



Empowering Students with Voice and Choice

*Bridging Research and Practice Inside
the Network: Breakout #1*

Agenda

- DPS Career and College Success Model
- Middle School Programming
 - Spark Early Career Exploration
 - MS Spark Course
 - CCS Student Profile Report
- Starting Earlier - Elementary
- Student Outcomes



Career and College Success Model

WORK-BASED LEARNING

Grades K - 8

Spark Early Career Exploration Program

Grades 9 - 12

Xplore Industry Exploration Program

Grades 8 & 10

Coach Mentorship Program

Grades 10 - 12

Launch Internship Program

Grade 9

Chat Career Conversations

Beginning Grades 11 - 12

Youth Apprenticeship Program
In Partnership With CareerWise Colorado

Nearly 50,000 Student experiences

CAREER AND TECHNICAL EDUCATION

Grades K - 8

Exploratory STEM & College Preparatory Courses

Grade 9

Foundational Industry Courses

Grades 10 - 12

Specialized Industry Courses & Programs For Industry Credentials & Portfolio Development

Post-Secondary Opportunities - What Comes Next

Emily Griffith Technical College
Nationally Accredited
Public College

Work-Based Learning:

- Internships
- Externships
- Clinicals

Advisory Committee
Shadow Days & Ride Alongs
Hiring Events
Career Fairs

Spark Program Overview

K-8 Career Exploration

Program Objectives

- Broaden **Awareness** of Careers and Career Pathways
- Develop understanding of **personal strengths & interests** and how they apply to the world of work
- Expose students to **meaningful work & diverse environments**
- Make **connections** between academic content and career fields
- Develop workplace **skills**



DENVER
PUBLIC
SCHOOLS

Career and College Success

Spark Events

- Connect businesses & community partners with our students through off-site events or in-school workshops
- Events typically include:
 - Career presentation or panel
 - Tours
 - Hands-on activities or demonstrations
 - Student Q & A

Student Voice/Choice:

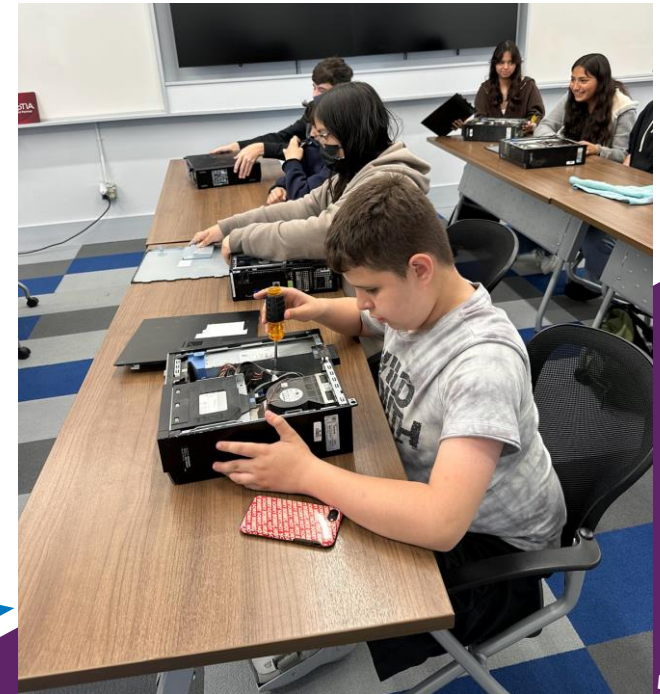
School liaisons recruit using ICAP data or interest surveys

Specialized events catered to student groups (e.g. theatre club + DCPA)

PC's For People- Off-site Event

Computer recycling/refurbishing company

In spring of 2023, 15 middle school students visited the PC's for People facility. During their tour they stopped at 5 workstations meeting different professionals. Students spent the second half of the event in a hands-on workshop where they learned about computer parts by taking apart a CPU.



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SCHOOLS

Career and College Success

Spark Course

- Middle school career exploration class targeting 8th graders
- Units are structured around three phases of career exploration:
 - **Who Am I?** (*self-awareness, personal strengths and interests- RIASEC Framework*)
 - **Where Do I Fit Into the World?** (*career exploration*)
 - **How Might I Get There?** (*high school & post-secondary planning*)
- 45 lesson curriculum, each unit has 15 one-hour lessons
- Supplemental activities provided and supported by Spark team (e.g. guest speakers, excursions & other activities)
- Easy class in which to integrate ICAP lessons

Student Voice/Choice:

Offered as student elective

Curriculum- student-guided journey



CCS Student Profile Report

Personalized for Career and College Success Planning

- Resource for 6th-12th graders
 - NEW to have **something for MS**
- Pull disparate pieces of data together in a **tangible report**
 - *Knowing Yourself*
 - *How You Fit in the World*
 - *Why School Matters*
 - *Planning for Your Future*
- **Grade specific** language/content
- **Translated** into 9 languages and available in Portals



Student Voice/Choice:

Student (and staff)
Focus Groups

Personal Exploration &
Actions



Career and College Success

Sample Report

CCS Student Profile Reports

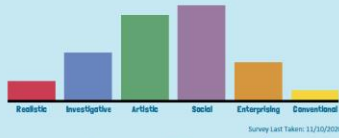
What is RIASED Knowing Yourself and/or Understanding Your Career Identity

RIASEC stands for Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. Your RIASED score comes from the Interest Profiler survey which you took in **MaiaLearning**. It is designed to help you discover which careers are aligned to your unique abilities, interests, skills, and traits. There are no right or wrong answers and no time limit! These results help guide your decision making as you transition to high school and select courses in high school and college that are aligned to your career goals.



How does this connect to your academic/career planning?

Note that your high school experience is coming to an end, and you're probably starting to think a lot more about what you'd like to do next. Reflecting on your previous RIASED Interest Profiler scores can help you think about potential careers that align with your interests. Take this opportunity to read more about each of the characteristics and consider those that resonate with you.



Survey Last Taken: 12/10/2020

2
REALISTIC
You have a stable or mechanical interest and prefer to work with objects, machines, tools, plants or animals, or outdoors. You like to work with things instead of people or ideas. You would rather solve concrete problems and you typically are good at practical, mechanical, and technical work.

5
INVESTIGATIVE
You like to analyze, learn, investigate, analyze, evaluate or solve problems. You like to work in a setting where you are presented with a variety of situations or materials and you prefer to work with people. You do not like highly structured settings. You typically are good at scientific, analytic, and research work.

9
ARTISTIC
You are artistic, creative, or have interests in fiction, the arts, or design. You like to work in a setting where you are presented with a variety of situations or materials and you prefer to work with people. You do not like highly structured settings. You typically are good at artistic, creative, and design work.

10
SOCIAL
You like to work with people, to inform, enlighten, help, train, or to persuade, teach, or to help others. You like to work in a setting where you are presented with a variety of situations or materials and you prefer to work with people. You do not like highly structured settings. You typically are good at social, interpersonal, and communication work.

4
ENTERPRISING
You prefer to work with people, to influence, persuade, lead, or to carry things out on your own. You like to work in a setting where you are presented with a variety of situations or materials and you prefer to work with people. You do not like highly structured settings. You typically are good at sales, marketing, and business work.

1
CONVENTIONAL
You prefer to work with numbers and to follow a set procedure. You like to work in a setting where you are presented with a variety of situations or materials and you prefer to work with people. You do not like highly structured settings. You typically are good at clerical, administrative, and organizational work.

Professional World

Interest Profiler survey in MaiaLearning, below you will find career choices in Colorado that connect with your career choice over time, so we encourage you to explore MaiaLearning account.

IN YOUR SURVEY WAS:

	HS Diploma		Associate's Degree		Bachelor's Degree		Bachelor's Degree or Higher	
Colorado Growth Industry Jobs	Recreation Workers	Child Care Workers	Skin Care Specialists	Preschool Teachers, Except Special Education	Directors, Religious Activities & Education	Social & Community Service Managers	Psychologists, All Other	Clinical, Counseling, & School Psychologists
Hourly Wage	\$13.80	\$13.14	\$28.21	\$14.74	\$41.31	\$40.52	\$50.19	\$42.39
Median Annual Income	\$25,320		\$30,215		\$58,640		\$60,640	
Colleges to Consider	Front Range Community College, Metropolitan State University of Denver, Colorado State University		Red Rocks Community College, Front Range Community College, Colorado State University		Metropolitan State University of Denver, Regis University, Colorado State University		University of Denver, University of Colorado Boulder, Anschutz Medical Campus, Colorado State University	
Degrees & Certificates to Consider	Recreation Therapy, Early Childhood Development, Childcare		Substance Abuse/Addiction Counseling, Therapy, Social Work		Mental Health Counseling, Psychoanalysis & Psychotherapy		Psychology, Psychology Social Services	

YOUR #2 CAREER CHOICE ON YOUR SURVEY WAS: Science, Technology, Engineering & Mathematics

	HS Diploma		Associate's Degree		Bachelor's Degree		Bachelor's Degree or Higher	
Colorado Growth Industry Jobs	Computer Automated Teller & Office Machine Repairs	Woodworking Machine Setters, Operators, & Tenders, Except Sewing	Industrial Engineering Technicians	Drivers, All Other	Electrical Engineers	Industrial Engineers	Psychologists, All Other	Economists
Hourly Wage	\$18.64	\$17.12	\$29.01	\$23.27	\$46.28	\$46.27	\$50.19	\$45.41
Median Annual Income	\$37,195		\$48,400		\$79,550		\$79,000	
Colleges to Consider	Arapahoe Community College, Colorado State University, University of Colorado Boulder		Red Rocks Community College, Colorado State University, University of Colorado Boulder		Metropolitan State University of Denver, Colorado State University, University of Colorado Boulder		University of Denver, Colorado State University, University of Colorado Boulder	
Degrees & Certificates to Consider	Earth Science Health Science Mathematics		Engineering/Industrial Management, Nuclear Engineering Technology, Medical Scientist (MS, PhD)		Astronomy Biology Medical Chemistry		International Economics, Physical Anthropology, Physical Scientist (MS, PhD)	



Career and College Success

719198
12th Grade Guide
ID# 719198

2 Realistic 5 Investigative 9 Artistic 10 Social 4 Enterprising 1 Conventional

Why School Matters and What It Can Do For You

Your success and involvement in school plays a valuable role in your future. It helps shape who you are going to become and provides opportunities to build skills, explore interests, and try different clubs/programs. Reflect on the tips below and review the timeline to help you get a head start on your future. Remember - have fun and get engaged!!

Attendance
You're in the home stretch of your high school career! The habits you've created over the last four years will continue to serve you well in your next educational experience and/or career. Continue to be on time and show up to your classes - your teachers want to see that smiling face before you graduate.

Financial Aid/Planning
It's not too late to apply for financial aid. The Federal Student Aid (FAFSA) and the Colorado Application for State Financial Aid (CASAI) are still open! And while many financial aid priority deadlines may have passed, there is still lots of money out there to support the cost of college. Completing your FAFSA or CASAI now will still help you gain access to more funding opportunities. If you have questions, reach out to your counselor or college advisor.

Graduation Requirements
Be sure that you have fulfilled or are on track to fulfill graduation requirements! You can log into your **Student Portal** to see your status. If you need support getting back on track with ICP, credits, or competency, be sure to talk with your counselor. They are prepared to help you set up a plan to graduate. They can also support you with your post-graduation plan!

Get Involved
The experiences you had throughout high school have helped shape who you are. Did you help your family care for younger siblings, lead any leadership roles, commit your free time to a cause, or learn something about yourself while participating in an extracurricular? Make sure you are documenting all of your activities on your resume - it tells your story.

Make sure you're taking advantage of Advanced Academic Coursework and Career Development opportunities at your school. These provide you with rigorous learning and hands-on experiences that can help shape your career identity and build your professional network.

Type of Course	Total of Courses Completed or Currently Enrolled in	Work-Based Learning
Career & Technical Education (CTE) Course(s) (total #)	10	<input type="checkbox"/> Job Shadow/Business partner presentation (Spark/Xplore) <input type="checkbox"/> Internship of Career Professional/Workforce Projects <input type="checkbox"/> College Campus Visit <input type="checkbox"/> Mentoring/Career & College Research (Coach Mentor Program)
Advanced Placement (AP) / International Baccalaureate (IB) Courses (total #)	2/0	<input type="checkbox"/> Internship (Launch) <input type="checkbox"/> Pre-Apprenticeship/ <input type="checkbox"/> Apprenticeship <input type="checkbox"/> Professional Networking <input type="checkbox"/> Meaningful Career Conversation
Concurrent Enrollment (CE) Courses (total #)	6	<input type="checkbox"/> Career Preparation (Real world experiences that build your skills and expand your choices (check marks will be added based on participation detail)
Total # of Advanced Academic Classes Taken (total #)	18	

Parents/Guardians and students should go over this timeline together. Check off any items completed and make a plan for what happens next.

719198
12th Grade Guide
ID# 719198

2 Realistic 5 Investigative 9 Artistic 10 Social 4 Enterprising 1 Conventional

Planning for Your Future

Graduation is around the corner whether you are ready or not. Over the summer DPS School Counselors will reach out to all graduates to offer support to ensure you have everything you need to be successful. Be sure you indicate what supports you might want on your Senior Exit Survey.

Traits of a Young Professional

It is critical that students develop the following Traits of a Young Professional as these are the essential skills for any high performing, contributing member of the workforce. Through their participation in Career Development programs, students will have opportunities to hone these skills in real and relevant ways.

Personal

- Self Awareness
- Initiative and Self Direction
- Personal Responsibility
- Adaptability and Flexibility
- Perseverance and Resilience

Professional

- Task And Time Management
- Career Awareness
- Use of Info Technologies
- Self-Agency
- Leadership

Entrepreneurial

- Critical Thinking
- Creativity and Innovation
- Risk Taking
- Strategic Planning
- Problem Solving

Interpersonal

- Collaboration and Teamwork
- Effective Communication
- Cultural Awareness
- Civic Engagement
- Character

Earning College Credit in High School
Whether or not you earned college credit in high school, there are a lot of post-secondary options still available for you if you are still unsure about what you want to do after graduation, reach out to your school counselor or a trusted adult now. You will also receive a phone call, text message or email from a school counselor over the summer to see if you need help with finalizing your plans for the fall. Don't be shy and ask them about anything that has to do with life after high school.

Apprenticeship
While it's too late to enroll in the DPS Apprenticeship Program, there are other apprenticeship opportunities for you to explore, especially if you have interests in the trades. Check out some of the Technical Colleges and speak with your counselor now to get more information.

Ascend Program
If you have applied for the ASCENT or TRIP programs by the March 31 deadline, you will receive an email regarding your eligibility around now. Keep checking your DPS email and talk to your school counselor if you have any questions.

Pathways
We are very proud of the hard work you've demonstrated over the last four years. Now that your high school career is almost completed, get excited for your next step in your career! The adults in your building are here to support you as you transition; be sure you understand your options and get clear on your plan.

Two-Year/Community College
Community college is the most common type of two-year college. They offer many types of educational programs, including those that lead to associate degrees and certificates. Certificates and some types of associate degrees focus on career readiness. Other types of associate degrees are good preparation for study at a four-year college where graduates can earn a bachelor's degree.

Technical College/Trade School
A Technical School is a type of college that is designed to train students for a specific job in a skilled trade career. Students that complete a program earn a certificate and are ready to enter the workforce. Most programs are designed to be completed within a year or two.

4 Year College/University
A 4-year institution can be a public or private college or university. They are designed to be completed in 4 years and prepare you for a career or to continue on with your education.

Starting Earlier-Elementary Programming

1

Classroom RIASEC exploration: Exploring Strengths, Interests and Values

- RIASEC introduction lesson and student self-identification
- Hands-on activities

2

Career Show-and-Tell: Picturing our Possible Futures

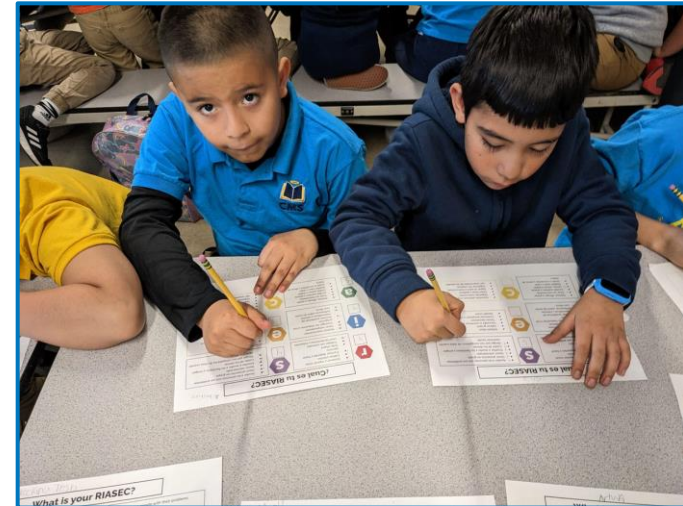
- Visits from industry professionals
- Partners bring demos, trivia, or activities for students to engage in

3

Career Bites Classroom Activities:

Making Connections Between School and Work

- Classroom activities -career-focused lessons, printables, project-based learning activities, read alouds, etc.



Middle School Student Outcomes

Having an IMPACT

- MS Students Served in 23-24

- Total- 3,854 SE's
- 85% SOC
- 30% MLL
- 65% FRL

School Year	Spark GPA	DPS GPA	Spark Attendance	DPS Attendance
2020-2021	2.80	2.58	91%	88%
2021-2022	2.78	2.59	89%	88%
2022-2023	2.70	2.58	89%	88%

- Student Performance

- Attendance average: 90% (Spark) compared to 88% (district)
- GPA average: 2.75 (Spark) compared to 2.5 (district)

- Career Exposure (surveys)

- 58% Identified they heard about a career NEW to them
- 51% Agree that the career(s) they heard about today align with their interest(s)
- 43% Plan on learning more about the career(s) they were exposed to by talking with an adult, adding to their ICAP, and or taking a related class in the future



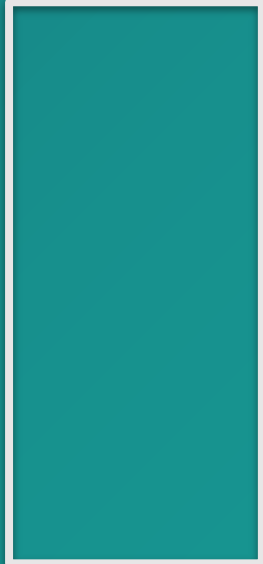
2023-2024

Dallas Independent School District College & Career Readiness

Oswaldo Alvarenga,
Deputy Chief of Strategic Initiatives

Janel Humphries,
Director of Career and Technical
Education

Lonique Coats,
Project Manager - Career Readiness



CCR Accountability & HB3 Funding Criteria

ACCOUNTABILITY

(1 year lag)

College Ready

AP Exam (any subject score ≥ 3)

IB Exam (any subject score ≥ 4)

Earn Dual Credit

(3 hrs math/ELAR or 9 hrs any subject)

OnRamps Course

(complete & qualify)

Successfully complete College Preparatory Course(s)

(mix & match ELAR / MATH course + assessment*)

Career Ready

Graduate w/complete IEP and Workforce Readiness

Graduate under an Advanced Degree Plan w/ currently labeled Special Ed

Military Ready

Graduate with DD Form 4 completed

TSI Met*

(ELAR & Math)

*SAT, ACT or TSI-A



College Ready

Associate Degree or College Enrollment

OR

Career Ready

Level I or II Certificate

OR

A-F Industry-based Certification (IBC) w/ Aligned Course

HB 3 FUNDING

(2 year lag)

Economically Disadvantaged:

\$5,000

(above 11%)

Non-Economically Disadvantaged:

\$3,000

(above 24%)

Special Education

+\$2,000

Dallas ISD High School Programs

Magnet Schools

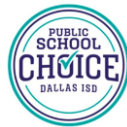
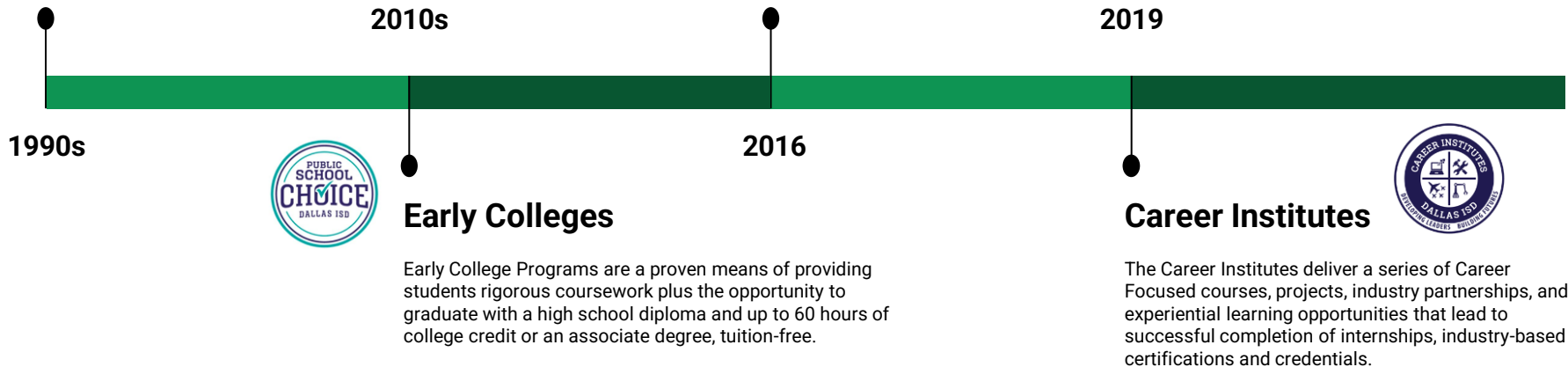


Magnet Schools provide students with access to college preparatory courses and specialized curricula which investigate and explore today's career choices. Leadership skills are refined through the many activities and competitions offered in the Magnet Schools.

P-TECHs



P-TECHs feature dual enrollment programs that allow students to earn a high school diploma and college credits while gaining experience in a range of high-demand careers and working with industry professionals.



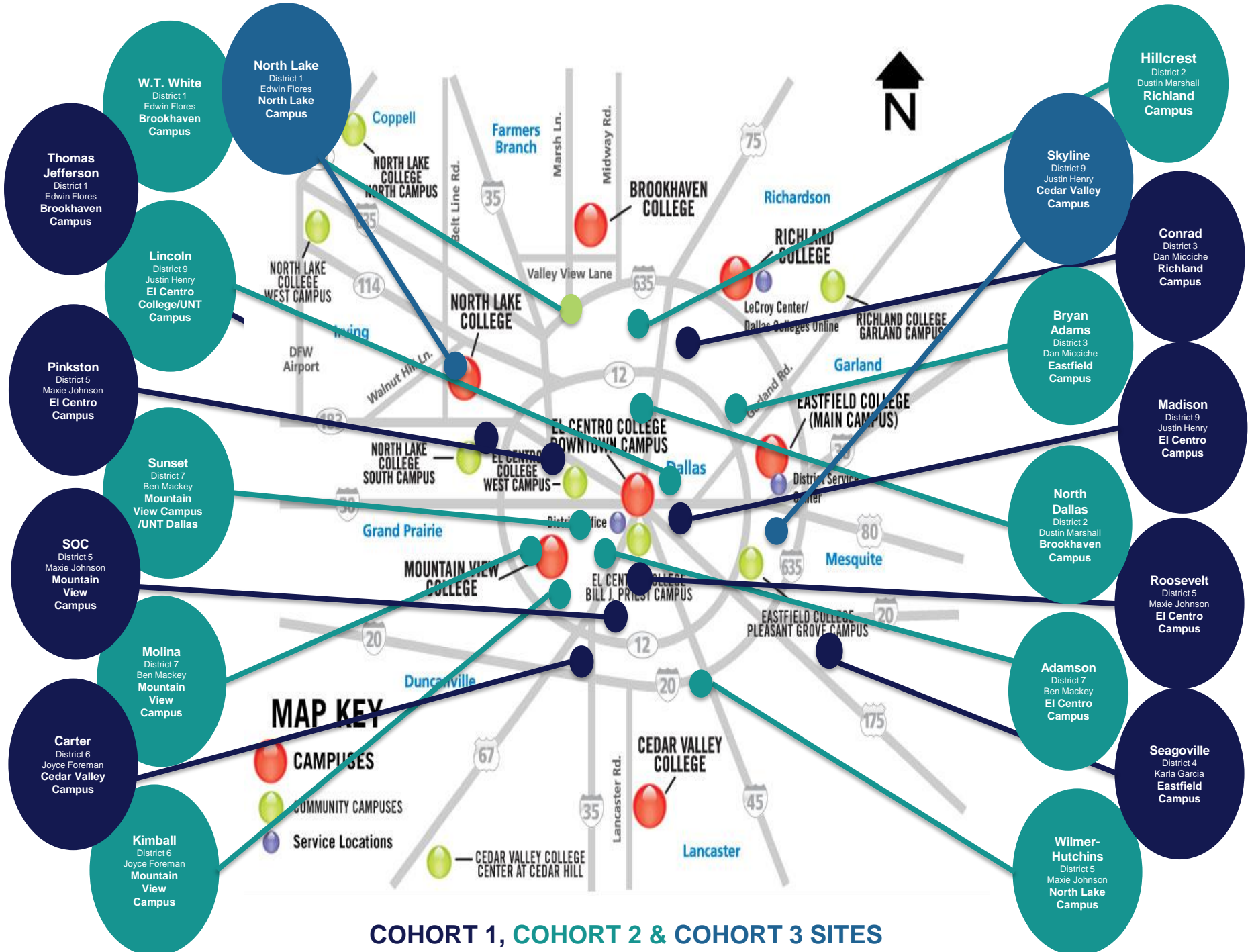
Early Colleges

Early College Programs are a proven means of providing students rigorous coursework plus the opportunity to graduate with a high school diploma and up to 60 hours of college credit or an associate degree, tuition-free.



Career Institutes

The Career Institutes deliver a series of Career Focused courses, projects, industry partnerships, and experiential learning opportunities that lead to successful completion of internships, industry-based certifications and credentials.



Career Institutes



Career Institute North

10115 Midway Road, Dallas, TX
18+ Career Pathways
161,000 sq. ft.



C&R Price Career Institute South

4949 Village Fair Dr., Dallas TX
18+ Career Pathways
166,210 sq. ft.



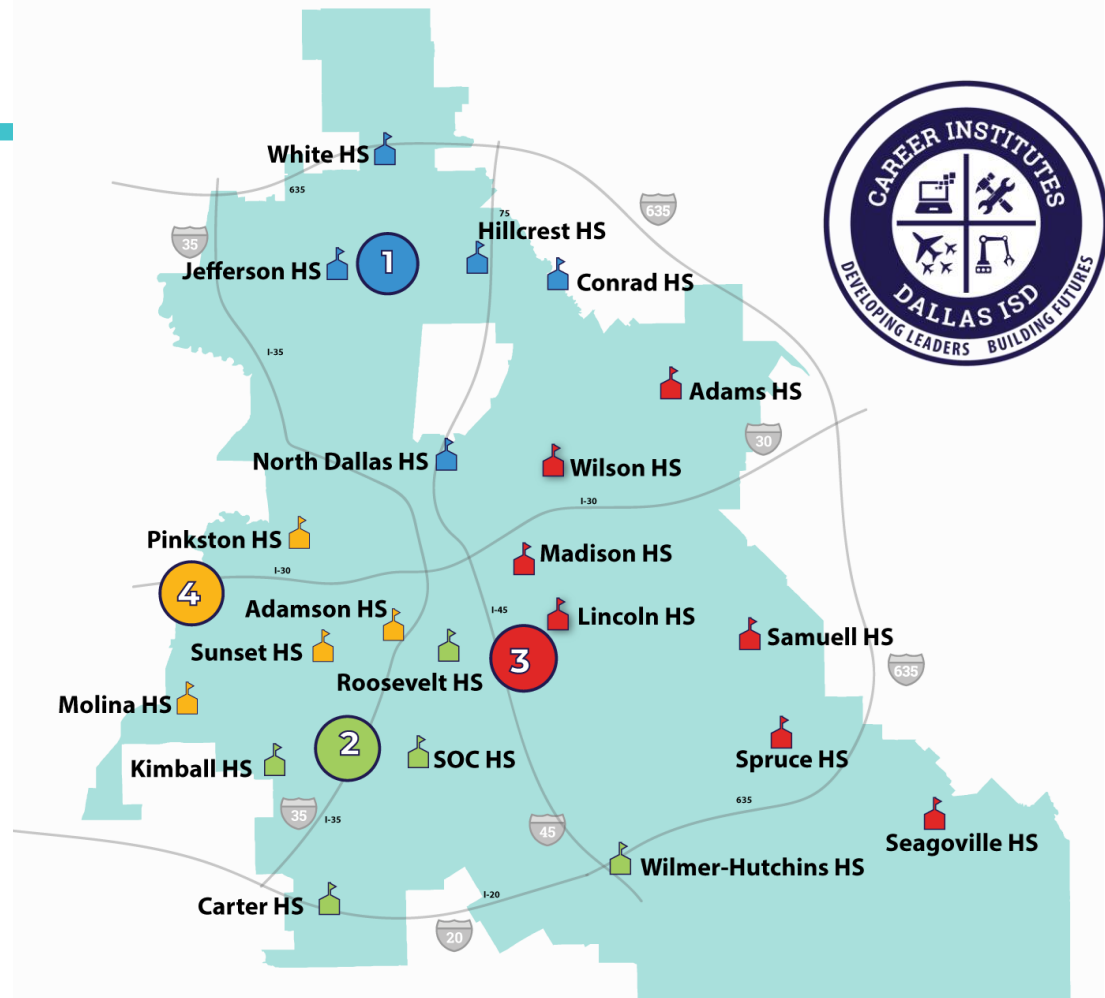
Career Institute East

5000 Malcolm X Boulevard, Dallas, TX
9 Career Pathways
60,000 sq. ft.



Career Institute West

TBD



4 Standalone **Early College** High Schools

10 **Magnet** High Schools

3 **Transformation** High Schools

18 **P-TECH** Programs

4 **Career Institutes**

3 **Early College** High Schools

8th Grade



23 **Neighborhood** High Schools



Clarifying Choice through a 7th Grade College and Career Readiness Course

- Mandatory 7th Grade Course for ALL Dallas ISD Middle Schools
[EHAC(EXHIBIT)] Dallas ISD Policy
- In addition to exploration of Career Clusters, this course allows students to explore and research all of Dallas ISD Opportunities
- Additionally students:
 - Analyze character strengths
 - Create Smart Goals for Future
 - Create a HS transition plan
 - Update a Resume
 - Create a Mock Budget
 - Practice Professional Communication



Dallas Education Foundation (DEF) & Dallas ISD Career Connected Learning Campaign



Sponsoring Sponsor for the 2021 Dallas ISD State of the Dist

COMPONENTS OF CAREER CONNECTED LEARNING

Dallas Education
Foundation

**CAREER
AWARENESS**



EXCITEMENT



**CAREER
EXPLORATION**



INTEREST



**CAREER
READINESS**



APTITUDE



PERSISTENCE = ECONOMIC MOBILITY

Career Awareness in Elementary

Servicing
150
Elementary
Campuses

75 Career
Readiness
Kits

Focused on
25 Careers
aligned to
CTE

Kits
include
lesson &
hands-on
activities



Support
from Dallas
ISD
Counseling
Services



USAA Grant Opportunity - \$100,000

BUILDING THE BRIDGE TO THE WORKFORCE – Career Connected Learning

Dallas Education
Foundation



CAREER AWARENESS

Expose students early to career options via the implementation of **Career Awareness Kits and Curriculum** in every Dallas ISD elementary school



CAREER EXPLORATION

Allow all middle school kids to explore and experience hands-on the many pathways that exist in Dallas ISD via fully outfitted **Mobile Career Exploration Trailers**



CAREER READINESS

Ensure students are technically, professionally, and personally prepared by investing in **programs that go beyond certifications** so that they gain skills that are critical to success in the workplace and in life



BUILDING COLLEGE & CAREER READINESS



Thank You!

Questions?

