



OKLAHOMA

EDGE

Oklahoma State Department of Education
Individual Career Academic Plans (ICAP) Webinar Series

Focused Momentum

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Individual Career Academic Plan



Chelsea Hunt, Career Pathway Strategy Lead
– New Skills for Youth Program
Academic Affairs and Planning

Agenda – ICAP Webinar

March 1, 2018, Focused Momentum

1:00 p.m. – 2:30 p.m.

1. Welcome – Chelsea Hunt
2. Overview of ICAP
3. Panelist: Dr. Amy Fichtner
4. Panelist: Brooke Hyde
6. Support/Resources

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.**

ICAP Pilot Study Districts

- Ada
- Atoka
- Bennington
- Bristow
- Broken Arrow
- Carnegie
- Choctaw-Nicomoma 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

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Individual Career Academic Plan



Dr. Amy Fichtner
Assistant Superintendent
Owasso Public Schools

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How is the Owasso School District implementing ICAP?

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Defining Current Reality

Defining Real Goals

Creating A Real Plan

Key Element:

Daily Question for Every Adult:

Is what I'm doing today making
the students I serve more or
less college and career ready?

Key Areas We Are Addressing:

Course Guide

Counseling Office Procedures

Ways Students Access Information

Which online tool (OKCareerGuide or OKCollegestart) has your district chosen to use in the ICAP pilot study?

- How are students' interests connecting to career pathways?
- How are students engaged with the online tool? How do you measure their engagement?

Owasso has not chosen an on-line tool, yet.

Spring Pilot:

Student Group (one HS / one Middle Level)
will use both tools and compare their use.

Concern:

How will data be transferred from one tool to another if State chooses a single tool?

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How is the Owasso School District building students' employability skills (soft skills)?

Owasso: Intense Focus on Soft Skills

6th Grade Learning Lunches Daily Activities on All Campuses

Partnering with parents to promote students advocating for themselves

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**What ICAP components
are in place in your
district to help students
meet their individual
goal?**

Focus in Year 1 - Infrastructure:

Leadership
Awareness
Family Access
Equity

Everyone does not know about opportunities!

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**Within the Owasso
School District, who
serves on your ICAP
core team?**

Core Team:

Culture: Site Leaders/Asst. Supt.

PD: Teaching & Learning Team

Family Engagement: Site Leaders

Equity: CFO & Finance Team / Admin

Awareness: Everyone

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Individual Career Academic Plan



Brooke Hyde
Middle School ICAP Director/Administrator
Carnegie Public Schools

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How is the Carnegie School District implementing ICAP?

Carnegie Public Schools has partnered with Caddo Kiowa Technology Center to create an Early Tech High School Partnership.

This is a unique partnership that offers seventh, eighth, and ninth grade students the option of taking online technology center courses at their home high school to discover and investigate career options and pathways.

Career Discovery

- 120 hours, 7th and/or 8th graders
- Introduction to 16 Career Clusters and various occupations
- Understanding the steps needed to achieve career goal
 - What courses are required in HS?
 - Will you need to attend college?
 - What type of degree is required?
- Job skills and qualities
- Job searching and applying for a job
- Interviewing for a job

Career Investigation

- 120 hours, 8th and/or 9th graders
- Choose 2 Career Clusters (Pathways) in a Career Tech program
- Take two 60 hour courses to investigate occupations related to 2 pathways
- Design a Program of Study with an intentional sequence of courses
- Chart the progress to prepare for college and/or a career and life

Which online tool (OKCareerGuide or OKCollegestart) has your district chosen to use in the ICAP pilot study?

- How are students' interests connecting to career pathways?
- How are students engaged with the online tool? How do you measure their engagement?

- Carnegie Public School has chosen to use OKCareerGuide as our online tool. Schoology is the online program used for the Business Foundations class.
- Currently 100% of all seventh and eighth grade Business Foundations (ICAP) students, in addition to 100% of tenth graders, completed the interest inventory and researched their top three career pathways using OKCareerGuide.
- Before 2018-2019 pre-enrollment, students in seventh through eleventh grades will create an account with OKCareerGuide, take the interest inventory, and find their top three career interest pathways. These students will then use these career pathways to guide their future enrollment process.

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How is the Carnegie School District building students' employability skills (soft skills)?

- Team building activities within all courses
- 100% of sixth grade students are enrolled in Overcoming Obstacles. This course teaches students life skills such as:
 - greeting people with a shake of the hand
 - looking people in the eye when speaking
 - saying please and thank you
 - working cooperatively
 - dealing with obstacles appropriately
- Students are expected to speak in complete sentences
- Students are expected to take responsibility for their work, attendance, actions, and behaviors.

Focused Momentum

**What ICAP components
are in place in your
district to help students
meet their individual
goal?**

- 38% of tenth through twelfth grade students attend Caddo Kiowa Technology Center working towards a certification in a Career Field.
- 40% of seventh and eighth grade students currently enrolled in Business Foundations, a career exposure curriculum, provided/created by Caddo Kiowa Technology Center.
- 100% of seventh and eighth grade students are enrolled in Gateway Tech I and II for engineering, technology, and STEM related fields.

Implementing the ICAP

Within your district, who serves on your ICAP core team?

Carnegie Public Schools ICAP Team

Administrators: Brooke Hyde and Mark Batt

Counselor: JoLisa Knauss

Teacher: Tava Batt

Parents: Hope Worthington (Middle School)
Tammy Robnett (High School)

Students: Asa Worthington (Middle School)
Kyla Weaver (High School)

Business Representative: Caddo Kiowa Technology Center
Jana Binham - Counselor Vic Woods - Asst. Superintendent
Sonora White - Teacher Stacey Repp - Student Relations

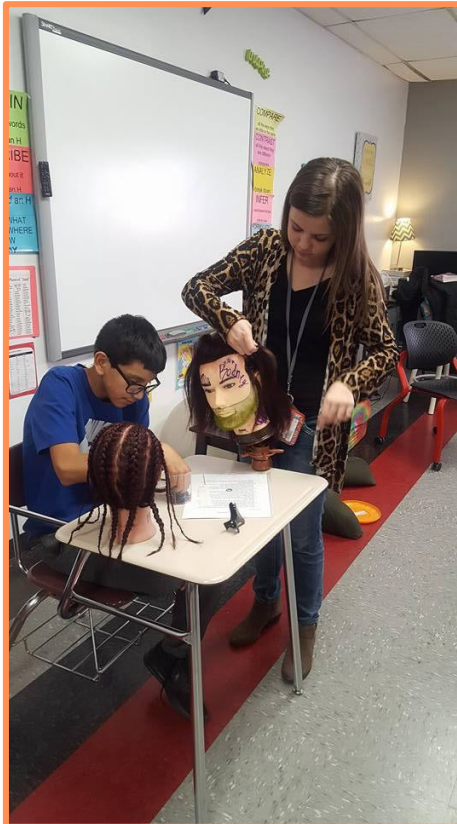
Culinary Arts Department @CKTC



Banking Lesson @Bank of Commerce



Cosmetology Department from CKTC



Panelist Contacts



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Upcoming ICAP Webinars

- **Small Teams Making BIG Impacts**

- March 9th, 1:00-2:30 pm

- Panelists:** Geri Gilstrap, Superintendent (Stilwell), Kathy Perkins, Principal (Atoka), Meggan Wilson, Executive Director of Academic Services (Shawnee)

- [Register here](#)

- **Internships – Connecting Business & Education**

- March 13th, 1:00-2:30 pm

- Panelists:** Merry Stone, Assistant Superintendent (Duncan), David Day, Counselor/Basketball Coach (Pryor)

- [Register here](#)

Support/Resources

- OSDE Website Information, [Here](#)
- ICAP Newsletter Sign up [HERE](#) select "College & Career Readiness."
- Sign up for the 2018 – 2019 ICAP Pilot Study, [HERE](#)
- Career Advising Toolkit
- OSDE Staff
- OSDE Online Community Platform - <https://osde.nextthought.com/app/>
- OK Career Guide – Erica Harris erica.harris@careertech.ok.gov
- OK College Start –, Theresa Shaklee tshaklee@ocap.org
- Follow us on social media:
[Website](#) | [Facebook](#)

OSDE Contacts



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