Learnings from North Kansas City: Creating an Inclusive Work-Based Learning System
February 21, 2024
North Kansas City School District

Developing a System of Work-Based Learning

February 21, 2024
Introductions

Bambi Powell
Administrative Assistant
Partners in Education

Athena Graham
Partners in Education
Coordinator

Shannon C. Shelton
Director, Work-Based Learning
Four Key Components of a Pathway

- Rigorous Academics
- Comprehensive Student Supports
- Series of Career Technical Education (CTE)
- Work-Based Learning
Obtaining Partners (Part A)
- District Demographics
- Pathway Structure

Obtaining Partners (Part B)
- Establishing Partnerships
  - Marketing Materials
    - Portrait of a Graduate
    - Work-Based Learning Continuum
    - Marketing Flyer

Maintaining Partners (Part C)
- Work-Based Learning Goals
- Industry Executive Council & Pathway Advisory Boards
ABOUT THE DISTRICT
- Student Enrollment: 21,233
- 2nd Largest School District in Missouri
- Budget: $335 Million
- Workforce: 3,536 Full-time Employees
- Technology: 29,295 Computers
- Nutrition: 3,045,459 Meals Served Annually
- Transportation: 161 Buses
  Traveling 2.9 Million Miles Annually
- Facilities: More than 3.4 Million
  Square Feet in 55 Facilities on 900 Acres
- School-age Child Care: 991 Children
- Preschool Students: 753 Children

SCHOOLS
- High Schools: 4
- Middle Schools: 4
- Sixth-grade Centers: 2
- Elementary Schools: 22
PORTRAIT OF A NORTH KANSAS CITY SCHOOLS GRADUATE

ADAPTABILITY
Work effectively in a climate of ambiguity and changing priorities. Demonstrate agility in thoughts and actions. Seek out and respond productively to feedback, setbacks, and constructive criticisms. Understand, negotiate, and balance diverse views and beliefs to reach broadly supported solutions.

COMMUNICATION
Articulate thoughts and ideas using oral, written, and nonverbal skills in a variety of forms and contexts. Listen effectively to decipher meaning, including knowledge, values, attitudes, and intentions. Exchange ideas for a range of purposes and audiences (i.e., to inform, instruct, motivate, persuade, learn, develop relationships, etc.).

COLLABORATION
Tissue and leverage strengths of group members to build collective commitment and action. Enrich the learning of both self and others via cooperative efforts. Seek, contribute, and respond to feedback to achieve collective outcomes. Exhibit diverse perspectives and contributions. The greater good, common ground, and compromise are core concepts related to this competency.

EMPATHY
Demonstrate awareness, sensitivity, concern, and respect to connect with others’ feelings, opinions, experiences, and cultures. Use awareness of others’ feelings, opinions, perspectives, and experiences to inform creative and effective decisions and actions.

INTEGRITY
Actively evaluate and develop a set of core values that are evident in choices and behaviors. Earn and value others’ trust and respect through honest, principled behaviors. Develop personal, civic, social, and global responsibility through critical and empathetic behaviors.

LEARNER’S MINDSET
Embrace curiosity and creativity to experience new ideas. Possess the desire to seek new knowledge and understandings, and to refine and update current knowledge and understandings. Seek divergent perspectives in order to broaden and/or refine knowledge. Develop positive dispositions and beliefs about learning to power a lifelong attitude. Challenge untested assumptions.

PROBLEM SOLVING
Identify and analyze underlying causes of issues. Identify, evaluate, and prioritize creative responses to difficult or complex situations. Integrate multiple sources of data for informed-issue understanding. Persuade and maintain curiosity to advance understanding of complex issues to complex challenges. Reflect critically on successes and failures for further understanding of original issues.

NKC Schools
We have 4 “School of”/Pathways:

• School of Business, Leadership & Entrepreneurship
• School of Design, Innovation & Technology
• School of Health & Wellness
• School of Public & Human Services
Work-based Learning Continuum

NK C Schools College & Career Pathways
- School of Business, Leadership & Entrepreneurship
- School of Design, Innovation & Technology
- School of Health & Wellness
- School of Human & Public Services

CAREER TRAINING

CAREER PREPARATION: PRACTICUM & INTERNSHIPS

12th GRADE

CAREER EXPLORATION

9th GRADE

10th GRADE

11th/12th GRADE

Learning ABOUT Work
Build awareness of the variety of careers available and the role of post-secondary education to broaden student options.
- One-time interaction with partner(s), often for a group of students
- Designed primarily by adults to broaden student’s awareness of a wide variety of careers and occupations

Learning ABOUT Work
Explore career options and post-secondary requirements for purpose of motivation and to inform decision-making in high school and post-secondary.
- Student taking an active role in selecting and shaping the experience
- Building skills needed for in-depth learning

Learning THROUGH Work
Apply learning through practical experience that develops knowledge and skills necessary for success in careers and post-secondary education.
- Application of skills transferable to a variety of careers
- Students participating in Real World Learning activities for success beyond the classroom

Experiences Defined By
- Resume writing*
- Mock interview*
- Informational interview
- Industry-themed projects

Experiences Defined By
- Mentorship*
- Job shadow
- Client-connected project*
- Curriculum connected internship
- NCC/NCAPS/ECA

Learning FOR Work
Train for employment and/or post-secondary education in a specific range of occupations.
- Mutual benefit to the student and the employer
- Developing mastery of occupation specific skills

Experiences Defined By*
- Cuming Experience
- NCC/NCAPS/ECA
- Curriculum aligned internship
- Apprenticeship
- On-the-job training
- Work experience

* Grade level goals

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Partner with Pathways

connectED
Work Based Learning (Part B)

Establishment of Partners

Identifying Quick Wins within our organization
Marketing Materials

Portrait of a Graduate

Work-Based Learning Continuum

Learning ABOUT Work
Build awareness of the variety of careers available and the role of post-secondary education; broaden student options.
• One-time interaction with partner/often for a group of students
• Designed primarily by adults to broaden students’ awareness of a wide variety of careers and occupations

Experiences Defined By
• Guest speaker
• Career fair
• Workplace tour

Experiences Defined By
• Resume writing
• Mock interview
• Informational interview
• Industry-themed projects

Grade level goals

Learning FOR Work
Help for employment and/or post-secondary education in a specific range of occupations.
• Mutual benefit to the student and the employer
• Developing mastery of occupation specific skills

Learning THROUGH Work
Apply learning through practical experience that develops knowledge and skills necessary for success in careers and post-secondary education.
• Application of skills transferable to a variety of careers
• Students participating in Real World Learning activities for success beyond the classroom

EXPERIENCES DEFINED BY
• Pre-Medical
• Engineering
• Business
• Performing Arts

CAREER PREPARATION: PRACTICUM & INTERNSHIPS

NKC Schools College & Career Pathways
• School of Business, Leadership & Entrepreneurship
• School of Design, Innovation & Technology
• School of Health & Wellness
• School of Human & Public Services

CAREER TRAINING

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Partner with Pathways
Adaptability (Marketing Materials)

In 2019, business leaders from across KC's Northland came together to compare notes on the qualities needed from employees. This discussion evolved into a list of attributes necessary for high school students BEFORE they moved onto college, occupational training, the military, or the workforce. The group created a Portrait of a Graduate, citing seven unique qualities a student should possess.

A deeper dive into how best to bring these qualities to the classroom determined that it was time to boldly redefine the high school experience. Students attending all four high schools within NKC Schools will engage with business partners through authentic pathways programs.

- School of business, Leadership & Entrepreneurship
- School of Design, Innovation & Technology
- School of Health & Wellness
- School of Human & Public Services

These experiences will provide work-based learning opportunities for students benefiting the business community both now and later.

NKC Schools' College and Career Pathways allow businesses to collaborate in shaping the future workforce by working with students in ways ranging from job shadowing and guest speaking opportunities to internships and mentorships for individual students or groups of students.

Your business can benefit from students in your workplace. You can act as a mock interviewer. You can speak to a class. You can host a tour. They will see firsthand what your business does. Please work with NKC Schools to create the kind of worker you want to hire as we prepare students for life beyond high school.

GET CONNECTED:
Athena Graham
PARTNERS IN EDUCATION COORDINATOR
athena.graham@nkcschools.org
816.321.4696

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How Do We Find Partners to Add?
Do’s and Don’ts - Adding Partners

Meeting Notes for Potential Business Partnerships

Meeting Date & Time: ____________________________________________________________
Name of Business/Organization: ________________________________________________
Business/Organization Contact Person: ____________________________________________
Business/Organization Contact Person Job Title: ________________________________
Business/Organization Contact Person Email: _____________________________________
Business/Organization Address: ________________________________________________
Business/Organization Website: ________________________________________________
Business/Organization Phone Number(s): ____________________________
School/Department Contact Person: _____________________________________________

Please briefly describe the business.

Please share how you learned of College and Career Pathways at NKC Schools.

Which School does this business fit in?
☐ School of Business, Leadership, and Entrepreneurship
☐ School of Design, Innovation, and Technology
☐ School of Health and Wellness
☐ School of Human and Public Services

What are your interest categories in supporting Career pathways? (Please circle all that apply)
Advisory Board  Apprenticeship  Capstone Project  Career Fair
Client Connected Project  Curriculum Input  Employment  Guest Speaker
Industry Themed Project  Informational Interviews  Internships  Job Shadow
Mentoring  Mock Interviews  Service Learning  Site Visit/Company Tour
Teacher Externships  Virtual Exchange Partner

https://nkc-wbl.nkcschools.org/app_form
We have 4 “School of”/Pathways:

• School of Business, Leadership & Entrepreneurship
• School of Design, Innovation & Technology
• School of Health & Wellness
• School of Public & Human Services
Celebrations & Considerations

(Challenges)

551 Business Partners

- Who are possible partners inside your district?
  - Start with where you are
- Organization is key
- Google document did not work (double work)
Questions *(Due to time please place in chat)* &

Look Ahead

- Work-Based Learning Goals
- Industry Executive Council & Pathway Advisory Boards
- Requesting/Tracking System
- Success
- Considerations
Work Based Learning (Part C)

- Work-Based Learning Goals
- Industry Executive Council & Pathway Advisory Boards
- Requesting/Tracking System
- Celebrations & Considerations (Challenges)
Work-based Learning Continuum

NKC Schools College & Career Pathways
- School of Business, Leadership & Entrepreneurship
- School of Design, Innovation & Technology
- School of Health & Wellness
- School of Human & Public Services

CAREER AWARENESS

Learning ABOUT Work
Build awareness of the variety of careers available and the role of post-secondary education; broaden student options.
- One-time interaction with partner(s)
  often for a group of students
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Experiences Defined By
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- Career fair
- Workplace tour

* Grade level goals

CAREER EXPLORATION

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10th GRADE

CAREER PREPARATION:
PRACTICUM & INTERNSHIPS

Learning THROUGH Work
Apply learning through practical experience that develops knowledge and skills necessary for success in careers and post-secondary education.
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Experiences Defined By
- Mentorship*
- Job shadow
- Client-connected project*
- Curriculum connected internship
- NCC/NCAPS/ECA

11th/12th GRADES

CAREER TRAINING

Learning FOR Work
Train for employment and/or post-secondary education in a specific range of occupations.
- Mutual benefit to the student and the employer
- Developing mastery of occupation specific skills

Experiences Defined By
- Culminating Experience
- NCC/NCAPS/ECA
- Curriculum aligned internship
- Apprenticeship
- On-the-job training
- Work experience

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Partner with Pathways

connectED
**Year One Goals**

**2021-2022 Industry Executive Council Goals**

**Freshmen**
- 100% of students will hear from two guest speakers per pathway per semester

**Sophomores**
- 40% of students will participate in a mock interview
- 25% of students will complete an industry themed project
- 100% of students will write a resume

**Juniors**
- 20% of students will complete a client connected project
- 40% of students will complete a job shadow

**Seniors**
- 40% of students will complete a culminating experience

**2023-2024 Goals**

**Student Participation in Work-Based Learning**
Industry Executive Council

<table>
<thead>
<tr>
<th>Name</th>
<th>Affiliation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cori Day, Chair</td>
<td>Words of Fun</td>
</tr>
<tr>
<td>Laura Wagner, Co-Chair</td>
<td>HNTB Corporation</td>
</tr>
<tr>
<td>Amy Warwick, Secretary</td>
<td>Northwest Missouri State University (Kansas City)</td>
</tr>
<tr>
<td>Janet Rhine</td>
<td>University of Missouri</td>
</tr>
<tr>
<td>Kari Martin</td>
<td>University Health</td>
</tr>
<tr>
<td>Rezuil Garcia</td>
<td>University Health</td>
</tr>
<tr>
<td>Donna Holland</td>
<td>Harvest Midwest</td>
</tr>
<tr>
<td>Amy Harlin</td>
<td>Greater Kansas City Chamber</td>
</tr>
<tr>
<td>David Slater</td>
<td>Clay County EDC</td>
</tr>
<tr>
<td>Kyara Bowers</td>
<td>Economic Development Corporation of Kansas City</td>
</tr>
<tr>
<td>Terri Lavely</td>
<td>Northland Regional Chamber of Commerce</td>
</tr>
<tr>
<td>Kevin Kurtz</td>
<td>Iron Workers Local 10</td>
</tr>
<tr>
<td>Luke Duits</td>
<td>McCombs/Gordan Construction</td>
</tr>
<tr>
<td>Jason Crowly</td>
<td>RIGEX</td>
</tr>
<tr>
<td>Christine Murray</td>
<td>KC Tech Council</td>
</tr>
<tr>
<td>Mary Guerra</td>
<td>City of Kansas City, Missouri, KC Water</td>
</tr>
<tr>
<td>Scott Archer</td>
<td>Clay County Sheriff</td>
</tr>
<tr>
<td>Dr. Ellen Crowe</td>
<td>MCC-Maple Woods</td>
</tr>
</tbody>
</table>

Pathway Advisory Boards

<table>
<thead>
<tr>
<th>Board Members 22-23</th>
</tr>
</thead>
</table>

Industry Executive Council

- Cori Day, Chair - Words of Fun
- Laura Wagner, Co-Chair - HNTB Corporation
- Amy Watham, Secretary - Northwest Missouri State University (Kansas City)
- Janet Rhine - University Health
- Kari Martin - Northwest Missouri State University (Kansas City)
- Rezuil Garcia - University Health
- Donna Holland - Harvest Midwest
- Amy Harlin - Greater Kansas City Chamber
- David Slater - Clay County EDC
- Kyara Bowers - Economic Development Corporation of Kansas City
- Terri Lavely - Northland Regional Chamber of Commerce
- Kevin Kurtz - Iron Workers Local 10
- Luke Duits - McCombs/Gordan Construction
- Jason Crowly - RIGEX
- Christine Murray - KC Tech Council
- Mary Guerra - City of Kansas City, Missouri, KC Water
- Scott Archer - Clay County Sheriff
- Dr. Ellen Crowe - MCC-Maple Woods

Pathway Advisory Boards

- Business, Leadership, and Entrepreneurship (BLE):
  - Richard Groves, Chair - NMC Business Council
  - Edward Watts, Co-Chair - CSD Credit Union
  - Kristin Turner, Secretary - KCR Real Estate
  - Stephanie Ebnosh - Farmers Insurance
  - Heather Munnell - Full Union Plumbing & Cooling
  - Tate Fisher - Catalyst Group
  - Jesse Pedrazo - Bentley
  - Xavier Muscaver - TCS Tata Consultancy Services
  - Mark Hayes - North Kansas City Hospital

- Design, Innovation, and Technology (DIT):
  - Kirk Heimer, Chair - Horizon Miller
  - Marilyn Bean, Co-Chair - Holland 116
  - Colby Crow, Secretary - McClure Engineering Company
  - Brooks Johnson - KCR Real Estate
  - Dave Druffing - McAleer Construction
  - Marisa Herron - Payless

- Public and Human Services (PAH):
  - Corey McCaffrey, Chair - Synergy Services
  - Kurt Austin, Secretary - Sporting KC
  - Paul Shanks - RE/MAX Evolution
  - Terence Brown - Department of Homeland Security
  - Melanie Austin - Metropolitan Organization to Counter Seduction Assault (MODS)
  - Taylor Flowers - Tracy Flowers, LLC
  - Wesley Boston - Worlds of Fun (Culinary Arts)
  - Nick Norton - Skyline

- Health and Wellness (HAW):
  - Jennifer Wilson, Chair - Children's Mercy Hospital
  - Tami Carlan, Co-Chair - MMC (Northland)
  - Becki Kendrick - Missouri Area Health Education Center
  - Michelle Lane - North Kansas City Hospital
  - Brittany Sensch - Tri-County Mental Health Services Inc.
  - Sara Allison - Shepherd Elder Law Group
  - Jessica Popeau - Research College of Nursing

*Board Members 22-23*
Supporting Structure For Work Based Learning in North Kansas City Schools

Industry Executive Council

Meets every other month at CO to support PABs below.

- Health Services Pathway Advisory Board
  - Meets monthly in high school buildings
- Business, Leadership, and Entrepreneurship Pathway Advisory Board
  - Meets monthly in high school buildings
- Design, Innovation, and Technology Pathway Advisory Board
  - Meets monthly in high school buildings
- Human and Public Services Pathway Advisory Board
  - Meets monthly in high school buildings
ConnectED District Framework

Work-Based Learning System Continuum
September 2021

2022-2023
ADVISORY BOARD
MEMBER HANDBOOK
## Advisory Board Meeting Roles and Responsibilities

<table>
<thead>
<tr>
<th>Role</th>
<th>Student</th>
<th>Teacher</th>
<th>College and Career Facilitator</th>
<th>NRC District Staff</th>
<th>Principal</th>
<th>Chair</th>
<th>Advisory Board Members</th>
<th>Atmosphere</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student leader in attendance (if available) with primary purpose to make a student report/voice of peers.</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>Positively Engaged Roundtable</td>
</tr>
<tr>
<td>Student selected by lead teacher/facilitator</td>
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<td>Allow each member to share (i.e., roundtable)</td>
</tr>
<tr>
<td>Engage in discussions and activities as needed.</td>
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<td></td>
<td></td>
<td>Appreciate and recognize board members involvement (i.e., including name and company in school marketing materials; distribute end-year certificateaward)</td>
</tr>
<tr>
<td>At least one student per high school.</td>
<td></td>
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<td></td>
<td>Share pathway/board activities with others in the community</td>
</tr>
<tr>
<td>One rotating lead teacher in attendance with primary purpose to make a report.</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td>Provide opportunities for members to interact with teachers and/or students in classroom related activities.</td>
</tr>
<tr>
<td>Time limited. Monthly report on agenda.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Add board contact information to school news networks and invitation lists for school events/classroom projects.</td>
</tr>
<tr>
<td>Teacher named by principal Pre-screened agenda item by principal</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td>Establish norms of appropriate and respectful behavior in and out of meeting.</td>
</tr>
<tr>
<td>Supports their Pathway Advisory Board by being in attendance and available to support planning and experiences. Serves as the liaison for the lead teacher, teachers, principals, and counselors (as needed). Celebrate the success/provide data from Pathway/WRL experiences. Available to help build agenda, if needed.</td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Industry Executive Council Roles and Responsibilities

<table>
<thead>
<tr>
<th>NKC District Staff</th>
<th>Building Leadership Representative</th>
<th>Chair</th>
<th>Industry Executive Council Members</th>
<th>Government &amp; Local Officials</th>
<th>Atmosphere</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ensure fidelity of model.</td>
<td>Monthly attendance</td>
<td>Set goals annually and assess progress</td>
<td>Commit to model/standards</td>
<td>Commit to model/standards</td>
<td>Positively Engaged Roundtable</td>
</tr>
<tr>
<td>Assist with strategic planning &amp; advisory board development.</td>
<td>Serve as liaison to staff</td>
<td>Serve as primary agenda developer (i.e., with standard monthly timed reports)</td>
<td>Engage in district/academy Work Based Learning Continuum and Graduate Outcomes</td>
<td>Engage in district/academy Work Based Learning Continuum and Graduate Outcomes</td>
<td>Allow each member to share (i.e., roundtable).</td>
</tr>
<tr>
<td>Monthly report on agenda.</td>
<td>Monthly Report (i.e., needs of school and opportunities available for advisory board engagement).</td>
<td>Keep agenda on target</td>
<td>Report an absence prior to meeting by contacting alternate and ensure he/she can be present</td>
<td>Report an absence prior to meeting by contacting alternate and ensure he/she can be present</td>
<td>Appreciate and recognize board members involvement (i.e., including name and company in school marketing materials; distribute end-of-year certificate/award).</td>
</tr>
<tr>
<td>Assist with recruiting new members.</td>
<td>Handle feedback with all staff as related to PAB activities and/or recommendations.</td>
<td>Determine meeting dates and time.</td>
<td>Take part in a sub-committee, Curriculum, Marketing, and Internship</td>
<td>Take part in a sub-committee, Curriculum, Marketing, and Internship</td>
<td>Share pathway/board activities with others in the community.</td>
</tr>
<tr>
<td>Collect Sign-in Sheets</td>
<td>Support Chair (assist) with agenda building.</td>
<td>Report to Industry Executive Council (IEC) and feedback to PAB attend bimonthly meetings.</td>
<td>Elected Secretary</td>
<td>Elected Secretary</td>
<td>Provide opportunities for members to interact with teachers and/or students in classroom related activities.</td>
</tr>
<tr>
<td>Time limited</td>
<td>Handle mailings/communications with board members.</td>
<td>Ensure all board members have opportunity to share out (i.e., roundtable).</td>
<td>Take minutes</td>
<td>Take minutes</td>
<td>Add board contact information to school news networks and invitation lists for school events/classroom projects.</td>
</tr>
<tr>
<td>Purposeful</td>
<td>Ensure all board members receive copy of school calendar of events (i.e., NKC50 pathway events; pathway lessons/projects; mock interview, etc.)</td>
<td>Communicate clear roles and expectations.</td>
<td>Communicates with Principal the need for any assistance in distributing documents to all members.</td>
<td>Communicates with Principal the need for any assistance in distributing documents to all members.</td>
<td>Establish norms of appropriate and respectful behavior in and out of meeting.</td>
</tr>
<tr>
<td>Available to help build agenda, if needed.</td>
<td>Could be a voting member (optional).</td>
<td>Develop positive atmosphere (i.e., engage members in discussions based on principal report out and other student engagement opportunities).</td>
<td>Minutes and reminder need to be distributed at least one week in advance.</td>
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<td></td>
</tr>
</tbody>
</table>

### Roles & Responsibilities
Responsibilities of the Chair include:

- Determine the monthly meeting dates well in advance, length of meetings, location, a roster of members, and agendas.
- Assign a scribe.
- Call the meeting to order and review minutes of the previous meeting.
- Make sure meetings start and end on time.
- Provide an agenda for all meetings, lead discussions, set goals, try to bring closure on key points of discussion.
- Develop an "action list" that defines the "why" and review/update this list at each meeting.
- Ensure that all board members have an opportunity to be heard.
- Communicate clear roles and expectations for board members.
- Develop an atmosphere conducive to productive discussion, dialogue and decision making.

- Engage the board on such topics as:
  - reviewing curricula and making recommendations,
  - planning professional development for teachers/students,
  - job training issues, etc.

- Provide each member with a notebook labeled with his/her name/company and always provide three-hole punched agendas and materials.

- Create sub-committees with specific tasks such as:
  - securing internships,
  - acquiring resources and equipment,
  - recruitment of additional IEC board members,
  - marketing of the small school,
  - organizing a career fair,
  - fundraising/great writing,
  - recruiting student to complete junior members, etc.

Responsibilities of the Co-Chair include:

- Assist in planning and development of committee activities.
- Conduct meetings and committee business in the absence of the chair.
- Work with the chairperson on specified tasks.
- Ensure meeting minutes are taken and review minutes for accuracy before they are distributed to committee.
- Ensure meeting topics and discussion remain focused on agenda items needed for meeting productivity.
- Co-Chair participate equally, along with any other committee member, in the discussions and decisions of the committee.

Benefits:

- Give back to the profession: Share your professional expertise, insights, and experiences to develop emerging professionals.
- Drive the association's strategy: Help guide the direction of the board to better serve students.
- Establish a network: Experience valuable networking opportunities across the Northland business, industries, and education.
- Engage in strategic dialogue about the profession: Through small and large group conversations with fellow professionals and teachers, determine best practices for reaching students with valuable career information. Help fellow Advisory Board members identify and articulate trends that will shape the profession and thus the education of interested students.
- Focus on the profession: Participate knowing that NKC Schools values your time and expertise. The district carefully crafts Advisory Board responsibilities and agendas to utilize your expertise.
- Sharpen your leadership skills: Participate in committee work and sharpen your business leadership skills in a supportive, non-work environment.
2021-2023 Highlights

2021-2022 School Year

WORK-BASED LEARNING HIGHLIGHTS

GUEST SPEAKERS
Total: 111
97 speakers out of 111 were by pathway

MOCK INTERVIEWS
Total Participation
1,070/1,609 = 66.5% District

JOB SHADOWS
238 students completed as of 5/22/22.
8% increase from Fall 2021 semester
358 students with 290 interactions TOTALING 646 hours of job shadowing experiences.

CAPSTONE/SENIOR EXPERIENCES
Total: 449
Total Students: 460/539 = 29% District
- Career Internship: 93
- MCC/Early College: 87
- NCC-150 (Next year applications: 209)
- NCAPS: 109 (Next year applications: 113)

74% of students experienced a WBL opportunity this school year.
(4,747/6396=74.2%)

Updated as of 5/22/22

2022-2023 School Year

WORK-BASED LEARNING HIGHLIGHTS

GUEST SPEAKERS
Total: 157
135 speakers out of 157 were by pathway

MOCK INTERVIEWS
Total Participation
1,500/1,743 = 86% District

JOB SHADOWS
Embedded into the Career Mentorship Program
61 Registered Mentors
170 Participating Junior Mentors

CAPSTONE/SENIOR EXPERIENCES
Total: 505
- Career Internship: 183
- MCC/Early College: 134
- NCC-104 (Next year applications: 119)
- NCAPS: 84 (Next year applications: 134)

67% of students experienced a WBL opportunity this school year.
(4,402/6,562= 67%)

*Adding 6th-8th grade experiences (8,898/11,291=79%)

Updated as of 6/2023
## 2021-2022 Highlights

### 2021-2022 School Year

**WORK-BASED LEARNING**  
*Completed by Grade Level*

<table>
<thead>
<tr>
<th>Grade</th>
<th>Numbers Inputted on Dashboard</th>
<th>Total Student Numbers by Grade Level</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>9th</td>
<td>1662</td>
<td>1695</td>
<td>98%</td>
</tr>
<tr>
<td>10th</td>
<td>1324</td>
<td>1606</td>
<td>82%</td>
</tr>
<tr>
<td>11th</td>
<td>871</td>
<td>1567</td>
<td>56%</td>
</tr>
<tr>
<td>12th</td>
<td>890</td>
<td>1528</td>
<td>58%</td>
</tr>
</tbody>
</table>

**Data above shows students from every grade level that experienced at least one hour of WBL across the district including all opportunities provided (i.e., guest speakers, job shadowing, interviews, etc.) for the 21-22 school year.**  
Updated as of 5/22/22

### 2022-2023 School Year

**WORK-BASED LEARNING**  
*Completed by Grade Level*

<table>
<thead>
<tr>
<th>Grade</th>
<th>Numbers Inputted on Dashboard</th>
<th>Total Student Numbers by Grade Level</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>9th</td>
<td>1649</td>
<td>1690</td>
<td>98%</td>
</tr>
<tr>
<td>10th</td>
<td>1500</td>
<td>1717</td>
<td>87%</td>
</tr>
<tr>
<td>11th</td>
<td>606</td>
<td>1610</td>
<td>38%</td>
</tr>
<tr>
<td>12th</td>
<td>647</td>
<td>1545</td>
<td>42%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade</th>
<th>Numbers Collected (Dashboard collection currently available for HS)</th>
<th>Total Student Numbers by Grade Level</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>6th</td>
<td>1536</td>
<td>1545</td>
<td>99%</td>
</tr>
<tr>
<td>7th</td>
<td><em>Still looking for an experience for our 7th graders. K-8th grade committee established for 22-23 SY to start developing opportunities.</em></td>
<td>1568</td>
<td>------</td>
</tr>
<tr>
<td>8th</td>
<td>1383</td>
<td>1616</td>
<td>86%</td>
</tr>
</tbody>
</table>

**The data above represents the participation of our high school students (2022-2023 SY) that engaged in at least one hour of Work-Based Learning (WBL), which included various opportunities such as guest speakers, job shadowing, interviews, and more. Notably, our efforts this year were directed towards expanding these opportunities for younger grade levels as well.**
Work-Based Learning Impact Report (Fall 2023)

The role and purpose of our Industry Executive Council (IEC) & Pathway Advisory Board (PAB) is to keep the district focused on the transformation of schools, monitor progress, celebrate success, advocate, provide community accountability, and ultimately support the needs of the district and pathways.

“I asked my class what they learned from the Game of Life experience and one student said, “I learned I need to help my Mom more”.”

Eastgate Teacher

<table>
<thead>
<tr>
<th>EXPERIENCE</th>
<th>OUTCOME</th>
</tr>
</thead>
<tbody>
<tr>
<td>6th</td>
<td>1415 6th graders at Eastgate, Gateway centers participated this year.</td>
</tr>
<tr>
<td>7th</td>
<td>1587 7th graders from all 4 middle schools participated within this experience.</td>
</tr>
<tr>
<td>8th</td>
<td>1613 8th grades from all 4 middle schools were in attendance.</td>
</tr>
<tr>
<td>10th</td>
<td>1,624 9th graders from all 6 high schools attended.</td>
</tr>
<tr>
<td>11th</td>
<td>1,523 10th graders completed a resume and 1,412 sophomores participated in mock interviews.</td>
</tr>
<tr>
<td>12th</td>
<td>296 juniors enrolled in this year’s mentorship program.</td>
</tr>
</tbody>
</table>

During the Fall 2023 semester, 7,876 students experienced impactful opportunities across our 6th-12th grade campuses, with many more opportunities awaiting in the upcoming semester.

Status for Work-Based Learning Goals
- 831 District Speakers and 70 aligned by pathway.
- 1,523 students completed resumes and 1,412 sophomores participated in mock interviews.
- 76 Career Mentors & 216 Student Mentors
- 10 new teachers are piloting Client-Connected Projects.
- Senior Early College 2025, 22-23 SV Total: 584
- Marketing Internship 45
- Career Internship 215
- Early College 2025

Teacher Externship Feedback/Results
- 84.7% of respondents felt their experience was engaging & rated at 4 or higher. 94.7% of responses. This feedback encompasses teachers from both middle school and high school.
- Business willingness to host again: 20% or 0%
- Next experience scheduled for 30/4/24
- 95% of students willing to return to Eastgate
Pathway Advisory Board

https://youtu.be/Jx_xOd23kl0
Game of Life Highlights

https://www.youtube.com/watch?v=32rnKe2fKrs
## October Hosting Sites:

<table>
<thead>
<tr>
<th>Antioch Urban Growers</th>
<th>Heartland Chevrolet</th>
<th>Missouri Organic Recycling</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brown Industries Inc</td>
<td>Holland 1916</td>
<td>MULTIVAC</td>
</tr>
<tr>
<td>Builders Associations</td>
<td>Ingridion</td>
<td>Nextran Truck Centers</td>
</tr>
<tr>
<td>Butler Brothers Steel Rule Die</td>
<td>KC Metro Crime Commission/Greater KC</td>
<td>North Kansas City Fire Department</td>
</tr>
<tr>
<td>C.S. Humphrey &amp; Company, LLC</td>
<td>KC Streetcar Constructors</td>
<td>North Kansas City Hospital</td>
</tr>
<tr>
<td>Christian Brothers Roofing</td>
<td>KC Water</td>
<td>North Kansas City Police Department</td>
</tr>
<tr>
<td>Clay County Public Health Center</td>
<td>SM Products/Spyder Products/Yummy Combs</td>
<td>Orange EV</td>
</tr>
<tr>
<td>Continental Disc Corporation</td>
<td>Heartland Chevrolet</td>
<td>Precision Elements</td>
</tr>
<tr>
<td>Design Supply Doors</td>
<td>Mainstreet Credit Union</td>
<td>Wabtec Corporation</td>
</tr>
<tr>
<td>Fabri-Quilt</td>
<td>Mid-America Carpenters Regional Council</td>
<td>Wayside Waifs</td>
</tr>
<tr>
<td>Federal Reserve Bank of Kansas City</td>
<td>Miss Dianna’s School of Dance, Inc.</td>
<td>Worcester Investments</td>
</tr>
<tr>
<td>Worlds of Fun</td>
<td>Kansas City Zoo</td>
<td>Starlight Theatre</td>
</tr>
</tbody>
</table>
Leadership Team, Request, Tracking Systems

**Part One**
Building Requests/WBL Goals
- High School College and Career Facilitators
  - Counselors
  - Leadership Teams

**Part Two**
IEC/PAB Recruiting of Stakeholders
- Onboarding of Business Partners
- Pathway Advisory Boards/IEC

**Part Three**
Curriculum & CTE Development
- Instructional Coaches
- Director of College and Career Pathways
- Assistant Director, College and Career Readiness
- Assistant Principals
- Principals
PowerSchool Database
(Student Management System)

https://powerschool.nkcscschools.org/admin/home.html

Link is not active due to being a student database system. Example shown in video.
The Work-Based Learning Toolkit of North Kansas City Schools College and Career Pathways has been formulated to aid school leaders, college and career facilitators, educators, students and partnering intermediaries in crafting, executing, and nurturing effective Work-Based Learning experiences for high school students. This toolkit seamlessly aligns with the domains of College and Career Readiness, serving as a foundational pillar to bolster comprehensive school-wide endeavors that equip students to graduate well-prepared for diverse postsecondary pathways and successful careers.

https://sites.google.com/view/nkcschoolswbl/overview?authuser=0
Celebrations & Considerations

*(Challenges Part One)*

- Developing a requesting and tracking system/structure.
  - Student Management System
  - *Shared* Excel Document
  - Purchasing systems (inside district)
- Willing to make adjustments if/as needed.
  - Pivots will occur
- Avoiding Checkboxes
  - Providing meaningful experiences
- Right stakeholders/Communications
  - Departments
  - Partners in Education Coordinator
  - College and Career Facilitator
- Smaller numbers for IEC/PAB
  - Accountability with your boards
- New Initiative/New Teacher (Buy-in Struggle)
Celebrations & Considerations

*(Challenges Part Two)*

- Surveying your IEC/PAB members
  - Determine your interests
- Creating a Schedule that works
  - Common Plan Time
  - Block vs. Traditional
- K-12 Continuum (Elementary/Middle School)
- Staff Turnover
  - Pivots will occur
- Creating Bylaws/Written Structure
  - Providing meaningful experiences
- Follow-up/Post-Graduate Data
# PreK–Adult Education Committee Members

<table>
<thead>
<tr>
<th>Nick Pettit, Principal @ Maplewood</th>
<th>Christy Collins, Director of College and Career Pathways</th>
<th>Jamie McSparin, College and Career Facilitator @ Northtown</th>
<th>ConnectED (Pathway Consultants)</th>
</tr>
</thead>
<tbody>
<tr>
<td>或</td>
<td></td>
<td></td>
<td>- Julie Koenke, Director, District and Regional Support</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>- Rob Atterbury, Director, District and Regional Support</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>- Jenn Lutzenberger Phillips, Director, Learning Teaching, and Pathway Development</td>
</tr>
<tr>
<td>Tammy Bunch, Counselor @ Bell Prairie</td>
<td>Elizabeth Hughes, 1st grade teacher @ Maplewood</td>
<td>Athena Graham, Partners in Education Coordinator @ CO</td>
<td>Shannon Cunningham, College and Career Facilitator @ Oak Park</td>
</tr>
<tr>
<td>Amy Maskill, Counselor @ Meadowbrook</td>
<td></td>
<td></td>
<td>or</td>
</tr>
<tr>
<td>Samantha Atkins, Counselor @ Oakwood Manor</td>
<td></td>
<td></td>
<td>or</td>
</tr>
<tr>
<td>Bri Bradford, Kindergarten Teacher @ Maplewood</td>
<td>Andrea Stauh, Principal @ Davidson</td>
<td>Courtney Judd, Teacher/Math Demonstration teacher @ Maplewood</td>
<td>Shannon C. Shelton, Director for Work-Based Learning</td>
</tr>
<tr>
<td>Jamie Neibling, TLC @ New Mark</td>
<td>Stephanie Schneebelen, Principal @ Antioch</td>
<td>Dr. Katie Lawson, Executive Director of Special Programs</td>
<td>Amanda Dillon, Gateway 6th Grade Center (Microschools)</td>
</tr>
<tr>
<td>Rene Cooper, Assistant Principal/Coordinator @ HSAP</td>
<td>Jocelyn Wilcox, Behavior Intervention Teacher @ Maplewood</td>
<td>Dr. Janelle Porter, Executive Director-Student Services</td>
<td>Eric Alberston, Gateway 6th Grade Center (Microschools)</td>
</tr>
<tr>
<td>Shannon Gilliland, Assistant Director of College and Career Readiness</td>
<td>Alayna Martin, College and Career Facilitator @ Tonka</td>
<td>Kezia Bohanan, Gateway 6th Grade Center (Microschools)</td>
<td>Tina Hinds-Booth, Principal @ Topping</td>
</tr>
</tbody>
</table>
Work Based Learning (Part A)

Obtaining Partners (Part A)
- District Demographics
- Pathway Structure

Obtaining Partners (Part B)
- Establishing Partnerships
  - Marketing Materials
    - Portrait of a Graduate
    - Work-Based Learning Continuum
    - Marketing Flyer

Maintaining Partners (Part C)
- Work-Based Learning Goals
- Industry Executive Council & Pathway Boards
- Requesting/Tracking System
Questions/Contact Information

Bambi Powell
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Partners in Education
bambi.powell@nkcschools.org
816.321.5018

Athena Graham
Partners in Education Coordinator
athena.graham@nkcschools.org
816.321.4696

Shannon C. Shelton
Director of Work-Based Learning
shannon.c.shelton@nkcschools.org
816.413.3769
Resources, Opportunities & Next Steps
Manufacturing internships

New resources for employers!

The Illinois Manufacturers’ Association and EdSystems released new one-pagers to guide employers in effectively hosting high school interns under 18 while championing equity in placement and career progression.  

Learn more...

Hear from employers in March!

Morton Industries and the McHenry County Manufacturing Pathways Consortium will share their models and resources for supporting high school students in career development experiences, including internships and apprenticeships, in manufacturing.  

Learn more...
Ideating with I-WIN: AI for WBL

Goals for this space

- Encourage a culture of collaboration and knowledge sharing.
- Share community models and resources to inspire enhance understanding of AI tools and their applications in WBL.
- Actively involve students through work on AI-related projects and offering their insights.

Sessions to keep engaging

ICYMI: Margaret Janke, Wilco Area Career Center, shared how they used a variety of AI tools (recording and presentation)

Save the date: AI & the Future of Work
- Monday, April 29, 1–2:15 p.m.
- Presented by: JFFLabs Center for Artificial Intelligence & the Future of the Work
Thank you!

Heather Penczak, hpenczak@niu.edu