

Problem Solver
Team Player
Positive Attitude
Effective Communicator
Responsible
Social Skills
Strong Work Ethic
Initiative
Good Judgement
Integrity



How does a student know if he/she is *“College & Career Ready”*?

How do students demonstrate career readiness in the classroom?

What are some ways to assess these practices?

What do other schools do for career ready best practices?

In this session, you will hear answers to these questions from several schools around the state.

Attendees will also learn how to implement ideas for career readiness with their students and teachers.



CCDA

CAREER CURRICULUM DEVELOPMENT ASSOCIATION



The purpose of the CCDA is to:

- To be an *aligned/cooperative partner* of the Michigan CEPD Council
- To *provide input and feedback* to the Michigan Department of Education (MDE) Office of Career and Technical Education (OCTE) in the design, development, implementation, assessment, and improvement of CTE curriculum
- To *support* professional and staff development activities that advance the design, content, delivery and quality of Career and Technical Education
- To *enhance* the understanding and cooperation between General and Career and Technical Education through the alignment and delivery of academic content leading to academic credits
- To *advance* Career and Technical Education at the local, state and national levels



The purpose of the CCDA is to:

- To *foster* an understanding, cooperation, and alignment between Secondary and Post-Secondary Career and Technical Education
- To *advance* cooperation between Career and Technical Education, professional organizations with similar goals, business, industry and government through responsive curriculum leadership
- To *support* teacher education programs for the improvement of Career and Technical Education
- To *promote and encourage* curriculum research in Career and Technical Education



WHAT DOES THE STATE OF MICHIGAN MEAN BY “COLLEGE AND CAREER READINESS”?

- STUDENTS THAT ARE CAREER- AND COLLEGE- READY: USE TECHNOLOGY AND TOOLS STRATEGICALLY IN LEARNING AND COMMUNICATING USE ARGUMENT AND REASONING TO DO RESEARCH, CONSTRUCT ARGUMENTS, AND CRITIQUE THE REASONING OF OTHERS COMMUNICATE AND COLLABORATE EFFECTIVELY WITH A VARIETY OF AUDIENCES SOLVE PROBLEMS, CONSTRUCT EXPLANATIONS AND DESIGN SOLUTIONS.

WHAT DOES ACT MEAN BY “COLLEGE AND CAREER READINESS”?

- THE ACQUISITION OF THE KNOWLEDGE AND SKILLS A STUDENT NEEDS TO ENROLL AND SUCCEED IN CREDIT-BEARING FIRST-YEAR COURSES AT A POSTSECONDARY INSTITUTION (SUCH AS A TWO- OR FOUR-YEAR COLLEGE, TRADE SCHOOL, OR TECHNICAL SCHOOL) WITHOUT THE NEED FOR REMEDIATION.
- EMPIRICALLY DERIVED, ACT’S COLLEGE READINESS BENCHMARKS ARE THE MINIMUM SCORES NEEDED ON THE ACT SUBJECT AREA TESTS TO INDICATE A 50% CHANCE OF OBTAINING A B OR HIGHER OR ABOUT A 75% CHANCE OF OBTAINING A C OR HIGHER IN CORRESPONDING FIRST-YEAR CREDIT-BEARING COLLEGE COURSES.



WHAT DOES ACHIEVE MEAN BY “COLLEGE AND CAREER READINESS”?

- FROM AN ACADEMIC PERSPECTIVE, COLLEGE AND CAREER READINESS MEANS THAT A HIGH SCHOOL GRADUATE HAS THE KNOWLEDGE AND SKILLS IN ENGLISH AND MATHEMATICS NECESSARY TO QUALIFY FOR AND SUCCEED IN ENTRY-LEVEL, CREDIT-BEARING POSTSECONDARY COURSEWORK WITHOUT THE NEED FOR REMEDIATION.
- TO BE COLLEGE- AND CAREER-READY, HIGH SCHOOL GRADUATES MUST HAVE STUDIED A RIGOROUS AND BROAD CURRICULUM, GROUNDED IN THE CORE ACADEMIC DISCIPLINES, BUT ALSO CONSISTING OF OTHER SUBJECTS THAT ARE PART OF A WELL-ROUNDED EDUCATION. ACADEMIC PREPARATION ALONE IS NOT ENOUGH TO ENSURE POSTSECONDARY READINESS BUT IT IS CLEAR THAT IT IS AN ESSENTIAL PART OF READINESS FOR COLLEGE, CAREERS, AND LIFE IN THE 21ST CENTURY.



WHAT DOES THE OFFICE OF THE STATE SUPERINTENDENT OF EDUCATION MEAN BY “COLLEGE AND CAREER READINESS”?

- A COLLEGE READY STUDENT IS AN ACADEMICALLY PREPARED STUDENT, READY FOR POST-SECONDARY EDUCATION OR TRAINING WITHOUT THE NEED FOR REMEDIAL COURSEWORK. WHETHER YOU ARE PURSUING A FOUR-YEAR DEGREE OR STUDYING FOR A SKILLED TRADE LICENSE, BEING READY MEANS HAVING THE READING, WRITING, MATHEMATICS, SOCIAL, AND COGNITIVE SKILLS TO QUALIFY FOR AND SUCCEED IN THE ACADEMIC PROGRAM OF YOUR CHOICE.



WHAT DOES THE AMERICAN SCHOOL COUNSELOR ASSOCIATION MEAN BY “COLLEGE AND CAREER READINESS”?

- A CAREER READY STUDENT POSSESSES BOTH THE NECESSARY KNOWLEDGE AND TECHNICAL SKILLS NEEDED FOR EMPLOYMENT IN THEIR DESIRED CAREER FIELD. FOR EXAMPLE, A STUDENT WHO IS READY TO BECOME A TEACHER NOT ONLY POSSESSES KNOWLEDGE OF EDUCATION POLICY, BUT ALSO POSSESSES ALL REQUIRED CERTIFICATIONS REQUIRED TO BECOME A TEACHER.



Different Types of Readiness

- **College ready** = Is prepared with skills necessary to succeed in entry-level general education courses
- **Career ready** = Possesses key content knowledge and key learning skills and techniques sufficient to begin studies in a career pathway
- **Job ready** = Possesses specific training necessary to begin an entry-level position
- **Work ready** = Meets basic expectations regarding workplace behavior and demeanor

Soft Skills Are Not Only the Hardest to Evaluate, but Also the Most Critical

BY THE BUILD NETWORK STAFF @THEBUILDNWORK



“Any other people skills, besides 400 Facebook friends?”

A3

ANYONE
ANYTIME
ANYPLACE

Team Player

Effective Communicator

Responsible

Strong Work Ethic

Initiative

Good Judgment

Problem Solver

Integrity

Positive Attitude

Social Skills

- | | | | | |
|--|---|---|---|--|
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Aqua-Mold
Brazos Institute
Davenport University
Elexo Technologies, Inc. | Blount Corporation
Powers
Blue Oaks Community College
Essington Products
Impreglon - Quality Construction | Edgewood Valley (added for University)
Salting Community College
Lake Michigan College
LSP Marketing, Inc.
Lowe's | Millwood Retirement Group
Miller Corbett
Miller-Duak Company
Pascucci Insurance
Pattis Home | Seward Corporation
Steyer Corporation
Tanner West Bank
WMAK, LLC
Zurlo |
|--|---|---|---|--|



ACTIVITY

- **IN SMALL GROUPS, YOU WILL RECEIVE ONE OF THE “A3” COMPETENCIES.**
- **DISCUSS HOW YOU WOULD TEACH THIS COMPETENCY TO A STUDENT FOR THE FIRST TIME.**

GO!

ACTIVITY cont.

- TALK OVER, HOW YOU WOULD ASSESS THE STUDENT'S ABILITY TO PERFORM THE COMPETENCY?

GO!

GALLERY WALK

- **Walk around the room and place one colored dot on each poster next to the topic/idea you would like to learn more about.**

GROUP SHARE-OUT

- **EACH GROUP WILL BE ASKED TO SHARE THEIR DISCUSSION ON THEIR GROUP'S NUMBER ONE VOTED TOPIC/IDEA.**

Other Options

- **THE “A” GAME**
- **WORK-ETHIC DIPLOMA**
- **EMPLOYABILITY RUBRIC EXAMPLE**
- **P.A.I.D. RUBRIC**
- **ASCA MINDSETS & BEHAVIORS TOOL**
- **EATON RESA RUBRIC**
- **<http://www.mitalent.org/elearning-soft-skills-program>**

A3

ANYONE ANYTIME ANYPLACE

Strong Work Ethic

Cooperative
Responsible
Hard Worker
Dependable
Enthusiastic
Disciplined
Dedicated
Taking initiative
Positive
Motivated
Persistent
Punctual
Quality work
Not a complainer
On task
Give 100%
Productive
Organized
Ethical
Competent

Integrity

Honest
Loyal
Trustworthy
Responsible
Caring
Respect
Considerate
Moral
Ethical
Truthfulness
Conscientious
Sincere
Character
Confidence
Values
Mature
Fair
Confidentiality
Good choices
Good manners

Responsible

Dependable
Truthworthy
Get things done on time
Reliable
Independent
Hard worker
Organized
Diligent
Prepared
Mature
Initiative
Truthful
Ownership
Commitment
Punctual
Accountable
Conscientious
Capable
Carrying the load
Few mistakes

Team Player

sociable
Works well with others
Unselfish
Social skills
Teamwork
Integrity
Communicator
Shares the load
Reliable
Cooperative
Leader
Sportsmanship
Collaborator
Positive
Contributor
Encouraging
Group Oriented
Open-minded
Respect strengths of others

Effective Communicator

Literate
Effective social skills
Patient
Accurate
Strong speaker
Clear
Eye contact
Social skills
People skills
Well spoken
Fluent
Understandable
Concise
Professional
Feedback
Open minded
Influential
Able to connect
Sociable
Writes legibly

Positive Attitude

Happy
Confident
Smiles
Optimistic
Helpful
Kind
Energetic
Toughing
Good attitude
Charismatic
Team Player
Respectful
Upbeat
Manners
Enthusiasm
Supportive
Willing
Genuine
Pleasant
Willingness to learn

Initiative

Motivated
Above and beyond
Over-achiever
Helpful
Perseverance
Determination
Self-starter
Proactive
Taking charge
Inventiveness
Enterprise
Stay busy
Enthusiastic
Resourcefulness
Driven
Goal setter
Self-motivated
"Go get it" attitude
Ambitious
Get-up-and-go

Problem Solver

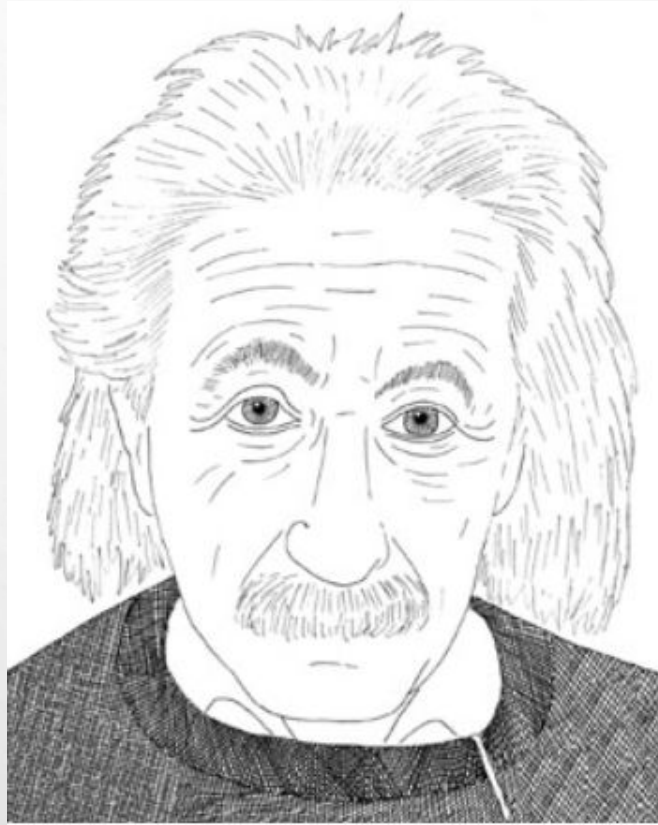
Solve problems without asking
Thinker
Lifter
Flexible
Creative
Resourceful
Adaptive
Detective
Finding a way
Logical
Brainstorm
Trier
Diagnostic
Good judgment
Different perspective
Handles situation
Interpret
Analytical
Systematic
Conflict resolution

Good Judgment

Knows what's right
Moral
Common sense
Character
Wise
Good decisions
Level-headed
Clear-headed
Critical thinker
Perseverant
Decisive
Perceptive
Practical
Rational
Ethical
Thinking ahead
Thinks like a leader
Perceptive
Careful

Social Skills

Team Player
Good communicator
Friendly
Trustworthy
Kindness
Positive attitude
Good listener
Outgoing
Respectful
Cooperative
Good attitude
Empathetic
People person
Cordial
Customer service
Open minded
Thoughtful
Interpersonal
Tactfulness
Approachable



**Setting an example is not the main means of influencing others;
it is the only means. -- Albert Einstein**

MiCCDA.org

