College, Career, Life Ready

Career Academy Model Transformation

Educating ALL students for success in life
What is the Mission

More than a diploma - a launchpad for life!

Grad Requirements +

✓ Career Pathway to Engage
✓ Community Connections
✓ Strong Workplace Skills
The Why

ANCHORAGE

• Decrease in Workforce
• High Outmigration
• Low Birth Rates

ASD

• Stagnant grad rates
• Poor attendance rate
• Suspension rates increase
• Mental health needs increase
• Lack of engagement and connection in students
“Pockets of Excellence”
## IMPACT

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<thead>
<tr>
<th>Pockets of Excellence</th>
<th>Impact With Alignment</th>
<th>Collective Impact</th>
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*Shared Goal, Strategy*
A Model for Transformation

The Ford NGL Framework
A Community-Connected Transformation Model for Students

Transforming Teaching & Learning
- Career-Focused Academics
- Work-based learning
- Learning & work pathways
- Credit opportunities
- Student voice & leadership

Transforming the Culture, Systems, & Structures of Schools
- Teacher teams
- Professional development
- Family engagement
- Systems & structures to support workplace learning
- Supportive policies & practices
- Data systems

Transforming Partnerships Between the Schools & Community
- Governance Systems & Structures
- Community learning resources
- Align workforce demand & district programs
- Shared ownership & accountability
- Communications & marketing

OUR PRINCIPLES. EQUITY. STUDENT VOICE. COMMUNITY CONNECTED APPROACH. PASSION. INNOVATION.
**PHASE 1: EXPLORE**
1. Understand the benefits and features of transforming the secondary school experience using the Ford NGL community-driven approach.
2. Readiness and commitment to embrace the Ford NGL transformation.

**PHASE 2: ENVISION**
1. Deepen community-wide understanding of the benefits and features of transforming the secondary school experience using a community-driven approach.
2. Understand and develop the systems, structures, processes, and leadership needed to implement the plan and guide continuous improvement.
3. Deepen community-wide commitment to embrace the Ford NGL model for transformation.

**PHASE 3: PLAN**
1. Achieve community-wide consensus on and ownership of a vision for transformation and learn what it will take to implement the vision.
2. Create a community-wide three year master plan for achieving the vision that is aligned with the school district’s plans.
3. Agree on a set of priorities for the first year of implementation.
4. Strengthen the systems, structures, processes, and competencies needed to implement the plan and guide continuous improvement.

**PHASE 4: IMPLEMENT**
1. Strengthen community-wide capacity to implement and continuously improve the educational system.
2. Implement the systems, structures, processes, and competencies to support and sustain continuous improvement with all key individuals and groups engaged.
3. Inspire, share, and contribute to the Ford NGL Network.

**PHASE 5: GO FURTHER**
1. Deepen the implementation of the systems, structures, processes, and competencies to support and sustain continuous improvement including an intentional focus on distributed leadership and succession planning.
2. Create and share innovations that will support the entire Ford NGL Network.
WALL-TO-WALL
CAREER ACADEMIES

Pathways to Prosperity
A plan for high school transformation in the Anchorage Community

CTE expansion and work-based learning
Inclusive and equitable
Focused small learning environment
Community approach at meeting workforce needs
ACADEMY TEAM STRUCTURE

- Common planning for teachers
- Students are cohort scheduled
- Scheduling is intentional
- Business and civic engagement
Freshman Academy

→ Smaller Learning Community
→ Transition Support
→ Freshman Seminar Course
→ Career Academy Selection
The FORD NGL Model for Community Connected Learning
Structured partnerships

- Defined structures and expectations
- Supports the academic and career development of students
- Creates equitable opportunities across our district
- Streamlined partnering process for the community
THE WORK-BASED LEARNING CONTINUUM

What does strengthening your involvement with schools look like in a continuum?

CAREER AWARENESS & EXPLORATION

Learning ABOUT the Company & Careers

Classroom Speakers, Speed-negotiating, Roundtable Discussions, Industry/Advisory Council, Curriculum Review, Job Shadow, Reverse Job Shadow, Worksite Tour, Teacher Team Externship, Capstone Experience, Student Internship, Student Appreciation

LOW INTENSITY

MEDIUM INTENSITY

HIGH INTENSITY

CAREER PREP

Learning WITH the Company

CAREER APPLICATION

Application IN the Company

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Governance Structures and Roles

Community-Connected Ecosystem

Community Convening Organization

Steering Committee
Co-Chairs
ASD and Community Partners

Operating Committee
Steering Co-Chairs
Tactical Co-Chairs

Tactical Teams
ASD Co-Chair
Community Partner Co-Chair
Members
KEY SYSTEMS DRIVING THE ACADEMIES OF ANCHORAGE TRANSFORMATION

Academies of Anchorage

ANCHORAGE SCHOOL DISTRICT
Develops, implements and monitors all aspects of the Academies of Anchorage, and provides partner oversight and coordination through facilitation of the Steering Committee, advisory boards, and academy coaches at each comprehensive high school.

AEDC
LAVOR MARKET ANALYSIS & DATA SUPPORT
Recommend academies and pathways based on research on high-wage, high-demand opportunities in the region and workforce trends.

ACADEMIES CHAMPIONS
Supports the transformation through advocacy in both policy and the community and assists in recruiting school business engagement to cultivate career and workforce development.

ANCHORAGE CHAMBER OF COMMERCE

PARTNER ENGAGEMENT
Recruits businesses and organizations and connects them to the schools, assists in partner development for all academies and monitors and celebrates student outcomes.

United Way
United Way of Anchorage

TRANSITION SUPPORT
Partners to develop additional postsecondary training onramps for students and expand concurrent enrollment and dual credit opportunities.

United Way
United Way of Anchorage

The ASD is grateful for the major support from all key community partners listed here.
**ACADEMY TIMELINE**

**2022-23**
**FIRST STEPS EXPLORE**
- ASD Commitment
- Partner Ford NGL
- Site Visits

**2023-24**
**LET'S DO IT ENVISION & PLAN**
- Develop systems, structures and leadership
- Deepen Community Understanding

**FALL 2024**
**LAUNCH FRESHMAN ACADEMY**
- Foundation of Model
- Transition
- Freshman Seminar class

**FALL OF 2025**
**BEGIN CAREER ACADEMIES**
- District-wide
- Community Aligned
Fostering Diverse Schools Grant
$15 Million over 5 years
The best way to predict the future is to create it.

Abraham Lincoln
Questions?