College, Career, Life Ready Update Ursa Major Update

ASD School Board Work Session

May 23, 2023

Anchorage School District
Educating All Students for Success in Life

Making a Shift
College, Career, Life Ready Update

The Ford NGL Framework

A Community-Connected Transformation Model for Students

Transforming Teaching & Learning

Transforming the Culture, Systems, & Structures of Schools

Transforming Partnerships Between the Schools & Community

Career-Focused Academics

Work-based learning

Learning & work pathways

Credit opportunities

Student voice & leadership

Teacher teams

Professional development

Family engagement

Systems & structures to support workplace learning

Supportive policies & practices

Data systems

Governance Systems & Structures

Community learning resources

Align workforce demand & district programs

Shared ownership & accountability

Communications & marketing

OUR PRINCIPLES. EQUITY. STUDENT VOICE. COMMUNITY CONNECTED APPROACH. PASSION. INNOVATION.

THE FORD NGL ROADMAP

PHASE 5: GO FURTHER

1. Deepen the implementation of the systems, structures, processes, and competencies to support and sustain continuous improvement including an intentional focus on distributed leadership and succession planning.

2. Create and share innovations that will support the entire Ford NGL Network.

PHASE 3: PLAN

1. Achieve community-wide consensus on and ownership of a vision for transformation and learn what it will take to implement the vision.

2. Create a community-wide three year master plan for achieving the vision that is aligned with the school district's plans.

3. Agree on a set of priorities for the first year of implementation.

4. Strengthen the systems, structures, processes, and competencies needed to implement the plan and guide continuous improvement.

PHASE 4: IMPLEMENT

1. Strengthen community-wide capacity to implement and continuously improve the educational system.

2. Implement the systems, structures, processes, and competencies to support and sustain continuous improvement with all key individuals and groups engaged.

3. Inspire, share, and contribute to the Ford NGL Network.

PHASE 2: ENVISION

1. Deepen community-wide understanding of the benefits and features of transforming the secondary school experience using a community-driven approach.

2. Understand and develop the systems, structures, processes, and leadership needed to implement the plan and guide continuous improvement.

3. Deepen community-wide commitment to embrace the Ford NGL model for transformation.

PHASE 1: EXPLORE

1. Understand the benefits and features of transforming the secondary school experience using the Ford NGL community-driven approach.

2. Readiness and commitment to embrace the Ford NGL transformation.

Business and Community Engagement Opportunities

PHASE 2: ENVISION

- Designate the Convening Organization and determine roles

- Strategic partners to determine governance structure

- Research the workforce and industry trends and compile to determine targeted industries (regional/local)

- Actively participate in "The Why" and "Portrait of a Graduate" Sessions

- Develop communication partners (marketing, design, communication strategy)

- Act as Academy business ambassadors (attend rotaries, provide updates on progress, needs, etc.)

Business and Community Engagement Opportunities

PHASE 3: PLAN

- Convene Steering Committee meetings and community Master Planning

- Strategic thought partners and partner in shared accountability

- Attend Master Plan meetings; ensure representation from all targeted industries

- Co-chair and/actively engage in tactical teamwork and plan writing

- Review curriculum standards and align to workforce relevancy

- Assess classrooms and lab spaces; make recommendations based on industry standards and desired learning outcomes

- Participate on the Ford NGL Designation Planning Team

Community-Connected Approach Stakeholder Diversity

School District Leadership (Supt, Cabinet/Directors, CTE Director)

Business partners/employers

Workforce Board / Workforce Development

School Board Members

Postsecondary Institution Leaders

Education Foundation

School Building Leaders (Principals, APs, Deans)

Faith-based Organizations (sometimes)

Elected Officials

Teachers, Counselors, CTE Coordinators, Staff Members

Foundations & Philanthropy (sometimes)

District Employee Unions
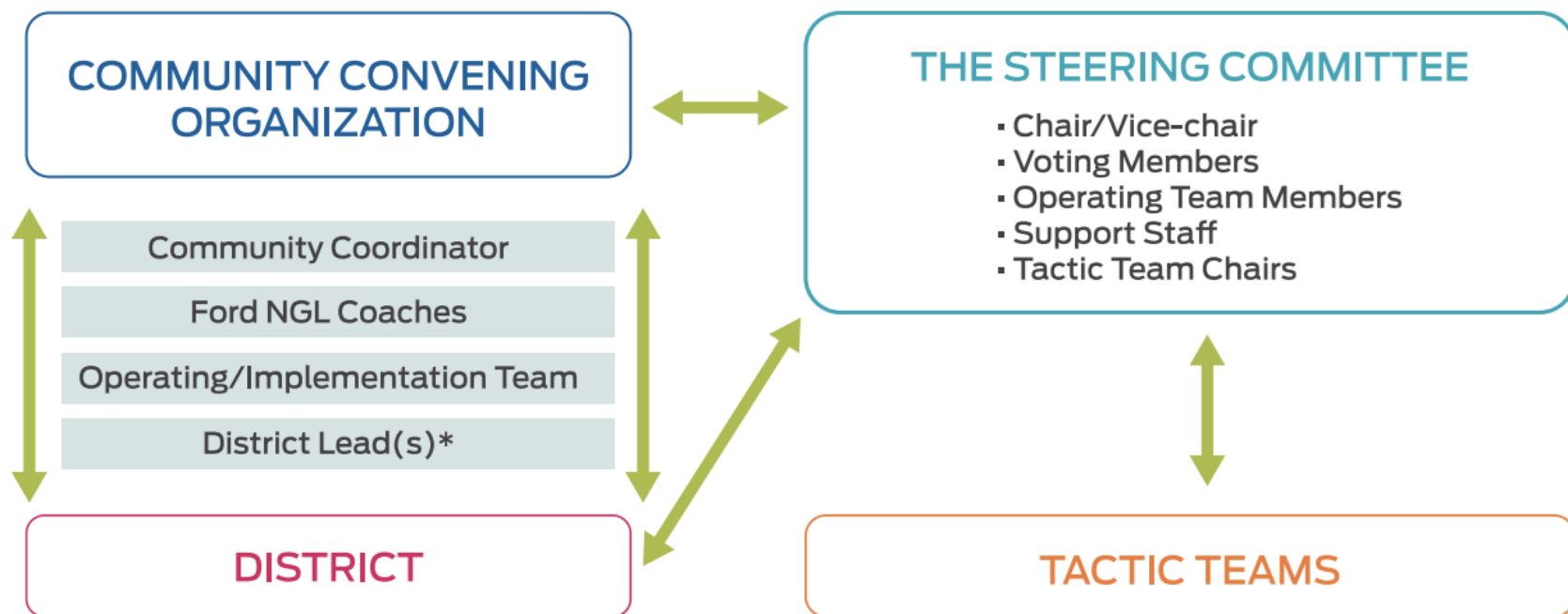
Students

Chamber of Commerce

Communications Role

Parents

Economic Development Council

Role leading/overseeing equity work

Governance Structure & Roles

COMMUNITY CONVENING ORGANIZATION ↔ **THE STEERING COMMITTEE**
- Chair/Vice-chair
- Voting Members
- Operating Team Members
- Support Staff
- Tactic Team Chairs

Community Coordinator

Ford NGL Coaches

Operating/Implementation Team

District Lead(s)*

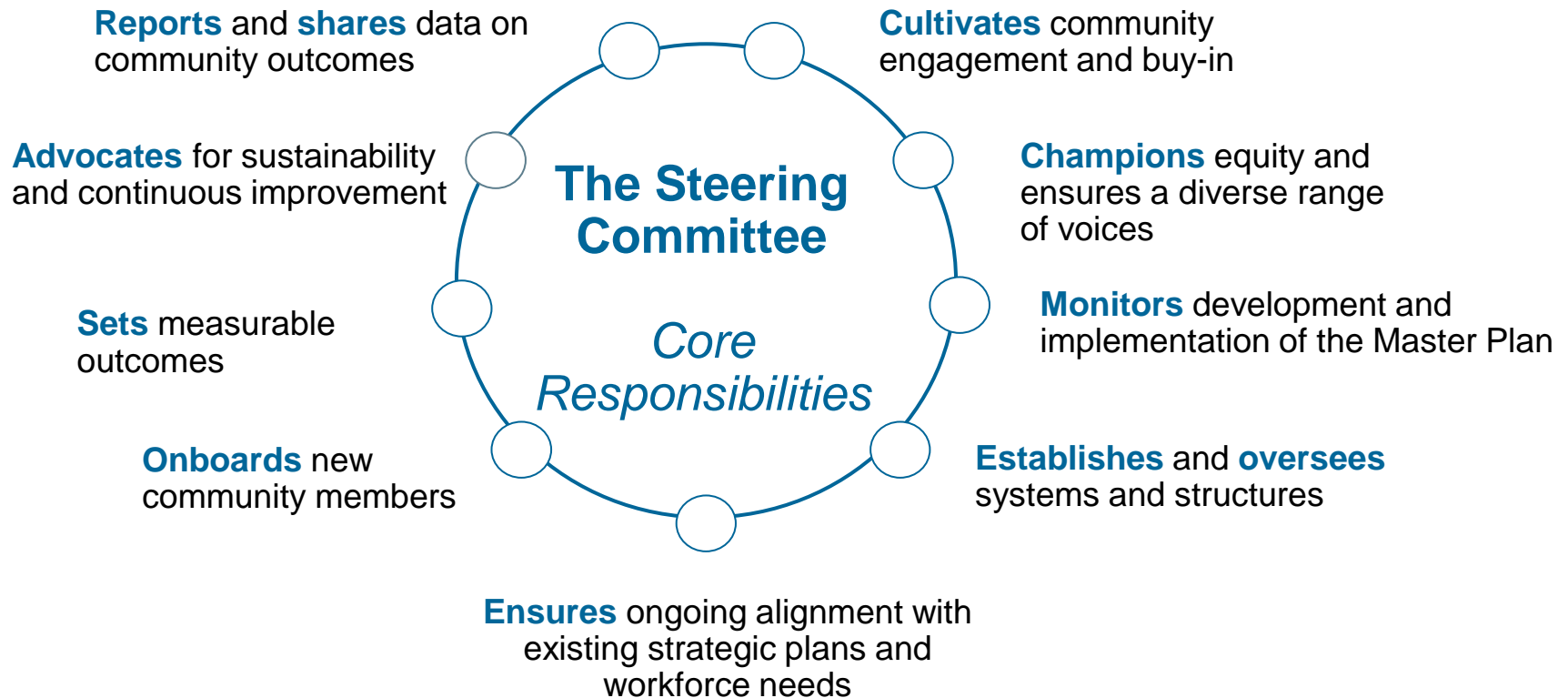**DISTRICT**

TACTIC TEAMS

*One District Lead per participating district

↕ Communication Channel

The Steering Committee

- Primary advocate for the transformation initiative

- Mobilizes the community behind the transformation

Reports and **shares** data on community outcomes

Cultivates community engagement and buy-in

Advocates for sustainability and continuous improvement

Champions equity and ensures a diverse range of voices

The Steering Committee

Core Responsibilities

Sets measurable outcomes

Monitors development and implementation of the Master Plan

Onboards new community members

Establishes and **oversees** systems and structures

Ensures ongoing alignment with existing strategic plans and workforce needs

Steering Committee Members
Chair, Vice Chair, Support Staff, Members (selected from the following groups)

Community Convening Organization *Staff*	**School District Leaders** *Superintendent Chief Academic Officer Director of Transformation*	**Employer Partners** *Champions from Targeted Industries*	**Students and Alumni**
Workforce Development *Director and/or Staff*	**Secondary Educators** *Curriculum Director CTE Executive Director High School Principal(s) Teacher(s)*	**Community Organizations**	**School Board Member(s)**
Post-secondary *Provost or other High-level Administrator*	**Parents**	**Chamber of Commerce**	**Teachers Union** *Representative(s)*
Government Partners *County and/or City*			

Community Convening Organization

Purpose

- Supports the overall structure for the transformation process
- Advocates for the shared community vision, shared accountability, and equity
- Provides viable and visible leadership, guidance, and oversight throughout the phases of the Ford NGL Roadmap

Core Responsibilities

- **Serves** as a neutral convener in the community
- **Supports** inter-agency collaboration
- **Assists** with business and community development
- **Advises and helps** secure resources for the Ford NGL transformation
- **Advocates** and deepens community engagement

District

Purpose

- Supports schools as the primary community sites for deep transformation
- Advocates for the shared community vision, shared accountability, and equity
- Provides viable and visible leadership, guidance, and oversight throughout the phases of the Ford NGL Roadmap

Core Responsibilities

- **Advocates** for students, educators, and parents
- **Ensures** training and professional development for staff
- **Ensures** equitable representation of voices throughout the transformation process
- **Opens** doors to business and community partnerships
- **Helps** secure resources for the Ford NGL transformation

CCL Team

Purpose

- Supports, champions, and carries out the day-to-day work of the transformation process

Core Responsibilities

- **Works** closely with the Ford NGL Coaches, Community Coordinator, and District Lead(s)

- **Addresses** action items identified throughout the process

- **Supports** the convening organization, district, and tactical teams

- **Supports** logistics for community events

- **Identifies** challenges and proactively addresses them

STRONG HABITS OF MIND
▶ persistence
▶ grit
▶ flexibility
▶ strategic thinker
▶ self-confident
▶ self-directed
▶ creative

SOCIAL SKILLS
▶ collaborative
▶ builds relationships
▶ communicates effectively
▶ leads others
▶ accepts feedback

REAL WORLD SKILLS
▶ academic experience
▶ work experience
▶ transferable skills and competencies

CONTRIBUTE TO SOCIETY
▶ culturally competent
▶ contributes to the community, both global and local
▶ member of a social network

A PLAN FOR THE FUTURE
▶ identifies challenges
▶ successfully designs and implements a plan

READY FOR COLLEGE. CAREER. LIFE.

College & Career Academies
AKRON PUBLIC SCHOOLS

PORTRAIT of a GRADUATE

✓ October 12, 2023
✓ **Community Convening**
✓ Purpose: Beginnings of Career Academy Discussion

How will we achieve the CCL transformation?
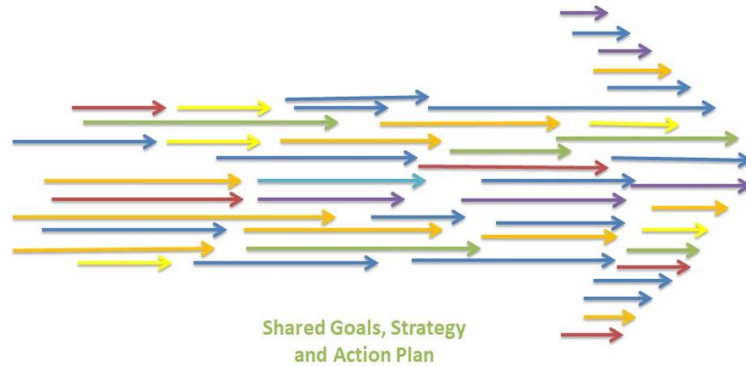
Pockets of Excellence	Impact With Alignment	Collective Impact

Shared Goals, Strategy |

Collective Impact

Shared Goals, Strategy
and Action Plan

Academies

WHAT IS AN ACADEMY?

SMALL PERSONALIZED ENVIRONMENT

PARTNER WITH BUSINESSES

APPLIED LEARNING OPPORTUNITIES

RIGOROUS

COLLEGE & CAREER

21st CENTURY SKILLS

- CULTURE OF TEAMWORK
- CRITICAL THINKING
- COMMUNICATIONS
- COLLABORATION
- CREATIVITY

ACADEMY TEAM STRUCTURE

CTE

SCIENCE

SOCIAL STUDIES

LANGUAGE ARTS

MATH

✓ Teachers have common planning

✓ Students are cohort scheduled

✓ Scheduling is intentional

✓ Business and civic engagement

ACADEMIES AND PATHWAYS

BUCHTEL

Freshman Academy

Huntington Academy of Global Industry and Design

Aesthetics & Cosmetology

Commercial & Residential Construction & Masonry

Entrepreneurship, Business & Marketing

Summa Health Academy of Leadership and Innovation

Computer Programming & Software Development

Culinary Careers

Education Professions & Leadership

Sports Medicine & Health Care Professions

EAST

Freshman Academy

Bridgestone Academy of Applied Engineering and Technology

Automotive Technology

Electrical Engineering

IT Interactive Media

Welding Technology

KeyBank Academy of Business and Health Services

Business & Entrepreneurship

Business Hospitality Management

Finance

Healthcare

ELLET

Freshman Academy

Goodyear Academy of Applied Engineering

Automotive Technology

Construction

PLTW Engineering

City of Akron Academy of Community Health and Safety

Animal Studies

Criminal Justice

Fire Safety

Cuyahoga Valley National Park Academy of Global Marketing and Media

Hospitality & Tourism

IT Interactive Media

Marketing

Sister University
The University of Akron

FIRESTONE

Freshman Academy

Kent State University Academy of Advanced Technology and Engineering

Digital Science

Mechatronics

PLTW Aerospace

Kent State University Academy of Design

Entrepreneurship

PLTW Architecture

Product & Fashion Design

Visual Art & Design

Kent State University Academy of Performing Arts

Dance

Instrumental Music

Theatre

Vocal Music

GARFIELD

Freshman Academy

FirstEnergy Academy of Emerging Technology and Design

Advanced Manufacturing

Business Management

Energy & Environmental Protection

Engineering Technology

Information Technology

ACME Fresh Market Academy of Innovation and Industry

Construction & Building Technology

Culinary Arts

Nursing & Patient Care

Sister College
Stark State College

NORTH

Freshman Academy

Akron Children's Hospital Academy of Health and Human Services

Allied Health

Early Childhood Education

Healthcare Operations

PLTW Biomedical Science

Academy of Global Technology and Business

Entrepreneurship & Marketing

Heating, Ventilation & Air Conditioning Technology (HVAC/R)

IT Support & Services

Programming & Software Development

Sister University
University of Mount Union

NIHF STEM

Freshman Academy

Goodyear Academy of Advanced Technology and Design

Biotechnology

Cybersecurity & Network Defense

PLTW Environmental Engineering

Sister University
The University of Akron

AKRON EARLY COLLEGE

Freshman Academy

Associate Degree in Arts

Associate Degree in Science

Sister University
The University of Akron

AAA

Charting a Path Forward
Plan for Implementation

April 2022
Phase 1 assessment including interviews with districts, schools, & community stakeholders

Oct 2022-March 2023
Examining governing structures, roles, responsibilities, and engagement timeline CCL Leadership Team identified.

Spring 2024
Professional development for Freshman Academy, teacher teaming, and onboard partners.

August 2024
Freshman Academy begins: teacher teaming; Academy Coach coordinating business engagement.

March 2023
Visit Metro Nashville's Career Academy Study Visit and Leadership Track. Planning for Freshman Academies to open Fall 2024-25

DRAFT

Dec 2023-Jan 2024
Academies: Review master plan/tactical implementation plans. Freshman Academy finalized plans. Pathways/academies proposed.

Fall 2025 - 2026
Academy implementation begins, Academies in 10-12 grade: (One grade level per year)

May 2023
Onboarding key stakeholders and internal soft launch

October 2023
Identify stakeholders to Master Plan. Portrait of Grad Phase 2 completed.

Nov 2023
(Tentative dates) Phase 3 begins. Community FNGL master planning and Freshman Academy planning. Steering Committee begins convening.

Sustaining
Annual retreat held to track performance data and make recommendations for continuous improvement.

College, Career, Life Ready

Beginning with the Freshman Class in September 2020, the percentage of high school students graduating Life Ready as well as College and/or Career Ready will increase from a baseline of TBA% in Spring 2022 to 90% in Spring 2026.