



Nebraska State Board of Education
2015 Career Education
Study Committee Report

2016
Assessment of
Progress



Career Education Teacher Supply

AQuESTT Tenant Impacted: Educator Effectiveness

Issue: Nebraska is currently facing a career education teacher shortage. While we currently have an adequate supply in Business Education, we have severe shortages in the areas of Agriculture, Food and Natural Resources; Family and Consumer Sciences; and Skilled and Technical Sciences. We also need to examine the preparation of 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 |
|---|--|------------------------------|-------------|
| Increase number of individuals entering career education educator preparation programs. | Modify career education certificate to a career education permit | NDE | Completed |
| | Expand 2+2 program with community colleges (CCC, MCC, NECC and SCC are on board) to work with Skilled and Technical Sciences educator preparation programs at UNL and Wayne State | NDE | Completed |
| | Establish a career education permit teacher orientation to prepare CE permit holders for teaching | NDE | Completed |
| | Create new Health Science Supplemental Endorsement to provide for trained Health Science teachers | NDE | Completed |
| | Partner with CTE Teacher Professional Organizations to implement teacher recruitment programs | NDE/Prof. Organizations | In Progress |
| | Create mentoring programs and professional development to retain teachers through fifth year of teaching | NDE/ Perkins NCEI Foundation | In Progress |
| | Create a private industry incentive scholarship/loan forgiveness program directed to individuals who have been accepted into educator preparation programs in areas of career education shortage | NDE/NCEI Foundation | Future Work |
| | Create AQuESTT Quality Indicator to reward school districts that have fully certified and endorsed career education educators teaching in their endorsed areas. | NDE | NA |
| | Secure grant to NDE 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 | Future Work |

Quality Career Education Programs and Equity of Delivery

AQuESTT Tenant Impacted: College and Career Readiness

Promote quality career education programs throughout the state and develop models that assist with equity of career education program delivery

Issue: Nebraska does not currently have a quality rubric for schools to use in determining the quality of career education programs. There is significant disparity between districts in the quantity and quality of career education programs.

| Opportunity | Solutions | Leadership | Timeline |
|--|--|-------------------|----------------------|
| 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 | Microsoft IT Initiative was implemented this school year – setting national records in numbers of students receiving industry certifications in first year of availability – expansion in future years | NDE | Completed |
| | Rule 47 Career Academy application is open acknowledging the first ever NDE approved career academies | NDE | Completed |
| | NDE has partnered with Marzano Research Lab to conduct study of the states in REL Central to determine indicators of a quality career education program | NDE | Moved to ACTE |
| | New middle school career development curriculum, ENGAGE, will be rolled out this summer with professional development at the NCE Conference | NDE | Completed |
| | Revise career education standards and state model programs of study on a seven-year rotation | NDE | In Progress |
| | Formalize reVISION as a part of the school improvement process for Nebraska schools | NDE | Complete |
| | Develop a rubric of indicators of a quality career education program aligned with AQuESTT | NDE | Complete |
| | Strengthen inter-program cooperation between NCE, VR and Special Education, especially with transition | NDE | Complete |
| | Continue to provide grant funding for schools to implement reVISION Action Plans | NDE/ State of NE | Complete |
| | Provide incentive funding for quality career education and career academies | NDE/ State of NE | Future Work |
| | Identify viable industry certifications and dual credit opportunities for 11-12 grade NCE students | NDE | Future Work |
| | Expand career education opportunities for districts through virtual/blended delivery | NDE | Future Work |
| | Provide resources and professional development opportunities so schools can implement contextual teaching and learning experiences | NDE | Future Work |

Career Readiness

AQuESTT Tenant Impacted: Transitions

Nebraska needs a systematic approach to develop career readiness skills in all students prior to graduation from secondary schools.

Issue: 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 |
|--|--|------------------|-----------------------|
| Provide policy, legislative support and technical assistance to districts to infuse career readiness and develop a model of career readiness assessment that could be implemented in Nebraska schools. | A definition of career readiness and career readiness standards have been adopted by the State Board of Education | NDE | Completed |
| | Career readiness standards have been infused into Nebraska’s new ELA and Math standards | NDE | Completed |
| | Habitudes, a curriculum built on Nebraska’s career readiness standards, and accompanying professional development has been implemented in Nebraska schools | NDE | Completed |
| | NDE has partnered with the NE Department of Labor and contractor to develop the rubrics for the career readiness standards. This rubric should provide the foundation for the development of a career readiness assessment process | NDE | Completed |
| | A career readiness toolkit has been developed that contains the following: <ul style="list-style-type: none"> • Guide for Infusion of career readiness standards into daily instruction. • Guide for Career Technical Student Organizations to reinforce career readiness standards. • Coaching guide to infuse career readiness standards into extracurricular activities. | NDE | Finish in 2017 |
| | Adopt a State Board policy regarding the implementation of curriculum, instruction and assessment program for career readiness | NDE | Future Work |
| | Include within Rule 10 quality indicators for the implementation of the Career Readiness Standards | | Future Work |
| | Work with NDOL to provide a value-add for applicants with a career readiness assessment portfolio | NDE | Future Work |
| Review and modify as needed career readiness materials and assessments for students with disabilities and transitions | NDE | Completed | |

Workplace Experiences

AQuESTT Tenant Impacted: Transitions

Create opportunities for meaningful workplace experiences for students.

Issue: Nebraska does not have a robust work-based learning system in place. One of the results of this situation is the lack of workplace experiences prior to securing a graduate's first employment. Meaningful workplace experiences have proven to have an impact on workplace success. Research done in the UK has documented the students who had four meaningful workplace experiences in high school or college resulted in an 18% increase in earnings after graduation.

| Opportunities | Solutions | Leadership | Timeline |
|---|---|------------|------------------|
| | Continue the process of rewriting the Nebraska Work-Based Learning Manual to provide guidance to schools on the implementation of work-based learning programs for students | NDE | Complete in 2017 |
| | Collaborate with VR and Special Education in expanding work-based learning opportunities | NDE | Complete in 2017 |
| | Continue the process of rewriting the Nebraska Work-Based Learning Manual to provide guidance to schools on the implementation of work-based learning programs for students | NDE | Complete in 2017 |
| | Explore youth apprenticeship programs that are in place in Wisconsin, Virginia and Georgia among other states | NDE | Complete in 2017 |
| | Participate in the Business and Labor Committee's LR 227 regarding youth apprenticeships and work-based learning | NDE | Completed |
| Develop a Nebraska work-based learning system | Consider a policy on workplace experiences as a part of a meaningful high school curriculum | NDE | Complete in 2017 |
| | 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 students | NDE | Complete in 2017 |
| | Consider a shared position with NDOL to facilitate youth apprenticeship and work-based learning for Nebraska schools | NDE | Complete in 2017 |
| | Create model work-based learning programs in different sized Nebraska schools to document lesson learned and impact | NDE | Complete in 2017 |

Career Guidance

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.

Issue: Nebraska schools need a robust model of career guidance that starts at the elementary level and works through the transitions through high school. Need to ensure the continued operation of Nebraska Career Connections as a career information system for Nebraska Schools.

| Solution | Underway/Completed | Leadership | Timeline |
|---|---|---------------------------|------------------|
| Develop a model of career counseling 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 | Future Work |
| | Revise Career Readiness modules and continue to develop virtual tours | NDE | Complete in 2017 |
| | Establish permanent funding for Nebraska Career Connections or another career information system | NDE NCEI Foundation | Complete in 2017 |
| | Develop a teacher career advisor program and other strategies to improve career guidance | NDE | Future Work |
| | Develop new materials to assist schools in effective career guidance for all students | NDE | Future Work |
| | Engage employers in assisting with career guidance programs | NDE | Future Work |