



OhioMeansJobs-Readiness Seal

Kayla Mickens – Ohio Department of Education



OhioMeansJobs -Readiness Seal

Addressing the “soft
skills” gap and
recognizing Ohio’s work-
ready students



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.



OhioMeansJobs-Readiness Seal

15 “Professional Skills”

3+ Mentors



OhioMeansJobs-Readiness Seal

Professional Skills



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



OhioMeansJobs-Readiness Seal

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



OhioMeansJobs-Readiness Seal

Standardized Form



Student OhioMeansJobs Readiness Seal Validation Part 1 - Professional Skills Verification



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: _____

Drug-free:
The student

I _____ (Print First, Last Name) PLEDGE TO BE **DRUG FREE**. I pledge to be **responsible** and care for myself and others by speaking up and speaking out if help is needed. I pledge to be **smart** and think about the consequences of social situations and peer pressures. I pledge to be **in control**, think ahead and do my best to avoid putting myself and others in compromising situations. I pledge to be a **leader**, because I understand that what I do has the power to influence those around me. I pledge to **engage** 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.		<input type="checkbox"/> School <input type="checkbox"/> Community <input type="checkbox"/> Work		
Work Ethic - The student has effective work habits, personal accountability and a determination to succeed.		<input type="checkbox"/> School <input type="checkbox"/> Community <input type="checkbox"/> Work		

OhioMeansJobs-Readiness Seal

Skills Rubric



Student OhioMeansJobs Readiness Seal Rubric



Criteria	Skill Levels			
	Expert	Proficient	Developing	Beginner
	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.

**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, <http://devmts.org.uk/dreyfus.pdf>).

Validating Student Verification Forms



Validating Student Verification Forms

- Meet with the student.
- Review evidence provided on the student's validation form.
- Utilize the [OhioMeansJobs-Readiness Seal Rubric](#) to help examine evidence provided.

Validating Student Verification Forms

- 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.

Validating Student Verification Forms

- 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.

Validating Student Verification Forms

- 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 technology



Well-Rounded Content

Social studies, sciences, languages, health, arts, physical education, etc.



Leadership & Reasoning

Problem-solving, design thinking, creativity, information analytics



Social-Emotional Learning

Self-awareness & management, social awareness, relationship skills, responsible decision-making



One Goal



Ohio will increase annually the percentage of its high school graduates who, one year after graduation, are:

- 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

10 Priority Strategies

- 1 Highly effective teachers & leaders
- 2 Principal support
- 3 Teacher & instructional support
- 4 Standards reflect all learning domains
- 5 Assessments gauge all learning domains
- 6 Accountability system honors all learning domains
- 7 Meet needs of whole child
- 8 Expand quality early learning
- 9 Develop literacy skills
- 10 Transform high school/provide more paths to graduation

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...

OhioMeansJobs-Readiness Seal

Methodology



Close
the
Gap



Common
Language



Guidelines
and Advising



Identification
and
Assessment for
Hiring



OhioMeansJobs-Readiness Seal

Industry and Post-Secondary Support



Best Practices



fairfield corridor

Central Ohio's Road to Opportunity

Career Readiness Endorsement





Youth
Opportunities
Unlimited



BOUNDLESS ENERGY™



HONDA

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

OhioMeansJobs-Readiness Seal

Guidance and Tools



To learn more, visit successbound.ohio.gov

Kayla Mickens

Ohio Department of Education

Kayla.Mickens@education.ohio.gov

(614) 466-4235

Julia Poling

Office of Workforce Transformation

Julia.Poling@owt.ohio.gov

(614) 644-9347



Career Connections Team

Kayla Mickens

Kayla.Mickens@education.ohio.gov

(614) 466-4235

James Turner

James.Turner@education.ohio.gov

(614) 728-2749



Join the Conversation



OHEducation



OHEducation
OhioOWT



@OHEducation
@OHEducationSupt
@OhioOWT



OhioEdDept