



OKLAHOMA  
**EDGE**

**Oklahoma State Department of Education  
Individual Career Academic Plans (ICAP)  
Dr. Cindy Koss, Deputy Superintendent  
Academic Affairs and Planning**

**Marissa Lightsey, Program Manager – New Skills for Youth**

# Oklahoma Edge

## Individual Career Academic Plan



**Superintendent of Public Instruction**

# Agenda – ICAP Pilots

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**August 30, 2017, Metro Technology Center**

**9 a.m. – 3:30 p.m.**

1. Welcome – State Superintendent, Joy Hofmeister
2. “Why ICAP?”
3. Determine why, what, and how for implementing ICAP
4. Define Implementation Strategies for ICAP:  
Assess, Explore, Plan, Act
5. Next Steps

# Objectives

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Participants will:

- Understand the **WHY** behind the process
- Explore the connection between the **WHY** and the **WHAT** in ICAP process
- Explore **HOW** to best implement ICAP process in schools while aligning ICAP to broader school activities

# WHY?

# The Why

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Why will ICAPs be important to your students?

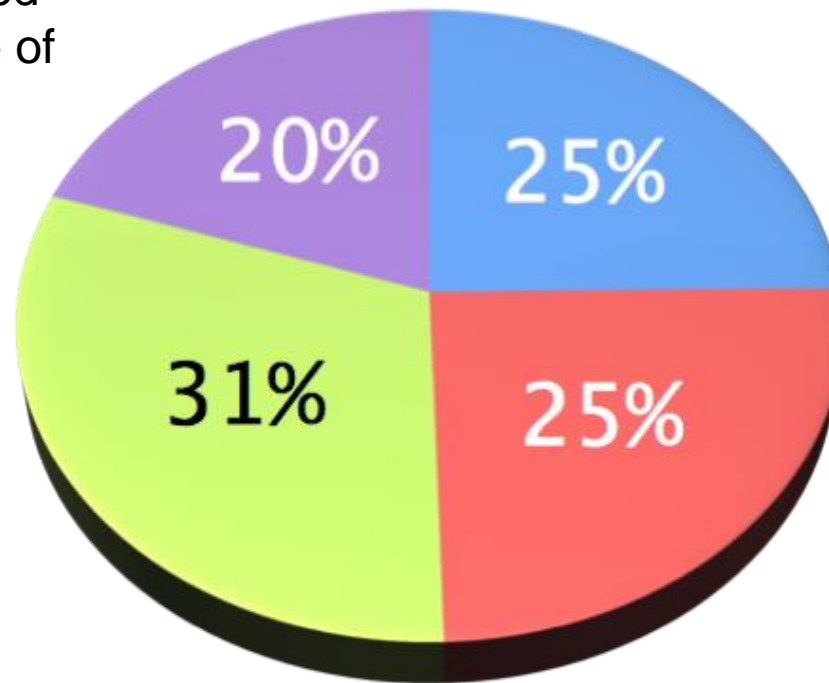
# Many Youths Without Purpose

## The Purposeful:

Found something meaningful, sustained interest, clear sense of future purpose

## The Dabblers:

Tried potentially purposeful pursuits, yet to commit



## The Disengaged:

Neither a purpose in life nor inclination to find one

## The Dreamers:

Imagining great things, but no practical pursuits

Source: The Path to Purpose, William Damon

# The Why

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“**Hope, engagement, and well-being** are significantly related to student performance, influencing outcomes such as grades, credits earned, achievement scores, likelihood to stay in school, and future employment.”

“**Students' emotional engagement** with school is the non-cognitive measure most directly related to academic achievement.”

Gallup, 2013, <http://www.gallup.com/businessjournal/168242/not-enough-students-success-ready.aspx>



# The Why

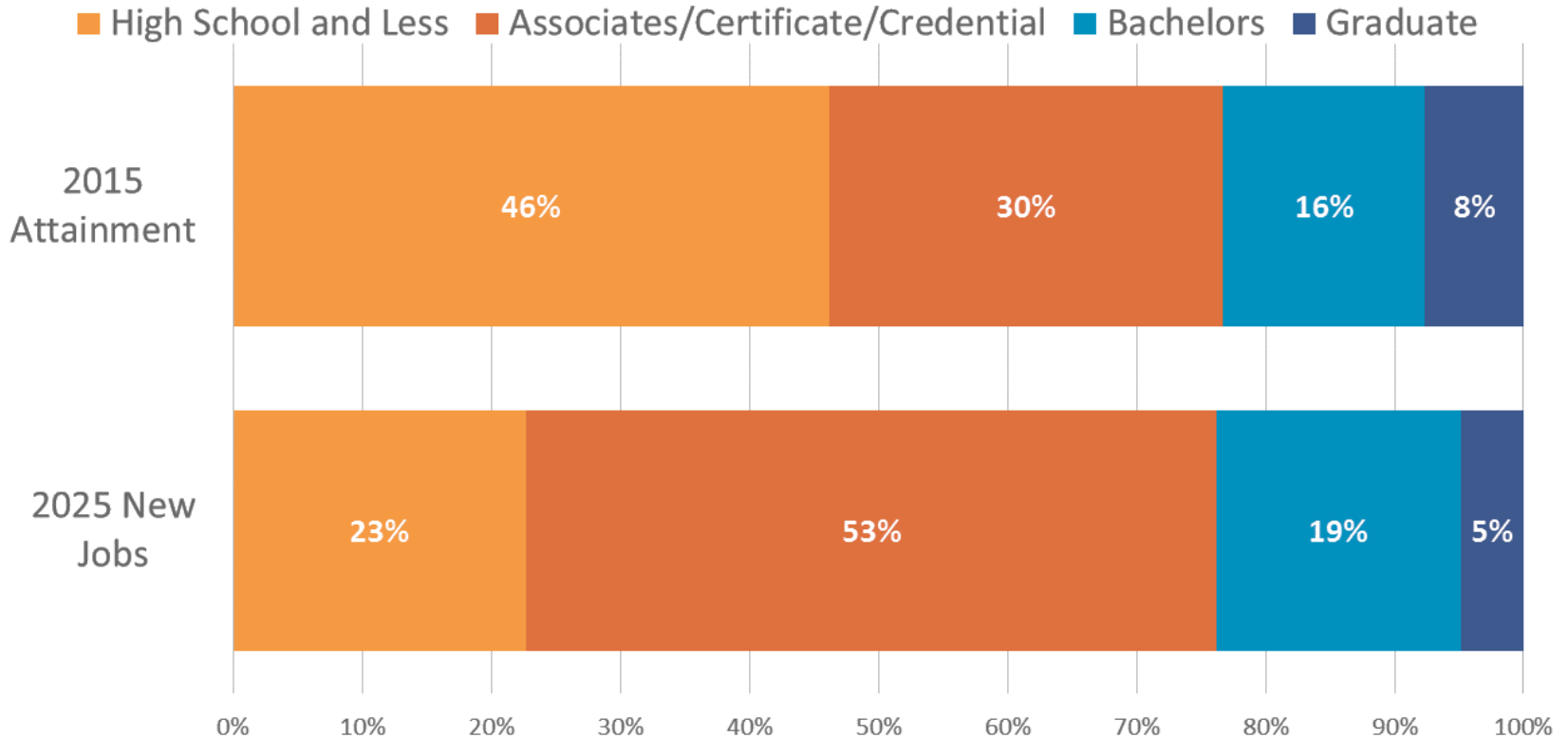
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“When a child has a plan and a goal, it is called hope.”

Kathy Dunn  
Mid-Del Public Schools

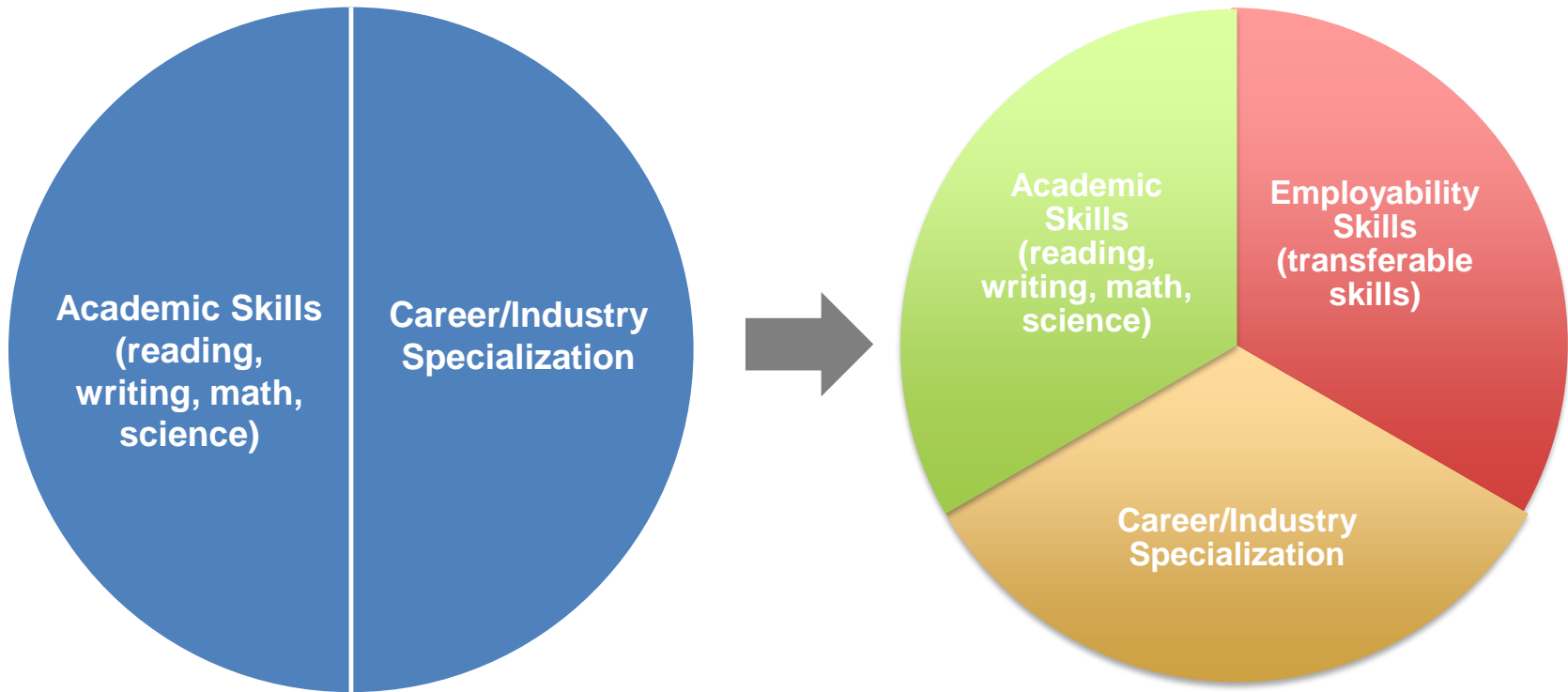
# Oklahoma's Workforce Gap

Oklahoma's Workforce Gap



Source: OK Office of Workforce Development; EMSI Q2, 2015

# Ability to Adapt to New Work Demands Is Critical



# New Skills for Youth Grant

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“This grant will enable families to engage early with their own student’s academic strengths, needs and aspirations for the careers and jobs of the future and will equip schools to **support that work.** We are very grateful to JP Morgan Chase for the resources to make great things happen.” Hofmeister said.

College and career readiness are of particular importance in Oklahoma, where, by the year 2025, three-fourths of Oklahoma jobs will require postsecondary credentials.

# New Skills for Youth Objectives

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## The Vision

To ensure all students have the opportunity and support to successfully secure a postsecondary degree and/or industry certification that reflects **each individual's passions and skills.**

Objective 1 – Employer Engagement

Objective 2 – Rigorous and Quality Curriculum

Objective 3 – Career Focused Accountability – Postsecondary Indicators

**Objective 4 – Multiple Pathways That Culminate in Credentials of Value**

Objective 5 – Aligned Funding

Objective 6 – Cross Institutional Alignment

Objective 7 – Strategic Communication

# College and Career Readiness

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College and career ready means that students graduate from high school prepared to enter and succeed in postsecondary opportunities whether college or career.



# WHAT?

# What is ICAP?

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An **Individual Career Academic Plan** is a multi-year process that intentionally guides students as they **explore career, academic, and postsecondary opportunities.**

Beginning with the **family and student** involvement in the ICAP process and support from educators, students develop the awareness, knowledge, and skills to **create their own meaningful pathways to be career and college ready.**



# What Is ICAP?

4-Year Plan (Traditional)	ICAP (The Vision)
Product-based	Process-based
Some or select students (CTE, Special Education)	All students
Acts as a 4-year plan of courses	Acts as a navigational tool for students in grades 6-12 and beyond
Career application in elective CTE classes	Career application in all classes
Career development in elective courses or not at all	Career development infused throughout all courses
Student “on own” for his/her development	Student-driven with collaboration (advisor, mentor, parents)
High school graduation = end point	High school graduation = checkpoint
Career development is only the school counselor’s job	Career development is systematic, whole-school responsibility

What do you notice that is different from current practice?

# Oklahoma Legislation HB 2155

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## **B. 2. The ICAP system shall be implemented according to the following schedule:**

- a. For the 2017-2018 school year**, the Oklahoma State Department of Education shall work with school districts, the Oklahoma State Regents for Higher Education and the Oklahoma State Board of Career and Technology Education to develop individual career academic planning tools for students in grades six through twelve.
  - b. For the 2018-2019 school year**, the Department shall incorporate the ICAP as described in paragraph 1 of this subsection on a pilot program basis, and
  - c. For the 2019-2020 school year**, and each school year thereafter, school districts shall fully incorporate and put into operation the ICAP as described in paragraph 1 of this subsection for all students entering the ninth grade.
- C.** Nothing in this section shall be construed to prevent a district from implementing the ICAP for students in earlier grades.

# The What



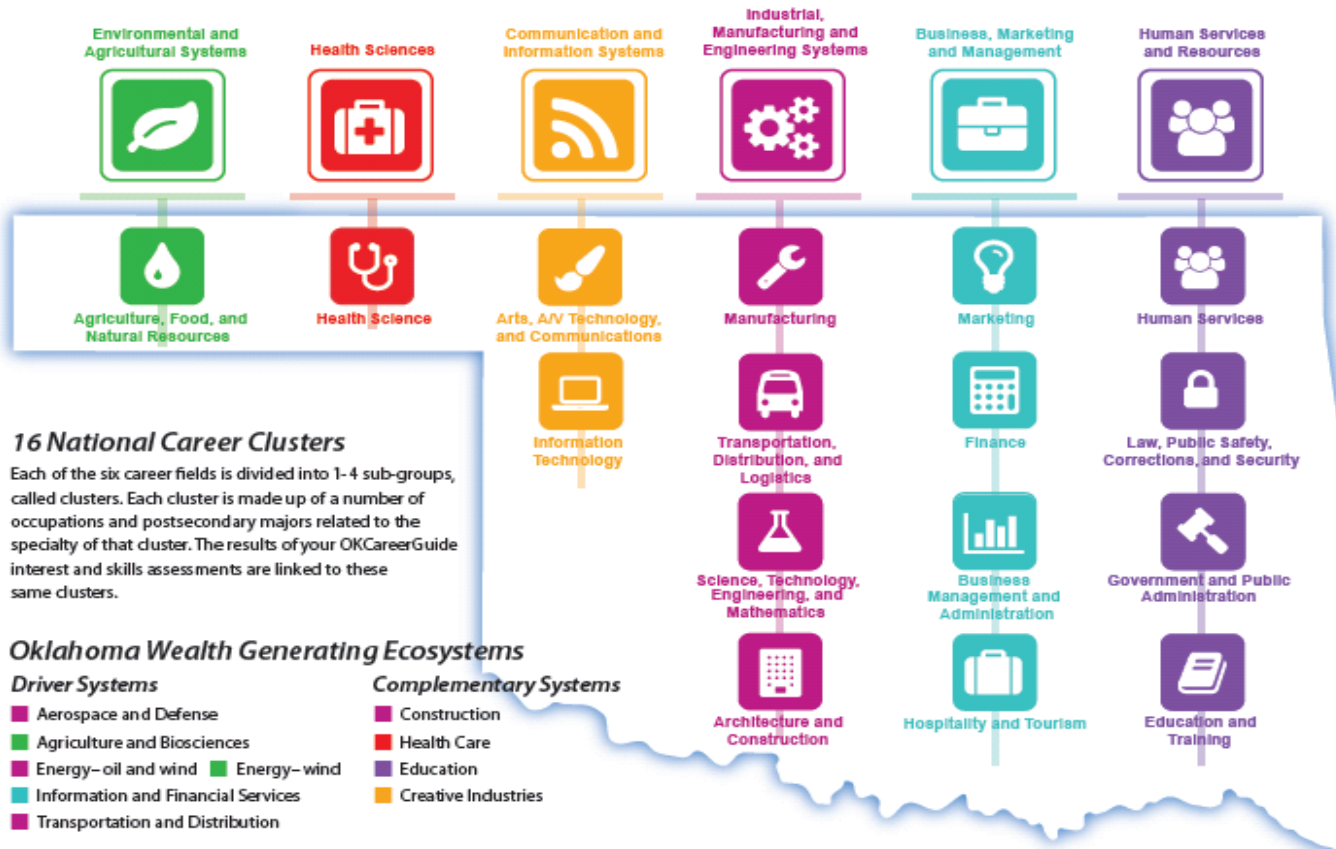
## Individual Career Academic Plan Oklahoma Legislation Requirements

HB 2155 Oklahoma Legislation	Individual Career Academic Plan (ICAP)
<p><b>WHAT IS HB 2155 OKLAHOMA LEGISLATION?</b>                      HB 2155 Individual Career and Academic Plan (ICAP) means an individualized plan developed by the student and the student's parent or legal guardian, in collaboration with their school counselors, school administrators, teachers and other school personnel, that is used to help establish personalized academic and career goals, explore postsecondary career and educational opportunities, align course work and curriculum, apply to postsecondary institutions, secure financial aid and ultimately enter the workforce.</p>	<p><b>WHAT IS AN INDIVIDUAL CAREER ACADEMIC PLAN?</b>                      An ICAP is a multi-year process that guides students as they explore career, academic and postsecondary opportunities. Family, student and educators collaborate to develop the ICAP, which equips students with the awareness, knowledge and skills to create their own meaningful exploration of college and career opportunities. The ICAP is an evolving document that reflects students' changing passions, aptitudes, interests and growth.</p>
<p>a. career- and college-interest surveys</p>	<p><b>ASSESS</b>                      a. OK Career Guide and OK College Start are free tools available to all students. These tools offer several career interest surveys.                     <ul style="list-style-type: none"> <li>▪ Career Interest Survey</li> <li>▪ Student Strengths Survey</li> <li>▪ Career Cluster</li> </ul> </p>
<p>b. written postsecondary and workforce goals and information of progress toward these goals</p>	<p><b>EXPLORE</b>                      b. Districts select an ICAP tool for parents, students, and counselors to review and revise annually that documents postsecondary and workforce goals.</p>
<p>c. intentional sequence of courses that reflect</p>	<p><b>PLAN</b>                      c. Using several resources provided through the</p>

# Career Fields & Clusters

## 6 Career Fields

The career fields are the six large groups. They include all of the occupations in the United States, and their titles tell you something about the focus of work in that group of occupations.



### 16 National Career Clusters

Each of the six career fields is divided into 1-4 sub-groups, called clusters. Each cluster is made up of a number of occupations and postsecondary majors related to the specialty of that cluster. The results of your OKCareerGuide interest and skills assessments are linked to these same clusters.

### Oklahoma Wealth Generating Ecosystems

#### Driver Systems

- Aerospace and Defense
- Agriculture and Biosciences
- Energy-oil and wind
- Energy-wind
- Information and Financial Services
- Transportation and Distribution

#### Complementary Systems

- Construction
- Health Care
- Education
- Creative Industries



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# Career Clusters

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**Career Clusters** are groups of occupations and industries that share a set of foundational knowledge and skills. **There are 16 nationally recognized career clusters with multiple career pathways.**

As a student progresses from elementary through high school and beyond, career clusters **serve as a guide to assist students and families** with course selection and opportunities for students beyond the school day.

# Career Pathways

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**Career Pathways** are multi-year programs of **academic and technical study** that prepare students for a full range of options within each of the 16 career clusters.

There are 79 nationally recognized pathways that are organized within the 16 career clusters. These pathways **provide a context for exploring career options** at all levels of education and expose students to the **full range of postsecondary options** needed for future education and employment.

# Programs of Study

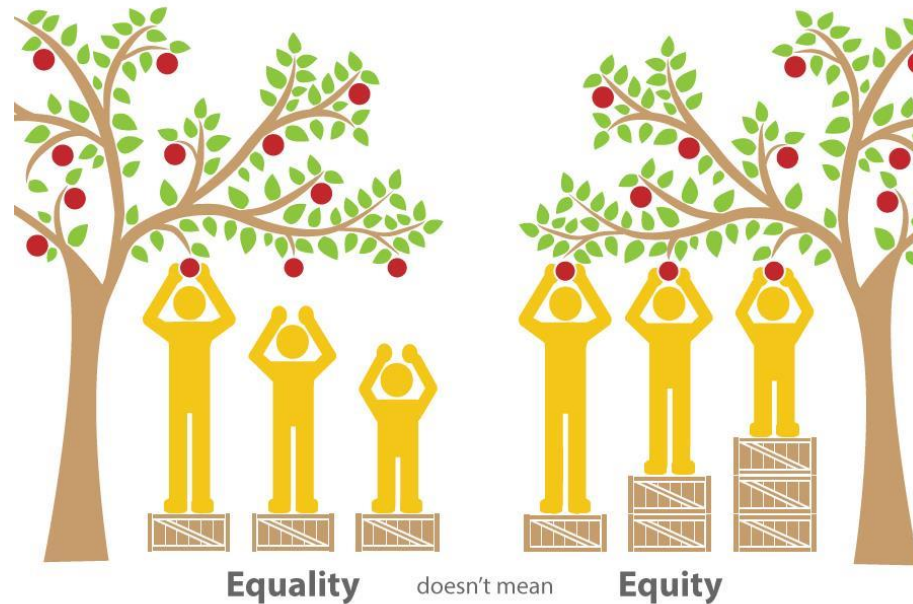
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**Programs of Study** are sequences of courses that follow a logical progression of secondary and **postsecondary components that are connected to each career pathway.**

Programs of study include **opportunities to earn college credit, earn an industry-recognized credential or certificate and/or an associate or baccalaureate degree.** Programs of study can also include participation in formal internship or apprenticeship options while in high school.

# Equity Activity

Equality doesn't mean equity!





# Equity Breakdown

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While **Equality in the classroom** is loosely defined as giving all students the same resources to succeed.

**Equity in the classroom** can be defined as giving all students **what they need to succeed.**

Ohio State University, *Beyond Penguins*, 2009

# Our Goal...

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*Our goal is for all students to have **equal access** to post-secondary options while providing **equitable resources** for all students to achieve their goals.*

# ICAP Pilot Group

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- Choose at least one site in grades 6-12
- Identify contact person for study
- Identify school advisory team
- Choose an online tool
- Commit to provide Parent Nights – fall & spring
- Commit to attending monthly Advisory Group Meetings
- Commit to responding to an online survey
- Commit to 2-3 days of training from OSDE and schedule training as needed for online tool

# ICAP Pilot Study Districts

- Ada
- Atoka
- Bristow
- Bennington
- Broken Arrow
- Carnegie
- Choctaw-Nicomma Park
- Duncan
- Enid
- Glenpool
- Grove
- Jenks
- Lawton
- Mid-Del
- Millwood
- Mustang
- Norman
- Oklahoma City
- Owasso
- Peggs
- Ponca City
- Pryor
- Putnam City
- Sallisaw
- Shawnee
- Stillwater
- Stillwell
- Yukon

# ICAP Roles & Responsibilities

Stakeholder	Roles	Responsibilities
Principal	<b>Promote</b> successful implementation by demonstrating enthusiasm & commitment	<b>Set</b> priorities & commitment <b>Provide</b> support <b>Encourage</b> participation
Counselor	<b>Support</b> implementation with information and resources for teachers and provide feedback to ICAP Team	<b>Engage</b> students, families & teachers in the process <b>Act</b> as a resource and mentor to students <b>Lead</b> the ICAP process with school-wide participation <b>Provide</b> ongoing feedback to ICAP Team
Teacher	<b>Contribute</b> to successful implementation by providing feedback to ICAP team and referrals to counselors.	<b>Encourage</b> students in area of interest <b>Facilitate</b> conversation with students & families <b>Act</b> as a resource and mentor to students
Parent	Parents and family members <b>influence</b> student perspectives of career and postsecondary options	<b>Demonstrate</b> active interest & support of ICAP With student <b>complete</b> online ICAP <b>Encourage &amp; influence</b> students' interests & abilities
Community	<b>Provide</b> resources and career & college information & add to students' experiences in the ICAP	<b>Provide</b> schools and students with opportunities for experiences (field trips, guest speakers, internships)

# ICAP – The Why?

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Dr. Don Raleigh, Superintendent  
Pryor Public Schools



2017 Oklahoma Superintendent of the Year

# WHY ICAP?

On your index card, please complete....  
Share at your table...



Your **Why Statement** is a sentence that clearly expresses **your unique contribution and impact**. The **impact** reflects the difference you want to make in the world, and the **contribution** is the primary action that you take toward making your impact.

I will provide time and guidance for students to complete career interest surveys.

TO \_\_\_\_\_

YOUR CONTRIBUTION

Students will assess their interests, strengths and needs to provide an intentional guide to their career pathway.

SO THAT \_\_\_\_\_

YOUR IMPACT

**SAMPLE**

# MORNING BREAK



# ASSESS

# Assess

Where are you now? What opportunities are available for your students?  
Use your ICAP chart of components to recognize what you already have in place!

Current Implementation ✓  
Plan for Implementation 2017-2018 +  
Future Implementation 

## 4 STAGES OF SUCCESSFUL INDIVIDUAL CAREER ACADEMIC PLANNING

**ASSESS – WHO AM I? GET TO KNOW YOUR INTERESTS, SKILLS AND STRENGTHS**

**EXPLORE – WHERE DO I WANT TO GO? EXPLORE CAREER PATHWAYS AND EDUCATION OPPORTUNITIES**

**PLAN – HOW DO I GET THERE? SET YOUR ROUTE? SET GOALS, CHOOSE COURSES, JOIN CLUBS AND ACTIVITIES, OBTAIN FINANCING, COMPLETE APPLICATIONS, WRITE RESUMES**

**ACT – REVIEW AND REVISE PLAN AS NECESSARY**


# Let's Talk About It

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- What do you want your graduates to take away with them?
- What are you already doing in the area of college and career readiness?
- Who helps students be college & career ready at your school?
- What resources do you use to ensure this is happening?

# Assess

Where are you now? What opportunities are available for your students?  
Use your ICAP chart of components to check what you already have in place!

Current Implementation ✓  
Plan for Implementation 2017-2018 +  
Future Implementation 

ASSESS Self-Awareness Activities			EXPLORE Exploration Activities		PLAN Career Planning Activities		ACT Management Activities
Set personal goals	Set personal goals	Revise goals	Career interest inventories	Setting career goals	Resume writing	Writing cover letters	Modify academic goals as necessary
Write personal reflection	Identify strengths	Identify needs	Career cluster exploration	Career pathway exploration	Investigate postsecondary options	Campus visits and reflections	Modify intentional sequence of courses as necessary
Career skills inventory	Technical skills inventory	Academic skills inventory	Creation of program of study	Job fair participation and reflection	Applications to postsecondary options	Leadership opportunities	Modify personal goals as necessary
<b>Academic Preparation</b>			Career research	Mock interview	Personal financial literacy concepts	Financial plan	Modify career goals as necessary
Graduation requirements	AP or advanced courses	Online courses	Interviews of career experts	Career research paper	Complete FAFSA form	Scholarship information	Update ICAP regularly (annually, each semester, quarterly)
Elective courses	CTE courses	Concurrent enrollment	Job shadowing	Work-based learning	Gather letters of recommendation	Mock interviews and reflection	
International Baccalaureate programs	Extra/co-curricular involvement	Career academics	Internship	Youth apprenticeship	Choosing a postsecondary option	Decision-making reflection	
Project Lead the Way	Industry or technical credentials	Career endorsements	Service learning projects	Work experience	<b>Academic Planning Activities</b>		
Pre-ACT/ACT PSAT/SAT	Industry certifications WorkKeys	ASVAB	Volunteering	Labor market information	Setting academic goals	Intentional sequence of courses	On track for graduation

Adapted from Wisconsin Department of Public Instruction Academic and Career Planning (ACP) resources at: <https://dpi.wisconsin.gov/actp>



# HOW?

# The How

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ICAP is not “just one more thing.”

It is possible to integrate into what  
you are already doing.

It is possible to use one of Oklahoma’s free online  
tools available to all districts.

OK Career Guide

OK College Start

# The How

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Pair share:

How can ICAP be integrated into what you are already doing?

# The How

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Group share out:

How will you implement ICAP in your school?

What are your challenges?

What support do you need?



# The How

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ICAP can be implemented in any number of ways.

Methods that have worked in many districts:

- Provide brown bag lunch sessions
- Postsecondary & Workforce Readiness (PWR) days across the school
- Advisory class
- Provide classroom guidance with school counselors
- Utilize community partners to support career exploration
- Integrate career awareness/exploration in core content classes as appropriate
- Provide career exploration units in elective classes
- Provide student-led parent conferences with a focus on career goals

# LUNCH

# EXPLORE

# Explore



## OKLAHOMA VOICES FROM THE FIELD

Career Discovery Program  
Ada Public Schools

Paula Kedy,  
Executive Director

Early College  
Enid Public Schools

Doug Stafford,  
Assistant Superintendent

Project Lead the Way  
Mid-Del Public Schools

Kathy Dunn,  
Assistant Superintendent

National Academy Foundation  
Oklahoma City Public Schools

Cindi Walls, District Career  
Academy Coordinator

# Career Development Continuum

*Preparing all Youth for Success in College, Career, and Life*



**Educated**

**Engaged**

**Experienced**

**Aware**

**Skilled**

**Prepared**

**Connected**

## Career Awareness

*Learn about a wide variety of jobs and careers*

### Classroom & School

- Web research
- Guest speakers
- Career interest assessment
- College and career fairs
- Career contextual instruction
- College awareness

### Workplace

- Industry tours and field trips
- Career and job fairs
- Youth in the workplace
- Informational interviews

### Families & Neighborhood

- Adult interaction
- Role model observation

## Career Exploration

*Explore, research, and plan for the future*

### Classroom & School

- Career pathways, courses, and clubs
- Integrated curriculum
- Classroom simulations
- Career plan development
- Career-focused projects and assignments
- College exploration

### Workplace

- Job shadowing
- Career mentoring
- Community projects

### Families & Neighborhood

- Risk-taking
- Role-playing

## Career Preparation

*Gain education, training, and work experience*

### Classroom & School

- Core academic preparation
- Career technical courses and programs
- Work skills classes
- Career-related project-based learning
- Work-ready certification
- Occupational certifications
- College preparation

### Workplace

- Work experience
- Internships
- Apprenticeships

### Families & Neighborhood

- Skill-building
- Progression of responsibility

**K-8**

**9-16**

*Awareness*

*Exploration*

*Preparation*



# Career and Academic Planning – Emporia, Kansas Example

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## Component 1 – Seminar with Teacher as Advisor

- Facilitate Career Academic Plan
- Explore Student Skills & Interests
- Monitor Academic Progress
- Determine Postsecondary Readiness

Each individual student explores available options toward college and career readiness. Career Advising Program facilitates planning with families and students.

# Career and Academic Planning – Emporia, Kansas Example

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## Component 2 – CAP – Advisor Model

- Student/Teacher Calls Family to Schedule Parent Conference
- Student Led Conference – 15 minutes
- Discuss Individual Plan of Study
- Same Teacher Advisor for 4 Years

**Each individual student explores available options toward college and career readiness. Career Advising Program facilitates planning with families & students.**

# Family Engagement & CAP– Emporia, Kansas Example

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## Effects of Changing to CAP Model

- Changes Conversation from Grades to College/Career Awareness/Readiness
- Changes from negative emphasis to positive future oriented
- Increased the percentages of families attending parent-teacher conference from 30% to over 80%
- Families appreciate focus on student interests and goals and develop positive relationship with teachers



# PLAN

# Plan



## Individual Career Academic Planning Template Oklahoma State Department of Education

Use the following template resource to prepare and plan for ICAP implementation in your school district.

1. **Sign up/Follow ICAP with the ICAP Communications Tools.**

WHO	CONSIDERATIONS/ CONSTRAINTS	BY WHEN	COMPLETED
A. ICAP email list: Subscribe at New Skills for Youth Website (coming soon!)			
B. ICAP on Twitter: Follow New Skills for Youth on Twitter (coming soon!)			

2. **Determine Individual Readiness.**

WHO	CONSIDERATIONS/ CONSTRAINTS	BY WHEN	COMPLETED
A. Review your district and/or school vision, mission and goals.			
B. Work through the reflective questions on your own. Keep your district and/or school vision, mission and goals in mind. Allow yourself to begin reflecting based on your current knowledge (or lack thereof) about ICAP; this helps to determine your starting point.			

3. **Get Started.**

WHO	CONSIDERATIONS/ CONSTRAINTS	BY WHEN	COMPLETED
A. Form the ICAP Implementation Team. <ul style="list-style-type: none"> <li>▪ What partners need to be engaged in this process?</li> <li>▪ Focus on ICAP, <b>not</b> other work.</li> <li>▪ Represent stakeholder groups.               <ul style="list-style-type: none"> <li>- Administration leader(s)</li> <li>- School counseling faculty</li> <li>- CTE faculty</li> <li>- Special education faculty</li> </ul> </li> </ul>			

# ACT

# AFTERNOON BREAK



# Act



## Putting ICAP Process Into Practice

Choose 3 Topics. Discuss for 5-7 minutes each.

**Academic Advising** – Shelly Ellis, OSDE

**Advanced Learning** – Rebecca McLaughlin, OSDE

**Business & Education Partnerships** - Paula Kedy, Ada Public Schools

**Career Technology Center & Mid-Del Schools ICAP** – Megan Bryant, Mid-Del Public Schools

**Every Day Casual Career Conversations with Students** – Merry Stone, Duncan Public Schools

**Internships** – Dr. Kaylin Coody, Hilldale Public Schools

**ICAP** (awareness, exploration, planning) – Marissa Lightsey, OSDE

**ICAP Online Tool OK Career Guide** – Erica Harris and Becki Foster, ODCTE

**ICAP Online Tool OK College Start** – Chelsea Hunt and Kelli Kelnar, OCAP

**Redefining the Senior Year** – Dr. Cindy Koss, OSDE

# Let's Do It!

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Learn more ways to implement ICAP strategies.

Visit OSDE website:

<http://sde.ok.gov/sde/new-skills-youth>

# Next Steps

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- Choose Online Tool & Schedule Training for staff, students and parents
- Put ICAP Advisory Meetings on Your Calendar
- Establish Meetings with School Advisory Team – Identify the Why, What, and How for Your School
- Establish Intentional Steps for ICAP – Begin with Career Interest Inventory
- Establish a Student Advisory
- Schedule Fall Parent Meeting
- Respond to ICAP Fall Survey – Baseline Data
- Connect with Other Pilot Districts
- Connect with your Local Chamber of Commerce, Your Community Partners
- Share Your Successes, Challenges & Lessons Learned  
Twitter, Facebook, Newsletter, Testimonials, Faculty Meetings
- Email or Call Cindy and Marissa with Questions

# ICAP Monthly Meetings




## Individual Career Academic Plan Pilot Monthly Meetings Timeline

<b>August 30, 2017</b>	<b>9-3:30 p.m.</b>	<b>ICAP Kick-Off Meeting</b> ICAP Designees Principals Counselors Lead Teachers	Metro Technology Center Oklahoma City
<b>September 12, 2017</b>	<b>3-4:30 p.m.</b>	<b>ICAP Advisory Meeting</b> ICAP Designees District Representatives	OSDE - Oklahoma City
<b>October 10, 2017</b>	<b>3-4:30 p.m.</b>	<b>ICAP Advisory Meeting</b> Counselors	OSDE - Oklahoma City
<b>November 7, 2017</b>	<b>9-11 a.m.</b>	<b>ICAP Advisory Meeting</b> Principals	OSDE - Oklahoma City
<b>January 9, 2018</b>	<b>9:30-11 a.m.</b>	<b>ICAP Advisory Meeting</b> Parents Students District Representatives	OSDE - Oklahoma City
<b>February 13, 2018</b>	<b>2-3:30 p.m.</b>	<b>ICAP Advisory Meeting</b> Counselors	OSDE - Oklahoma City
<b>March 27, 2018</b>	<b>9-11 a.m.</b>	<b>ICAP Advisory Meeting</b> ICAP Designees District Representatives	OSDE - Oklahoma City
<b>April 10, 2018</b>	<b>9-10:30 a.m.</b>	<b>ICAP Advisory Meeting</b> Business Leaders	OSDE - Oklahoma City



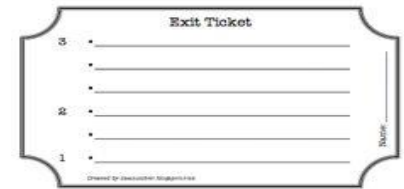
# My Actions

Talk with your team.  
What have you already completed?  
What will you do to move the process forward in the months ahead?

 **Individual Career Academic Plan**  
**My Action Steps**

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# THANK YOU!!

An exit ticket form with a decorative border. It is titled "Exit Ticket" at the top. On the left side, there are three numbered sections: "3", "2", and "1", each followed by a horizontal line for writing. On the right side, there is a vertical line labeled "Name:" for a student to write their name. At the bottom, there is a small line of text: "Created by Good and Beautiful Homeschool.com".

***Please complete at least two sentences on your index card! THANK YOU!***

- 1. Today was perfect because...*
- 2. Today would have been better if...*
- 3. If I were in charge, we would have...*
- 4. Next time, I hope we...*
- 5. I'm leaving feeling...*

# Contacts

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Dr. Cindy Koss, Deputy Superintendent  
Academic Affairs and Planning

[cindy.koss@sde.ok.gov](mailto:cindy.koss@sde.ok.gov)

405-522-6369

FB: Oklahoma ICAP

Twitter: @koss\_cindy

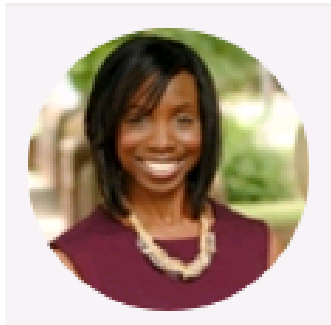
Marissa Lightsey, Program Manager  
Skills for Youth (NSFY)

[marissa.lightsey@sde.ok.gov](mailto:marissa.lightsey@sde.ok.gov)

405-522-4499

Twitter: @OK\_ICAP

Twitter: @LightseyMarissa



# Supports/Resources

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- OSDE Website Information
- ICAP Newsletter
- ICAP Toolkit
- OSDE Staff
- OK Career Guide – Erica Harris  
[erica.harris@careertech.ok.gov](mailto:erica.harris@careertech.ok.gov)
- OK College Start – Chelsea Hunt, [chunt@ocap.org](mailto:chunt@ocap.org)
- Your suggestions

# ICAP Study Example

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Kansas State Department of Education  
Individual Learning Plan (ILP)  
Implementation Survey

<http://tinyurl.com/mepa4fl>

Wisconsin Department of Public Instruction  
Academic Career Plan Pre-Implementation  
Study

<http://goo.gl/rDd3fB>

# Research

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- National Association for College Admission Counseling (NACAC) (2015). *Individual Learning Plans for College and Career Readiness: State Policies and School-Based Practices – Research to Practice Brief*.
- Resource: Colorado ICAP <https://www.cde.state.ok.us/postsecondary/icap>
- Resource: Wisconsin ACP (Academic & Career Planning) <https://www.dpi.wi.gov/acp>

# Research

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