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# P·E·R·S·O·N·A·L Learning Plan

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# What is a Personal Learning Plan (PLP)?

A Personal Learning Plan is a student's current plan of coursework and extended learning activities to meet the student's education, career, and life goals.

## Personal Learning Plan



Name: \_\_\_\_\_ Cluster: \_\_\_\_\_  
 Pathway: \_\_\_\_\_

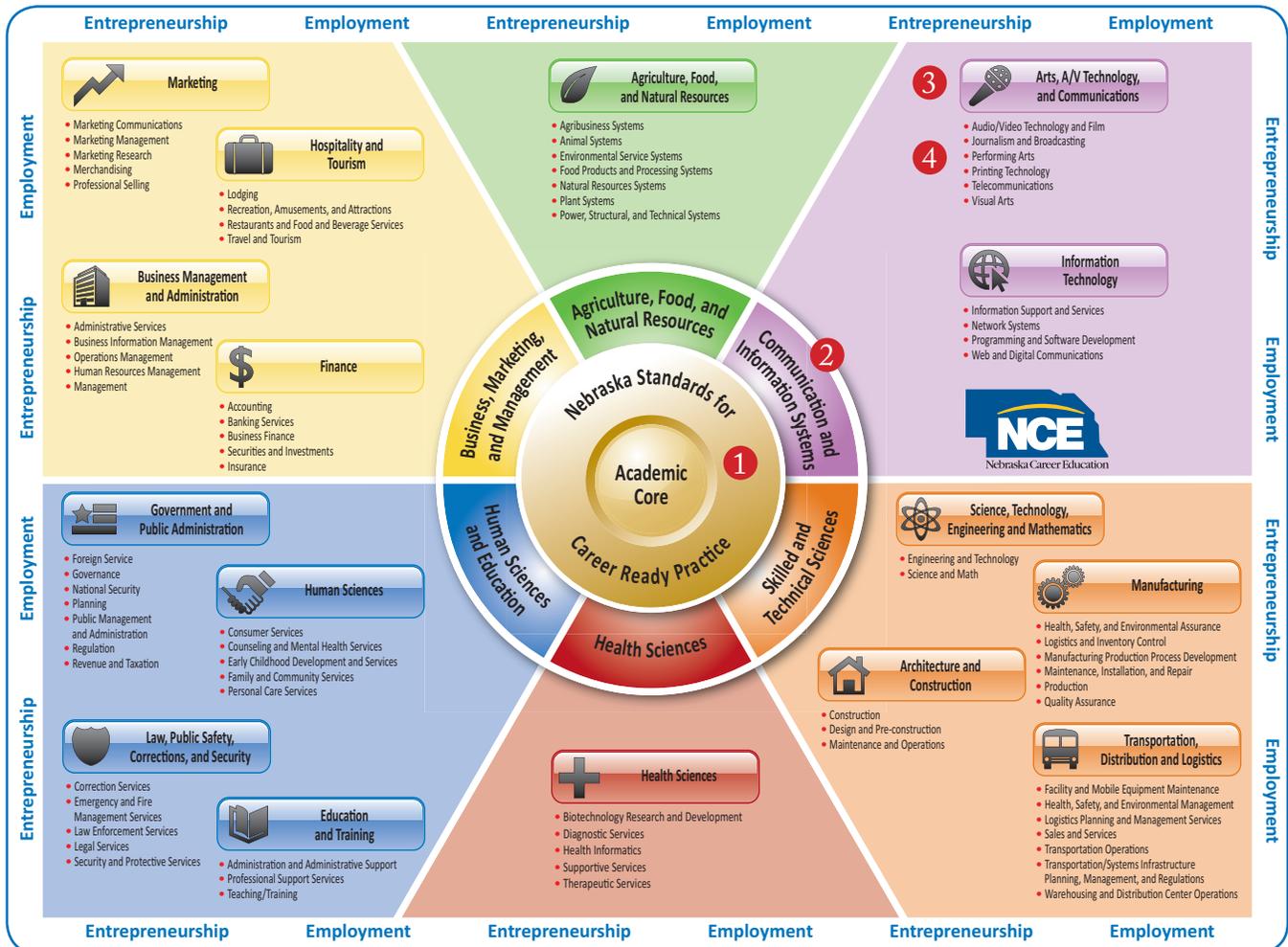
School Counseling	Education Levels	Grade	English/ Language Arts	Math	Science	Social Studies	Nebraska Career Education Program of Study	Requirements & Electives	Extended Learning School/Community Activities
Preparing all student for life long learning, earning and living. • Career Development using NCE model • Academic/Career counseling • Assessments of interests, skills, college & career readiness • Goal setting • Personal Learning Plans • Extended learning • Parental involvement • Programs of Study • Postsecondary credit • Seamless transitions to college & careers	MIDDLE SCHOOL	7							
		8							
	SECONDARY	9							
		10							
		11							
		12							
	POSTSECONDARY	Year 13							
		Year 14							
		Year 15							
		Year 16							

- A. PLP includes all academic requirements for high school graduation and postsecondary entrance requirements to meet the student's goals.
- B. PLP includes all career education and elective classes directly aligned to student's goals.
- C. PLP includes extra-curricular activities at school and in the community matched to student's goals.



**Personal Learning Plans** emphasize how education is relevant to career success. The Nebraska Career Education (NCE) Model is used to introduce the unlimited number of career opportunities available to students. The local school district will recommend the most effective learning plan for career clusters/pathways.

# NEBRASKA CAREER EDUCATION MODEL



The **NCE Model** has five distinct levels, each with specific sets of knowledge and skill statements.

- ① College and Career Readiness are a set of knowledge and skills common to all 16 Career Clusters.
- ② Career Fields are broad groupings of 16 Career Clusters based on commonalities among Clusters.
- ③ Career Clusters are a grouping of careers with similar skills or common themes based on industry groupings at all educational levels.
- ④ Career Pathways further define the types of career opportunities within the Cluster.
- ⑤ Career Specialties (not shown) are specific job titles within a Pathway withing a Cluster.

## Why use a Personal Learning Plan?

A **Personal Learning Plan** helps to personalize education for each student and enables the student to prepare for the maximum number of opportunities possible upon high school graduation for their career interest.

## What are the Benefits of Personal Learning Plans?

Personal Learning Plans provide an opportunity for meeting the needs of all students. PLPs will help students reach their goals and impact student achievement and school improvement. Research indicates the following benefits of implementing Personal Learning Plans: (NASSP, 2004)

### Benefits to Students

- Provide students with the valuable learning experience of goal setting and how to attain their goals (Brown & Krane, 2000).
- Encourage students to be fully involved in making decisions about their learning, earning, and living goals (Zimmerman & Schunk, 2001) (Lapan, 2004).
- Students are more successful academically when there is a strong individual planning (PLP) component, especially at the secondary level (Gysbers, Lapan and Kayson, 2007).



### Benefits to Parents

- Provide the students' families increased opportunities to be involved in their children's education (Brown & Krane, 2000).



### Benefits to Schools

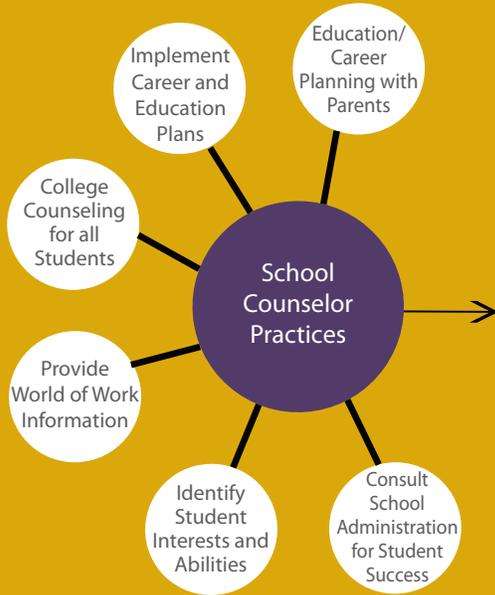
- Improve course enrollment patterns (Smith & Niemi, 2001).
- Increase student achievement (Frome, 2001).
- Improve relationships between students, parents, schools, and community (R.W. Larson, 2000).
- Increase student attendance, motivation, and engagement in school (Easton & Englehard, 1982).
- Increase extracurricular activity participation (Mahoney, Cairns, & Farmer, 2003).
- Increase the number of students prepared for postsecondary entrance requirements (Easton & Englehard, 1982).



# Nebraska Data Relevant to Personal Learning Plans

A recent study of Nebraska School Counseling indicated the positive student outcomes when academic and career planning included Personal Learning Plans along with other Nebraska developed materials and resources.

This evaluation study found evidence that school counseling programs in Nebraska high schools contribute significantly to students' educational outcomes.

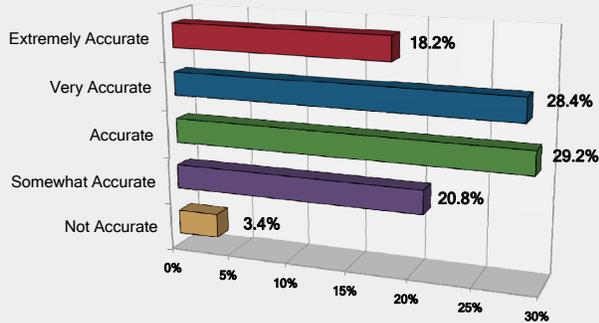


## Effective School Counselor Practices Impact These Student Outcomes:

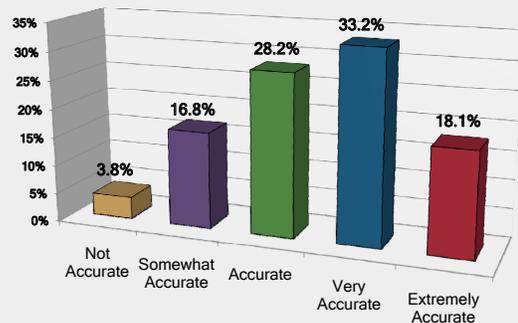
- Lower Suspension Rates
- Lower Discipline Rates
- Higher Attendance Rates
- Higher Math Proficiency
- High Reading Proficiency

## Implementation levels of significant practices reported by 115 schools (48.9% of all Nebraska high schools).

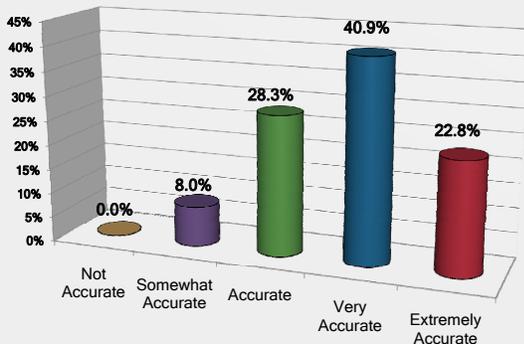
**Education and career planning activities include individual and group guidance sessions that assist all students and parents/guardians in effectively using standardized test results.**



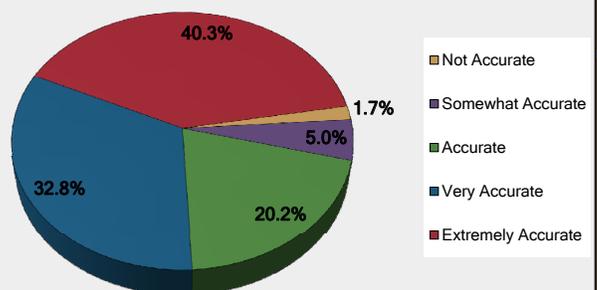
**Counselors provide all students and parents/guardians with accurate and up-to-date information about the world of work.**



**The education and career planning process helps students create meaningful college and career plans.**



**School counselors help all students to create schedules that reflected their individual abilities, interests, and future goals.**



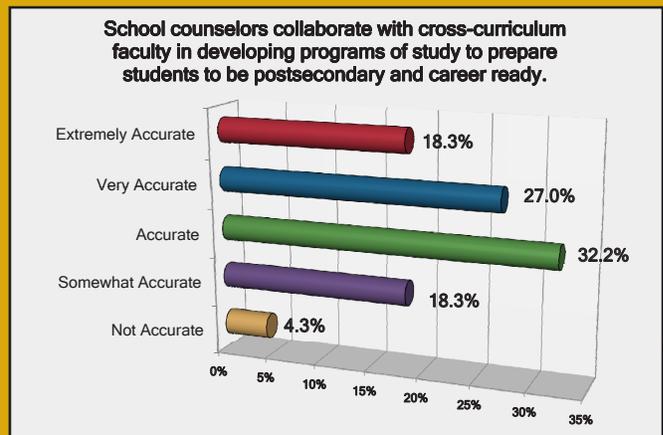
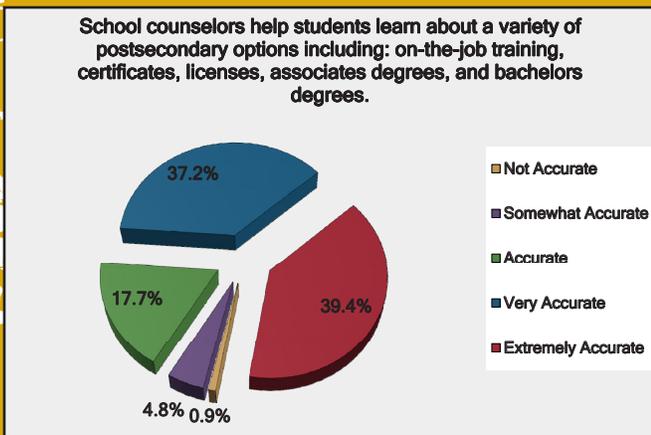
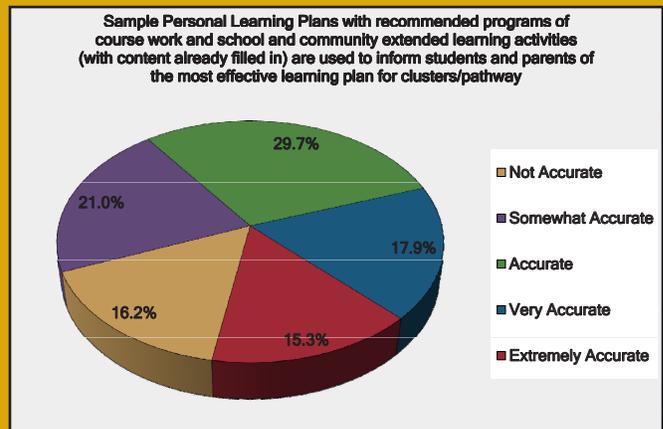
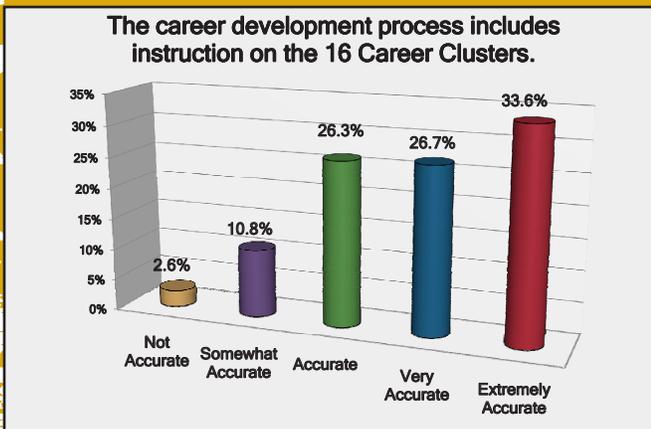


### Nebraska School Counseling Practices Impact These Student Outcomes:

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Implementation levels of significant Nebraska practices reported by 115 schools (48.9% of all Nebraska high schools).

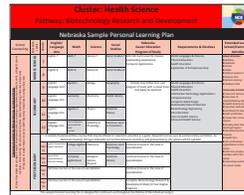


To view the full Nebraska School Counseling State Evaluation visit: [www.education.ne.gov/CARED](http://www.education.ne.gov/CARED)

# Effective NCE Materials and Practices to Implement PLPs



Effectively consulting with administrators concerning students who are experiencing problems that interfere with school success.

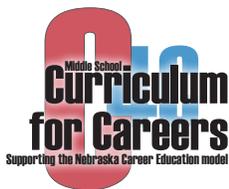


Using *sample Personal Learning Plans* with recommended programs of coursework and school and community extended learning activities to inform students and parents of the most effective learning plan for clusters/pathways.

Collaborating with cross-curriculum faculty in developing programs of study to prepare students to be college and career ready.



Instructing students on the *16 Career Clusters* as part of the career development process.



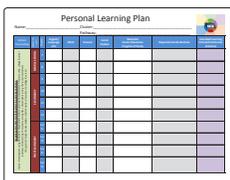
Using the online *C4C-Curriculum for Careers*, which aligns career exploration with the Nebraska Career Education Model.



Collaborating with students and parents/guardians to assist students in developing a four-year plan as part of the education and career planning process.

Providing effective college counseling services to all students.

Providing all students and parents/guardians with accurate and up-to-date information about the world of work.



Implementing and assisting students in developing effective career and educational plans (Nebraska Personal Learning Plans).



Ensuring that all families receive support in filling out the FAFSA (Free Application for Federal Student Aid Form).

## Creating Personal Learning Plans for All Students

Personal Learning Plans (PLPs) for all students-grade 7-12 provide an opportunity to layout realistic plans for their future with students and their parents. Parental Involvement Research indicates that students rely heavily on parents' advice when making postsecondary plans and decisions. Parental involvement is vital to the effectiveness of Personal Learning Plans. School counselors and/or advisors provide valid information to parents about expectations during the middle, high school and postsecondary years. When students, parents, and the school plan together, students receive support from both home and school to meet the goals of their Personal Learning Plans.

These planning sessions are most effective and efficient when you have pertinent materials, information, and resources at your fingertips. Nebraska Career Education has developed many templates and materials that can be printed. However, Personal Learning Plans will ideally be electronic for ease of storage, accessibility to students, parents and school, and ease of yearly modification.

[NebraskaCareerConnections.org](http://NebraskaCareerConnections.org) is a complete career information system and also provides all elements of PLP's online within a student's portfolio. NebraskaCareerConnections always has the most current essential career information and is available 24-hours a day to students, parents and educators.

PLPs are flexible planning tools. They do not lock a student into a permanent plan. In fact, the opposite is true. Proactive planning will put the student into a position where they are prepared to keep his or her options open. The NCE model embraces flexibility; just as a student learns and grows, in academic and career maturity.

PLPs centered around Nebraska Career Education emphasize the importance of education and career planning. They outline rigorous requirements for high school graduation and postsecondary en-

trance requirements relevant to the career cluster goal.

In some instances, a student may find their initial career cluster choice is not a good fit for them as they learn more about it. This is also part of learning in the career development process. In fact, this would also be an example of career development that is working. Career development is a continuous process that helps the student define what they do and do not want to do in his or her career.

Yes, a student may change his or her career cluster goal. Thus, yearly updating of the PLP is essential as a student learns more about themselves, their own knowledge and skills, and career preferences.

### Getting It Done

There are a variety of ways to accomplish PLPs for every student. Each school district will decide how this process will work best for them.

#### Possibilities include:

- Individual Meetings
- Small Groups
- Class/Grade Groups
- Career Cluster Groups
- Homeroom Groups
- Teacher as Advisor Groups
- Small Learning Communities
- School within a School
- Career Academies
- During School / After School / Evenings

#### Combine with:

- Orientation Meetings
- Parent/Teacher Conferences
- Student Registration



# Implementing PLPs: A step-by-step guide for schools

**STEP 1** Teach students about the wide variety of postsecondary options and career opportunities through the Nebraska Career Education Model.

**STEP 2** Teach students how to find and use up-to-date information at [NebraskaCareer-Connections.org](http://NebraskaCareer-Connections.org) to understand education and training requirements and labor market information for career cluster options.

**STEP 3** Provide students with opportunities to analyze their own transcripts, assessment results of academics and career interests, aptitudes, skills, strengths, talents and work values for self-understanding.

**STEP 4** Assist students in identifying education, career and life goals.

**STEP 5** Recommend coursework and activities to promote college and career readiness in different career clusters.

## Analyzing Local Curriculum

Recommend courses and activities available at the local district, directly relevant to a variety of college and career cluster preparation choices. Guidance and advisement to students and parents about course-selection to meet postsecondary and career goals is one of the purposes of implementing Personal Learning Plans. However, guidance and advisement is confined to current curriculum offered. If the NCE Model is selected by the district to teach the relationship of education and career, the NCE Model should influence curriculum. Does the curriculum reflect preparedness for postsecondary options and a variety of career cluster(s) readiness?

**STEP 5 CONTINUED** Coursework and recommendations at the local level should be the result of a local curriculum analysis to determine content and standards alignment for college readiness (including all postsecondary options). Additionally, analyze the local curriculum to determine if content and standards are being taught to prepare students real-world career readiness for a variety of career clusters.

Nebraska Career and Technical Education has designed over 120 career-focused programs of study and newly developed courses based on the NCE Model. A program of study is a sequence of CTE courses to be taken along with high school graduation and postsecondary entrance requirements. Most programs of study include postsecondary credit. Programs of study also address the newly adopted (by State School Board) Nebraska Standards for Career Ready Practice, real-world career requirements to be prepared for career opportunities.

Consult with your local CTE faculty to learn more about the programs of study already offered or in development in your district.

**STEP 6** Guide students in developing a PLP driven by their own goals, while considering the school district's recommendations. Refer to the PLP for yearly course registration, through transitions and into postsecondary. If goals change, the PLP is changed to accomplish new goals.

**STEP 7** Bring awareness to all school faculty that students attend their class or activity because it is part of their PLP. Encourage all staff to talk to students about their goals and Personal Learning Plan.

# Sample Personal Learning Plan

## Cluster: Agriculture, Food & Natural Resources Pathway: Agribusiness Systems



### Nebraska Sample Personal Learning Plan

School Counseling	Education Levels	GRADE	English/ Language Arts	Math	Science	Social Studies	Nebraska Career Education Program of Study	Graduation Requirements & Electives	Extended Learning School/Community Activities
<p><b>Preparing all student for lifelong learning, earning and living.</b></p> <ul style="list-style-type: none"> <li>• Career Development using NCE model</li> <li>• Academic/Career counseling</li> <li>• Assessments of interests, skills, college &amp; career readiness</li> <li>• Goal setting</li> <li>• Personal Learning Plans</li> <li>• Extended learning</li> <li>• Parental involvement</li> <li>• Programs of Study</li> <li>• Postsecondary credit</li> <li>• Seamless transitions to college &amp; careers</li> </ul>	MIDDLE SCHOOL	7	English 7	Math 7	Science 7	Social Studies 7	NCE C4C Curriculum for Careers Keyboarding Applications Computer Applications	World Languages & Cultures Physical Education Exploration of Entrepreneurship	<p><b>School Activities:</b></p> <ul style="list-style-type: none"> <li>▲ FFA</li> <li>▲ DECA</li> <li>▲ FBLA</li> </ul> <p><b>Community Activities:</b></p> <ul style="list-style-type: none"> <li>▲ 4-H</li> <li>▲ Grow your own garden and sell produce at farmers market</li> <li>▲ Recycle</li> <li>▲ Tour an agribusiness</li> <li>▲ Work on a farm during the summer</li> <li>▲ Join professional organizations in this career cluster</li> <li>▲ Part-time employment available within this career cluster</li> <li>▲ Internships available within this career cluster</li> </ul>
	8	English 8	Math 8	Science 8	Social Studies 8				
	SECONDARY	9	English/ Language Arts I	Algebra I	Physical Science	Geography		Introduction to Agriculture, Food and Natural Resources Agribusiness Economics and Agribusiness Management	World Languages & Cultures Physical Education Health Education Information Technology Applications I Entrepreneurship Animal Science Horticulture Food Science Nursery/Landscape Design
	10	English/ Language Arts II	Geometry	Biology	World History				
	11	English/ Language Arts III	Algebra II	Chemistry or other science course	American History	American History			
	12	English/ Language Arts IV	Intro to Statistics Discrete/Finite Math Pre-Calc	Physics or other science course	American Govt. or Economics				
	POSTSECONDARY	A sample of postsecondary courses that may be offered or required is provided as a guide. Required courses vary by postsecondary institution. As Nebraska develops stronger statewide connections between secondary and postsecondary, the options will be updated.							
	Year 13	English Composition	College Algebra	Chemistry	American Govt.			Introduction to Agribusiness Principles of Agribusiness Agricultural Economics Agricultural Sales Agricultural Finance Agricultural Advertising/Marketing	
	Year 14	Speech/Oral Communications	Computer Applications	Biological Science or Botany	American History Geography				
	Year 15	Continue courses in the area of specialization						Continue Courses in the Area of Specialization	
	Year 16	Continue courses in the area of specialization						Complete Agribusiness Systems Major (4-Year Degree Program)	

This sample Personal Learning Plan is designed for continued use throughout the lifetime of the individual using it.

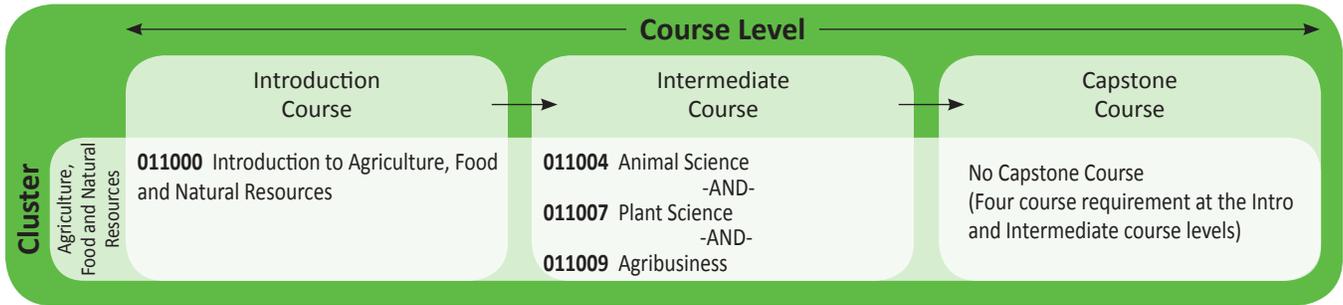
# Sample Program of Study



## Agriculture, Food and Natural Resources

### Cluster Level

Dual Credit



### Pathway Level



## Pathway Level (cont.)

 Dual Credit

Pathway	Course Level		
	Introduction Course	Intermediate Course	Capstone Course
Plant Systems: Plant Science Biotech	<b>011000</b> Introduction to Agriculture, Food and Natural Resources	<b>011007</b> Plant Science	<b>012004</b> Biotechnology 
Plant Systems: Plant Science Agron	<b>011000</b> Introduction to Agriculture, Food and Natural Resources	<b>011007</b> Plant Science	<b>011008</b> Agronomic Science 
Plant Systems: Plant Science Biology	<b>011000</b> Introduction to Agriculture, Food and Natural Resources	<b>011007</b> Plant Science	<b>011016</b> Plant Biology 
Plant Systems: Horticulture Nursery	<b>011000</b> Introduction to Agriculture, Food and Natural Resources	<b>012000</b> Horticulture	<b>012001</b> Nursery and Landscape
Plant Systems: Horticulture Floriculture	<b>011000</b> Introduction to Agriculture, Food and Natural Resources	<b>012000</b> Horticulture	<b>012002</b> Floriculture
Power, Structural, and Technical Systems: Power and Tech	<b>011000</b> Introduction to Agriculture, Food and Natural Resources	<b>016000</b> Power, Structure and Technical Systems Fundamentals	<b>016003</b> Power and Technology
Power, Structural and Technical Systems: Structure Systems	<b>011000</b> Introduction to Agriculture, Food and Natural Resources	<b>016000</b> Power, Structure and Technical Systems Fundamentals	<b>016002</b> Structural Systems
Power, Structural and Technical Systems: Metals & Fab	<b>011000</b> Introduction to Agriculture, Food and Natural Resources	<b>016000</b> Power, Structure and Technical Systems Fundamentals	<b>016005</b> Metals and Fabrication
Food Products and Processing Systems	<b>No state model program of study is available.</b>		
Food & Nutritional Science	<b>XXXXXX</b> Food, Nutrition and Health	<b>XXXXXX</b> Food Science -OR- <b>XXXXXX</b> Nutritional Science	<b>XXXXXX</b> Food and Nutritional Science Research and Development

# Parents and Personal Learning Plans

## Nebraskans see the connection between education and economic development.

A recent study by the University of Nebraska Public Policy Center found that 59.4% of Nebraskans say that economic activity in their area is tied directly to the education afforded to students. So, Nebraskans understand that what happens in local classrooms has a direct impact on the local economy. It follows that a school system that combines strong school counseling with a rigorous and relevant career technical education program of study—integrated with core academics—can have a powerful effect on the economy in its school district.

## Nebraskans want their children to have more information about careers.

In this same study by the University of Nebraska Public Policy Center, 77.7% of Nebraskans said they believe students should begin to learn about potential careers in middle school—or earlier.

## Nebraska parents want to learn more about career options for their children.

The study also found that 89.7% of Nebraska parents are interested in learning about career options for their children. **But a large number of those parents don't feel that Nebraska schools are doing a good job of informing parents about careers—and their related academic requirements.**

Nebraska Career Education is a Nebraska-focused program that helps students learn more about career options—and the educational pathways that will lead them to the high-wage, high-skill, high-demand careers of the future. All schools are encouraged to use the NCE Model and ready-to-use materials leading toward the goal: All students will have Personal Learning Plans that effectively direct them toward their own education and career goals.

Through resources such as C4C—Curriculum for Careers, [NebraskaCareerConnections.org](http://NebraskaCareerConnections.org), Career Clusters™, programs of study and other career exploration and career education tools, students—and parents—can learn more about careers and the educational pathways that lead to them.



## NebraskaCareerConnections.org Provides Direction for Parents

Nebraska research shows parents are asking for career information and creating meaningful Personal Learning Plans for their own children. [Nebraska CareerConnections.org](http://NebraskaCareerConnections.org) is a career information system for parents too! Included is a **Parent** section to suggest many ways to help their children discover education and career goals. Log in and create a Parent Profile to see:

- 24 hour access from any internet connection
- Virtual tour to explore information
  - o Career assessments and results
  - o Careers and Majors
  - o Postsecondary School Search
  - o Financial Aid
  - o Preparing to Get a Job
- Parent Career Planning Timeline for 6th through 12th grades
- Suggested courses and activities to help their students develop a Personal Learning Plan
- View their own student's portfolio

Invite all parents to use [NebraskaCareerConnections.org](http://NebraskaCareerConnections.org) for their students and themselves.

**78% of students say that one or both parents are primarily responsible for helping plan for a career.**





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EDUCATION

