



P·E·R·S·O·N·A·L Learning Plan



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: _____



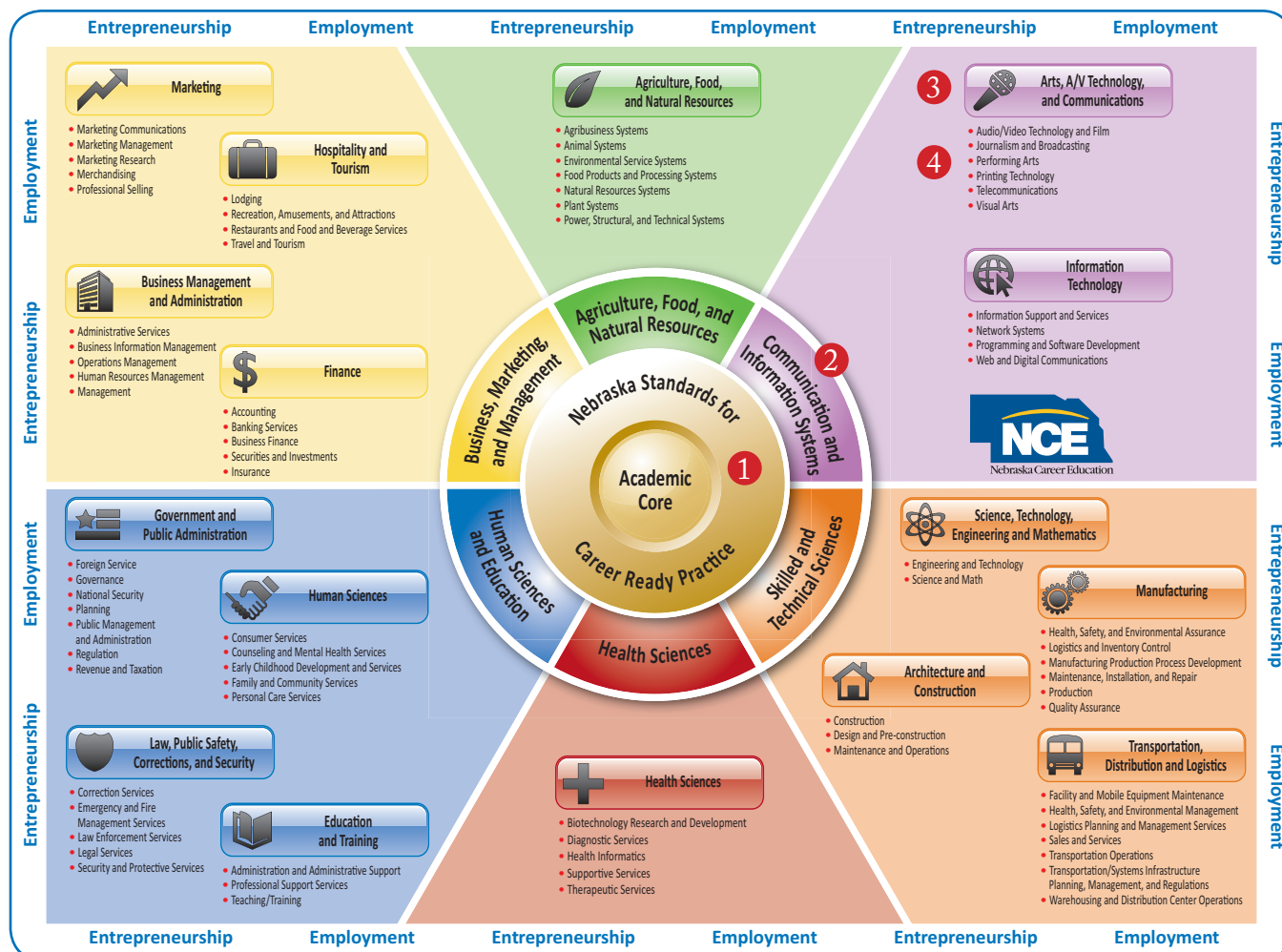
School Counseling	Education Levels	Grade	English/ Language Arts	Math	Science	Social Studies	Nebraska Career Education Program of Study	Requirements & Electives	Extended Learning School/Community Activities
Preparing all student for life long learning, earning and living. • Career Development using NCE 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							

- PLP includes all academic requirements for high school graduation and postsecondary entrance requirements to meet the student's goals.
- PLP includes all career education and elective classes directly aligned to student's goals.
- 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.

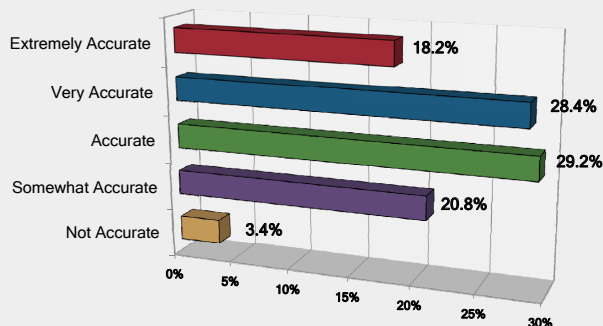


Effective School Counselor Practices Impact These Student Outcomes:

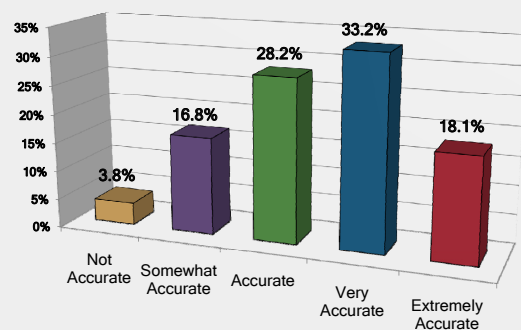
Lower Suspension Rates
Lower Discipline Rates
Higher Attendance Rates
Higher Math Proficiency
High Reading Proficiency

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

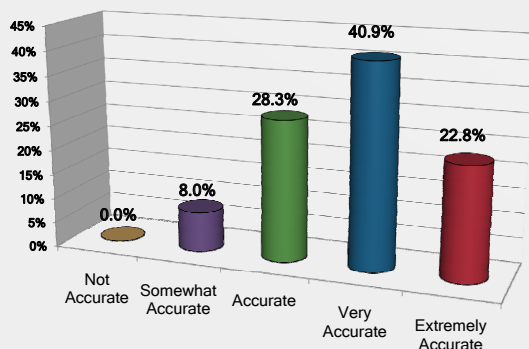
Education and career planning activities include individual and group guidance sessions that assist all students and parents/guardians in effectively using standardized test results.



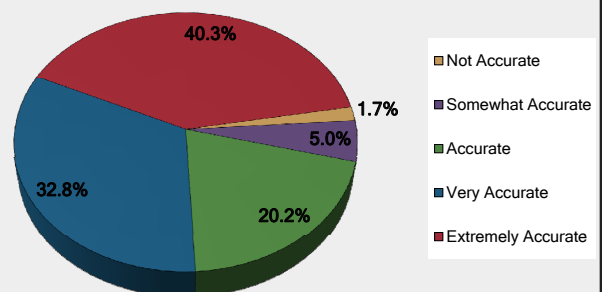
Counselors provide all students and parents/guardians with accurate and up-to-date information about the world of work.

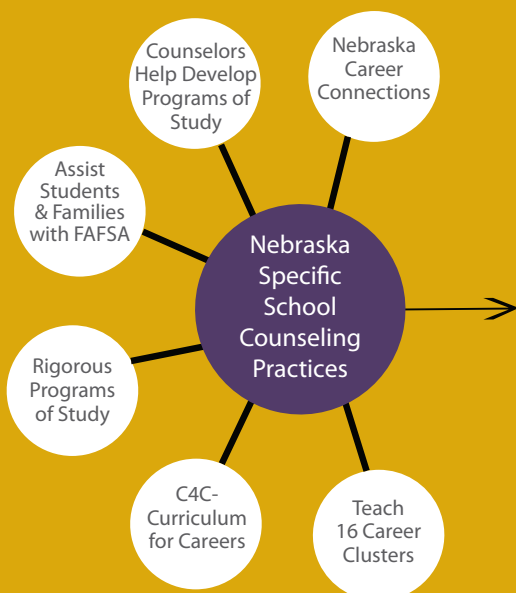


The education and career planning process helps students create meaningful college and career plans.



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





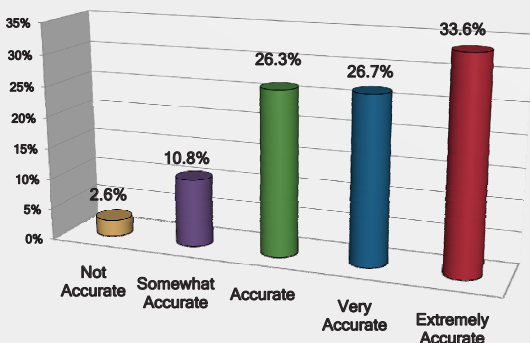
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Lower Suspension Rate
 Lower Discipline Rates
 Higher Attendance Rates
 Higher Math Proficiency Rates
 Higher Reading Proficiency Rates

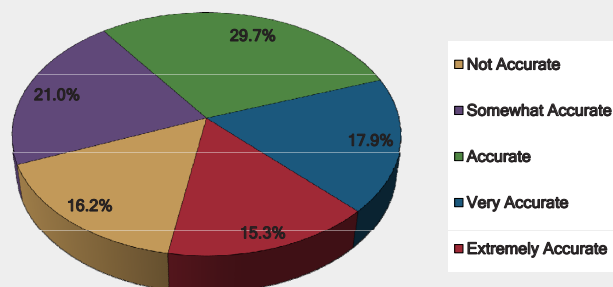


Implementation levels of significant Nebraska practices reported by 115 schools (48.9% of all Nebraska high schools).

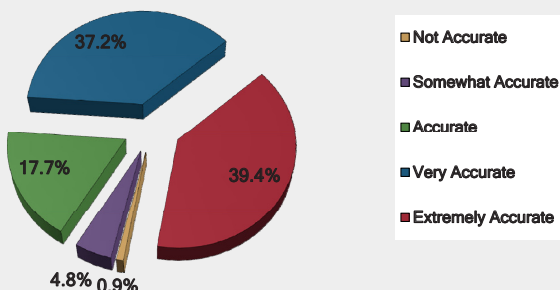
The career development process includes instruction on the 16 Career Clusters.



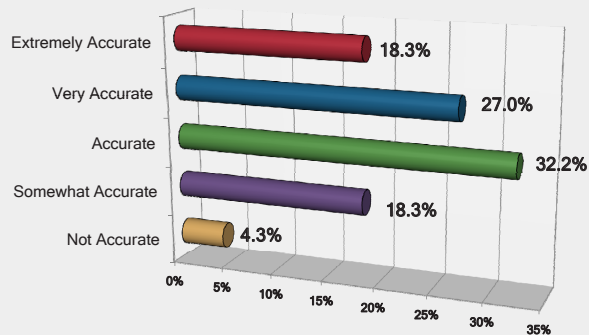
Sample Personal Learning Plans with recommended programs of course work and school and community extended learning activities (with content already filled in) are used to inform students and parents of the most effective learning plan for clusters/pathway



School counselors help students learn about a variety of postsecondary options including: on-the-job training, certificates, licenses, associates degrees, and bachelors degrees.



School counselors collaborate with cross-curriculum faculty in developing programs of study to prepare students to be postsecondary and career ready.

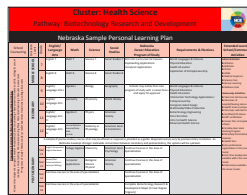


To view the full Nebraska School Counseling State Evaluation visit: www.education.ne.gov/CARED

Effective NCE Materials and Practices to Implement PLPs



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

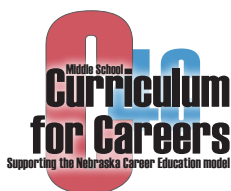


Using *sample Personal Learning Plans* with recommended programs of coursework and school and community extended learning activities to inform students and parents of the most effective learning plan for clusters/pathways.

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.



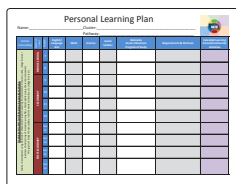
Using the online *C4C-Curriculum for Careers*, which aligns career exploration with the Nebraska Career Education Model.



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 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:

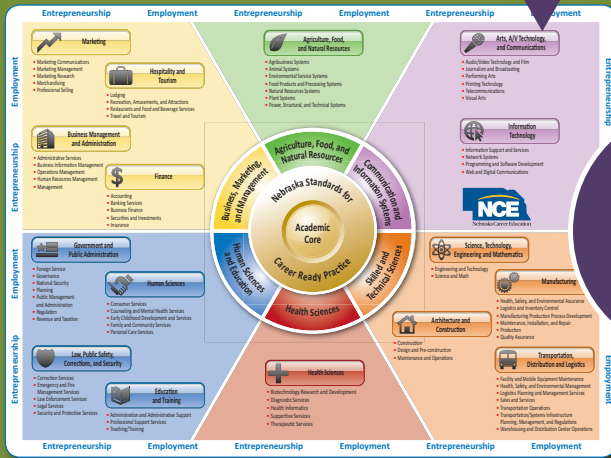
- Individual Meetings
- Small Groups
- Class/Grade Groups
- Career Cluster Groups
- Homeroom Groups
- Teacher as Advisor Groups
- Small Learning Communities
- School within a School
- Career Academies
- During School / After School / Evenings

Combine with:

- Orientation Meetings
- Parent/Teacher Conferences
- Student Registration

A step-by-step guide for students

Explore a wide variety of careers and postsecondary options.



1

Identify current education goals, career goals, and life goals.

Living, Earning, & Learning Goals

Directions: Discuss and write your goals for living, earning, and learning.

PART 1: LIVING GOALS

Where would you like to live?

- ☐ Domestic
- ☐ Move from here to the United States
- ☐ Move from the United States
- ☐ Overseas

What type of community would you prefer to live in?

- ☐ Live close to US population centers (example: Brooklyn, NY; Denver, CO; Miami, FL)
- ☐ Live in a rural area (example: rural Montana)
- ☐ Live in a small town (example: Lincoln, NE; Concord, MA)
- ☐ Live in a large city (example: New York City, NY; Los Angeles, CA)
- ☐ Live in a suburb (example: San Jose, CA; Dallas, TX)
- ☐ Live in a remote area (example: Anchorage, Alaska; Fairbanks, Alaska)
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What career interests you most? (Check all that apply.)

- ☐ Agriculture
- ☐ Business
- ☐ Education
- ☐ Engineering
- ☐ Health
- ☐ Law
- ☐ Medicine
- ☐ Science
- ☐ Social Services
- ☐ Teaching
- ☐ Technology
- ☐ Transportation
- ☐ Other

What are your career goals? (Check all that apply.)

- ☐ To work for a large company
- ☐ To work for a small company
- ☐ To work for a government agency
- ☐ To work for a nonprofit organization
- ☐ To work for a private company
- ☐ To work for a public company
- ☐ To work for a university
- ☐ To work for a research institution
- ☐ To work for a consulting firm
- ☐ To work for a financial institution
- ☐ To work for a media company
- ☐ To work for a technology company
- ☐ To work for a retail company
- ☐ To work for a service company
- ☐ To work for a manufacturing company
- ☐ To work for a construction company
- ☐ To work for a transportation company
- ☐ To work for a utility company
- ☐ To work for a government agency
- ☐ To work for a nonprofit organization
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PART 2: SETTING LEARNING GOALS

What career goals are you considering as you continue to grow?

- ☐ Agriculture
- ☐ Business
- ☐ Education
- ☐ Engineering
- ☐ Health
- ☐ Law
- ☐ Medicine
- ☐ Science
- ☐ Social Services
- ☐ Teaching
- ☐ Technology
- ☐ Transportation
- ☐ Other

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What career interests you most? (Check all that apply.)

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- ☐ Education

Create a Personal Learning Plan that focuses on accomplishment of goals.

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NCE materials are available at Nebraska Career Connections or at: www.education.ne.gov/CARED

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 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.

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, 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. 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 for their students and themselves.

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

Notes:

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NEBRASKA
DEPARTMENT OF
EDUCATION

