CCNETWORK
Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Leveraging Innovation and Flexibility

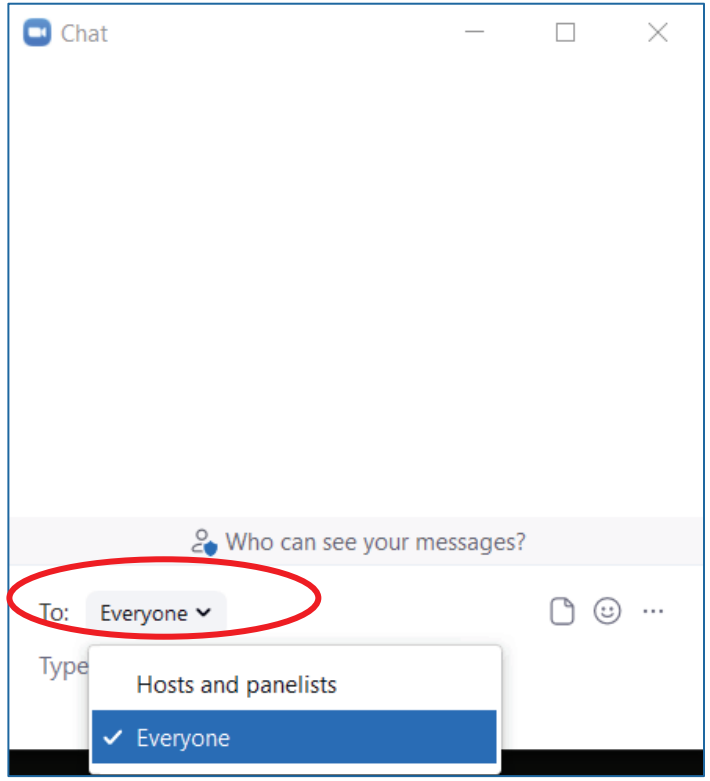
## Strategies for Connecting Students With Their Community and Career Aspirations

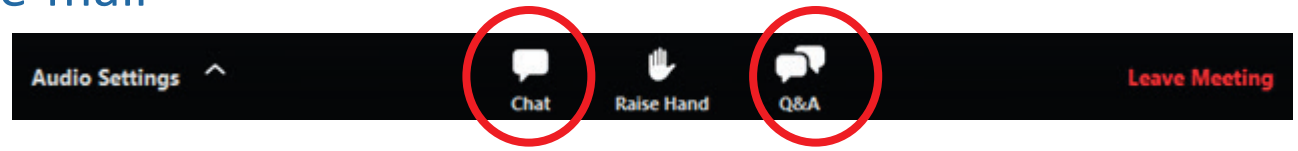
**October 19, 2021**

Webinar

# Housekeeping

- Listen-only mode
- Join audio via phone or computer
- Use the chat to interact with fellow participants and panelists
- Use the Q&A feature to ask panelists questions
- Need technical assistance with the Zoom platform?
  - Please let us know in the chat box or e-mail Felice at ftrirogoff@air.org




CCNETWORK Comprehensive Center Network
REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# This Webinar Will Be Recorded

The American Institutes for Research® (AIR®) allows for the recording of audio, visuals, participants, and other information sent, verbalized, or utilized during business-related meetings. By joining a meeting, you automatically consent to such recordings. Any participant who prefers to participate via audio only should disable their video camera so only their audio will be captured. Video and/or audio recordings of any AIR session shall not be transmitted to an external third party without the permission of AIR.

# Agenda

- Welcome
- Making the Case for Reimagining Education
- Connecting Students With Their Community and Career Aspirations: New Hampshire
- Bridging the Gap: Salem, New Hampshire
- Aspire Gorham: Gorham, Maine
- Q&A

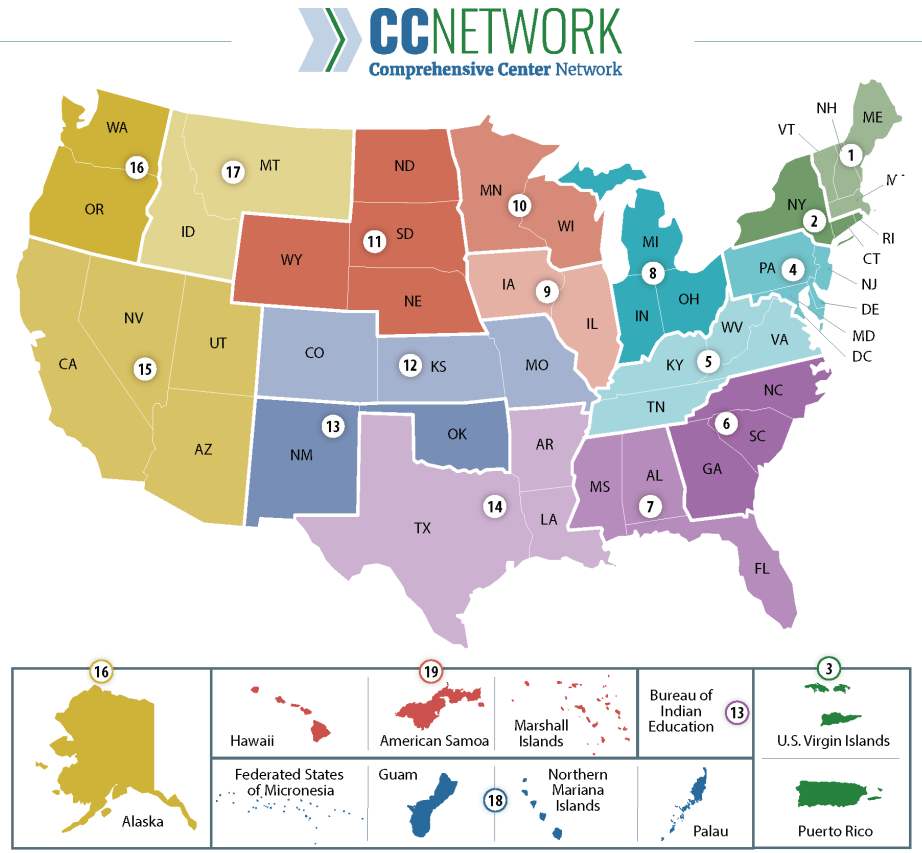
CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Comprehensive Center Network: Region 1

1 National Center

19 Regional Centers




- Region 1 supports:
  - Maine
  - Massachusetts
  - New Hampshire
  - Vermont

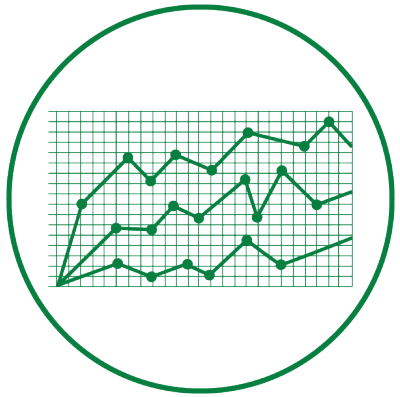
CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

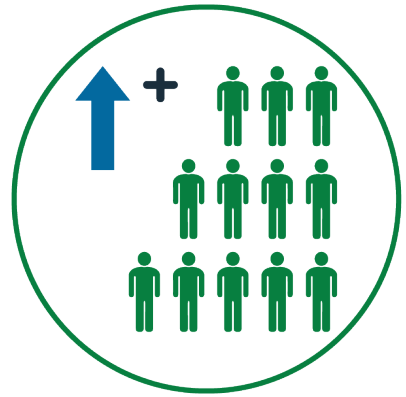
# Region 1 Comprehensive Center

We support and build the capacity of state education agencies, local education agencies, and schools to implement the Every Student Succeeds Act.

Improve instructional quality



Address achievement and equity gaps



Improve outcomes for all students on state priority initiatives

CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Our Audience Today

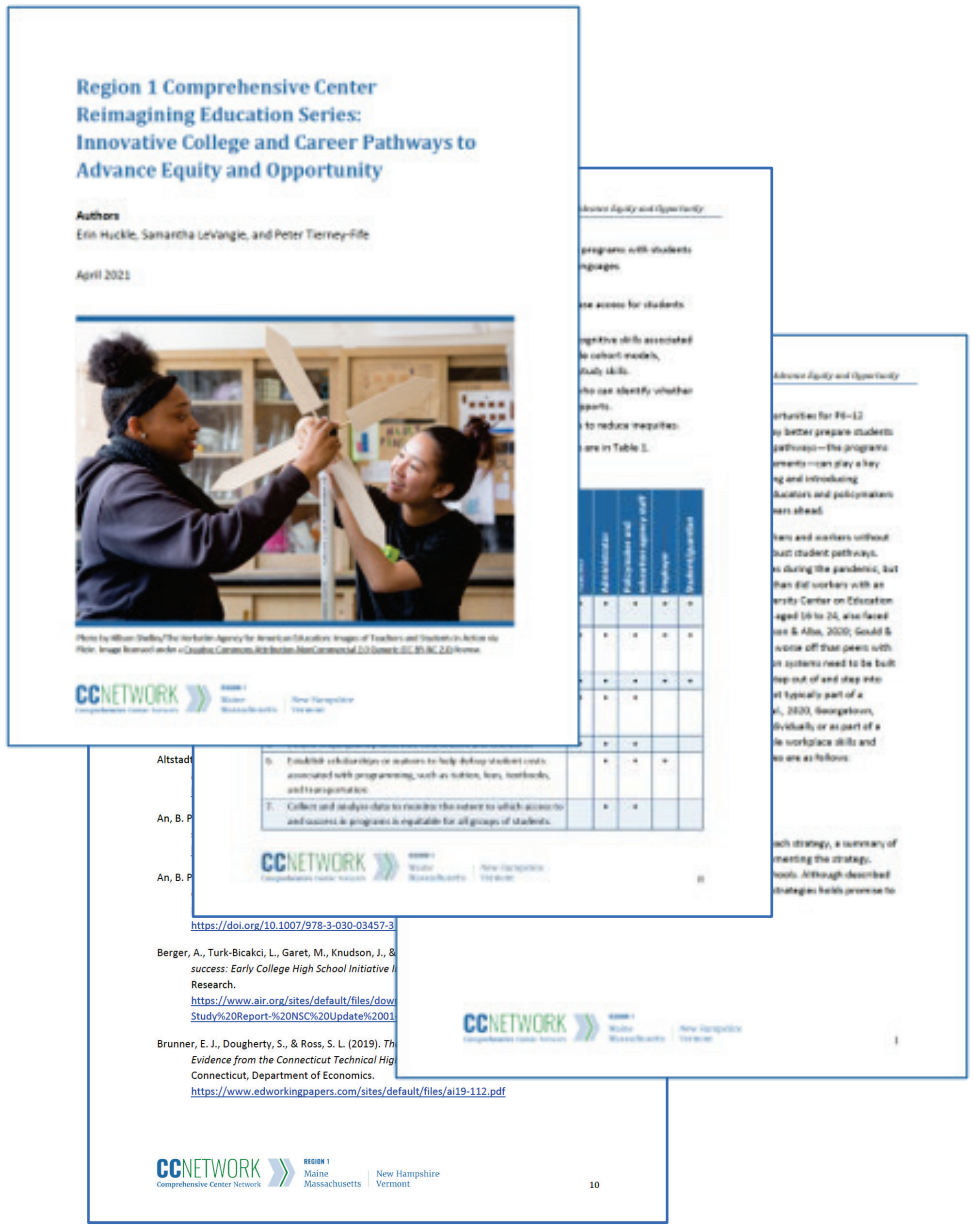
Leaders and policymakers

Quick polls:

1. Role
2. State/Jurisdiction

CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont




# *Reimagining Education: Strategies for Innovative Systems Change Paper Series*

1. Reimagining Education: Strategies for Innovative Systems Change (Introduction)
2. Innovative College and Career Pathways to Advance Equity and Opportunity
3. Approaches for Assessing Student Learning
4. Strategies for Student-Directed Learning

CCNETWORK
Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Making the Case for Reimagining Education

If not now, then when?

If not you, then who?

CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Fred Bramante: New Hampshire

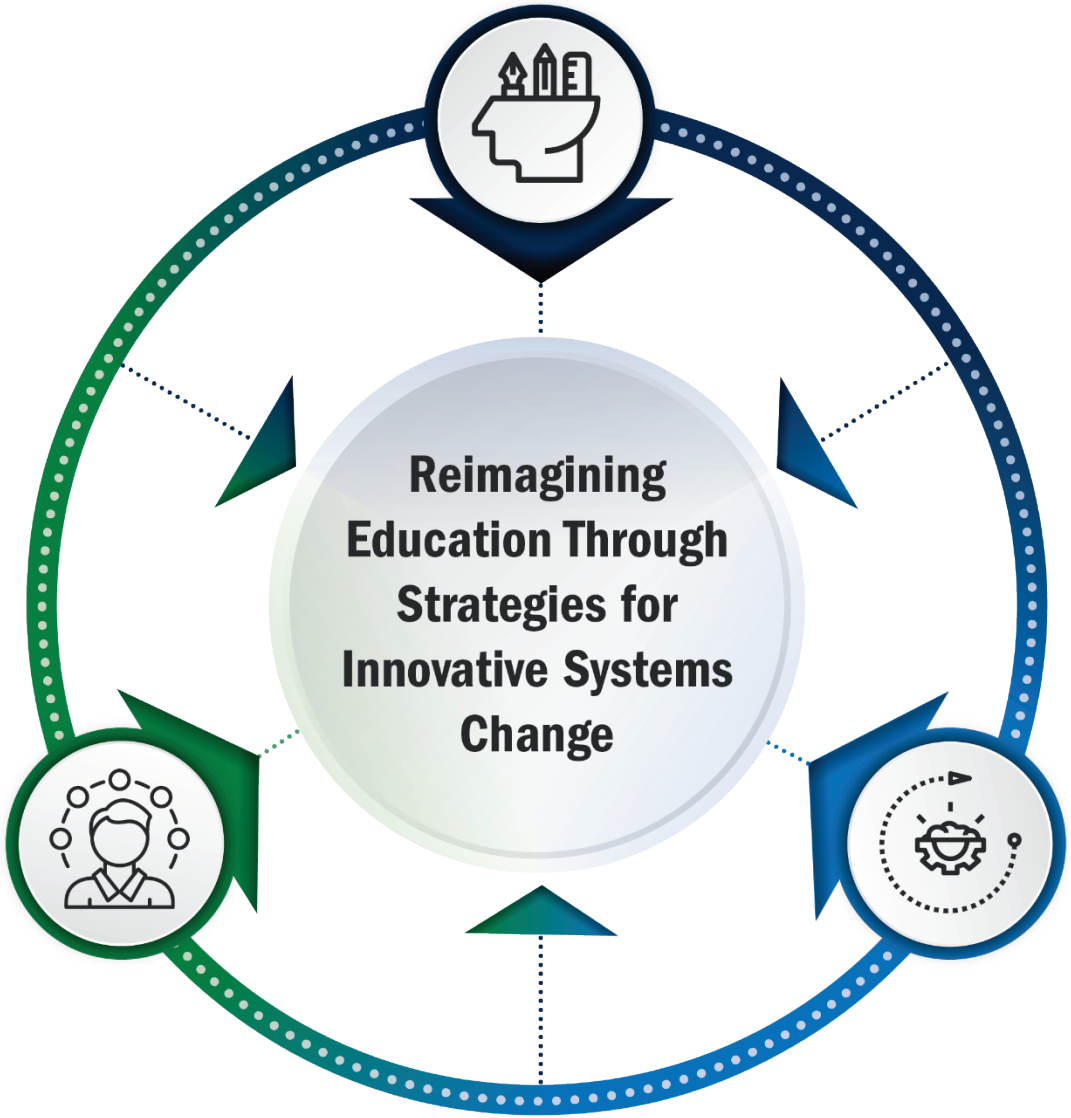
- President, National Center for Competency-Based Learning
- Advisory Board Member, Region 1 Comprehensive Center
- Former chair of the New Hampshire State Board of Education

CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Reimagining Education

- Reflects regional context and priorities
- Competency-based
- Evidence-based
- Learning from doing; real world
- Encourages disruption




**Flexible Pathways**

- Work-based learning
- Career & technical education
- Accelerated college credit

**Student-Directed Learning**

- Personalized learning plans
- Student voice & choice

**Innovative Assessment**

- Competency-based
- Authentic
- Formative

# Visioning a New "Normal"

- Learning that is valued happens any time, any place.
  - Connected to community
  - Experiences in school buildings **plus**
- Students are on paths to careers.
  - Foster exploration earlier
  - Raise aspirations
  - On track for a work-related credential
  - Diploma **plus**

# A New Vision for New Hampshire High Schools

**2025**

Every high school student **will earn**, or be on a **personalized path** to earning, a **postsecondary or career-related credential**.

CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Education-Driven Economic Development ($ED^2$)

- Adopted by the New Hampshire Coalition for Business and Education in 2021
  - Make business a full partner in education redesign
  - Match students' interests to workforce needs
  - Create internships

# Reflection 1

What is important in your vision of a new “normal”?

Share your responses in the chat.

CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Connecting Students With Their Community and Career Aspirations: New Hampshire

CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Nicole Levesque

- Program Coordinator, Division of Workforce Innovation
- New Hampshire Department of Education

CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Leveraging Innovation and Flexibility Through Community Engagement

New Hampshire
**Department of Education**

- State view: Students engaging with community is important
- Important legislation
- State-level programs
- Scaling work-based learning in New Hampshire

# Community Engagement Promotes Student Success

- Builds social capital and leads to better opportunities.
- Increases graduation rates.
- Enables higher attainment of postsecondary credentials.
- Increases a personal stake in academic and professional success.
- Fosters a stronger state economy.

# Important Legislation

| | | |
|---|---|---|
| **Work-based learning tax credit (SB 270)** | → | Businesses donate to career and technical education (CTE) centers and receive tax credit<br>Up to 50% of the cost of apprenticeship and training programs |
| **Drive to 65 Act (SB 276)** | → | School districts must assess, document, provide, and show on transcript school pathway to career readiness credential(s) |
| **SB 148** | → | Career-ready credential is part of an adequate education offered to all public-school students<br>Environmental sciences will be part of an adequate education |
| **Advisory Council on CTE (SB 190)** | → | Investigates issues of access and equity<br>May propose legislation to support CTE |

# State-Level Programs to Assist With Community Engagement

- Extended Learning Opportunity (ELO)
- LearnEverywhere
- Career Academy
- Work-Based Learning (WBL)
- Early College
- CTE
- Running Start

# What Are Common Themes in These Programs?

- Connected to postsecondary education
- Career exploration through community-based and community-designed and -reinforced activities
- A more equitable approach to public education by including many options to attain diploma credits
- Connected to industry through WBL

# Scaling Work-Based Learning in New Hampshire

- Quickly becoming a key component in legislation:
  - Career-ready credential
  - Career pathway pathing and exploration
  - New Hampshire's Perkins V quality indicator
- Supporting a cohesive approach in developing quality programs:
  - Streamlined definition of WBL
  - Checklist verifying WBL opportunities
  - Quality program rubric
  - Universal student goals
  - Menu of measures to assess student goals

# Reflection 2

What innovative policies or practices are necessary for you to achieve your vision of a new “normal”?

Share your responses in the chat.

# Bridging the Gap:
# Salem, New Hampshire

CCNETWORK
Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Stacey Kallelis

- Work-Based Learning Coordinator, Salem High School
- Salem, New Hampshire

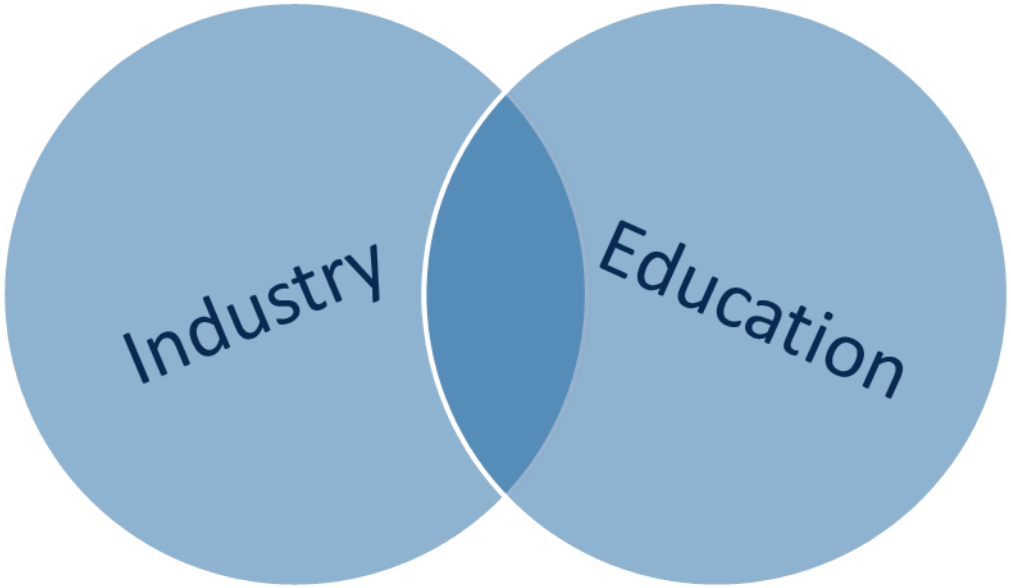
CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Purpose, Not Profit

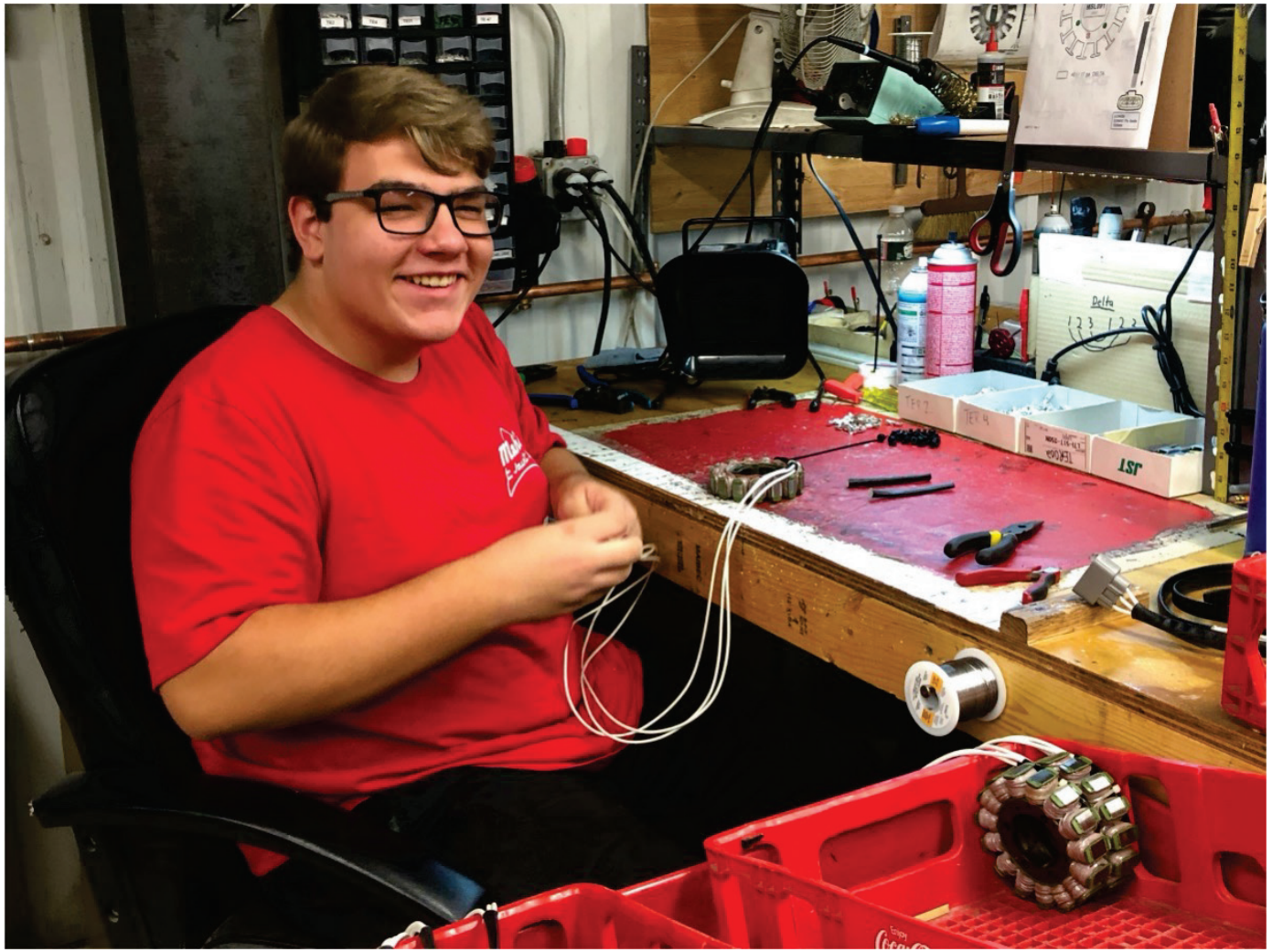
- Industry and education
- Still in the business of growth
- No status quo

"*Creativity is thinking up new things. Innovation is doing new things.*"
-Theodore Leavitt



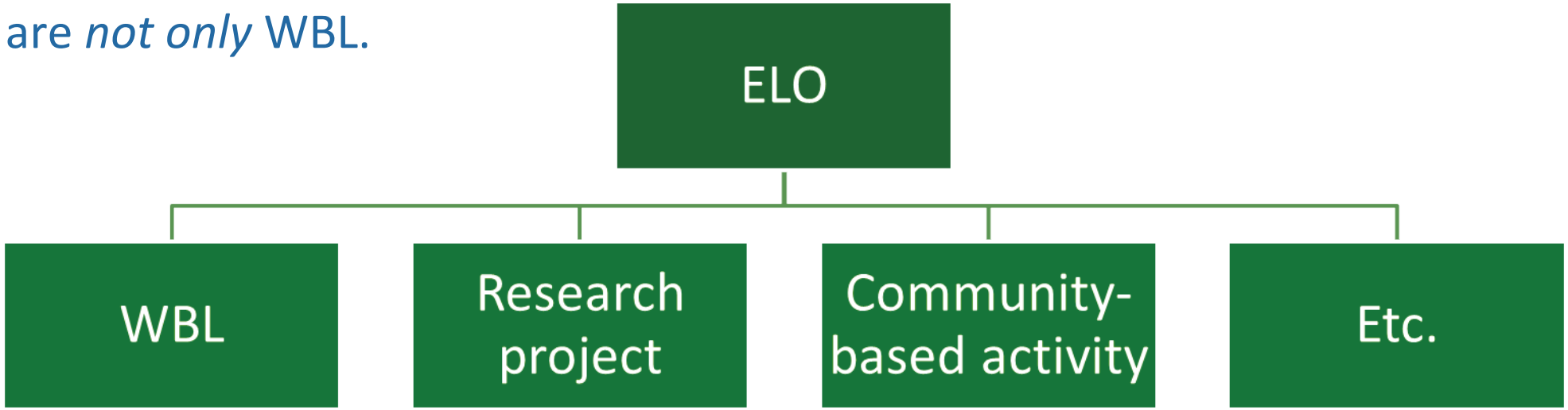
# Work-Based Learning at Salem High School

- Internships, apprenticeships, co-ops
- ELOs
- Career pathway ELO cohorts
- Events
- Community involvement
- Job postings



# Clearing Things Up

- WBL is *always* an ELO.
- ELOs are *not only* WBL.




- Student driven: WBL, ELO, apprenticeship, co-op
- Employer/industry driven: Apprenticeship

# The Why

## Experiential Decision Making

Curiosity → Interest → Passion

## Professional Development

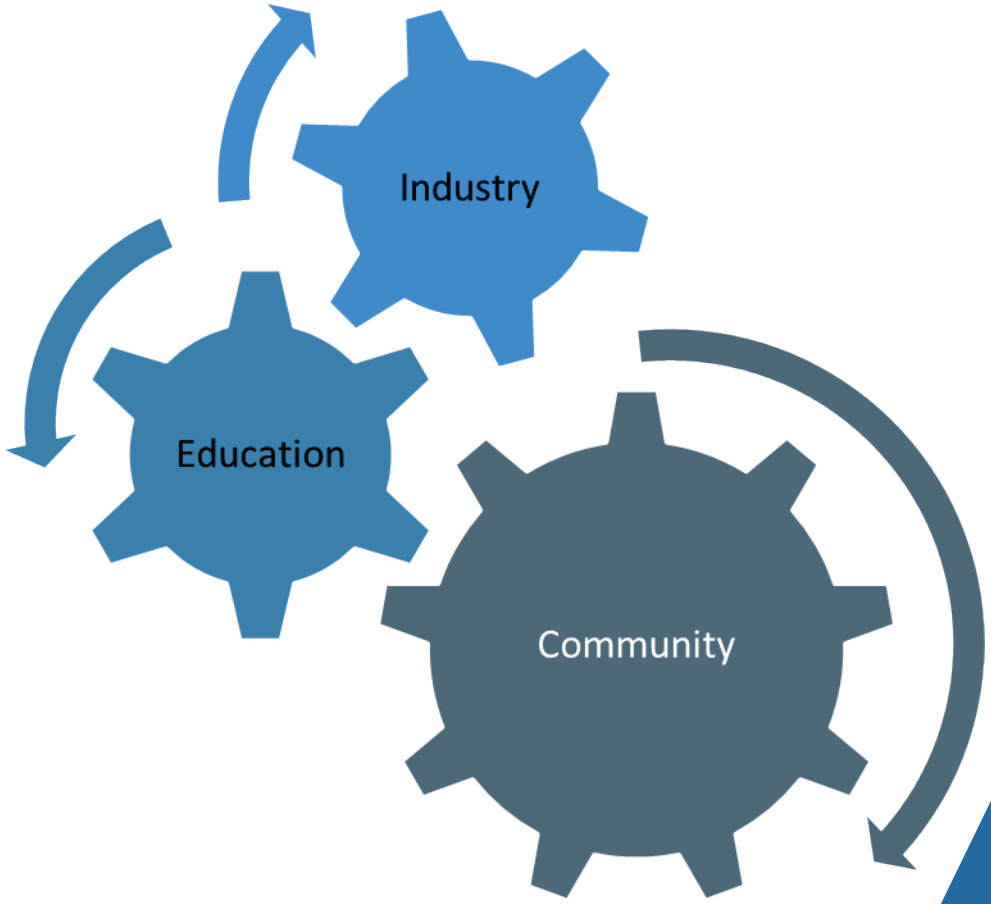
Social Capital

Content Capital

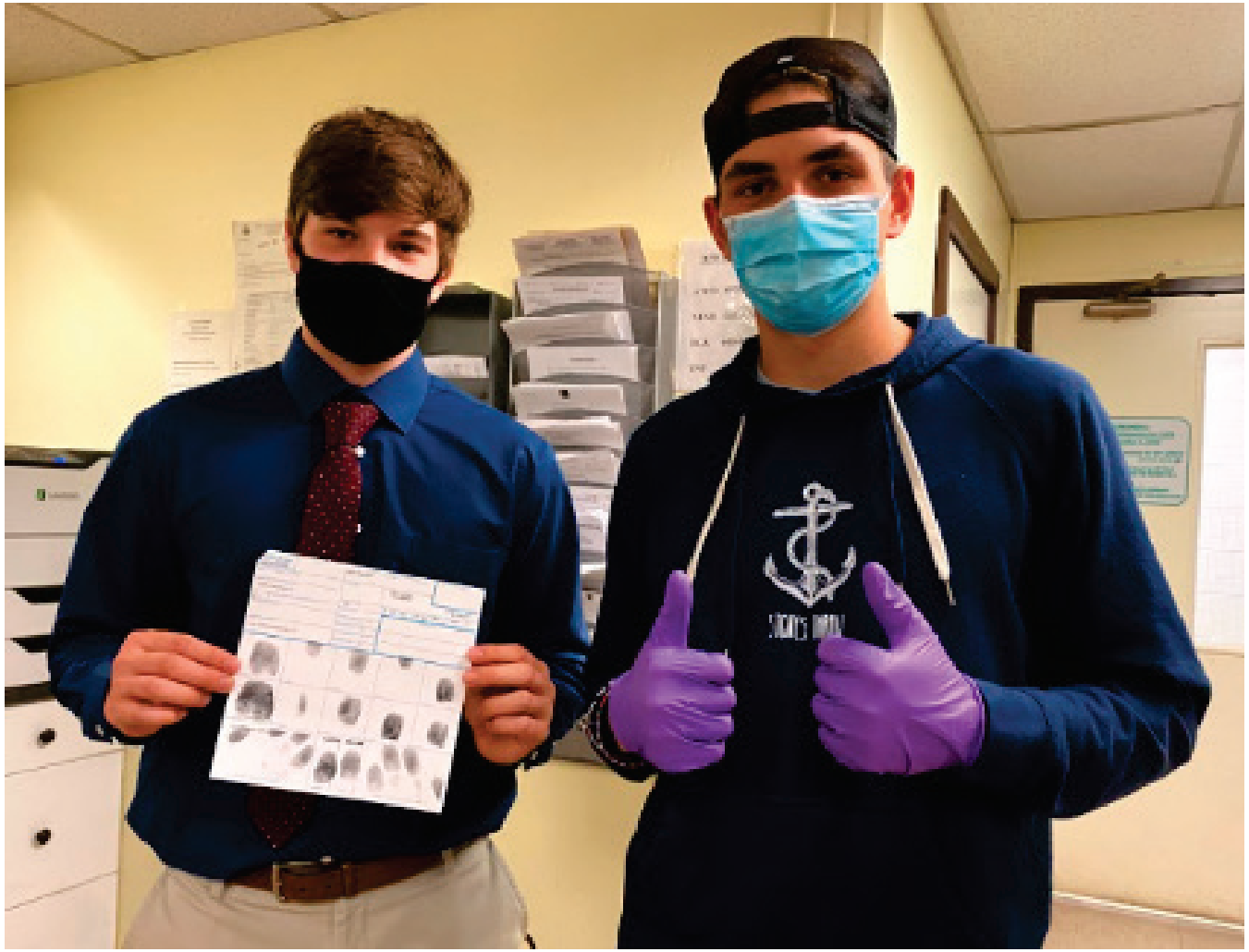
CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

## Community Connections = Opportunities



# A New Model | Pathways



- Career pathway ELO cohorts
  - Criminal justice
  - Human services
- Workforce need but no WBL opportunities
- Major community tie-in
- Learning together with shared interest
- “Fourth-year CTE”

# Pushing Limits

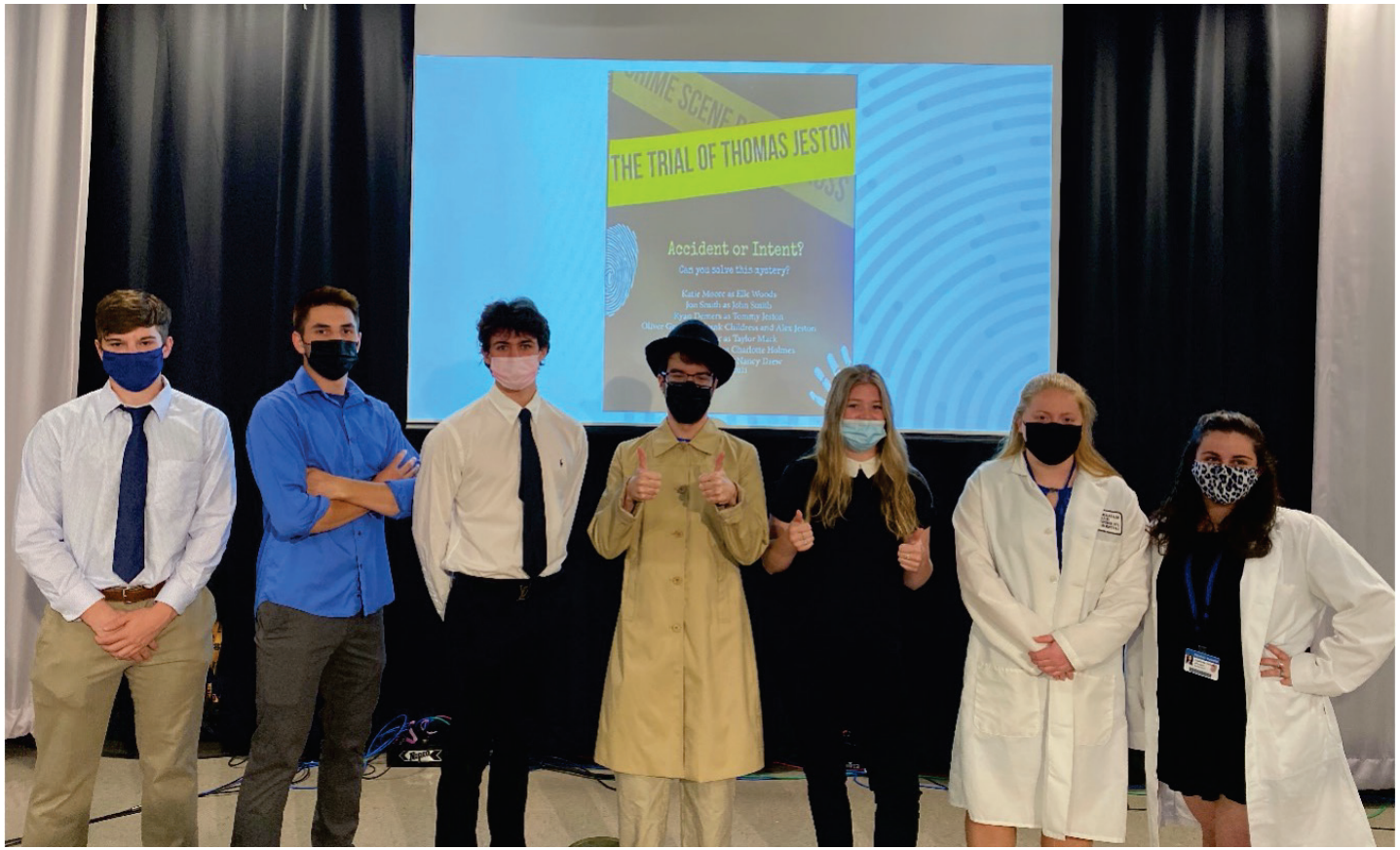
CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Tying It Together

- Always a culminating piece regardless of ELO
- WBL
  - Portfolio
  - Interview

- Other ELOs
  - Product/presentation
  - Community/mentor involvement




CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# WBL Blazing the Path

# The Devil's in the Details

- **Events**
  - Career Day
  - Lunch & Learns
  - Signature Speaker Event & Mock Networking
  - Interview Competition
  - Guest Speakers
  - Career Fairs
  - Conversation Café
- **Committees and Organizations**
  - Chamber of Commerce
  - Advisories
  - ELO Network

# Building Your Opportunities

- Networking at events
- Ask for introductions
- Cold introductions
- Stay current
- Job boards/pathway opportunities
- LinkedIn
- Sector partnerships
- School staff
- Fellow coordinators
- Recognize your students and partners
- Be helpful—project-based learning for community
- **Be the community contact**

# Questions for the New Hampshire Team

# *Aspire Gorham*
# Gorham, Maine

CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Gorham School Department and Great Falls Construction

Heather Perry

*Superintendent*

*Gorham School Department*

Brian Jandreau

*Principal*

*Gorham High School*

Eliza Kenigsberg

*Career Coordinator*

*Aspire Gorham*

Jon Smith

*President*

*Great Falls Construction*

CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# We Are a Partnership

- Gorham Schools
- JMG (Jobs for Maine's Graduates)
- MELMAC Education Foundation

ASPIRE GORHAM

GORHAM SCHOOLS
Prepare & Inspire

JMG
Student Centered • Results Driven

MELMAC
EDUCATION FOUNDATION

# What Does That Mean?

- Communitywide
- Supports all children from **early learning into postsecondary** experiences
- Prepares them to become **productive adults with meaningful careers**
- Serves all students, **emphasizing closing the opportunity gap** for students who
  - are economically disadvantaged,
  - have limited English proficiency, and
  - have identified disabilities.

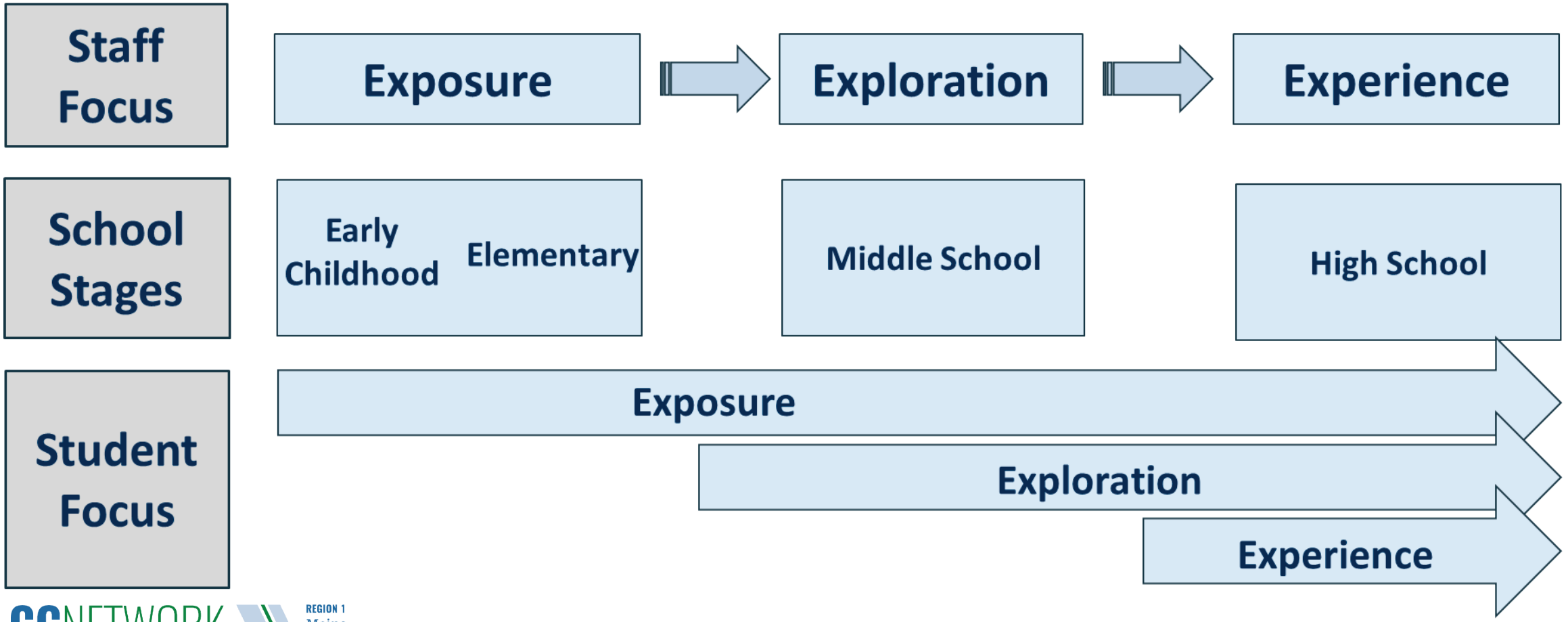
# History of Our Partnership

- Collaboration among schools, businesses, and the community
- Gorham School-Business Roundtable
- Demonstrated commitment before the Aspire Gorham initiative

# Goals

- Increase and encourage the career and college aspirations of ALL students.
- Deepen and strengthen connections with business and nonprofit communities located within Gorham.
- Deepen and strengthen connections with the University of Southern Maine.
- Increase student access to and participation in real-world or college-level learning experiences at all grade levels.

# Framework: A Continuum of Aspirations




CCNETWORK Comprehensive Center Network
REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Exposure

- Foundational stage
- Provides **introductory career-related opportunities**
- Development of **future-ready skills** that foster aspirational strengths and interests
- Examples: field experiences, author visits, literacy activities with a career focus, developing social skills

# Exploration

## Try It Day Offers Fun, Hands-On Learning for Students

*Photos courtesy of Gorham School Department*

Gorham Middle School hosted the inaugural Try It Day recently in collaboration with Aspire Gorham. Pictured is the Gorham Police Department showing seventh graders how to lift fingerprints.

- Deepens career exposure
- Encourages students to “try it” and explore many different careers and skills
- Develops future-ready skills through ongoing exposure to and engagement with their community
- Examples: “Try It Day,” career exploration during advisory, middle school CTE exploration

# Experience

- Authentic career experiences directly tied to future goals
- Students partner with teachers and community mentors
- In the community
- Additional career exposure and exploration activities

# Experience Examples

- Early college partnership with University of Southern Maine
- Workplace mentorships
- Job shadows
- Informational interviews
- Career conversation series
- Classroom identity exploration projects
- Classroom career research projects

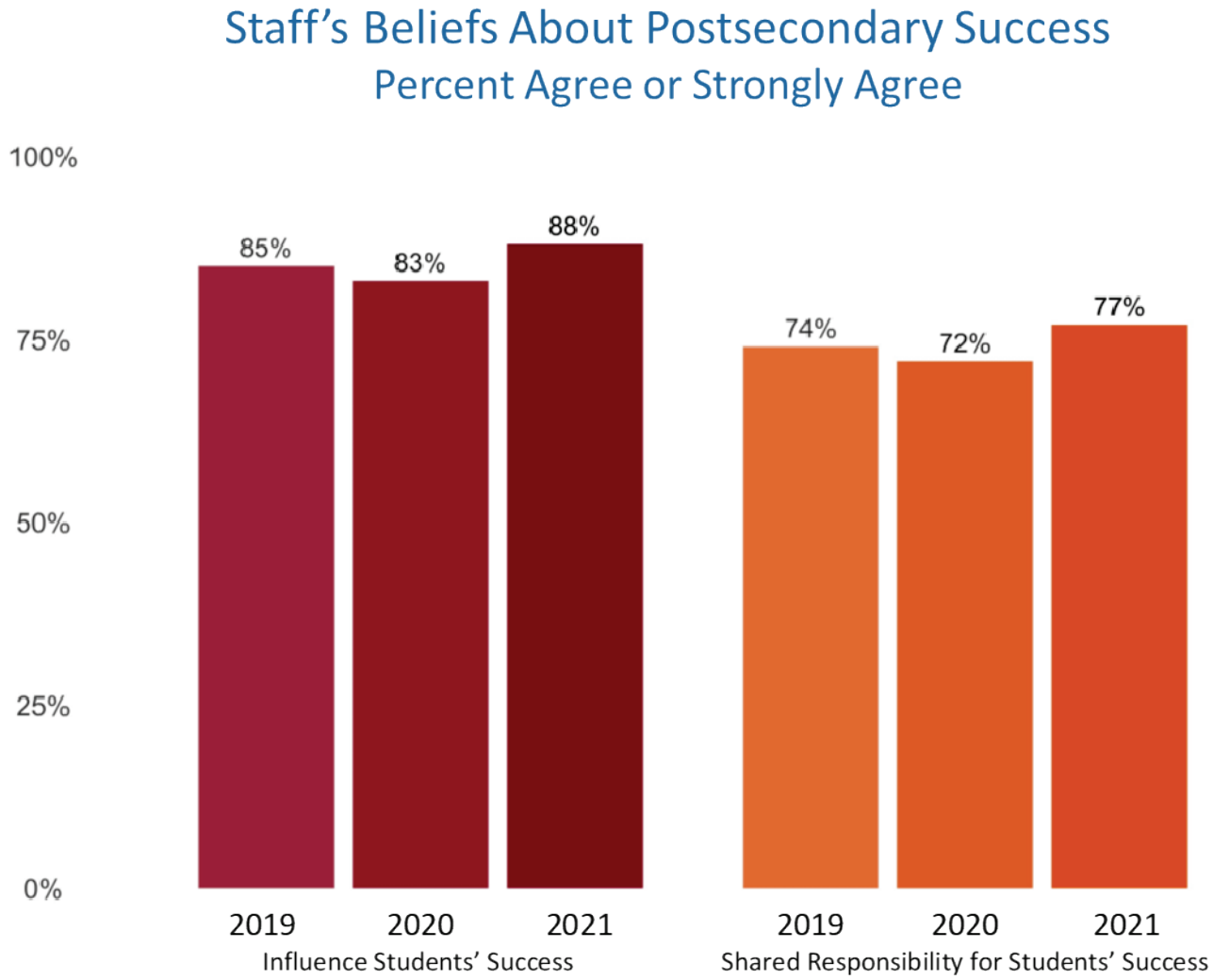
# Creating a Culture of Aspirations: Staff

88% strongly agree or agree

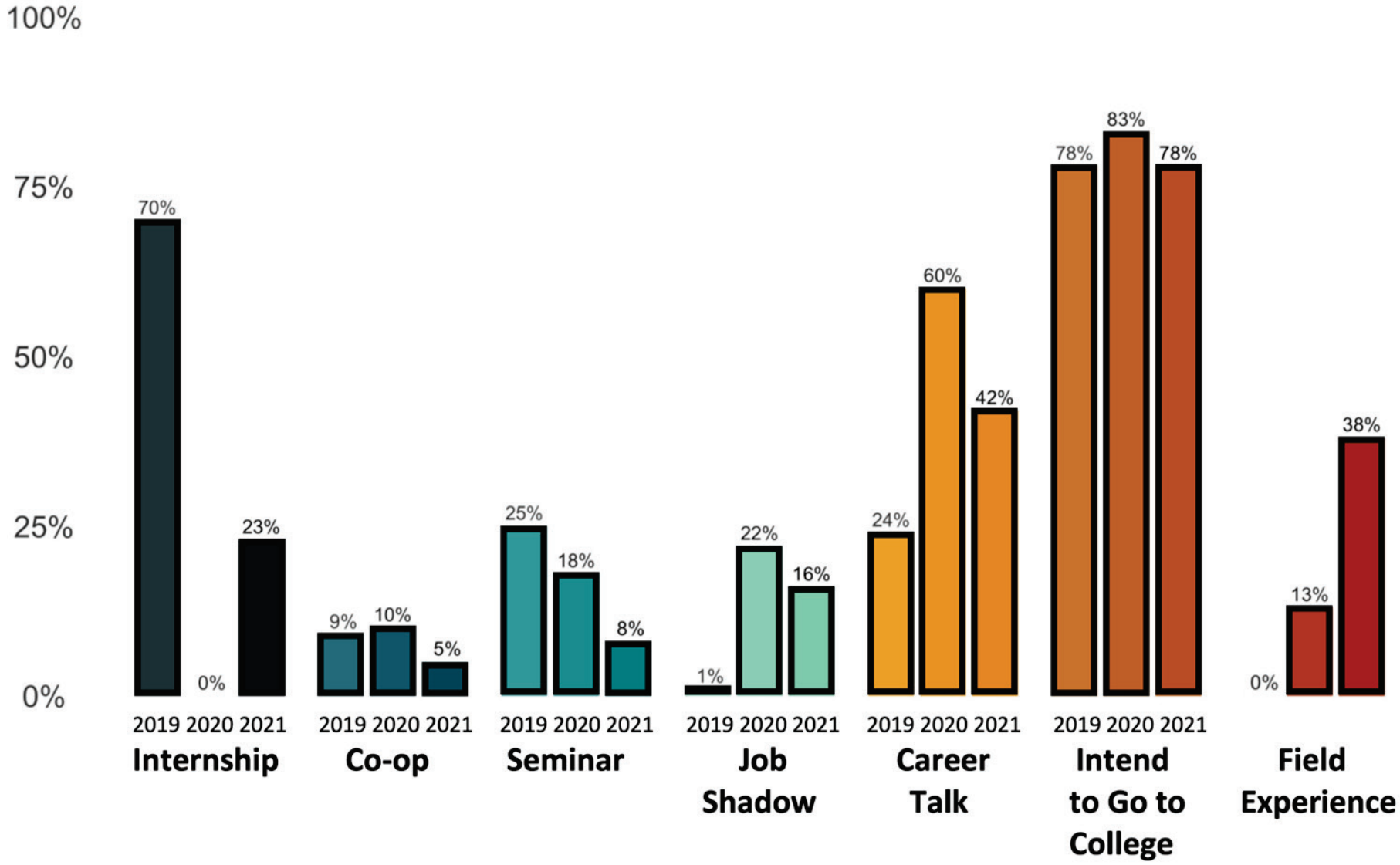
**“I believe I can influence my students' postsecondary success.”**

77% strongly agree or agree

**“Most teachers in my school believe we share responsibility for the postsecondary success of our students.”**

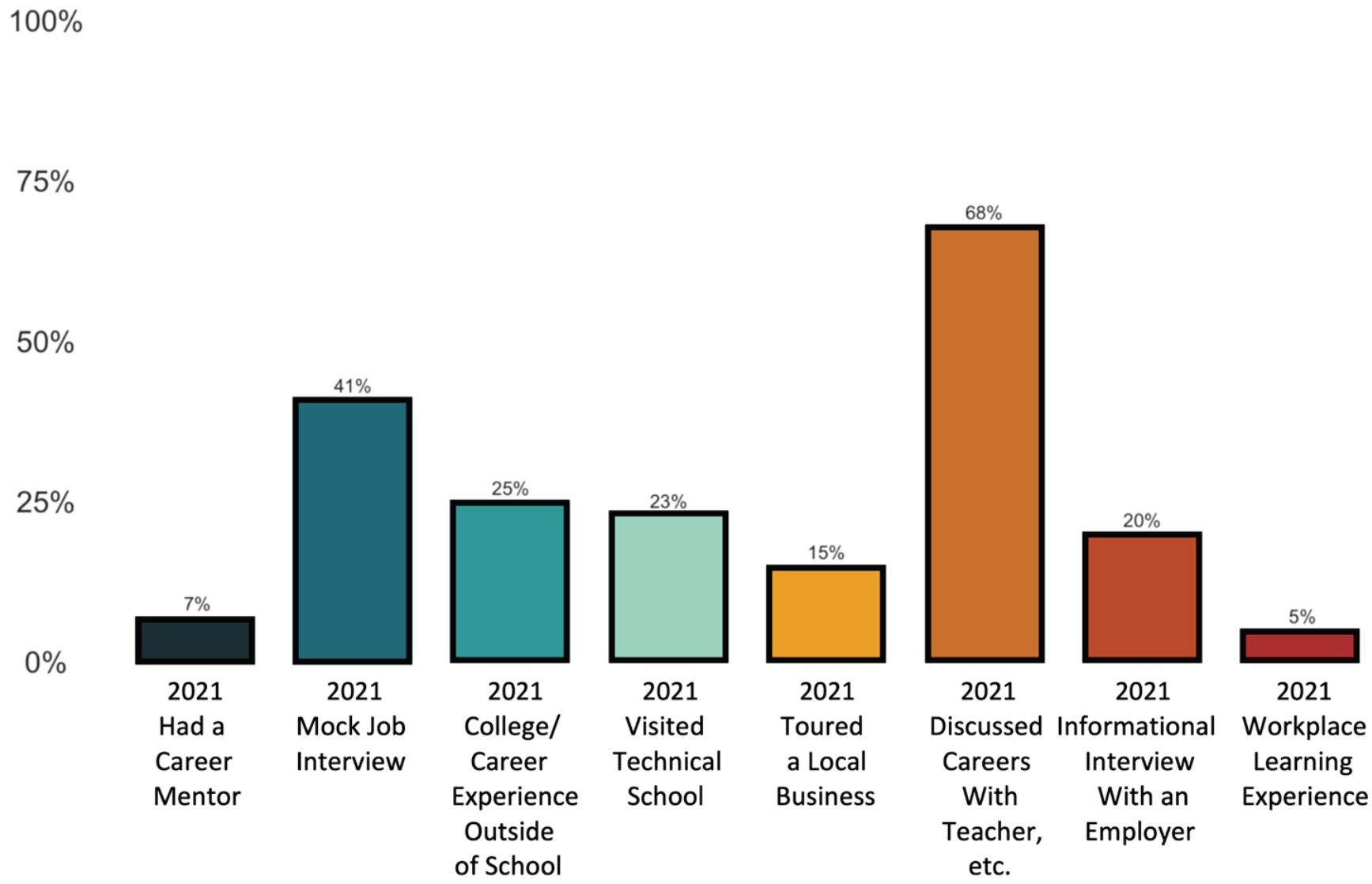


# Creating a Culture of Aspirations: 2021 Versus 2020 and 2019




- Aspirations remain high
- COVID-19 made career-focused activities difficult
- Field experiences tripled

# Creating a Culture of Aspirations: 2021 Participation



# Business Owner Perspective

- Benefits for local businesses
- Advice for local businesses and community members

CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Lessons Learned

- Diverse array of stakeholders
- Regular, open-ended, and trusting dialogue
- Large-scale cultural innovation requires all school and community leaders on board and moving in the same direction
- Changing perceptions requires persistence over many years
- Long-term sustainability requires embedding into teachers' regular curriculum and the wider school culture

# What's Next

- Promote and increase access to authentic workplace learning opportunities for all students.
- This includes addressing barriers to students accessing:
  - CTE
  - Job shadows
  - Co-ops
  - Internships
  - Preapprenticeships
  - Apprenticeships

CCNETWORK Comprehensive Center Network
REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Questions for Gorham

# Question & Answer

CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Summary

- Importance for the region
- Resources
  - Region 1 Comprehensive Center, including paper series
  - Speaker resources

CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Next Steps

1. Complete our survey

2. Webinar archive on Region 1 Comprehensive Center website (region1cc.org)

3. Review additional resources

CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Contact Information

Jessica Giffin
JGiffin@air.org

*Deputy Director*

*Region 1 Comprehensive Center*

Fred Bramante
FBramante@nccbl.org

*National Center for Competency-Based Learning*

*Region 1 Comprehensive Center Advisory Board Member*

Nicole Levesque
Nicole.M.Levesque@doe.nh.gov

*Program Coordinator*

*New Hampshire Department of Education*

Stacey Kallelis
Stacey.Kallelis@sau57.org

*Work-Based Learning Coordinator*

*Salem High School, New Hampshire*

CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Contact Information

Heather Perry
Heather.Perry@gorhamschools.org

*Superintendent*

*Gorham School Department*

Brian Jandreau
Brian.Jandreau@gorhamschools.org

*Principal*

*Gorham High School*

Eliza Kenigsberg
Eliza.Kenigsberg@gorhamschools.org

*Career Coordinator*

*Aspire Gorham*

Jon Smith
Jon@greatfallsinc.com

*President*

*Great Falls Construction*

CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

# Thank you!

CCNETWORK Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

This material is in the public domain. While permission to reprint is not necessary, publication should be cited. This material is prepared by the Region 1 Comprehensive Center under Award #S283B190004 for the Office of Program and Grantee Support Services (PGSS) within the Office of Elementary and Secondary Education (OESE) of the U.S. Department of Education and is administered by the American Institutes for Research®. The content of the presentation does not necessarily reflect the views or policies of the PGSS or OESE or the U.S. Department of Education nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government. © 2021 American Institutes for Research®.

Notice of Trademark: “American Institutes for Research” and “AIR” are registered trademarks. All other brand, product, or company names are trademarks or registered trademarks of their respective owners.