



Individual Career Academic Plan (ICAP)

Marissa Lightsey, Program Manager New Skills for Youth

Academic Affairs and Planning

Shelly Ellis, Executive Director of School Support



Alignment to Learning Forward Standards

- The new education law, *Every Student Succeeds Act (ESSA)*, redefines professional development with a purposeful influence from *Learning Forward*.
- Learning Forward*, a national association recognized as leaders in professional learning, has established standards for professional learning that set a high bar for quality learning experiences.
- This session aligns to the following standard(s):
 - Resources** - Professional learning that increases educator effectiveness and results for all students requires prioritizing, monitoring, and coordinating resources for educator learning.
 - Data** - Professional learning that increases educator effectiveness and results for all students uses a variety of sources and types of student, educator, and system data to plan, assess, and evaluate professional learning.
 - Implementation** - Professional learning that increases educator effectiveness and results for all students applies research on change and sustains support for implementation of professional learning for long term change.



New Skills for Youth Grant

“We are thrilled that Oklahoma is among a select few states to win this highly competitive grant, “ Hofmeister said. “This 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 look forward to working with the Governor’s Oklahoma Works initiative and our partners to create opportunities that lead to high-demand, highly skilled, well-paying jobs for Oklahoma’s successive generations. We are very grateful to JP Morgan Chase for the resources to make great things happen.”

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

“The workforce of tomorrow will be highly specialized, requiring college degrees and industry credentials **in far greater numbers than Oklahoma is currently generating,**” said Natalie Shirley, Secretary of Education and Workforce Development for Oklahoma.

New Skills for Youth Objectives

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



What is ICAP?

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.**

ICAP Purpose

Individual Career Academic Plan process helps students consider a future career and helps them design the way to get there.

Students have an opportunity to determine their interests and passions and ways to explore and experience career opportunities. With increased knowledge, students, with family and educator support, can **create their individual career pathway to success.**

Equity Breakdown

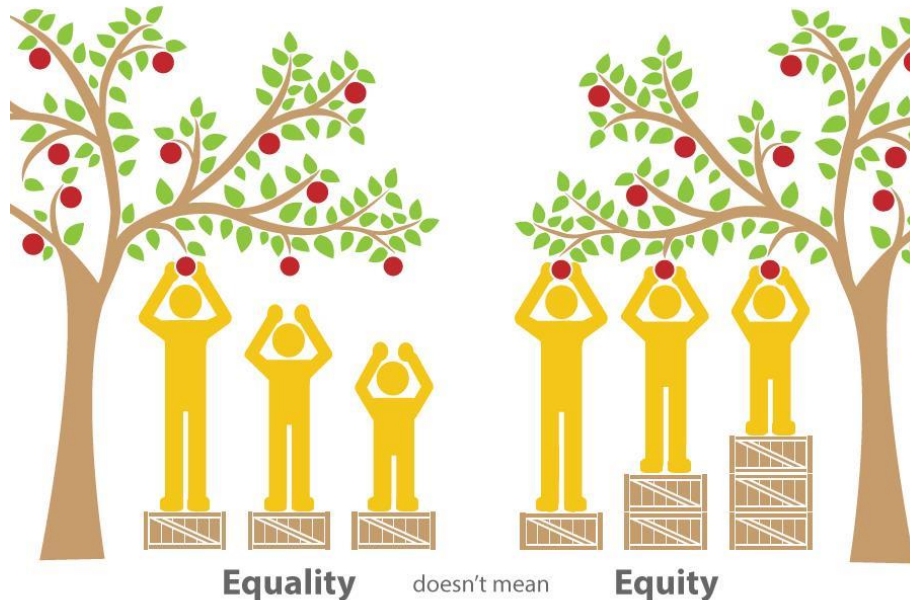
“I almost felt like I should just stop and give up, I couldn’t make a single shot. I was even scolded for taking someone else’s ball and threatened to be out of the game for good, why should I bother, I can’t win anyway.”

Equity Breakdown

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...

*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.*

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 Awareness

Career Awareness – Process of learning the difference between jobs, occupations and careers. Articulate a wide range of local, regional, national, and global career pathways and opportunities. Consider economic and cultural influences and the impact of stereotypes on career choice.

- *During an ICAP the **Career Awareness Stage** will begin in the **K-5 grades**.*
- *Students should gain **exposure to multiple careers through career days, field trips, and career focused activities**.*
- ***Family involvement** is extremely important at this stage, it is crucial for the expectation for post-secondary goal setting to be set as early as possible.*

Career Exploration

Career Exploration – The process of exploring career interests through activities, field trips, exploratory interests, and career assessments.

- The career exploration stage will take place during the **6th – 8th grades**.
- During this stage students will **begin taking assessments and matching their interests to career industries**.

Career Planning

Planning – The process of taking evidence found during the career exploration stage and using it to **create a multi-year career plan** made of several strategies. Strategies may include researching best methods for **taking appropriate classes to prepare for intended careers, participating in work-based learning opportunities, and planning for post-secondary education.**

- The planning stage takes place in **9th – 12th grade.**
- Using the two resources below students will be able to **create a post-secondary plan that will involve the input of schools counselors and parents.**

<https://okcareerguide.org>

<https://www.okcollegestart.org>



ICAP Benefits for Students

- Engagement, motivation, and self-efficacy in their academic work
- Challenging coursework
- Relevance of coursework to career goals
- Communication skills
- Postsecondary and career options
- Own interests, skills, and abilities
- Relationships with educational personnel
- Goal setting and planning skills

(Bloom & Kissane, 2011; Bullock & Wikeley, 1999; Hackmann, 2013; Phelps et al., 2011; Wilkerson, 2010)

ICAP Benefits for PK-12 Educators

- Communication with students
- Reduced disciplinary problems
- Parental involvement
- Improved academic engagement with students
- Graduation rates

(Bloom & Kissane, 2011; Bullock & Wikeley, 1999; Hackmann, 2013; Phelps et al., 2011; Wilkerson, 2010)



ICAP Benefits to Postsecondary Educators

Postsecondary study students are:

- More rigorously prepared
- Less likely to need remediation
- Have a better understanding of and engagement in pre-college activities
- More likely to have gained college credit while in secondary studies.

(Hackmann, 2013)



Oklahoma Legislation HB 2155

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.

ICAP Advisory Study Group

- 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
- 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
- Stillwater
- Stillwell
- Yukon

ICAP Roles & Responsibilities

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

Let's Talk About It

- 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?

Let's Do it

To learn more about ways to implement ICAP strategies into your school feel free to visit our website <http://sde.ok.gov/sde/new-skills-youth>

Questions??

