

SENIOR CAREER INTERNSHIP

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HILDALE PUBLIC SCHOOLS
2017



A CAREER FOR EVERY GRADUATE!

THANK YOU!

- ❖ **FIRST, FOR BEING HERE & CARING ABOUT THIS TOPIC**
- ❖ **TO THE SDE FOR THEIR SUPPORT – DR. KOSS & DEBBIE KING, DR. BARNETT, LYNN JONES & MY RAO DON GRAY**

MY BACKGROUND

- ❖ **COLLEGE – OU, TU, OSU**
- ❖ **FAMILY**
- ❖ **EXPERIENCE AS AN SLP, VARIOUS SETTINGS**
- ❖ **REALIZING I'M AN EDUCATOR!**
- ❖ **27 YEARS AT BIXBY SCHOOLS**
- ❖ **AND NOW 6 YEARS AS SUPT AT HILLDALE**
- ❖ **UNDERSTAND...I CAME TO THIS PLACE THROUGH A NON-TRADITIONAL ROUTE**

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2017 HILLDALE STATS

- MUSKOGEE COUNTY
- PARTIALLY IN CITY LIMITS/
PARTIALLY IN COUNTY
- NO TOWN
- ADJOINS/OVERLAPS CITY
OF MUSKOGEE
- 1,900 STUDENTS TOTAL
- 520 HS STUDENTS
- 135 SENIORS THIS YEAR
- 125 SENIORS NEXT YEAR

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RESOURCES

- **SENIORS *COMMITMENT TO EDUCATION CLASS***
- **DREAM IT—DO IT COMMITTEE**
- **MUSKOGEE AREA EDUCATION CONSORTIUM**
- **EMPLOYERS IN MUSKOGEE**
- **MUSKOGEE PORT AUTHORITY**

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HOW IT STARTED

- ❖ **PLEASE KNOW HOW UNSOPHISTICATED THIS IS!**
- ❖ **IT'S MY STORY – ABOUT ME & MY KIDS – I'M NOT TELLING ANYONE “HOW” TO DO THIS**
- ❖ **MY VISITS TO SENIOR CLASS EVERY 6-8 WEEKS FOR YEARS**
- ❖ **CONVERSATIONS WITH EMPLOYERS**
- ❖ **THIS YEAR'S SENIOR CLASS – SEPT VISIT**
- ❖ **THE EMPLOYER--GRADUATE GAP**
- ❖ **I'D JUST HAD IT!**

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NEXT...

- **WENT BACK TO SENIOR CLASS**
- **“WHAT DO YOU MAYBE WANT TO DO?”**
- **“WHAT ARE YOUR VOCATIONAL STRENGTHS & WEAKNESSES?”**
- **“WHAT IS AN INTERNSHIP?”**

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THEN...

- **WENT BACK TO SENIOR CLASS**
- **COMPLETION OF THE INTERN REQUEST FORM – 94 OF 135 STUDENTS**
- **BEGAN WRITING CURRICULUM & LOOKING AT INDIVIDUAL REQUESTS, GRADUATION & SCHEDULE NEEDS**
- **CAME TO SDE/RAO FOR THINGS LIKE CLASS CODES & BLESSINGS/OBJECTIONS**
- **CHAMBER LIST & EVERYONE I KNEW!**

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***LET THE BEGGIN'
BEGIN!***

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NEXT STEPS....

- ✓ **MET INDIVIDUALLY WITH 73 SENIORS RE: INTERESTS, SCHEDULE & GRADUATION NEEDS – OH, THE CONFUSION!!**
 - **A WELDER OR A DENTIST?**
- ✓ **IT'S NOT FOR EVERY STUDENT**
 - **EXAMPLES: GRADUATING WITH 55 COLLEGE HOURS, GOING INTO FAMILY BUSINESS**
- ✓ **REMEMBER IT'S JANUARY!**
- ✓ **51 STUDENT SCHEDULES CHANGED IN ONE DAY – THANK HEAVENS FOR AN ASST SUPT & COUNSELOR!**

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EMPLOYERS

- **WHAT THEY SAY: POOR COMMUNICATION, CAN'T WORK AS A TEAM, POOR WORK ETHIC/SOFT SKILLS**
- **CONCERN: LIABILITY – AN EXTENSION OF THE CLASSROOM; HAVE THEM CALL OUR INSURANCE AGENT**
- **PLEASE STEP OUT ON THIS TREE LIMB WITH US! IT'S AN ECONOMIC ISSUE. A RECRUITING OPPORTUNITY**
- **MUST BE WITHIN 20 MINUTE DRIVE**
- **SIMPLE PAPERWORK – ATTENDANCE & PERFORMANCE REPORT 2X**
- **JUST MENTOR THEM!**
- **IT'S AN UNPAID INTERNSHIP**
- **THE DAY BEFORE INTERNS WERE ON-SITE FOR THE FIRST TIME, I WAS STILL LOOKING FOR PLACEMENTS!!**

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STRUCTURE

- ✓ **8 HOURS WITH ME & TWO ASSISTANT SUPTS WHILE FINALIZING SITES**
 - **SOFT SKILLS TRAINING**
- ✓ **USE OF REMIND AS COMMUNICATION WITH STUDENTS**
- ✓ **8 WEEKS AT ONE SITE – STARTED JAN 10**
 - ✓ **2 HRS DAILY**
- ✓ **THEN 4 HOURS BACK WITH US**
- ✓ **THEN 8 WEEKS AT SECOND SITE**
- ✓ **THEN 4 HOURS BACK WITH US (END OF SEMESTER)**

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CURRICULUM

- ❖ ***7 FOR SUCCESS!* -- SOFT SKILLS MADE HARD SKILLS!**
- ❖ **JOURNAL WHILE AT EACH SITE**
- ❖ **PERFORMANCE REVIEW TWICE AT EACH SITE**
- ❖ **CLASSROOM ACTIVITIES – SCENARIOS, AIRPLANE**
- ❖ **FINAL PROJECT – A REFLECTION**
- ❖ **WITHOUT CURRICULUM, IT WON'T BE SUSTAINABLE
– MUST HAVE RIGOR & BE PERCEIVED THAT WAY**
- ❖ **STUDENT GETS A LETTER GRADE & 2 ELECTIVE CREDITS**

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PARAMETERS

- INTERNS HAVE THEIR OWN TRANSPORTATION**
- ATTENDANCE – KEPT BY INTERN SITES**
- PARENT/STUDENT CONSENT – REPERCUSSIONS IF ASKED TO LEAVE A SITE**
- CONFIDENTIALITY**
- EVERY STUDENT WILL BE CONSIDERED**
- INTERNS MUST EARN GRADES, MORE THAN JUST SHOWING UP**

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BY THE NUMBERS, 2016-17

- **51 SENIORS AT DIFFERENT SITES DURING TWO SESSIONS**
- **SOME WERE IN THE SAME FIELD EACH SESSION**
- **SOME WERE IN DIFFERENT FIELDS EACH SESSION**
- **22 DIFFERENT CAREERS EACH SESSION – NOT THE SAME 22**
- **24 EMPLOYERS 1ST SESSION/28 EMPLOYERS 2ND SESSION**
- **MOST REQUESTED: LAW ENFORCEMENT, MEDICINE, EDUCATION, PHYSICAL THERAPY, WELDING**
- **3 STUDENTS WITH SOME ATTENDANCE ISSUE – IF REPEATED, THEY’LL BE PULLED**

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ESSENTIALS

- **EVERY COMMUNITY IS DIFFERENT! USE RESOURCES**
- **THERE'S NO "RIGHT" WAY TO DO THIS**
 - **EXCEPTION – YOU MUST CUSTOMIZE TO EACH STUDENT!**
- **MANAGED/TAUGHT BY A FEW PEOPLE WITH PASSION!**
- **MUST HAVE REAL CURRICULUM THAT ENHANCES SUCCESS OF THE INTERNSHIP**
- **EMPLOYERS MUST KNOW THEY AREN'T "STUCK" WITH A PROBLEM**
- **COMMUNICATION WITH EMPLOYERS IS ON-GOING, EVERY TEN DAYS OR SO**
- **LOTS OF COMMUNICATION WITH INTERNS: REMIND, VISITS, DEAL WITH ISSUES – ACCOUNTABILITY**

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FEEDBACK FOR THE FIRST YEAR

- **KIDS DIDN'T REALLY THINK WE'D "LET THEM" DO THIS**
- **"ELECTRICITY IN OUR HALLS"**
- **COMMUNITY CONNECTION HAS BEEN HUGE!**
- **STUDENT ASSESSMENT OF EACH SITE**
- **EMPLOYER ASSESSMENT OF PROGRAM**
- **PARENT SURVEY**

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EXPERIENCES

- ✓ **STUDENTS ASKING TO STAY BEYOND 2 HRS**
 - ✓ **ACTIVITY ABSENCE**
 - ✓ **STUDENT'S RESPONSIBILITY TO CHECK**
 - ✓ **I APPROVE WITH ATTENDANCE CLERK**
- ✓ **FIRST TIME – MUSKOGEE POLICE DEPT.**
- ✓ **THEN – EASTAR HOSPITAL, BORAL BRICK, MUSKOGEE PUBLIC SCHOOLS**
- ✓ **COMMENTS DIRECTLY FROM INTERNS & EMPLOYERS**

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I HOPE OTHERS HAVE THAT “MAD” I HAD IN SEPTEMBER.....

- IT'S TIME TO PUT OUR TIME & MONEY WHERE OUR MOUTHS ARE!**
- SO FAR, THIS HAS DIRECTLY COST NO MONEY, LOTS OF TIME**
- DOES COST IN THE SCHEDULE – AND LOTS OF TIME!!**
- STOP THE NEGATIVE ABOUT THIS OUR STUDENTS' LACK OF WORK ETHIC**
 - TEACH THEM!!!**
- STOP BLAMING KIDS FOR NOT KNOWING WHAT THEY WANT TO DO**
 - THEY OFTEN DON'T KNOW ---- THE OPTIONS!**
 - GIVE THEM REAL OPPORTUNITIES TO FIND OUT!!!**

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NEXT YEAR....

- HOPE TO HAVE 80 INTERNS, HALF EACH SEMESTER**
- STILL BE A ONE SEMESTER CLASS**
- MUST HAVE ONE SEMESTER COURSES OPPOSITE OF INTERNSHIP – ENJOYABLE CLASSES OR CONCURRENT OR CORE ELECTIVES**
- CUSTOMIZE FOR STUDENTS, IE BASEBALL STUDENTS IN FALL, BAND IN SPRING, ETC., ATHLETICS IN AM, BAND IN PM, WORK AROUND TECH**
- WE’LL HAVE TWO SESSIONS (7 PERIOD DAY)**
 - AM – EITHER 1-3RD PERIOD OR 1-2ND PERIOD**
 - PM – EITHER 5-6TH PERIOD OR 5-7TH PERIOD**
- IT’S ALL ABOUT STUDENT INTEREST, NOT THE SPOTS I HAVE**
- STILL HAVE TO GRADUATE! DOUBLE & TRIPLE CHECK**

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WHAT I'VE LEARNED

- **THIS IS IT! BUT IT'S LOTS OF WORK**
- **INTERNSHIP IS NOT THE ONLY ANSWER – IT'S ONE ANSWER FOR SOME STUDENTS – KEEP SEEKING OTHER ANSWERS**
- **THIS IS A DIFFERENCE MAKER – IN SO MANY WAYS: STUDENTS, EMPLOYERS, COMMUNITY – THE CULMINATION OF WHAT WE'VE DONE FOR ALL THEIR SCHOOL YEARS**
- **SCHEDULING IS A NIGHTMARE & EVER-CHANGING!**
- **EMPLOYERS WANT LONGER TIME EACH DAY – NEXT YEAR, 2-3 HRS, MORNING OR AFTERNOON**
- **OMG – 17-18 YEAR OLDS! A REMINDER TO ME**
 - [HTTPS://WWW.FACEBOOK.COM/CAROLYN.M.BANNISTER/POSTS/1475562069143280](https://www.facebook.com/carolyn.m.bannister/posts/1475562069143280)

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THANK YOU!

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