

Kayla Mickens – Ohio Department of Education





Addressing the "soft skills" gap and recognizing Ohio's work-ready students







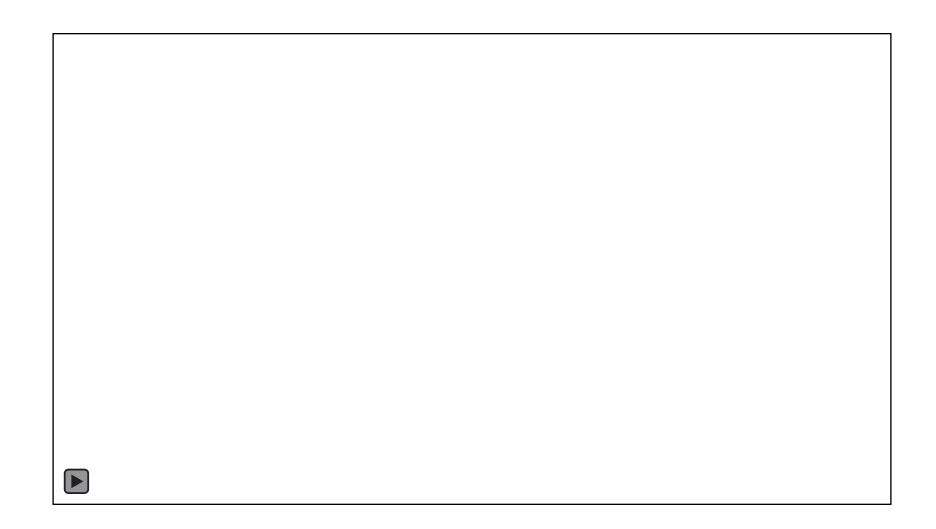


Governor's Office of Workforce Transformation



Department of Education

# Why?



# Who is the OhioMeansJobs-Readiness Seal for?

 A formal designation high school students can earn on their diplomas and transcripts

 Shows students have the personal strengths, strong work ethic and professional experience that businesses need.



15 "Professional Skills"

3+ Mentors



#### **Professional Skills**



- 1.Drug-free pledge
- 2.Reliability
- 3. Work ethic
- 4. Punctuality
- 5. Discipline
- 6.Teamwork/collaboration
- 7. Professionalism
- 8.Learning agility



#### **Professional Skills**





- 9. Critical thinking/problem solving
- 10.Leadership
- 11.Creativity/innovation
- 12.Oral and written communications
- 13. Digital technology
- 14.Global/intercultural fluency
- 15. Career management

# Documentation Process



#### **Standardized Form**



#### Student OhioMeansJobs Readiness Seal Validation

Part 1 - Professional Skills Verification



В	OUND				ADINES SE			
STUDENT INFORMATION								
Student Name:								
Student ID:		Graduating Year:						
SCHOOL ADMINISTRATION ONLY								
By signing, you are verifying that the student named on this form has met the requirements to receive the OhioMeansJobs Readiness Seal designation.								
Signature:	Print Name:							
Position:	Date:							
<b>Drug-free:</b> The student	(Print First, Last Name) PLEDGE TO BE <b>DRUG FREE</b> . I pledge to be <b>responsible</b> and car for myself and others by speaking up and speaking out if help is needed. I pledge to be <b>smart</b> and think about the consequences of social situations and peer pressures. I pledge to be <b>in control</b> , think ahead and do my best to avoid putting myself and others in compromising situations. I pledge to be a <b>leader</b> , because I understand that what I do has the peer to influence those around me. I pledge to <b>engage</b> in my future and be a SuccessBound student by achieving the OhioMeansJobs Readiness Seal.							
Required Professional Skills		THIS SECTION TO BE COMPLETED BY STUDENT		THIS SECTION TO BE COMPLETED BY MENTOR				
		Evidence of How I Demonstrated this Skill	Where I Demonstrated the Skill	Mentor Validation (Please Initial)	Mentor Comments			
Reliability - The student has integrity and responsibility in professional settings.			School Community Work					
Work Ethic - The student has effective work habits, personal accountability and a determination to succeed.			School Community Work					

#### **Skills Rubric**



#### Student OhioMeansJobs Readiness Seal Rubric



	Skill Levels					
	Expert	Proficient	Developing	Beginner		
Criteria	Exceeds Expectation Students who exceed expectations do so without supervision	OhioMeansJobs-Readiness Seal Standard				
		Meets Expectation Students who meet expectations do so with limited supervision	Requires Further Development Students may require further development or need direct supervision			
Reliability The student has integrity and responsibility in professional settings.	Manages commitments, respectful of time (own as well as others). Is trustworthy and has a clear sense of right and wrong. Adheres to standard operating procedures and organizational values and principles. Recognized by peers for reliability and can coach or mentor others.	Manages commitments and is respectful of time (own as well as others) and trustworthy. Adheres to standard operating procedures and organizational values and principles.	Minimal coaching required to manage commitments and is respectful of time (own as well as others) and trustworthy. When directed, will follow the standard operating procedures and organizational values and principles.	Requires direction to help manage commitments and ensure tasks are completed in a timely manner. Listens to others when directed to the standard operating procedures and organizational values and principles but may need reminders to follow them.		
Work Ethic The student has effective work habits, personal accountability and a determination to succeed.	Works hard to complete all assignments ahead of schedule with a high level of quality. Maintains a positive attitude and disposition and is respectful of those in authority. Can coach others in time management while seeking out opportunities for continued growth.	Works hard to complete all assignments on time, with frequent objectives met ahead of schedule. Maintains a positive attitude and disposition and is respectful of those in authority. Exercises initiative and personal time management. Takes advantage of growth opportunities.	Completes majority of assignments on time. Generally has a positive attitude and disposition and is respectful of those in authority. Requires coaching on time management and encouragement to seek growth opportunities.	Completes some assignments on time. Developing self-awareness of emotions, attitudes and behaviors. Requires assistance in managing time and seeking out growth opportunities.		

<sup>\*\*</sup>Proficient: Has a deep understanding, can achieve a high standard routinely, takes responsibility for own work, deals with complex situations, makes decisions with confidence, and sees, overall, how individual actions influence outcomes (The Dryfus Model of Skill Acquisition, <a href="http://devmts.org.uk/dreyfus.pdf">http://devmts.org.uk/dreyfus.pdf</a>).



Meet with the student.

 Review evidence provided on the student's validation form.

 Utilize the <u>OhioMeansJobs-Readiness Seal Rubric</u> to help examine evidence provided.

 Ensure that student and mentor validation portions are complete.

 Contact one or more listed mentors to verify that the student demonstrated the recorded skills under their supervision.

- Sign and mark the form completed in the student information system
  - Select the Readiness Seal option in the optional graduation requirements module.
- Report completion through in-house reporting for graduation and diploma designation.

- Connect with your schools EMIS coordinator to assure your student(s) are identified in the SIS for transcript designation.
- Contact the diploma distributor to determine how the OhioMeansJobs-Readiness Seal sticker is affixed to diplomas.

# What if a student does not meet the requirements?

The appointed school counselor or administrator should exercise discretion when determining if a student has met the requirements of the OhioMeansJobs-Readiness Seal.

Should it be found that a student has not met the requirements, refer the student to the rubric to identify growth opportunities with their mentors and encourage him or her to resubmit the verification form and any supporting documents.



How can a student pursue the OhioMeansJobs-Readiness Seal?



# Through their high school

A student can utilize experiences within their high school, volunteer experiences, jobs, etc. to demonstrate the essential professional skills required to meet the Readiness Seal requirements.

# Through a CTE program

A student can utilize experiences within their CTE program to demonstrate the essential professional skills required to meet the Readiness Seal requirements.

# Independently

Students may work directly with mentors to complete the demonstration of skill and mentor validation sections.

It's important for students to inform counselors so they can complete the final validation of the form and submit it.

# **Adecco Partnership**









The Adecco group has come along side ODE to help facilitate work based learning opportunities for students across the state as well as help increase education and business relationships.

For businesses interested or school that would like to strengthen current partnerships by utilizing Adecco's services I encourage you to visit the SuccessBound site at successbound.ohio.gov or you may contact your



# From 2018 to Today





#### Vision

In Ohio, each child is *challenged* to discover and learn, *prepared* to pursue a fulfilling post-high school path and *empowered* to become a resilient, lifelong learner who contributes to society.

#### Four Learning **Domains**



#### **Foundational** Knowledge & Skills

Literacy, numeracy and



#### Well-Rounded Content

Social studies, sciences, languages, health, arts,



#### Leadership & Reasoning

Problem-solving, design information analytics

#### Social-Emotional Learning

awareness, relationship



#### Self-awareness &



#### 10 Priority Strategies

support

Standards reflect all learning domains

Assessments gauge all

domains

One Goal



- Enrolled and succeeding in a post-high school learning experience, including an adult career-technical education program, an apprenticeship and/or a two-year or four-year college program;
- · Serving in a military branch;
- · Earning a living wage; or
- Engaged in a meaningful, self-sustaining vocation.

#### **Three Core Principles**



Equity



**Partnerships** 



**Quality Schools** 



Develop literacy skills



Transform high school/provide more paths to graduation



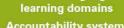
















Expand quality early learning



# Strategic Plan Alignment

Within the State Strategic Plan, the professional skills identified within the OhioMeansJobs-Readiness Seal are outlined in the framework for attributes of a high school graduate, which is to help school districts across Ohio think through their own frameworks for determining what their successful high school graduates will look like.

# **Graduation Options 2019-20**

- Pass Curriculum requirements
- Take end-of-course exams
- Meet at least two of the alternative options in the Option 1 category

The OhioMeansJobs-Readiness
Seal is one of the two options a
student can choose





Soon students can showcase their OhioMeansJobs-Readiness Seal designation in their OhioMeansJobs K-12 backpacks

# Reaching Diverse Students and Families

Core resources will soon be available in additional languages

Spanish

Somali

Arabic

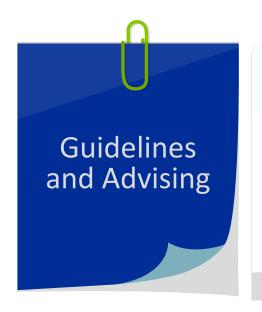
Russian

Others...

Methodology







Identification and Assessment for Hiring



**Industry and Post-Secondary Support** 















DAN T. MOORE 🌣













Cleveland Clinic





**University Hospitals** 













# **Best Practices**





Central Ohio's Road to Opportunity

**Career Readiness Endorsement** 















# Internships

# Business Advisory Councils



# Responsibilities

**Employment skills and curriculum** 

Changes in economy, job market, employment and future jobs

Relationships among businesses, labor organizations and education

# Business Advisory Councils and the OhioMeansJobs-Readiness Seal

- >Employer and community partner engagement
- ➤ Work-based learning integration
- Development or revision of district career advising policies and student success plans

#### **Guidance and Tools**



To learn more, visit successbound.ohio.gov

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### Join the Conversation



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