



## Work-Based Learning

All students participate in a personalized and coordinated continuum (see College and Career Readiness Classroom Framework) of work-based-learning (WBL) experiences designed to help them master and demonstrate academic, technical, and 21st century skills, as identified in the pathway student learning outcomes. WBL builds on and extends every pathway's program of study. WBL occurs in-person and online: in the workplace, the community, and at school. Students acquire academic, technical, and 21st-century knowledge and skills through WBL, all of which enhance their preparedness for the demands of college and careers.

### Reflect on Your Practice

- What experiences have the individuals on the pathway team had with the industry theme adopted by the pathway?
- How have individuals on the team integrated industry standards, skills, or perspectives into lesson plan designs in the past?

### Foundational Steps

- Determining what the agreed upon indicators of work-based learning progress are.
- Developing a process for reviewing work-based learning progress across the continuum.
- Drafting clear expectations regarding who is responsible for implementing which aspects of work-based learning.

# P5. Work-Based Learning

1 Emerging	2 Developing	3 Advancing	4 Transforming
<b>P5.1 Career Plan</b>			
<p>Pathway teachers:</p> <ul style="list-style-type: none"> <li>Cooperate with counselors to assure that students complete a Career Technical Education sequence of courses.</li> <li>Share their personal knowledge about career options.</li> </ul>	<p>In addition to the previous column, the pathway team:</p> <ul style="list-style-type: none"> <li>Collaborates with counselors to support students in developing individualized career goals.</li> <li>Provides or arrange career counseling and advisement to students about course sequences, interest and strength assessments, and career options.</li> </ul>	<p>In addition to the previous columns, the pathway team:</p> <ul style="list-style-type: none"> <li>Collaborates with counselors and families to support all pathway students in creating an individualized 6- to 10-year career plan to reach their goals.</li> <li>Provide tools, processes, and activities that empower students to make informed decisions, execute, and annually monitor their career plans to successfully navigate the transition to a career field.</li> </ul>	<p>In addition to the practices outlined in the Advancing criteria, the pathway regularly reviews data to determine whether:</p> <ul style="list-style-type: none"> <li>All pathway students identified career goals and created an individualized 6- to 10-year career plan to reach those goals.</li> <li>Students are provided with tools, processes, and activities to execute career plans and monitor progress.</li> </ul>
<b>P5.2 Career Development Continuum</b>			
<p>The pathway:</p> <ul style="list-style-type: none"> <li>Conducts outreach to identify work-based learning (WBL) experiences.</li> <li>Examines models to develop their own continuum of WBL experiences.</li> <li>Establishes ad-hoc WBL experiences for some students.</li> </ul>	<p>As described in the College and Career Readiness Classroom Framework, the pathway:</p> <ul style="list-style-type: none"> <li>Provides many students with personalized WBL experiences that may span the continuum from career awareness, career exploration, career preparation, to career participation.</li> <li>Constructs a plan for sequenced WBL experiences.</li> <li>Provides WBL opportunities at each pathway grade level.</li> </ul>	<p>In addition to the previous columns, the pathway:</p> <ul style="list-style-type: none"> <li>Provides every student with a personalized 3 or 4 year sequence of experiences following the continuum.</li> <li>Implements a sequenced WBL plan that guides teacher practice and curriculum development.</li> <li>Provides WBL opportunities at each pathway grade level for all students, in alignment with the needs identified by industry partners.</li> </ul>	<p>In addition to achieving the Advancing criteria, the pathway:</p> <ul style="list-style-type: none"> <li>Provides students with opportunities to be exposed to, learn about, and analyze the changing demands and future trends of the labor market.</li> <li>Uses a formalized process to regularly gather input from industry partners regarding the quality of student WBL experiences, labor market trends, and additional WBL opportunities.</li> </ul>

**1 Emerging****2 Developing****3 Advancing****4 Transforming****P5.3 Outcomes**

<p>The pathway:</p> <ul style="list-style-type: none"> <li>Creates a plan and timetable to begin developing WBL experiences across grade levels.</li> </ul>	<p>The pathway:</p> <ul style="list-style-type: none"> <li>Creates a plan and timetable to develop and implement WBL experiences with coursework in at least one technical and one academic subject area per grade.</li> </ul>	<p>In addition to the previous column, the pathway:</p> <ul style="list-style-type: none"> <li>Implements a WBL plan for all students across grade levels that integrates with academic and technical coursework and supports interdisciplinary experiences and learning outcomes.</li> <li>Ensures that all WBL experiences support student progress toward attaining the identified student learning outcomes.</li> </ul>	<p>In addition to achieving the Advancing criteria, the pathway:</p> <ul style="list-style-type: none"> <li>Provides WBL experiences at each grade level that integrate learning outcomes from all academic and technical courses.</li> <li>Demonstrates evidence that WBL experiences are integral to students achieving pathway student learning outcomes.</li> </ul>
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**P5.4 Evaluation**

<p>The pathway:</p> <ul style="list-style-type: none"> <li>Explores ways to begin working with industry and post-secondary partners to identify strategies for reviewing and evaluating WBL experiences.</li> <li>Explores ways to track and acknowledge student WBL skill development in alignment with outcomes over multiple years.</li> </ul>	<p>In addition to the previous column, the pathway:</p> <ul style="list-style-type: none"> <li>Designs evaluation strategies in collaboration with business and industry partners to assess the effectiveness of WBL experiences.</li> <li>Develops a plan to evaluate the impact of WBL experiences.</li> <li>Tracks and acknowledges student WBL skill development in alignment with outcomes over multiple years for some students.</li> </ul>	<p>In addition to the previous columns, the pathway:</p> <ul style="list-style-type: none"> <li>Uses assessment criteria to measure the effectiveness of the pathway's WBL plan including identification of needed improvements to the program.</li> <li>Evaluates the WBL experiences at least twice a year.</li> <li>Tracks and acknowledges student WBL skill development in alignment with outcomes over multiple years for all students.</li> </ul>	<p>In addition to achieving the Advancing criteria, the pathway:</p> <ul style="list-style-type: none"> <li>Uses WBL assessment data, in collaboration with business and industry partners, to evaluate the scope, quality, and ongoing improvements to WBL experiences.</li> </ul>
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**P5.5 Support Systems**

<p>The pathway:</p> <ul style="list-style-type: none"> <li>Explores ways to implement and monitor a work-based learning support system.</li> <li>Explores ways the advisory council can assist with finding resources to support the use of industry technology in classrooms.</li> <li>Works with site leaders and staff to understand policy and procedure options that will ensure adequate coverage for liability, permission, and transportation.</li> </ul>	<p>In addition to the previous column, the pathway:</p> <ul style="list-style-type: none"> <li>Establishes an agreement with the advisory council to support the use of industry technology in classrooms and the periodic collaborative review of student work against industry performance standards.</li> <li>Works with site leaders and staff to draft policy and procedure parameters that ensure adequate coverage for liability, permission, and transportation.</li> </ul>	<p>In addition to the previous columns, the pathway:</p> <ul style="list-style-type: none"> <li>Establishes a process with the advisory council to support the use of current industry technology in classrooms and the periodic collaborative review of student work against industry performance standards.</li> <li>Works with site leaders and staff to enact policy and procedure parameters that ensure adequate coverage for liability, permission, and transportation.</li> </ul>	<p>In addition to achieving the Advancing criteria, the pathway:</p> <ul style="list-style-type: none"> <li>Collaborates regularly with the site leadership team to review outcome data and refine WBL support systems to increase student safety, staff preparedness, and achievement of college and career outcomes.</li> <li>Collaborates regularly with industry partners to review outcome data and refine current industry technology, practices, and standards being used in classrooms.</li> </ul>
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