

2018-19 TEACHER IN THE WORKPLACE GRANT

FUTURE READY IN WILLIAMSPORT, PA



PROJECT NARRATIVE

April 25, 2018

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Statement of Purpose

Overview

The purpose of this grant is to place classroom teachers and counselors into businesses and industries that serve our districts' population, with the intent of educating our district professionals on the community employment opportunities available to our students. The participating teachers will use the information that they acquire at their work visits to inform lesson planning and assessments which our district will in turn utilize at each grade span for indicators within PDE's Future Ready PA Index.

Specifically, 2-4 educators (ideally one counselor and one classroom teacher) from each of the primary (grades K-3), intermediate (grades 4-6), middle school (grades 7-8), and high school (grades 9-12) levels would visit 2 to 4 unique businesses that fall within a high-need, STEM or Industrial Technology pathway. At these visits they would gain an understanding of the employment needs of the company, the work performed, the education required or provided, the prerequisite skill sets needed, the availability of jobs, the opportunity for promotion, and the salary and benefits of employment. This information would not only become a part of a Williamsport Area School District resource library for career and work education K-12, but would inform the creation of the activities and writing prompts required at each grade level to ensure that our district is not only compliant with PDE's vision of a future ready student, but relevant to the needs and opportunities within our community.

Without a true understanding of the labor market within the district that WASD serves, administrators, counselors, and teachers cannot create and assess a relevant, rigorous career and work curriculum that will yield significant gains for our community over time. Williamsport believes that partnering on this grant with the Williamsport Chamber of Commerce and the Central Pennsylvania Workforce Development Board, in combination with the Future Ready PA Index requirements, provides a powerful opportunity to create meaningful, relevant, sustainable curriculum and structures that can truly support our students and our community.

The Need

One of the conundrums school employees face as they implement the Career, Education, and Work Standards is that many educators have only known the world of academia and are, therefore, often ill-equipped to discuss a broad range of career opportunities with students. Educators defy employment statistics which reports baby boomers have, on average, held 11 different jobs (not careers) in a lifetime (Young, 2017), as well as the prediction that our current

students will have four career changes by the time they are 32 (Long, 2016). It is essential that our students leave secondary education with a realistic understanding of their skills, interests, and aptitudes, and have an affordable plan and back-up plan to achieve the education, experience, and attainment of jobs that match their career goals.

Currently the Williamsport Area reports a Free and Reduced Lunch poverty percentage of 67% (with certain buildings reporting as high as 85%) and 30% minority. The WAHS Career and Technical Education program continues to grow as part of a comprehensive high school, and currently educates over 500 of our high school's 1470 students. This year, the CTE program anticipates 168 completers of 3-year programs.

Each year the High School graduates approximately 85% of students in 4 years, and in 2017 sent 59% to four-year colleges. The remainder self-reported that 15% were entering "blue-collar jobs" and 20% did not know what they were doing after graduation.

This data speaks to our need. With 35% of the WAHS graduating class entering the local workforce directly, it is essential for our students and our economy that they understand the type of employment, training, and education that awaits them in business and industry. Some of these students will have graduated with industry credentials from the WAHS CTE program, but the majority will not. This grant is an exceptional opportunity to connect our educators, and thus graduates, with the industry job openings that many in our district are currently reporting unfilled. Additionally, it will inform graduates attending trade or 4-year schools of the opportunities that are available upon their return.

Career Pathway Focus

WASD will focus on Science, Technology, Engineering, and Mathematics (STEM) Pathway and the Industrial Technology Pathway. With the expansion of the University of Pittsburg Medical Center into our community and all of the jobs that come with a system that large; the connections that the Pennsylvania College of Technology brings to our community; and the manufacturing companies like Lycoming Engines, PMF Industries, and Primus Technologies Group that lie within our district boundary, these two pathways contain many of the detailed work activities and tools and technologies reported in the Projected Employment and Openings Central Workforce Development Area Data for 2014-2024 (PA Dept. of Labor and Industry). Also, with regards to employment, these pathways offer opportunities for students of all level of skill and education, allowing us to target the 35% of students that graduate from Williamsport high school and plan to enter the workforce immediately.

Program Goals

Specific indicators that will be reported on quarterly include:

Goal	Indicators	Success
<p><i>Workplace visits:</i></p> <p>Increase the number of WASD educators that have real world workplace experiences in the district's community and understanding of opportunities for all teachers.</p>	<p><i>Workplace visits:</i></p> <ul style="list-style-type: none"> • Educators participating in workplace visits. • Educators benefitting from the knowledge and materials from participants. 	<p><i>Workplace visits:</i></p> <ul style="list-style-type: none"> • 8-16 educators • 420 educators
<p>Increase the number of new lesson plans and ancillary materials created and made accessible to all participants.</p>	<p>New resources including reading, writing, and engagement activities in the form of lesson plans in grades K-6. Collection of resources, information, speakers, and work connections for 7-12th graders to be shared within STEM class (7th-8th), Pathways class (9th), and Futures classes (11th), as well as in individual career planning sessions (8th -12th).</p>	<p>6 to 20 lesson plans, materials, and engagement activities created and shared with approximately 4,500 students.</p>
<p>Increase the number of businesses participating in Teacher in the Workplace events</p>	<p>Orientation held with participating teachers and companies.</p> <p>Companies visited by educators.</p>	<p>The Williamsport Chamber of Commerce and at least 16 companies will attend orientation and be visited, impacting our career, education, and work instruction in grades K-12.</p>

Learning Outcomes

Student Learning Outcomes:

The teachers that visit workplaces with in-demand occupations will be using the information they gained from that experience, as well as their orientation day, to inform the lessons and collection of student evidence at each grade level, in compliance with the Future Ready PA Index. The lessons will cross the 4 domains of the Career, Education, and Work Standards, including 1) Career Exploration, 2) Career Acquisition, 3) Career Retention and Advancement, and 4) Entrepreneurship, and each will identify the focus of the lesson. This means that the lessons our students receive around career exploration and readiness will not be arbitrary, but grounded in the actual opportunities within their community. Additionally, these lessons will be assessed in ways that require students to demonstrate evidence of learning (i.e. a writing prompt, reflection, graphic organizer, drawing, etc.) and these pieces of evidence will be maintained and become a part of the student's portfolio.

Educator Learning Outcomes:

While this grant will yield measurable student learning evidence and data, it will also result in an increase of the collective educator understanding of work opportunities in the district which serve both our students and our community. Our graduating classes report about 35% of our students enter the workforce directly from high school. Some of those students will leave high school with CTE certifications and credentials, but others will need to find livable wages with companies that can educate and promote from within. This grant will expand our teachers' understanding of such possibilities for our students so that they can discuss them with students in and outside of the curriculum.

Schedule of Activities

<i>Participants</i>	<i>Location</i>	<i>Activity</i>	<i>Time</i>	<i>Evidence</i>	<i>Outcome</i>
<ul style="list-style-type: none"> • 8-16 Educators • District Administrators • Chamber of Commerce Members • Representatives from participating businesses • CPWDC 	School District or Chamber of Commerce	Half-day orientation breakfast or lunch introducing the members of the local community to the Williamsport District educators. Information sharing about the purpose, scope, and outcomes of the project. Networking and	3-4 hours	Event agendas, materials, and sign-in sheets.	Relationship building and the establishment of a clear understanding of the need for community-school connections as well as the program goals of the Educator in the Workplace Grant.

		planning for sustainability.			
<ul style="list-style-type: none"> • 8-16 Educators (teachers and counselors) 	Work placements throughout Lycoming County with an emphasis on STEM Pathways and Industrial Technologies Pathways.	Meet with management. Site tour. Q and A with workers. Document and information sharing.	16 hours for each educator	Notes, materials, photos, and experiences to inform lesson writing and teacher sharing.	Informed educators capable of helping students make informed decisions.
<ul style="list-style-type: none"> • 8-16 Educators (teachers and counselors) • 4-8 additional teachers to assist with lesson writing. 	District Building	Educators who participated in workplace visits would share their experiences and materials with additional classroom teachers and work with them to create the lesson plans in designated grade-level K-12.	12 hours (two, 6-hour sessions)	The actual lesson plans and the resource repository will serve as evidence of this work.	Relevant instructional materials informed by local employers for all teachers, impacting all students in the district.
<ul style="list-style-type: none"> • 8-16 Educators (teachers and counselors) • Panel from business and industry that participated in Educator in the Workplace 	District Building	During opening Professional Development Days, teachers who participated in workplace visits will share out as a panel or in faculty meetings regarding their workplace visits and the lessons that their experiences yielded. This will be combined with Future Readiness training for all staff members K-12.	1 PD Day with follow up in Professional Learning Communities and planning time. (Up to 6 hours)	PD Agendas, Act 48 Surveys, Lesson Plans, Instructional Power Points, and materials.	Baseline knowledge for all teachers about the importance of career planning, the Career, Education and Work Standards, the iStatements, and the connections between school and the workforce - local and global.

All educators	Classrooms and Guidance Offices	Delivery of instruction within the lesson plans. Collection of student evidence of learning.	Cumulatively, across all grade spans: Approximately 1-3 additional hours of student instruction per year of school. Significantly more at the 7-12 grade span.	Student artifacts at designated grade levels.	Increased student learning regarding the awareness of, preparation for, acquisition of, and retention of, advancement of, and creation of new jobs and careers - with local input and relevance.
<ul style="list-style-type: none"> • 8-16 Educators • District Administrators • Chamber of Commerce Members • Representatives from participating businesses • CPWDC 	School District or Chamber of Commerce	Half-day reflection (breakfast or lunch) evaluating the outcomes of the project, the collection of evidence, and the overall impact of the program. Networking and planning for sustainability.	3-4 hours	Event agendas, materials, and sign-in sheets.	Relationship building and evaluation of the program goals of the Educator in the Workplace Grant.

SECTION 2: APPLICANT / TEAM CAPABILITIES

Lead Agency

Key partners for this proposal include the Williamsport Area School District, the Williamsport Chamber of Commerce, and the Central PA Workforce Development Corporation (CPWDC).

The Williamsport Chamber of Commerce provides general Chamber services, but is also the agency for economic development in Lycoming County whereby they keep in close contact with local, state and federal leaders informing them of what is of importance for businesses in our community. In addition, they operate the Lycoming County Visitors Bureau along with the Visitors Information Center and the Leadership Lycoming programs. The WASD enjoys a close and productive relationship with the Chamber and both entities felt that this grant was an ideal opportunity to strengthen those ties with one another and the workforce community.

CPWDC is the local Workforce Development Board covering the 9 county region of Central PA. It has substantial experience managing grants that engage businesses and educations to help enhance the region's workforce. Several of these grants that align with the Teacher in the Workplace opportunity include the Business Education partnership Grant and Next Generation

Sector Partnerships for healthcare and manufacturing. CPWDC will use the networks built through these initiatives to identify companies interested in hosting educators and connect them to the proposed program.

Program Facilitator

Bernadette U. Boerckel, Ed. D.

bboerckel@wasd.org, W: 570-327-5500 x33511 C: 570-220-1803

Dr. Boerckel is the Secondary Curriculum Supervisor for the Williamsport Area School District. A strong advocate of the Career, Education, and Work Standards, she served for several years on PA's Career Development Leaders Network in partnership with Outreach of K-12 at Pennsylvania College of Technology, creating materials and opportunities for school-workforce connections. She has worked closely with Mike Thompson and Betty Holmboe on 339 plans and served on advisory boards in this capacity. Dr. Boerckel has successfully served as the program facilitator for many grants including Title I, Title IIA, PCA's Long-term Artist in Residency Grant, and PDE's competitive Excellence in Education Grant and Personalized Learning Grant.

Fiscal Agent

CPWDC will serve as the fiscal agent, and will ensure that all financial status reports are accurate and submitted timely. CPWDC's Executive Director and Finance Manager will oversee all financial aspects of the grant including monitoring of contracts and payments to ensure there are no disallowed costs.

Local Support

The Williamsport Chamber of Commerce and CPWDC have committed to supporting this project as a community partner with direct ties to industry and business. The Chamber and CPWDC will partner with the district to identify and support ideal educator-work placements in the STEM and Industrial Technologies Pathways. The Chamber will also facilitate our orientation and reflection days. Additionally, the Chamber is interested in a sustainable, long-term plan to ensure that this is not a one-time experience, but an annual opportunity for educators providing a rich and complete picture of opportunities for students in our local workforce.

Please see Executive Vice President, Jason Fink's letter of support (p.10).

Business/Industry Partners

The Williamsport district will work with CPWDC and the Chamber to identify and secure these locations if the grant is secured.

SECTION 3: POTENTIAL IMPACT AND SUSTAINABILITY

Participating Educators

This grant will impact 420 teachers and 16 businesses or industries. It will directly place between 8-16 educators and school counselors in up to 16 workplace environments in Lycoming County. These 16 educators will in turn work with another 8 teachers to create lesson plans and student activities and assessments related to their workplace learning. These lessons will be taught by every teacher at the designated grade levels (approximately 350 teachers) and all 420 teachers in the district will be presented the information regarding the Educator in the Workplace goals and outcomes during designated district professional development days.

Professional Development Credit

Act 48 credit will be awarded, as appropriate, at the district level for standards-based learning that occurs during in-service professional development days.

Sustainability

The Chamber of Commerce has offered to play an active role in seeking ways to sustain Educator in the Workplace beyond the life of this grant. Ideas that have already been discussed include creating an annual rotation of different types of industry, sponsored, in part, by the industries to enable our educators to understand the work opportunities in a variety of Pathways. There may also be opportunities for other grant matching funds into the future through local agencies and the Lycoming Economic Foundation.

Program Evaluation Process

The program evaluation will include:

- Educator and Industry Post-visit Surveys.
- Act 48 PD Surveys as appropriate after Professional Development.
- Ongoing teacher feedback regarding the effectiveness of the lesson plans and the evidence of learning that they yield. These will be improved as we go, based on student response and teacher input. All evidence will be collected and stored, per the Future Ready PA Index Guidelines.
- Closing Reflection Forum with educators and industry representatives to share the curriculum additions, student learning, teacher experiences, and industry experiences. Forum will include a Post Program Survey, Sustainability Brainstorm, Action Planning, and Reflection.
- The Chamber of Commerce, Workforce Development Board, and Project Facilitator will summarize all of the feedback in a program report to be shared out to all involved and the public.



WILLIAMSPORT/LYCOMING CHAMBER OF COMMERCE

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April 20, 2018

Bernadette U. Boerckel, Ed. D.
Williamsport Area School District
2780 West Fourth Street
Williamsport, PA 17701

Dear Bernadette,

The Williamsport/Lycoming Chamber of Commerce commends the Williamsport Area School District in seeking grant funds to provide career and tech educators the opportunity to work in area industries during the summer school recess. We hear frequently from industry that today's employees are not knowledgeable of the basic skills required for employment here in our community. Many industries have openings available but struggle to find competent and capable persons to take on this work.

Your project to provide educators with firsthand experience in seeing and doing some of the jobs here in the community over the summer will provide them with the knowledge they can share with students about what is really required of them in area industry. Students too often don't understand and appreciate what short time they have in school and the long term expectation ahead of them for decades of employment. Even understanding the basics of showing up on time and putting in a full days work are common issues that industry shares with us about today's employee.

Our workforce in Lycoming County is aging and the next generation coming out of your district will have the opportunity to step in and take these jobs. Getting them to understand what is ahead of them for gainful employment in family sustaining jobs is key to our overall economic vitality here in the community. This project should serve as one key way to communicate through these educators these opportunities for today's students.

We look forward to working with you in identifying those industries that will partner with the district on hosting these educators. There has already been good success with us in having recently placed educators and students in industry to video business operations at places such as PMF Industries, Wirerope Works, Bimbo Bakeries. These along with others have expressed that they have the need for greater skill sets for their incoming employees and believe they will look seriously as this project for continuing this education outreach.

The Chamber is pleased to work with you as this project advances upon successful procurement of this grant funding.

Sincerely,

Jason Fink
Executive Vice-President

