Putting the “&” in College & Career Readiness

“Times have changed. Now you need a degree just to end up living in your parents’ basement.”
“There is a growing consensus in states across the nation that the goal of the K-12 education system is to prepare all students to graduate from high school ready for college and careers. Yet, in all but a handful of states, the priority goals set to drive student performance toward and beyond college and career readiness sputter out after the word ‘college’. The student performance indicators that states include in school- and district- level report cards and accountability systems, the story seems to be that the essential “and” in “college and careers” is actually an “or”, with the focus on career readiness often limited to a subset of students. Without including student performance indicators tied to career pathways and experiences, states are missing the opportunity to signal to schools and districts, communities, parents, and students that preparing all students for careers matters.”

College & Career Readiness

WHAT DOES THAT EVEN MEAN?
“From an academic perspective, college and career readiness means that a high school graduate has the knowledge and skills necessary to qualify for and succeed in entry-level, credit-bearing postsecondary coursework without the need for remediation – or to qualify for and succeed in the postsecondary job training and/or education necessary for his or her chosen career.”

“In a general sense, college and career readiness can be defined as the level of preparation a student needs in order to enroll and succeed – without remediation – in a credit-bearing course at a postsecondary institution that offers a baccalaureate degree or transfer to a baccalaureate program, or in a high-quality certificate program that enables students to enter a career pathway with potential future advancement. Succeed is defined as completing the entry-level courses or core certificate courses at a level of understanding and proficiency that makes it possible for the student to consider taking the next course in the sequence or the next level of course in the subject area or of completing the certificate.” (Conley, 2012)
College and Career Readiness Defined

“The challenge is not simply to get student into postsecondary programs, as daunting as that challenge might be in some high schools and communities. It is to prepare them to succeed in those programs. In essence, it means students ready to learn beyond high school, not simply to complete high school.”

“Focusing high school solely on awarding diplomas to students is to ignore the reality of the world into which those graduates enter.” (Conley, 2012)
But…

Is there a disconnect between College Readiness and Career Readiness with our students? Or with our faculty/counselors?
Four-Year College Bias is Pervasive

Which of the following comes closest to describing what you expect to do after graduation from high school? (n=809)

However...

Almost all 9th graders enter high school
- 88% graduate from high school
- 58% complete some postsecondary education
- 28% complete a bachelor’s degree
- 6% complete a master’s degree

So...

Are we connecting college & careers?
Are we truly preparing them to be college and career ready?
4 Dimensions of College & Career Readiness

1. Key Cognitive Strategies
2. Key Content Knowledge
3. Academic Behaviors (Self-Management)
4. Contextual Skills and Awareness (College Knowledge)

“The success of a well-prepared college student is built on a foundation of key cognitive strategies that enable students to learn, understand, retain, use, and apply content from a range of disciplines. Unfortunately, the development of key cognitive strategies in high school is often overshadowed by an instructional focus on decontextualized content and facts necessary to pass exit examinations or simply to keep students busy and classrooms quiet.”

### Key Cognitive Strategies

- Problem formulation
- Research
- Interpretation
- Communication
- Precision and accuracy

“Much learning for high school students is simply figuring out the “right” answer, or what the teacher wants to hear, and does not involve much active cognitive engagement.”

### Key Content Knowledge

**Overarching academic skills**
- Reading*
- Writing*

**Core Academic Subject Knowledge and Skills**
- English
- Math
- Science
- Social Sciences
- World Language
- The Arts
Promoting Key Cognitive Strategies and Key Content Knowledge

- Align courses and expectation between high school and college
- Align AP and IB
- Align Syllabi
- College-Ready Seminars
- College-Ready Assignments
- Paired Courses
- Formative Assessments for College Readiness
- Scaffolding
4 Dimensions of College and Career Readiness

<table>
<thead>
<tr>
<th>Academic Behaviors (Self-Management)</th>
<th>Contextual Skills and Awareness (College Knowledge)</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Self-awareness</td>
<td>• Select the proper postsecondary institution</td>
</tr>
<tr>
<td>• Self-monitoring</td>
<td>• How and when to apply</td>
</tr>
<tr>
<td>• Self-control</td>
<td>• FAFSA</td>
</tr>
<tr>
<td>• Study Skills Behaviors</td>
<td>• Placement tests</td>
</tr>
<tr>
<td></td>
<td>• Access support resources</td>
</tr>
<tr>
<td></td>
<td>• Culture of college</td>
</tr>
<tr>
<td></td>
<td>• Increasing expectations of higher education</td>
</tr>
</tbody>
</table>
Promoting the development of self-management

**Elements of Self-management**

- Time Management
- Prioritize
- Recognize obstacles
- Study Skills
- Understanding what you can study independently and what you need help with
- Organize effective study groups
- How to prepare for tests
- Goals – Long term and short term
- Persistence with difficult tasks
- Awareness of strengths and weaknesses
Promoting the development of “College Knowledge”

- Building cultural capital
- Navigating admissions
- College search and selection
- College admissions exams
- Financial Aid
- Dual credit
- Career exploration and planning
In addition to disconnect...

“CCR expectations include the ability of students to communicate effectively in a variety of ways, work collaboratively, think critically, solve routine and non-routine problems, and analyze information and data. The knowledge and skills needed to excel in academics, technical settings, and life overlap significantly, largely because these skills cannot be gained absent content – and content is not very useful without the skills necessary to transfer and use that knowledge in a range of settings. Academic preparation alone is not enough to ensure postsecondary readiness…”

Employability Knowledge, Skills, and Dispositions

“Career readiness builds on this definition, including both academic and technical knowledge and skills, as well as employability knowledge, skills and dispositions. A career-ready person in proficient in the core academic subjects, as well as in technical topics… Many careers also require deeper learning and mastery in specific academic or technical subjects.”

What are they?

Employability Knowledge, Skills, and Dispositions

“A career-ready person has a good understanding of his or her interests, talents, weaknesses, and a solid grasp of the skills and dispositions necessary for engaging in today’s fast-paced, global economy. These include but are not limited to:"

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Goal setting and planning</td>
</tr>
<tr>
<td>2.</td>
<td>Managing transitions</td>
</tr>
<tr>
<td>3.</td>
<td>Clear and effective communication skills</td>
</tr>
<tr>
<td>4.</td>
<td>Critical thinking and problem solving</td>
</tr>
<tr>
<td>5.</td>
<td>Working productively in teams and independently</td>
</tr>
<tr>
<td>6.</td>
<td>Ethical decision making and social responsibility</td>
</tr>
<tr>
<td>7.</td>
<td>Effective use of technology</td>
</tr>
</tbody>
</table>

Activity

What are you already doing that promotes and/or enhances this skill? Do you believe it is effective?

Are you connecting these skills to career readiness?

What could you do to promote these skills on a regular basis (not just one and done lesson)?

How can you promote that these skills are helping students become career ready?
Final Thoughts

“&” NOT “OR”
Resources


