

# Hull Public Schools



**PATHWAY TO COLLEGE & CAREER  
READINESS FOR 21<sup>ST</sup> CENTURY  
LEARNERS**

# The 10 Skills Employers Want Most In 2015 Graduates

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By Susan Adams

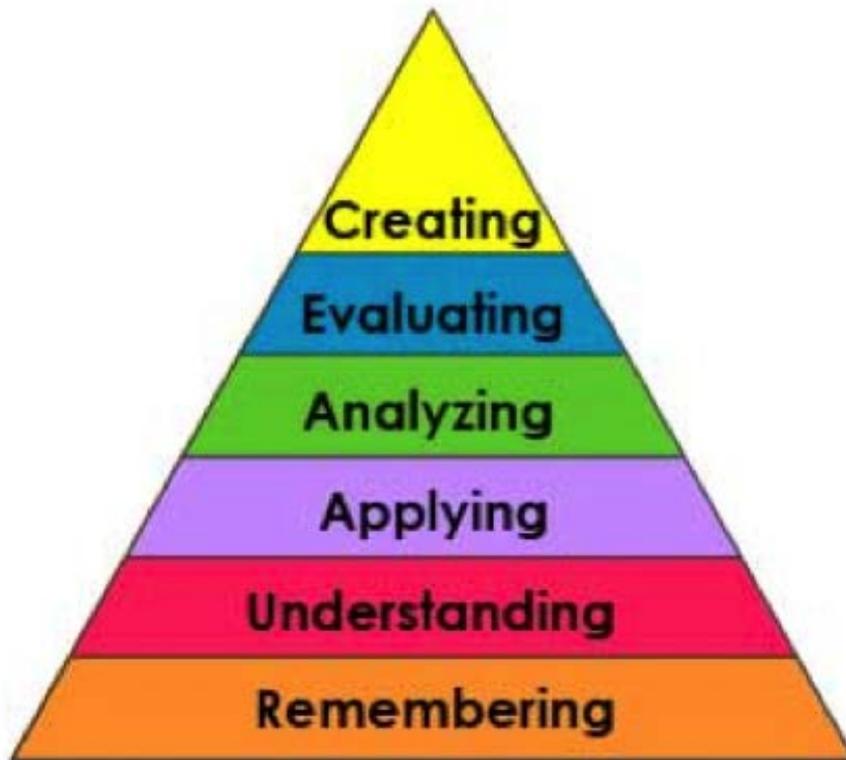


“The National Association of Colleges and Employers (NACE) a Bethlehem, PA non-profit group that links college career placement offices with employers, ran a survey from mid-August through early October where it asked hiring managers what skills they plan to prioritize when they recruit from the class of 2015 at colleges and graduate schools. Though the survey sample is small—NACE collected responses from just 260 employers—the wisdom is sound. New and recent grads should pay attention.”

# The 10 Skills Employers Want Most In 2015 Graduates

1. Ability to work in a team structure
2. Ability to make decisions and solve problems (tie)
3. Ability to communicate verbally with people inside and outside an organization
4. Ability to plan, organize and prioritize work
5. Ability to obtain and process information
6. Ability to analyze quantitative data
7. Technical knowledge related to the job
8. Proficiency with computer software programs
9. Ability to create and/or edit written reports
10. Ability to sell and influence others

# Bloom's Taxonomy



**Creating:** can the student create new product or point of view?

**Evaluating:** can the student justify a stand or decision?

**Analyzing:** can the student distinguish between the different parts?

**Applying:** can the student use the information in a new way?

**Understanding:** can the student explain ideas or concepts?

**Remembering:** can the student recall or remember the information?

# MA Definition of College and Career Readiness

Being College and Career Ready means that an individual has the knowledge and skills necessary for success in postsecondary education and economically viable career pathways in a 21st century economy.



# Essential Competencies of College & Career Readiness

## Academic

### English Language Arts

- Read and comprehend a range of sufficiently complex texts independently
- Write effectively when using and/or analyzing sources
- Build and present knowledge through research and the integration, comparison, and synthesis of ideas
- Use context to determine the meaning of words and phrases

### Mathematics

- Solve problems involving the major content with connections to the mathematical practices
- Solve problems involving the additional and supporting content with connections to the mathematical practices
- Express mathematical reasoning by constructing mathematical arguments and critiques
- Solve real world problems, engaging particularly in the modeling practice

# Essential Competencies of College & Career Readiness

## Workplace Readiness

### Work Ethic and Professionalism

- Attendance and punctuality expected by the workplace
- Workplace appearance appropriate for position and duties
- Accepting direction and constructive criticism with a positive attitude and response
- Motivation and taking initiative, taking projects from initiation to completion
- Understanding workplace culture, policy and safety, including respecting confidentiality and workplace ethics

### Effective Communication and Interpersonal Skills

- Oral and written communication appropriate to the workplace
- Listening attentively and confirming understanding
- Interacting with co-workers, individually and in teams

# Essential Competencies of College & Career Readiness

## Personal and Social Development

- Higher order thinking skills of analysis, synthesis, and evaluation
- The ability to think critically, coherently, and creatively
- The ability to direct and evaluate their own learning, be aware of resources available to support their learning, and have the confidence to access these resources when needed.
- Motivation, intellectual curiosity, flexibility, discipline, self-advocacy, responsibility, and reasoned beliefs

# Hull Public Schools College and Career Readiness Goals (2013-2016)

1. Graduates of the Hull Public Schools will have demonstrated the ability to think critically and to problem solve in and out of the classroom.
2. Graduates of the Hull Public Schools will have demonstrated the ability to collaborate across networks and lead by influence in and out of the classroom.
3. Graduates of the Hull Public Schools will have demonstrated agility and adaptability in and out of the classroom.
4. Graduates of the Hull Public Schools will have demonstrated initiative and entrepreneurship in and out of the classroom.

# Hull Public Schools College and Career Readiness Goals (2013-2016)

5. Graduates of the Hull Public Schools will have demonstrated the ability to effectively communicate, both orally and in writing, in and out of the classroom.
6. Graduates of the Hull Public Schools will have demonstrated the ability to access, assess and analyze information in and out of the classroom.
7. Graduates of the Hull Public Schools will have demonstrated curiosity and imagination in and out of the classroom.

Wagner, Tony. "7 Survival Skills for 21<sup>st</sup> Century Students." *The Global Achievement Gap*. New York: Basic Books (2008)

# Goal 1: Think critically and problem solve in and out of the classroom.

## Teacher Development and Support

- Engage teachers in professional development focused on teaching critical thinking and problem solving strategies.
- Provide training to all core subject teachers grades 6-12 for AP exams in their subject areas.
- Provide professional development to align next generation science standards with K-12 curriculum.
- Increase K-8 instructional coach position to 1.0.
- Create curriculum coordinator positions for grades 6-12 academic areas.
- Restore licensed middle school social studies teachers.

# Goal 1: Think critically and problem solve in and out of the classroom.

## Science, Technology, Engineering and Mathematics (STEM)

- Restore science specialist for K-5.
- Create a district-wide K-12 robotics program.
- Increase the number and variety of science labs offered to middle and high school students.
- Provide educators with a system-wide technology integration specialist to assist classroom teachers with incorporating technology into their instruction and maintain technology offerings.

## **Goal 2: Demonstrate the ability to collaborate and lead by influence.**

### **Afterschool Enrichment and Extra-Curricular Activities**

- Provide/restore funding for extra-curricular activities in grades K-12.
- Provide full funding for athletics and drama.
- Eliminate all participation fees that are currently charged to high school students.
- Establish or expand community partnerships with community-based programs. (community service, internships, experiential learning)

# Goal 2: Demonstrate the ability to collaborate and lead by influence.

## Services to Support Learning

- Institute a middle school advisory program to provide an alternative connection to an adult for each student in the building.
- Research opportunities to incorporate common planning time for teachers at all levels.
- Fully implement Positive Behavioral Intervention Support (PBIS) K-8.
- Provide opportunities for students to work in teams across disciplines to work together to solve problems.
- Restore foreign language program at the middle school and expand the foreign language program to the elementary level.

# Goal 3: Demonstrate agility and adaptability.

## Using Technology to Improve Student Outcomes

- Foster opportunities for students and teachers to use technology in sophisticated ways to enhance the teaching and learning.
- Increase online learning opportunities to meet the learning needs of all students in grades K-12.
- Develop and increase experiential opportunities to enhance the global awareness of every student
- Ensure students can recognize and appreciate diversity through regular connections with students/schools from other geographic areas, cultures and ethnic backgrounds using resources like Skype, pen-pals, field trips, and virtual relationships.

# Goal 3: Demonstrate agility and adaptability.

## Individualizing Education

- Continue to provide professional development and coaching in the area of differentiated instruction.
- Increase Response to Intervention (RTI) strategies in grades K-8.
- Expand the culture of collaboration and team building among staff through co-teaching.
- Expand Team Based Learning Program at high school to service students through age 22 with focus on transition planning, vocational training, and community experiences.

# Goal 4: Demonstrate initiative and entrepreneurship.

## Services and Partnerships to Support Learning

- Expand the Hull High School internship program to allow all students to participate in a school day internship in their senior year.
- Expand the before and after school enrichment programs at all levels to allow all students the opportunity to enhance their initiative and entrepreneurial skills.
- Explore entrepreneurial opportunities through technology, shop, and art classes at the high school.

# Goal 5: Demonstrate effective oral and written communication.

## Services to Support Learning

- Explore full-day opportunities for pre-kindergarten students.
- Restore free full-day kindergarten for all students.
- Provide training and education to students and staff on the use of emerging technology for the purpose of communication.
- Establish a required public speaking course to be taken by all Hull High School freshmen.

# Goal 5: Demonstrate effective oral and written communication.

## Literacy

- Increase Jacobs reading specialists from 2.6 to 3.0.
- Restore grades 6-8 reading specialist position.
- Increase K-8 literacy coach position to 1.0.
- Allocate funds for arts and literacy pre-kindergarten and kindergarten program materials (Jumpstart through South Shore Conservatory).

# Goal 6: Demonstrate the ability to access, analyze and assess information.

## Services to Support Learning

- Provide professional development that targets principles of accessing, assessing, and analyzing data/information.
- Incorporate technology to expand students' ability to access, assess, and analyze information.
- Increase the access and use of Aspen to students and staff as a way to communicate, store and analyze data, and organize information.
- Restore 1.0 librarian/media specialist positions at the middle and elementary schools.

# Goal 7: Demonstrate curiosity and imagination.

## Services to Support Learning

- Engage all students in a variety of enrichment programs outside of the school day.
- Revise graduation course requirements to include the arts.
- Increase band offerings grades 6-12 and restore the elementary school band in grades 4 and 5.
- Create and implement Computer-Aided Design (CAD) offerings 9-12.
- Increase experiential learning K-12 to offer a wide range of experiences for the students.

# MA Definition of College and Career Readiness

