



THE ACADEMIES
OF LOUISVILLE

Academies of Louisville

Building a World-Class Talent Pipeline

Academies of Louisville
February 11, 2020



Academy Schools

by

District & School Board Member



Academies of Louisville *(in red)*

District 1 Diane Porter	District 2: Chris Kolb	District 3: James Craig	District 4: Joe Marshall	District 5: Linda Duncan	District 6: Corrie Shull	District 7: Chris Brady
Academy @ Shawnee	Atherton High	Ballard High (98)	Butler Traditional High	Fairdale High	Louisville Male High	Fern Creek High
Brown School	Seneca High	Eastern High	Doss High	Iroquois High	Marion C. Moore	Jeffersontown High
Central High School	Waggener High	Phoenix School	Pleasure Ridge Park	Southern High	Breckinridge Metropolitan	
DuPont Manual High	Minor Daniels Academy		Valley High	Georgia Chaffee TAPP	Liberty High	
Jefferson County High School			Western High			

Academies of Louisville

Quick Facts

In year 3 of implementation:

- Approximately **17,800** students in **55** academies (including Freshman Academy) within **15** JCPS High Schools
- **135+** unique companies have signed on to serve as business partners supporting **61** unique career pathways
- The graduating class of **2021** will be the first class to have gone through all four years of the Academy model
- **Three** main partners driving the work: JCPS, KentuckianaWorks, and Greater Louisville Inc.



Academies Messaging

The Academies of Louisville are...

Small learning communities

provide a personalized learning environment to better meet the needs of students through a school within a school model, with shared teacher teams, common planning, and interdisciplinary projects.

Preparing JCPS students for college, career, and life

in a 21st century global economy by providing hands-on learning opportunities and real-world work experience through partnership with over 130 Louisville area businesses.

Building tomorrow's workforce

by enabling JCPS high school students to explore career fields, gain industry certifications, become registered apprentices, and build relationships with Louisville area businesses.



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What is the Academy model?

Career-themed small learning communities that connect classroom learning to the real-world.



Freshman Academy

Strong transition program to ensure all 9th explore careers and transition to academies!



Business Partnerships

Strong engagement with business partners to support LEARNING experiences and connects students with your content.



Interdisciplinary

Find relevance through the lens of career academies – Project-Based Learning
Authentic Challenges



10-12 Career Academies

4 course career pathway teamed with core content leading to work-based learning opportunities, field trips, tours, industry certifications



Investment

Major financial investments in buildings renovations, teacher expansion, equipment, and resources



Leadership

Dedicated Assistant Principal and Counselor per academy & Academy Coach to connect partners



Academy Goals



Increased academic
achievement



Increased number of
students graduating with
industry certifications
and college credits



Increased high school
graduation rates



Development of students'
21st-century skills



Improved preparation for
college, careers, and life



Increased earning
potential and a
strengthened talent
pipeline

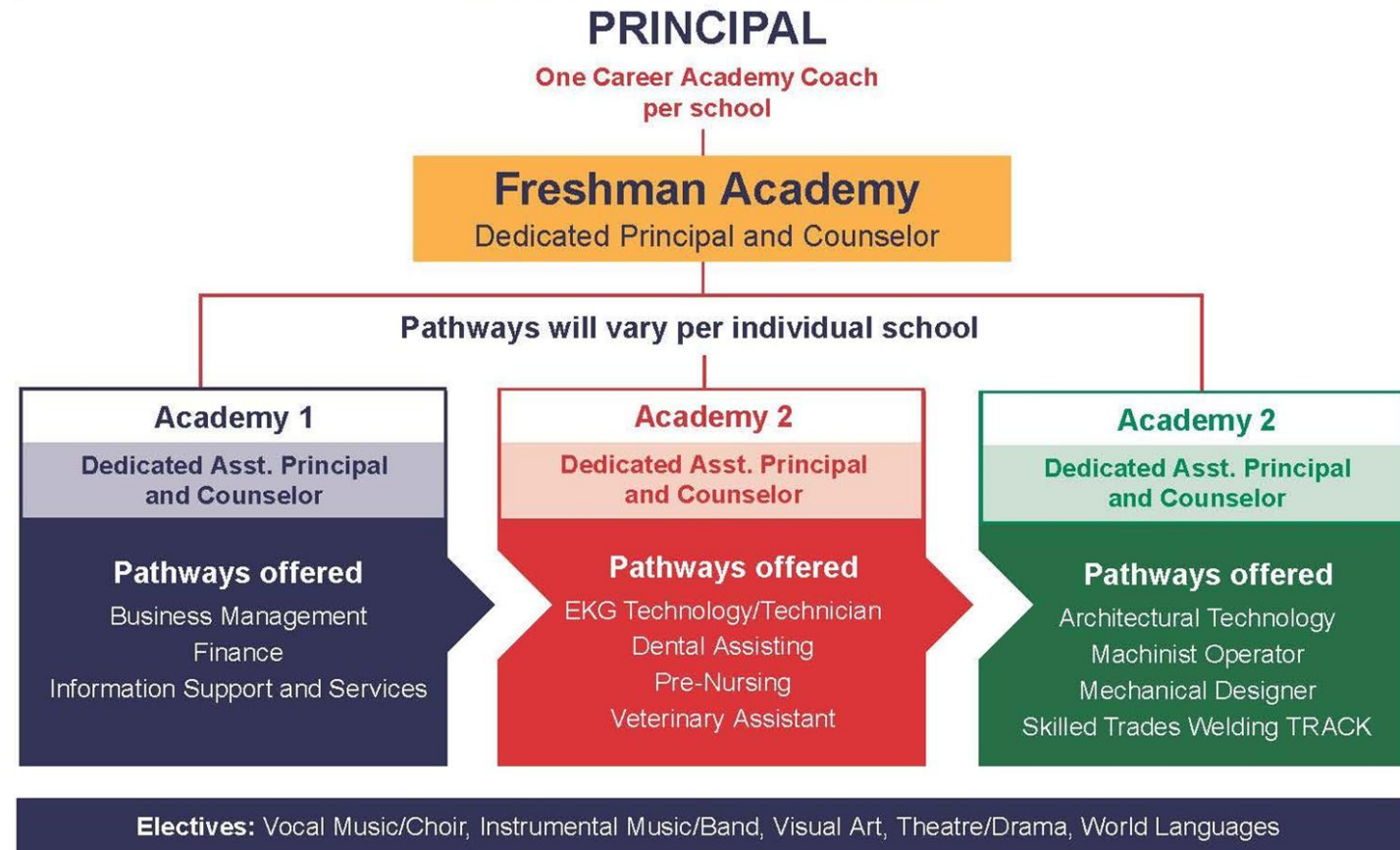


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Example: Academies & Pathways

Strong Business and Community Partnerships



Key Industry Numbers

With the Academy model, we are now able to show the talent pipeline in key industries.

61

UNIQUE CAREER
AREAS

144

TOTAL CAREER
PATHWAYS



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BUSINESS

2753 Students in the Pipeline
5 Business Pathways
13 School Locations
9 Business Partners

HOSPITALITY

568 Students in the Pipeline
2 Hospitality Pathways
5 School Locations
12 Business Partners

HEALTH SCIENCE

2624 Students in the Pipeline
9 Health Science Pathways
11 School Locations
13 Business Partners

MEDIA ARTS

1746 Students in the Pipeline
3 Media Arts Pathways
8 School Locations
6 Business Partners

PUBLIC SERVICES

1640 Students in the Pipeline
10 Public Services Pathways
9 School Locations
2 Business Partners

EARLY CHILDHOOD/TEACHING

901 Students in the Pipeline
3 Early Childhood/Teaching Pathways
9 School Locations
4 Business Partners

INFORMATION TECHNOLOGY

1240 Students in the Pipeline
6 Information Technology Pathways
8 School Locations
10 Business Partners

MFG, ENGINEERING & SKILLED TRADES

3139 Students in the Pipeline
23 STEM Pathways
14 School Locations
33 Business Partners

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Business Partnerships



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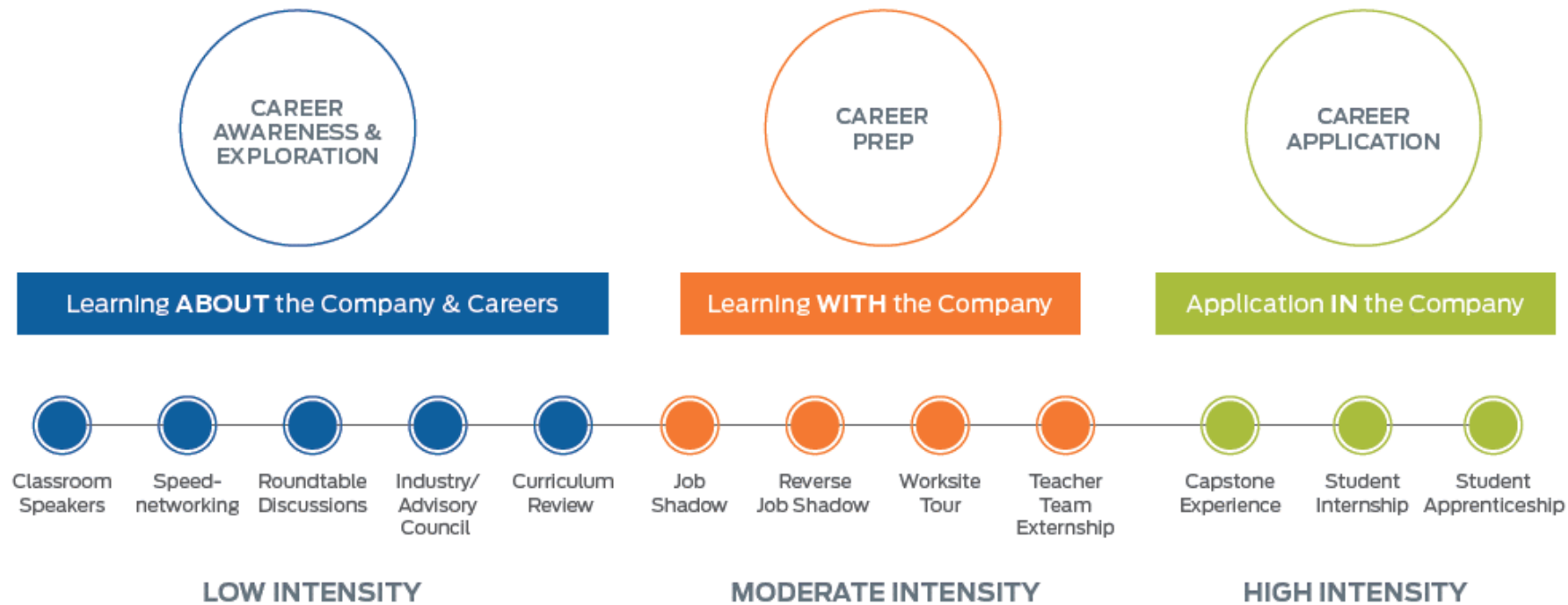


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The Work-Based Learning Continuum



What does strengthening your involvement with schools look like in a continuum?



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What is an Academy Business Partner?



One Year Commitment

Works with the school for at least one year



Assigns Primary Contact

Identifies a primary partner contact who will be the first point of contact for the school's Academy Coach



Planning Sessions

Participates in planning sessions with the school to determine how best to work together; produce Action Plan



Advisory Council

Serves on the school's Academy Advisory Council



Work-Based Activities

Supports the goals of the Academy in at least two work-based activities



Reports Volunteer Hours

Reports the volunteer hours the organization spends on the partnership on MobileServe



GE Appliances & Doss High School

Lab & Equipment Support

Whole School Teacher Externship with
project based learning focus

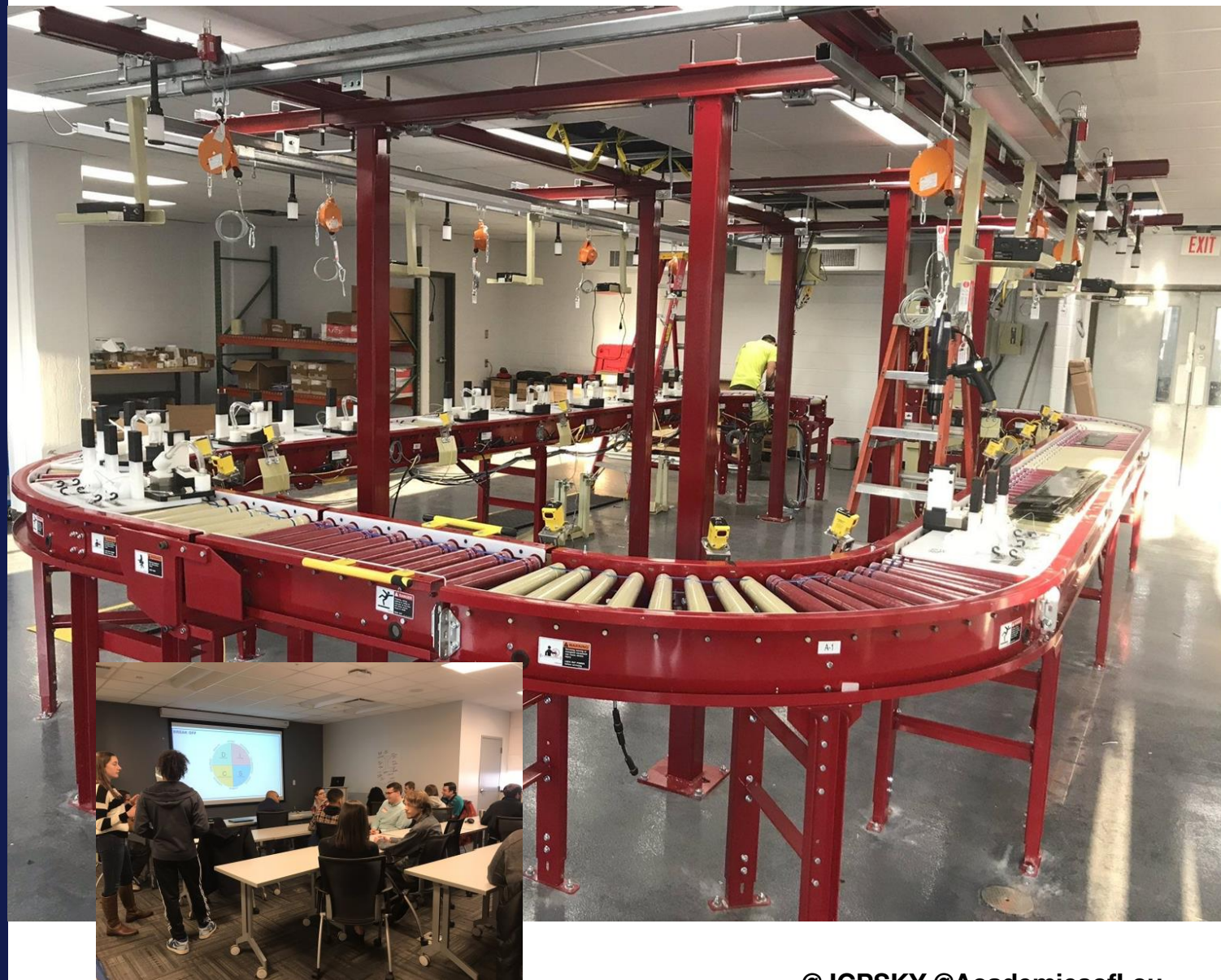
Worksite Tours & Job Shadowing

Mentoring Program

GE Appliance Employees / Volunteers will be
delivering JA Personal Success Soft Skills
Curriculum to all 11th students.



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Moving at the Speed of Business

January 2020: **135+**

Business Partners supporting 15
JCPS High Schools!

January 2018: **13**
Signed Business Partners



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GE APPLIANCES
a Haier company

Humana



Lantech



**NORTON
HEALTHCARE**

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Governance

Key Systems

Driving

Transformation

Supported by:

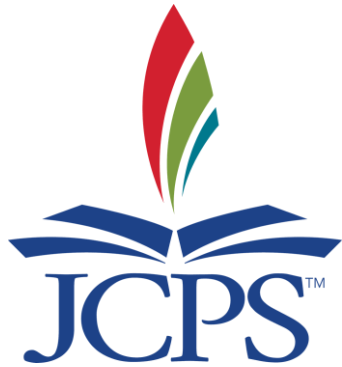


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Key Systems Driving Transformation

Jefferson County Public Schools



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Develops, implements, and monitors all aspects of the Academies, including:

School-Level Implementation of Academy Model

Provides direction and support for all aspects of school-level implementation of the Academy Model including strategic direction, training, and oversight.

School-Level Advisory Boards

Supports an advisory board for each Academy and pathway in the District comprised of the Academy's partners, teachers, parents and students and other stakeholders

Business Partner Staffing and Management

Recruits and onboards business partners and connects them to the schools, assists in partner development for all academies and monitors and celebrates partner outcomes; provides one point of contact (the Academy coach) at each school to engage with business partners

Data Management and Evaluation

Identifies strengths and gaps within progress indicators at the school-level and for the Academies overall

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Key Systems Driving Transformation

KentuckianaWorks



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Designated as the convening body and provides staff leadership and support for:

Guiding Team and Executive Committee

Primary advocates; mobilizes the community and cultivates deep, community-wide ownership; Provides strategic advice and oversight; sets goals for community engagement.

Industry Collaboratives

Convenes industry-specific councils that advise career pathways and industry certifications; shares industry trends and workforce needs; and serves as a conduit for new Academy partners

Labor Market Data Analysis

Recommends pathways based on high-wage, high-demand career opportunities in the region and projected workforce trends

Business Partner Engagement and Onboarding

Recruits business partners and connects them to the schools, assists in partner development and celebrates partner outcomes

SummerWorks

Connects junior and senior students to summer internship opportunities

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Key Systems Driving Transformation

Greater Louisville Inc.



Provides leadership in all areas of the Academies and staff support for:

Business Partner Engagement and Onboarding

Recruits business partners and connects them to the schools, assists in partner development for all academies and monitors and celebrates partner outcomes

Year-End Academy Celebration

Manages and sponsors the end-of-year Academies of Louisville celebration

Business Partner Recruitment for SummerWorks

Identifies and recruits business partners who offer summer internships



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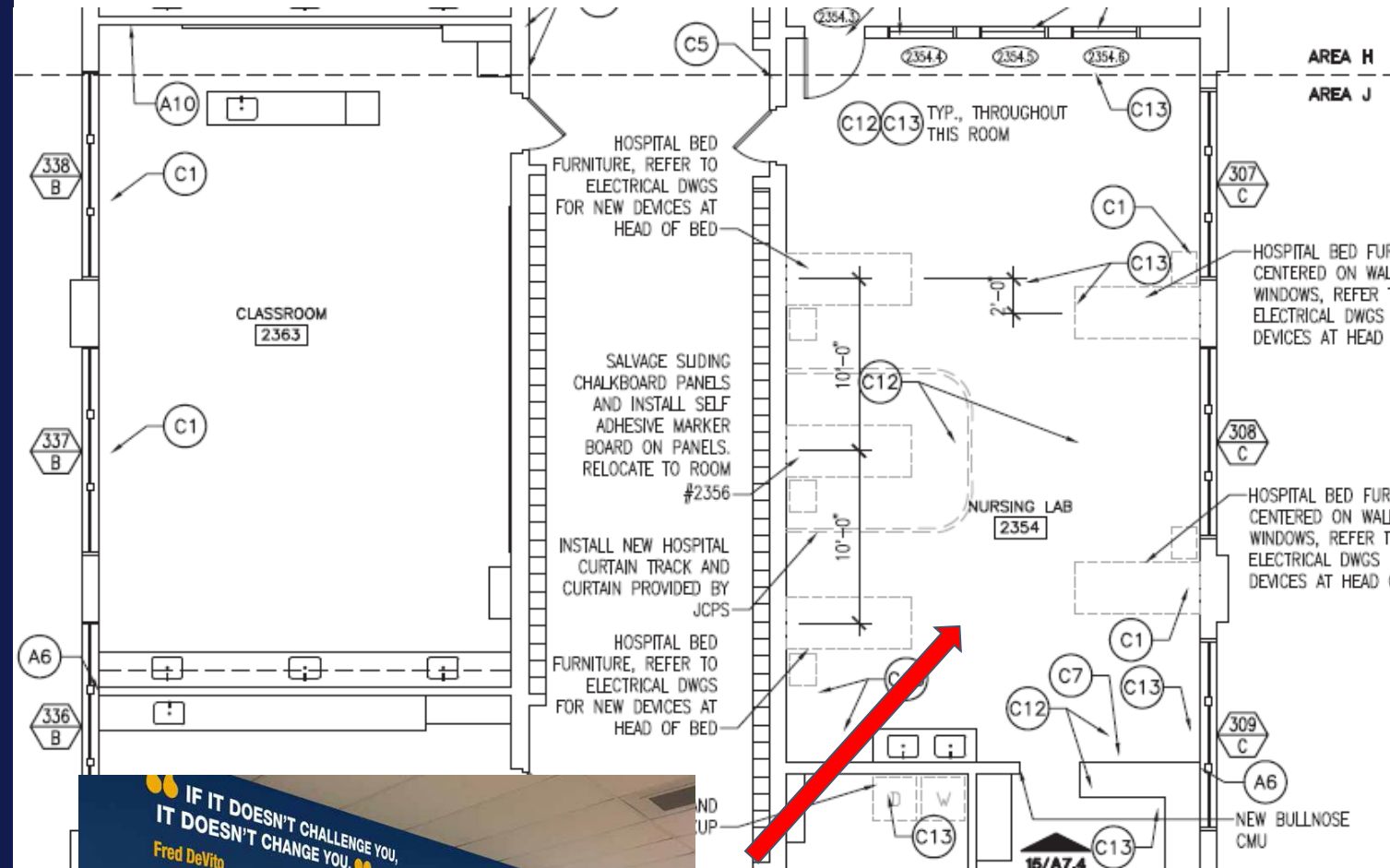
Academy @ Shawnee

*Whole School Redesign
2020 start!*

*State of the art Nursing Suite and adding back
aircraft maintenance!*



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District 2 Chris Kolb

Seneca High School

Agri-Science & Leadership Academy

Animal Science Systems, Environmental
Science/Natural Resources Systems, and
Horticulture & Plant Science Systems Pathways

Greenhouse and Lab Substantial Renovations

Student Enrollment = 197



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District 3 James Craig

Ballard High School

STEM Academy

Aerospace Engineering Pathway

Student Enrollment = 147



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District 4 Joe Marshall

Valley High School

Business and Industrial Academy

Environmental Control System Tech Pathway
(Heating & Air)

Student Enrollment = 50



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District 5 Linda Duncan

Fairdale High School

Public Services Academy

Diesel Engine Technician Pathway

New pathway for 2019-20

Substantial Renovations

Student Enrollment = 104



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District 6 Corrie Shull

Marion C. Moore

STEM Academy

Cinematography & Video Production Pathway

New Pathway for 2019-20

Renovations Pending

Student Enrollment = 43



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District 7 Chris Brady

Fern Creek High School

Engineering & Computer Science Academy

Fire Science/Fire Fighting Pathway

New pathway for 2019-20

Purchased New Equipment

Adding Virtual Reality Simulator

Student Enrollment = 46



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Outcomes



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What's in it for the students?

The graduating class of 2020-2021 will have over 4,000 graduates leaving high school with:

- **Industry, college, & job shadow experiences**
- **Work based learning opportunities: internships through SummerWorks, apprenticeships, experienced based work, and co-ops.**
- **Opportunity to earn college credits and industry credentials**
- **Networking opportunities with local industry professionals**
- **Backpack of Success Skills and a postsecondary transition plan**



Apprenticeship 502

Apprenticeships

January 2020 **25**
Youth Apprentices ↑

May 2018 **6**
Youth Apprentices

208 Co-op in Pathway
110 Internships
249 UPS School to Work
613 Experience Based work
25 Apprenticeships

1205 Gaining Real World Work Experience



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Academies & Racial Equity



Data Analysis of pathway enrollment by race, gender, and special populations and aligning future skill demand for high wage/ high skilled pathways.



Counselor training and principal equity plans to promote diversity in pathways



Minority Recruiting
AOL and DEP office working together to identify and recruit minority owned business partners and minority associates within existing partners to speak, mentor, and support students.



Diversity Hiring Practices

Striving to recruit minority teachers, administrators, and district leadership.



Targeted Programs for Minority Students

Week long Girls of Color IT Conference to educate and promote IT pathway selection.



Perkins Spending Plans

District needs assessment to inform Perkins spending to be more deliberate to reduce achievement gaps.



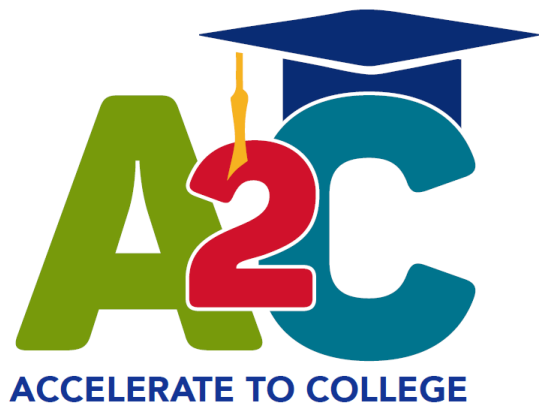
The Results After Two Years

of implementing the Academy model

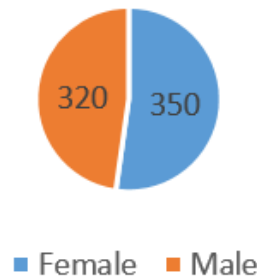


Enrollment by the Numbers Juniors College Prep Class

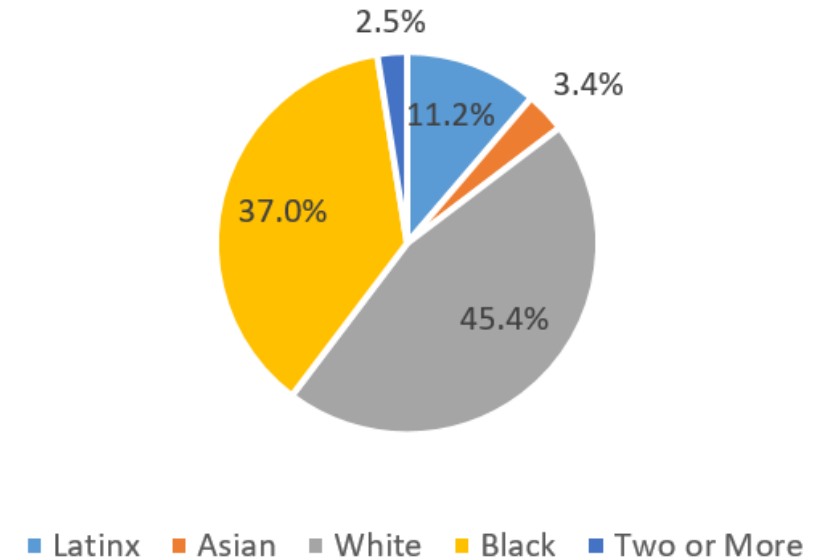
"increase eligibility and access"



A2C Participation Gender



A2C Participation by Race



Academies of Louisville - 670 students in English & Math JCTC Prep classes

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	Waggener High (56)		Western High (63)	Southern High (80)		Jeffersontown High(21)

Thank You!

Find us on social media!

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