

Fall Quarterly Board Retreat

September 27, 2014



Meeting Objectives

1. Discuss district long-range vision development process
2. Review findings to date and provide input on Guiding Question #1: What should a college, career, and community ready MMSD graduate look like in 2030?
3. Update the Board on the Personalized Pathways work



Agenda

- 8:00 Opening Remarks**
- 8:30 Article Discussion & Inclusion Exercise**
- 9:00 Long-Range Vision Process**
- 9:30 Local/regional Marketplace Conditions**
- BREAK**
- 10:15 What does a student prepared for college, career, and
 community look like in 2030?**
- 11:15 Personalized Pathways**
- 11:45 Closing Remarks**
- 12:00 Lunch**



Article Discussion

Another Inconvenient Truth: Race and Ethnicity Matter



Article Discussion

Another Inconvenient Truth: Race and Ethnicity Matter

With an elbow partner:

1. **Highlight** key points in the text.
2. **Share and discuss** key points that had particular significance to you.

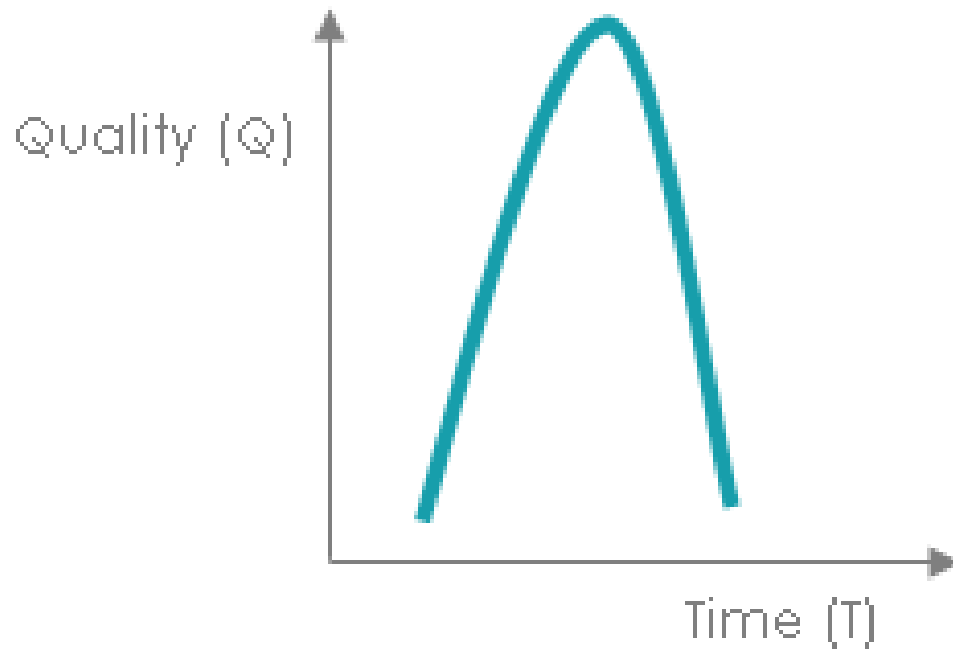
Inclusion Activity

Imagine that you are the parent of an incoming 4K student next year...

- In groups of 3, discuss one hope or vision you have for this student upon his/her graduation in 2029?

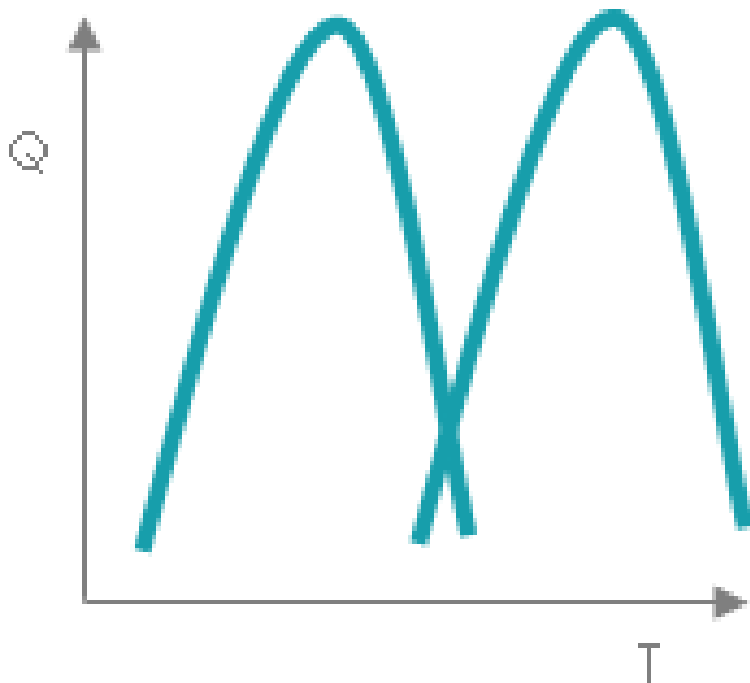


Improvement Process – What Do We Know?



Some improvement processes start well but don't result in sustained improvement.

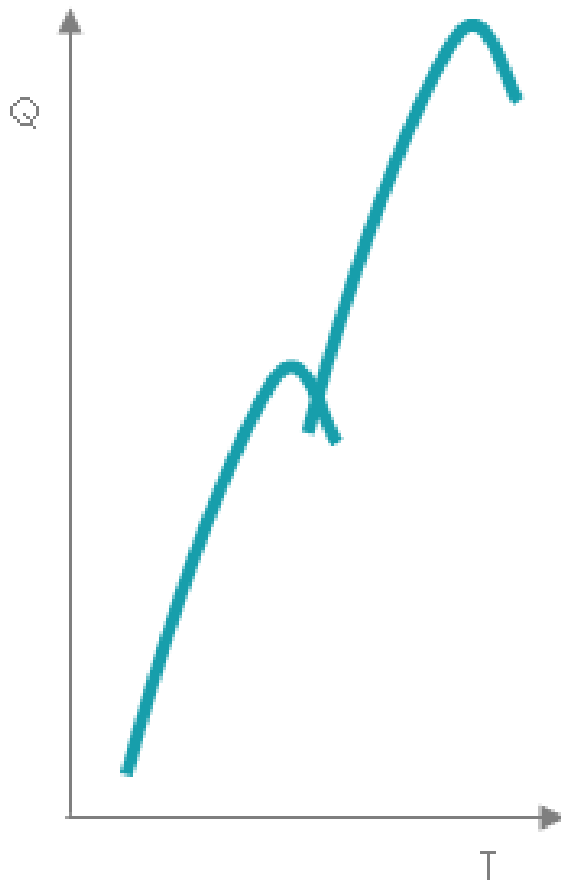
Improvement Process – What Do We Know?



Some organizations can later “relaunch” after finding themselves in a state of crisis, gaining new momentum and improvement.



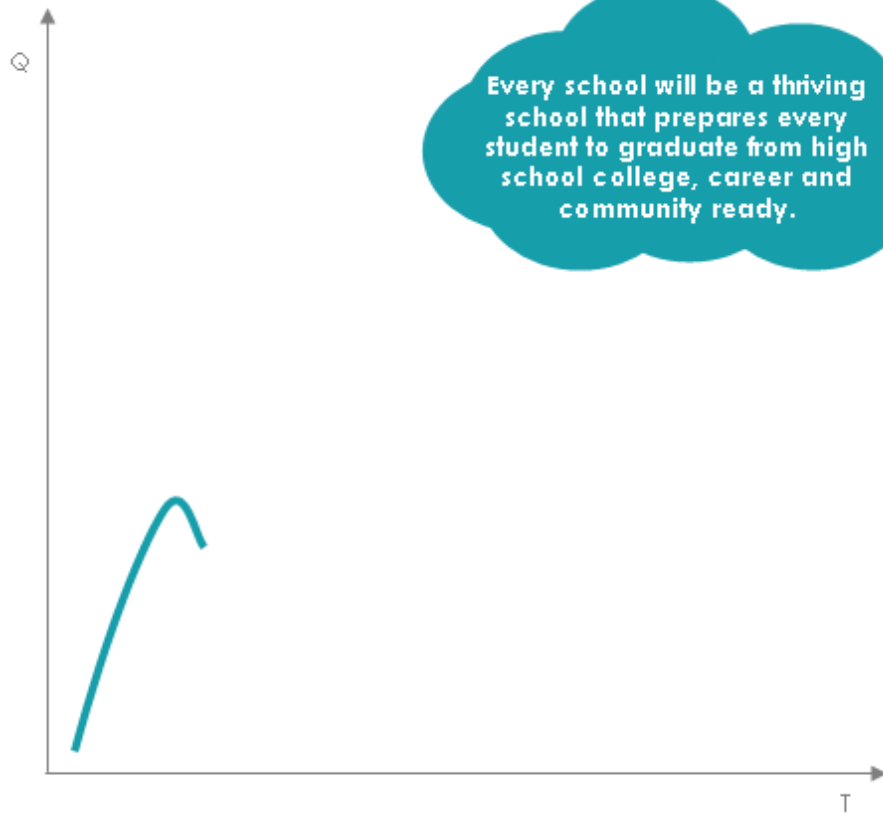
Improvement Process – What Do We Know?



But the greatest long-term improvement occurs when organizations can relaunch before losing their original momentum, continuing the improvement process and reaching higher levels of quality.

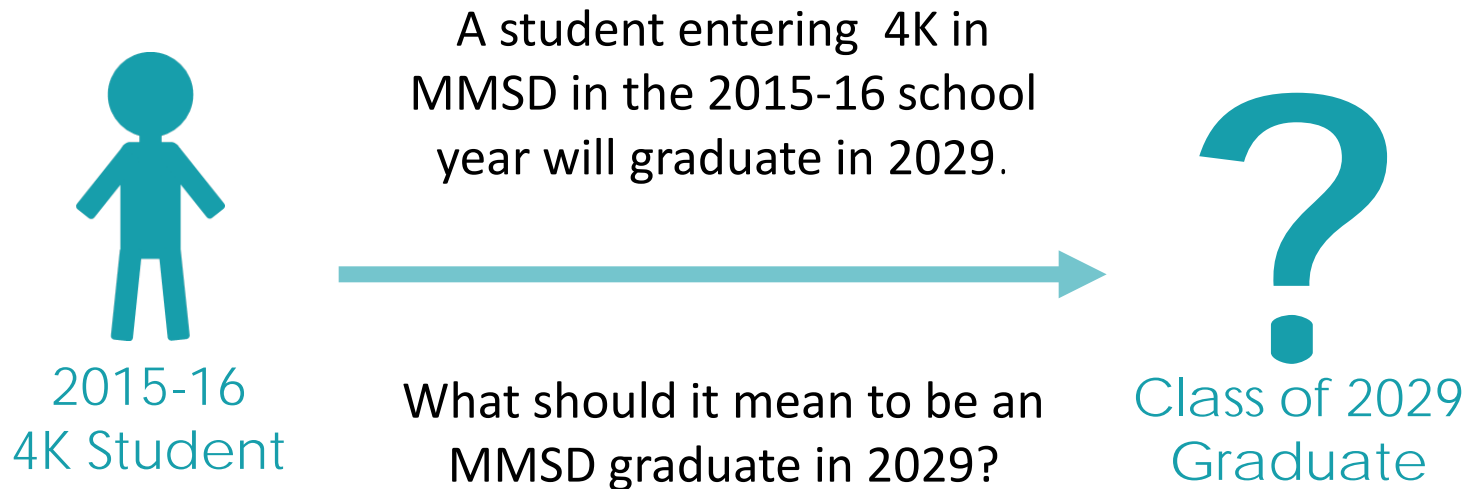


Long-Range Vision – Our Relaunch

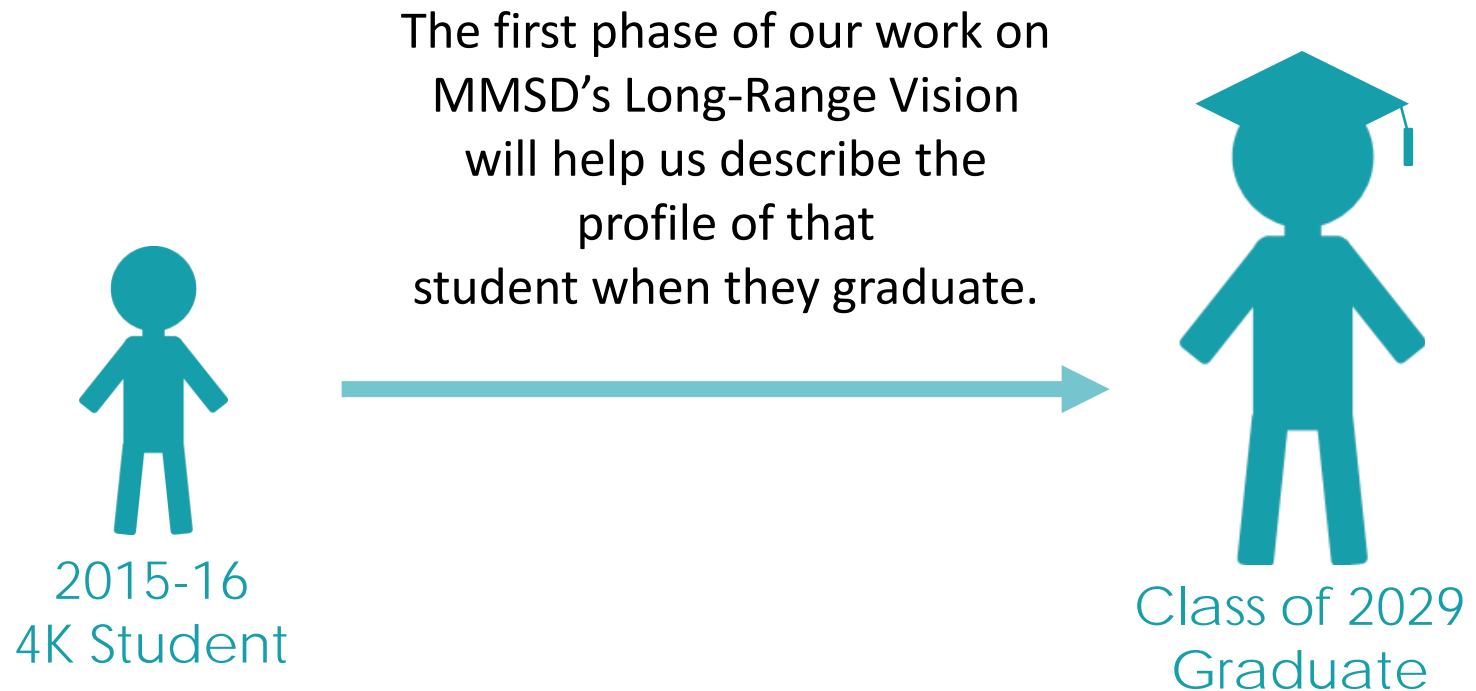


- Initial launch: Strategic Framework
- Relaunch: Begins with better defining key components of vision, including **college, career and community ready graduates, thriving educators & schools, and family & community partnerships**

Better Defining Our Vision



Better Defining Our Vision (cont.)



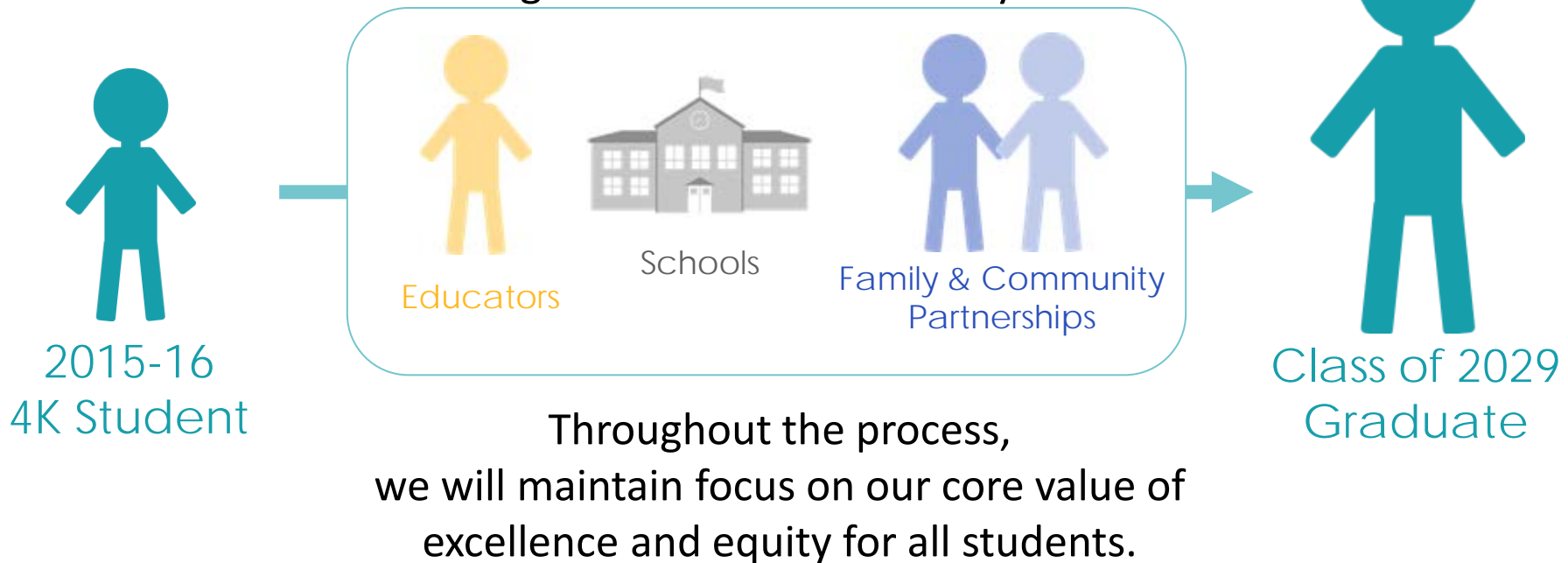
Better Defining Our Vision (cont.)

What should that student
experience between now and 2029
to help them achieve that goal?

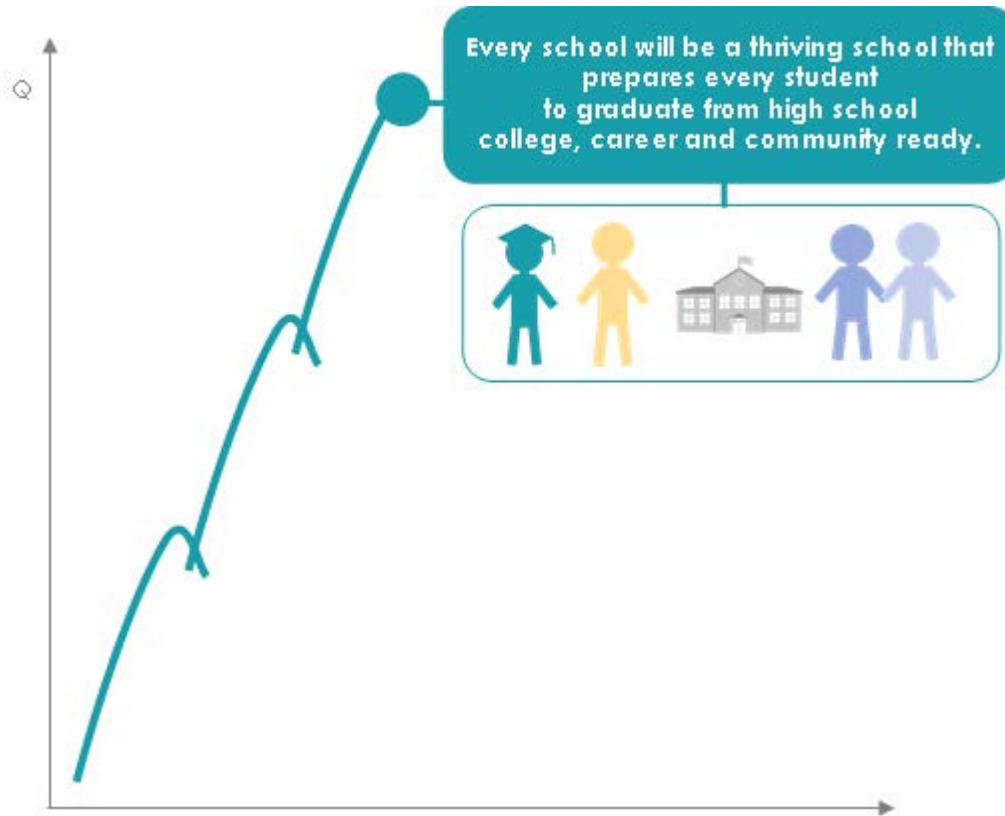


Better Defining Our Vision (cont.)

During 2014-15, we also will develop profiles of the thriving Educators, Schools, and Family & Community Partnerships that will help the profile of a 2029 graduate become a reality.



Long-Range Vision – Our Relaunch



- Last step: identify the short-term and long-term ways to maximize our strategies and explore new opportunities
- Ensures that we continue to relaunch and maintain our momentum toward our ultimate vision

Developing the Vision

- Collective input and creation throughout 2014-15
 - Capture a variety of voices
 - Allow varied opportunities to engage in process
 - Target groups based on interest
 - Use existing structures and work when possible
 - Gather maximum data

Guiding Questions: Vision 2030

Consistent protocols across groups – focused on guiding questions:

1. What should a college, career, and community ready MMSD **graduate** look like in 2030?
2. By 2030, what should thriving educators, schools, and **family and community partnerships** look like to support all students in reaching this goal?
3. Between now and 2030, what should we do to **maximize** our strategies and **explore** new opportunities to achieve this vision?

Input Approaches

Different approaches for input sessions

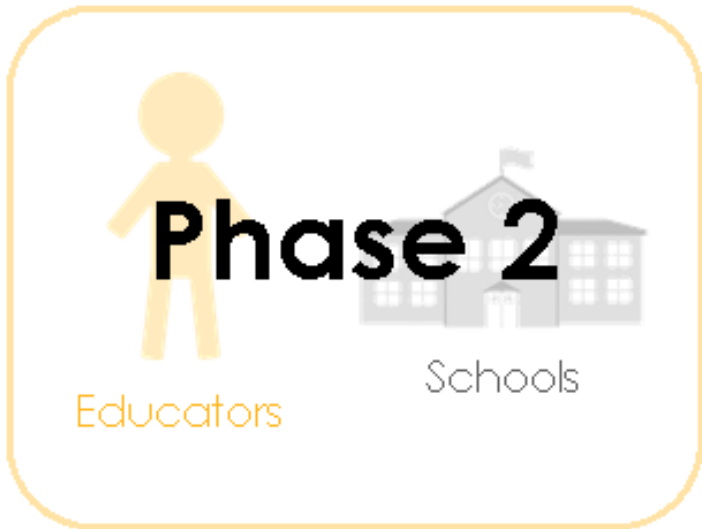
- Phased: repeat conversation with the same group; focused on specific question or subset of question; cover each question across year
- Comprehensive: one conversation with the group; focused on first two guiding questions to build profiles

Input Sessions – Phased



- Learn about the vision development process and explore *Question 1: What should a college, career, and community ready MMSD graduate look like in 2030?*
- Builds on work already begun by High School Reform Collaborative and Priority Area II: Personalized Pathways
- Focus of Sept - Oct input sessions
 - Superintendent Advisory Groups, ad hoc focus groups, and webform

Input Sessions – Phase 2



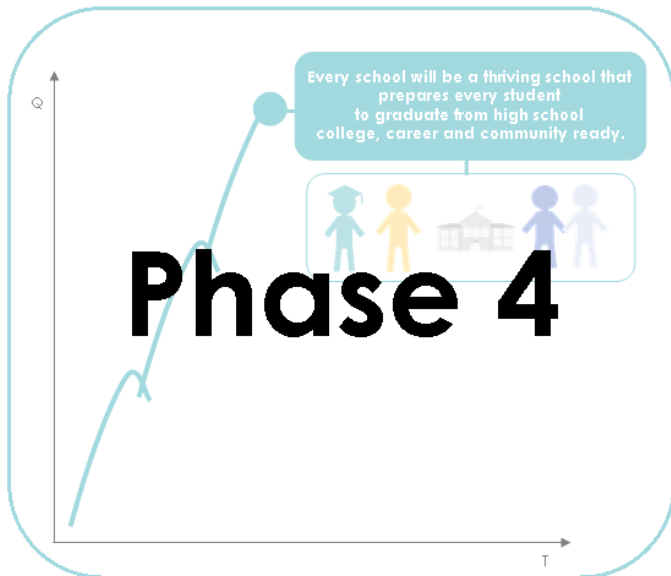
- Review *Question 1* and explore *Question 2: By 2030, what should thriving educators and schools look like to support all students to reach this goal?*
- Builds on work around SIP; Common Learning Agenda; Priority Areas I: Coherent Instruction & Priority Area IV: Thriving Workforce
- Focus of Nov – Dec input sessions
 - Superintendent Advisory Groups, ad hoc focus groups, and webform

Input Sessions – Phase 3



- Review *Question 1* and further explore *Question 2: By 2030, what should thriving family and community partnerships look like to support all students in reaching this goal?*
- Builds on Priority Area III: FACE
- Focus of Jan - Feb input sessions
 - Superintendent Advisory Groups, ad hoc focus groups, and webform

Input Sessions – Phase 4



- Review *Questions 1* and *2*, and explore *Question 3: Between now and 2030, what should we do to maximize our strategies and explore new opportunities to achieve this vision?*
- Builds on previous input and work done on Strategic Framework
- Focus of Apr - May input sessions
 - Superintendent Advisory Groups

Input Sessions – Comprehensive

- Comprehensive sessions do not focus on particular phases; instead, participants discuss *Questions 1 and 2*
- Comprehensive input sessions include:
 - School Visits: Superintendent and Chief of Staff visit all schools during 2014-15
 - Student Input Sessions :1 per high school; 1 middle school per high school attendance area (9 total)
 - Community meetings: 1 per attendance area (4 total)

Analysis & Creation of Report

- Perform qualitative analyses on responses
- Create periodic check-ins on progress of process and findings to date
- Incorporate Strategic Framework Planning Group in final review
- Release in conjunction with *2014-15 Annual Report*

Role of the Board

- Board Retreats in 2014-15 structured around this long-range vision development
- Multiple functions at retreats:
 - Input on guiding questions during each phase
 - Review progress of process and findings to date
- Today's topic: Guiding Question #1: What should a college, career, and community ready MMSD graduate look like in 2030?



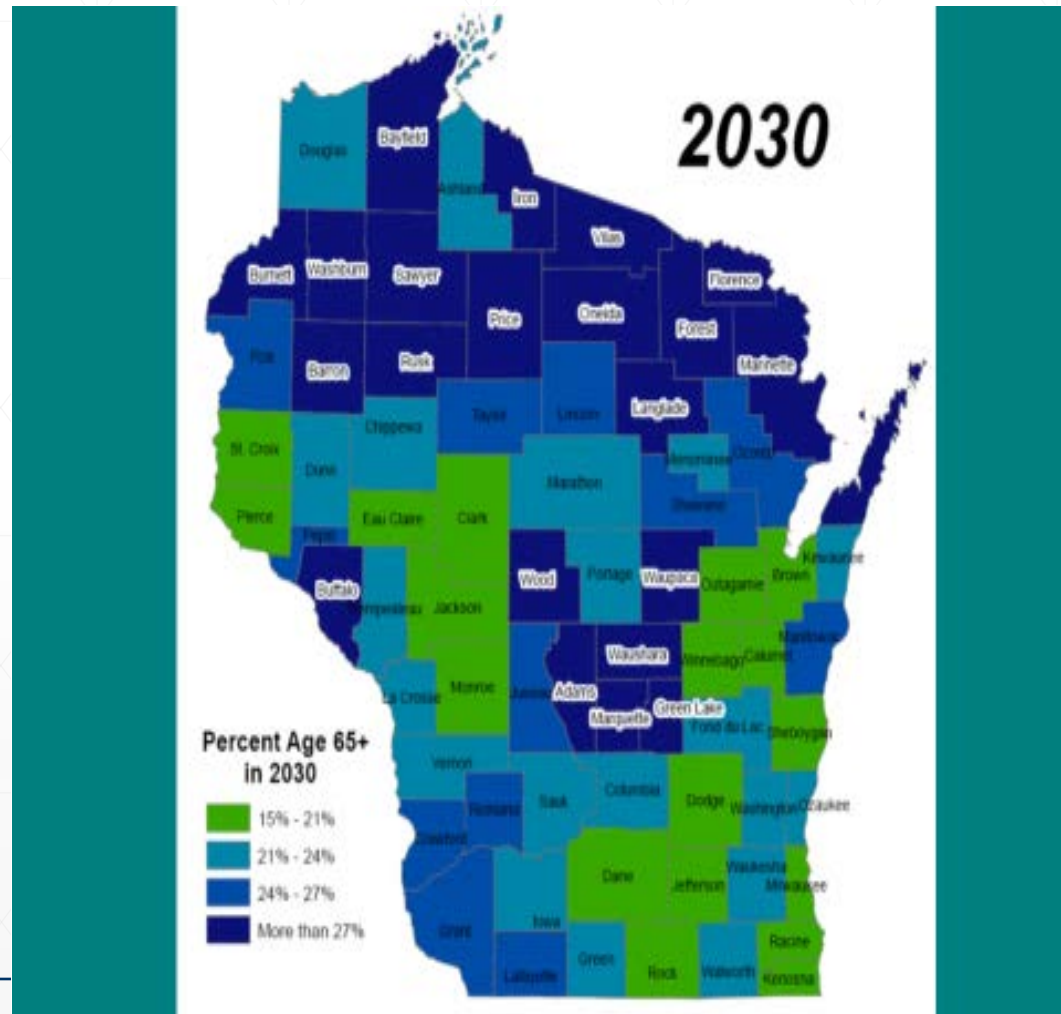
What will the 2030 job market hold for Madison students?

Students must prepare for career opportunities that their parents can't even imagine.

Why this conversation is critical for Madison Leadership?

The workforce of Madison and Dane County will drive economic growth for the State of Wisconsin.

Dane County will be one of only 5 economic regions of the State where at least 80% of the workforce will be under 65 yrs. of age in 2030.



Our 2030 graduates' job opportunities will look very different from today

- Half of all the today's jobs will disappear by 2030.
- Most of the jobs being displaced are the low-level, low-skilled labor positions. Our challenge will be to upgrade our workforce to match the labor demand of the coming era. Although it won't be an easy road ahead, it will be one filled with amazing technology and huge potentials as the industries shift.
- Most roles will be changed by the need to develop technology literacy. Examples: healthcare workers in the community facilitating diagnosis, retail assistants managing customer data to offer personalized services, and construction workers installing nano-energy generation technologies on buildings.

Trends that will affect future skill needs

- **Big data** applications use information technologies to make sense of mountains of data. As our ability to use information increases, big data could affect everything from online shopping to healthcare. The need to make sense of large amounts of data creates demand for people with skills in information management, data visualization, and the buying and selling of gathered information.
- **Mass customization** is changing the economy. This trend, so far, has only affected services and some consumer goods. But it will soon accelerate and affect other sectors. One place where mass customization could have a major impact is healthcare, where the 20th-century model of hospitals as “health factories” may give way to a flexible system of local clinics, health-tracking sportswear and individually customized nutraceutical (nutrition and pharmaceutical) drinks and foods. Opportunities will be abound in the extreme individualization of services and products.
- **New technical ways to produce goods** – especially 3D printing – might affect everything from traditionally mass-marketed products, such as cars and electronics, to healthcare through innovations such as 3D-printed organs.

Who are the 2030 high school graduates

- The children born in 2012 are the high school graduates of 2030.
- This cohort of learners will exit secondary education into a world very different from the one into which they were born.
- How will we ensure their schooling sets them on a path that will allow them to thrive?

To think about the needs of students in 2030 – we need to visualize their job opportunities.

Jobs that we can visualize are based on:

- Technological advances that have already been made and are waiting in the wings for commercial development

Here is a glimpse at jobs that we could see in 2030.

Health Care

Gero Kinesiologist – Combine the studies of geriatrics care and kinesiology – specialize in understanding the effects of aging on movement, strength, flexibility, and overall wellbeing.



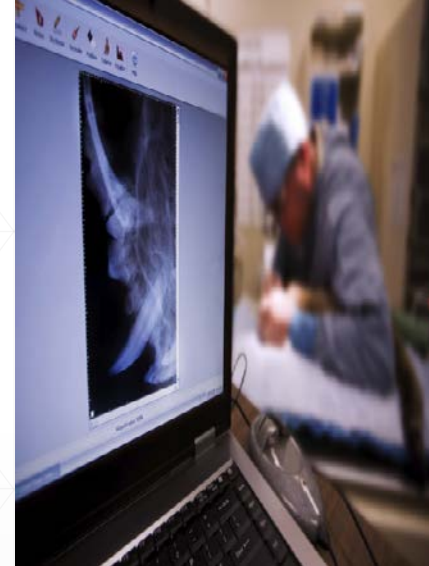
Gero-kinesiologists might develop custom exercise programs for adults with limited mobility, perform health assessments, recommend exercise routines, or even lead fitness classes for older adults looking to stay in shape. They might also advise aging professional athletes on how to keep their edge as they age.

Health Care Navigator – Most navigators are former nurses, a new generation of navigators is on the rise with combined knowledge of the health care system with the skills of a



The navigator teaches patients and their loved ones about the ins and outs of a complicated medical system. A navigator knows how hospitals work and they are trained to help patients and their families cope. The navigator helps people to manage their contact with the medical system with the least amount of stress and delay.

Tele-surgeon – Surgeons based in cities will virtually commute to where they're needed and perform routine surgeries by remotely controlling robotic tools



Tele-surgeons have traditional medical and surgical training, but have expanded their skills to include robotic surgical assistants. They need to be comfortable with robotic technology and comfortable interpreting many types of information to plan and perform surgeries through a variety of different video systems.

Manufacturing and Distribution

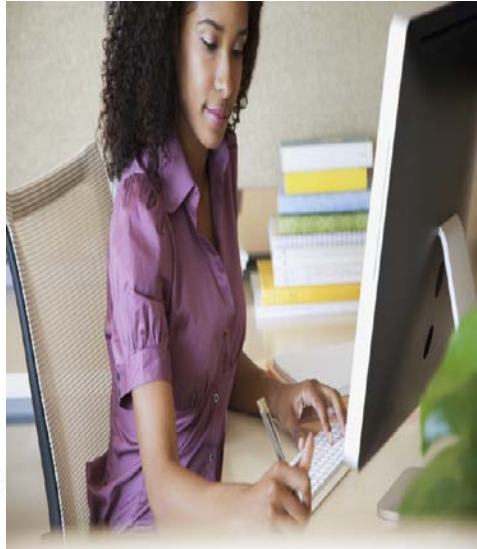
Print Shop Manager – Supervise the process of making virtual objects into real ones.



At the print shop, you can scan and digitize your wardrobe so that your online avatar wears what you wear in the real world. Or, you can print real-world outfits based on what you wear online.

For large orders, you will need to manage a longer-term relationship with a client, making sure that the whole scanning or printing process runs smoothly.

Garbage Designers – Find creative ways to turn the by-products of the manufacturing process into high-quality materials for making another entirely separate.



A new form of in 2030 is 'upcycling'. Upcycling is the practice of turning waste into better quality products; for example, old toothbrushes into bracelets, or old magazines into woven place mats or pots for plants. Garbage designers may also be responsible for designing ways to make things with very little waste. The ultimate goal will be waste-free production.

Agile Supply Chain Manager – Quickly responds to any changes in order to speed up delivery for customers.



Building customizable products is the new reality in the global marketplace, where Beijing and Toronto are 'right next door' in cyberspace and shipping costs are low. 3D printing works for some products, but the majority of consumer goods are still manufactured—just not in the traditional way. This week it might be cheaper to import train wheels from Kazakhstan than to build them here. Next week may be different. It's a demanding but creative and rewarding job.

Three-dimensional printing makes it as cheap to create single items as it is to produce thousands of items. It may have as profound of an impact on the world as the coming of the factory did during the Henry Ford era.

Jobs Going Away	New Jobs Created
<ul style="list-style-type: none">• If we can print our own clothes and they fit perfectly, clothing manufacturers and clothing retailers will quickly go away.• Similarly, if we can print our own shoes, shoe manufacturers and shoe retailers will cease to be relevant.• If we can print construction material, the lumber, rock, drywall, shingle, concrete, and various other construction industries will go away.	<ul style="list-style-type: none">• 3D printer design, engineering, and manufacturing.• 3D printer repairmen will be in big demand.• Product designers, stylists, and engineers for 3D printers.• 3D printer 'Ink' sellers.

Farming and Nutritionist

Urban Farmer



People are trying to bring farming to the city. However, since cities are crowded and short on space, there isn't room for traditional farms. Urban greenhouse farming offers one potential solution, building large farming projects in high-rise buildings. Urban greenhouse farming builds up in structures called vertical farms. Urban greenhouse farmers will be very aware of the environmental impact of farming, and will try to reduce their energy use. Technical aspects of the profession include knowledge of solar power, lighting design, watering systems.

School Nutritionist



By 2030, the practice of keeping close tabs on your own personal health will be the norm. Students will have access to these health resources, guided by their **school nutritionist**. Students' fitness levels will be monitored so that they can pick the right physical education classes and lunches to help them stay healthy and fit.

For example, if some students are prone to mood swings due to the foods that they eat, the **school nutritionist** will help them adapt their meals to ensure they stay calm and focused on their learning.

Energy Industry Transforming

Futurists have calculated that in 112 hours (less than five days), the sun provides as much energy as is contained in all proven reserves of oil, coal, and natural gas on Earth.

Renewable Energy Engineers



Solar Technology Specialists



Construction



3D printing is not just for coffee cups and key chains anymore. By 2030, people with strong industrial design and engineering skills will be able to step in to provide temporary buildings for people in emergency situations: a natural disaster, an armed conflict, or a widespread medical outbreak.

Makeshift structure engineers work closely with other disaster relief workers to oversee the machinery used in 3D-printing construction. These engineers may work in teams to create temporary camps, with each engineer working on a different kind of building – shelter, government building, even the less glamorous but still important public washrooms. Their training and skills cover the basics of 3D printing technology and materials, an interest in disaster relief and sanitation logistics. From site clearing to building completion, building engineers and those who work with them can print and assemble a temporary community in less than a week.



Construction

BioFilm Installers



Imagine if garbage wasn't collected on a weekly basis and people had to deal with it all on their own. While this may sound like a crazy idea today, in 2030 technologies may exist that allow people to process sewage and waste right at home. This is made possible through biofilms. Biofilms are substances formed when many living cells stick together to create a living surface. For instance, cells can be turned into biofilm coatings that process sewage as soon as they come into contact with wastewater. By coating certain surfaces in the bathroom and kitchen of homes, they will become key tools for environmentally-friendly buildings.

Biofilms will likely change the construction industry. Builders are seeing the value of installing living systems that help homeowners or businesses to process their own garbage, reduce the need for harsh cleaning products, and improve air and water quality. A biofilm installer has a big role in building and retrofitting smart, energy-efficient buildings. They might fit bathtubs with a film that feeds on mildew, or install a "living wall" in a bedroom that is covered in a finish that improves air quality. Biofilm installers will be a great resource for educating people about renovation options for their homes.

Personal Care Services

Robot Counsellor



For the cases where robots are brought in to assist elderly family members with daily life, the robot counsellor will be an excellent resource for picking the right bot for the family. The counsellor also observes how the family and identifies their needs and lifestyle so that they can make a wise decision about the type of robot that they would need. If a robot isn't fitting in, or if family conflicts arise due to the new house robot, the robot counsellor is on hand to provide better options and ongoing customer service.

Personal Web Manager – An individual's personal reputation is still shaped by their presence on the Internet.



The **personal web manager** takes over the task of 'scrubbing' their client's online persona, tracking down embarrassing or inaccurate information or images, protecting privacy and reputation in the process. Combining the skills of hacker, public relations assistant, security agent, and professional guidance counsellor, a personal web presence manager will become an important partner for people who see the need to carefully express their digital selves.

Neighborhood Watch Officer



In 2030, advances in technology will have made drones popular and commonly used by people for everything from shipping shoes purchased online to dropping off medicine. The popularity of drones will transform neighborhood watch organizations.

Nearly every physical task can conceivably be done by a robot at some point in the future.

Jobs Going Away	New Jobs Created
<ul style="list-style-type: none">• Fishing bots will replace fishermen.• Mining bots will replace miners.• Ag bots will replace farmers.• Inspection bots will replace human inspectors.• Robots can pick up building material coming out of the 3D printer and begin building a house with it.	<ul style="list-style-type: none">• Robot designers, engineers, repairmen.• Robot dispatchers.• Robot therapists.• Robot trainers.• Robot fashion designers.

Between 2011 and 2012, [employment of robots was up 40 percent](#) worldwide. There are already [general purpose robots](#) that cost not much more than a year of minimum wage salary. The move toward robots will only increase as technology pushes productivity by eliminating more of those finicky and unreliable people who need sleep, time off, and salaries.

Robotics will take many different forms. Virtual avatars – faces on screens and voices on speakers – are coming to a point that they can handle many customer service interactions. [Medical centers are already testing them](#) to greet physical therapy patients in multiple languages, ask questions about their pain, and teach people appropriate exercises, using electronics to monitor how well they follow the patterns, according to Technology Review. Futurist Mike Walsh says prepare to [see avatars at customer service desks](#) in retail, hotels, and banking.

Sample of Job Duties by Occupational Clusters in 2030

Robot Counsellor - Robot counsellors will need many of the skills that today's family counsellors have. Their social and communication skills will need to be balanced with an understanding of the technologies that change household routines. As their role is part counselling and part sales, they should be familiar with the all aspects of house robots on the market. For those counsellors who specialize in robots for living assistance, training and education about different cultures and types of generational relationships is also vital.

Neighborhood Watch Officer - A crime-free record for your background check, an official security clearance, and a certificate in property law and citizens' rights is necessary for this job. Although good drone-handling skills are important, the social and security aspects are absolutely essential. The homeowners whose houses you guard have to know that you are not watching them, only looking outwards, so good people skills are also useful.

Gero Kinesiologist - In addition to an interest in biology and physiology, gero-kinesiologists have a passion for helping people stick to their goals and lead healthier, more fulfilling lives. Good gero-kinesiologists are driven by results, but they also take the time to listen to and understand their clients, and tailor their programs to fit their interests, goals, and abilities.

Print Shop Manager - Good print shop managers will need to have a keen eye for detail, expertise with 3D printing machines and 3D design applications, and a strong knowledge of design. Good interpersonal skills for consulting with clients would be an asset. Because the manager will be responsible for an entire store, they will need to be able to manage their time and their staff well.

Urban Farmer - People with a love for working with their hands and cultivating living things. Hands-on work will need to be combined with strong organizing skills and the ability to follow strict routines. Backgrounds in botany, horticulture, traditional agriculture, and engineering will ensure that crops grow well together. People who are skilled teachers with an interest in food and nutrition will be needed to integrate the farm into the community. We need people with every skillset to run this business well!

BioFilm Installers - Biofilm installers are independent workers who are able to tailor solutions for each client's needs. They'll build on the work done by biochemists and microbiologists. On the job, they'll often collaborate with HVAC (heat, ventilation, and air conditioning) technicians, plumbers, carpenters, and general contractors on building or renovation sites. They're curious and able to learn on their own, so that they can keep up-to-date with developments in what's happening in biofilm and construction technology. Biofilm installers with a desire to set up their own shop will need some training or education in running a business.

Health Care Navigator - Most navigators are former nurses, but a new generation of navigators is on the rise. These navigators combine their knowledge of the healthcare system with the skills of a social worker. A good navigator will be able to match the patient's family with the right people—whether it's a doctor, pharmacist, home-care worker, or nurse—at the right time.

Garbage Designers - Garbage designers will need a strong background in materials science and engineering. An interest in industrial design will also be ideal. Familiarity with manufacturing practices and trade will help them identify key points where they can make the most impact. Highly creative and resourceful people with an interest in the environment are encouraged to consider this fulfilling career.

School Nutritionist - Substantial training in nutritional sciences is essential for this job. Additional certification in education will ensure that school nutritionists are able to teach and convey their messages effectively. Since this group of nutritionists will be working closely with children, an ability to turn complex ideas into simple language is also key. Patience and sensitivity to the needs and maturity of young people will also be very important

Makeshift Structure Engineer - Makeshift structure engineers are structural engineers and industrial designers. They are aware of the principles of building and safety codes so that they design and assemble safe structures. Because many of them will work in emergency situations, they must be aware of the logistics of structure printing and knowing what buildings and their components to prioritize. Leadership skills, creativity, and attention to detail are also essential qualities in a good makeshift structure engineer.

Tele-surgeon - Tele-surgeons have traditional medical and surgical training, but have expanded their skills to include robotic surgical assistants. They need to be comfortable with robotic technology and comfortable interpreting many types of information to plan and perform surgeries through a variety of different video systems.

Agile Supply Chain Manager - You can qualify for this role by studying Supply Chain Management or Transportation and Logistics at an accredited business school. You might study freight logistics, logistics operations, purchasing and supply, or come to the position real-world experience gained through a junior management position.

Renewable Energy Engineers - Electricians, engineers, and land surveyors will be attracted to this profession. Skills gained from the construction industry will also be vital. Every day, renewable energy engineers will have to confidently solve difficult mechanical or logistical puzzles to ensure that the lights stay on for everyone else. They must be able to work outdoors with minimal supervision.

Solar Technology Specialist - will be technically-minded, and may have backgrounds in mechanical or electrical engineering. They will be eager to meet the challenge of setting up sustainable solar grids using a range of tools and technologies, so a problem-solving mindset is a must. Some technicians will arrive in this industry from urban planning, architecture, or construction trades. Entrepreneurial or business training..

Cross Occupational Cluster Job Skills - 2030

- **Lifelong learners** – identify and synthesize knowledge needed with depth and rigor
- **Literacy** – able to read, write and work with numbers
- **Creativity** – critical thinkers
- **Collaborate** – able to effectively with others, especially those of different abilities and backgrounds
- **Risk** – open to taking as an essential part of progress
- **Adaptable and resilient** in the face of adversity
- **Aware** – aware of the society they live in and able to understand the different perspectives of others
- **Self-aware** and cognoscente of their own strengths and limitations
- **Ethical, self-motivated and eager** to tackle the challenges and opportunities of their world

Projected Demand in Dane County WI

- Remember future job demand is about both new jobs and replacement as the workforce ages.

Occupational Growth

274,869

Jobs (2014)

0% above National average

14.2%

% Change
(2013-2024)

Nation: 15.5%

\$20.47/hr.

Median Earnings

Nation: \$19.35/hr.

Industries driving the area economy



Driver Sectors: Advanced Manufacturing, Agriculture, Energy/Trades, Healthcare

Emerging Sectors: Biotechnology, Information Technology

Note: The driver and emerging sectors identified above each encompass many clusters of career pathways, including business services. While we do have priority sectors, we will continue to support trainings that have a cross sector application.

Description of Occupations - City of Madison	2014 Jobs	2023 Jobs	Change	% Change	Openings	Avg. Hourly Earnings
Office and Administrative Support Occupations	40,945	43,689	2,744	7%	11,735	\$17.00
Sales and Related	32,285	34,290	2,005	6%	10,455	\$17.11
Business and Financial Operations	20,550	23,307	2,757	13%	6,826	\$28.10
Education, Training, and Library Occupations	20,542	22,460	1,918	9%	5,599	\$25.58
Food Preparation and Serving Related Occupations	18,900	22,192	3,292	17%	10,420	\$10.49
Management	16,282	18,389	2,107	13%	5,580	\$39.54
Healthcare Practitioners and Technical Occupations	15,131	17,271	2,140	14%	5,215	\$34.55
Personal Care and Service	12,134	13,768	1,634	13%	4,081	\$11.52
Arts, Design, Entertainment, Sports, and Media	11,203	12,566	1,363	12%	3,891	\$19.10
Transportation and Material Moving Occupations	11,235	12,180	945	8%	3,701	\$15.33
Building and Grounds Cleaning and Maintenance	10,274	11,436	1,162	11%	3,345	\$12.72
Computer and Mathematical	9,897	11,245	1,348	14%	3,063	\$32.54
Production	9,768	10,301	533	5%	2,951	\$16.63
Installation, Maintenance, and Repair Occupations	7,774	8,736	962	12%	2,831	\$20.89
Construction and Extraction	7,158	8,238	1,080	15%	2,446	\$22.63
Healthcare Support	6,770	8,186	1,416	21%	2,744	\$13.70
Life, Physical, and Social Science Occupations	6,236	6,847	611	10%	2,300	\$27.39
Community and Social Service	5,154	5,573	419	8%	1,596	\$20.53
Architecture and Engineering	4,292	4,896	604	14%	1,656	\$32.14
Protective Service	3,997	4,074	77	2%	1,377	\$20.35
Legal	2,384	2,665	281	12%	750	\$35.95
Military occupations	837	782	-55	-7%	0	\$17.17
Farming, Fishing, and Forestry	244	250	6	2%	72	\$15.35

Description of Occupations – Dane County	2014 Jobs	2023 Jobs	Change	% Change	Openings	Avg. Hourly Earnings
Office and Administrative Support	57,299	61,100	3,801	7%	16,169	\$17.06
Sales and Related	45,765	48,828	3,063	7%	14,562	\$17.77
Business and Financial Operations	29,392	33,524	4,132	14%	9,878	\$28.21
Food Preparation and Serving Related	26,069	30,548	4,479	17%	14,269	\$10.49
Management	26,608	29,622	3,014	11%	9,150	\$37.10
Education, Training, and Library	25,484	27,852	2,368	9%	7,052	\$24.66
Healthcare Practitioners and Technical	21,164	24,094	2,930	14%	7,177	\$34.58
Transportation and Material Moving	18,635	19,903	1,268	7%	5,584	\$15.44
Computer and Mathematical	16,110	19,290	3,180	20%	5,938	\$33.06
Production	18,212	19,151	939	5%	4,902	\$17.06
Personal Care and Service Occupations	16,654	18,884	2,230	13%	5,705	\$11.50
Arts, Design, Entertainment, Sports, and Media	14,588	16,404	1,816	12%	5,089	\$19.13
Building and Grounds Cleaning and Maintenance	14,685	16,370	1,685	11%	4,881	\$12.91
Construction and Extraction	13,234	14,620	1,386	10%	3,924	\$22.32
Installation, Maintenance, and Repair	11,890	13,325	1,435	12%	4,205	\$21.00
Healthcare Support	9,037	10,720	1,683	19%	3,408	\$13.85
Life, Physical, and Social Science	8,461	9,508	1,047	12%	3,316	\$27.39
Architecture and Engineering	6,393	7,281	888	14%	2,411	\$32.18
Community and Social Service	6,490	6,996	506	8%	1,955	\$20.63
Protective Service	5,278	5,435	157	3%	1,778	\$20.70
Legal	3,014	3,390	376	12%	951	\$35.88
Farming, Fishing, and Forestry	1,380	1,415	35	3%	419	\$14.03
Military occupations	1,395	1,303	-92	-7%	0	\$17.17



Break

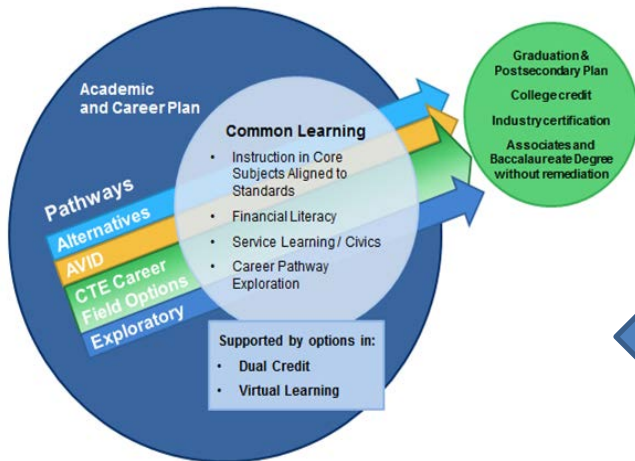
Please return in 10 minutes



**What should a college, career, and
community ready MMSD graduate
look like in 2030?**

Inputs: What does a Madison Diploma Signify?

High School Coursework Review



High School Reform Collaborative



Emerging MMSD Graduate Profile



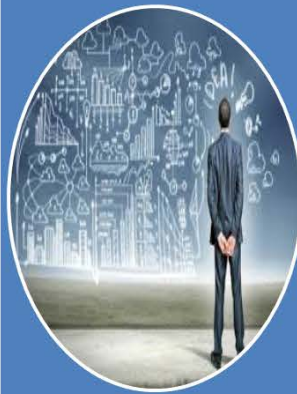
Mastery of Content Knowledge.

Students will have a mastery of core content and critical thinking skills outlined in the Common Core State Standards (CCSS). Standards-based knowledge and skills will be the central foundation of every student's learning. As part of this core learning, MMSD students will develop global, civic, digital, financial, health and media literacies, throughout their education.



Community Engagement.

Through interactive learning opportunities students will have developed the skills and attitudes to be an engaged community members, effectively managing and sustaining resources, engaging in the democratic process and effectively working with others to make engaged and informed decisions.



Well-Rounded.

Our students will graduate as strong, confident and curious, life long learners. Through a variety of course options students will think creatively, competently access technology, and have developed the skills and attitudes to be adaptive to the world as it changes and evolves.



College and Career Ready.

Our graduates will enter the "real-world" ready for a self-determined future. Able to solve problems, be self-motivated and make effective life choices. Through their participation in academic and career planning, students will have been exposed to a variety of industries, sectors, professions and will be prepared for the post-secondary education needed to meet their professional and personal goals.



Sense of Self and Purpose.

Our graduates will see themselves as filled with purpose and value. Believing in their capacity to grow intellectually and socially. By experiencing opportunities to set goals, overcome obstacles, and make mistakes graduates will develop the ability to persist in long-term efforts and persevere toward important goals. Thus gaining the self knowledge and self confidence needed to conduct themselves ethically and with integrity. Learning how to reflect and grow from their experiences.



Globally and Culturally Competent.

Our graduates will hold a deep appreciation and respect for different cultures and experiences. Showcased through their ability to successfully collaborate, communicate and understand perspectives such as ethnic, racial, gender, sexual orientation and linguistic backgrounds.

College, Career and Community Ready

What should a college, career, and community ready MMSD graduate look like in 2030?

Directions

1. Please take 5 minutes to review this profile and annotate your thoughts.
2. In groups of three, discuss three questions for 10 minutes
3. We will collectively share what resonated most for you about the profile and your discussion for 30 minutes

Discussion Questions:

- From our earlier presentation this morning, does the profile reflect our community's future economic and workforce needs?
- How does the profile align to the hopes we shared this morning?
- What is missing or what needs refinement?

Personalized Pathways

2013-2014

Key Learnings: East Coast Best Practice Site Visit



Guiding Principles



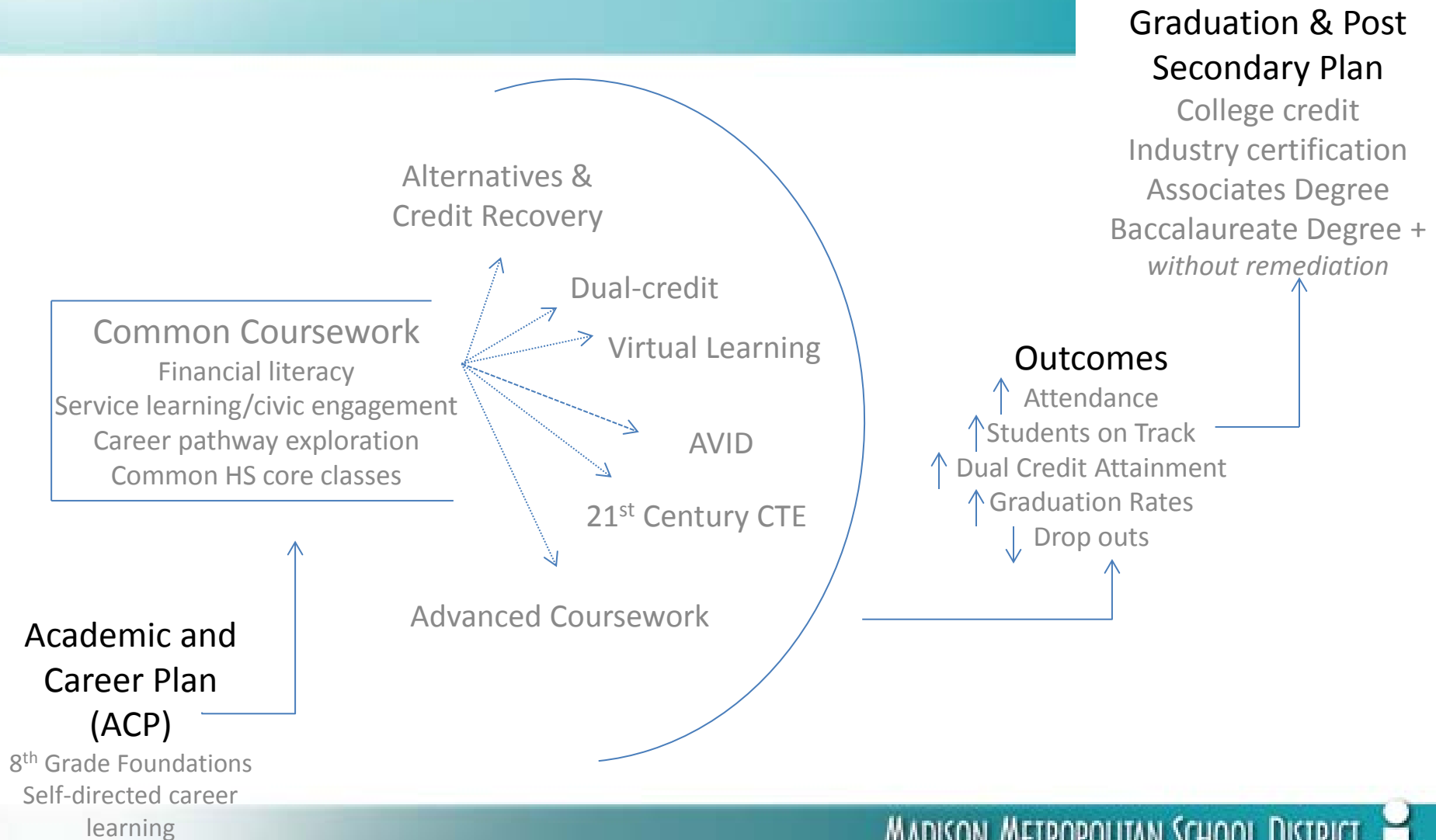
Personalized Pathways.....

WE BELIEVE THAT **ALL STUDENTS** SHOULD CHART THEIR PERSONALIZED PATHWAYS TO COLLEGE, CAREER AND COMMUNITY SUCCESS.

WE DEFINE PERSONALIZED PATHWAYS AS A SEQUENCE OF **RIGOROUS INTER-CONNECTED COURSES AND EXPERIENCES**, BOTH WITHIN AND OUTSIDE OF THE SCHOOL SETTING, THAT ARE DRIVEN BY THE **STUDENT AND THEIR ACADEMIC AND CAREER PLAN**.

EVERY STUDENT'S PERSONALIZED PATHWAY WILL **LEAD TO GRADUATION WITH A POST-SECONDARY PLAN** THAT COULD LEAD TO AN INDUSTRY RECOGNIZED CERTIFICATE AND/OR LICENSURE, AN ASSOCIATE DEGREE OR BACCALAUREATE DEGREE AND BEYOND

Personalized Pathways Conceptual Framework



Academic and Career Planning (ACP)

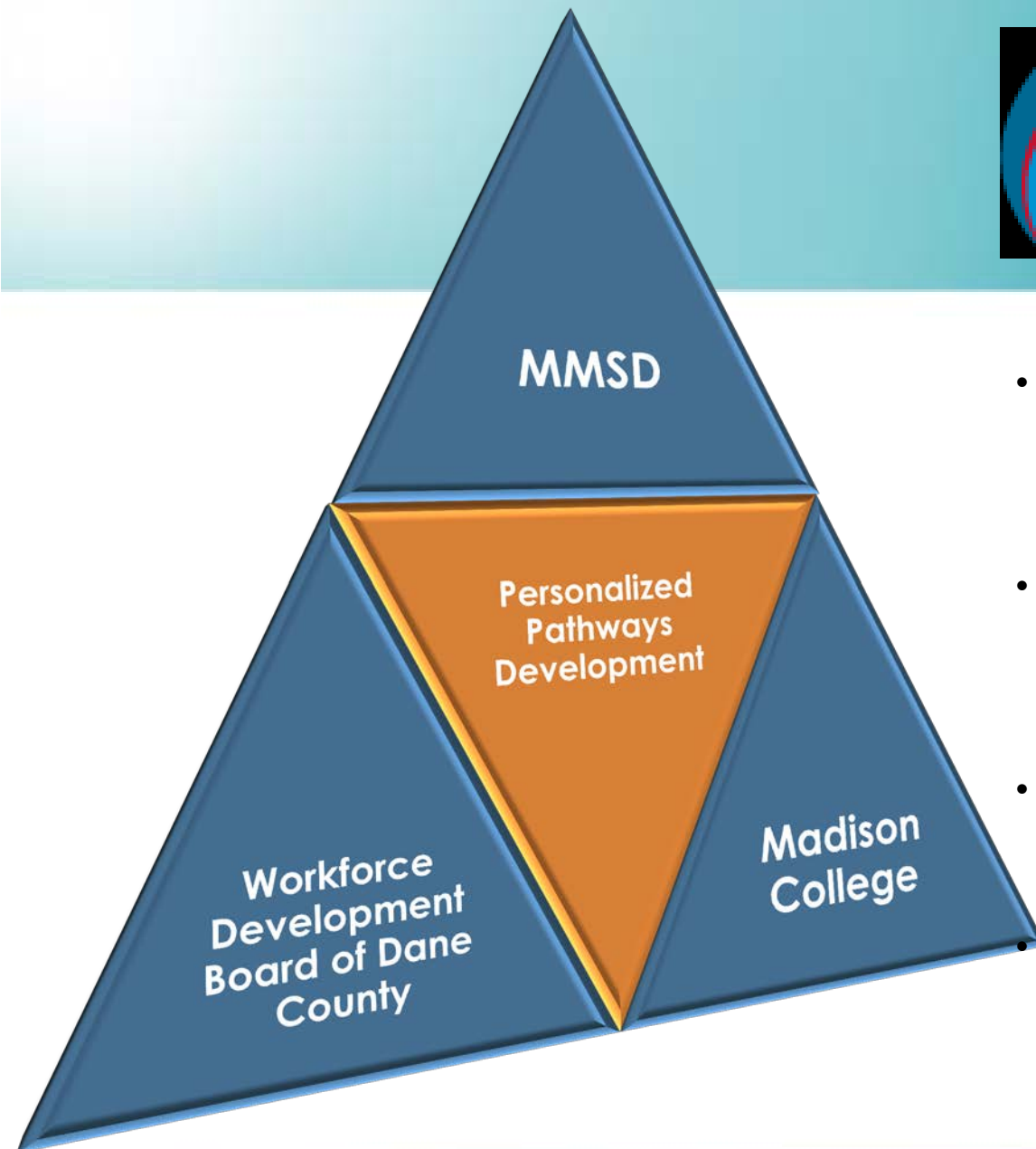


Personalized Pathways

2014-2015

2014-15 Personalized Pathways Implementation

High Leverage Actions	Launch Steps
Develop multiple, clear and rigorous pathways to graduation	<ul style="list-style-type: none"> ✓ District will define parameters and outcomes for common courses across schools (i.e. Algebra). ✓ Begin vetting, modifying, and aligning high school coursework in preparation of changes for implementation of personalized pathways. ✓ Define Multiple Career-Field and Academic Pathways for High School Students. ✓ Develop partnerships with higher education and business community to increase dual credit and work-based learning. ✓ Conduct a virtual learning feasibility study. ✓ Potentially join Pathways to Prosperity Network.
Design a continuum of Alternative learning options for students in grades 9 – 12	<ul style="list-style-type: none"> ✓ Convene cross-functional team to create and execute implementation plan with recommendations for 2015-16 school year based on Alternative Review findings. ✓ IAE will align needs of students to program offerings; tighten referral process and determine if and where program expansion is needed.
Continue to implement, expand and refine AVID Grades 6 – 12	<ul style="list-style-type: none"> ✓ Establish system for identifying AVID and sharing best-practice sites that aligns to resources and supports.
Establish an Academic and Career Plan (ACP) for every incoming high school student	<ul style="list-style-type: none"> ✓ Implement ACP 8th Grade Foundational course. ✓ Continue planning for 9th grade ACP process and product for implementation in 2015-16.
Align 6-12 Counselor Role to Comprehensive School Counseling Model	<ul style="list-style-type: none"> ✓ Continue implementation and professional learning for the adoption of the Comprehensive School Counseling Model.



Goals:

- Scale up high school and post-secondary curriculum mapping in key career pathways
- Create a continuum of work-based learning opportunities that improve employability skills and career exposure
- Align and systemize private sector and community resources
- Establish college and career centers in each high school to support and systemize early sustained college and career counseling

Questions and Comments

Closing – Superintendent Remarks



LUNCH!

Please return at 12:00 for closed session

