

Overarching Principles for Nebraska Career Education

Simon Sinek, author of *Start With Why* has defined “The Golden Circle” to explain the success of some companies and ideas. The Golden Circle starts with answering the question “Why”, then “How” and then “What”. Nebraska Career Education has used the Golden Circle to frame this paper.

“Why” – Nebraska Career Education

Nebraska Career Education has identified five principles to guide our future work. Based on data, identified needs and current opportunities, these principles provide the reason for areas of focus.

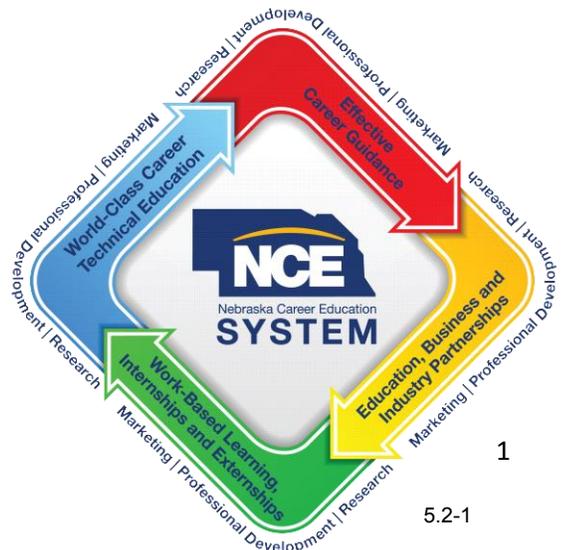
- Raise the Bar** Evaluate and transform career education programs/services to improve student achievement and prepare individuals for **future** economic security and successful careers.
- Alignment** Align career education programs, standards, curriculum and workplace experiences with Nebraska’s workforce and economic development priorities and student’s educational achievement.
- Innovation** Explore and adopt new delivery methods, technology and learning experiences to reach more students and provide rigor and relevance to career education programs.
- Personalize** Embrace student voice in learning and career development through project based learning, workplace and extended learning experiences and student/parent planning.
- Lead and Transform** Develop a strong cadre of teacher and administrative leaders to continue the improvement and expansion of career education.

“How” – Four Pillars of Emphasis for Nebraska Career Education

Based on the *Pathways to Prosperity Report* issued by the Harvard Graduate School of Education, Nebraska Career Education has adopted four quadrants to guide our work of expanding and improving career education.

These four quadrants are:

- World-Class Career Technical Education**
- Effective Career Guidance**
- Education, Business and Industry Partnerships**



“What” - World-Class Career Technical Education



Building on the success of the past: implement a world-class career education system preparing Nebraskans to be globally competitive.

Delivery

- Continue reVISION to align NCE programs of study to labor market demands and Nebraska’s economic priorities.
- Develop strategies for the intention integration of core academics into NCE courses and explore core credit for CTE courses.
- Expand and incentivize dual credit and career academy opportunities.
- Develop and support on-line and blended CTE courses.
- Develop career readiness resources, tools and strategies.
- Further develop NCE programs of study to align with postsecondary entrance requirements and employment expectations.
- Research effectiveness of NCE for special populations, disengaged students and students pursuing gender non-traditional careers.
- Conduct an in-depth analysis of the cost of career education and return on investment.
- Seek resources to support effective career education programs.

Assessment

- Develop an approved list of industry certifications for students where possible.
- Explore alternatives for technical skill attainment measures.
- Develop career readiness assessment.
- Strengthen and implement performance-based assessments.
- Explore alignment between Nebraska Career Student Organization competitions and technical skill measurement.
- Conduct research using accountability data on effectiveness of career education.

Professional Development

- Implement on-boarding and support programs for teachers with 1-5 years of experience.
- Provide opportunities for teachers to earn industry certifications.
- Deliver training in the use of educational technology.
- Maintain training emphasis on pedagogy, project-based learning and literacy infusion.
- Continue programs for educator leadership development.

“What” – Effective Career Guidance



Provide opportunities to explore career options, participate in programs of study and workplace experiences and select appropriate postsecondary education options to match career goals.

Quality Career Guidance System

- Develop an evaluation tool for districts to use in improving career guidance for all students.
- Provide a school-wide comprehensive plan and strategies for K-12 career guidance.
- Secure models of best practice in elementary, middle and secondary career guidance.
- Deliver career exploration and preparation professional development to all teachers to effectively advise students.
- Expand the use of personal learning plans to support career planning for secondary and postsecondary education and career options.
- Engage parents in career planning.
- Support and enhance Nebraska Career Connections as the career information system that aligns to Nebraska terminology and models.

Multiple Pathways

- Create student materials that demonstrate multiple postsecondary options for their career choices.
- Develop materials for parents to understand multiple pathways and labor market projections.
- Continue to enhance the H³ website to provide current information to teachers, counselors and administrators.
- Create a comprehensive marketing and communication plan.

“What” – Education, Business and Industry Partnerships



Develop meaningful partnerships with business and industry, teacher preparation programs and non-profit organizations.

Mutual Benefit

- Engage business and industry to advise on standards, curriculum, workplace experiences and assist with career planning.
- Expand current partnerships with Nebraska Department of Labor and Department of Economic Development (NDED) to align programs and maximize use of resources.
- Continue relationship with NDED Industry Councils and support creation of new councils to advise career fields.
- Continue to develop relationship with Nebraska State Chamber and local chambers of commerce to enhance understanding of career education.
- Engage Nebraska Workforce Investment Board in the career education system.
- Continue partnership of NDE, NDOL and NDED in conducting the reVISION workshops for schools to align programs with labor market demands and economic priorities.

Teacher Preparation and Supply

- Provide joint planning and professional development for teacher education programs.
- Evaluate the current career education certificate and alternate paths to teacher certification to address teacher shortages while maintaining quality of instruction.
- Partner with teacher preparation programs on effective recruitment programs to increase supply of career education teachers.
- Develop teacher recruitment programs with Nebraska Career Education Student Organizations to identify and recruit potential teachers.

“What” – Work-Based Learning, Internships and Externships



Provide opportunities for students and teachers to participate in meaningful workplace experiences.

Career Readiness Skills

- Create models of career readiness skills integration into classroom, laboratory and extracurricular activities.
- Publish a career readiness toolkit with materials for teachers, parents and students.
- Provide trainings on Nebraska Career Education’s *Habitudes for Career Ready Students* curriculum.
- Create a performance-based career readiness assessment for students and job-seekers with feedback for development of knowledge and skills.
- Incorporate career readiness standards into the C4C curriculum at the middle and high school levels.

Workplace Experiences

- Conduct a summit on expansion of work-based learning in cooperation with departments of Labor and Economic Development and the Partnerships for Innovation to enhance opportunities for workplace experiences for secondary and postsecondary students.
- Partner with business and industry to create models of meaningful workplace experiences for students.
- Develop a teacher externship program to provide workplace experiences for teachers.
- Integrate workplace experiences into all state model programs of study.