



OKLAHOMA STATE DEPARTMENT OF
EDUCATION
— CHAMPION EXCELLENCE —

Individual Career Academic Plan (ICAP)

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Introductions

Please share your name, organization, and in 5-6 words complete this sentence:

Individual Career Academic Plans will help prepare students for college and career by....



Agenda

Why?

- Overview & Benefits of ICAP

What?

- Legislation, Timelines, Commitment

How?

- Roles/ Responsibilities, Sample Information

Next Steps

- Support/Resources from OSDE



WHY?

OVERVIEW & BENEFITS



New Skills for Youth Vision

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.



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 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)



WHAT?

LEGISLATION, TIMELINE, COMMITMENT



Oklahoma House Bill 2155

AS INTRODUCED

An Act relating to schools; providing certain definition; requiring State Board of Education to adopt certain statewide system of college and career planning tools; requiring students entering ninth grade by certain school year to complete certain plan; setting forth requirements to include in plan; requiring system to be implemented under certain schedule; providing for certain construction; providing that plan for certain students coordinate with other program; providing for codification; and providing an effective date.

Bill Authors: Representative Nollan and Senator Stanislawski

BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

SECTION 1. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 1210.508-4 of Title 70, unless there is created a duplication in numbering, reads as follows:

A. As used in this section:

"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



What is ICAP?

- **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 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

Return commitment form by: Friday, 5-5-17

<https://www.surveymonkey.com/r/7PJH7KF>

Submit ICAP School Implementation Team Members names/roles by 6-1-17 to: shelly.ellis@sde.ok.gov



HOW?

ROLES/RESPONSIBILITIES



ICAP Roles & Responsibilities

Stakeholder	Roles	Responsibilities
Principal	Promote successful implementation by demonstrating enthusiasm & commitment.	<ul style="list-style-type: none"> Sets priorities & commitment Provides support Encourages participation
Counselor	Support implementation with information and resources for teachers and provide feedback to ICAP Team.	<ul style="list-style-type: none"> 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.	<ul style="list-style-type: none"> 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.	<ul style="list-style-type: none"> 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)

ICAP Study Example

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

<http://tinyurl.com/mepa4fl>



NEXT STEPS

SUPPORTS/RESOURCES



Next Steps

- Return Commitment Form by Friday, April 28, 2017
- Choose Online Tool and Schedule Training for staff, students and parents
- Put ICAP Advisory Meetings on Your Calendar
- Identify a School Advisory Team – email by 6-1-17
- Attend Engage OK – July 2017
- Email or Call with Questions



Supports/Resources

- OSDE Community of Practice Online Platform
- OSDE Website Information
- ICAP Newsletter
- ICAP Toolkit
- OSDE Staff
- OK Career Guide – Tara Kerr
tara.kerr@careertech.ok.gov
- OK College Start – Chelsea Hunt chunt@ocap.org
- Your suggestions



ICAP Research

- 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>



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