

Gresham-Barlow SD Pre-K to Postsecondary Pathways to Career Success

Theory of Action: IF school, community, and industry partners work together to ensure all students engage in high-quality, career connected learning experiences and pathway programs, THEN equity gaps in education and employment will close and young people in Gresham-Barlow SD will thrive in college, career, and life.

Short-Term Goals	<ol style="list-style-type: none"> 1. Develop and implement a reliable process for creating and sustaining career learning experiences and pathway programs. 2. Build cultural awareness and responsive instructional and organizational practices in schools and workplaces. 3. Establish a mentorship culture and appropriate supports that support advancement for underserved youth. 	Medium- and Long-Term Goals	<ol style="list-style-type: none"> 1. Engage and support all students in meaningful career connected learning and postsecondary planning 2. Align career connected learning with industry standards and local workforce development needs 3. Diversify district and local workforce 4. Eliminate opportunity gap for historically underserved youth
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Strategies/Activities	Short-Term Outcomes	Medium- and Long-Term Outcomes	Impact
<p>Career Pathway Programs with progression of meaningful, applied learning experiences</p> <ul style="list-style-type: none"> ▪ Career-connected learning experiences ▪ CTE courses, programs, facilities ▪ Personalized planning/individual plans, profiles ▪ Certified staff ▪ Student participation in career learning, planning <p>Partnerships with business, industry, community</p> <ul style="list-style-type: none"> ▪ Cross-sector council & action teams ▪ Collaboration vision, plans, agreements ▪ Regular meetings, meeting outputs <p>Equity Lens</p> <ul style="list-style-type: none"> ▪ Culturally responsive curriculum, instruction ▪ Multi-tiered systems of support (MTSS) ▪ Practices that create representative workforce and inclusive, asset-based culture <p>Data and Information</p> <ul style="list-style-type: none"> ▪ Routines and tools for data-informed inquiry, improvement and personalized planning ▪ Communications & outreach <p>Continuous Improvement</p> <ul style="list-style-type: none"> ▪ GBSD central office leadership, professional development & backbone support (data, convening) ▪ Ongoing needs sensing, data review, evaluation, and continuous improvement 	<p><u>Leaders, educators, and partners:</u> Increased knowledge, skills, mindsets, tools, and conditions needed to develop and implement:</p> <ul style="list-style-type: none"> ➤ Career connected learning, pathways ➤ Culturally responsive, asset-based, inclusive education practices ➤ Advising and mentoring systems that support all students in career readiness, future planning and navigating transitions ➤ Core curriculum aligned to pathways, industry standards and equity goals ➤ MTSS and collaborative, data-informed continuous improvement ➤ Communications and outreach tools and actions in service of all goals <p><u>Students and families:</u> Increased awareness and participation in career learning and future planning</p> <p><u>All stakeholders:</u> Increased collective awareness of opportunity gaps, and motivation and participation in actions to close them</p>	<p>By 2022 <u>Eight new pathway programs planned*</u></p> <ul style="list-style-type: none"> ➤ Business, Education, Environmental science, Health services, Programming, Public services, Skilled trades, Video broadcasting <p><u>All students improve:</u></p> <ul style="list-style-type: none"> ➤ Engagement, attendance ➤ CTE & dual credit enrollment, ➤ High school graduation ➤ College enrollment ➤ Workforce participation <p>By 2025 <u>Eight new pathway programs fully implemented</u></p> <ul style="list-style-type: none"> ➤ Aligned with industry standards and local workforce development goals <p><u>Narrowed gaps for historically underserved students in:</u></p> <ul style="list-style-type: none"> ➤ Engagement, attendance ➤ CTE & dual credit enrollment, ➤ High school graduation ➤ College enrollment ➤ Workforce participation <p><small>*Pathway programs may change based on stakeholder involvement and planning process</small></p>	<p>Career Exploration & Planning. All students have broad exposure to career opportunities and experiences and develop a plan for postsecondary transitions. Students will have a sense of self-efficacy and confidence about their abilities to navigate their futures.</p> <p>Partnerships. Parent, student, community and business partners will have sustained and long-term participation in career pathway events and committees to provide engaging and relevant career learning.</p> <p>Equity and Diversity. All students have equitable access to training, education and careers that results in a sustainable income for every individual. Representation in historically non-traditional roles will be the new normal while new roles continue to emerge. All students will be well equipped to be part of a diverse community and engage in culturally responsive dialogue toward a fully inclusive workplace.</p> <p>Academic, Professional, Social-emotional Skills. All students have a growth mindset to learn the academic skills in order to participate in the career pathway of their choice and the self-efficacy to develop employment skills to successfully pursue a career, training or post-secondary education.</p> <p>Workforce Development. As a result of active engagement, local employers will hire students at a sustainable income who have acquired necessary skills, training and/or certifications.</p>