State panel: Wisconsin

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Academic and career planning in Wisconsin

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Wisconsin overview

• Academic and career planning (ACP) basics and background.
• Wisconsin process for supporting statewide implementation.
• Current state of implementation.
• Lessons learned.
What is academic and career planning?

An ongoing **process** to actively engage students to

- Develop an understanding of his or her self.
- Create a vision of his or her future.
- Develop individual goals.
- Prepare a personal plan for achieving the vision and goals.

**It is student driven and ongoing.**

A **product** that documents and reflects students’

- Coursework, learning, and assessment results.
- Postsecondary plans aligned to career goals and financial reality.
- Record of college and career readiness skills.

**It is dynamic and flexible.**
Wisconsin’s Overview

**Wisconsin Statute 115.28(59)**
Signed June 28, 2013

- Authorized DPI to create administrative rule with requirements for ACP services for all students in grades 6–12 by 2017/18.

- Included appropriation for $1.1 million in ongoing annual funding (beginning in 2014/15) for software technology and professional development supporting statewide implementation of ACP.
Wisconsin’s ACP journey

Wisconsin ACP Process

2013/14
- Advisory council created
- Administrative rule development
- Software system research

2014/15
- ACP guidance, training, and support materials development
- Software system procurement
- Administrative rule input, review, establish

2015/16
- ACP process pilot
- ACP guidance, training, and support materials revised

2016/17
- ACP early implementation refine process
- ACP guidance, training, and support materials refined

2017/18
- Statewide implementation of ACP process
- ACP process monitoring and evaluation

2018/19
- ACP process monitoring, evaluation, improvement, and enhancement
- ACP process updates and Annual training
ACP process pilot 2015/16

Application process
• 61 (424) districts/schools applied.
• 25 districts chosen to participate.

Selection criteria for 25 districts
• Application responses.
• Geographic location.
• District size.
• Variety of grade levels.
• Range of “starting places.”
ACP process pilot focus = system

- Emphasis was on development, methods, and procedures used to implement ACP in a district or school.
- Focus was on infrastructure (policy and leadership, building school support capacity, building community support capacity) and service delivery (know, explore, plan, go).
- Assistance to develop and refine state-level training and guidance.
- Not focused on the products, projects, or plans created by students!
ACP pilot recommendations

• Implementation success is dependent on having a strong ACP team with wide representation and members who can reach consensus.

• Conducting a gap analysis or needs assessment to catalogue ACP work already being done in a school/district was highly valued by all pilot district teams.

• Buy-in among all stakeholders is vital for successful planning and implementation of ACP but may be more difficult and/or take longer to obtain among some stakeholders.

• Communication and stakeholder engagement efforts related to ACP need to begin early and be continuous, credible, and strategic.

• The most effective way to deliver comprehensive, systematic ACP services to all students is to have regularly occurring ACP time dedicated in the school schedule at every grade level.
Current state of ACP support

• Funded partnership with cooperative education service agencies (CESAs) across the state through annual memoranda of understanding.

• Collaborate with CESAs to create annual regional and local professional development content and delivery strategy. Ongoing outreach and support to districts within CESA is nonnegotiable!

• DPI provides ongoing access to resources and technical assistance for districts, but 99 percent of in-person workshops are delivered by CESA partners.

• Continuum of rigor and commitment from CESAs; dependent on a number of variables.
Lessons learned

• Long lead time (mandate versus implementation) and opportunity to “pilot” was extremely valuable.

• Focus on districts’ planning process versus “just tell us what to do” paid dividends! Leads to ownership of the activities and the results.

• “All” means ALL— until it doesn’t. Have a focus on equity from the get-go—not at state level but at local level!

• We will continue to push districts to invest in using our local evaluation toolkit and work with our partners to identify what specific ACP implementation components impact student outcomes.
Resources

- ACP webpage: http://dpi.wi.gov/acp
- ACP FAQ: https://dpi.wi.gov/acp/faqs
- ACP professional learning: https://dpi.wi.gov/acp/implementation/pl
- ACP evaluation toolkit: https://dpi.wi.gov/acp/quality
- ACP email list: subscribe at http://dpi.wi.gov/acp
1. KNOW
Who am I? Get to know your interests, skills, and strengths.

2. EXPLORE
Where do I want to go? Explore career pathways and education opportunities.

3. PLAN
How do I get there? Set your route! Set goals, choose courses, join clubs and activities, obtain financing, fill out applications, write resumes.

4. GO!
Recalculate as needed.

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State panel: Colorado

Robin Russel, Colorado Department of Education
Andy Tucker, Colorado Department of Education

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ICAP
Individual career and academic plan

Andy Tucker, Director of Postsecondary and Workforce Readiness
Robin Russel, Graduation Guidelines Manager
Background and history

2008

Back in the day...
ICAP is a **foundational tool** that gives students ownership of a process that helps them explore their unique talents and aspirations, participate in career and postsecondary options, and create pathways to financial success after high school.

**Explore**  
**Experience**  
**Engage**  
**Excel**

https://www.cde.state.co.us/postsecondary/icap
Background and history: The timeline

• **2009**: Legislation.

• **2010**: State board rules and “milestones.”

• **2013/14**: Stakeholder conversations for ICAP refresh.

• **2015–18**: ICAP on the road.

• **2019/20**: 10th anniversary.
A slow start

2009 legislation
• Unfunded mandate and recession.
• ICAP managed by Colorado Department of Education (K–12).
• Software managed by different state agency.

2010 rules and milestones
• Milestones were overwhelming.
• Counselors bore the brunt.
• Rules ≥ checklists.
A slow start

2010–13

• One state employee spreading the word.
• Local control; districts gave up.
• Still no $$.
• Competing software programs.
• Nothing was systematic.

= Time for a refresh!
A slow start: Lessons learned

2014–19

• Involve stakeholders.
• Do research; listen to Scott Solberg.
• Refresh the message.
• Show systems and process.
  ≠ words (tell)
  ≠ paper
• Integrate ICAP.
• Tell stories.
• Acknowledge practices: system change, action plans, and stories from influencers.
• Involve students.
ICAP picks up momentum

2014–19

• Implementation toolkit.
• Statewide ICAP summit.
• ICAP awards.
• Regional ICAP facilitators.
• Regional PWR symposiums.
ICAP comes of age

- Strategic postsecondary and workforce readiness legislation.
- State agency alignment.
Graduation guidelines

www.cde.state.co.us/postsecondary/graduation
guidelines
Graduation guidelines begin with the implementation of ICAP, Colorado Academic Standards for all content areas including civics and 21st century essential skills.
State agencies align

https://www.colorado.gov/pacific/cwdc/colorado-talent-pipeline-report
We never stop learning!

2019/20: 10th Anniversary Celebration!

• ICAP playbook = “Show” ICAP.
• Digital stories.
• Yearlong celebrations in 2020.
Resources

- Office of Postsecondary and Workforce Readiness: Colorado Department of Education [http://www.cde.state.co.us/postsecondary](http://www.cde.state.co.us/postsecondary)
- ICAP Website [https://www.cde.state.co.us/postsecondary/icap](https://www.cde.state.co.us/postsecondary/icap)
- Meaningful career conversations [https://www.cde.state.co.us/postsecondary/scc_resources](https://www.cde.state.co.us/postsecondary/scc_resources)
- Colorado labor market information
  - Colorado Department of Labor [https://www.colorado.gov/cdle](https://www.colorado.gov/cdle)
Some of our partner agencies

CareerWise Colorado
Modern Youth Apprenticeships
https://www.careerwisecolorado.org/

Colorado Succeeds
https://coloradosucceeds.org/

Colorado Education Initiative
https://www.coloradoedinitiative.org/

CDHE
https://highered.colorado.gov/

Colorado Community College System
https://www.cccs.edu/
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Questions?
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Thank you!

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References


