gain associates degree.

The Grit Project (Growing Rural Independent Project)

- **Serves:** Adams, Brown, Highland, Pike, and Scioto, Clermont, Lawrence, Gallia, Jackson, Ross, and Vinton counties.
- Leverages digital resources and local agencies and community partnerships in supporting students in entering high-demand occupations that lead to economic mobility.

THE PATH FORWARD – LEADING WITH INTENTION

*Career advising is not an additional task but a **powerful integrated approach**
that enhances many aspects of your role as a principal.*

- **Align Standards with Career Advising**

   - strengthens student engagement, school improvement, and community partnerships.

- **Principal Leadership Impact**

   - As principals, you are uniquely positioned to lead a culture shift that prioritizes career readiness as a core element of the school experience. Your influence can foster a shared vision across stakeholders that values both academic success and career preparedness.

THE PATH FORWARD – LEADING WITH INTENTION

*Career advising is not an additional task but a **powerful integrated approach** that enhances many aspects of your role as a principal.*

- **Action Step:**

  - ✓ Use the Career Advising Toolkit to assess your current career advising practices and identify areas for alignment to state standards and local priorities.

  - ✓ Diversify your local stakeholder group across local, district, and community partners (teachers, counselors, students, family, board members i.e.) to expand perspective and build a comprehensive and inclusive career advising plan.

  - ✓ Leverage student career-connected exploration and learning data to make informed decisions about curriculum and programming.

- **Question:** What specific step can you take in the next month to enhance career advising at your local school and align it with your leadership goals?

QUESTIONS?

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NEXT PRINCIPAL CHAT

– Second Wednesday each month at 9:30 – 10:30am

–December 11, 2024, featuring Parent Community Engagement

Contact: schooladmin@education.ohio.gov

EXIT SURVEY

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