OUR MISSION IS TO
ACTIVATE THE POTENTIAL OF
SCHOOLS, SYSTEMS & EDUCATION
THROUGH STUDENT-DRIVEN
REAL-WORLD LEARNING
AGENDA FOR TODAY
What were your most engaging learning experiences between the ages of 13-18?
2018-03-29 DEEPER LEARNING
Creating Leaving to Learn: Building an Internship Program

Andrew Frishman
@AndrewFrishman

bigpicture.org
@BigPicLearning
Hands-on
Care and precision
New perspective
Real-world setting
Teamwork
Mentorship and guidance
Pursuing a dream
Impact on your community
What does LTI look like?

https://www.teachingchannel.org/big-picture-video-library-bpl
Student Profile

Elias Treger
Grade 12

Pilot in Training
2018-03-29 DEEPER LEARNING
Creating “Leaving to Learn”: Building an Internship Program

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Even though Mrs. Rogers announced, “Today our second grade is going to have fun learning,” as she wrote the date on the blackboard, school turned out to be dreary because the class was having Review again. Review meant boredom for some, like Ramona, because they had to repeat what they already knew, and worry for others, like Davy, because they had to try again what they could not do in the first place. Review was the worst part of school. Ramona passed the morning looking out the window.
DECREASING ENGAGEMENT IN SCHOOL OVER TIME

Education Week, *Gallup Student Poll Finds Engagement in School Dropping By Grade Level*, March 22, 2016
Gallup Student Poll Finds Engagement in School Dropping By Grade Level, March 22, 2016

DECREASING ENGAGEMENT IN SCHOOL OVER TIME
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Education Week, Gallup Student Poll Finds Engagement in School Dropping By Grade Level, March 22, 2016
Percentage of Students Who Strongly Agree, By Grade (n = 928,888)

- In the last 7 days, I have learned something interesting at school
- I have fun at school
- At this school, I get to do what I do best every day

Why Do Internships?

- They’re not boring!
- Instead of memory, emphasizes application.
- More opportunities for creativity
- Students get to become the experts
- Real work in the real world
- Self-reflection, feedback, strategies to improve
- Students get to pursue/learn what they want!
Deliberately Developmental Organizations

<table>
<thead>
<tr>
<th>High Support</th>
<th>Low Challenge</th>
<th>High Challenge</th>
</tr>
</thead>
<tbody>
<tr>
<td>High Support</td>
<td>Stagnation</td>
<td>Development</td>
</tr>
<tr>
<td>Low Support</td>
<td>Disengagement</td>
<td>Anxiety</td>
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What were your most engaging learning experiences between the ages of 13-18?
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Significant/Engaging Learning Experiences

• Emerge from a personal interest/passion

• Connection with mentors (adult experts)

• Authentic products and evaluation/assessment

• Outside of the classroom
Learning Through Interests
Learning Through Relationship
Learning Through Practice
LEAVING TO LEARN
HOW OUT-OF-SCHOOL LEARNING INCREASES STUDENT ENGAGEMENT AND REDUCES DROPOUT RATES

ELLIOI WASHO
CHARLES MOJKOWSKI
FOREWORD BY SIR KEN ROBINSON

10 Expectations
What should students be able to expect?

10 EXPECTATIONS

- Relationships
- Authenticity
- Relevance
- Choice
- Challenge
- Play
- Time
- Practice
- Timing

IMPERATIVES

http://www.youtube.com/watch?v=K96c-TGnSf4
Personalized Learning Plans
Situated learning in the community: advisors, students, parents & mentors
Interest-Based Internships
The Big Picture Learning approach

- Relationships
- Advisor
- Relevance
- Rigor
The Big Picture Learning approach
What is the role of the advisor?

• Create opportunities for appreciation of each others’ differences
• Maintain a supportive environment
• Develop a close relationship as the student’s “fiduciary”
• Help students to access resources
• Coordinate student’s learning plan (including interest-based internships)
• Teach professional, organizational, and [some] “academic” skills
What is the Difference Between Equal and Equitable?
What if the indicators of success were...?

• Alumni become heads of families, lifelong learners, and excellent grandparents
• Alumni are informed citizens and engaged active leaders in their community
• Alumni can secure and excel at 21st Century high-skilled, high-knowledge jobs
Students get chance to have career years

Reinvesting High School

A no-grades approach imported by Camden mixes schoolwork with job experience and mentors in places such as a hospital...

By Melanie Burnese
PROVIDENCE, R.I. — When she entered high school, Natasha Lejaji wanted to become a premed student, so she landed an internship at a day-care center.

She discovered she was not suited for teaching. "The kids were kind of aggravating," she said. "I don't have patience for that."

After school internships at a social agency, a barbershop, and a hospital, she finally found her true calling.

Lejaji, 17, is a senior at the Metropolitan Regional Career and Technical Center in Providence, where there are no tests or grades. Students have advisers instead of teachers, spend three days a week in school and two days on internships, and are encouraged to pursue their passions or interests largely through independent study.

As educators debate how to revitalize public schools, many districts across the country are turning to alternative programs such as The Met to boost participation.

CAREER on A+?

... a TV studio ...
... a barbershop ...
... and a law office

Nikki Thompson, 17, directs a weekly TV program at The Met, a Big Picture school in Providence that has met federal standards with advisers instead of teachers.

Natasha Lejaji, 17, interned at the Providence barbershop where he is an intern. About 75 percent of The Met's seniors enroll in college.

Nicole Middlebrooks, 14, worked at a criminal justice office during an internship through MedEast High, which has introduced the Rhode Island model to this region.

For more information on Big Picture schools, the movement to revitalize high school, and interviews with a student and teacher from MedEast High in Camden, go to http://jointhemet.com/extra
Students get chance to have career years

Reinvesting High School

By Mouhine Harves
PROVIDENCE, R.I. — When she entered high school, Nadege Lojizi wanted to become a professional hair stylist so she landed an internship at a day-care center. She discovered she was not suited for teaching. “The kids were kind of aggravating,” she said. “I don’t have patience for that.”

After school internships at a soap agency, a barbershop, and a hospital, she really found her stride in medicine. Lojizi is a senior at the Metropolitan Regional Career and Technical Center in Providence, where there are no menus or grades. Students have advisers instead of teachers, spend three days a week in school and two days on internships, and are encouraged to pursue their passions or interests largely through independent study and, it is hoped, find a career.

As educators debate how to re-invigorate public high schools, many districts across the country are turning to alternative programs such as The Bar to boost participation.

... a TV studio ...  ... a barbershop ...  ... and a law office

Rudolph Thompson, 17, directs a weekly TV program at The Bar, a Big Picture school in Providence that has met federal standards with advisers instead of teachers.

Met student Antonio Colino gives a student presentation in the Providence barbershop where he is an intern. About 70 percent of The Bar’s seniors enroll in college.

Nicole Middleton, 14, files paperwork at a Cummeri law office during an internship through Met’s Bar.

For more information on Big Picture schools, the movement to re-energize high school, and interviews with a student and teacher from Met’s Bar High in Camden, go to http://pjsbillet.com/reinvest
Before

Internships

After
BEFORE

INTERNSHIPS

AFTER

BY: CLAVE FOURIE
“Without love for life this whole thing would just be a long commute.”

- Jonathan Richman
This Month’s Harvard Ed Magazine

“In his new book, Professor Dan Koretz looks at how test-based accountability has become an end in itself in American education, unmoored from clear thinking on what should be measured in school, harming students and corrupting the ideals of teaching.”
FRANK AND EARNEST

SCHOOL

I HOPE THERE'S A LOT OF JOB OPENINGS THAT INVOLVE FILLING IN BUBBLES WITH NUMBER 2 PENCILS.
HEADLINES FROM the MBAE survey of Massachusetts employers

• 69% of business leaders surveyed said they found it somewhat or very difficult to find people with the right skills for the positions they need to fill.

“Public schools aren’t spending enough time teaching kids to problem-solve, think, and work with others collaboratively. They spend too much time having kids memorize facts and figures – and they are too focused on checking off the boxes they have delivered to the curriculum.”

MBAE - The New Opportunity to Lead: A vision for education in Massachusetts for the next 20 years
Why the future of (CTE) Vocational, Career and Technical Training Education Must be Different
"Hey, I've got another idea."
“...help schools address exposure gaps by deliberately connecting students to more local, real-world professionals whom they otherwise might not know.”

“Society is passing up entire reservoirs of latent innovation potential in the next generation.”
diversity asks: who’s in the room
equity responds: who’s trying to
get in the room but can’t, and whose
presence in the room is under
constant threat of erasure
BPL Network Graduates enroll in college 84%
96% Graduates not in college are working full time
Graduates who went straight to work secured employment through their internships/relationships 74%
History, Growth, and Spread of Big Picture Learning

• 1994 – BPL Founded
• 1996 – The Met (Providence, RI) opens
• 2002 – Launch of network of schools (not a CMO)
• Today – SPREAD 60+ Schools in 25+ states
• Innovation and Influence – the network as R & D labs
How to grow from 100 schools to...

1000 schools?

10,000 schools?
How to grow from 100 schools to...

1,000,000s

Interest-based Internships
What are the steps to getting an Internship?

1. Establish Goals, Roles, District/School Support, Resources, Logistics
2. Figure out what students are passionate about!
   - Who Am I Project(s)?
   - Relationship Building
   - Interest Exploration
3. Search for Possible Sites
   - Past Internships that other students have engaged in
   - Networking
4. Work with Advisor and Internship Coordinator to refine the list of possible sites

*DO NOT CONTACT ANYONE UNTIL YOU CLEAR IT WITH INTERNSHIP COORDINATOR!!!*
What are the steps to getting an Internship?

4. Cover Letter and Resume/LinkedIn Profile  
   (requesting an informational interview/shadow day)
5. Follow up (calling to schedule)
6. Prepare for the interview/shadow day
7. Go to the interview/shadow day
8. Follow up with a thank you note
9. Work with Advisor/Teacher and Internship Coordinator to determine next steps.
What “skills” do students develop through this process?

- Learning to Network
- Development of Professional Writing
  - Cover Letter
  - Resume/LinkedIn
  - Email communication
  - Thank You Letters
- Development of Interpersonal Professionalism
  - Phone Skills
  - Greeting
  - Interviewing
  - Shadowing
- Meeting to Set up Internship and Contract/Agreement(s)
We're home now! But in this photo, it's 48 hours and we're together in Rome. Home, Rome—I'm happy to be with my people and to have a delicious swirl of new memories from this trip. —with Eb, Andrew Frishman and Elias Eberman.
Jill Davidson
July 18, 2015 - 4p
Allowed on Timeline

We’re home now! But in this photo, it’s 48 hours and we’re together in Rome. Home, Rome—I am happy to be with my people and to have a delightful swirl of new memories from this trip. — with Ken, Andrew Freshman and Elias Eberman.
Learning Big Picture

Learning Big Picture is an online professional development tool to bring just-in-time training and PD to your team, to facilitate your journey to student internships and personalized learning.

https://www.bigpicture.org/apps/pages/lbp
and they can suggest sites to be added to a school's dataset. Students can search for sites that align with their interests.
Students daily log their attendance! internship
Identifying Partners, Collaborators, and Investors

Spreading interest-based internship programs

Full implementation of ImBlaze growth strategy within 3 years
2018-03-06 SXSWedu
Leveraging Student Interests: Internships at Scale

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bigpicture.org