Nebraska State Board of Education

Career Education
Study Committee Report

Committee Members:

Mr. John Witzel, State Board of Education - Chair

Ms. Lillie Larsen, State Board of Education

Dr. Rachel Wise, State Board of Education

Mr. Rich Katt, State Director - Nebraska Career Education

Dr. Cory Epler, Deputy State Director - Nebraska Career Education

Career Education Teacher Supply

Primary AQuESTT Tenant Impacted: *Educator Effectiveness*

Currently, Nebraska has a shortage of career education teachers. We currently have an adequate supply in Business, Marketing, and Management, we are experiencing severe shortages in the areas of Agriculture, Food and Natural Resources, Family and Consumer Sciences, and Skilled and Technical Sciences. There is also a need to examine the preparation approach for Computer Science/Information Technology teachers, and we are continuing to build opportunities for the preparation of Health Science teachers.

Number of Institutions offering CTE endorsement:	Business	Industrial Tech	Agriculture	FACS	Information Tech
2003-2004	15 Subject/9 Field	4	1	4	9
2014-2015	9 Subject/9 Field	2	1	2	5

Opportunity	Solutions	Leadership	Timeline	AQuESTT Tenant(s)
Increase the number of career education teachers available to Nebraska schools	Change the "career education certificate" to a "career education permit"	NDE	Completed	Educator Effectiveness Positive Partnerships
	Expand 2+2 program with community colleges (CCC, MCC, NECC and SCC are on board) in order to develop and enhance Skilled and Technical Sciences educator preparation programs at UNL and Wayne State	NDE	Completed	Educator Effectiveness Positive Partnerships
	Establish a teaching orientation for career education permit holders	NDE	In Progress	Educator Effectiveness
	Create a Health Science Supplemental Endorsement to provide for trained Health Science teachers	NDE	In Progress	Educator Effectiveness
	Partner with CTE Teacher Professional Organizations to implement teacher recruitment programs	NDE/NCE Prof Org	In Progress	Educator Effectiveness Positive Partnerships
	Provide mentoring and professional learning opportunities target at teachers with 1-5 years of experience	NDE/NCEI Foundation	In Progress	Educator Effectiveness
	Create a public- private incentive scholarship/loan forgiveness program directed to individuals who enroll in (and complete) educator preparation programs in areas of CE shortages	NDE/NCEI Foundation	2015	Educational Opportunities & Access
	Include an AQuESTT indicator to recognize school districts that have fully certified and endorsed career education educators teaching in their endorsed areas.	NDE	2015	Educator Effectiveness
	Secure grant funding to establish CTE educator preparation centers at a State College and University campus to focus on CTE educator preparation and research on effective CTE teaching	NDE/NECI Foundation	2016	Educator Effectiveness Educational Opportunities & Access

Quality Career Education Programs and Equity of Delivery

Primary AQuESTT Tenant Impacted: ***College and Career Readiness***

Nebraska does not currently have a quality rubric for schools to use in determining the quality of career education programs. There is a need to promote quality career education programs throughout the state and develop models that assist with equity of program delivery

Opportunity	Solutions	Leadership	Timeline	AQuESTT Tenant
Provide policy, legislative support and technical assistance to districts to maintain and expand quality career education programs that are delivered in an equitable manner across Nebraska	Continue the expansion of Microsoft IT Initiative and similar programs	NDE	Completed	College and Career Readiness
	Develop the application for "Rule 47 Career Academy Programs" -- acknowledging the first NDE approved career academies	NDE	Completed	Educational Opportunities & Access College and Career Readiness
	Partner with Marzano Research Lab and REL Central states to conduct to determine indicators of a quality CE program and align indicators with AQuESTT	NDE	In Progress	College and Career Readiness
	Develop a full-semester, middle school career development curriculum and provided accompanying professional development	NDE	In Progress	Transitions Educator Effectiveness
	Revise career education course standards and State Model Programs of Study on a seven-year rotation	NDE	In Progress	College and Career Readiness
	Formalize reVISION as a part of the school improvement process for Nebraska schools	NDE	2015	College and Career Readiness
	Strengthen cooperation between NCE, VR and Special Education,	NDE	2015	Transitions
	Continue to provide funding to implement reVISION Action Plans	NDE/ NCEIF	2015-16	College and Career Readiness
	Provide incentive funding for quality CE and career academies	NDE/ NCEIF	2015-16	College and Career Readiness Educational Opportunities & Access
	Identify viable industry certifications and dual credit opportunities for 11th and 12th grade career education students	NDE	2015-16	College and Career Readiness Assessment
	Expand CE opportunities through virtual and/or blended delivery of career education courses	NDE	2016	College and Career Readiness
	Provide resources and professional development opportunities so schools can implement contextual teaching and learning experiences	NDE	2016	College and Career Readiness Educator Effectiveness

Career Readiness

Primary AQuESTT Tenant Impacted: *Transitions/College and Career Ready*

Nebraska needs a systematic approach to develop career readiness skills in all students prior to graduation from secondary schools. Career readiness must be infused throughout the curriculum in Nebraska schools. Models of integration are needed to demonstrate the ability to develop career readiness skills in all students. Nebraska does not currently have an assessment for career readiness.

Opportunity	Solutions	Leadership	Timeline	AQuESTT Tenant
Provide policy, legislative support and technical assistance to districts to infuse career readiness and develop a model of career readiness assessment that could be used in Nebraska schools.	Define "career readiness" and develop the Nebraska Career Readiness Standards – adopt by State Board of Education	NDE	Completed	Transitions College and Career Readiness
	Infuse the career readiness standards into Nebraska's the revised English Language Arts and Math standards	NDE	Completed	College and Career Readiness
	Develop a curriculum built on Nebraska's career readiness standards and provide accompanying professional development for teachers and school counselors (Habitudes)	NDE	Completed	Transitions Educator Effectiveness
	Partner with the Nebraska Department of Labor to develop competency-based rubrics for the career readiness standards. These rubrics should provide the foundation for the development of a career readiness assessment process	NDE	In Progress	Transitions College and Career Readiness
	Expand the resources within the "Career Readiness Toolkit" to include guides to support the following: • Infusion of career readiness standards into daily instruction. • Reinforcement of career readiness standards within Career Technical Student Organizations. • Coaching to infuse career readiness standards into extracurricular activities.	NDE	In Progress	Transitions College and Career Readiness
	Adopt a State Board policy regarding the implementation of curriculum, instruction and assessment for career readiness	NDE	2015-16	Transitions College and Career Readiness
	Recommend inclusion of the implementation of the Career Readiness Standards within Rule 10	NDE	2015-16	Transitions College and Career Readiness
	Work with NDOL to provide a value-add for applicants with a career readiness assessment portfolio	NDE	2015-16	Transitions
	Review and modify as needed career readiness materials and assessments for students with disabilities and transitions	NDE	2015-16	Educational Opportunities & Access

Workplace Experiences

Primary AQuESTT Tenant Impacted: Transitions/ College and Career Ready

We have to continue to create opportunities for students to have meaningful workplace experiences. Nebraska currently lacks a robust work-based learning system. As a result, many students do have workplace experiences prior to securing a their first job after completing postsecondary education. This is problematic because meaningful workplace experiences have proven to have an impact on workplace success.

Opportunity	Solutions	Leadership	Timeline	AQuESTT Tenant
Develop a Nebraska work-based learning system	Rewrite the Nebraska Work-Based Learning Manual to provide guidance to schools on the implementation of work-based learning programs for students	NDE	In Progress	Transitions College and Career Ready
	Collaborate with VR and Special Education in expanding work-based learning opportunities	NDE	In Progress	Transitions Educational Opportunities & Access
	Explore youth apprenticeship programs that are in place in Wisconsin, Virginia and Georgia among other states	NDE	2015	Transitions College and Career Ready
	Participate Nebraska Legislature Interim Studies on CTE, WIOA, youth apprenticeships and work-based learning	NDE	2015	Transitions College and Career Ready
	Consider a policy on workplace experiences as a part of a meaningful high school curriculum	NDE	2015-16	Transitions College and Career Ready
	Include an AQuESTT indicator that recognizes schools providing meaningful and systematic workplaces experiences for ALL students	NDE	2015-16	Transitions College and Career Ready
	Partner with Nebraska Department of Labor and Department of Economic Development in securing employer input and engaging employers in participating work-based learning programs for high school students4103	NDE	2015-16	Transitions College and Career Ready
	Consider a shared position with NDOL to facilitate youth apprenticeship and work-based learning for Nebraska schools	NDE	2015-16	Transitions College and Career Ready
	Create model work-based learning programs in different sized Nebraska schools to document lesson learned and impact	NDE	2015-16	Transitions College and Career Ready

Career Guidance

Primary AQuESTT Tenant Impacted: Transitions

Nebraska school counselors continue to have full schedules with large quotas of students they serve. Career Guidance, while needing to be facilitated by the school counselor, cannot be the sole responsibility of the school counseling office. Nebraska schools need a systematic model of career guidance that begins at the elementary level and works through the transitions through high school. Additionally, we need to ensure the continued operation of Nebraska Career Connections as a career information system for Nebraska Schools.

Opportunity	Underway/Completed	Leadership	Timeline	AQuESTT Tenant
Develop a systematic model of career guidance that is infused throughout the K-12 curriculum	Create a policy on K-12 career guidance that includes teachers, school counselors, administrators, community members, employers, etc.	NDE	2015	Transitions
	Revise Career Readiness modules and continue to develop virtual industry tours	NDE	2015	Transitions
	Establish permanent funding for Nebraska Career Connections or another career information system	NDE/NCEI Foundation	2015	Transitions
	Develop a teacher career advisor program and other strategies to improve career guidance	NDE	2015	Transitions Educator Effectiveness
	Develop and pilot a systematic model that includes the needed resources in order to assist schools in effective career guidance for all students	NDE	2016-17	Transitions College and Career Readiness
	Engage employers in assisting with career guidance programs	NDE	2015-16	Transitions