



East Bay Career Pathway Consortium

LAUNCH &
REGIONAL PATHWAY ACTION TEAM MEETING

October 2, 2014



Welcome from Merritt College

Elmer Bugg, *Vice President*
Merritt College



The Pathway Imperative

José Ortiz, *Chancellor*

Peralta Community College District



The Pathway Imperative

Karen Monroe, *Associate Superintendent*
Alameda County Office of Education



Project Overview

Rebecca Lacocque, *Interim Director*
East Bay Career Pathways Consortium



Secondary & Postsecondary Partners

K-12 Districts

- Alameda Unified School District
- Albany Unified School District
- Berkeley Unified School District
- Castro Valley Unified School District
- Emery Unified School District
- Hayward Unified School District
- Oakland Unified School District
- Piedmont Unified School District
- San Leandro Unified School District
- San Lorenzo Unified School District
- West Contra Costa Unified School District
- Alameda County Office of Education

Community Colleges

- Berkeley City College
- Chabot College
- College of Alameda
- Contra Costa College
- Laney College
- Merritt College
- Cal State East Bay and UC Berkeley as unfunded post-secondary partners





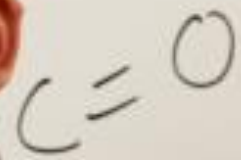
Industry Partners

- Alameda County Workforce Investment Board
- City of Oakland Workforce Investment Board
- East Bay Economic Development Alliance
- Autodesk
- East Bay Municipal Utility (EBMUD)
- Association of Bay Area Governments (ABAG)
- Bay Ship and Yacht
- Center for Youth Development through Law
- YMCA of the East Bay
- Alameda County Sheriff's Office
- Maxon Computers, Inc.
- United Way of the Bay Area
- Children's Hospital and Research Center
- Youth Speaks
- California Labor Federation
- UC Berkeley Art Museum
- California Tooling and Machining Apprenticeship Association (CTMAA)
- James Irvine Foundation
- City of Berkeley
- Oakland City Attorney, Barbara J. Parker
- City of San Leandro
- City of Alameda
- Castro Valley/Eden Area Chamber of Commerce
- Alameda Family Services
- Cal-PASS Plus
- University of California, Berkeley Center for Educational Partnerships
- EarthTeam
- East Bay Asian Youth Center (EBAYC)
- REACH Ashland Youth Center
- The Unity Council
- National Academy Foundation (NAF)
- Advanced Manufacturing Deputy Sector Navigator
- Clark Construction Group
- Turner Construction
- Verizon Foundation
- Juniper Networks
- Bayer Health Care
- Bio-Rad Laboratories Biotechnology Explorer Program
- Alameda County Health Pipeline Partnership
- Lawrence Livermore National Laboratory
- Life Sciences/Biotechnology Deputy Sector Navigator
- Health Workforce Initiative/Health Workforce Initiative Deputy Sector Navigator
- Public Health Institute
- Doctors Medical Center
- City of Berkeley Youth Works
- Native American Health Center
- Beats Rhymes and Life, Inc.
- Firefighter Diversity Recruitment Council
- Richmond Police Activities League
- Rising Sun Energy Center



Industry Partners

- The Crucible
- Estria Foundation
- Insight Digital
- Inlifesize Ltd.
- Tom Miller, Pixar Animation Studios
- Paul Edmondson, Pixar Animation Studios
- Aaron Luk, Pixar Animation Studios
- Jonathan Ramos, Tippett Studios
- Nick Woo, Tippett Studios
- Brian Paik, Industrial Light & Magic
- Andrew Klein, Sledgehammer Games
- Andrew Schlussel, Educator and Animation/Visual Effects Artist
- Apruva Shah, Whamix Inc./Prana Studios
- Emma Kumakura, Electronic Arts
- Michelle Meeker, Independent Animator
- Valerie Mih, Animator/Assistant Professor at University of Hawaii at Manoa
- Hospital Council of Northern and Central California



P.

Student Success



Student Supports



Work-based Learning & Career Placement



Seamless Transition



What is a Pathway?

- Focus on equity, access, and achievement
- A three-four year program of study articulated with community college that integrates core academics with CTE
- Master schedule supports student and teacher cohorts
- Student support
- Informed by industry
- Work-based learning embedded in student learning



Selecting Industry Pathways

**Health &
Biosciences**

**Engineering &
Advanced
Manufacturing**

**ICT &
Digital Media**

**Public Service
& Law**



Building Regional Infrastructure

Regional Data Sharing Infrastructure

Regional Industry Engagement Infrastructure

Regional Strategies for Addressing Barriers to Inter-segmental Transitions

Health &
Biosciences

Engineering &
Advanced
Manufacturing

ICT &
Digital Media

Public Service
& Law



**Health &
Biosciences**

**Engineering &
Advanced
Manufacturing**

**ICT &
Digital Media**

**Public Service
& Law**

High School/College Pathway Design

High School/College Curriculum Alignment

Dual and Concurrent Enrollment

Intentional Transitions

Collaborative Counseling

Work Based Learning

Out of School Experiences

Professional Development



Pathway Action Teams

October
2

December
4

February
5

May
7

2014-15



East Bay Career Pathways Team Members

- CTE teachers/faculty
- Counselors
- Core academic teachers
- Administrators



What is the Promise of Pathways?

Tameka McGlawn, *Director Equity & Impact*

ConnectEd

Linda Collins, *Executive Director*

Career Ladders Project



WHOA



WHY CAREER PATHWAYS?

Presentation to the
East Bay Career Pathways Launch Event

October 2, 2014

Linda Collins

Executive Director

Career Ladders Project



CAREER LADDERS PROJECT

FOSTERING EDUCATIONAL AND CAREER ADVANCEMENT FOR CALIFORNIANS

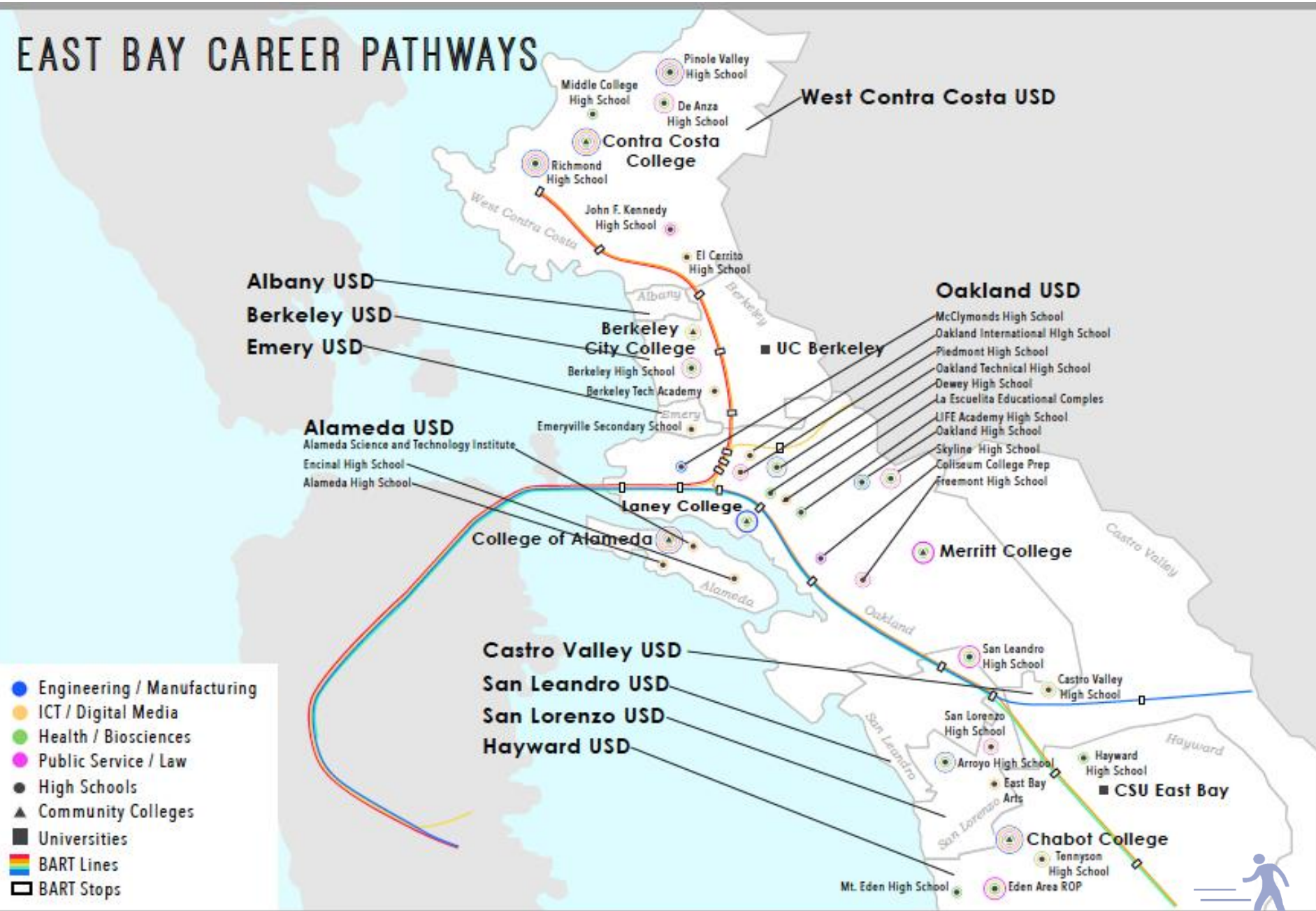
PATHWAY DEVELOPMENT

Pathways begin in K12 and lead to PS degrees or certificates and high wage, high skill, high growth career opportunities in the region.

- Aligned, articulated, integrated K16 pathways to college and careers
- Dual enrollment courses embedded in pathways, including
 - Capstone courses
 - Contextualized college and career success offerings
- Sequence of work based learning experiences integrated into K16 pathways
- Strong connection to Industry



EAST BAY CAREER PATHWAYS



Albany USD
Berkeley USD
Emery USD

Alameda USD
 Alameda Science and Technology Institute
 Encinal High School
 Alameda High School

Castro Valley USD
San Leandro USD
San Lorenzo USD
Hayward USD

Contra Costa College

Berkeley City College

Laney College

College of Alameda

West Contra Costa USD

Oakland USD

McClymonds High School
 Oakland International High School
 Piedmont High School
 Oakland Technical High School
 Dewey High School
 La Escuelita Educational Complex
 LIFE Academy High School
 Oakland High School
 Skyline High School
 Coliseum College Prep
 Fremont High School

Merritt College

San Leandro High School
 Castro Valley High School

San Lorenzo High School
 Arroyo High School

Chabot College
 Tennyson High School
 Eden Area ROP

CSU East Bay

- Engineering / Manufacturing
- ICT / Digital Media
- Health / Biosciences
- Public Service / Law
- High Schools
- ▲ Community Colleges
- Universities
- ▬ BART Lines
- BART Stops



Students Entering a Community College in the I-880 Region (as a proportion of those attending any post-secondary institution)

School District	% of students to I880 Community Colleges (as a percentage attending any post-secondary)
Castro Valley USD	54%
West Contra Costa USD	78%
San Lorenzo USD	50%

Source: CalPass Plus Transition Reports. Graduating cohort of 2009-2010. Students are followed for two years after graduation

Notes: In CalPass Plus Transition report does not include for profit colleges. It includes 100% of community colleges, 70% of four year colleges. Cal State East Bay is included.



COMMUNITY COLLEGE TRANSFER

- 29% of UC and 51% of CSU graduates started at a CCC.
- Transfer students currently account for 48% of UC bachelor's degrees in STEM fields
- CCC Transfer students do as well as students who started at a UC or CSU.
- Average time to degree for transfer students is just over 2 yrs after coming to the university.
 - (average time to degree for freshman is 4.2 yrs)

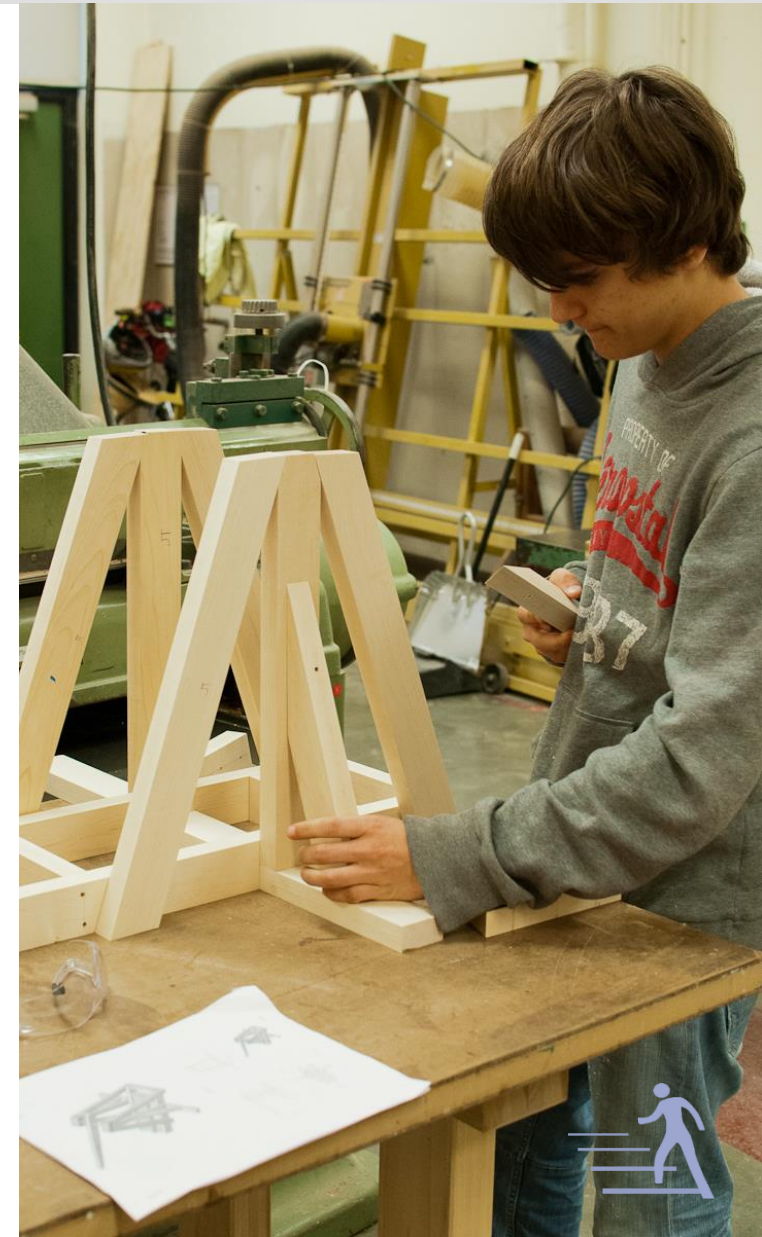
CCC Chancellor's Office (2014) *Key Facts*



COMMUNITY COLLEGE CERTIFICATES AND DEGREES

- CCCs educate 70% of our state's nurses; 80% of firefighters, law enforcement and EMTs
- Students who earn a degree or certificate from a CCC nearly double their earnings within 3 years
- Statewide **median** for wages 5 years after award
 - \$66,000 for CTE focused Associate degrees
 - \$52,700 for Associate Degrees,
 - \$49,700 for Certificates.
- Associate Deg. w/ highest median incomes incl:
 - Registered Nursing (\$81,640)
 - Radiologic Technology (\$81,573)
 - Respiratory Therapy (\$72,582).
- Certificates w/ the highest median incomes incl:
 - Paramedic (\$113,360)
 - Electrical Systems & Power Transmission (\$107,466)
 - Water & Wastewater Technology(\$79,205)

P. Perry (2013) *CCC Chancellor's Office Student Success Update: Salary Surfer*



PATHWAY CRISIS: High School to College Transition

Improved assessment and placement:

- Multiple measures including HS transcripts/grades
- HS/college teachers in ongoing dialogues re: college and career readiness
- K14 alignment with Common Core; Smarter Balanced

Improved transitional programming/supports:

- College counseling and enrollment at HS sites during school day
- Shared understanding of college options

Use of shared longitudinal data



CONVERGENCE OF HIGH SCHOOL AND COMMUNITY COLLEGE REFORMS

- Increased emphasis on ensuring students meet their goals
 - High rates of remediation and low completion
 - Persistent achievement gaps by racial and ethnic group (K12 and college)
- Recognition of the “Gap:” where students get lost; how they can gain and sustain momentum
- National movement in post-secondary toward more coherent and structured options :
 - Interdisciplinary, themed learning communities
 - “Meta majors” and Career Pathways
 - Scaffolding for success: stackable certificates and degrees – no dead ends; everything counts; don’t start over
 - Rethinking instruction: acceleration , integration and contextualization
 - Aligning and leveraging resources to support credential attainment



WORKING TOGETHER REGIONALLY

- Students in career pathways programs more fully prepared for—and more likely to succeed in—career and college.
- Integrated academic and technical learning best prepares students for the future.
- Work-based learning can engage students – and deepen learning.
- Working regionally better enables us build innovative and quality career pathways systems.
- Requires deep partnerships with each other and with the employer community.
- Together we can improve outcomes for students, build healthier communities and improve our regional economy.



A HOST OF OVERLAPPING REFORMS

- Student Success Act of 2012
- CCC Basic Skills Initiative
- Doing What Matters for Jobs & the Economy
- SB1070
- Career Advancement Academies
- AB86 Adult Ed/CCC Regional Consortia
- CA Career Pathways Trust
- Federal: TAA-CCCTG; WIOA; White House Job Training Initiative
- K12: LCFF; LCAP; Common Core; Smarter Balanced

CCPT grant is an unprecedented, historic opportunity: to forge deep K16 partnerships to move all our young people to both college and career.



FOR MORE INFORMATION:

Linda Collins

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Career Ladders Project

www.CareerLaddersProject.org



CAREER LADDERS PROJECT

FOSTERING EDUCATIONAL AND CAREER ADVANCEMENT FOR CALIFORNIANS

East Bay Career Pathways Trust Launch

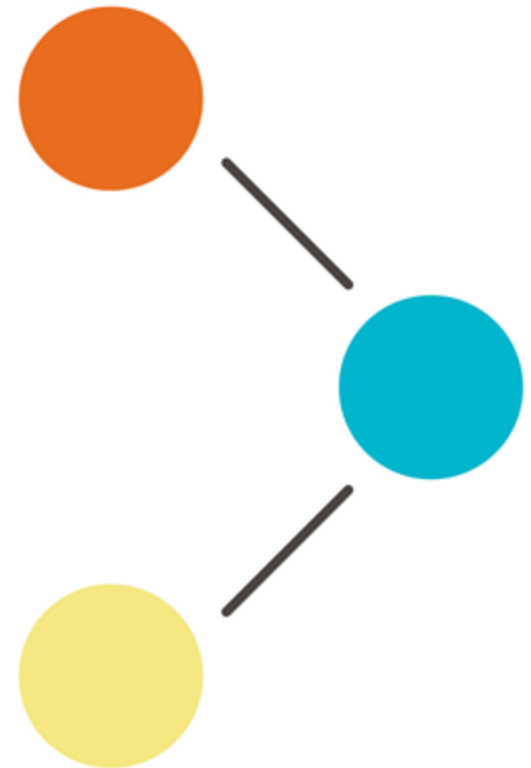
First Regional Pathway Team Meeting

October 2, 2014

Dr. Tameka L. McGlawn • ConnectEd

Overarching Goals

- To develop a **regional vision** and design a collective plan that **best prepares all** students for success in college, career, and life
- To recognize that there is a **need to build systemic coherence** to combat educational inequities in schools and districts



COMMUNITY = PRACTICE

Community cannot take root in a divided life. Long before community assumes external shape and form, it must be present as a seed in the undivided self; only as we are in communion with ourselves can we find community with others.

-Parker Palmer

Our Collective Agenda

- A **Shared** Regional Vision
- Curriculum **Alignment**
- Post-Secondary **Transitions**
- **Work-Based** Learning
- College *and* Career

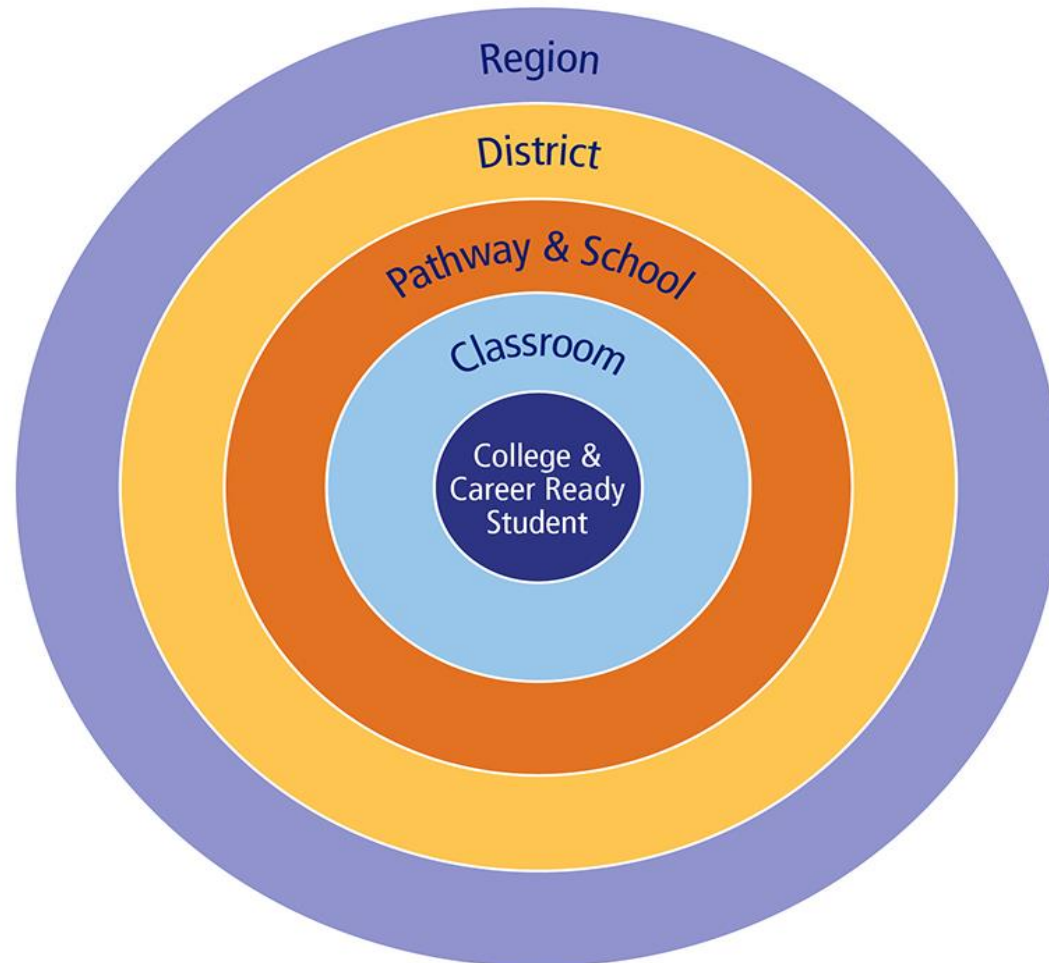


Excellence by Design

Educational systems **do not automatically** establish student-centered cultures and systems of personalized learning and integrated support, those that do, employ the following:

- Clearly defined student outcomes.
- These outcomes drive all aspects of the schools program of study, classroom practice, and student supports.
- Are designed with the student in mind!

Systemic Approach to Linked Learning



Common Pathway Features

- Utilize pathway **student learning outcomes** to guide and align assessment, curriculum, and instruction
- Blend **academic and career-themed** course content through rigorous and relevant standards-aligned projects
- Students learn in **cohorts**; teachers and faculty use **common planning time**
- Provide learning **beyond the classroom** and the school day
- Offer **dual-enrollment and dual-credit with college institutions**

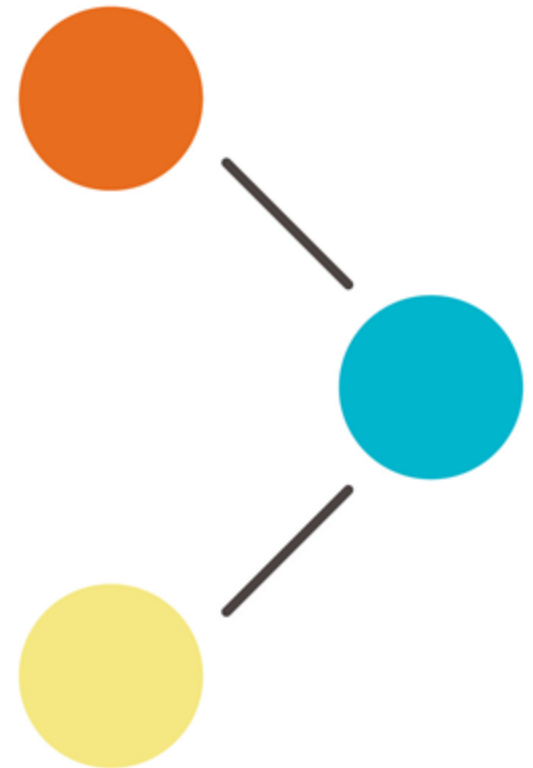


A Focus on Equity in Education: Humanizing the Learning Experience of ALL

High quality education should...

- pursue **excellence** and **equity as mutual** goals
- establish and **honor** non-discriminatory and **inclusive** policies, practices, and pedagogy to ensure **both equitable access and commitment** to and support for each student's success, **regardless** of her/his prior academic achievement
- **intentionally** reflect the **diversity, assets** and **strengths** of its school, district, and community

The Symphony: Policy, Research & Practice



The Symphony

- CA: A Shifting Policy Landscape
- Action Research
- Transforming Practice



Barriers and Challenges

Systemic Challenges:

- Leadership
- Funding
- Time
- Staffing
- Institutional Structures

COLLECTIVE OPPORTUNITIES

Teaming Strategies:

- **Planned** cross-functional engagements (department, programs, institutions)
- **Joint** professional development
- Commitment to data **sharing**
- **Scheduled** joint reflection/planning time (student data, program dev, project dev)
- **Shared** decision making

What should students
know and be able to do upon
graduation from high school
to **prepare** them for
tomorrow's economy,
their future?

CONTACT INFORMATION:

**Dr. Tameka L. McGlawn, Director of Equity & Impact
ConnectEd California: The Center for College and Career**

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BREAKING DOWN THE SILOS MIXER

Tameka McGlawn, *Director Equity & Impact*
ConnectEd



Work-based Learning & Career Preparation

Cecilia Mendoza, *Executive Director College & Career Readiness*

West Contra Costa Unified School District

Work-Based Learning Continuum

Career Awareness

Learning ABOUT work.

Build awareness of the variety of careers available and the role of postsecondary education; broaden student options.

Sample Student Learning Outcome

Student can articulate the type of postsecondary education and training required in the career field and its importance to success in that field.

Experience Defined by:

- One-time interaction with partner(s), often for a group of students
- Designed primarily by adults to broaden student's awareness of a wide variety of careers and occupations

Experiences might include:

- Workplace tour
- Guest speaker
- Career fair
- Visit parents at work

Career Exploration

Learning ABOUT work.

Explore career options and post-secondary for the purpose of motivating students and to inform their decision making in high school and postsecondary education.

Sample Student Learning Outcome

Student can give at least two examples of how the student's individual skills and interests relate to the career field and/or occupations.

Experience Defined by:

- One-time interaction with partner(s) for a single student or small group
- Personalized to connect to emerging student interests.
- Student takes an active role in selecting and shaping the experience
- Depth in particular career fields.
- Builds skills necessary for in-depth work-based learning

Experiences might include:

- Informational interview
- Job shadow
- Virtual exchange with a partner

Career Preparation: Practicum and Internships

Learning THROUGH work.

Apply learning through practical experience that develops knowledge and skills necessary for success in careers and postsecondary education.

Sample Student Learning Outcome

Student builds effective collaborative working relationships with colleagues and customers; is able to work with diverse teams, contributing appropriately to the team effort.

An Experience Differentiated by:

- Direct interaction with partners over time
- Application of skills transferable to a variety of careers
- Activities have consequences and value beyond success in the classroom.
- Learning for student and benefit to partner are equally valued

Experiences might include:

- Integrated project with multiple interactions with professionals
- Student-run enterprise with partner involvement
- Virtual enterprise or other extended online interactions with partners
- Projects with partners through industry student organizations
- Service learning and social enterprises with partners
- Compensated internship connected to curriculum

Career Training

Learning FOR work.

Train for employment and/or postsecondary education in a specific range of occupations.

Sample Student Learning Outcome

Student demonstrates knowledge and skills specific to employment in a range of occupations in a career field.

An Experience Differentiated by:

- Interaction with partners over extended period of time
- Benefit to the partner is primary and learning for student is secondary
- Develop mastery of occupation specific skills
- Complete certifications or other requirements of a specific range of occupations

Experiences might include:

- Internship required for credential or entry to occupation
- Apprenticeship
- Clinical experience
- On-the-job training
- Work experience



What is Work-based Learning?



Work-based Learning & Career Preparation

Selestino Vasquez Lopez

12th Grade, Mandela Law & Public Service Academy

Fremont High School

Oakland Unified School District



Work-based Learning & Career Preparation

Karen Engel

Interim Director of Economic & Workforce Development

Peralta Community College District

Career
Awareness

Career
Exploration

Career
Preparation

Career
Training



- Co-op Education
- Credential Requirements
- Internships
- Work Experience
- On-the-Job Training
- Apprenticeships

Building the infrastructure to support

- Work Based Learning
- Career Training
- Career Connections

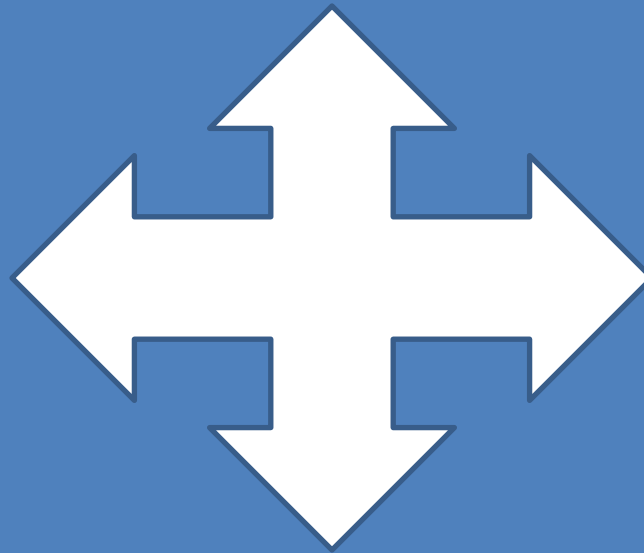


Engaging industry partners

Industry Advisories
Curriculum/Technology/Competencies



K-12



Community
College

- Work Based Learning
- Career Training
- Career Connections



Post-Secondary Transitions

Laurie Scolari

Director of the California Community College Linked Learning Initiative (CCLLI)

Career Ladders Project



California Career Pathways Trust

Bernard McCune

Deputy Chief of Postsecondary Readiness

Oakland Unified School District



California Career Pathways Trust

Senator Darrell Steinberg

President Pro Tem

California State Senate



Regional Pathway Action Planning



*Engineering & Advanced
Manufacturing, Room D119*

Health & Bioscience, Room P203

ICT & Digital Media, Room P207

Public Service & Law, Room P204