Building Capacity for Work Based Learning Experiences

Montgomery County Public Schools

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Montgomery County Public Schools

Who Are We?

9600 K-12 Students
3000 High School Students
2 Large High Schools
2 Small High Schools
Mix of Urban and Rural
Two Universities

MISSION
EVERY STUDENT
will graduate career and
college ready and become a
productive, responsible citizen.

VISION
WE INSPIRE LEARNING
by providing a nurturing
environment, positive
relationships, high expectations,
and continuous growth.

CORE VALUES
✓ Physical safety & emotional well being
✓ Mutual trust & respect
✓ Open communication
✓ Accountability
✓ Engagement & life-long learning
✓ Cultural diversity
What is Work Based Learning?

Students apply classroom instruction in a real-world work environment

- School-coordinated
- Coherent sequence of on-the-job experiences
- Related to students’ career goals and/or interests
- Based on instructional preparation
- Performed in partnership with local businesses, industries, and organizations in the community

www.doe.Virginia.gov
Types of Work Based Learning

Career-exploration
- Job Shadowing
- Mentorship
- Introductory Internship

Pre-professional
- Extended Internship
- Service Learning

Career Preparation
- Clinical Experience
- Cooperative Education
- Youth Registered Apprenticeship (DOLI)
- Registered Apprenticeship (DOLI)
Why is work experience important?

- To the Community -
  Reinforces the direct value of the school system to the community

- To Business -
  Fills the pipeline with work-ready students

- To the Student -
  Develops a student who is better prepared and informed

- To the School Division -
  Meets new accountability standards (Profile of a Graduate)

“Students need to be in a workplace setting to understand the workplace.”
What Are The Hurdles for Implementation?

Finding Opportunities for Placements/ Business Support
- Different for every community

Student/ Parent Interest
- Are students and parents ready?

Staff Time
- Who will do the work?

Understanding Youth Employment Regulations
- Department of Labor and Industry (DOLI)
- Fair Labor Standards Act (FLSA)
Profile of a Graduate Is Coming

9 Proposed Accreditation Indicators for High Schools:

- Combined Pass Rate: English, Reading and Writing
- Combined Pass Rate: Math
- Pass Rate: Science
- Achievement Gaps: English, Reading and Math
- Achievement Gaps: Math
- Graduation Completion Index
- Dropout Rate
- Chronic Absenteeism
- **College, Career and Civic Readiness**

Dianne Atkinson, VP of VA Board of Education, Oct 2017
Profile of a Graduate and School Accreditation

Levels of Accreditation:

- **Accredited**: When all indicators meet minimum performance levels

- **Accredited with Conditions**: When any indicator does not meet minimum performance level

- **Accreditation Denied**: When any indicator continues to not meet minimum performance level

Minimum performance levels will be established from baseline data

Dianne Atkinson, VP of VA Board of Education, Oct 2017
Profile of a Graduate and School Accreditation

College, Career and Civic Readiness

Accreditation points will be earned for each student who:

- Completes advanced coursework (DE, AP, IB)
- Completes a CTE sequence and earns a credential
- Completes work based or service learning experience
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Emphasis on Work Based Learning (WBL)

Students learn about career opportunities in the community
- Field trips, business speakers, career days, job fairs, work experience

Help students find placements in work-based learning experience
- Division and school level

Incentivize Student participation
- No early release / late arrival without a WBL experience
- Local Credit awarded for each semester of successful work experience
- Work Ready diploma seal, in collaboration with the local Chamber of Commerce
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To Build Capacity in the Community, We:

- Provide a primary contact for the division
  - CTE/Business Partnership Administrator

Conduct a Speaking Circuit
- Civic and business organizations
  - Rotary Clubs, Lions Club, Civic Organizations, Universities, Businesses, Governments

Attend Community Events
- Any place there is an audience

Provide School Based Job Fairs
- Bring entry level employers to us

Use Advertisement Handouts and Sign Up sheets for Commitment at all Events
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Building Capacity in the Community

Chamber of Commerce Participation:
- Education Committee
- Workforce Committee
- Chamber Business Events
- Joint Sponsorship of Work Ready Seal
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Earning a Work Ready Diploma Seal

- Earn 90 hours of documented Work Experience
- Get a satisfactory evaluation from the workplace Mentor
- Pass the Work Place Readiness Certification Exam
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Walking the Walk / Talking the Talk

MCPS Unpaid Educational Interns
- IT Technicians
- Bus Garage Diesel Mechanics
- Classroom Teachers
- School PR and Marketing

MCPS Paid Student Employment
- Building and Grounds
- Custodial
- Food Services
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Managing the Work

Superintendent / CTE Administrator
- Speaking Circuit
- Business Contacts

Work Based Learning Coordinators
- One at each High School
- Make student Contacts: group and individual
- Place Students in the Workplace
- Participate in School and Community Events

CTE Administrator
- Distribution of Email Blast to Students
Domino’s Pizza is currently accepting applications for Customer Service Representatives

• Starting pay is $8.75 per hour with opportunity for advancement
• Flexible work hours
• Employee discounts
• Management training program (managers earn up to $73,000 per year)
• Student employees do not use any hazardous equipment
• Three locations in Blacksburg and Christiansburg

Apply by contacting Allison Shaw, Vice President at ashaw@dominosnrw.com

See attached flyer.

Ask your WBL Coordinator for help and about high school credit for your work experience:

AHS- Ms. Gilmer
BHS- Ms. Radford
CHS- Ms. Mills
EMHS- Ms. Jennings

Rick Weaver

Richard (Rick) Weaver
Administrator of Career and Technical Education and Business Partnerships
540-382-5100 ext. 1048

(c) 250-8803
Fax: 540-394-4443
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How are we doing?

2015-2016
- 20 Work Based Learning placements

2016-2017
- 130 Work Based Learning placements
- 40 Work Ready Seals Awarded

2017-2018
- Almost 300 Work Based Learning placements, first Semester

Businesses are happy with access to our students and the quality of students in the workplace.

We expect to easily meet the College, Career and Civic Readiness Accreditation standard.
Hunter Radford  
Senior, Blacksburg High School  

Experience  
- Job Shadowing  
- Two Internships  
- Building Trades Student  
- Region 2 National Vice President, Virginia SkillsUSA  
- Career Goal- Construction Industry
Work-Based Learning Opportunities at Blacksburg High School
Hunter Radford - National Region 2 Vice President

https://www.youtube.com/watch?v=98nuUd-t-P8
Work Based Learning
My Work Experiences

- Construction (Framer/Laborer)
- Food Lion (Cashier/Bagger)
- Job Shadowing
- Snow Plowing Business
- Landscaping Business
- Career Goal Construction
CTE Outdoor Classroom

$10,000 Grant - SkillsUSA & Lowes

$1,000 Grant - MCEF & 100+ Women Who Care
Project Collaboration
Opportunities in Work-Based Learning
- Leadership
- Project Management
- Community Involvement
- Competition
- Real-World Learning
Thank You!

We have two handouts for you

QUESTIONS?

This presentation is posted at mcps.org
Check out the links on the next slide
References

- Success in the New Economy
  Why 4 years of college is not always the right answer
  - https://www.youtube.com/watch?v=zs6nQpVI164

- VDOE - Revised Standards of Accreditation
  - playlist on the VDOE YouTube channel
    - Introduction and Overview
    - The Case for Reform
    - Profile of a Virginia Graduate
    - Continuous Improvement for All Schools