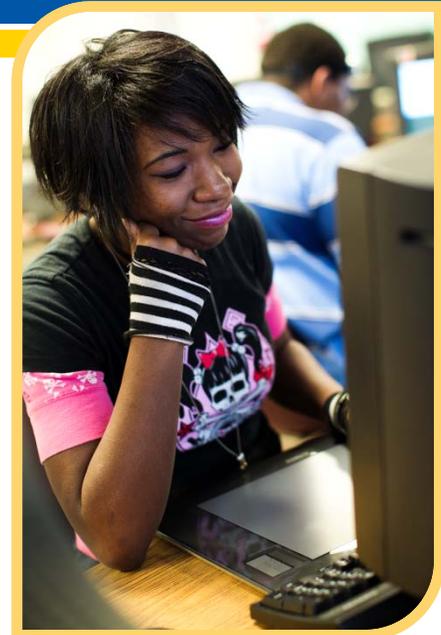




# Career Academies





# Career Academies



- **Small learning communities**
- **Cohort of students**
- **Blend of core and technical curriculum**
- **Partnership with employers and postsecondary education**



# Impact



*Research from 1984 - present*

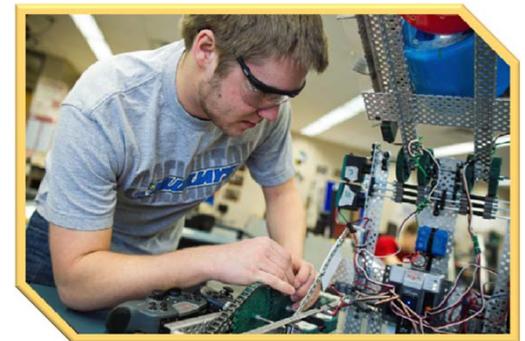
- **Lower drop out rate**
- **Increased on-time graduation rate**
- **Increased attendance, credits earned**
- **Decreased discipline issues**
- **More likely to participate in extracurricular activities and volunteerism**
- **Significantly increased postsecondary enrollment and completion rates**



## Community College Research Center

Students who complete 9 hours of dual-credit are more likely to:

- **earn a high school diploma**
- **enroll in postsecondary education**
- **enroll in college full-time**
- **have higher grade point averages**
- **return for sophomore year**
- **graduate on-time**





# Rule 47

LB 870 called for the creation of a Rule on Career Academies



## Rule includes

- Definition of career academies
- Quality Standards
- Operational Procedures
- Data Collection and Evaluation



# Rule 47

- Public Hearing was held on 7/18/13
- **State Board of Education will consider approval on August 8/9/13**
- Submit to Attorney General for constitutional check
- **Submit to Governor for Signature**





# Growing Strong Roots...From Implementation to Graduation



**Urban Agriculture and Natural Resources Career Academy**



# Bryan High School

- Omaha Public Schools
- Largest school district in Nebraska
- Largest city in Nebraska





# Objectives

- Define an academy and the structure
- Describe the process of implementing an academy
- Explain what we have learned

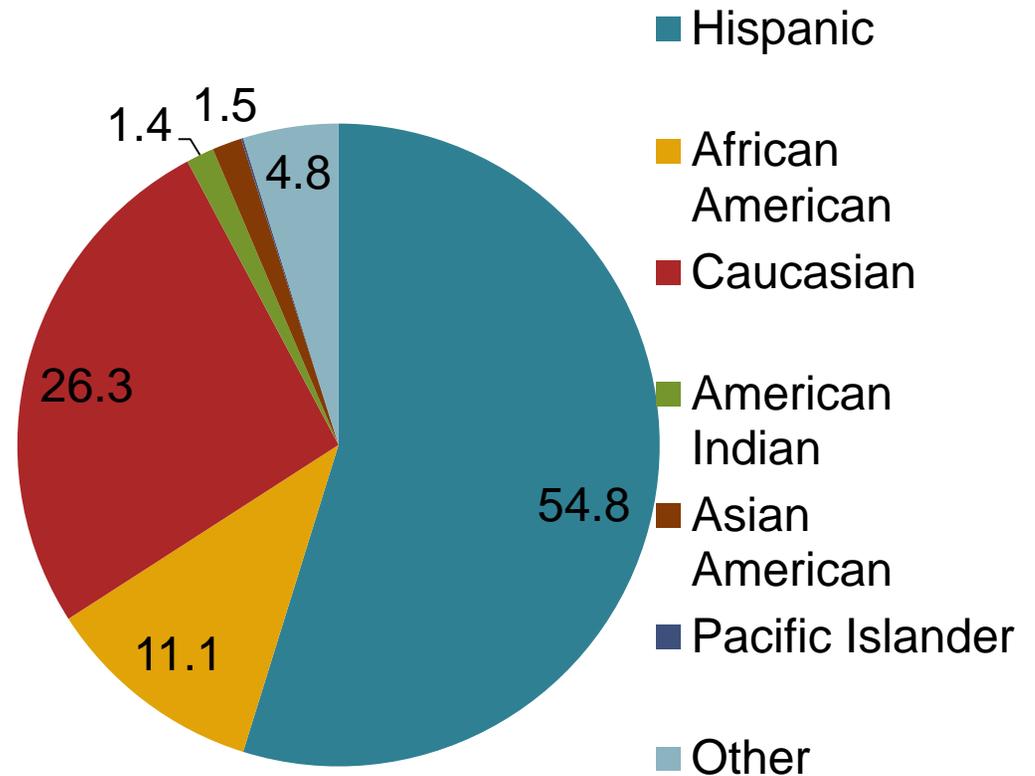




# Bryan High School Demographics

## Student Data

- Hispanic 54.8%
- African American 11.1%
- Caucasian 26.3%
- American Indian 1.4%
- Asian American 1.5%
- Pacific Islander 0.1%



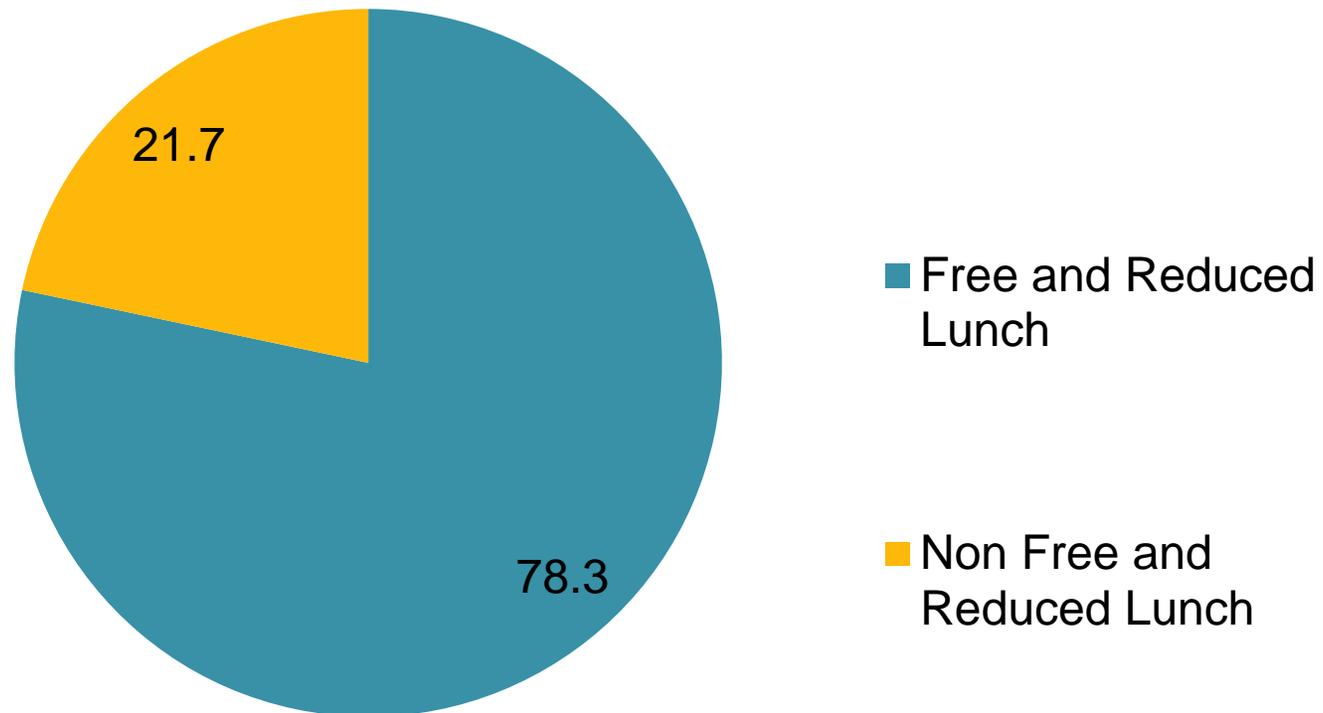


# Bryan High School Demographics

## Bryan High School Student Data

### Student Data

Free and Reduced Lunch 78.3%





# Bryan High School Academy Process

- 2010-2011
  - Began looking at academies across the nation
    - Formed a leadership team to investigate
    - Visited Carl Wunsche Sr. High School
- 2011-2012
  - Attended the National Career Academy Coalition conference
  - Visited academy schools
    - Cordova, Elk Grove, Florin
    - Wrote grant for academy





# Bryan High School Academy Process

- 2012-2013
  - Implemented the Urban Agriculture and Natural Resources Career Academy at Bryan High School
  - Addition of an FFA chapter
    - Student leadership organization
  - Saw a need for the agriculture academy
    - <http://h3.ne.gov/H3/>





# Standard I-Defined Mission and Goals

- A written definition of mission and goals
- Criteria include:
  - Well-defined mission and goals
  - Focus on careers and college, student aspirations, and student achievement





# Standard I-Bryan High School

## Bryan High School Mission

- ...to provide educational opportunities, which enable all students to achieve their highest potential.





# Standard II-Academy Structure

- Well-defined structure within the high school
- Reflect status as a small learning community
- Criteria include:
  - Cross-age articulation
  - Student recruitment and selection process
  - Cohort scheduling
  - Physical space for the career academy
  - Career or industry theme
  - Small size supportive atmosphere





# Standard II-Bryan High School

- School within a school
- Middle school teaming concept
- Students take the same classes
  1. Intro to Agriculture, Food, and Natural Resources
  2. English 3-4
  3. Agriculture Geography/Agriculture Economics





# Standard II-Bryan High School



There are approximately 28-29 students in each Introduction to Agriculture class.

All students are involved in the FFA. There are 8 officers for the FFA.





# Standard II-Bryan High School

## Process at Bryan High School

- Recruitment in freshman classes
  - Target a reflection of the school demographics
  - Students who are not engaged or connected
- Career related recruitment video
- Sign up and interview process





# Standard III-Host District and High School

- Host schools are important determinants of an academy's success
- Criteria include:
  - Support from Board of Education, superintendent, principal, and administration
  - Adequate funding
  - Facilities, equipment, and material





# Standard III-Bryan High School

## Omaha Public Schools Support

- School Board
  - Presented March 2012
  - Presented October 2012
- Superintendent
- Principal





# Standard III-Bryan High School

## Funding for the Academy

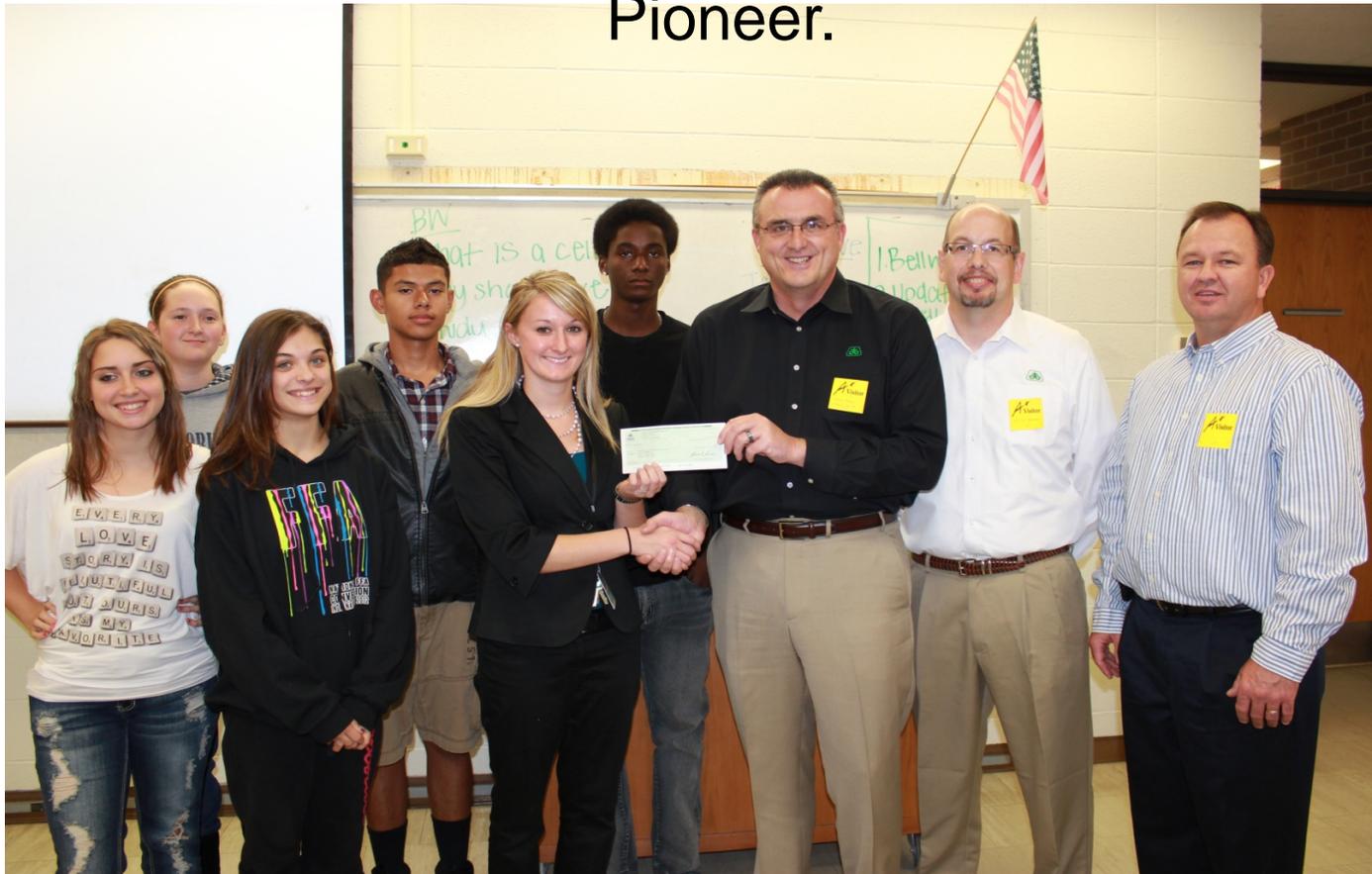
- \$288,000 Howard G. Buffett Foundation
- \$10,000 DuPont Pioneer
- \$20,000 Sherwood Foundation
- \$2,000 Sarpy County Farm Bureau
- \$2,000 Western Integrated Seed
- \$1,000 Douglas County Farm Bureau
- \$1,000 Farm Credit Services of America
- \$500 Russ Green, Omaha Chamber





# Standard III-Bryan High School

Students accepting a grant from DuPont  
Pioneer.





# Standard III-Bryan High School

## Current Facilities

- Ag teacher shares multiple classrooms
- Academy teachers share a common area for their plan time

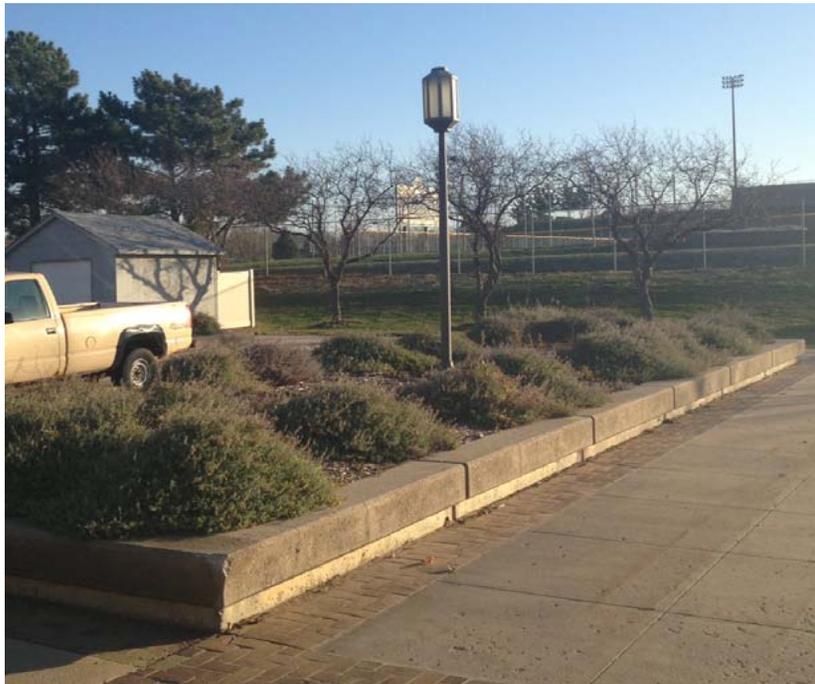




# Standard III-Bryan High School

## Future Facilities

- Two raised gardens in front of our school

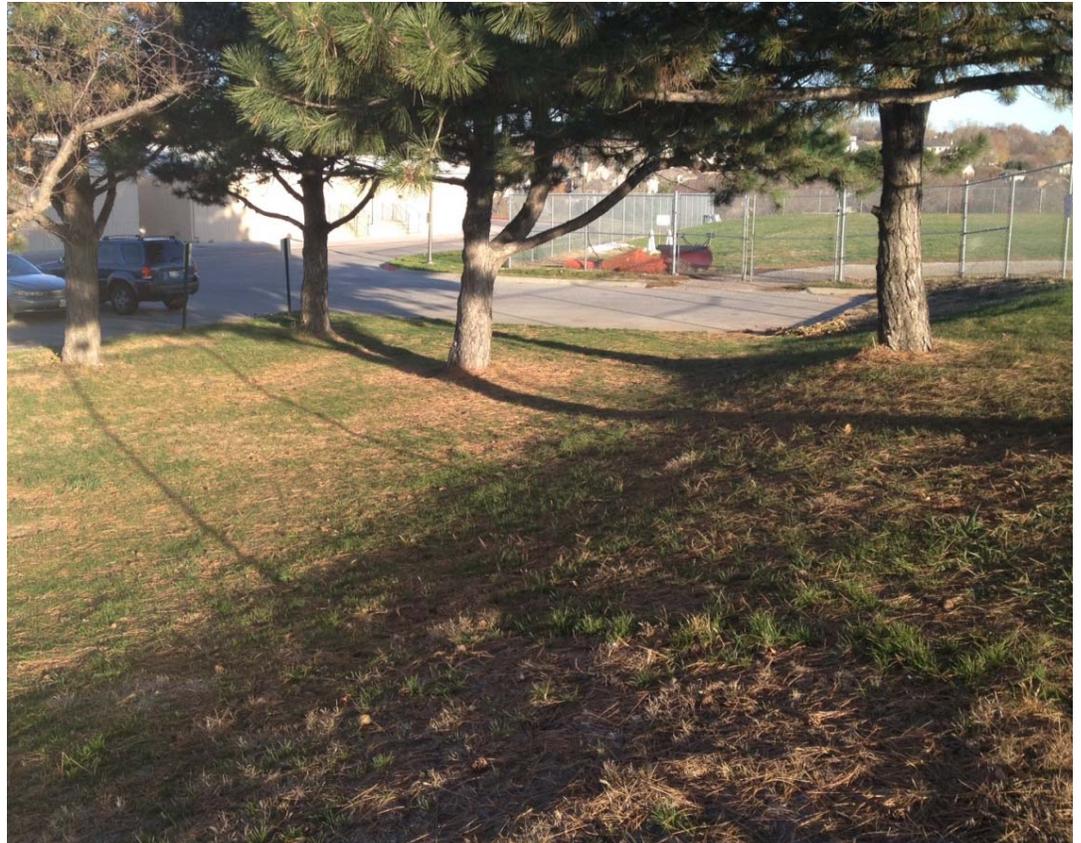




# Standard III-Bryan High School

## Future Facilities

- Agriculture classroom
- Greenhouse





# Standard IV-Faculty and Staff

- Appropriate teacher selection, leadership, credentialing and cooperation are critical
- Criteria include:
  - Leader or coordinator
  - Teachers who are credentialed in their field
  - Committed to the mission and goals
  - Supportive counselors and non-academy teachers





# Standard IV-Bryan High School

## Gathering Your Team

- Principal
- Assistant Principal
- Guidance Director
- Curriculum Specialist for Career and Technical Education
- Curriculum Specialist for English
- Counselor for Advanced Education
- Counselor for Career Placement
- Business teacher
- Family and Consumer Science teacher





# Standard IV-Bryan High School

## Hiring for the Academy

- Agriculture teacher
- English teacher
- Social Studies teacher
- Special Education teacher
- Science Teacher





# Standard V-Professional Development

- Must provide adequate professional development time, leadership and support
- Criteria include:
  - Common planning time for academy staff
  - Professional development for teachers
  - An orientation for parents and other district employees





# Standard V-Bryan High School

## Professional Development

- CASE (Curriculum For Agricultural Science Education) training
- Academy teachers have common plan time
- Writing curriculum/conferences
- NCAC

(National Career Academy Coalition Conference)





# Standard VI-Governance and Leadership

- Governing structure that incorporates the views of all stakeholders
- Criteria include:
  - Advisory board with regular meetings
  - Partnerships with the community
  - Opportunity for student input





# Standard IV-Bryan High School

## Advisory Committee

- Farm Credit Services of America
- Federal Reserve Bank
- First National Bank
- Hoegemeyer Hybrids
- Howard Buffett Jr.
- Metro Community College
- Nebraska Department of Education
- Nebraska FFA Association
- Novozymes
- Nebraska Legislature
- Omaha Public Schools
- RFD TV
- University of Nebraska-Lincoln
- USDA Farm Services
- Vivayic





# Standard IV-Bryan High School

The FFA officer team meets frequently to provide feedback and plan activities for the academy.





# Standard VII-Curriculum and Instruction

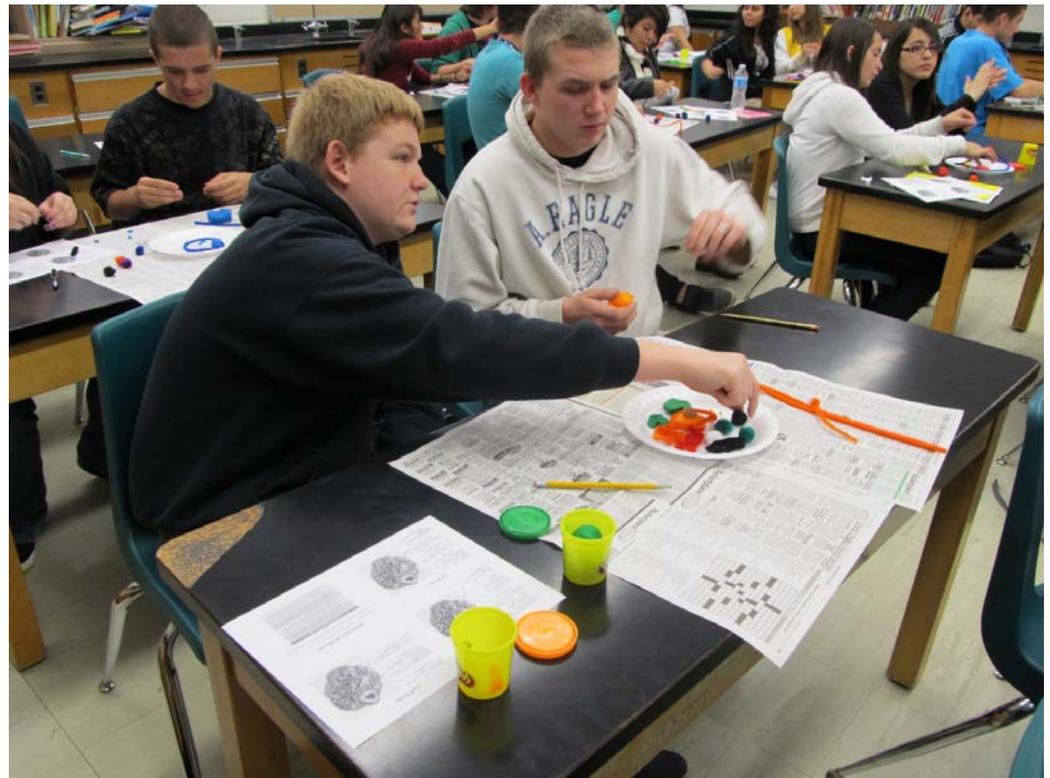
- Meets or exceeds external standards and college entrance requirements
- Focus learning around a theme
- Criteria include:
  - Include state or national standards
  - Sequenced, integrated, and relevant
  - Meet college entrance requirements
  - Dual credit and articulation options
  - Post-graduate planning





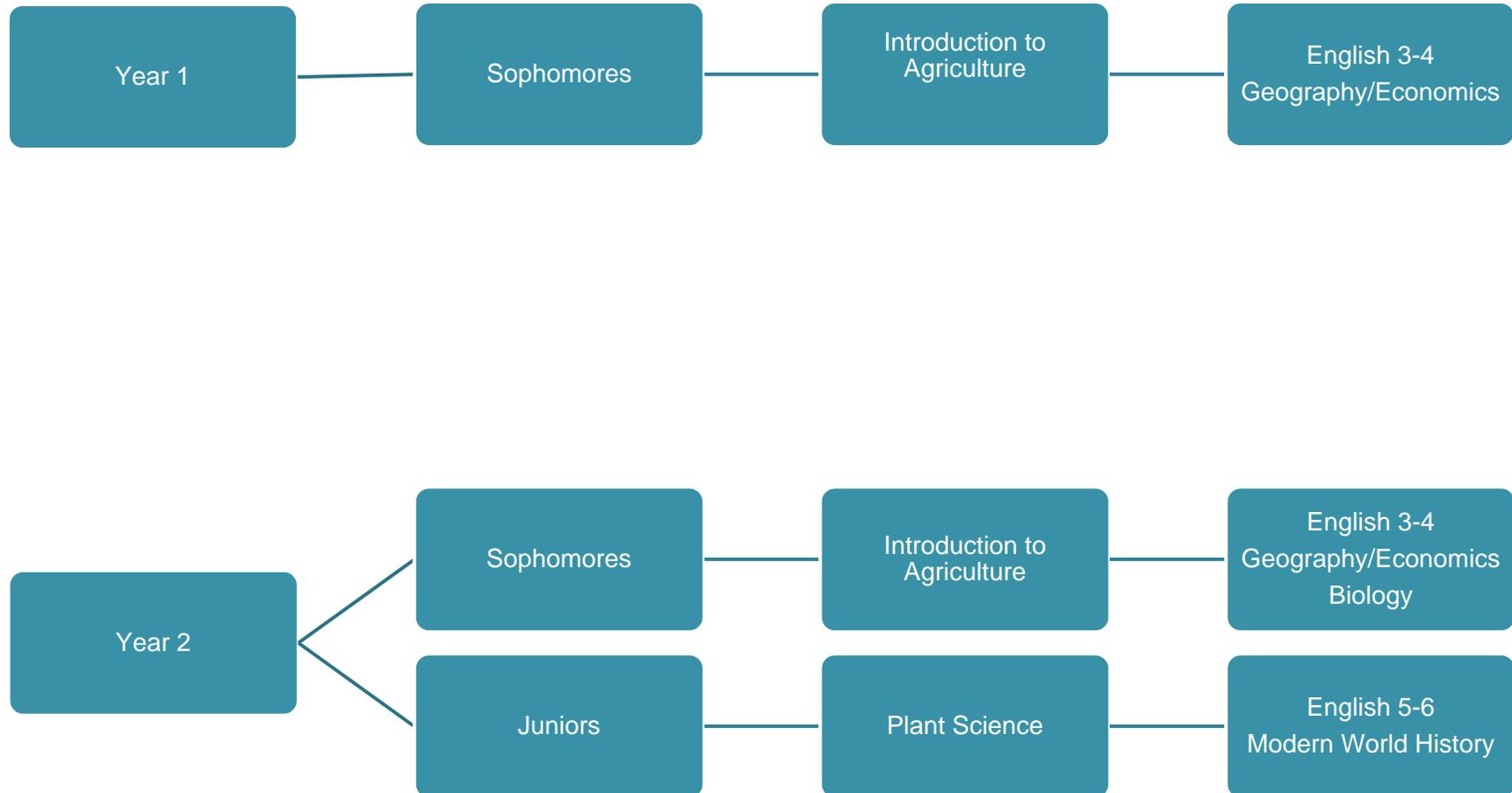
# Standard VII-Bryan High School

- Small learning environments
- Connections to relevant information
- Improve student achievement and retention



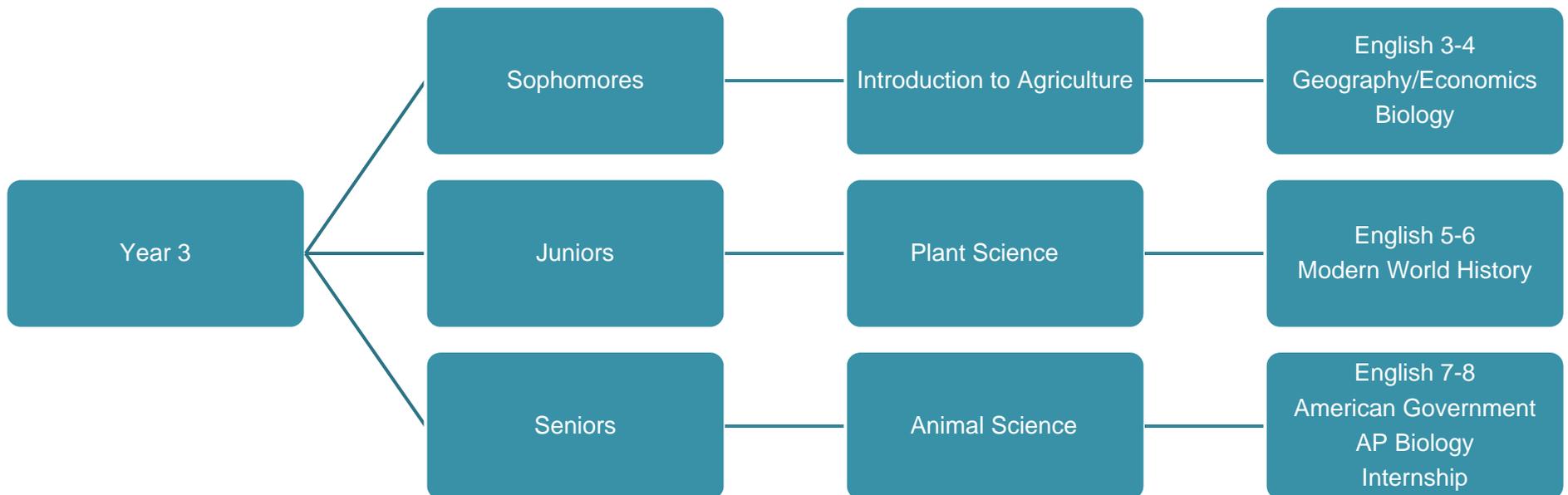


# Standard VII-Bryan High School



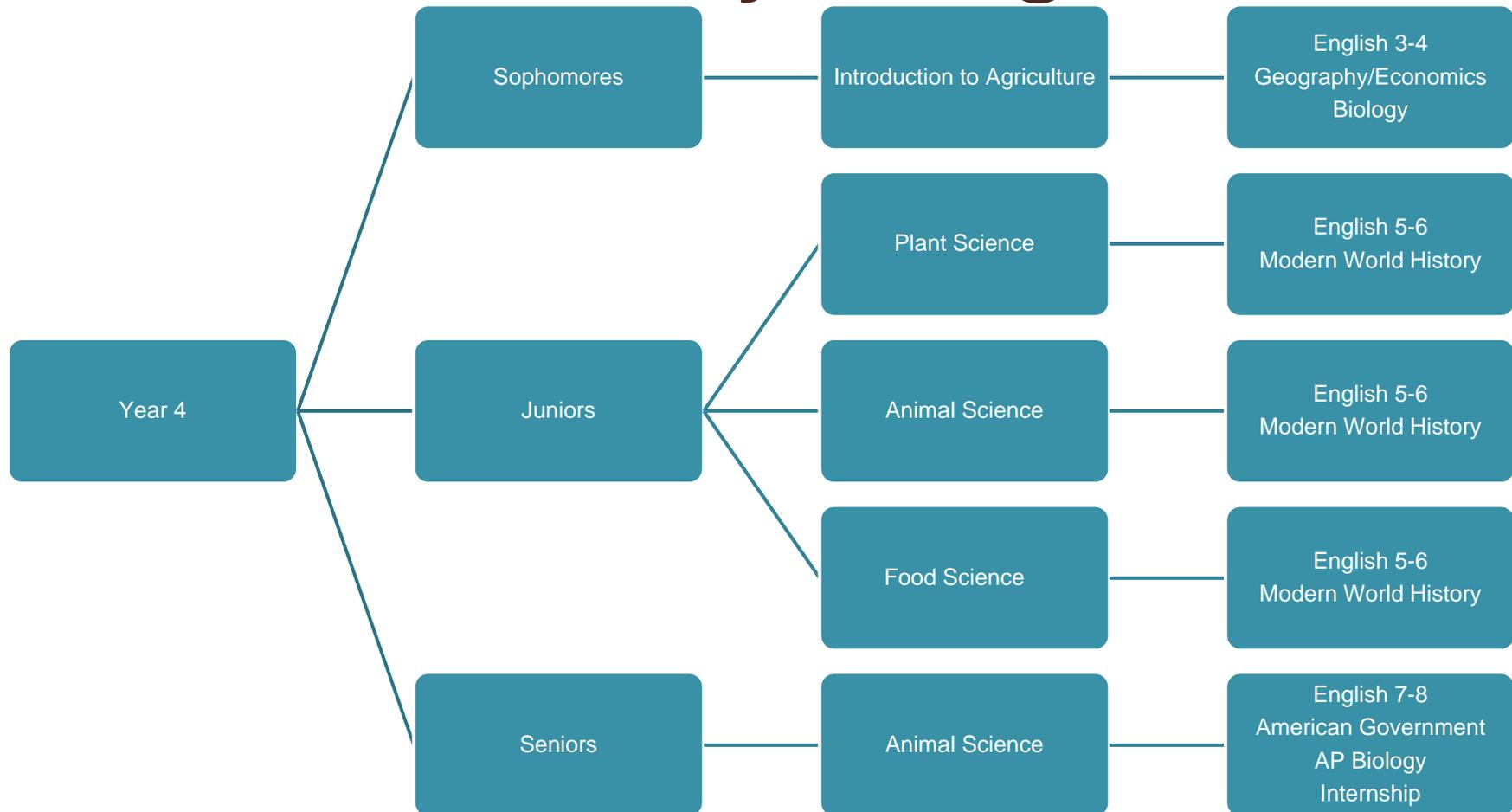


# Standard VII-Bryan High School



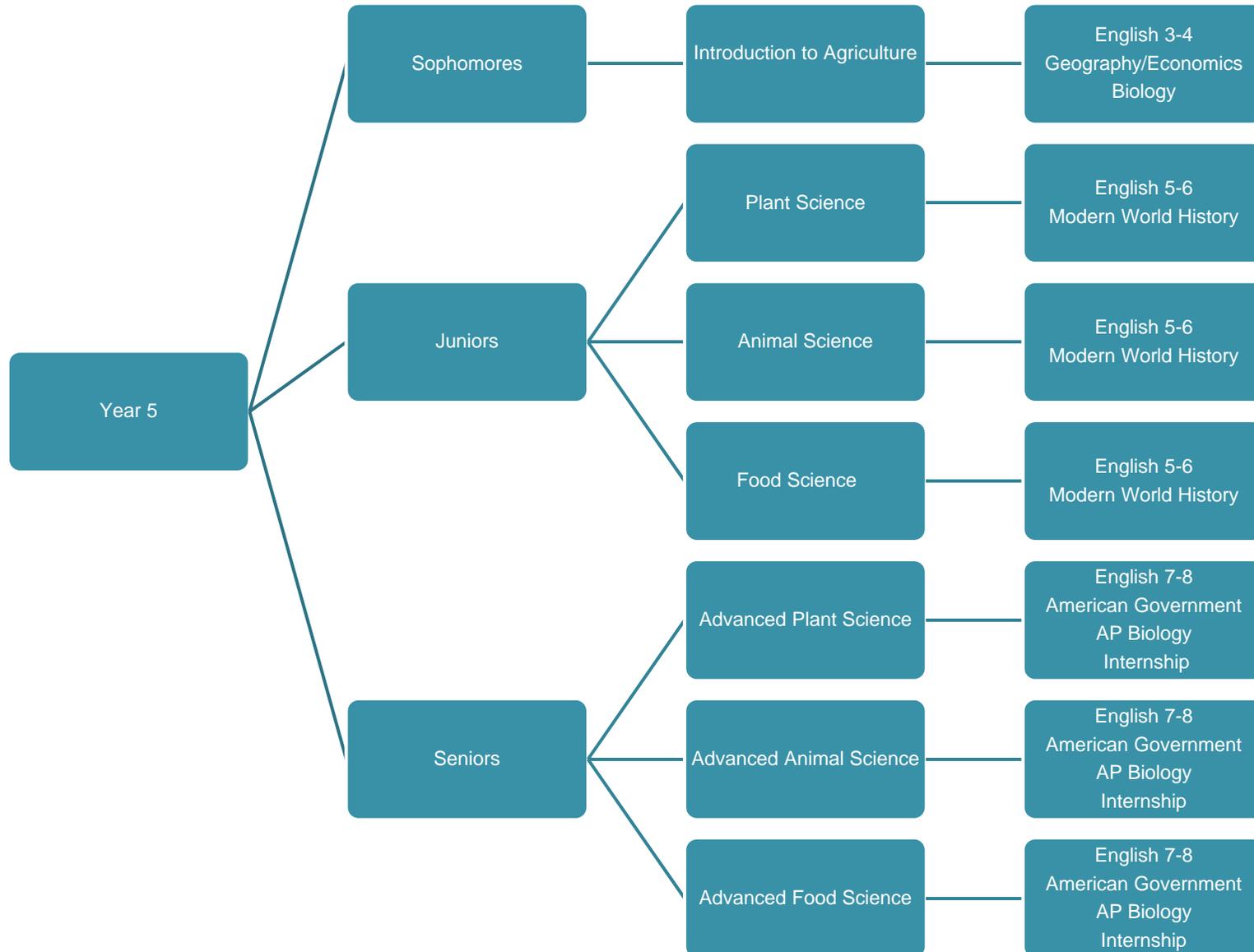


# Standard VII-Bryan High School





# Standard VII-Bryan High School





# Standard VII-Bryan High School

Hands on learning focuses on a theme.





# Standard VII-Bryan High School

Students work together to solve real life problems.





## Standard VIII-Employer, Higher Education & Community Involvement

- Links high school to its host community
- Involves members of the employer, higher education and civic community
- Criteria include:
  - Career theme that fits the local economy
  - Community involvement
  - Work based learning
  - Experiential components





# Standard VIII-Bryan High School

- Opportunity for numerous guest speakers and field trips
- Offer advanced placement and dual enrollment classes
- Incorporate our advisory committee whenever possible





# Standard VIII-Bryan High School

- FFA Organization
  - Incorporates Supervised Agriculture Experiences
  - Involves community service activities
  - Focuses on premier leadership, personal growth, and career success





# Standard VIII-Bryan High School

Students attend state and regional meetings to become involved in community issues.





# Standard IX-Student Assessment

- Must see improvements in student performance
- Gather data that reflects whether students are showing improvement
- Criteria include:
  - Collection of student data
  - Include:
    - Student attendance, grade point averages, test scores, graduation and college rates, and technical learning and skills





# Standard IX-Bryan High School

- Research with Omaha Public Schools

## Academy Students Data

- Total Students 57
- Females 35
- Males 22
- Average GPA 2.92
- Absences 7.2





# Standard X-Cycle of Improvement

- No academies function perfectly all the time
- Engage in a regular, well-defined, objective self examination
- Criteria include:
  - Examination of mission, design, and implementation
  - Planned refinements for the academy
  - Timetables and measurable outcomes





# Standard X-Bryan High School

- Working with the Omaha Public Schools research department
- Making plans for future years
- Learning from other academies and programs
- Quarterly leadership meetings





# What We Have Learned...

- Involve counselors, administrators, and teachers
- Need a career academy coordinator
- Find the right people to connect with
- Invite people to the academy and school





# Questions?

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Bryan High School Counselor

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**Mr. Robert Aranda**

Bryan High School Principal

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