

# Breaking Barriers:

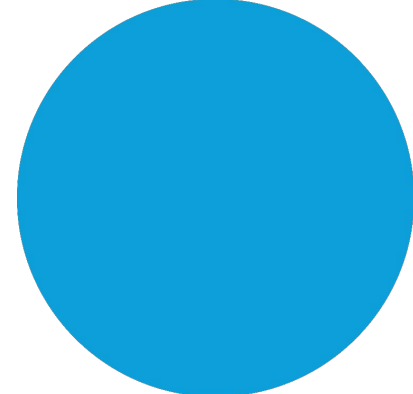
## Communicating College & Career Pathways to Students and Families

### Presented by:

Leslie Bradley & Dr. Joshua Stafford, Vienna HSD 133

Jill Hlavacek, Naperville CUSD 203

Joseph Sieczkowski, District 300



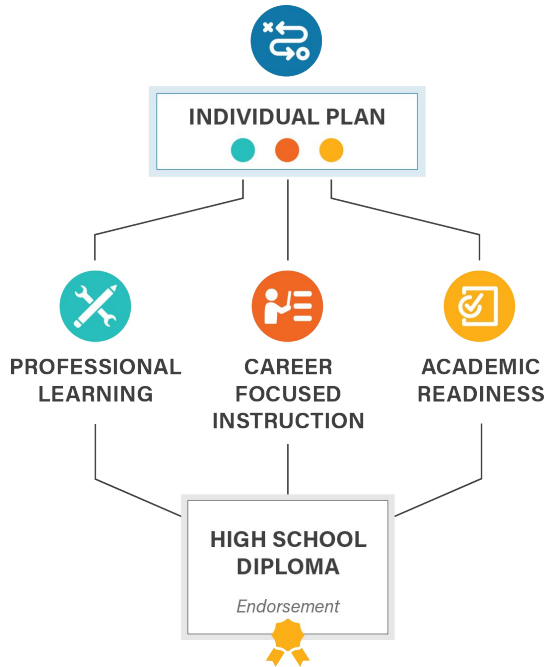
# Welcome & Introductions

# Agenda

- Grounding in the College and Career Pathway Endorsements (CCPE) framework
- District presentations on pathways/CCPE communications
- Panel discussion with audience Q&A



# College and Career Pathway Endorsements Framework



## INDIVIDUAL PLAN

Each student completing an endorsement must have an individualized plan, which includes college planning linked to early understanding of career goals, financial aid, resume, and personal statement.

## PROFESSIONAL LEARNING

Awareness, exploration, and preparation activities that provide opportunities for students to interact with adults in their workplace and gain essential employability and technical competencies.

9th	10th	11th	12th
At least 2 career exploration activities or 1 intensive experience		60 cumulative hours of paid or for credit, supervised career development experience(s) with a professional skills assessment r	
At least 2 team-based challenges with adult mentoring			

## CAREER-FOCUSED INSTRUCTIONAL SEQUENCE

2 years of secondary coursework or equivalent that include essential employability and technical competencies, at least 6 hours of early college credit, and articulation to a postsecondary credential with labor market value.

9th	10th	11th	12th
Orientation / Introduction Courses			
Skill Development Courses			
		Capstone / Advanced Courses	

## ACADEMIC READINESS

Ready for non-remedial coursework in reading and math by high school graduation through criteria defined by the school district and local community college.

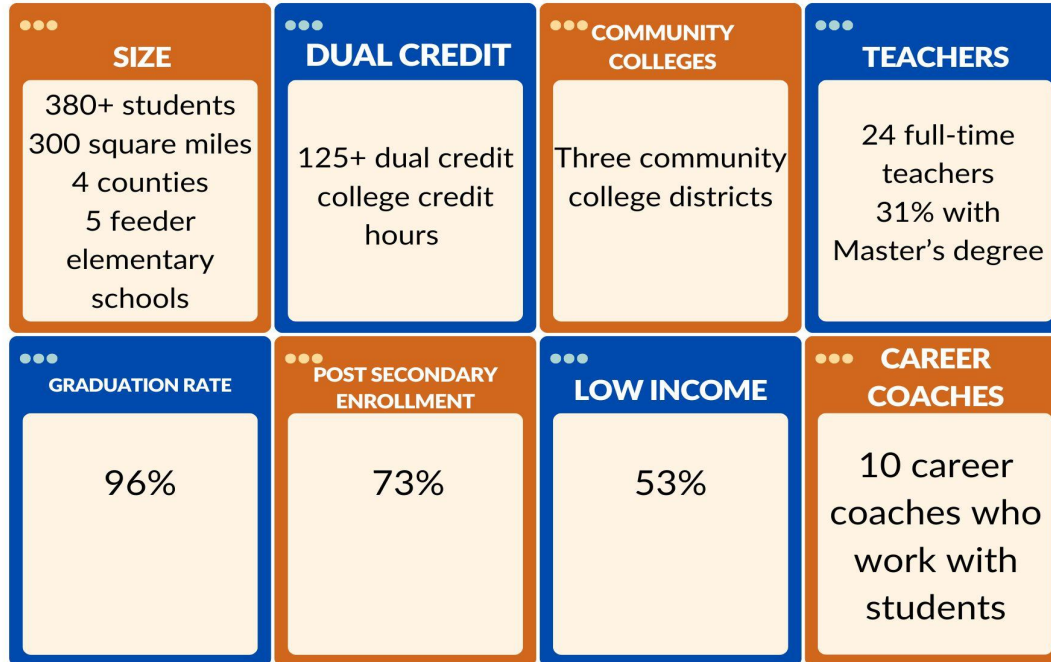
*FIRST...*

**Why are College & Career  
Pathway Endorsements  
important for your  
students & district?**



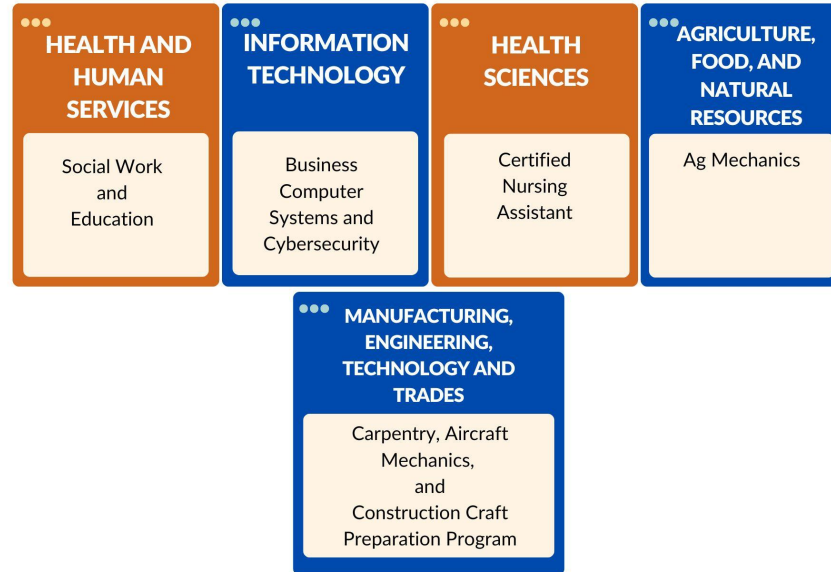


# District Overview



# District Pathways Program

12+ Career Pathway Programs, 9 CCPE programs





# Pathways/CCPE Communications Highlights

Career Connected, Life Ready

<https://youtu.be/36m64INZTZY>

Student Career Services

<https://www.viennahighschool.com/page/student-career-services>

Schoolinks

[https://drive.google.com/file/d/1PuRZJVVGxcSJanbMkv0LQJ2oisWbvVHT/view?usp=drive\\_link](https://drive.google.com/file/d/1PuRZJVVGxcSJanbMkv0LQJ2oisWbvVHT/view?usp=drive_link)



# *Naperville* 2023

Community Unit School District

# Who are We?

## Our Schools



23 LOCATIONS

Early Childhood:	1
Elementary:	14
Junior High:	5
High School:	2
Connections:	1

## Post-Secondary Education

86%

86% of graduates pursue post-secondary education after high school

## 8th Largest District in Illinois

32 square miles  
Naperville, Bolingbrook, Lisle, Woodridge

## Our Students

16,073  
Students

17% Low-Income Students  
11% Students with Disabilities  
8% English Learner Students



## Student Racial/Ethnic Diversity



60% White  
18% Asian  
12% Hispanic  
6% Two or more races  
5% Black

## 2,896 Total Staff



1,604 Full-time Certified Staff  
84% Master's Degree or Higher

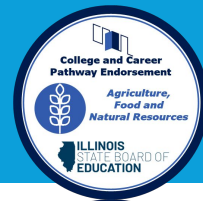


# College, Career, & Life Ready in Naperville 203



- **97%** of students completed a **career interest inventory**
- **90%** of 10th graders **selected a career goal** and **2,300** high school students **identified career pathway** to pursue
- **25%** earned an **industry credential**
- **5%** of seniors held **consistent employment** for a year & **5%** held **consecutive summer employment**
- **57%** of our seniors participated in **two+ co-curricular activities** during high school
- **94%** of seniors have set up **at least one college application**
- **1,150** students completed a dual credit course last year
- **#1** post-secondary institute where graduates attend is **College of DuPage**

# Naperville 203 Endorsements



**“Imagine** graduating high school with **college credits, real-world experience, and a clear path forward.**”

*- Patrick Methvin Director of Pathways and Postsecondary Success Strategies at Bill & Melinda Gates Foundation*

<b>AFNR</b>	Plant Science 🎓 Animal Science
<b>FBS</b>	Entrepreneurship 🎓 Marketing 🎓 Finance/Accounting
<b>HPS</b>	Education & Training 🎓 Cosmetology
<b>IT</b>	Network Systems Information Support & Services 🎓 Programming & Software Development
<b>HST</b>	Health Sciences 🎓 Nursing Assistant 🎓 Emergency Medical Technician

# Naperville Communication Highlights

**Paradigm  
Shift & Why  
Building**

**Internal  
Strategies  
& Groups**

**External  
Approach &  
Processes**

# Transforming How We Communicate...

## Paradigm Shift & Why Building

*Systems to understand the WHY, with the goal of enhancing engagement and support*

Comprehensive Counseling Curriculum

Individual Learning Plan (ILP)





Pathway Development

Workplace Learning Experiences

College Credit Opportunities

College • Career • Life Ready  
**Naperville 203**  
Community Unit School District

Naperville 203 graduates are prepared to navigate and compete in the ever changing global economy. Students gain a competitive advantage by having well developed postsecondary plans and a diverse set of skills to help prepare for academic and career success. Students understand postsecondary options and the importance of continued education. Students graduate prepared for postsecondary endeavors by engaging in academic readiness coursework, college & career preparation activities, experiential learning, and social emotional wellness and life-ready skills.

-  **Academic Readiness:** Students demonstrate competency in core academics and are eligible to transition into postsecondary credit bearing coursework with proficiency in academic reporting indicators.
-  **College and Career Readiness:** Students engage in diversified coursework and authentic learning opportunities to develop knowledge and skills necessary for postsecondary and career success.
-  **Workplace Readiness:** Students develop college, career, and life skills; learning beyond the classroom in settings that require independence, mentorship, and career exploration. Students develop college, career, and employability skills through workplace experiences.
-  **Wellness & Life Readiness:** Students have opportunities to develop resilience through activities, leadership, and collaboration throughout their educational experiences; building social emotional competence and understanding of wellness for life.



### STRATEGIC FOCUS 1

**Design and implement effective practices** that enhance academic, social-emotional, and college, career, and post-secondary readiness for all students



#### Commitments:

1. Design and embed college and career skill building across all disciplines to enhance academic, SEL, and workplace readiness for all students.
2. Conduct an analysis and update the junior high school exploratory programs and experiences to ensure relevance, rigor, and alignment to current student interests and industry trends.
3. Conduct an analysis of innovative school day models that support effective MTSS and flexible use of time and space that responds to the student of the future.
4. Conduct an analysis of student services support systems to ensure students' exceptional needs are met through an efficient and effective resource model.
5. Conduct an analysis of early childhood experiences, facilities, resources, staffing, and outcomes to make recommendations for future programming.
6. Conduct an analysis of the current alternative education programs and consider recommendations for effective in-district programming.
7. Design and implement relevant, high quality learning models that foster personalized environments to meet diverse students' interests and needs through blended and online learning structures.
8. Conduct an analysis of the current gifted/advanced programming in the district and consider recommendations for future practice.

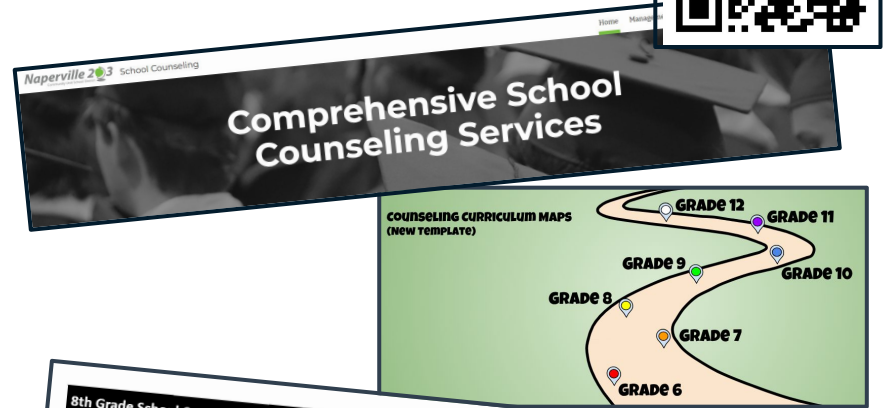
**Design and implement effective practices that enhance academic, social-emotional, and college, career, and post-secondary readiness for all students**

# Transforming How We Communicate...

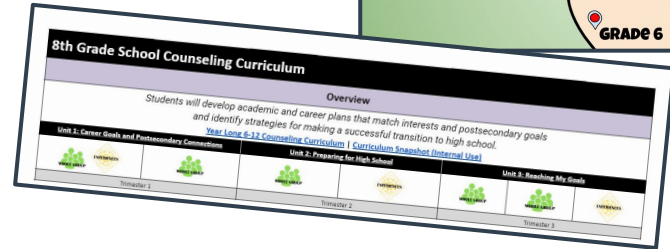
## Internal Strategies & Groups



Career Pathways



High School Leadership...Systems in Place	
<b>Building Leadership &amp; Communication</b>	<ul style="list-style-type: none"> <li>→ Develop processes to support creation &amp; launch of pathways (data, reporting, marketing)</li> <li>→ Provide programs of study &amp; diploma endorsements for career pathways in all 7 state defined areas</li> </ul>
<b>Counseling</b>	<ul style="list-style-type: none"> <li>→ Collaborate to support, understand, promote, manage completion of endorsements, fostering college, career &amp; life readiness</li> <li>→ Ensure ALL students will graduate with a post-secondary plan &amp; an understanding of the return-on-investment</li> </ul>
<b>Curriculum &amp; Programming</b>	<ul style="list-style-type: none"> <li>→ Develop robust &amp; relevant career pathways that prepare students for: career &amp; college focus, foster development of life skills, create links between school &amp; work, are meaningful &amp; progressive, offer up-to-date &amp; modern curriculum</li> </ul>
<b>Work-Based Learning</b>	<ul style="list-style-type: none"> <li>→ Make available work-based learning opportunities for ALL students who want to participate with systemization of processes to support &amp; invite (Students completing pathway endorsements will record 60 hours of WBL during their high school tenure)</li> </ul>
<b>Early College Credit &amp; Credentials</b>	<ul style="list-style-type: none"> <li>→ Add additional dual credit courses to menu of offerings with "certified" dual credit staff</li> <li>→ Increase opportunities for students to earn industry credentials</li> </ul>
<b>Logistics &amp; Documentation</b>	<ul style="list-style-type: none"> <li>→ Technology, systems, and resources are aligned to support preparation of ALL students for college AND career</li> </ul>



Naperville 203 Comprehensive Counseling Site



# Transforming How We Communicate...

## External Approach & Processes



- ✓ Systematic Communication Approach
- ✓ Stakeholder Awareness & Recruitment
- ✓ Promotional Materials
- ✓ Student Voice



*Alumni Network  
Nick, 2007 Graduate  
IT Entrepreneur*



**6th Grade Student Goal:** Students will be exposed to various postsecondary opportunities to connect personal interest, talents, and employability skills.

**Essential Standards:**

- ★ Develop and practice a self-management system to promote academic success
- ★ Investigate career and educational information resources to understand occupations and career clusters
- ★ Identify a variety of life transitions
- ★ Set a short-term goal, and with support, make a plan for achieving the short-term goal

**Curricular Units:**

- ☐ Being the Best Student I Can Be
- ☐ Exploring the Skills I Bring to a Team
- ☐ Investigating My Future

**10th Grade Student Goal:** Students will select a postsecondary pathway with 1-2 career goals, grounded in personal assessment of interests and strengths with understanding of career clusters and employment trends.

**Essential Standards:**

- ★ Evaluate progress and demonstrate perseverance towards achieving postsecondary goals
- ★ Select a career pathway within an area of interest
- ★ Compare and contrast postsecondary credentials and institutions in relationship to one's identified career pathway
- ★ Revise individualized learning plan as it relates to evolving and/or new interests, strengths, and areas of growth
- ★ Independently implement strategies to manage new and changing situations

**Curricular Units:**

- ☐ Reviewing Career Pathways and Selecting My Fit
- ☐ Course Planning for Rigor and Postsecondary Preparation
- ☐ Gathering Information and Comparing Postsecondary Options
- ☐ Evaluating Choices and My Postsecondary Plan



**Host a Micro-Internship**  
60 hours to transform a student's future and impact your organization.

**Connect Business with Talent**  
The Naperville District 203 Career Internship Program connects local businesses with motivated high-achieving students eager to gain new work experience. The partnership to support local businesses is a win-win for the business, the student, and the community.

**Discover the future of your business**

- **Connect with students and staff:** Identify your needs and goals for your business.
- **Strengthen Community Ties**  
Enhance your community presence by providing a development opportunity for your professionals.
- **Reduce the talent pool:** Work with high-achieving students who have completed advanced coursework and are ready to apply their knowledge to a practical situation.
- **Create a pipeline of well-prepared, motivated future employees.**



**Workforce Innovation Council**

LEARN MORE

SCAN ME

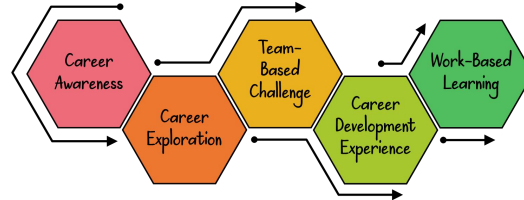
# Transforming How We Communicate...

## Share Stats, Data, Successes

Student Experience & Voice!



incubator@D203  
Naperville Community Unit School District

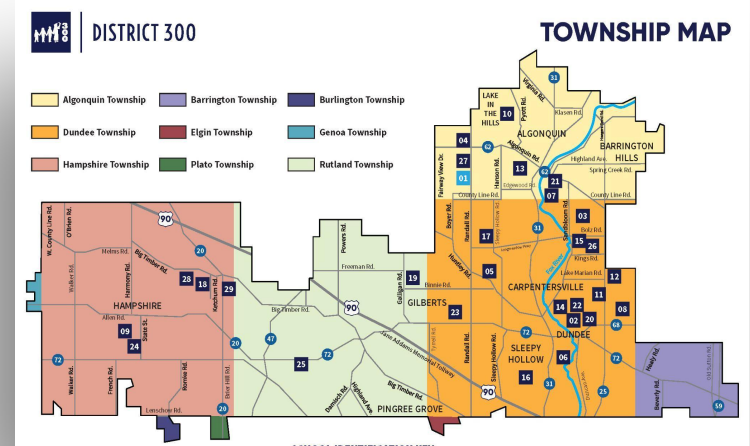


## Branding Matters & Video Helps!



# District Overview

- District 300 is the 6th Largest School District in Illinois
- 20,801 Students
- 2,601 Staff Members
- 28 Schools:
  - 1 - Early Education Center
  - 17 - Elementary Schools
    - 12 - Elementary School (K-5)
    - 5 - Elementary Schools (PreK - 5th grade)
  - 4 - Middle Schools (6th grade - 8th grade)
  - 1 - Community School (Preschool through 8th grade)
  - 3 - High Schools (9th grade through 12th grade)
  - 1 - Alternative Safe School (6th grade through 12th grade)
  - 1- Charter School



# District Pathways Program



# Pathways/CCPE Communications Highlights

- Communication Purposes
  - **Informational** - Details about the programs and how to earn them
  - **Support** - ensuring students are aware and have the support needed to complete the endorsement through tracking and monitoring
  - **Parent Support / Knowledge**- ensuring parents are aware so that can also support their students as well as advocate for them.
  - **Staff Knowledge** - Continuing to support all staff in their understanding of CCPEs so they can support and guide students in their postsecondary planning to the best of their ability. All staff own this. All MEANS ALL.
  - **Progress Monitoring** - Ensure our programs are growing and all stakeholders are aware including BOE, Administration, families, and the community partners.

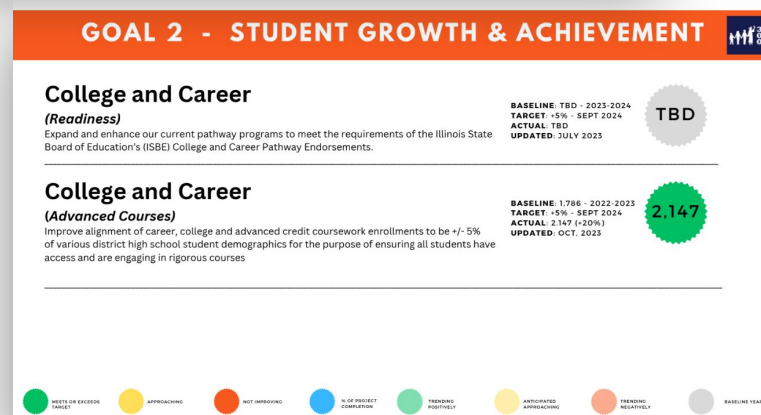


# Pathways/CCPE Communications Highlights



## Priority Tasks For The 2023-24 School Year

- **Priority Task 2A:** Increase students' proficiency / growth on their English Language Arts (ELA) state tests.
- **Priority Task 2B:** Increase students' proficiency / growth on their math state tests.
- **Priority Task 2C:** Increase the student attendance rate in Tier 3 supports.
- **Priority Task 2D:** Expand and enhance our current pathway programs to (ISBE) College and Career Pathway Endorsements and improve student participation in career, college and advanced credit coursework, for all student groups.




# Pathways/CCPE Communications Highlights

- Overview of Communication
  - Information provided to administrators as needed through our Weekly Principal Updates
  - Professional Development for administrators and staff (Admin Week, D300 Universities)
  - Information provided to staff as needed through Weekly Staff Updates
  - Students and Families
    - Presentations to classes and at freshman transition events which include:
      - Pathway and Career Fair, 8th Grade Transition Night, 8th Grade Transition Day
    - Superintendent and school newsletters/updates
    - Pathway Website
    - Recognition at Senior Awards Night and during the Graduation Ceremony
    - Recognition Dinner for students and families the week of graduation

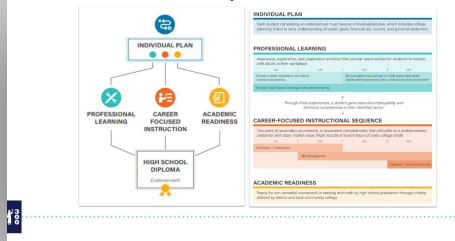


# Pathways/CCPE Communications Highlights

## What is a College and Career Pathway Endorsement? aka CCPEs



## What are the components of a CCPE?



### DISTRICT 300

## Entrepreneurship

Finance and Business Services



Grade 9	Grade 10	Grade 11	Grade 12
Intro to Business (BUS6812/BUS6813)			
INCubator (BUS6822/BUS6823)			
Optional after INCubator: <ul style="list-style-type: none"> <li>D300 Internship Program (BUS6866/BUS6870) (60+ hrs.)</li> <li>ACCElerator (BUS6832/BUS6833)</li> </ul>			
Optional Related Courses: <ul style="list-style-type: none"> <li>Computer Applications (BUS6805) (Microsoft Office Specialist certification)</li> </ul>			
CAREER FOCUSED COURSES	Optional Related Courses: <ul style="list-style-type: none"> <li>Business Law (BUS6819/BUS6820)</li> <li>Marketing (BUS6816)</li> <li>Sales and Advertising (BUS6817)</li> </ul>	Take additional: <ul style="list-style-type: none"> <li>Physics</li> <li>AP Bio</li> <li>AP Chem</li> <li>ECCB</li> </ul>	
Biology	Choose 2: <ul style="list-style-type: none"> <li>Chemistry</li> <li>Physical Science</li> </ul>		

### DISTRICT 300

## Emprendimiento

Servicios Financieros y Empresariales



Grado 9	Grado 10	Grado 11	Grado 12
Introducción a los negocios (BUS6812/BUS6813)			
INCubadora (BUS6822/BUS6823)			
Opcional después de INCubadora: <ul style="list-style-type: none"> <li>Programa de Pasantías del D300 (BUS6866/BUS6870) (60+ hrs.)</li> <li>ACCElerator (BUS6832/BUS6833)</li> </ul>			
Cursos opcionales relacionados: <ul style="list-style-type: none"> <li>Aplicaciones Informáticas (BUS6805) (Certificación de especialista en Microsoft Office)</li> </ul>			
CURSOS DE ORIENTACIÓN PROFESIONAL	Cursos opcionales relacionados: <ul style="list-style-type: none"> <li>Derecho Empresarial (BUS6819/BUS6820)</li> <li>Mercadotecnia (BUS6816)</li> <li>Ventas y Publicidad (BUS6817)</li> </ul>	Tomar cursos de ciencias adicionales basados en el interés del estudiante: <ul style="list-style-type: none"> <li>Química</li> </ul>	
Biología	Seleccione 2: <ul style="list-style-type: none"> <li>Química</li> </ul>		

# Pathways/CCPE Communications Highlights

## Pending and Approved CCPEs

- Finance and Business Services (FBS)
  - Entrepreneurship
  - Marketing
- Human and Public Services (HPS)
  - Early Childhood Education
  - Elementary and Secondary Education
- Manufacturing, Engineering, Technology, and Trades (METT)
  - Automotive Technology
  - Manufacturing (HHS only)
  - Welding (HHS only)
  - STEM Engineering/Robotics



## Our Needs & Asks;

- Support in large scale events
  - [November 7th - Pathway and Career Fair](#)
  - [February 20th - Postsecondary, Career, and Transition Fair](#)
  - [April 24th - Internship and Employment Fair](#)
- [Internships and Other Work-Based Learning Opportunities](#)
- Team-Based Challenge Support
- "Currency" for College & Career Pathway Endorsements (CCPEs)
- [INCubator Course Support](#)



District 300  
January 21 at 9:00 AM · 📍

As a reminder, the following High School Transition Nights will take place over the next week for families of incoming freshmen:

- Dundee-Crown High School – Thursday, January 23, from 6 p.m. to 8 p.m.
- Hampshire High School – Monday, January 27, from 6 p.m. to 8 p.m.
- Jacobs High School – Monday, January 27, from 6 p.m. to 8 p.m. ... See more

As a reminder, the following High School Transition Nights will take place over the next week for families of incoming freshmen:

District 300  
November 4, 2024 · 📍

Attention middle and high school students, parents, and guardians! As a reminder, this Thursday night – November 7 – is the District 300 Pathway & Career Fair, which is being hosted at Jacobs High School.

Please see the flyer below for details.  
Or click here to view the flyer in Spanish:  
[https://www.canva.com/\\_/DAG.../JokPCZRFjfbEENXwQR-Jw/edit...](https://www.canva.com/_/DAG.../JokPCZRFjfbEENXwQR-Jw/edit...) See more

Hide Translation · Rate this translation

**FRESHMEN TRANSITION NIGHT**

**DUNDEE-CROWN**  
Thursday, Jan 23, from 6 p.m.

**HAMPSHIRE HIGH**  
Monday, Jan 27, from 6 p.m.

**JACOBS HIGH**  
Monday, Jan 27, from 6 p.m.

**DISTRICT 300**  
**PATHWAY & CAREER FAIR**

**NOVEMBER 7, 2024**  
6:00 - 8:00pm

**JACOBS HIGH SCHOOL**  
2001 Buncker Hill Drive, Algonquin

**Purpose:**  
For all of our D300 students and families to interact and learn more about various careers and the high school opportunities related. Local industry partners, community organizations, and our CTE/Pathway teachers will be available throughout the evening in the field house. Additional break out sessions in other locations will be occurring at the same time covering information related to College and Career Pathway Endorsements, resume writing, and more!

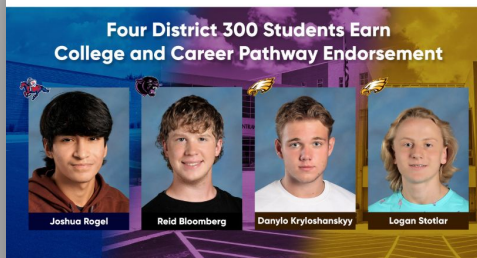
**Childcare**  
Childcare will be available for younger siblings so that parents/guardians can participate with their older students without distractions. We ask that children are potty trained and are not older than 6 years old. This is being provided by our Early Childhood Education and Elementary & Secondary Education pathway students.

**Pre-register for the event in SchoolLinks by using the QR.**

Questions?  
Contact your school's main office for support.

<https://www.d300.net> SchoolLinks

## Four District 300 Students Earn College and Career Pathway Endorsement



Congratulations to Dundee-Crown High School graduate Joshua Rogel, Hampshire High School graduate Reid Bloomberg, and Jacobs High School graduates Danylo Kryloshansky and Logan Stotlar, who have each earned a College and Career Pathway Endorsement (CCPE) in finance and Finance and Business Services - Entrepreneurship!

To earn the endorsement, each student had to complete an individualized education plan.

# Pathways/CCPE Communications Highlights

- Resources
  - [General D300 Pathways Website](#)
  - [D300 Original Pathway Handbook](#)
  - [D300 CCPE Handbook \(Spanish\)](#)
  - [Introductory Level Class Presentation](#) - Shared with teachers to use and reinforce on their own.
  - [Pathway & Career Fair \(November\) Student and Family Presentation](#) - Also presented to all School Counselors in 6th-8th grade.
  - [Community Leadership Presentation](#)
  - Summer Administrator PD
    - [Leveling Up College & Career Readiness](#)
    - [Leveling Up CCR Planning and Success Tracking](#)

# Questions for the Panel



## *HOW DO YOU COMMUNICATE WITH:*

- **Faculty/staff**
- **Students**
- **Families**
- **Employers**
- **Community college partners**

