CAREER LADDERS PROJECT

Fosters educational and career advancement through research, policy initiatives and direct assistance to community colleges and their partners.
CHABOT COLLEGE – A HISTORY OF INNOVATION

- Puente
- Daraja and Umoja
- Faculty Inquiry Network/FIGs
- Acceleration in Context
- California Acceleration Project
- Reading Apprenticeship
- First Year Experience Pilots
  (STEM; Daraja; Undecided/Social Justice; Business; Pre-Allied Health; Hayward Promise Neighborhood)
Opportunity to build on and deepen your work to increase student success:

• Collaborating with local HS to create more successful transitions to and thru PSE—and the world of work.

• Working across the region with colleges, school districts, community and employer partners to share practices, address gaps and remove barriers students encounter.

• Resources to support you in this work.
WHY NOW?

CPT: Half billion dollar investment by the state of CA
- $250M in round 1 for 2014-15
- Another $250M in round 2 in 2015-16
- Champion: Senate Pro Tem, Darrell Steinberg

Growing understanding of urgent need for HS reform as well as better post-secondary transitions and success for students
- High rates of remediation
- Persistent achievement gaps by racial and ethnic group (K12 and college)
- Loss of students at critical points along their paths

In the East Bay – 2 grants:
- East Bay Consortium (I880 Corridor) - $15 million
- Delta Gateway Initiative (680) - $8 million
CA CONTEXT: HS TRANSFORMATION

• College **AND** Career for all – NOT one or the other.

• Emphasis on both relevance **AND** rigor:
  – Bring together strong academics, demanding technical education with real world education
  – Broad industry themed schools – or academies – where students meet “a-g” requirements and learn and apply knowledge in real world contexts. (UCCI Institutes)
  – Deeper Learning; Linked Learning; CA Partnership Academies
  – Showing real promise in increasing graduation and college going rates -- and reducing achievement gaps

• AB790 pilots include > 1/3 of HS students in the state
  – Oakland Unified has 40% of students in pathways – goal is 80% in near future
  – San Lorenzo Unified is an AB790 pilot district – moving to adopt pathways

• Occurring at same time as adoption of Common Core; suspension of NCLB and move to Smarter Balanced Assessment; and Local Control Funding Formula.
CONVERGENCE OF HIGH SCHOOL AND COMMUNITY COLLEGE REFORMS

• Increased emphasis on creating more effective means to ensure students meet their goals
• Recognition of the “Gap:” where students get lost and how they can gain and sustain momentum
• National movement(s) in post-secondary toward more coherent and structured options for students:
  – Interdisciplinary, themed learning communities
  – “Meta majors”
  – Career pathways
  – Scaffolding for success: stackable certificates and degrees – no dead ends; everything counts; don’t start over
PATHWAYS

Pathways have different definitions depending on who you talk to . . .
Many approaches to creating pathways to college and career.

CPT: “Pathways” that begin in K12 and lead to PS degrees or certificates and high wage, high skill, high growth career opportunities in the region.

Pathways can offer a comprehensive structure to address challenges students face as they connect to, enter, progress and complete college.

(“best process” not just a collection of discrete “best practices” Jenkins 2011)

Pathways can be designed to support a life-time of achievement and advancement, with multiple entry and exit points allowing students to re-enter and continue even if they step away for a time . . . helping them to discover and attain options they wouldn’t otherwise know about or be able to pursue.

Help us to focus on taking shared responsibility for the young people in our communities.
880 CPT:
THREE (INTERCONNECTED) “BUCKETS” OF WORK:

- Successful Transitions
- Career Connections
- Pathway Development
SUCCESSFUL TRANSITIONS

**Improved assessment and placement:**
- Multiple measures including use of HS transcripts/grades
- HS and college teachers (English; math; pathway/discipline) in ongoing dialogues re: college and career readiness
- Processes for K14 alignment with Common Core; Smarter Balanced

**Improved transitional programming/supports:**
- CC matriculation and enrollment at HS sites during school day
- Use of college counselors, faculty advisors for early outreach / orientation
- On-line Ed Plans that follow students
- Coordinated student supports (HS/CC/WIA system)
- Joint professional development: HS & CC counselors: shared understanding of college options, advising, orientation

**Systematization of dual enrollment processes and models** so students have access to high quality, early college experiences and credit accrual.

**Use of shared longitudinal data** to follow individual students, track outcomes, improve use of 12th grade and to assure the best “hand off” from grades 12 to 13.
PATHWAY DEVELOPMENT

Build out regional pathways in four industry sectors
• Information Communication Technology (ICT)/Digital Media
• Engineering & Advanced Manufacturing
• Health & Bio Science
• Public Services & Law

Include:
• **Aligned, articulated K16 pathways** to college and careers
• **Dual enrollment courses** for pathways, including capstone courses and contextualized college and career success offerings;
• **Continuum/sequence of work based learning** experiences integrated into K16 pathways

**Professional Learning Communities** for pathway faculty and counselors

Regional as well as local teams:
• Regional pathway action teams
• Local faculty and counselor teams
<table>
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<tr>
<th>DISTRICT</th>
<th>PATHWAYS</th>
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<tr>
<td><strong>New to Pathways</strong></td>
<td>Castro Valley New Health, IT, and Digital Media pathway programs</td>
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<td></td>
<td>San Leandro New Health/Biomedical &amp; Bioscience pathway programs</td>
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<td><strong>Nascent programs strengthened</strong></td>
<td>Hayward Strengthening Health, ICT, and Digital Media pathways. (1% of K-12 students are in pathways.)</td>
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• Agreed upon sequence of developmentally appropriate Work Based Learning experiences
  – integrated into pathways and developed in collaboration with industry and community partners
• CTE faculty and counselors provide early advising and opportunities for career exploration
• High functioning intermediary coordinates employer engagement and WBL opportunities.
880 CPT REGIONAL & LOCAL STRATEGY APPROACH

EXECUTIVE STEERING COMMITTEE

TA PROVIDERS

LOCAL & REGIONAL PATHWAY ACTION TEAMS
- Business Partners
- Local Education Agencies (LEAs)
- Post-secondary (Community Colleges)
- Other Key Partners

CONSORTIUM PROJECT MANAGER
Peralta Community College District

PCCD ADMINISTRATIVE and DATA SUPPORT

EB CONSORTIUM WORKING GROUP

PATHWAY DEVELOPMENT

CAREER CONNECTIONS

SUCCESSFUL TRANSITIONS

REGIONAL INTERMEDIARY
Competitive bid selected by Year 1 of initiative

OTHER STRATEGIC PARTNERS
WORKING TOGETHER

- Professional Learning Community
- HS & College Partnerships – collaboration with K-12 instructors and counselors
- Sharing promising practices and tools across region
- Regional site visits & exchange
- Professional development opportunities
RESOURCES FOR THE FIELD

www.careerladdersproject.org/high-school-to-college-transition-tools
NEXT STEPS?

• Opportunities soon to be released: Due Sep 2
  – Dean of Learning Support Services
  – Pathway Faculty Leads
• Request for Proposals for Leads and Teams
• Faculty interested in working on a particular pathway or “bucket”
  – contact Yvonne Wu Craig
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