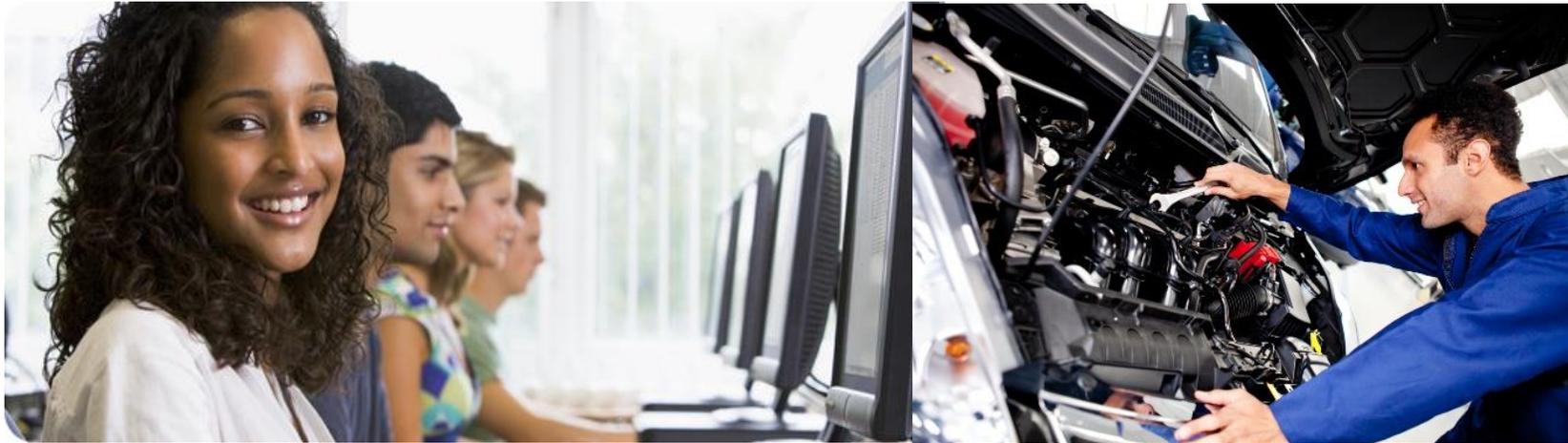


## College & Career Readiness



**PARTNERS FOR TOMORROW'S  
WORKFORCE**

*Kentucky Education and Workforce  
Development Cabinet*

estimates there are more than  
**110,000 available** jobs in the  
commonwealth.

The bad news is the  
state lacks enough skilled  
workers  
to fill them.



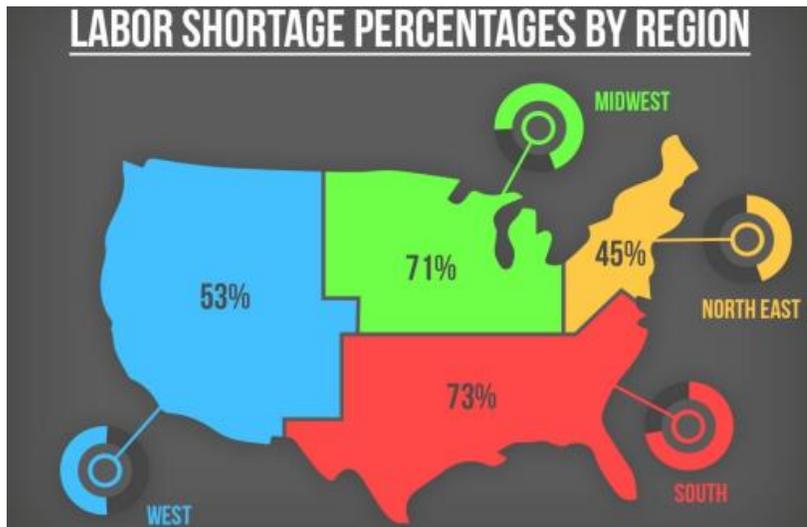
## GE Appliances Tackles Hiring Crisis with First Greater Louisville Manufacturing Workforce Development Day

A Summit of manufacturers, educators, state and local governments, and nonprofit agencies will collaborate to create solutions. LOUISVILLE, Ky.—Oct. 27, 2015—

Today, GE Appliances will host the first-ever Greater Louisville Manufacturing Workforce Development Day to confront the challenge of a growing shortage of qualified manufacturing workers. **Designed to increase awareness and interest in manufacturing and develop a robust hiring pipeline to support manufacturing growth in Greater Louisville, the three-part day will include:**

- Corporate contribution to two area high schools
  - Manufacturing experience for high school seniors
- Greater Louisville manufacturers are facing a workforce shortage. Although the region is experiencing a resurgence in local jobs in the manufacturing sector, the pool of trained, young and able operators is shrinking. Many potential employees





- Middle-skilled jobs
- Require education beyond high school
- 1-2 Years or certification
- 58 percent of the state's labor market

*48 percent of Kentucky workers have the training necessary to do those jobs, according to the National Skills Coalition.*

Business Services, Logistics \*HWD  
 Health Science \*HWD  
 Information Technology \*HWD  
 Skilled Trades,  
 Engineering/STEM &  
 Manufacturing \*HWD



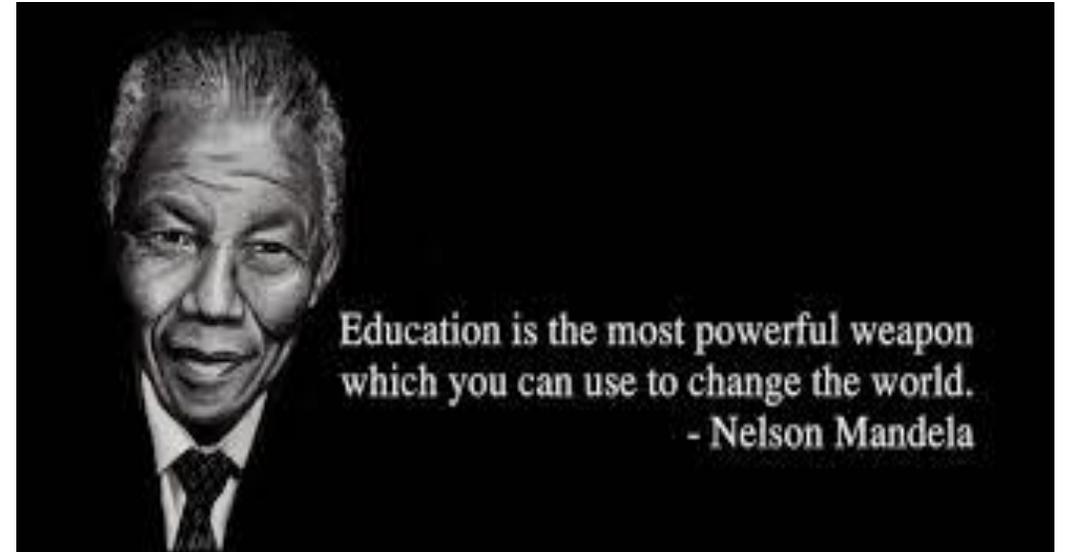
School Structure	Graduates	<b>Not</b> College or Career Ready	<b>Not</b> CCR Percentage
Communications Media & Arts Schools	1193	412	35%
Business & Information Technology	910	367	40%
Engineering, Architecture, Carpentry	595	293	49%
Medicine, Health & the Environment	632	292	46%
Human Services, Education, & International Business	832	331	40%
Non-Five Star Schools ( 5 Whole School Magnets)	1681	389	23%
Non-Traditional Settings	420	270	64%
<b>TOTAL</b>	<b>6263</b>	<b>2354</b>	<b>38%</b>

**16,107** current students 9-12 taking one or more CTE classes in a career pathway

**4389** earn 3 or more credits in a career pathway, earning preparatory status

**802** Earned an Industry Credential  
(18%)

***Our “Moral Imperative”  
to increase outcomes!***



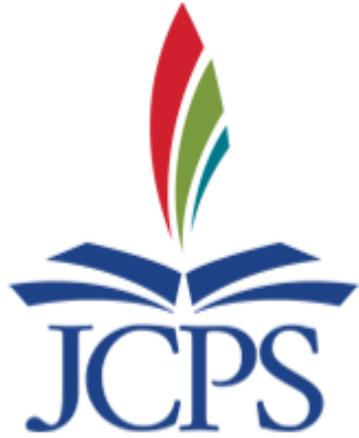
If just ½ of our preparatory students could earn an industry certificate, we could change the lives of **2194** students by graduating them with an entry level opportunity for high wage skilled positions!

Time to retool our current model to ensure our students...

- ✓ Earn a diploma
- ✓ Knowledgeable & Passionate about their future
- ✓ Graduate with Work Ethic Certified
- ✓ Graduate with an Industry Certification
- ✓ Academically capable and eligible to take credit bearing classes in college

# Seamless transition to post-secondary





Critical stage for schools to have the appropriate options and opportunities

Elementary School  
**CCR awareness**  
with a strong academic foundation

Middle School personal **exploration** aligned to College and Career Exploration for options and opportunities.  
(JA Inspire)

High School **preparation** through early college, dual credit, work based learning opportunities, industry credentials.

Seamless **transition to post-secondary** such as 4yr, 2yr, Apprenticeship, School to work.

*P-16+*

*College & Career Readiness*



March 8<sup>th</sup> Visit to Nashville Career Academies by JCPS, Kentuckiana Works, GLI, GE, Norton, Ford representatives

March 24<sup>th</sup> – Presentation to Kentuckiana Works Board about Ford NGL

May 16<sup>th</sup> – Internal JCPS Leadership Team began reviewing current Ford NGL Model and analysis of implementation

June 13<sup>th</sup> former CTE office becomes Office of College and Career Readiness and a new Director begins

June 30<sup>th</sup> New CCR Director visits Nashville Career Academies

August 3 & 4 – Community Guiding Team Retreat with business & community leaders

August 16 –Jefferson County Public Education Foundation board presentation

August 18<sup>th</sup> -2<sup>nd</sup> presentation to Kentuckiana Works Board

August 24<sup>th</sup> –Presentation to GLI Board of Directors.

There were numerous meetings in between (one on ones or small groups) that led to these bigger meetings.





# Talent Development Academies

*Voluntary  
Application  
Process!*



School Teams use  
interest data and area  
workforce needs,  
facilities

HEAD PRINCIPAL  
NEW Academy Coach

Strong Business &  
Industry Partners

Freshman Academy  
PRINCIPAL and COUNSELOR

Academy #1  
PRINCIPAL and COUNSELOR

1. Cambridge
2. Accounting (NEW)
3. Web Page Design (NEW)

Academy #2  
PRINCIPAL and COUNSELOR

- 1 EMT/Fire Science
- 2 Pre-Nursing (NEW)
- 3 Law Enforcement

Academy #3  
PRINCIPAL and COUNSELOR

- 1 Heavy Equipment
- 2 Manufacturing CPT (NEW)

Vocal Music/Choir, Instrumental Music/Band, Visual Art,  
Theatre/Drama





# Doss High School

## Professional Career Academies



### Diploma from Doss High School

- Specialized training or certificate
- Relevant Learning for College or Career
- Dual/College Credits offered from every academy

### Academy of Technology & Design

- Interactive Media Arts
- Information Support Services
- Programming & App Development
- Manufacturing Engin/Tech Technician

### Academy of Business & Finance

- Business Management
- Finance (Credit Union & NAF)
- Accounting

### Academy of Marketing & Hospitality

- Marketing
- Advertising
- Hospitality, Travel, & Tourism

### Freshman Academy

- Exploratory program for academies
- Freshmen placed on M.E.S.S. teams

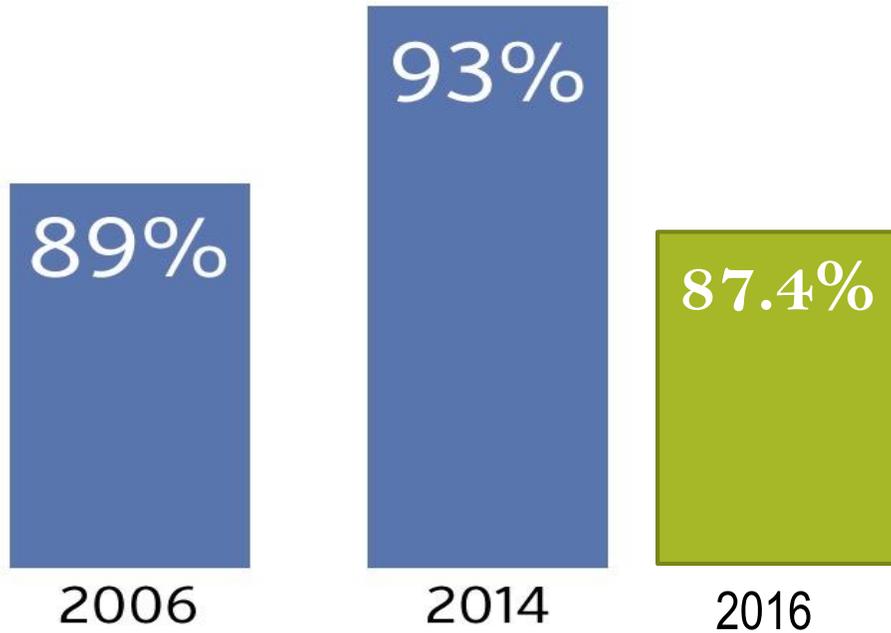
# WHY TALENT ACADEMIES?

---

Talent Development Academies



# ATTENDANCE RATES



NASHVILLE

JEFFERSON COUNTY  
PUBLIC SCHOOLS



# STATE ACCOUNTABILITY RESULTS

Since 2010 proficiency has increased by

**14%**  
increase  
for English I

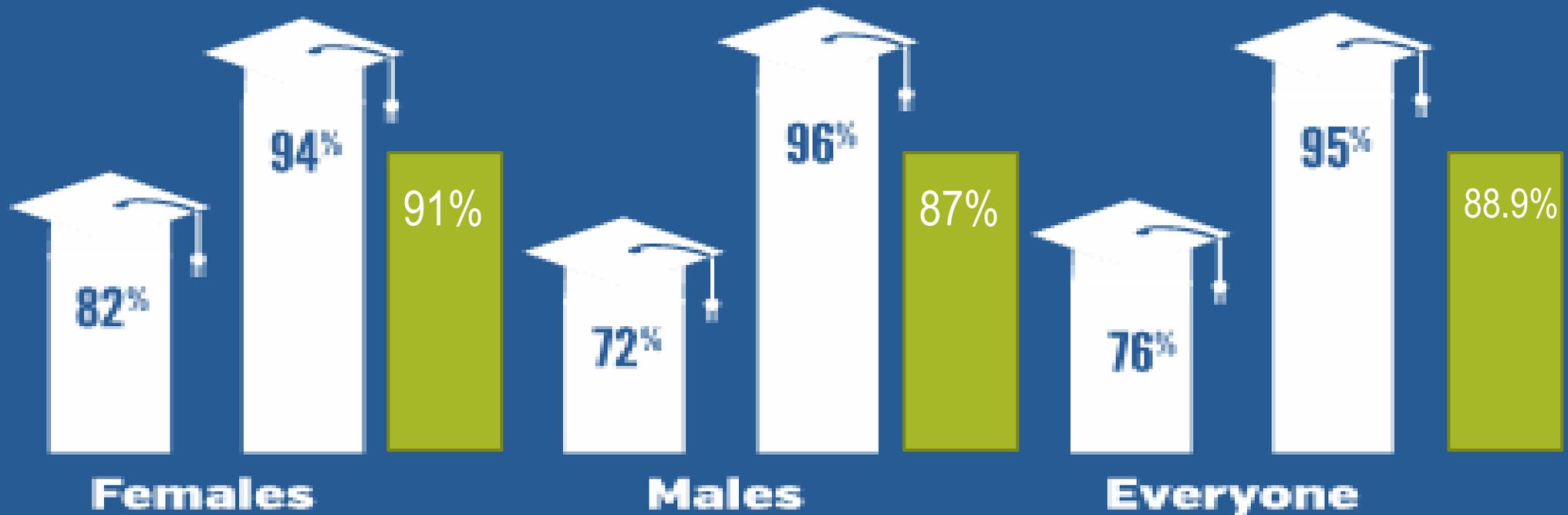
**19.1%**  
increase  
for Algebra I

**12%**  
increase  
for Algebra II

**9.2%**  
increase  
for Biology I

**2010 - present**

# Graduation Rate for Student in Academies of Pinellas Compared to the Overall Graduation Rate in 2014



Pinellas White / JCPS Green

The following businesses have committed to partnering with JCPS to improve career pathway options and opportunities for our students (and to help develop their future workforce)!



Additionally, these two organizations have committed to building a system of structured business engagement in our high schools through robust industry councils, data sharing, and recruitment of additional business partners for schools.



**Michael Gritton,  
Executive Director  
Kentuckiana Works**

As a proud graduate of PRP High School, I think organizing more of our high schools as Talent Development Academies gives these schools the best chance to educate every one of their students to be college and career ready.

Nashville's example shows us that giving young people multiple career pathways inside their high school, exposing them to each of those pathways as a freshman, then requiring them to choose one for their sophomore through senior year, ensures that EVERY student inside that high school will benefit from exposure to project-based learning, real world examples that demonstrate the relevance of their coursework, and knowledge about specific jobs and careers that are in-demand in our region.

Whether they intend to move onto college or straight into a job, that's a great formula for raising graduation rates and improving outcomes for all of our kids!

**Business & Industry NEED us to do better and graduate more students CCR!**

	RESIDES SCHOOL																
	NETWORK	ATHERTON	BALLARD	DOSS	EASTERN	FAIRDALE	FERN CREEK	IROQUOIS	JEFFERSONTOWN	MOORE	PRP	SENECA	SHAWNEE	SOUTHERN	VALLEY	WAGGENER	WESTERN
Number of Resides Students		835	1685	1775	2634	1052	2349	2550	1853	1760	1671	1834	766	1707	1540	1384	1957
% Remaining at Resides School		65%	67%	42%	62%	67%	51%	42%	49%	48%	69%	55%	59%	55%	52%	40%	35%
% In Network Schools		4%	4%	22%	12%	7%	16%	20%	7%	19%	7%	11%	19%	18%	20%	33%	22%
% Out of Network		2%	1%	5%	2%	5%	11%	11%	21%	14%	3%	14%	6%	8%	4%	3%	4%
% Magnet		28%	28%	32%	24%	21%	21%	27%	24%	20%	22%	20%	16%	18%	23%	24%	38%

**10 of the 16 schools have over 50% of the resides students stay in their home school and they would benefit from expanded options.**

Talent Development Academies  
are **not** magnets or options.

“ **Grow Quality Programs** ”



They are designed to  
strengthen options and  
opportunities for students  
that live in the area.



*Want to be*  
**COLLEGE AND  
CAREER READY?**  
*Start here.*



**Career & Technical Education Pathways**

# VISION 2020

EXCELLENCE  
With EQUITY

## JCPS VISION

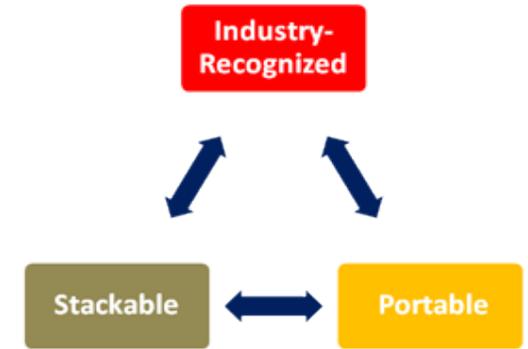
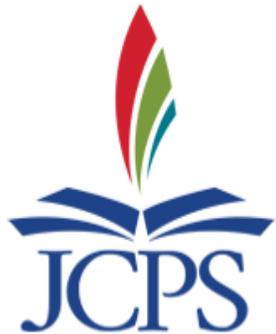
All Jefferson County Public Schools students graduate

**prepared,**

**empowered,**

and **inspired**

to reach their full potential and contribute as thoughtful, responsible citizens of our diverse, shared world.



# Freshman Academy



- **Dedicated Principal & Counselor**
- **Personal exploration opportunities for personalized learning**
- **Exposure to career pathway options and post-secondary transition**
- **JA Inspire Participation for all 9<sup>th</sup> graders**
- **College Campus Visit**
- **Strong Implementation that is thoughtful, consistent, and meaningful!**

## Small Learning Community organized by Career Academy Theme



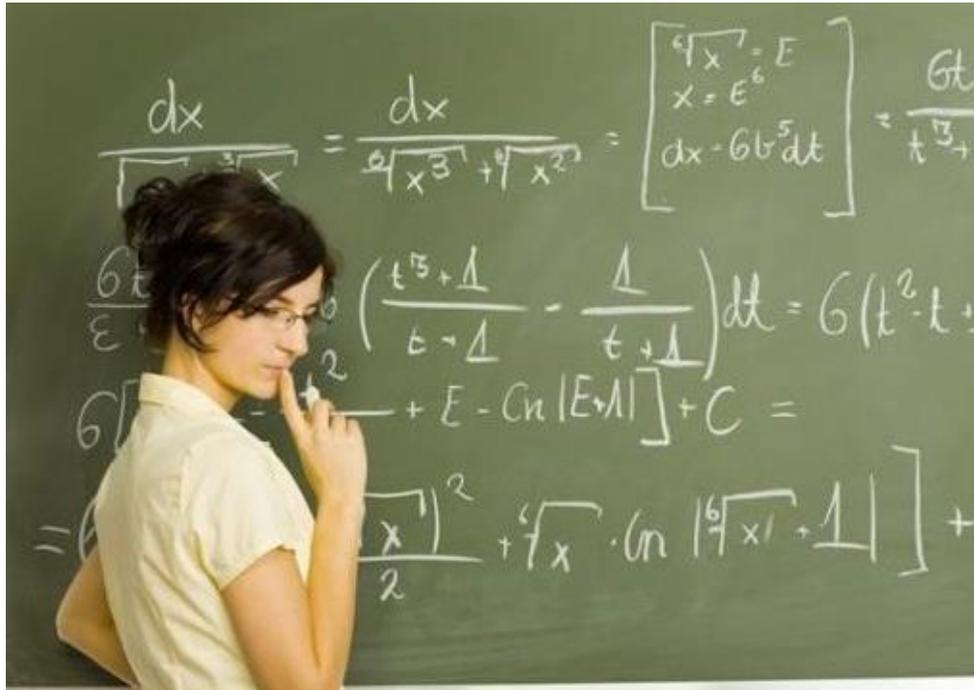
- Academy Principal
- Counselor
- English, Math, CTE Teacher
- Science, Social Studies

**STATE APPROVED PATHWAYS**

**Strong Support from Active Business  
Partners**

*Risk Factor for dropouts is meaningful engagement  
and connections with a caring adult.*

3-5 Teachers take personal interest in a student's success over a three year timeframe!



*Academic Rigor*

*Real World Application*

*Value Added Systems*

## State approved pathways

- ✓ Workforce demand
- ✓ Student / parent interest

Encourage pathways with industry certifications & relevant

Encourage High level academic programs within academies (Ivy Plus, IB, AP, Cambridge)

## ELECTRICAL TECHNOLOGY CAREER PATHWAYS 2016-2017

### INDUSTRIAL ELECTRICIAN ASSISTANT CIP 46.0302.02

**PATHWAY DESCRIPTION:** A program that prepares individuals to apply technical knowledge and skills to install, operate, maintain, and repair electric apparatus and systems such as residential, commercial, and industrial electric-power wiring; and DC and AC motors, controls, and electrical distribution panels. Includes instruction in the principles of electronics and electrical systems, wiring, power transmission, safety, industrial and household appliances, job estimation, electrical testing and inspection, and applicable codes and standards.

BEST PRACTICE COURSES	EXAMPLE ILP-RELATED CAREER TITLES
<p><i>Foundational Skills Necessary for Career-Ready Measure: (KOSSA/Industry Certification)</i></p> <p><i>Complete (4) FOUR OR MORE CREDITS:</i></p> <ul style="list-style-type: none"> <li>• 460312 Electrical Construction I</li> <li>• 460316 Circuits I</li> <li>• 460319 Circuits II</li> <li>• 460331 Electrical Motor Controls</li> <li>• 499930 Industrial Safety* <u>AND</u> 460339 National Electrical Code*</li> <li>• 460345 Co-op (Electrical) <u>OR</u> 460348 Internship (Electrical)</li> </ul> <p>Note: (*) Indicates half-credit course</p>	<p>Construction Laborer</p> <p>Construction Manager</p> <p>Construction Tradesperson</p> <p>Electrical Engineer</p> <p>Electrical Engineering Tech</p> <p>Electrician</p>

NCCER Core Curriculum Exam and NCCER Electrical Technician Level 1 Exam

- Room for Art, Vocal Music, Instrumental Music, Drama
- Time for Advisor/Advisee, college career counseling
- Systems of Support for academic remediation
- Counseling and assistance for social and emotional issues

Schools determine master schedules that work best for the school community and meets the needs of your students!

Six Period Modified Block Schedule		
Freshman Schedule		
1	English	English
2	Math	Math
3	Science	Science
4	Digital Literacy	Career Exploration or Pathway
5	Health	PE
6	Elective	Elective
Sophomore Schedule		
1	English	English
2	Math	Math
3	Science	Science
4	Career Pathway (1 Credit)	Career Pathway ( 1 Credit)
5	World Civilization	World Civilization
6	Elective	Elective
Junior Schedule		
1	English	English
2	Math	Math
3	Science	Science
4	Career Pathway (Preparatory)	Career Pathway (Preparatory)
5	US History	US History
6	Elective	Elective
Senior Schedule		
1	English	English
2	Math	Math
3	Political Science	Political Science
4	Work Based Learning, Pathway, Elective	Work Based Learning, Pathway, Elective
5	Work Based Learning, Pathway, Elective	Work Based Learning, Pathway, Elective
6	Work Based Learning, Pathway, Elective	Work Based Learning, Pathway, Elective
All Core Subjects are year-long for one credit all other courses are performance based per KRS _____ and work 1 credit. Core teacher teaches 5 sections; Electives teacher teach 10 sections.		

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
1 <sup>st</sup>	1	1	1	2	1
2 <sup>nd</sup>	2	2			2
3 <sup>rd</sup>	3	3	3	4	3
4 <sup>th</sup>	4	4			4
5 <sup>th</sup>	5	5	5	6	5
6 <sup>th</sup>	6	6			6
7 <sup>th</sup>	7	7	7	Adv	7
8 <sup>th</sup>					

7 Period Day with one double period each week with an advisory period.

# ADVISOR/ADVISEE

## Deeper Learning & Personalized Plans



- Every student is assigned a counselor/advisor to address the seven (7) advisory goals:
  1. **Career Exploration and Preparation**
  2. **FAFSA**
  3. **College and Career Readiness (data)**
  4. **Personal and Social Development**
  5. **Financial Literacy**
  6. **Workplace readiness skills (soft skills)**
  7. **Post-secondary Exploration**

# Develop Deeper Learning Competency through Project Based Learning



- Teacher training and Externship
- Students are active, not passive; a project engages their hearts and minds, and provides real-world relevance for learning.
- Students learn how to take initiative and responsibility, build their confidence, solve problems, work in teams, communicate ideas, and manage themselves more effectively.

# Proposed JCPS DL Framework with Initial Focus Capacities and Dispositions

include, but are not limited to:

Perseverance

Innovation

Compassion

Reflection

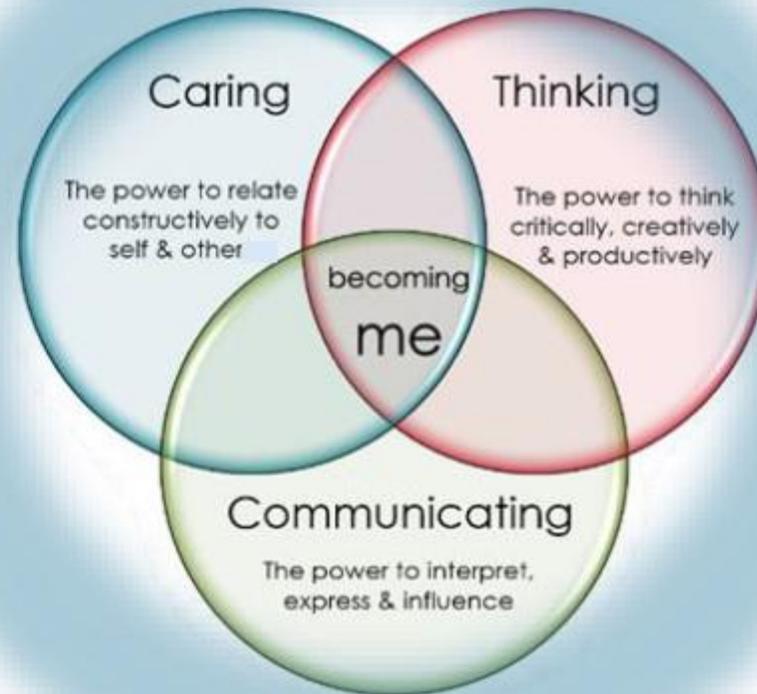
Respect

Problem-solving

Negotiation

Collaboration

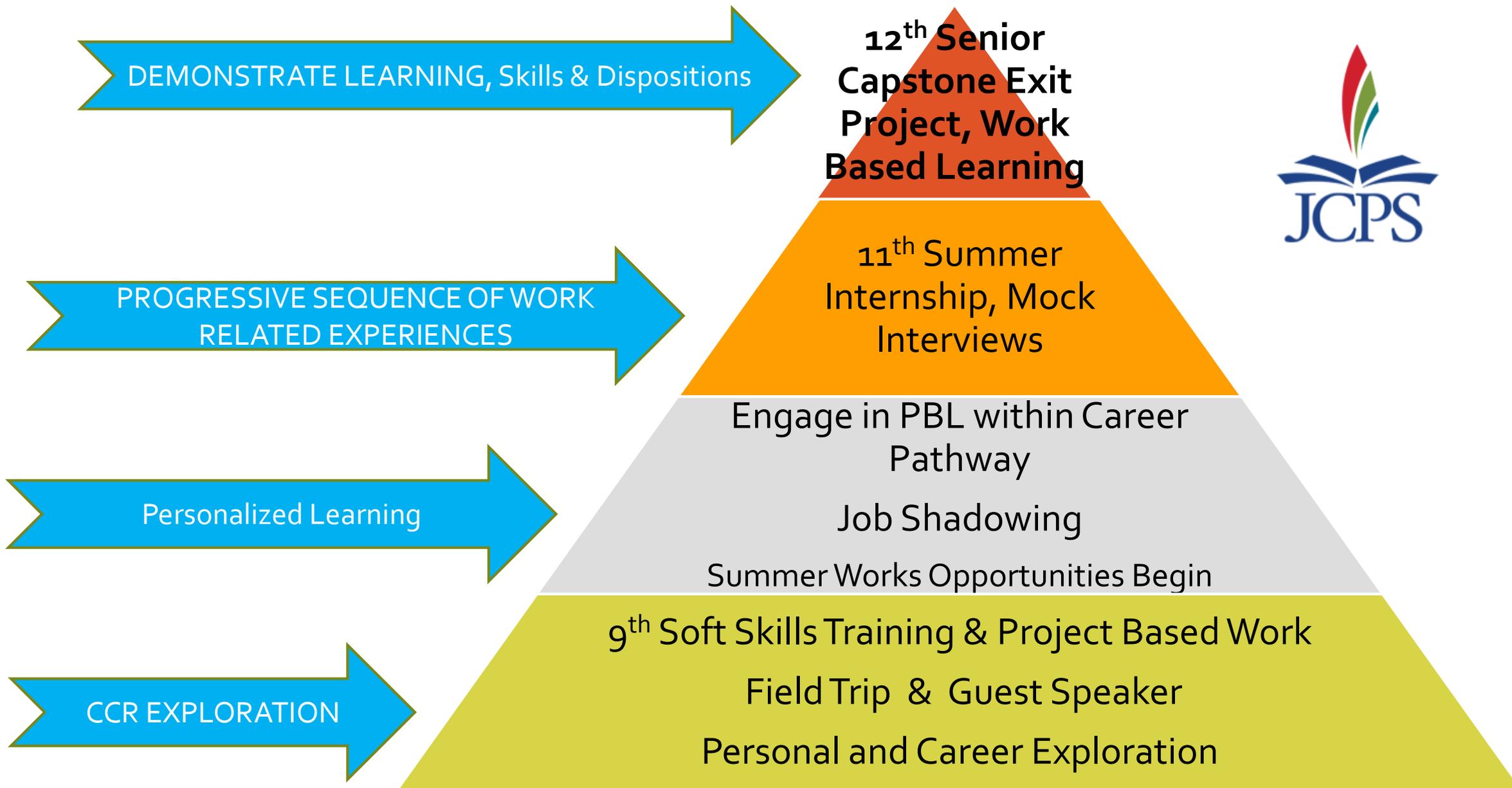
Voice



*Real World....Hands On....Project Based....Priceless!*



*Student  
Voice!*



DEMONSTRATE LEARNING, Skills & Dispositions

12<sup>th</sup> Senior  
Capstone Exit  
Project, Work  
Based Learning

PROGRESSIVE SEQUENCE OF WORK  
RELATED EXPERIENCES

11<sup>th</sup> Summer  
Internship, Mock  
Interviews

Personalized Learning

Engage in PBL within Career  
Pathway

Job Shadowing

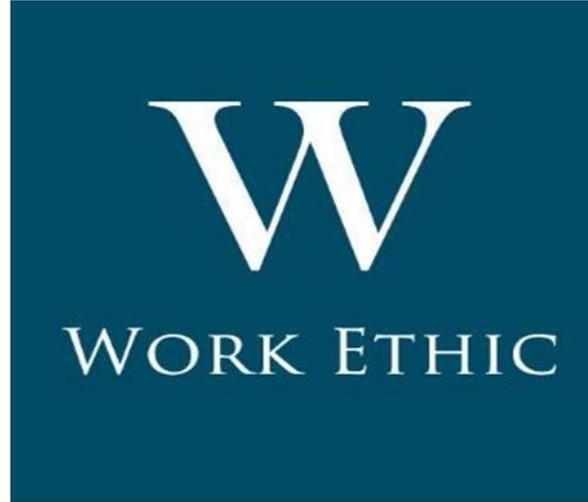
Summer Works Opportunities Begin

CCR EXPLORATION

9<sup>th</sup> Soft Skills Training & Project Based Work

Field Trip & Guest Speaker

Personal and Career Exploration



#### **JCPS Characteristics of a Graduate:**

JCPS Graduates understand their willingness to work hard impacts their future. JCPS Graduates care about their work and complete all projects with a positive attitude.

JCPS Graduates do more than is expected on the job.

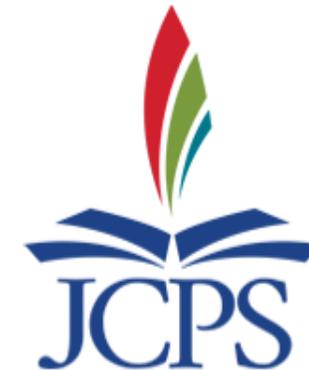
JCPS Graduates come to school and work on time and are responsible for their actions and behavior.

JCPS Graduates take the initiative and get the job done in a reasonable period of time.

JCPS Graduates are enthusiastic about their work and serve as a positive role model for others.

JCPS Graduates maintain a sense of honesty and integrity above all else.

- Students register in the beginning of the junior year.
- Earn 97% Attendance or higher
- Zero (0) discipline referrals
- Membership in an extra-curricular activity
- 2.5 Grade Point Average
- Letter of recommendation from teacher, counselor, CCR team.





## Strong Business & Industry Advisory Teams

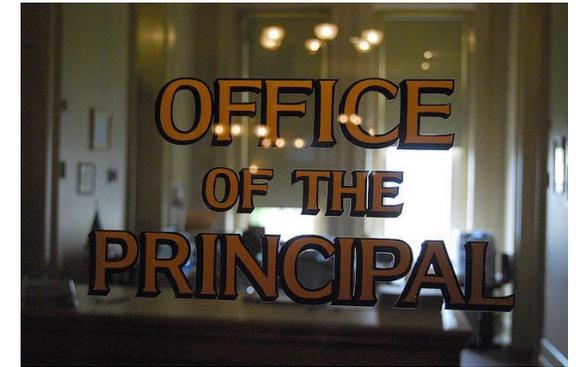


- *Works with the Academy Coach*
- *Advises the high school on many factors related to the operation and success of the career academies*
- *Work Based Learning Experiences*
- *Time and Talent to strengthen student experiences*
- *Inform instruction, host externships, train teachers*

# District Support

- Funding for one (1) *Academy Coach* that supports academy model and maintains strong business partnerships!
- Dedicated counselor and assistant principal to serve each Talent Development Academy.
- Funding additional teachers as needed to implement academy model.

*Schools must work with OCCR/HR to audit and realign existing staff prior to new hiring.*



PATHWAY COST ESTIMATES	EST. INITIAL INVESTMENT			ESTIMATED OPERATIONAL COSTS					TOTAL PATHWAY COST
	Construction & Renovation Costs	Estimated Start-Up Equipment	Sub-Total One-time cost	Curriculum; Industry Certs; Annual Fees; Supplies	Professional Development Subs; Registration ; Travel	CTSO Advisor-Subs; Registration ; Travel; Stipends; Field Trips	REPAIRS & MAINT & Upgrades	Sub Total Operational Costs	
	Initial Investment			SUSTAINABILITY					
Heavy Equipment Science	\$ -	\$601,390	\$ 601,390.00	\$ 9,000	\$ 2,000	\$ 8,000	\$40,000	\$59,000	\$ 660,390.00
Adv. Manufacturing CPT	\$ -	\$373,652	\$ 373,652.00	\$ 4,000	\$ 3,000	\$ 5,000	\$25,000	\$37,000	\$ 410,652.00
Electrical TRACK	\$ -	\$161,029	\$ 161,029.00	\$ 8,500	\$ 1,000	\$ 5,000	\$ 5,000	\$19,500	\$ 180,529.00
PLTW Biomedical	\$ -	\$ 95,000	\$ 95,000.00	\$22,000	\$ 3,500	\$ 5,000	\$10,000	\$40,500	\$ 135,500.00
PLTW Engineering	\$ -	\$ 95,000	\$ 95,000.00	\$22,000	\$ 3,500	\$ 5,000	\$10,000	\$40,500	\$ 135,500.00
Culinary Entrepreneurship	\$ -	\$105,512	\$ 105,512.00	\$ 6,000	\$ 1,000	\$ 5,000	\$10,000	\$22,000	\$ 127,512.00
Law Enforcement Science	\$ -	\$ 80,000	\$ 80,000.00	\$14,000	\$ 2,000	\$ 7,000	\$20,000	\$43,000	\$ 123,000.00
Carpentry TRACK	\$ -	\$ 92,299	\$ 92,299.00	\$13,500	\$ 1,000	\$ 4,000	\$ 5,000	\$23,500	\$ 115,799.00
Emergency Fire Management	\$ -	\$ 80,000	\$ 80,000.00	\$14,000	\$ 2,000	\$ 7,000	\$10,000	\$33,000	\$ 113,000.00
EKG Technician	\$ -	\$ 88,465	\$ 88,465.00	\$ 7,000	\$ 1,000	\$ 5,000	\$10,000	\$23,000	\$ 111,465.00
Pre-Nursing	\$ -	\$ 68,021	\$ 68,021.00	\$13,000	\$ 2,000	\$ 8,000	\$10,000	\$33,000	\$ 101,021.00
Design Engineering	\$ -	\$ 69,577	\$ 69,577.00	\$11,000	\$ 1,000	\$ 5,000	\$10,000	\$27,000	\$ 96,577.00
Electrical Engineering	\$ -	\$ 69,577	\$ 69,577.00	\$11,000	\$ 1,000	\$ 5,000	\$10,000	\$27,000	\$ 96,577.00
HSB (Management)	\$ -	\$ 58,429	\$ 58,429.00	\$12,000	\$10,000	\$ 8,000	\$ 2,000	\$32,000	\$ 90,429.00
Computer Science	\$ -	\$ 69,900	\$ 69,900.00	\$ 7,000	\$ 3,000	\$ 5,000	\$ 5,000	\$20,000	\$ 89,900.00
Sports Marketing	\$ -	\$ 62,732	\$ 62,732.00	\$ 4,000	\$ 1,000	\$ 7,000	\$ 5,000	\$17,000	\$ 79,732.00
Accounting	\$ -	\$ 58,429	\$ 58,429.00	\$ 8,000	\$ 1,000	\$ 7,000	\$ 5,000	\$21,000	\$ 79,429.00
Veterinary Science	\$ -	\$ 53,025	\$ 53,025.00	\$ 8,000	\$ 3,000	\$ 5,000	\$10,000	\$26,000	\$ 79,025.00
Financial Services	\$ -	\$ 61,429	\$ 61,429.00	\$ 4,000	\$ 1,000	\$ 7,000	\$ 5,000	\$17,000	\$ 78,429.00
Pre-Law/Legal Office	\$ -	\$ 57,269	\$ 57,269.00	\$ 5,000	\$ 1,000	\$ 5,000	\$10,000	\$21,000	\$ 78,269.00
Cinematography & Video Production	\$ -	\$ 56,190	\$ 56,190.00	\$ 8,000	\$ 1,000	\$ 5,000	\$ 5,000	\$19,000	\$ 75,190.00
Pharmacy Tech	\$ -	\$ 50,531	\$ 50,531.00	\$ 6,500	\$ 3,000	\$ 5,000	\$10,000	\$24,500	\$ 75,031.00
Pre-Law Studies	\$ -	\$ 57,269	\$ 57,269.00	\$ 5,000	\$ 1,000	\$ 5,000	\$ 2,000	\$13,000	\$ 70,269.00
Business Management	\$ -	\$ 58,429	\$ 58,429.00	\$ 600	\$ 1,000	\$ 7,000	\$ 2,000	\$10,600	\$ 69,029.00
Early College Advanced Placement	\$ -	\$ 58,429	\$ 58,429.00	\$ 4,000	\$ 1,000	\$ 2,000	\$ 2,000	\$ 9,000	\$ 67,429.00
Animal Science	\$ -	\$ 12,585	\$ 12,585.00	\$11,000	\$ 3,000	\$19,500	\$15,000	\$48,500	\$ 61,085.00
Horticulture & Plant Science	\$ -	\$ 17,219	\$ 17,219.00	\$ 8,000	\$ 3,000	\$19,500	\$10,000	\$40,500	\$ 57,719.00
Graphic Design	\$ -	\$ 31,800	\$ 31,800.00	\$ 8,000	\$ 2,000	\$ 5,000	\$ 5,000	\$20,000	\$ 51,800.00
Fashion & Interior Design	\$ -	\$ 22,335	\$ 22,335.00	\$16,000	\$ 2,000	\$ 7,000	\$ 2,000	\$27,000	\$ 49,335.00
Early Childhood Education/Principals of Teaching	\$ -	\$ 29,440	\$ 29,440.00	\$ 4,700	\$ 1,000	\$ 7,000	\$ 2,000	\$14,700	\$ 44,140.00
Plumber Assistant Entrepreneurship	\$ -	\$ 19,302	\$ 19,302.00	\$ 9,000	\$ 1,000	\$ 5,000	\$ 5,000	\$20,000	\$ 39,302.00

Financial Support

Construction  
Renovation costs

Initial equipment  
investment

Operating  
Expenses  
(Sustainability)

# District Support

- Talent Development Academy Principal Retreat each year to share best practices and continuous improvement
- Support from the JCPS Communications team on development of materials needed by your school such as web, social media, print, or e-mail.
- Training and uniforms for Student Ambassadors Team for each school to promote and support academies!



REQUEST FOR PROPOSAL  
For  
Talent Development Academies

Opportunity to  
Increase quality options  
for students

Strong implementation plan

Commitment & Passion  
NOT COMPLIANCE!

Deadline: <b>November 15, 2016</b>	Issued By: Jefferson County Public Schools – Office of College & Career Readiness
Contact Information: Christy Rogers, Director 3332 Newburg Rd. 4 <sup>th</sup> Floor VanHoose Building Louisville, KY 40218 (502)485-3045	Submit Proposals to: <a href="mailto:christy.rogers@jefferson.kyschools.us">christy.rogers@jefferson.kyschools.us</a>
Comments:	

# Teachers and Student Voice!

## Principals, Counselors, SBDM - Commit 3-5 years

A one to three-year timeline will developed in collaboration with the Office of College and Career Readiness.

Please initial or check each box below:

<input type="checkbox"/>	<b>TRANSFORMING THE SECONDARY SCHOOL EXPERIENCE</b>	<b>Schools commit to expanding quality pathways based on student interest and workforce data as a primary strategy for improving high school outcomes. ALL STUDENTS</b> scheduled into a four-course state approved career pathway within a Talent Development Academy.
<input type="checkbox"/>	<b>TRANSFORMING TEACHING AND LEARNING</b>	<b>Schools commit to all learning communities in which core teachers collaborate with</b> special teachers. Academies provide project based learning experiences, teamwork, critical thinking, communications and provide rigorous interdisciplinary curriculum.
<input type="checkbox"/>	<b>TRANSFORMING BUSINESS AND ENGAGEMENT</b>	<b>Schools commit to work closely with business and industry to build a sustainable partnership for continuing growth.</b> Aligned partnerships allow for increased work based learning opportunities and curriculum and a system for support through industry resources, time.
<input type="checkbox"/>	<b>PERSONALIZING LEARNING THROUGH A FRESHMAN ACADEMY</b>	<b>Schools commit to organizing a Freshman Academy.</b> A Freshman Academy is a small learning community within the school that strives to support students as they transition from middle to high school. Teachers plan and work together in a professional learning community to help ensure that students
<input type="checkbox"/>	<b>COLLEGE &amp; CAREER GOING CULTURE</b>	<b>Schools commit to building a deliberate college &amp; career culture that builds the expectation of postsecondary education for all students—not just the best students.</b> It inspires the best in every student, and it supports students in achieving their goals.

What is your capacity to reorganize? Do you have whole school buy-in and commitment?

Please indicate your agreement and commitment to expanding quality based pathways by signing in the appropriate space below:

School Name: \_\_\_\_\_

Principal/Assistant Principals

Counselors

SBDM Council


Progress  
Monitoring & Continuous  
Improvement  
Office of College &  
Career Readiness

This process will not  
happen overnight.

1-3 Year Implementation  
Plan

Phase in process!

**Program Monitoring**

*Meeting requirements for Talent Development Academies of Louisville (TDAOL)*

Requirement	Met – yes or no	Evidence/ Documentation	If not met, anticipated date	Comments
Freshman Academy w/ career exploration *Financial Support TBD.				
TDA for 10 <sup>th</sup> -12 <sup>th</sup> grades based on NSP w/ 80% purity student schedule and 4 course state approved scheduled sequence				
ADVISORY PROGRAM - all students assigned a faculty advisor				
Designated CCR team				
Academic progress monitoring with the OCCR				
Systems of support and intervention in place				
High quality PD plan in place				
ACADEMY ADVISORY BOARD for Talent Academy				
All seniors complete a pathway-related capstone project demonstrating evidence of life skills earned.				
School selects at least 5 students for the Ambassador program.				
All students participate in sequence of work based learning experiences.				
Each academy is aligned to co-curricular learning Career and Technical Student Organization				
Students should be able to articulate their Academy Affiliation				
Each academy should be identifiably branded which may include signage, banners, wearables, or supplies.				

