COLLEGE AND CAREER STARTS IN KINDERGARTEN???

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Career Development

- Involves establishing and refining a worker identity through exploring, committing to, and reconsidering career alternatives across the life span.

- Involves establishing a sense of their self at work, also known as establishing a vocational identity.

- "Who will I become at work?"

- *(Porfelli, E. & Lee, B. 2012)*

Changing Times

- Changing contexts in the world of work will require extensive and accurate occupational knowledge which is free of gender-occupational stereotypes, as well as individuals' ability to collect and update their own knowledge. These skills and attitudes need to be developed as soon as possible and specifically from childhood if adults of the future are to be adequately prepared to cope with the complex realities of career development in the twenty first century.
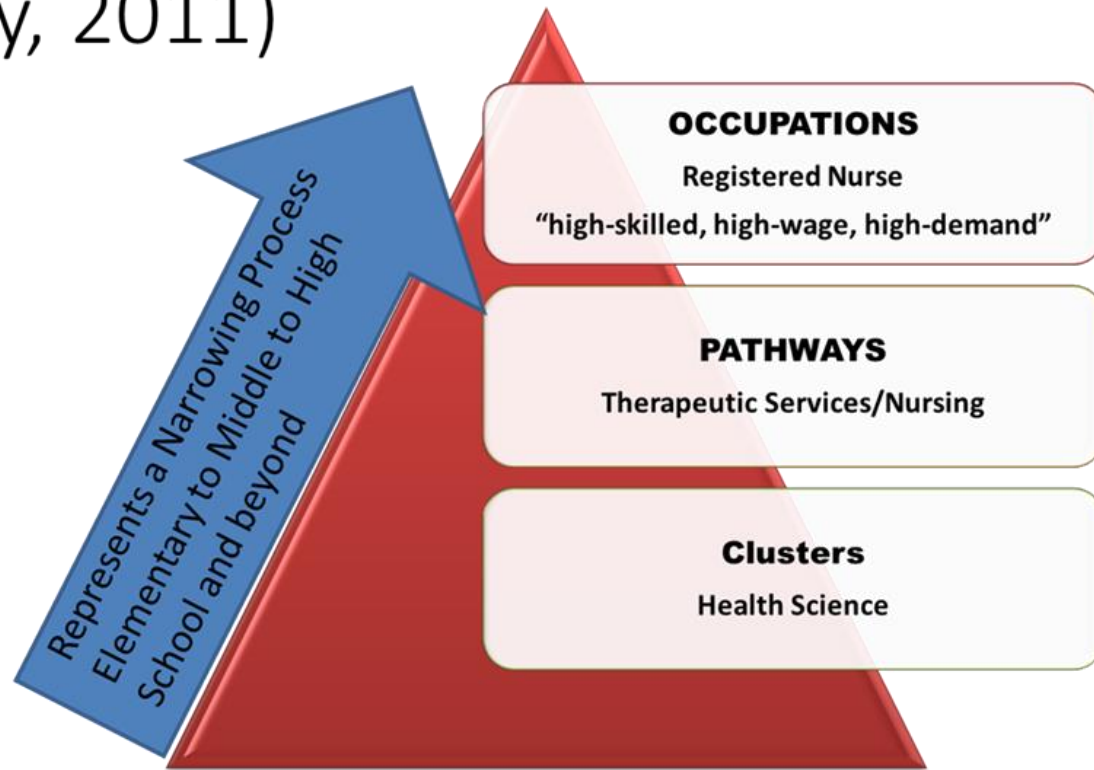(*Nota, Ginevra, and Santilli 2015*)
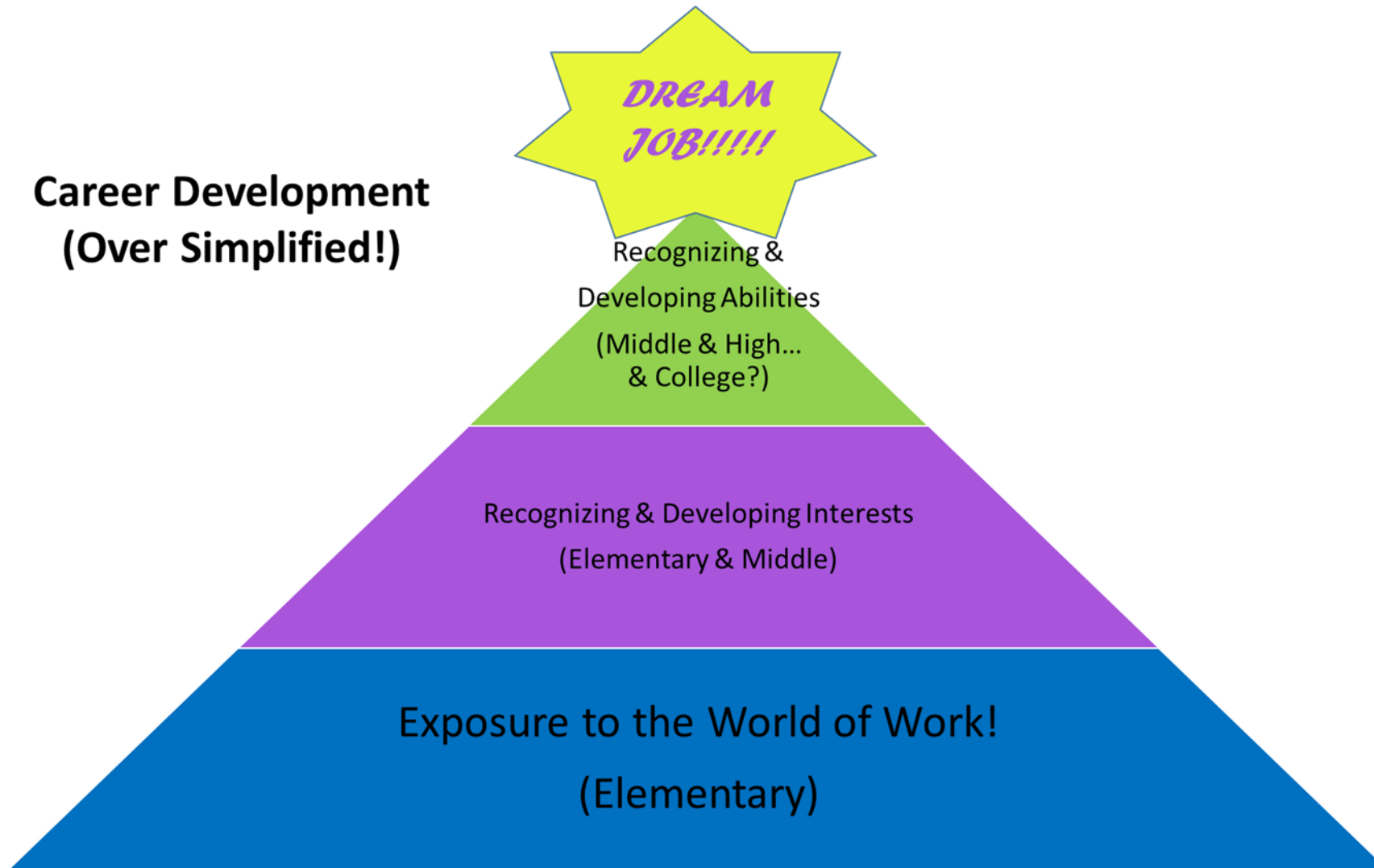
Research Supports Us:

- Elementary-aged children are making choices that influence their career goals and plans every day *(Trice & McClellan, 1994)*.

- Around the age of 5 years old, children are already beginning to shape their career aspirations *(Gottfredson, 1981).*

- By the age of 9 years old, some children begin eliminating career choices that may require more ability than they believe they have *(Gottfredson, 1981).*

- Beginning the process of college and career readiness at the elementary level can assist students in making critical connections between current education & future success *(Auger, Blackhurst, & Wahl, 2005).*

Pathways system: roadmap that provides young people with clearly articulated routes to successful lives as adults.   (Pathways to Prosperity, Harvard University, 2011)

Represents a Narrowing Process Elementary to Middle to High School and beyond

OCCUPATIONS

Registered Nurse

"high-skilled, high-wage, high-demand"

PATHWAYS

Therapeutic Services/Nursing

Clusters

Health Science

Why Elementary School Counselors?

- School counselors are trained to address career development concerns across the lifespan *(American School Counselor Association [ASCA], 2012)*.

- Comprehensive school counseling programs address the needs of all students across the domains of personal/social, academic, and career development *(ASCA, 2012)*.

- School counselors are often the only individuals in a school with an understanding of career theory, process, and practice *(Akos, Niles, Miller, & Erford, 2011)*.

Why *College?

- Predictions indicate that by 2018, 63% of job openings will require some postsecondary education *(Carnevale, Smith, & Strohl, 2010)*.

- The fastest growing jobs (healthcare, etc.) will require high levels of post-secondary education or advanced training *(Carnevale et. al, 2010)*.

- Occupations that typically require post-secondary education will continue to have a higher median salary *(Carnevale et al., 2010)*.

- At the current production rate, the US will fall short by 5 million workers with post-secondary education by 2020 *(Carnevale, Smith, & Strohl, 2013)*.

ASCA Mindsets & Behaviors

The ASCA Mindsets & Behaviors for Student Success:
K-12 College- and Career-Readiness Standards for Every Student

Each of the following standards can be applied to the academic, career and social/emotional domains.

Category 1: Mindset Standards
School counselors encourage the following mindsets for all students.

1. Belief in development of whole self, including a healthy balance of mental, social/emotional and physical well-being
2. Self-confidence in ability to succeed
3. Sense of belonging in the school environment
4. Understanding that postsecondary education and life-long learning are necessary for long-term career success
5. Belief in using abilities to their fullest to achieve high-quality results and outcomes
6. Positive attitude toward work and learning

Category 2: Behavior Standards
Students will demonstrate the following standards through classroom lessons, activities and/or individual/small-group counseling.

Learning Strategies	Self-Management Skills	Social Skills
1. Demonstrate critical-thinking skills to make informed decisions	1. Demonstrate ability to assume responsibility	1. Use effective oral and written communication skills and listening skills
2. Demonstrate creativity	2. Demonstrate self-discipline and self-control	2. Create positive and supportive relationships with other students
3. Use time-management, organizational and study skills	3. Demonstrate ability to work independently	3. Create relationships with adults that support success
4. Apply self-motivation and self-direction to learning	4. Demonstrate ability to delay immediate gratification for long-term rewards	4. Demonstrate empathy
5. Apply media and technology skills	5. Demonstrate perseverance to achieve long- and short-term goals	5. Demonstrate ethical decision-making and social responsibility
6. Set high standards of quality	6. Demonstrate ability to overcome barriers to learning	6. Use effective collaboration and cooperation skills
7. Identify long- and short-term academic, career and social/emotional goals	7. Demonstrate effective coping skills when faced with a problem	7. Use leadership and teamwork skills to work effectively in diverse teams
8. Actively engage in challenging coursework	8. Demonstrate the ability to balance school, home and community activities	8. Demonstrate advocacy skills and ability to assert self, when necessary
9. Gather evidence and consider multiple perspectives to make informed decisions	9. Demonstrate personal safety skills	9. Demonstrate social maturity and behaviors appropriate to the situation and environment
10. Participate in enrichment and extracurricular activities	10. Demonstrate ability to manage transitions and ability to adapt to changing situations and responsibilities	

Soft Skills most in demand…

1. Good Communicator
2. Well organized
3. Team Player
4. Punctuality
5. Critical Thinker
6. Social
7. Creative Thinker
8. Interpersonal communicator
9. Easily adapts
10. Friendly personality

Um, have you seen the ASCA Mindsets & Behaviors?

Business News Daily, August 31, 2016

GA College & Career Ready Performance Index (CCRPI) Requirements

Mindset 6

**College and Career Ready Performance Index (CCRPI)**
White Oak Elementary School
2014-2015
Cluster Plan

Career Cluster	Grade	Person Responsible	Date Completed
Agriculture, food, and Natural Resources	1st	Lanier Animal Hospital	5/11
Transportation, Distribution, and Logistics	1st	Bus Safety	2/4
Law, Public Safety, and Security	1st	Police Presentation/Mercer Grad students	11/20
Arts, A/V Technology, and Communications	2nd	Seth Kuehn	5/4-5/15
Health Science	2nd	Diaz/Dr. Chacko	5/15
Education and Training	2nd	Tucker	10/1-10/9
Hospitality and Tourism	3rd	Tucker	3/23-4/3
Human Services	3rd	Diaz	5/1 – 5/15
Energy	3rd	Community Speaker	2/10, 2/13, 5/15
STEM	4th	Hour of Code/Smith	12/8-12/12
Manufacturing	4th	4th Grade Team/Simple Machines	5/1 – 5/15
Business Management And Administration	4th	4th Grade Team/Simple Machines	5/1 – 5/15
Architecture and Construction	4th	Spencer	1/12 – 1/16
Finance	5th	Wells Fargo	5/7
Information Technology	5th	Hour of Code/Smith	12/8 – 12/12
Marketing	5th	Inquiry /PBL	
Government and Public Administration	5th	Representative Brooks Coleman & Representative David Clark	5/18
17 Cluster Overview	5th	Inquiry Specials/Diaz & Spencer	4/13 – 5/15

"Hey Girl, that lesson you did on the Arts, Communication, A/V Technology career cluster really got me thinking about my career path."

Interest inventory

Mindset 4&6
Behavior Std; LS:7&9
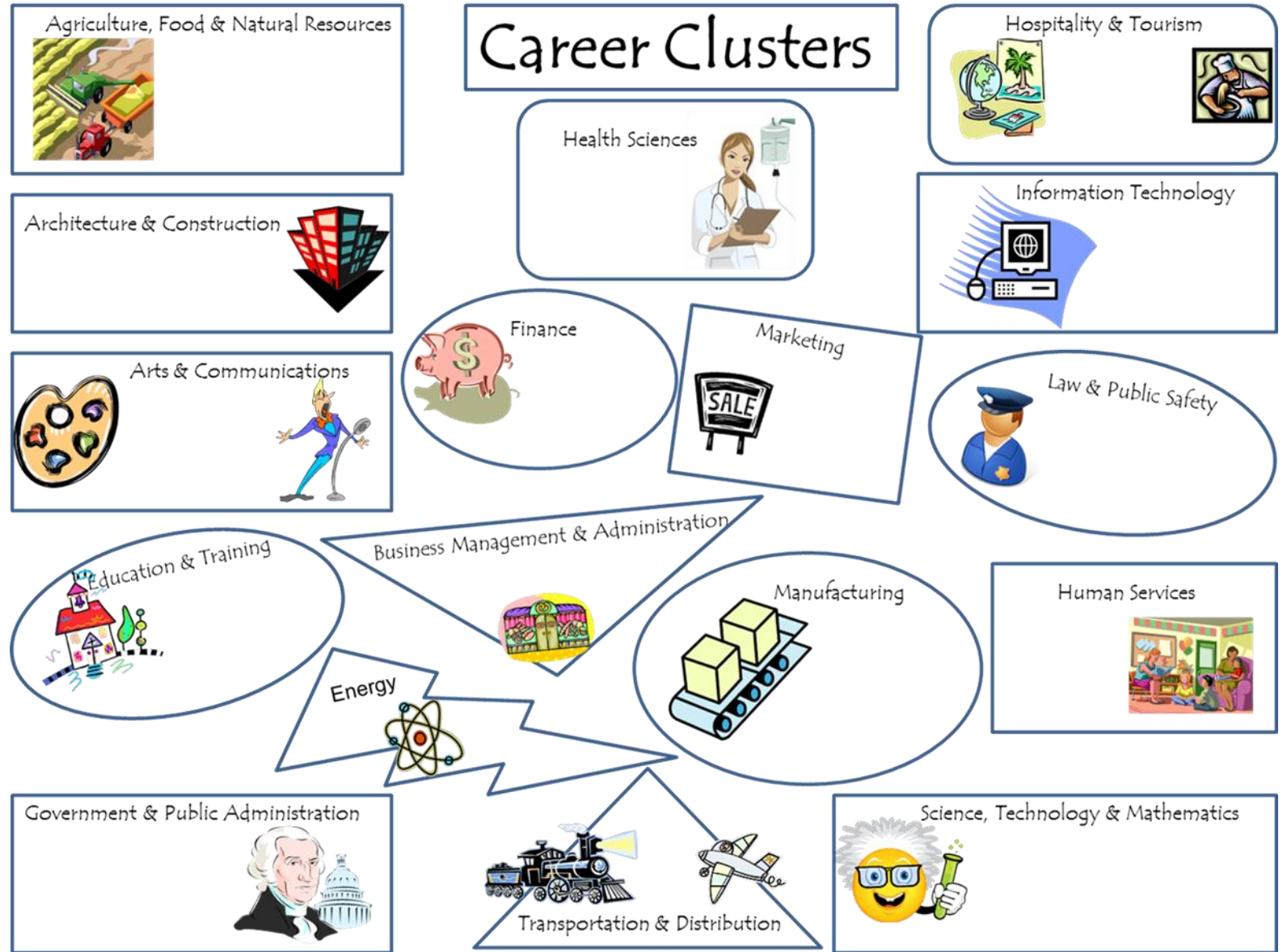
Options for Cluster Lesson Delivery

- Career Day
- Careers on Wheels
- Guest Speakers
- Staff Presentations
- Morning Announcements
- Internet Resources
- 5th Grade Portfolio Presentations
- Etc., etc., etc........

Career Center Rotations – Kindergarten & First Grade

- Mini – lesson on positive career related behaviors/strategies/qualities (i.e. positive communication skills, friendship skills, anger management, cooperative skills, impulse control, empathy skills, etc.) Don't we wish all of our co-workers had these?
  - Second Step Curriculum, Julia Cook's books, other career related books (I'm in love with Weird Al's book!)

- Time to 'practice' these skills in the career centers

- If your school can't furnish these centers through a 'counseling budget', these centers can be easily set up with donations from families, items purchased at Goodwill or thrift shops

- *Mindsets 1-6; Behavior Stds:LS 1-4,7,9; SMS 1-3,7; SS 1-9*

Possibilities for Centers

- Restaurant

- Art Studio

- Medical Center (for Humans and Animals)

- Architecture & Construction

- Science Laboratory

- Actors' Studio

- Center For Puppetry Arts

- Toy Store

- Other possibilities… Salon, Florist, Publisher, TV Studio, Nature Center, etc.

Center for Puppetry Arts

WHO WORKS HERE?

- Puppeteers
- Puppet Designers
- Set Engineers
- Ticket Sales
- Directors
- Costumers
- Ushers
- Narrators

WHO WORKS HERE?

- Actors
- Directors
- Singers
- Producers
- Set Engineers
- Dancers
- Costumers
- Special Effects

Actors' Studio

WHO WORKS HERE?

- Architects
- Engineers
- Construction Managers
- Plumbers
- Carpenters
- Electricians
- Masons

Toy Store!!!!

WHO WORKS HERE?

- Entrepreneurs
- Cashiers
- Managers
- Merchandisers
- Accountants
- Distributors
- Sales Associates
- Financial Managers

Architecture & Construction

Restaurant (White Oak-K Café)

WHO WORKS HERE?

- Chefs
- Waiters
- Hostesses
- Cashiers
- Food Critics
- Bakers
- Cost Analysts
- Nutritionists

WHO WORKS HERE?

- Scientists
- Geologists
- Archeologists
- Epidemiologists
- Laboratory Technicians
- Pathologists
- Paleontologists

Science Laboratory

WHO WORKS HERE?

- Painters
- Sculptors
- Graphic Designers
- Illustrators
- Sketch Artists
- Animators
- Jewelry Designers
- Car Designers

White Oak
Medical Center:
Serving Pediatric
Patients & Animals
*(Someone should
contact the FDA!)*

WHO WORKS HERE?
• Doctors
• Nurses
• Physician's Assistant
• Office Managers
• Radiologists
• Allergists
• Oncologists
• Orthopedists

Outpatient Surgery
Conducted Daily!

White Oak MEDICAL CENTER
(Animals & People)

K & 1 Career Centers

- Exposure to the World of Work!

- Provides a 'cafeteria' of experiences that are crucial for working class students and those living in poverty

- Career related self-efficacy beliefs are learned within social contexts *(Lent, Brown & Hackett, 1994)*

- Working as a community provides:
  - Attachment to others
  - An experience of competence
  - Opportunities to act in autonomous ways and make choices and plans
  - *(Ryan & Deci, 2000)*

K & 1 Career Centers

- Develops a mastery goal orientation which improves academic achievement and future success *(Dweck, 1986)*

- Mastery goal oriented climates are most effectively achieved through community based career activities *(Larson, 2000)*

- Socio-dramatic play leads to self-regulated learners!!!!!

- Self-regulated individuals learn more, achieve more, and are more satisfied in their careers *(Pintrich, 2000)*

- Active career-related exploration plays a critical role in the creation of a self-determined & self-constructed identity, especially for girls *(Shoffner & Newsome)*

College & Career Week

- "My School Monday"
  - Dress in school spirit wear
- "Heading to High School"
  - Dress in High School spirit wear (Go Longhorns!)
- "College Wear Wednesday"
  - Wear your favorite college spirit wear or colors
- "Dress for Success"
  - Dress up for a job interview
- "Career Friday"
  - Dress as if you have your Dream Job!
    (school appropriate costumes)

MS: 1-6 BS: LS 2,4,7,9; SMS 1,4-6,8; SS 2,3,6-9

College Wear Wednesday
for Students & Staff!!!

Peer Leader "Mini-GA College Fair"

- Each Peer Leader researches a GA college

- Obtains 'basics' information & something that peaked their interest

- Present research at Fine Arts Night

MS: 1-6 BS: LS 1-10; SMS 1-8, 10; SS 1-9

Career Books

- "When I Grow Up" – Al Yankovic *(yes, seriously)*

- "A Hat For Ivan" – Max Lucado

- "Journeys to Jobs" – Debra Wosnik

- "Making The Link" – Lisa King (Cobb Co Counselor!) *I love the career scavenger hunt on pg. 205*

- "I Can Be Anything" – Jerry Spinelli

- "LMNOpeas"- Keith Baker

- "Do You Have a Hat?" – Eileen Sprinelli

- *Make sure to check your local media center!*

Mrs. Diaz's Big Box of Jobs

Great for K-2!

MS:4&6 BS:LS 7&9; SMS 5; SS 3

(Thanks to Emilie Epps at McKendree Elementary!!)

Career Cruising

- Computer/Internet based career program that can follow students through High School (fits into GA BRIDGE Bill requirements….)

- Career Cruising ccEngage – online interest inventory, career database (designed for middle & high), 4-5 lessons for elem.

- ccSpark – online gaming based on developmental level of elementary students

MS: 1-6 BS: LS 1-9; SMS 3-5; SS 1-3,5,8-9

Career Cruising pre/post

Name:_____

Career Choices Pre-Test

1. I can name at least 3 places where I can get information about a possible career I might pursue.
   a. Yes   b. No

2. I can name 3 skills I have that will help me out in a future career.
   a. Yes   b. No

3. I can name 3 interests that will help me identify a future career.
   a. Yes   b. No

4. I can name 3 possible careers that use my skills and interest.
   a. Yes   b. No

5. I know at least 2 colleges that I can attend to prepare for a specific career.
   a. Yes   b. No

Std A: Students will acquire the skills to investigate the world of work in relation to knowledge of self and to make informed career decisions.

Career Cruising pre/post
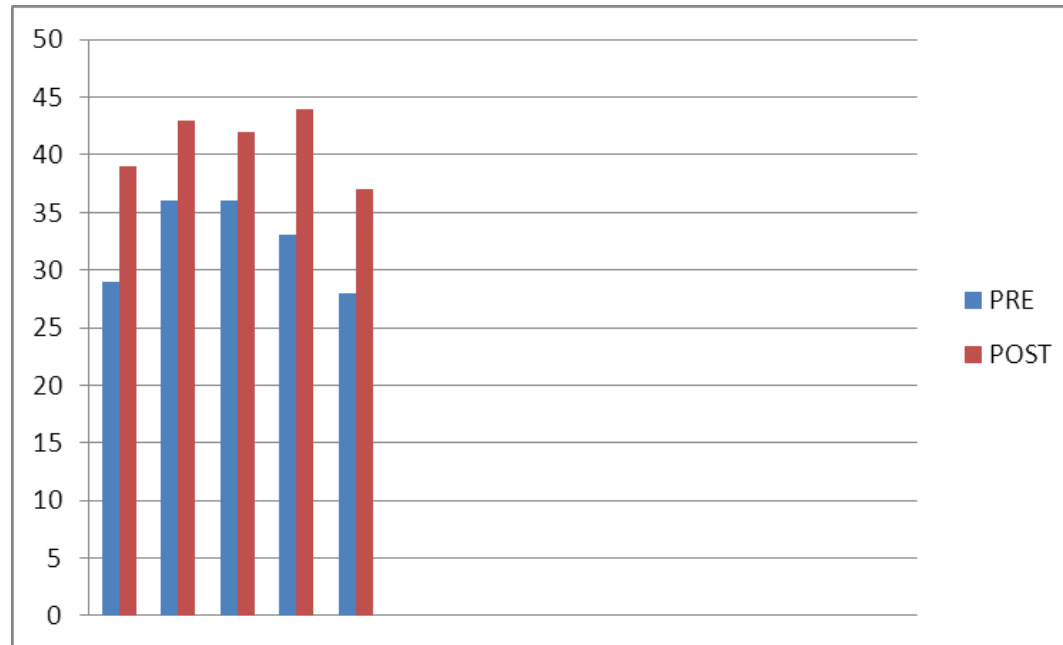
	PRE	POST
1. I can name at least 3 places where I can get information about a possible career I might pursue.	29	39
2. I can name 3 skills I have that will help me out in a future career.	36	43
3. I can name 3 interests that will help me identify a future career.	36	42
4. I can name 3 possible careers that use my skills and interests.	33	44
5. I know at least 2 colleges that I can attend to prepare for a specific career.	28	37

Portfolios

- Groups, classroom lessons

- Recognize personal areas of strength/interest

MS: 1,2,4-6 BS: LS 2,4,6,7; SMS 1-8; SS 1-3, 5-9
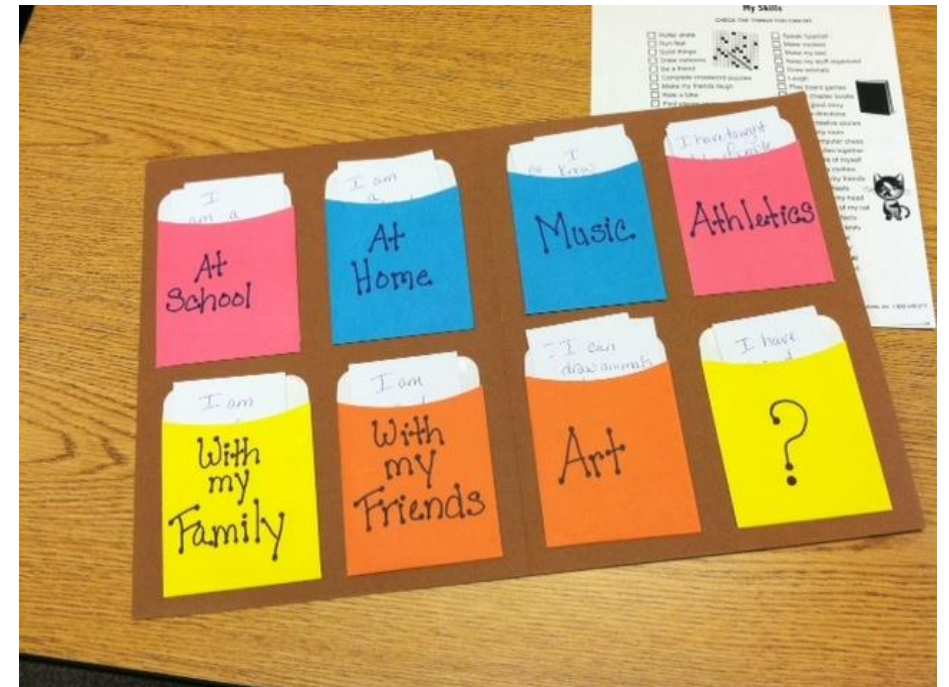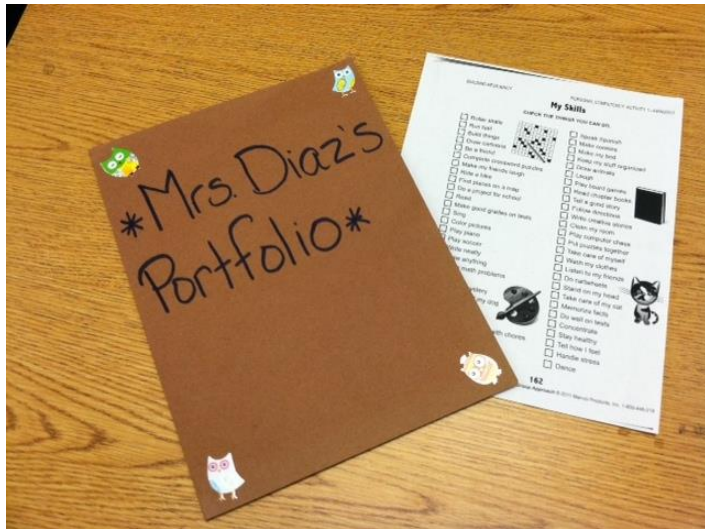
Notable Career Websites:

- http://sopecreeklibrary.typepad.com/counselors/monthly_classroom_guidance/ - fantastic lessons from Sope Creek Elementary counselors

- http://www.ibelieveinme.org/CFKWL.asp - This site is place for teachers/counselors to download career awareness and self-esteem teaching materials and activities.

- www.careerkids.com – resources for career guidance *(for purchase)*

- www.knowitall.org - ***Kids Work!*** is a virtual community of workplaces designed to give students an interactive job exploration experience that connects school work to real work

Creating a College Going Culture…

- Thanks to Liz Parker, Virginia

- At the start of every year (beginning in Kindergarten) all students are taught their graduation year.

- By November of their fifth grade year, 100% of students physically tour a college campus.

- By March of each year, 100% of students K-5 virtually tour a college campus.

- campustours.com
  - youvisit.com/search/colleges
  - ecampustours.com

MS: 1-6 BS: LS 1-10; SMS 1-8, 10; SS 1-9

Creating a College Going Culture…

- Theme: "Leaders #ReachHigher"- All students learn in a classroom that has completely assumed the identity of one specific college, community college, trade school, etc.
  - Full integration into everything that institution does (sports, research, academics, student life, etc.)
  - Familiarize students at an early age with a variety of postsecondary options.
  - Students feel pride and sense of belonging that being a part of a "college class" instills.

Caldwell Elementary School in McKinney, Texas has adopted Damen Lopez's No Excuse University model.

Creating a College Going Culture…

- Faculty draft to select schools.

- "Swag" sample letter for athletic department.

- School fight song, cheers, marching band music, etc.

- Add to the class mission statement, "Go green! Go White! (Michigan State)

- Add cheer to classroom call and response system, "Let's Go…Hokies!"

King Elementary School in Illinois learns about North Central College.

Creating a College Going Culture…

- Teachers send college postcards at the beginning of the year inviting them to open house.

- Pen pals with an organization/fraternity/sorority at the school.

- Videos of coach speeches for motivation. Friday "spirit days"- students wear school colors.

- Incorporate classroom leadership roles (check site for scores, recent news, etc.).

A "University of Michigan" classroom at P.S. 33 Chelsea Prep school in New York.

Integration into Existing Curriculum…

- **4ᵗʰ grade math project** integrates the concepts of measurement (area, perimeter, etc.) with designing future dorm rooms to scale. (designyourdorm.com)
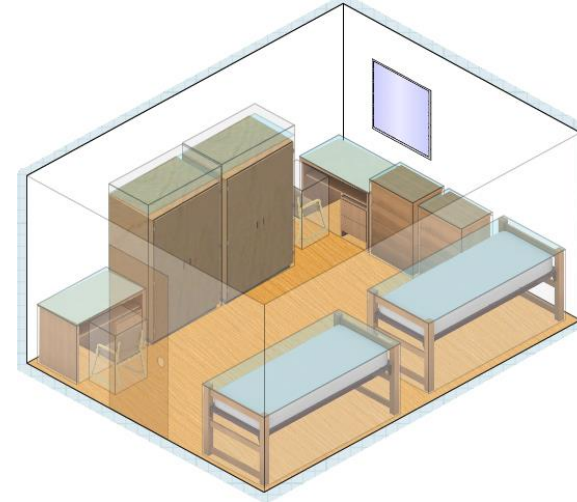
- Student are given a checklist and budget and must identify, prioritize and "shop" for necessities to decorate/stock their room.
  - bedbathandbeyond.com/store/page/College
  - walmart.com/cp/College-Living/1093705
  - target.com/c/back-to-college/-/N-5q0g0

MS: 1-6 BS: LS 1-9; SMS 1-7, 10; SS 1,8-9

Integration into Existing Curriculum:
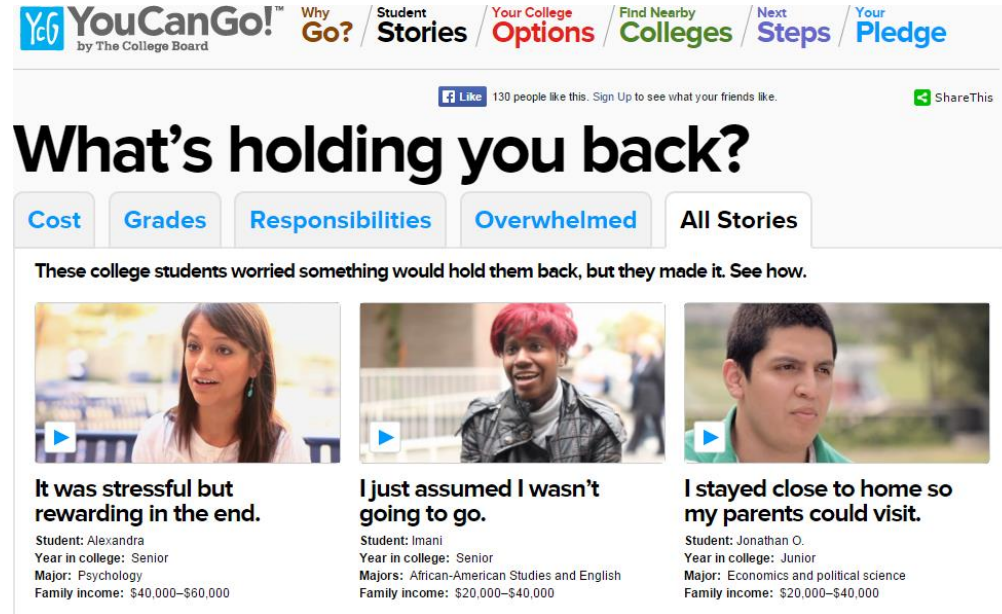
- **3rd grade math project** on probability and statistics requires students to create a school-wide picture/bar graph representing teachers and the colleges they attended.

  MS: 4 BS: LS 1,7,9; SS 3,6,7

Integration into Existing Curriculum…

- **5th grade writing and oral communication lesson** asks students to write and present their own "student story" to identify and process things they believe might "hold them back" from attending college. youcango.collegeboard.org

MS: 1-6 BS: LS 1-2, 4, 9-10; SMS 1-8, 10; SS 1-6,8,9

Integration into existing curriculum…

- Students use **myresume.com** to create their first resume. These are used to apply for classroom and school-wide jobs and to decide on roles within small groups.

- Students use **futureme.org** at the start of each semester to set short-term and long-term academic and career goals.

MS: 1-6 BS: LS 1-2, 4-9; SMS 1,3,5,8; SS 1,8-9

Dear Future Me

hopes, fears,
secrets, resolutions

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Questions ????????

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