

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 Milford Public Schools was identified 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

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,”

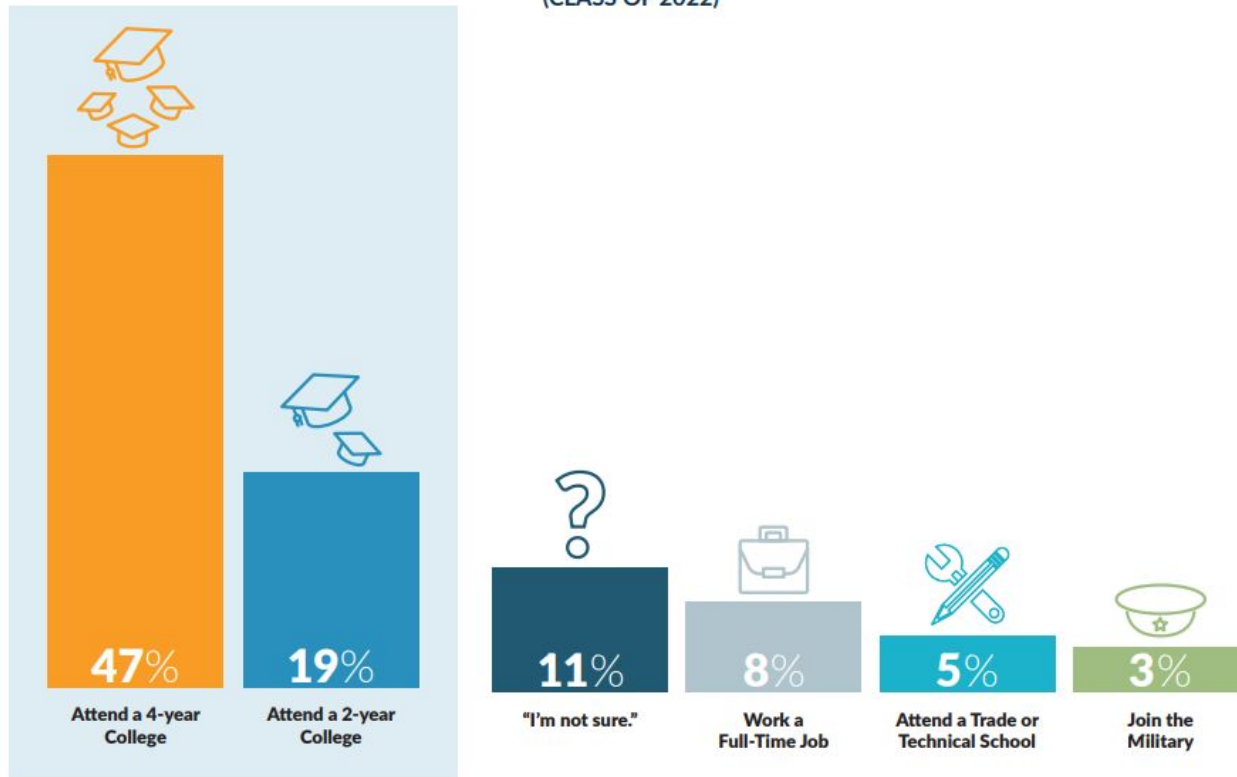
CONTRIBUTING FACTOR

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



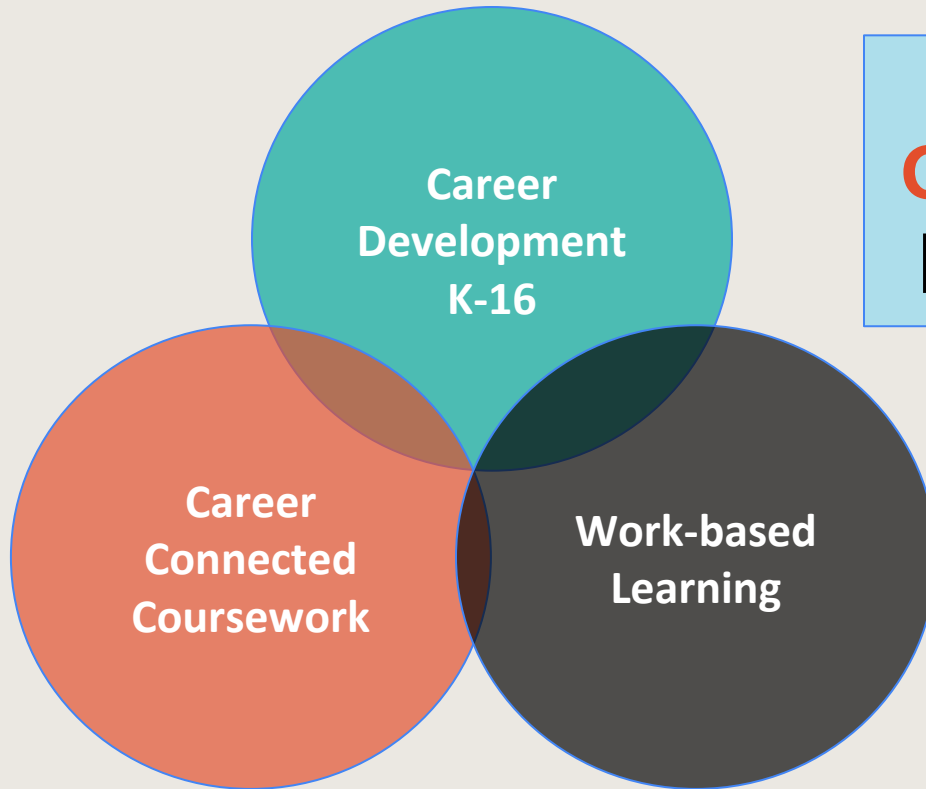
After you finish high school, what do you expect to do next?

(CLASS OF 2022)



SOURCE: YouthTruth Student Survey 2022

THREE KEY COMPONENTS OF CCL



**CAREER
CONNECTED
LEARNING**

**CAREER
CONNECTED
LEARNING**

THE CORE PREMISE OF CCL

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



THE BIG SHIFT

**CAREER PREP
FOR SOME**



**COLLEGE PREP
FOR MOST**



BECOMES...

**CAREER CONNECTED
LEARNING FOR ALL**

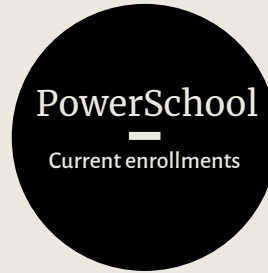


Career Pathways: Data from NMHS



Data Sources for Insight

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



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



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 pathways to lived experience of students and the Vision of a

Professional Learning

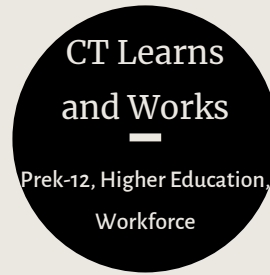
Faculty members have continued to engage in professional learning:



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

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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 Freshman Seminar 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 choices affect their future success.

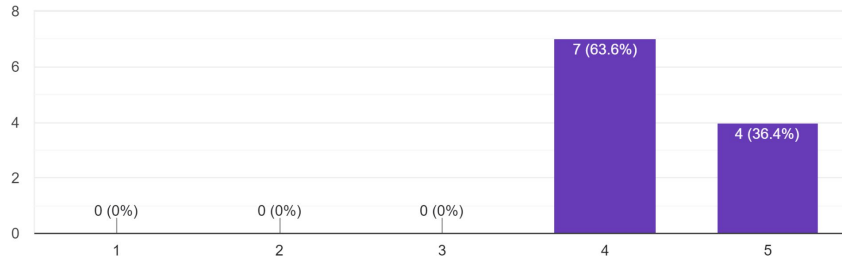
- Topics Include:
 - High School Transition
 - Digital Literacy
 - Critical Thinking, Communication and Organizational Skills
 - Who am I? Self Reflection and Discovery
 - Career Readiness and Exploration

Freshman Academy Student Feedback

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

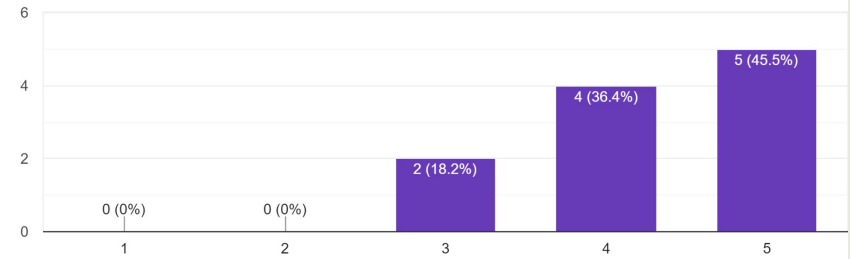
How would you rate your enjoyment of this class? 1= the worst, 5= the best

11 responses



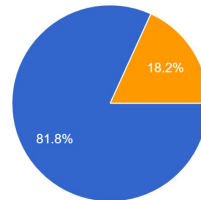
How would you rate the VALUE of this class (do you think it will help you)?

11 responses



Would you recommend this class to a friend?

11 responses



- Yes
- No
- Maybe

**Next year 100
incoming freshmen
have registered for
freshmen academy!**

Freshman Academy Student Feedback

Hearing the voices and feedback of freshman academy students:



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

Freshman Academy: Letter from Brooke's Mom

April 30, 2023

Dear Ms. Dwyer,

My name is Annette DeMague and my daughter Brooke is a freshman. I wanted to take a minute to express how impactful the career expo presentation and career fair was on my daughter.

Brooke came home excited about the career fair expo presentation that shared information on how to prepare for the career fair. It was suggested students come to the career fair with a resume, questions to ask the vendors and to dress business casual. The presenter went over the importance of shaking hands and introducing yourself to the vendors. She spent the next few days gathering information and created her resume. She wrote down questions she wanted to ask and selected her outfit. The anticipation was building as she prepared to attend her first career fair.

On Thursday, Brooke came home absolutely thrilled with all the people she had spoken to. She came home with a folder full of pamphlets and email addresses. She immediately started sending out correspondence.

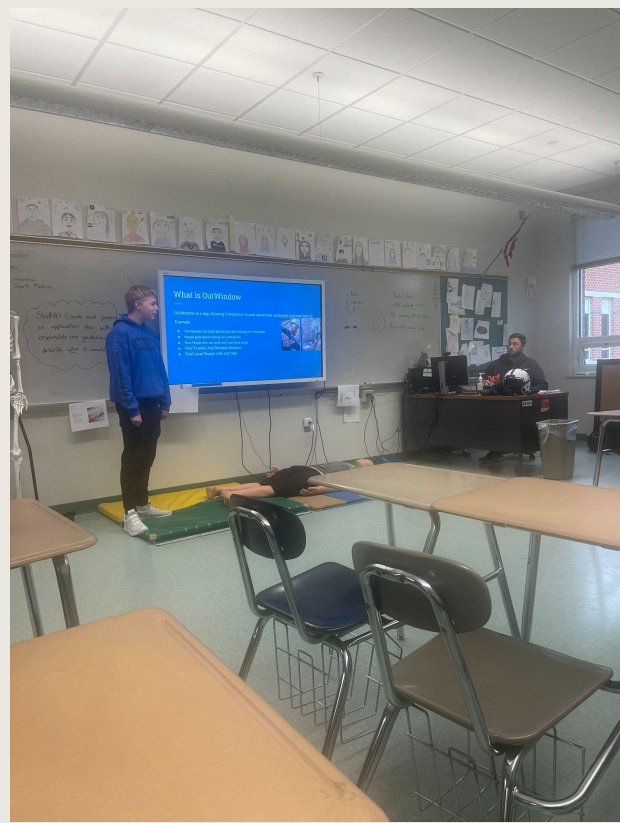
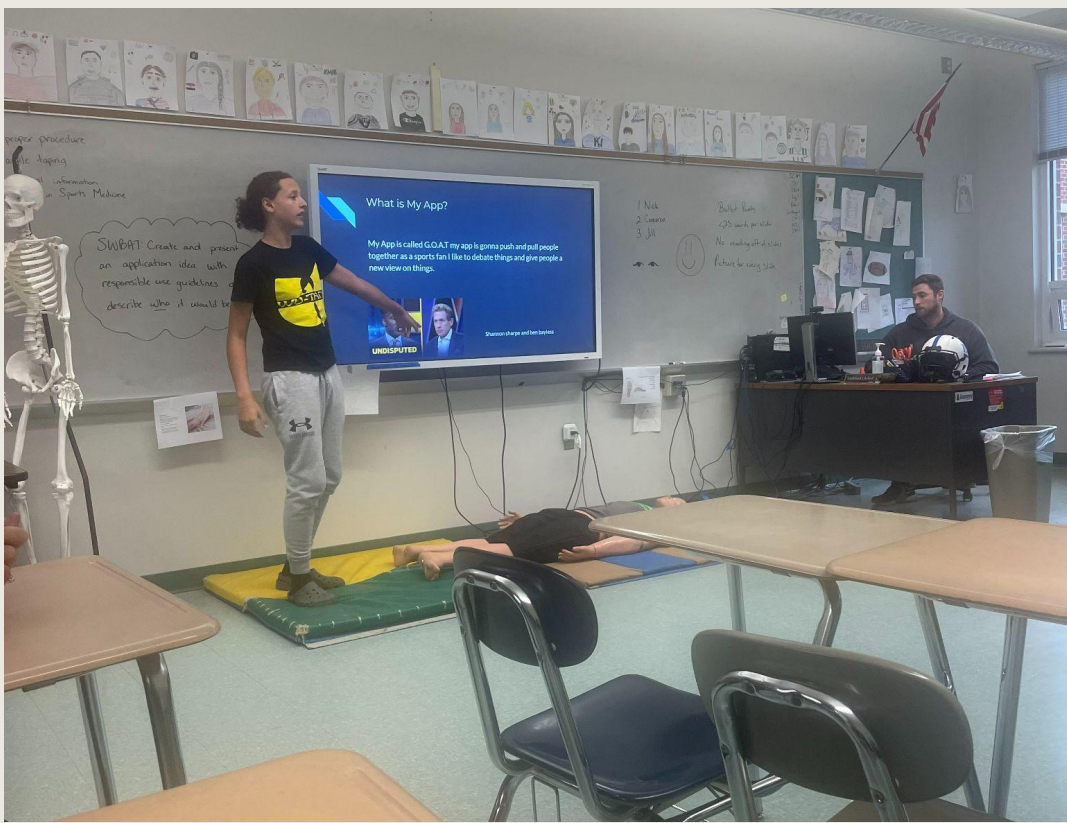
Brooke is interested in shadowing businesses of interest, getting work papers, getting a job, volunteering in the community, and growing as an individual to make a difference. The career fair gave her ideas on where to take her interests. She is now about to get involved in things she did not know existed. The career fair allowed her to ask questions, be advised on things to look into, expose her to companies and occupations she didn't know much about.

I, thank you for finding the importance in giving young adults a platform on where they can gather information as they prepare for their future.

Sincerely,

A handwritten signature in blue ink that reads "Annette DeMague". The signature is written in a cursive style with a large initial "A".

Annette DeMague



Freshman Seminar: Employability Skills



Career Connected Learning

01 Field Trips

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



Carpenters' Union



Construction Day



Penske Workshop



Meet area students -- middle/high school & college! -- and demonstrate the wide range of career choices you offer.



New Milford High School: Career Expo

Connecting to local
businesses

Real world experiences

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.

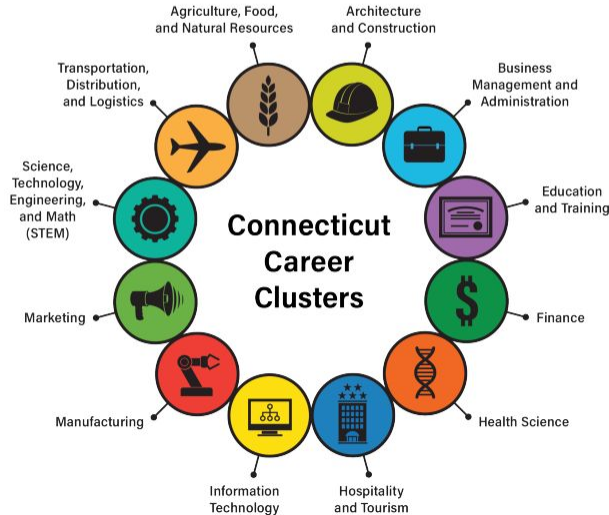
03 Career Connected Learning

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

Connecting course clusters to potential pathways:

The 12 Connecticut Career Clusters

The 12 Connecticut Career Clusters have a variety of career pathways in which eligible secondary and postsecondary recipients can create programs of study for students, leading to numerous related occupations.



New Milford High School
College and Career Pathways:

When students enter high school, they will have the opportunity to enroll in our school's Freshman Seminar, which is one component of their Freshman Academy experience. Freshman Seminar will support students in a successful transition to high school and allow them to explore college and career opportunities. During the Freshman Seminar, students will consider post-secondary options and potential careers. In addition to the course, Freshman Academy requirements will include attendance to guest speakers, participation in a Career Expo, a field trip to learn more about different careers, and grade specific workshops with the guidance department.

MARKETING PATHWAY

RECOMMENDED PROGRAM OF STUDY

Subject	9th	10th	11th	12th
English	English 1	English 2	English 3	English Electives
Mathematics	Algebra 1	Geometry	Algebra II	Pre-calculus, Statistics, or Elective
Social Studies	World History	Modern World History	U.S. History and Civics	Electives
Science	Integrated Science	Biology	Chemistry, Physics, or electives	Electives
Pathways/CTE Core Courses	Freshman Seminar	Marketing 1	Marketing 2	Internship/ Capstone
Pathway-related Electives	Introduction to Business	Digital Photography	Advertising Art and Design	Sports and Entertainment Marketing
Others required courses	PE 9 Health 1 World Language	PE 10 Personal Finance	Health 2 or other health elective	Electives
Other electives	Fine Arts or Performing Art	Fine Arts, Performing Art, World Language, Academic electives	Fine Arts, Performing Art, World Language, Academic electives	Fine Arts, Performing Art, World Language, Academic electives

Future Considerations: Building Pathways at NMHS

Expanding Programs

Freshman Academy/Seminar

Community Partnerships

Linking current course offerings

YouScience Coaching

Communication to stakeholders

ReadyCT

Financial planning for future goals

Thank you!



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