

**New Milford Board of Education
Committee on Learning Meeting Minutes
December 6, 2022
Sarah Noble Intermediate School Library Media Center**

RECEIVED
TOWN OF NEW MILFORD, CT
2022 DEC 8 PM 12:05

Present:	Mrs. Tammy McInerney, Chairperson Mr. Brian McCauley Mrs. Leslie Sarich Mr. Keith A. Swanhall Jr.
Also Present:	Dr. JeanAnn C. Paddyfote, Interim Superintendent of Schools Ms. Holly Hollander, Assistant Superintendent Dr. Megan Dwyer, New Milford High School Assistant Principal Mrs. Kristie O'Neill, New Milford High School Business Teacher Mrs. Claudia DeMoura, Head Guidance Counselor Mr. Raymond Manka, New Milford High School Principal

1.	Call to Order The meeting of the New Milford Board of Education Committee on Learning was called to order at 7:30 p.m. by Mrs. McInerney.	Call to Order
2.	Public Comment • There was none.	Public Comment
3.	Items for Information and Discussion A. Pathways <ol style="list-style-type: none"> Freshman Seminar Update PLTW Update <ul style="list-style-type: none"> Ms. Hollander asked Dr. Dwyer, Mrs. O'Neill and Mrs. DeMoura to introduce themselves and said the Pathways work has blossomed with their input and collaboration. Dr. Dwyer said she became involved in the Pathways work in January and saw right away the opportunities it provides to students. She said the Perkins grant is very helpful in this area. The group receives continued coaching and guidance from the NC3T/YouScience program and the CSDE. Dr. Dwyer said they focus on the district's mission statement and vision of a graduate when looking at essential skills and vision of deep learning for students. 	Items for Information and Discussion A. Pathways <ol style="list-style-type: none"> Freshman Seminar Update PLTW Update

	<ul style="list-style-type: none">● Pathways work is important because of several factors: the identified disconnect between current education and the workforce; the skills gap for hard to fill jobs; the lower completion rates and slower rates at the higher ed level; and the problem of disconnected youth who are not working or going to school. Dr. Dwyer said several contributing factors have been identified including the fact that many students don't feel engaged in learning; that most school systems don't deliver impactful career development; and that most school systems don't connect students with meaningful employer experiences. Pathways career connected learning is designed to help students connect learning to the real world and develop the knowledge, skills, and mindset to successfully enter the adult world of work, careers and community life. The core premise is that career exploration and career-relevant learning is good for all students.● Mrs. Sarich asked if there is an alumni program set up at the high school.● Dr. Dwyer said there are some opportunities within Naviance but it is not well developed.● Mrs. DeMoura said it is clear from the planning sessions held with juniors and seniors that many students are undecided about future plans and more work is needed with career explorations, even beginning at the middle school level.● Dr. Dwyer said Career Pathways progress at NMHS is in three areas: professional development focused on pathway programs, the establishment of a Freshman Academy course, and working on the vision for the future of the program.● Mrs. O'Neill said she and Dr. Dwyer were able to attend the CT Pathways System Institute in Nebraska in the fall through Perkins funding. They visited Grand Island Senior High School which is a "wall to wall" school for pathways. It was amazing to see a full-fledged program in action.● Mrs. O'Neill said she wrote the curriculum for NMHS' new Freshman Academy course and is teaching a pilot this year. It is designed as a	
--	--	--

	<p>hands-on/project based class to provide students with many of the skills they need to thrive in high school and beyond. Students make connections between their choices now and how these affect their future success. It focuses on the high school transition; digital literacy; critical thinking, communication and organizational skills; self-reflection and discovery; and career readiness and exploration. So far, the feedback has been excellent. Students report receiving both enjoyment and value from the course.</p> <ul style="list-style-type: none">● Dr. Dwyer said moving forward with career connected learning will include increasing relevant field trips, marketing and expanding on current courses that align with pathways, and upgrading Project Lead the Way which is an engineering pathway. This year that program has had all computers upgraded. In addition, the Pathways team will be looking to build partnerships within the community and increase work related experiences, job shadowing, and internships.● Mrs. McNerney thanked the team for the presentation and said it is exciting to see this work. It is an area that has been lacking in the district. She asked that the presentation be shared with the full Board. She asked if there were plans to make the Freshman Academy course mandatory for freshmen and if Naviance training will be incorporated into the course so that students will be able to use the system much earlier in their high school years.● Ms. Hollander said they are reviewing the data for now and have identified that there is room in student schedules should that happen in the future. They will come back to the committee in the spring to discuss it further. Dr. Dwyer said they have been discussing adding Naviance exposure for freshmen so they can begin utilizing the system earlier in their high school years.● Mr. McCauley said he works at the Waterbury Career Academy and in his opinion, these pathway programs are where education is going. He is excited to see it becoming the norm.	
--	---	--

	<ul style="list-style-type: none"> • Mrs. Sarich agreed, saying she was thrilled to see this development. • Mr. Manka said he is excited about the passion of the educators involved. It is very valuable for students to be focused on experiential learning early on. <p>B. Science of Reading Update</p> <ul style="list-style-type: none"> • Ms. Hollander said they continue to keep the Board updated since there are many factors, including legislation, involved in this endeavor. The district has requested a one-year extension from the state as to its final selection. At some point there will be budget implications. She said the iReady tool is already helping us do the work while final choices are being made. • Mrs. McNerney said it will be important to keep both the Board and the community updated since there will be a price tag to any program instituted. 	B. Science of Reading Update
4.	<p>Public Comment</p> <ul style="list-style-type: none"> • There was none. 	Public Comment
5.	<p>Adjourn</p> <p>Mr. McCauley moved to adjourn the meeting at 8:38 p.m., seconded by Mrs. Sarich, and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 8:38 p.m.</p>

Respectfully submitted:



Tammy McNerney, Chairperson
 Committee on Learning

New Milford Public Schools

Career Pathways



Overview and Updates: Career Connected Learning

Review of Career Pathway initiative

Freshman Academy/Seminar

Looking at data to understand needs

Linking current course offerings

NC3T/YouScience Coaching

Communication to stakeholders

Insight Onsite Visit

Next steps and goals

Process of Emerging Career Pathways

2021-2022

01

Historical context: New Milfrod Public Schools was idnetifed as a district that could benefit from Career Pathways.

2022-2023

02

Continued coaching and guidance from Nc3T/YouScience.

Freshman Academy

Communication with stakeholders.

Action plan for long -term plan

2023-2024

03

Connect current course offerings to pathways.

Market career pathway opportunities.

Identify new course and needs.

Explore career connected learning opportunities.

2024-

04

Establish 3-5 Pathway options for students.

Freshman Academy requirement.

Increased job shadowing, internships, senior project,

What is the role of New Milford Public Schools?





Why are we here?

01 LIFE

“Embrace challenges with vigor, respect, and appreciate the value of every human being and contribute to society...”

02 LEARNING

“Provide effective instruction and dynamic curriculum, offering a wide range of valuable experiences.”

03 Work beyond school

“Prepare each and every student to compete and excel in an ever-changing world.”

Vision of a Graduate



What should our
graduates know?

What should our graduates
be able to do?

Vision of a Graduate

Essential Skills & Disposition

- Communication
- Critical Thinking
- Creativity
- Problem Solving
- Positive relationships/social awareness
- Self-management
- Growth Mindset

Vision of Deep Learning

- Intrinsic motivation to learn
- Clear criteria for success
- Continuous growth, active engagement, learning as a process
- Positive, safe emotional learning environment
- Provide the resources, tools, and time required for success
- Apply a variety of strategies to progress in the process
- Relationships and support

Career Pathways: Why it is important.



A disconnect between education and the workforce

 **85%**

High school
graduation rate

 **40%**

College grads
underemployed

 **11M**

Unfilled
jobs



THE SKILLS GAP



Source: Manpower, Inc.

Hard to fill jobs--

- Skilled trade workers
- Drivers
- Teachers
- Sales representatives
- Administrative professionals
- Management/executives
- Nurses
- Technicians
- Accounting and finance staff
- Engineers

Trend: The Skills Gap of People vs. Jobs

- **July 2021: 8.7 million persons in the U.S. are unemployed.**



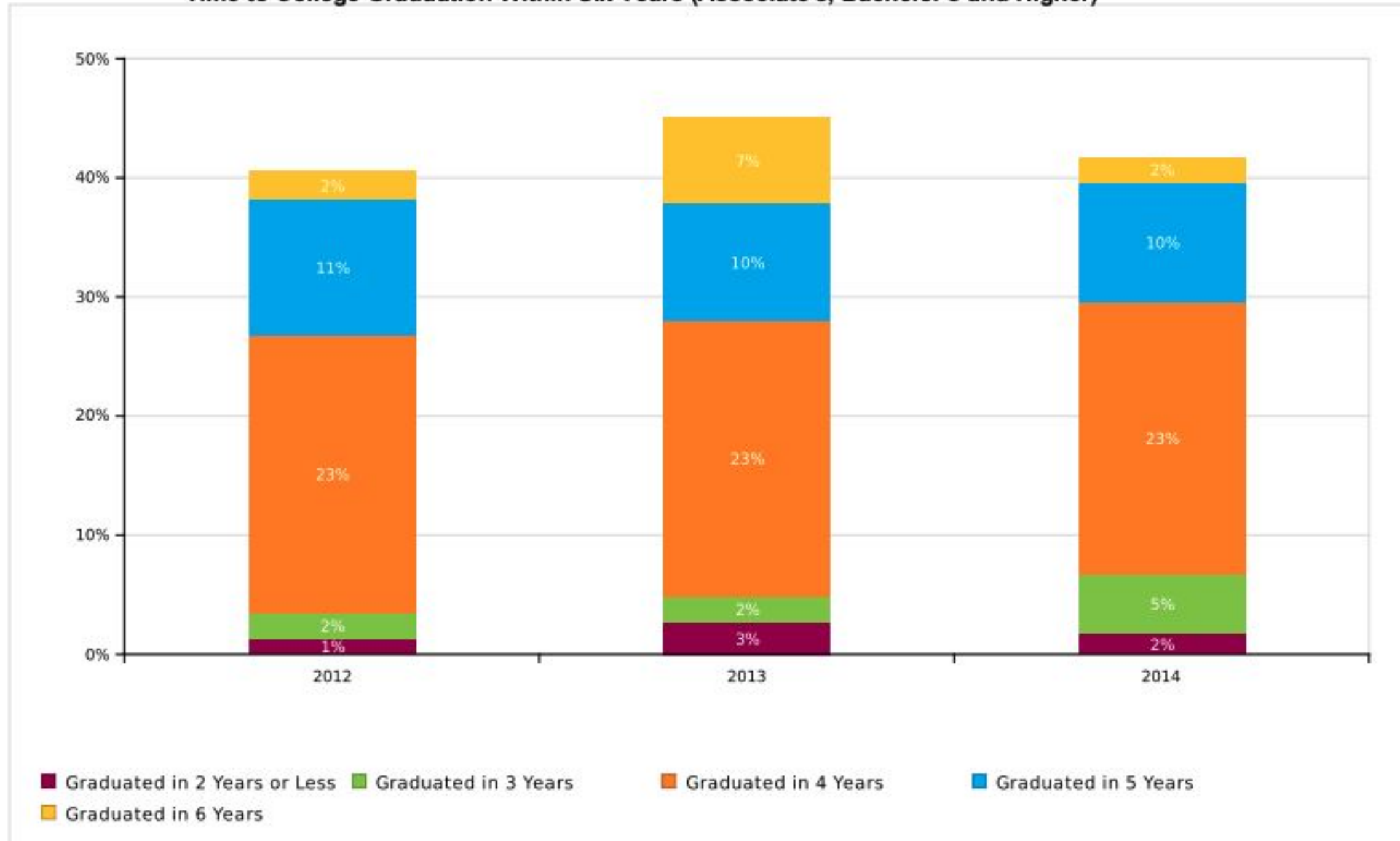
- Unemployment down from 16 million in July 2020

- **June 2021: 10.07 million job openings in the U.S. (highest ever)**

- Job openings increased from 6 million openings in June 2020

- **44% of businesses have jobs they cannot fill (highest ever)**

Time to College Graduation Within Six Years (Associate's, Bachelor's and Higher)



Windsor High School

Report Run Date: 08/21/2020 07:41 AM

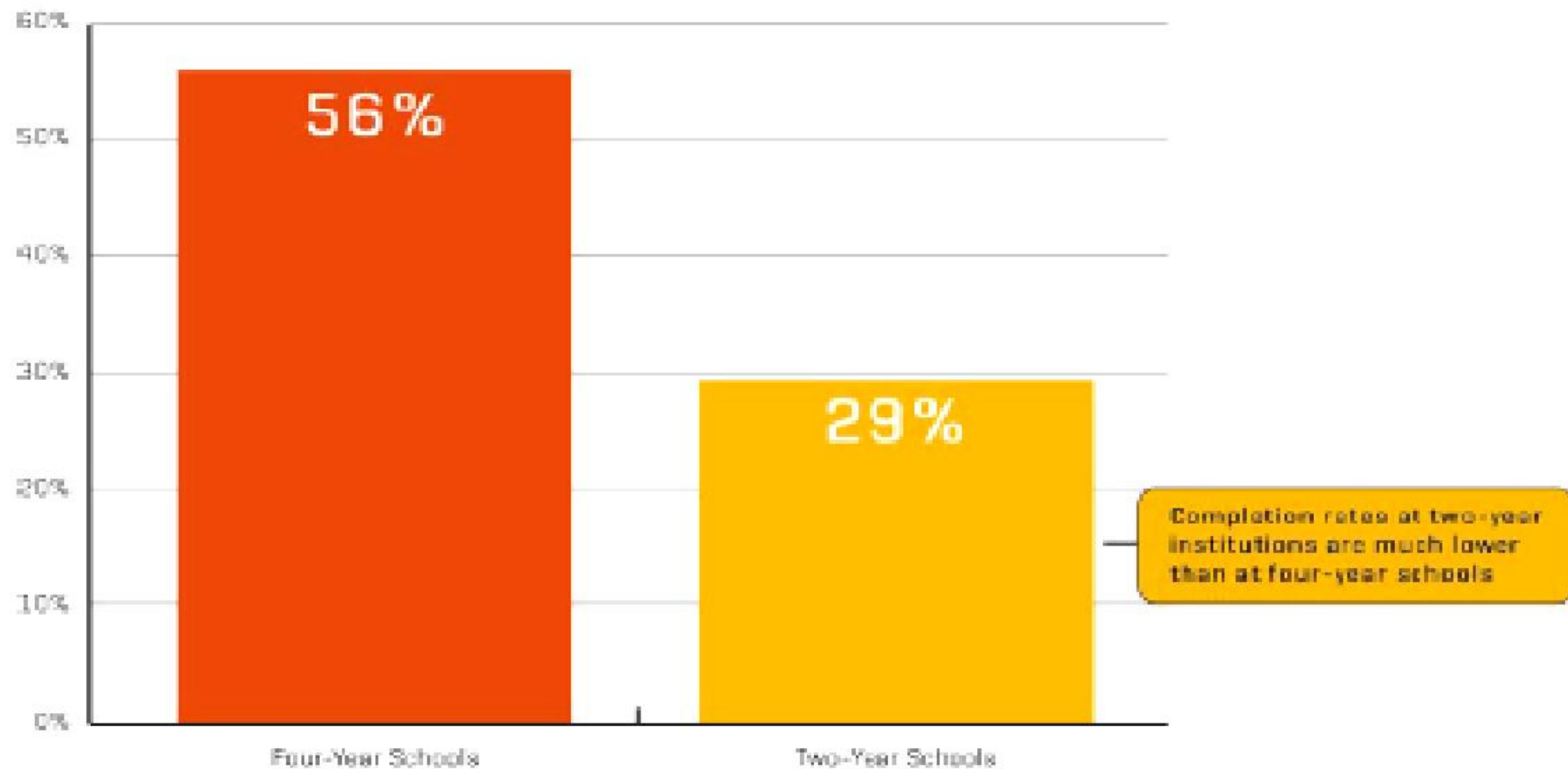
Page 27 of 47

**NATIONAL STUDENT
CLEARINGHOUSE**

©2012 National Student Clearinghouse. All rights reserved.

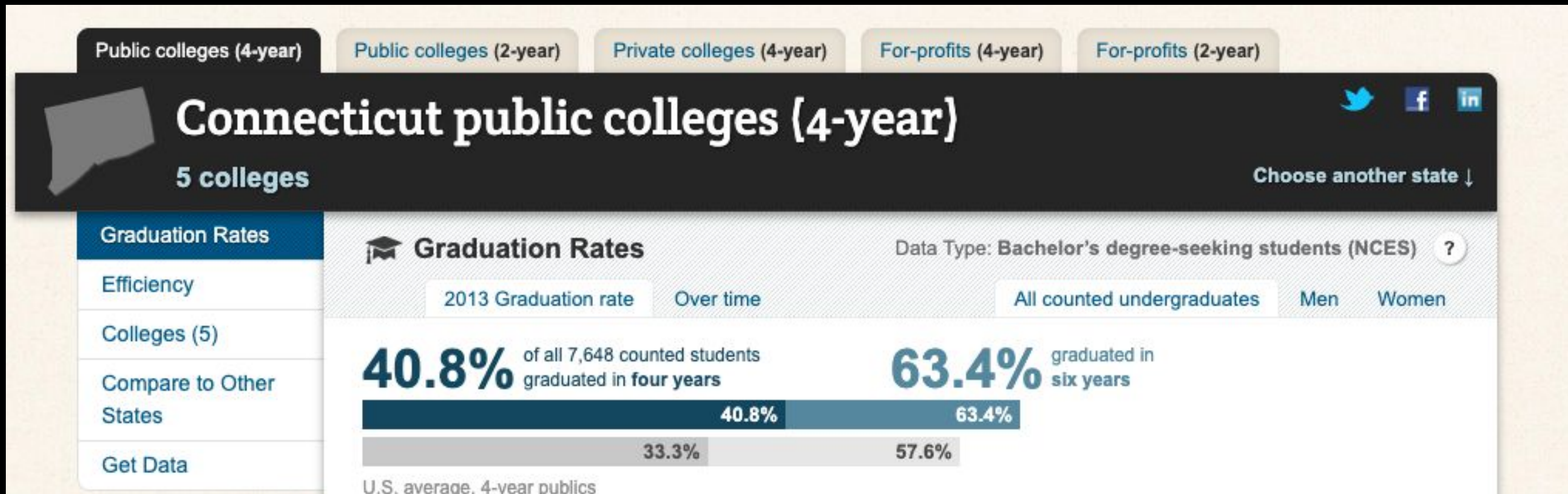
HIGHER EDUCATION -- LOW COMPLETION RATES

FIGURE 6 U.S. "on time" college completion rates are alarmingly low



Note: Two-year schools have a three year graduation window. Four-year schools have a six-year window

Source: Higher Ed Info-NCES/IPEDS Graduation Survey.



THE CHRONICLE OF HIGHER EDUCATION

College Completion

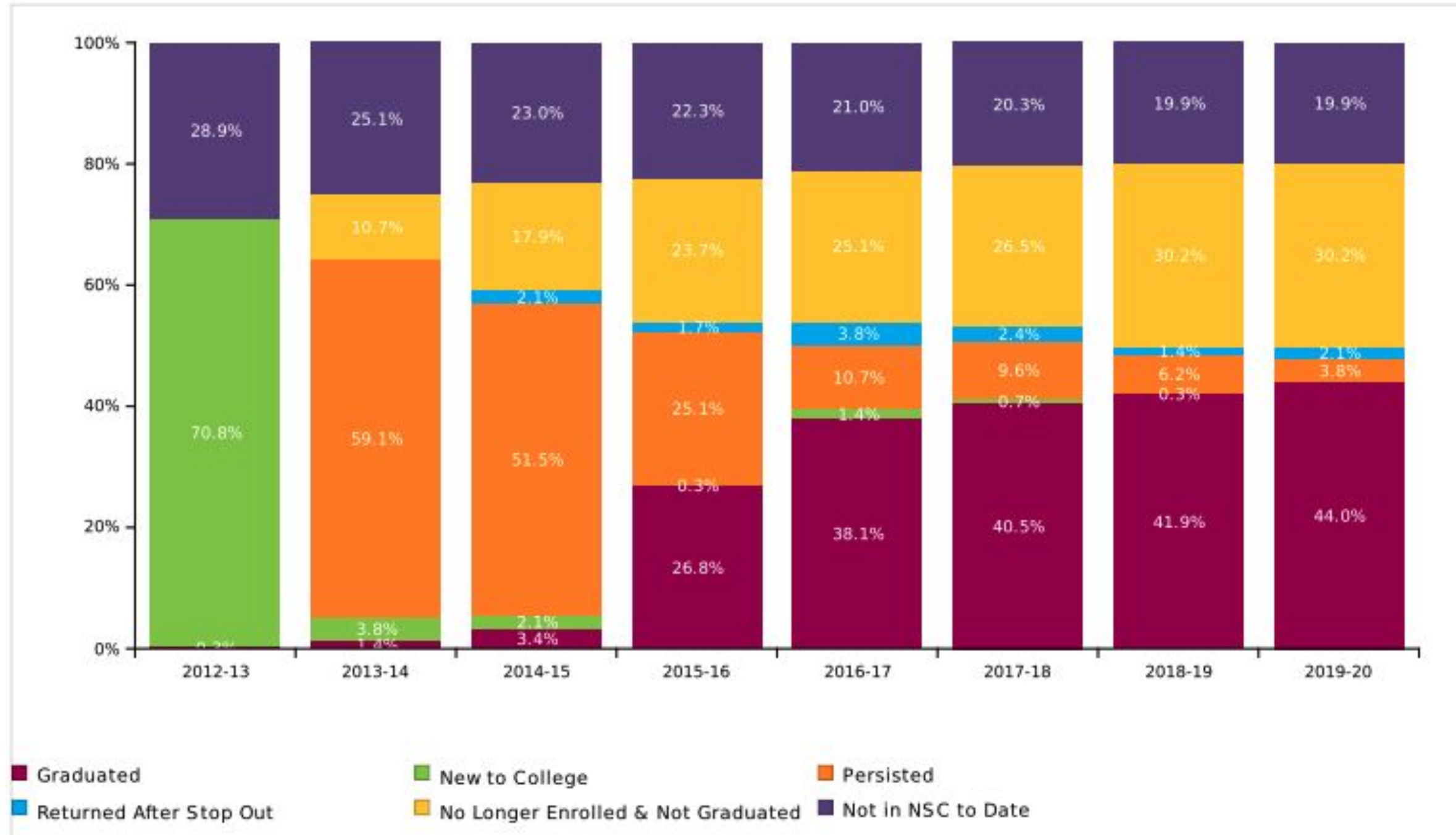
Who graduates from college, who doesn't, and why it matters.

Share this project



71% enroll 1 year after HS graduation

Class of 2012 Postsecondary Enrollment and Progress



After 7 years, 41% have completed, 5% still enrolled

Windsor High School

Report Run Date: 08/21/2020 07:41 AM

Page 29 of 47

NATIONAL STUDENT
CLEARINGHOUSE

©2012 National Student Clearinghouse. All rights reserved.

COLLEGE STUDENTS STUMBLING TOWARD A DEGREE

Transferring among 4-year colleges

- One time - 37%
- More than once – 17%



Source: Government Accountability Office (2017), “Higher education students need more information to help reduce challenges in transferring college credits,”

COLLEGE STUDENTS STUMBLING TOWARD A DEGREE

Changing major at least one time

- 33% of four-year colleges and
- 28% at 2-year colleges.

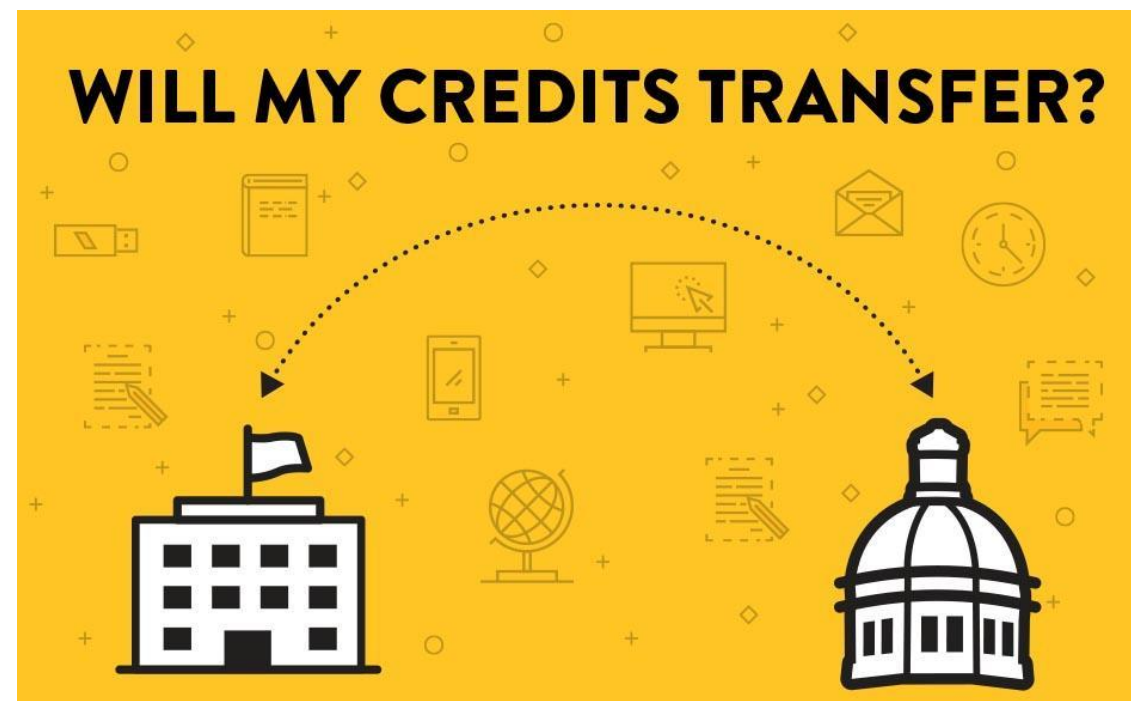


Source: NCES (2017), “Beginning College Students Who Change Their Majors Within 3 Years of Enrollment”

COLLEGE STUDENTS STUMBLING TOWARD A DEGREE

Leads to over-crediting

- Average BA degree holder earns 138.4 credits (vs. 120 required)
- Each additional year = \$16K at 2-year college and \$23K at 4-year public u.



Source: Complete College America (2011), "Time is the Enemy"

RESULTS: HEAVY STUDENT LOAN DEBT LOAD

National student loan debt load

- Total is \$1.48 trillion, more than credit cards or auto loans



Source: Quarterly Report On Household Debt And Credit 2019 : Q2 (Released August 2019) Federal Reserve Bank Of New York Research And Statistics Group

RESULTS: HEAVY STUDENT LOAN DEBT LOAD

Individual student loan debt load

- 65% of B.A. graduates carry debt
- The average amount for a four-year graduate is almost \$29K



Source: Institute for College Access and Success. (n.d.). Student Debt and the Class of 2017. The Project on Student Debt. September 2018

RESULTS: HEAVY STUDENT LOAN DEBT LOAD

Non-completers carry the heaviest debt load

- 21% of borrowers who stopped college w/out credential are behind on loan payments



Source: Board of Governors of the Federal Reserve (2015), Report on the Economic Well-Being of U.S. Households in 2014, May 2015

DISCONNECTED YOUTH

These are Youth (16-24) not working and not going to school

- 5.5 M – Disconnected from work and school (national)
- Average state, 7-12% of youth
- \$26.8 B – Hard gov't costs (national)



DISCONNECTED YOUTH

Youth (16-24) not working and not going to school



State by State averages,
8-13% of this age group
are disconnected

What are the Contributing Factors?

CONTRIBUTING FACTOR

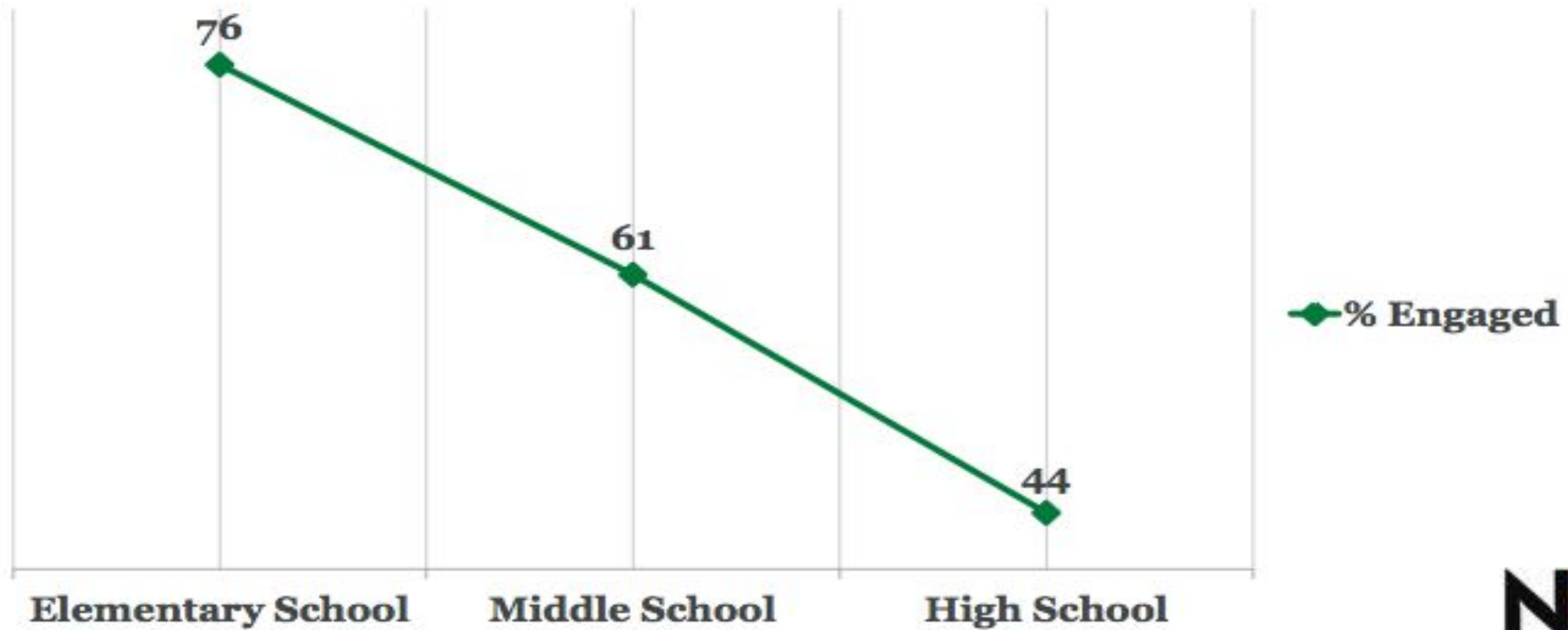
Many Students Don't
Feel Engaged In Learning



DISENGAGED LEARNERS

THE SCHOOL CLIFF: STUDENT DISENGAGEMENT

The School's Cliff: Students' engagement drops over time
The Gallup Student Poll



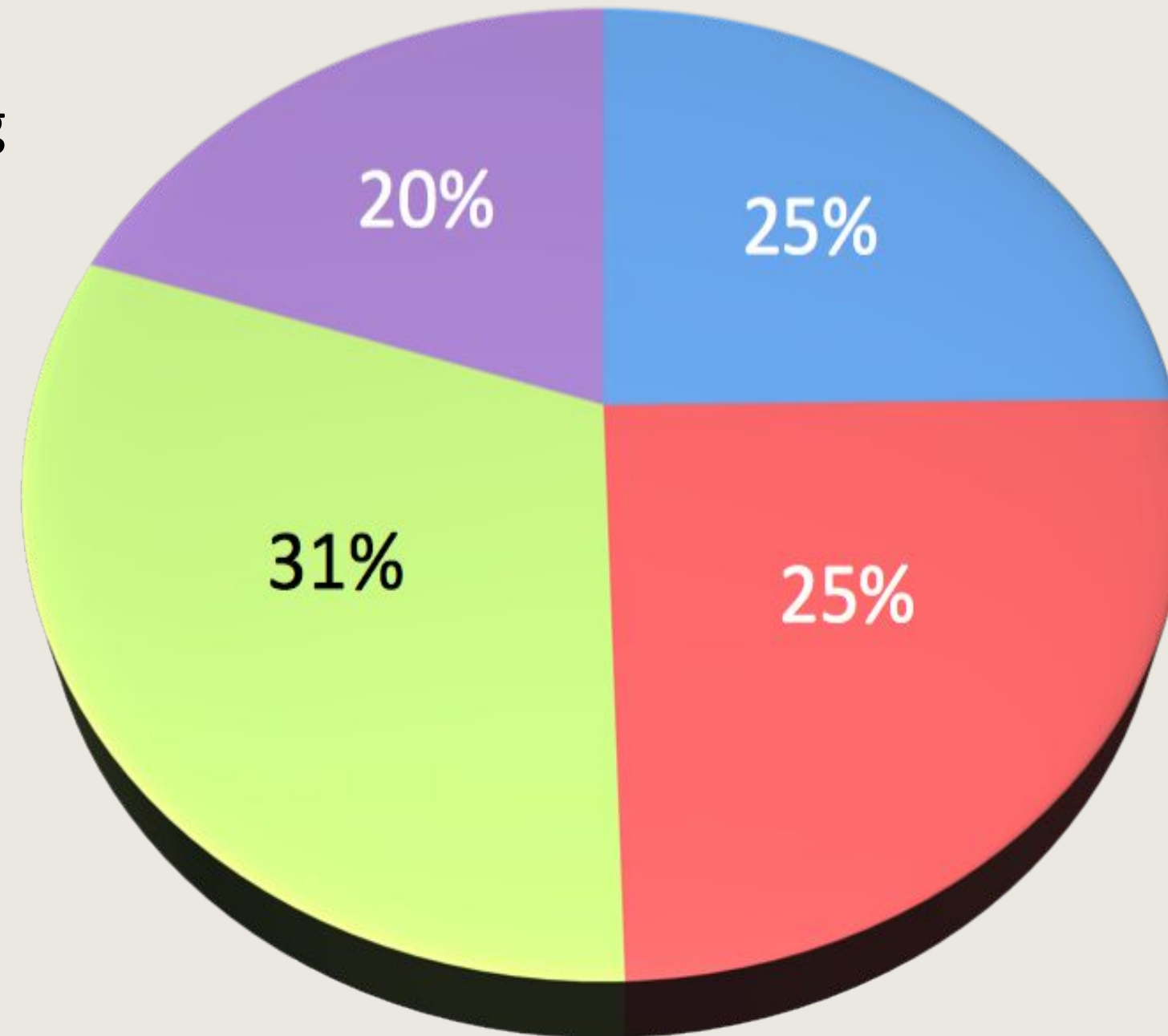
AMERICAN YOUTH ADrift?

The Purposeful:

Found something meaningful, sustained interest, clear sense of future purpose

The Dabblers:

Tried potentially purposeful pursuits, yet to commit



The Disengaged:

Neither a purpose in life nor inclination to find one.

The Dreamers:

Imagining great things, but no practical pursuits

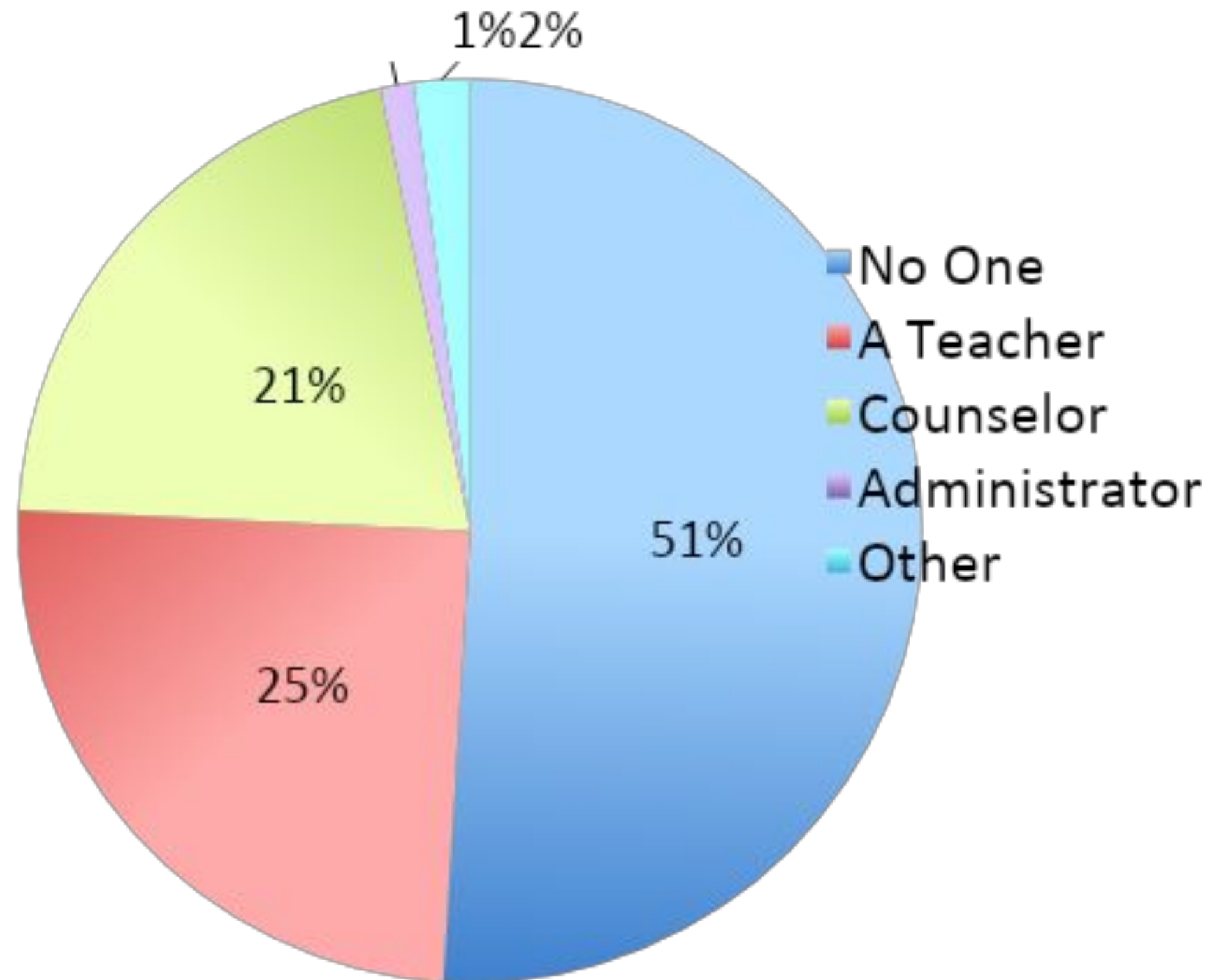
Source: *The Path to Purpose*, William Damon

CONTRIBUTING FACTOR

Most school systems
(and colleges) don't
deliver impactful
career development.



STUDENTS IDENTIFY WHO IN HIGH SCHOOL HELPED THEM CONSIDER CAREER OPTIONS



GRADUATES SAY HIGH SCHOOL HELPED...

To understand the steps
needed to pursue a
career

49%

To discover personal
career interests and
aptitudes

46%

SOURCE: YouthTruth Student Survey 2015



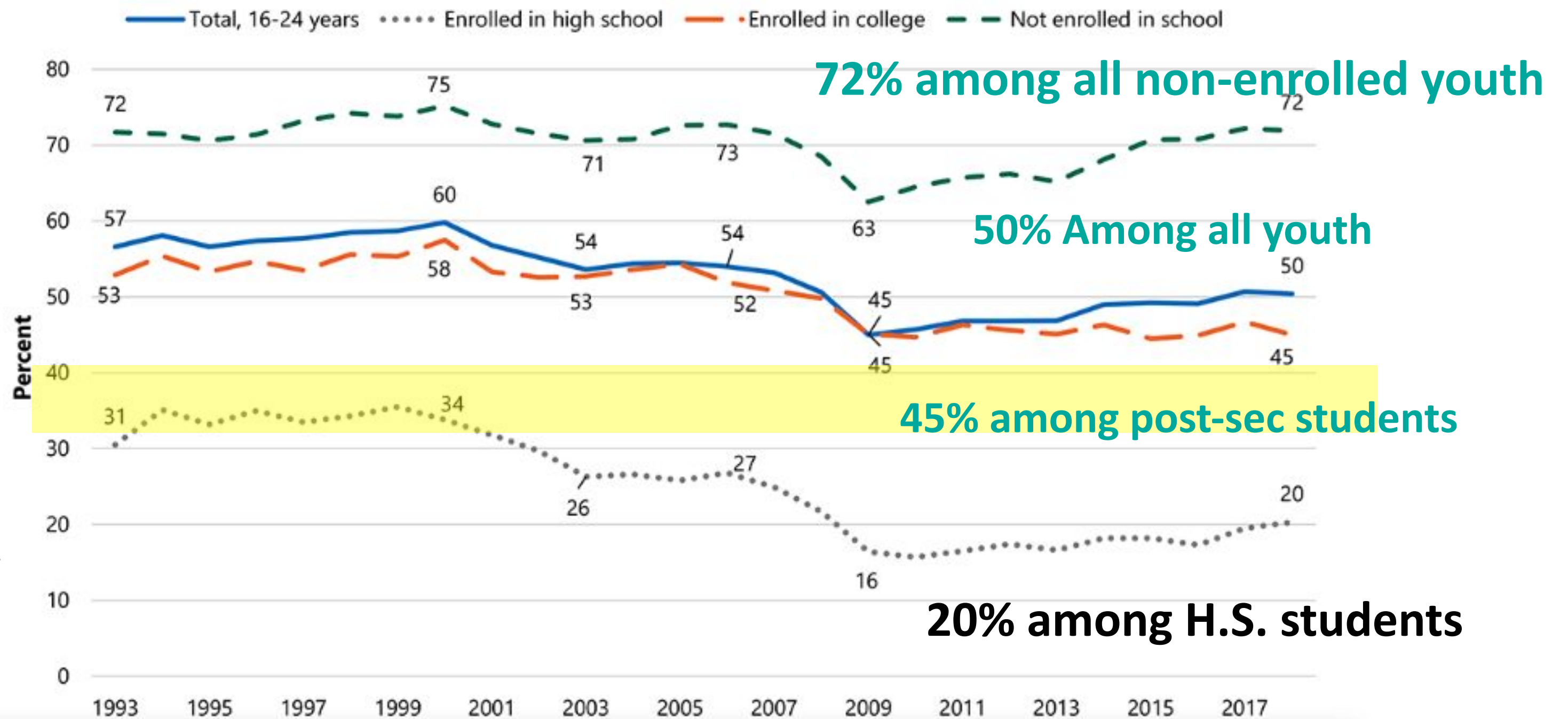
CONTRIBUTING FACTOR

Most school systems
(and colleges) don't
connect students with
meaningful employer
experiences.



YOUTH PART-TIME EMPLOYMENT HAS FALLEN

Percentage of Youth (Ages 16-24) Employed, Total, and by School Enrollment:¹ 1993-2018



NOT MANY EMPLOYER & EDUCATION EXPERIENCES

According to school counselors, only 1 of 6 (17%) high schools offer significant work-based learning experiences.



NCES, CTE Statistics, Table H173, U.S. Dept of Education
McGraw Hill Education, 2018 Future Workforce Survey, Spring 2018
NCES 2018-058, May 2018, Data Point



NOT MANY EMPLOYER & EDUCATION EXPERIENCES

Only 36% of college students participate in an internship (although 60% have the opportunity).



NCES, CTE Statistics, Table H173, U.S. Dept of Education
McGraw Hill Education, 2018 Future Workforce Survey, Spring 2018
NCES 2018-058, May 2018, Data Point



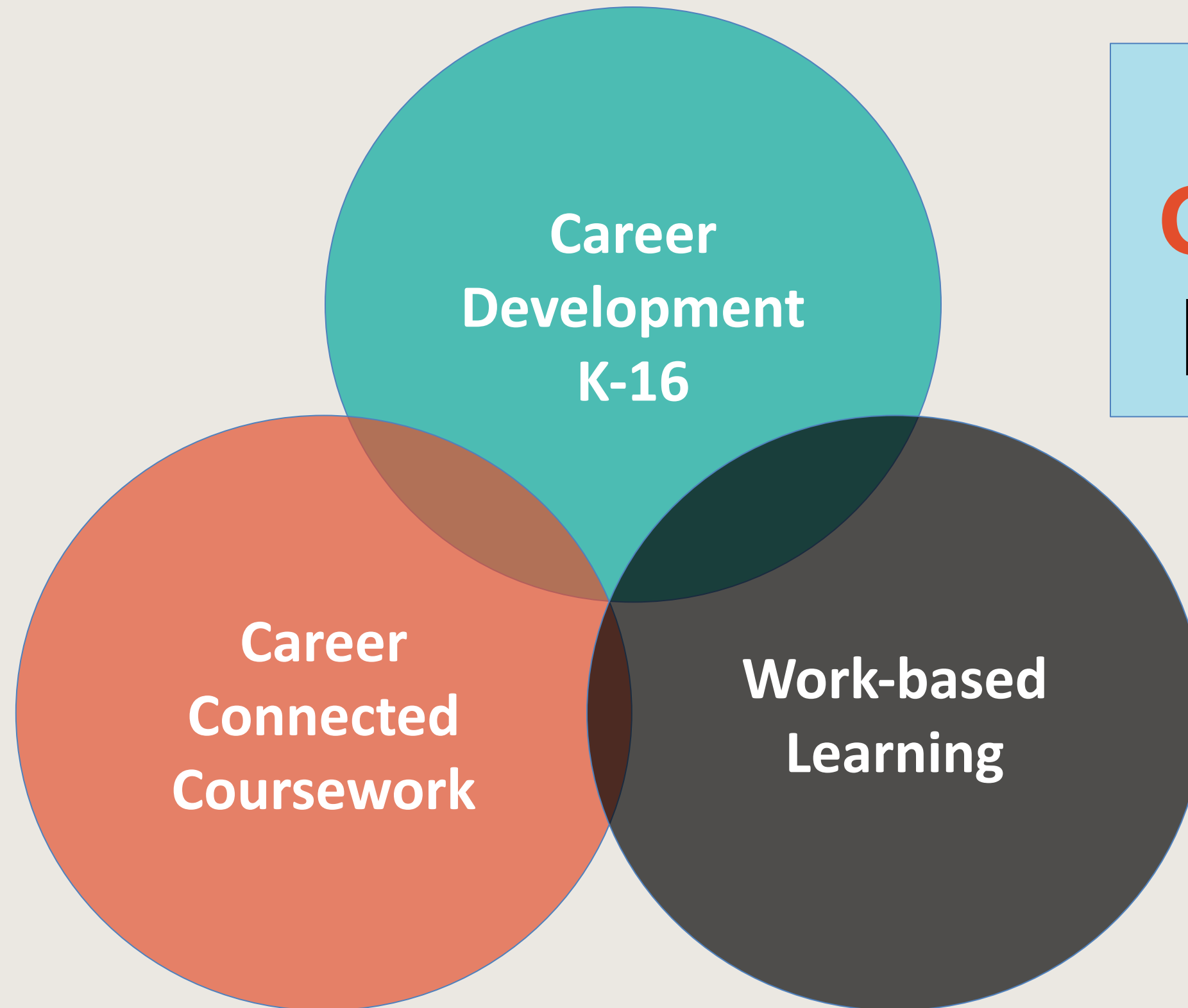
Why Career Connected Learning?

CAREER CONNECTED LEARNING

CAREER-CONNECTED LEARNING

Career Connected Learning helps students connect learning to the real world and develop the knowledge, skills, and mindset to successfully enter the adult world of work, careers and community life.

THREE KEY COMPONENTS OF CCL



**CAREER
CONNECTED
LEARNING**

CAREER CONNECTED LEARNING RATIONALE

- **Most youth should pursue postsecondary education, BUT...**
- College aspiration & academic preparation is not enough.

**CAREER
CONNECTED
LEARNING**

CAREER CONNECTED LEARNING RATIONALE

Career Connected Learning will help youth make better informed choices about next steps after high school.

**CAREER
CONNECTED
LEARNING**

BENEFITS OF CAREER CONNECTED LEARNING

Better choices lead to ...

- ❑ Better career fit,
- ❑ Lower college expenses,
- ❑ Less college debt,
- ❑ Smoother transition into adult life,
- ❑ Stronger social and economic mobility,
- ❑ A more productive & effective workforce

**CAREER
CONNECTED
LEARNING**

CAREER CONNECTED LEARNING

THE CORE PREMISE OF CCL

Career exploration and
career-relevant learning
is good for ALL students



CCL GOOD FOR ALL STUDENTS

A Pathways System approach can help embed career-connected learning across our education and training systems.

**CAREER
CONNECTED
LEARNING**

THE BIG SHIFT

**CAREER PREP
FOR SOME**



**COLLEGE PREP
FOR MOST**



BECOMES...

**CAREER CONNECTED
LEARNING FOR ALL**



Aligning talent, education, and employers



Discovery

APTITUDE-BASED GUIDANCE

Uncover natural talents through aptitude testing



Insights

ACADEMIC AND CAREER ADVISING REPORTING SUITE

Align talent with best-fit career and education pathways (while also improving equity in under-represented CTE pathways)



Certification

SKILLS & KNOWLEDGE VALIDATION

- Offer 200+ industry-recognized certifications for real-world careers
- Measure student growth and meet and report on funding requirements



Connections

EMPLOYER & COLLEGE PATHWAYS

- Create mindshare with future local talent
- Find desired skills and aptitudes
- Search technical, community, and four-year colleges



Best-fit career

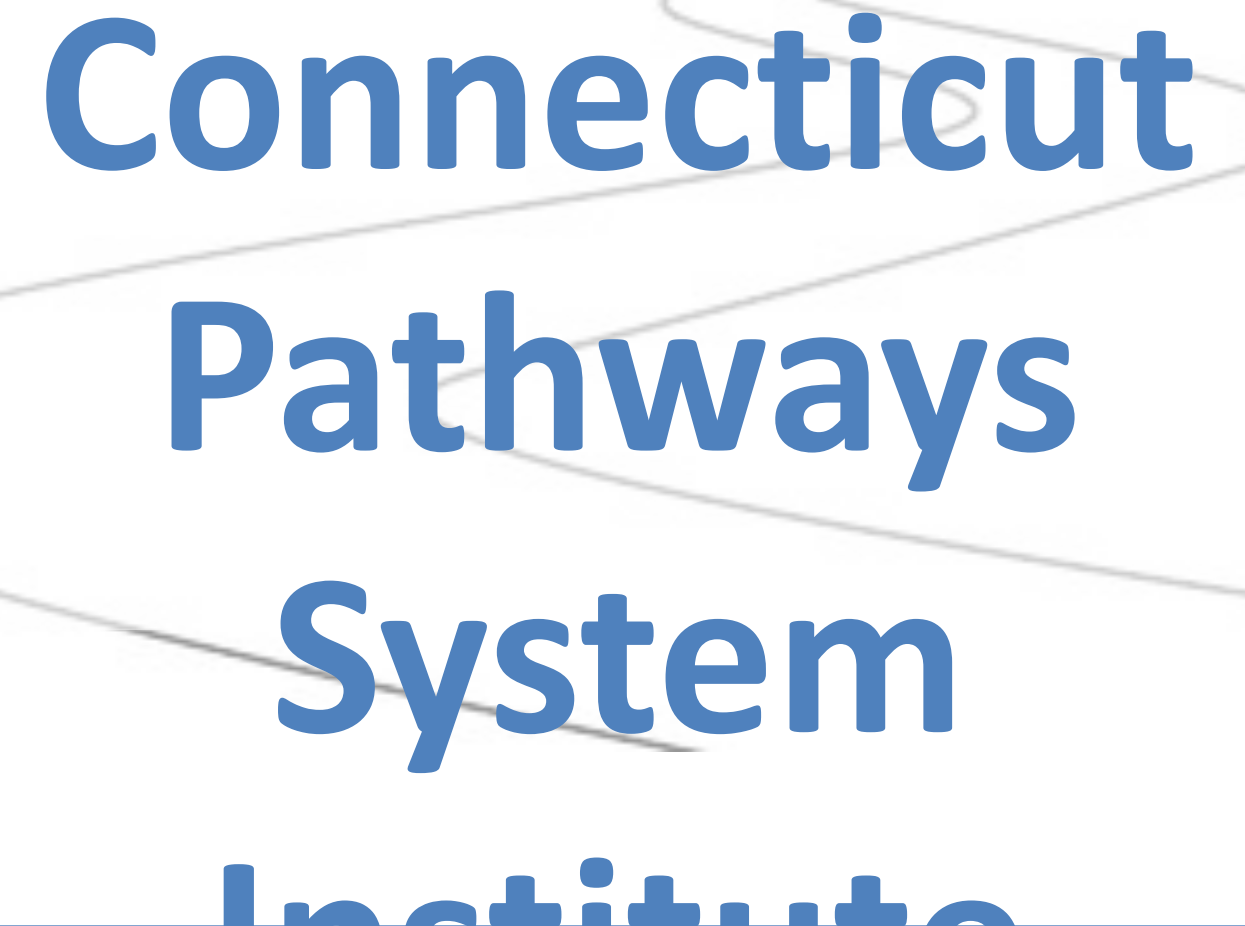


Our School's Progress & Next Steps

- Here at New Milford, we have already implemented:

- Here's what we're focusing on this school year:

- By school year 2023-24, we plan to:

The logo for the Connecticut Pathways System Institute is contained within a rounded rectangular box. It features the text "Connecticut Pathways System Institute" in a blue, sans-serif font, arranged in four lines. The background of the box has a faint, stylized graphic of a road or path curving through a landscape.

**Connecticut
Pathways
System
Institute**

SCHOOL NAME & LOGO	School District or School Vision/Mission Statement	SCHOOL DISTRICT NAME and/or Logo
--------------------	--	----------------------------------

Healthcare Pathway

HIGH-WAGE, HIGH-SKILL, HIGH-DEMAND CAREERS: Registered Nurse; Nurse Practitioner; Radiologic Technologist; Medical and Clinical Laboratory Technician; Physician; Surgeon; Pharmacist; Family and General Practitioner; Optometrist; Medical and Clinical Lab Tech; Medical Records/Health Information

RECOMMENDED PROGRAM OF STUDY

SUBJECT	9 TH Grade	10 TH Grade	11 TH Grade	12 TH Grade
Language Arts	English 1	English 2	English 3	English 4
Mathematics	Algebra 1	Geometry 1	Algebra 2	Sr. Level Math
Science	Biology	Chemistry	Science Elective	Science Elective
Social Studies	World History	US History	History Elective	
Pathway/CTE Core Courses	Freshman/Pathways Exploration	Pathway Course 1	Pathway Course 2	Pathway Course 3
Pathway-related Electives				
Other Required Courses				
Other Electives	Foreign Language Fine Arts	Foreign Language Fine Arts	Foreign Language 1 Fine Arts	Foreign Language 1 Fine Arts

PATHWAY CLASSES

GRADE 10/LEVEL 1	GRADE 11/LEVEL 2	GRADE 11/LEVEL 3
------------------	------------------	------------------

	Fine Arts	Fine Arts	1 Fine Arts	Fine Arts
PATHWAY CLASSES				
GRADE 10/LEVEL 1	GRADE 11/LEVEL 2		GRADE 11/LEVEL 3	
Foundations of Medical Sciences <i>This course provides students with an overview of the career opportunities in the therapeutic, diagnostic, support services, biotechnology research and health information pathways as well as become certified in CPR/First Aid.</i>	Principles of Healthcare <i>This course provides students the opportunity to explore careers specific to the healthcare field as well as provide foundational knowledge and skills in the areas of anatomy and physiology, medical terminology, medical ethics and law, disease and disorders as well as positive and negative health and wellness behaviors</i>		Advanced Healthcare <i>This course provides students the opportunity to apply the skills and knowledge they have acquired throughout their pathway courses in a healthcare setting</i>	
COLLEGE & CAREER PATHS				
Industry Certifications	Associate Degree	Bachelor's Degree	Advanced Degree	
Certified Nursing Assistant CPR (Cardiopulmonary Resuscitation) BLS (Basic Life Support)	Registered Nurse Dental Hygienist Dental Assisting Medical Assisting Medical Laboratory Technician	Science in Nursing (BSN) Biochemistry/Chemistry Pre-Dental Pre-Medicine Pre-Pharmacy	Medical Doctor Doctor of Pharmacy Doctor of Dentistry Doctor of Chiropractic	
DUAL ENROLLMENT CREDIT OPPORTUNITIES: HLTH1200 Nursing Assistant				
WORK-BASED LEARNING EXPERIENCES: Grade 9: Career Day; Grade 10: Field Trips, Guest Speakers; Grade 11: Job Shadowing, College Visits; Grade 12: Internship/Work Experience				
CAREER AND TECHNICAL STUDENT ORGANIZATION: Health Occupations Students of America, SkillsUSA, Technology Student Association (TSA)				

Career Pathways: Data from NMHS



Data Sources for Insight

There are two data sources that have provided insight into recent graduates:

Profile

—

Information on
graduates

PowerSchool

—

Current enrollments

Qualitative Data

—

What we see and hear

More information is needed on WHERE are recent graduates are years after leaving NM...

Post-secondary

—

How did our graduates do?

New Milford High School's School Profile

Post-High School Placements

5-Year Average Pre-Covid (Class of 2015-2019)

College	87%
4 Year	75%
2 Year	12%
Trade/Tech or Post-grad year	2%
Armed Services	1%
Employment	6%
Other	4%
Other: Transition program or gap year	

Class of 2022

College	76%
4 Year	66%
2 Year	10%
Trade/Tech or Post-grad year	5%
Armed Services	1%
Employment	5%
Other	13%
Other: Transition program or gap year	

Career planning...begins in high school.

“the nature of work will continue to change ever more rapidly. During much of the 20th century, most workers held two or three jobs during their lifetimes. However, the U.S. Department of Labor estimates that many of today’s workers will hold more than 10 jobs before they reach the age of 40.² The top 10 in-demand jobs projected for 2010 did not exist in 2004.³ Thus, the new mission of schools is to prepare students to work at jobs that do not yet exist, creating ideas and solutions for products and problems that have not yet been identified, using technologies that have not yet been invented.”

— **Linda Darling-Hammond, Flat World and Education**

Career Pathways: NMHS Progress



Three key areas to share:

01

Professional Learning



Faculty members have continued to engage in professional learning that focuses on the impact of pathway programs.

02

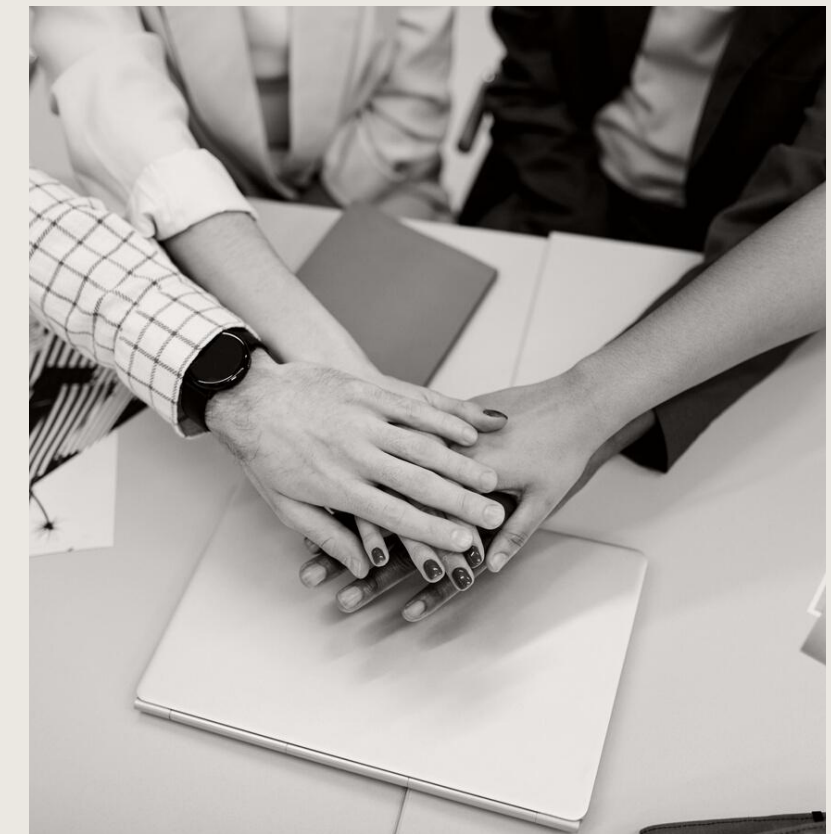
Freshman Academy



The first step in establishing pathways, is providing a first year experience class.

03

Vision for the future



Pathways Team in collaboration with building and district leaders connect goals of pathways to lived experience of students.

Professional Learning

Faculty members have continued to engage in professional learning:



These informative opportunities have inspired further planning and alignment with the Mission of New Milford Public Schools, and strategic planning.

Connecticut Pathways System Institute

Autumn Workshop
November 3, 2022



Grand Island Senior High

Grand Island, Nebraska



GISH Virtual Tour




Career Pathways Institute



Explore the Academies



GRAND ISLAND SENIOR HIGH




ACADEMIES OF
GRAND ISLAND
SENIOR HIGH
MY CHOICE, OUR VOICE.

*At GISH, we have pride in our academies.
We own our learning, which provides fun opportunities
where everyone has a place that is relevant to
our future. Our voices are heard and we create
meaningful relationships built on trust.*


My choice. Our voice.



ACADEMY OF
FRESHMAN
EXPLORATION
MY CHOICE, OUR VOICE.



ACADEMY OF
EDUCATION, LAW
& ENVIRONMENT
MY CHOICE, OUR VOICE.




ACADEMY OF
ENGINEERING
& TECHNOLOGY
MY CHOICE, OUR VOICE.



ACADEMY OF
BUSINESS &
COMMUNICATION
MY CHOICE, OUR VOICE.

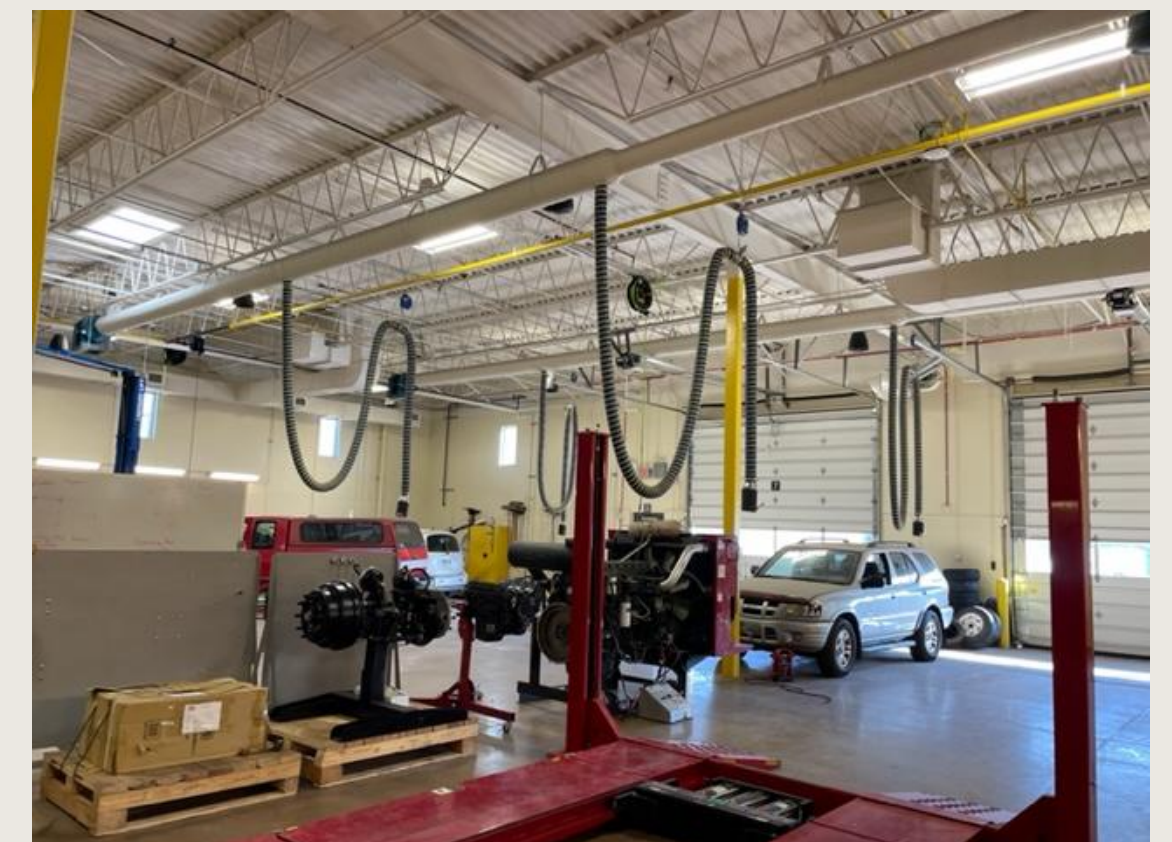
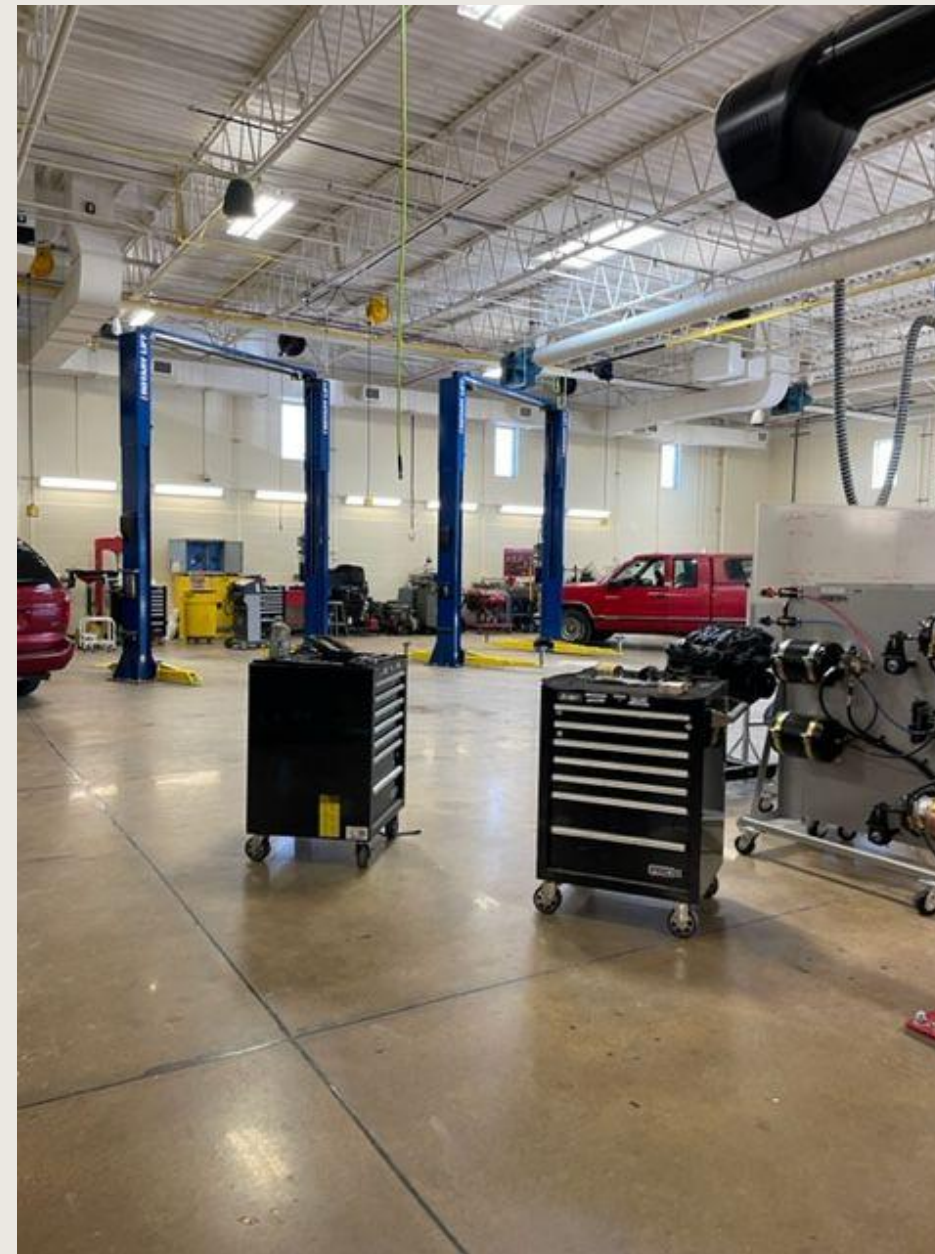
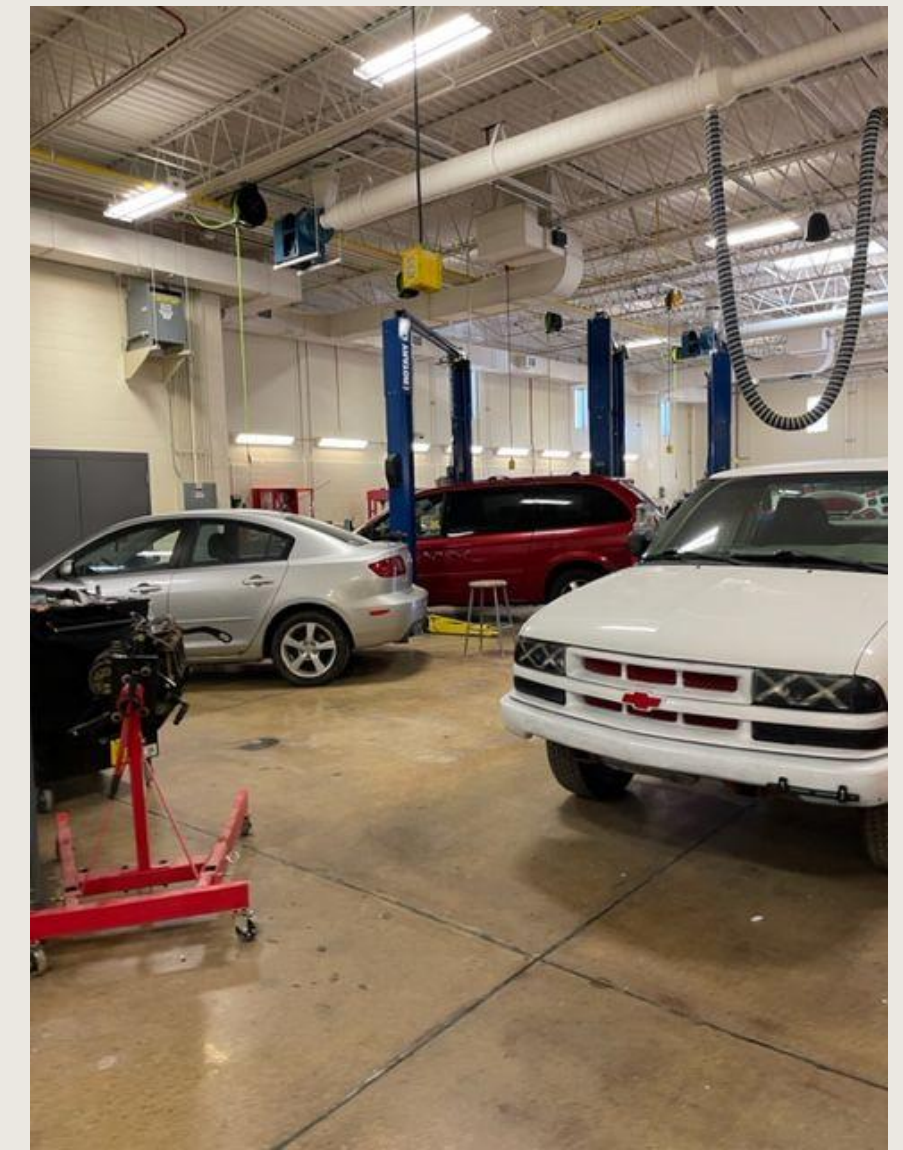


ACADEMY OF
TECHNICAL
SCIENCES
MY CHOICE, OUR VOICE.



ACADEMY OF
MEDICAL
SCIENCES
MY CHOICE, OUR VOICE.

Automotive



Aviation – build a plane





Aviation – FLY a plane



Grand Island Airfield of Dreams



Construction



Habitat For Humanity House



Senior Year – Construction





Manufacturing



Grand Island Memorial Stadium Tour





School Store



Gym



Nursing / EMT



Academy Success Stories – [Freshman Academy](#)



Academy Success Stories

Academy of Engineering and Technology



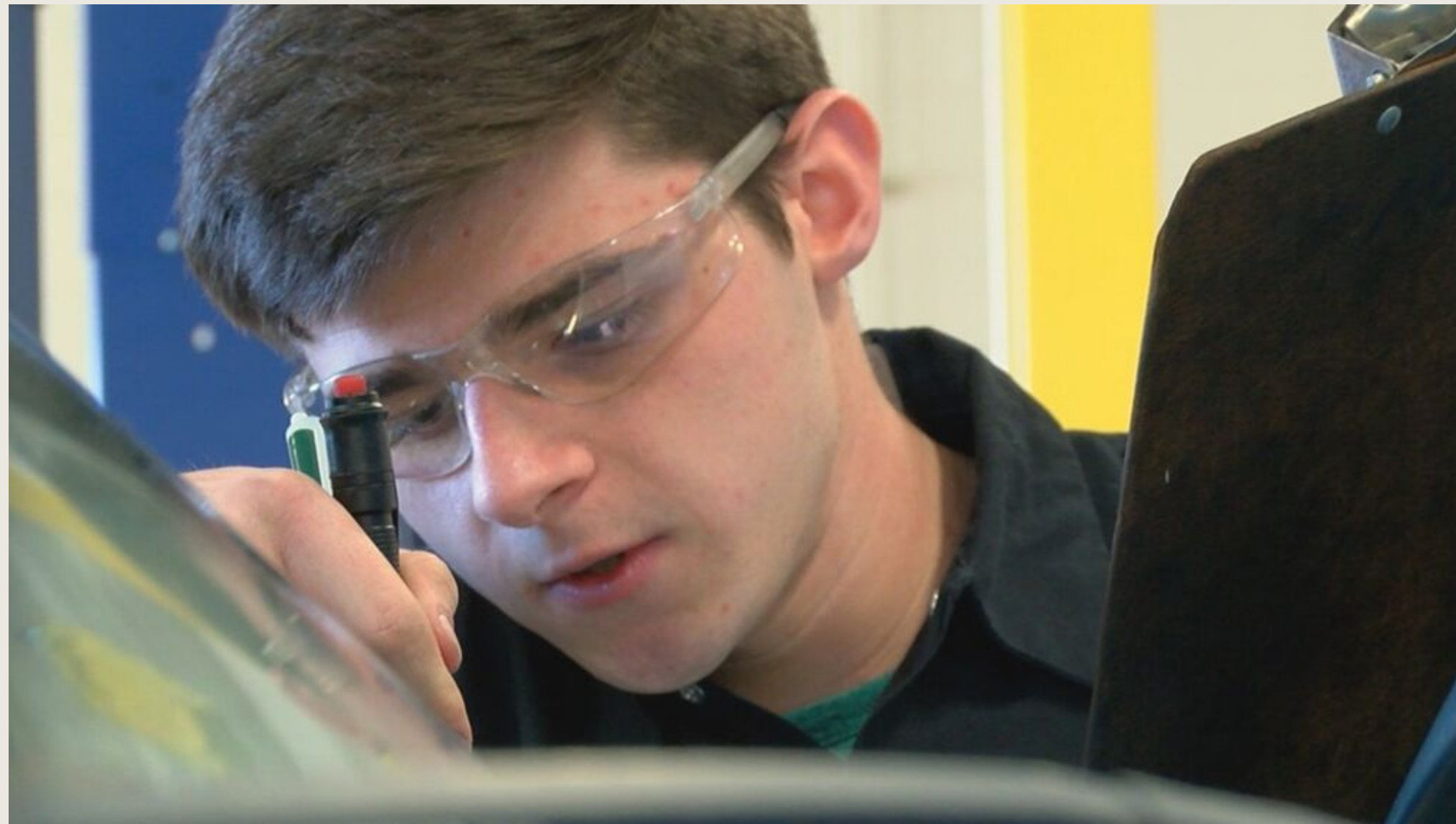
Academy Success Stories

Academy of Business & Communication



Academy Success Stories

Academy of Technical Sciences



Academy Success Stories

Academy of Medical Sciences



Academy Success Stories

Academy of Education, Law & Public Safety



Freshman Academy



01 Overview

Updates on our pilot Freshman Academy class.

02 Student Input

Gathering data through Google Forms, conversations, and meetings with students on the strengths and weaknesses of the course.

03 Parent Feedback

Positive feedback from parents who have seen the impact of the course on their students.

Freshman Academy Overview

Intentions of the course:

- A hands-on / project based class designed to provide students with many of the skills they need to thrive in high school and beyond. Students will make connections between their choices now and how these affect their future success.
- Topics Include:
 - High School Transition
 - Digital Literacy
 - Critical Thinking, Communication and Organizational Skills
 - Who am I? Self Reflection and Discovery
 - Career Readiness and Exploration

Freshman Academy Overview

High School Transition

- School Tour
- Introduction to the supports and resources available at the high school
- Explain policies, rules and expectations
- Explore activities and clubs
- Encourage involvement and attendance
- Prepare and explain Wingman, Activity period, Homecoming
- Discuss schedules, grading and how to take control

Freshman Academy Overview

Digital Literacy

- Importance of privacy and security on all devices
- Permanence of posts, texts, and emails
- Individual brand
- Social media / Phone use – time spent
- Cyberbullying

Freshman Academy Overview

Critical Thinking, Communication and Organizational Skills

- Professional communication – in person and electronic
- Organization and time management
- Note taking and study strategies
- Stress management

Freshman Academy Overview

Who am I? Self Reflection and Discovery

In this unit students:

- Explore their personality, interests and skill sets
- Identify short and long term goals
- Make connections between their choices now and how these affect their future success
- Reflect on past experiences to determine lessons learned

Freshman Academy Overview

Career Readiness and Exploration

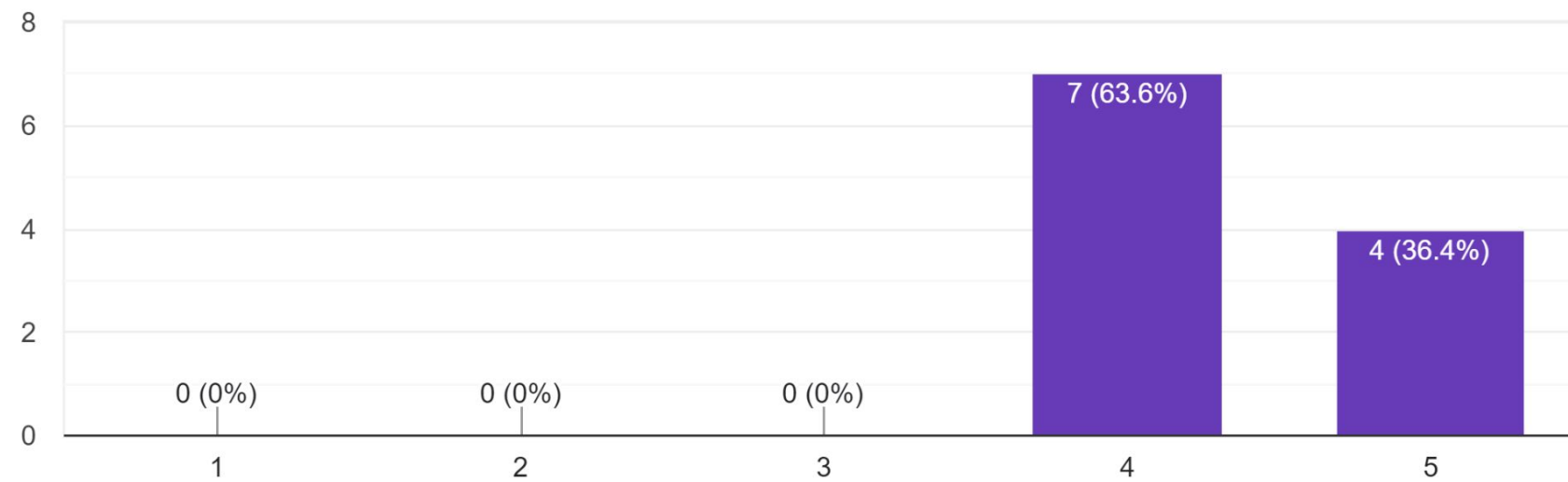
- Explore possible careers
- Determine future paths to enter those careers
- Begin to chart a path starting NOW that will lead to success in their post-secondary endeavors.
 - Maintaining good grades and disciplinary records
 - Choosing appropriate classes to set them up for success
 - Making connections in and out of school within that industry
 - Thinking about on site visits or internships
 - Realizing that they CAN!

Freshman Academy Student Feedback

Slightly less than $\frac{1}{3}$ of the freshman class are enrolled in Freshman Academy for the 2022/2023 school year.

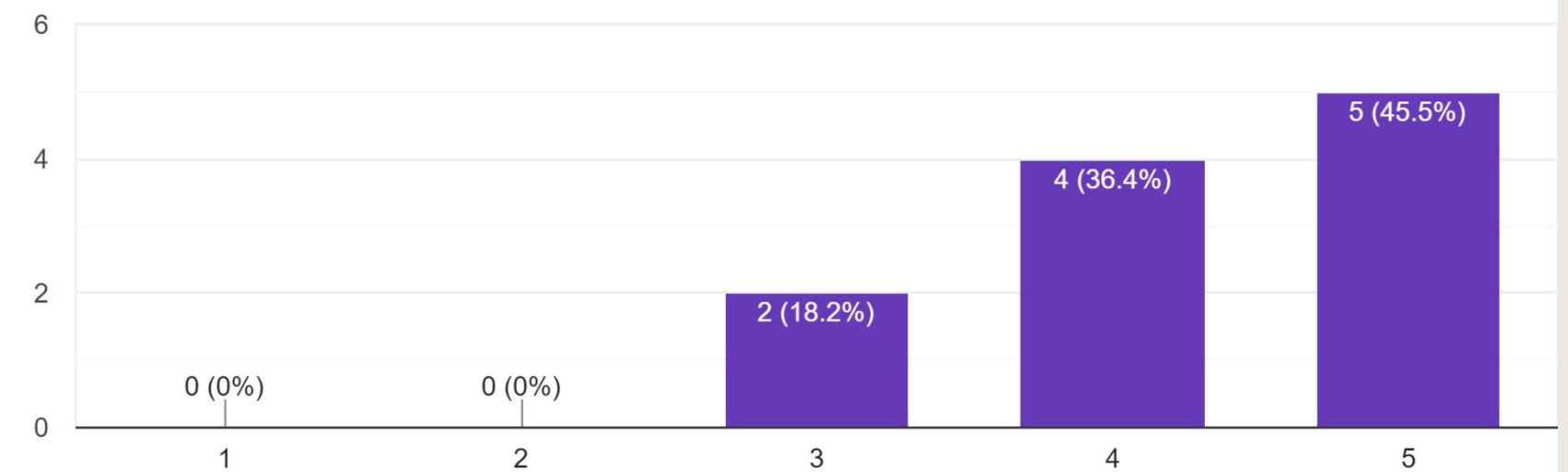
How would you rate your enjoyment of this class? 1= the worst, 5= the best

11 responses



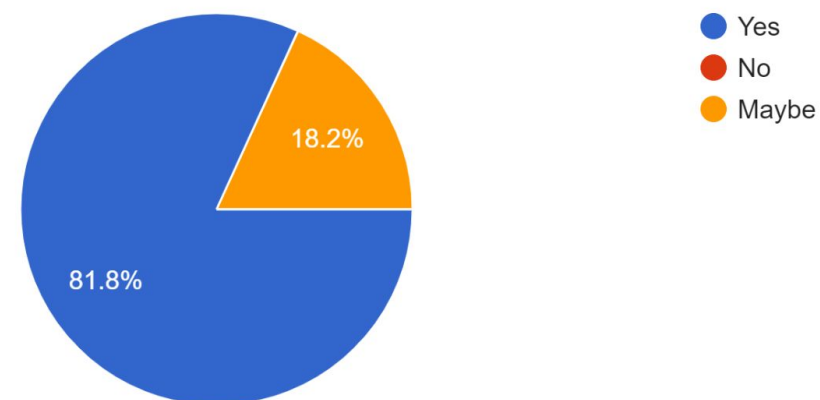
How would you rate the VALUE of this class (do you think it will help you)?

11 responses



Would you recommend this class to a friend?

11 responses



Freshman Academy Parent Feedback

With so much already changing with their bodies, minds, and environment, the forced seclusion of COVID sucked the cheery and energetic spirit from my middle school child. I watched her become disengaged, unmotivated and ultimately take a back seat attitude when it came to academics. Words can't express the worry I felt especially since she was historically a straight A student and would be entering HS this year. As a family we did all we could to rebuild spirit, entice the hunger to learn again, to awaken the drive and ambition that seemed to have diminished. Approximately 1.5 months into her freshman year, I noticed a positive attitude change and started to see/hear ambition in my child again. It is due to the support, guidance and genuine interest she received in Freshman Academy. There, they echoed the importance of education and drive that we had been drilling at home. But we all know teenagers don't think parents know anything, lol. I can't describe the peace and joy we have now, knowing she has found community, encouragement and support. Navigating through HS years was always hard, doing it after COVID has become as difficult as scaling Mount Everest. Freshman Academy and the wonderful Mrs. O'Neill have been pivotal in providing a safe & supportive network for this next generation. It literally is a lifeline to ensure kids don't get lost, figuratively and literally. This program is something that should have ALWAYS been a part of the curriculum, but it is now more important than ever. We all have a responsibility to set these young individuals up for success and provide them the tools they'll need to do so. Freshman Academy does that and I hope will continue to be a part of New Milford HS.

Ms. O'Neill, thank you for your concern, your motivation, your commitment and for honoring our children. Thank you for seeing what is needed and taking the initiative to bring changes. As parents, we want is best for our children; to find like minded people who also want that for our kids and position themselves to see that into fruition, is a blessing. Thank you!

Forever grateful,
Angelica Medina



Career Connected Learning

01 Field Trips

Increase field trips for career connected learning. Most of these have been possible as a result of Perkins Grant.

02 Current Pathways

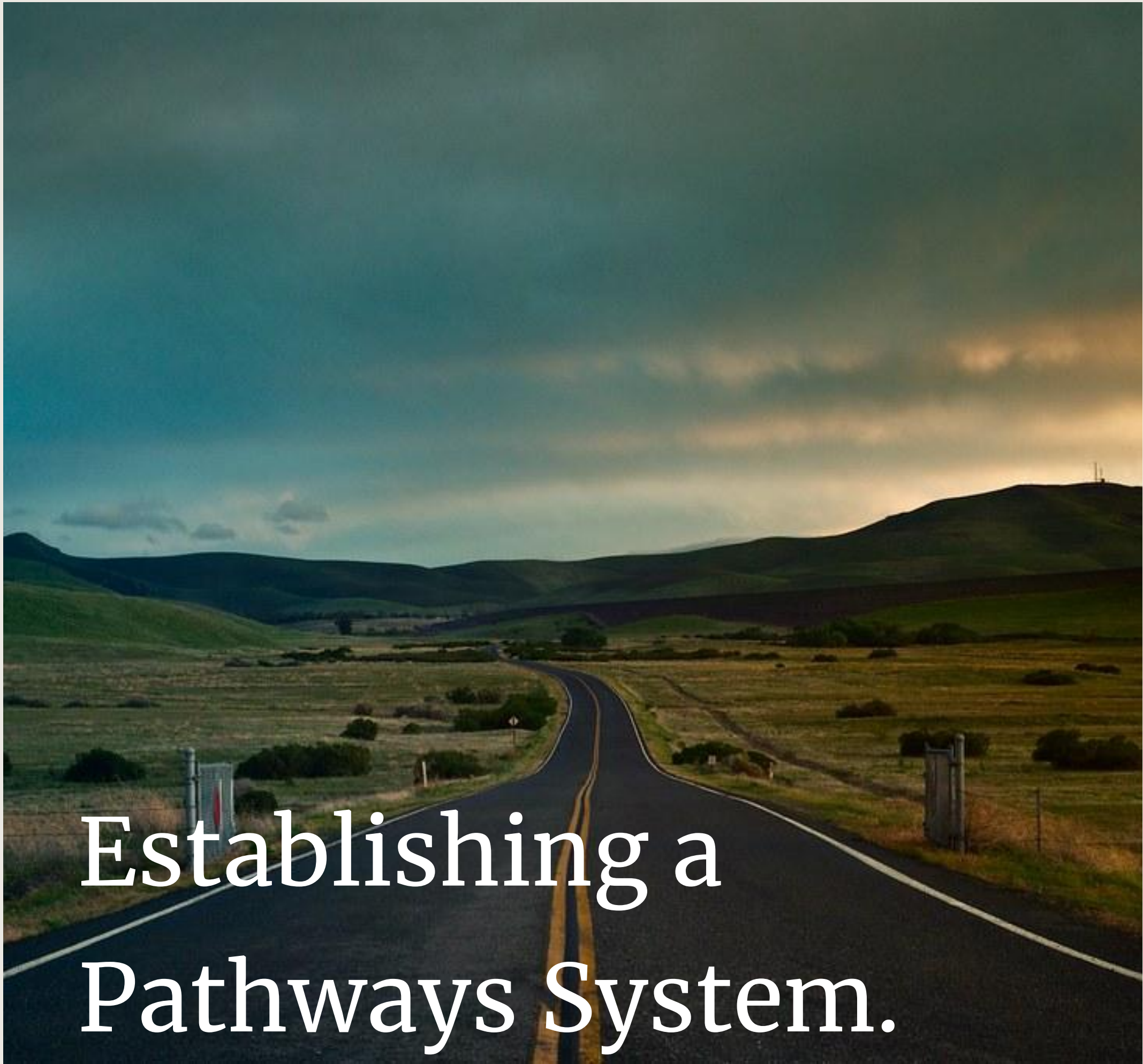
Current courses that align with a Pathway that can be marketed and expanded upon.

03 Project Lead the Way

Engineering courses and student developed projects.

Career Pathways: Next steps.





Establishing a Pathways System.

01 Action Plan

Increase our team to develop a strategic approach with specific goals and measurable outcomes.

02 Communication

Provide information to all stakeholders on the benefits of pathway opportunities.

03 Career Connected Learning

Building partnerships within the community and increasing work related experiences, job shadowing, and internships.

Thank you!



Looking forward to our continued collaboration to create more career connected learning, engaged students, and prepared graduates.