Industry Partner Guide

12.10.2018

—

Crossroads Charter Schools Community Collaborative

816 Broadway

Kansas City, MO 64105

Overview

Far too often our students leave school without having the authentic experiences they need to help them navigate the world. Too many skills are taught in isolation and students do not see the connection between what they learn in the classroom to what they need in real life. At the same time, Kansas City faces a shortage of innovative workers because many of our young people do not graduate highschool with the skills and credentials needed to succeed in the 21st Century economy. A highschool diploma without market value assets is no longer enough. Kansas City is the prime location to increase capacity in trade, people, and ideas, yet many young adults do not see this opportunity.

The Crossroads Community Collaborative (CCC) is a group of local organizations committed to solving this workforce challenge. The CCC will supply talent to local businesses and organizations by providing integrated learning opportunities that equip students for the future of work. Through this market-driven approach, students will solve real problems and complete real projects that meet industry and civic needs. The CCC hopes to provide a proof-of-concept for how communities can build sustainable and transformational learning systems that disrupt the disparities in access to high quality career and college preparation in order to elevate innovation and economic growth in our region.

The first phase of the CCC will work to improve the current system of career and college preparation, building symbiotic partnerships with industry that provide value at no cost to our partners and immersive experiences students need to gain employable skills. During this phase, the CCC will build industry-informed career pathways – learning progressions and course sequences that result in an industry recognized credential, opportunities for college credit and a portfolio of work. At the same time, the CCC will be inventing the educational system we need for the future – a financially sustainable model of learning. Over time, student operated businesses will fund the sustainability of the career pathways (Phase 2 of the CCC). We hope the success of Phase 2 serves as a model for the future of learning and encourages innovative education policies and practices.

Industry Benefits

As an industry partner you will play a role in closing the career skills gap and building talent pipelines aligned to the dynamic needs of your own workforce. Partners become end customers of this transformational learning system due to the strategic alignment between the classroom and the marketplace. As part of student training, real-world problems and ideas in our partners' organizations become real opportunities for our students at no cost.

Partnership Levels

I.   Professional Development

Expose students to your industry by
- speaking to a class or small group of students
- participating in our College and Career Family Night
- offering a tour of your facilities or office to students
- support teachers in developing projects related to your field
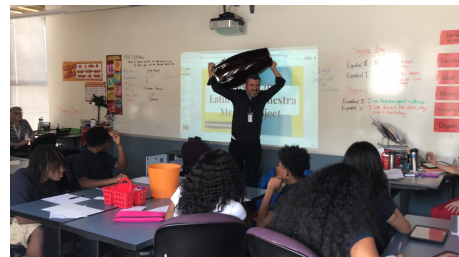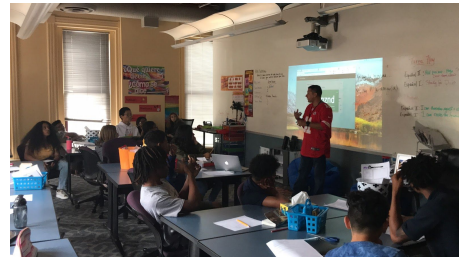
2.   Industry Mentor

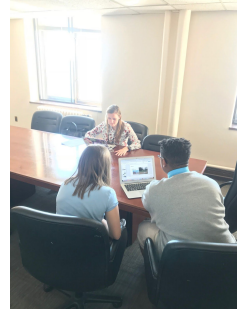Train the next generation of the workforce and reflect on your own professional practices by
- sharing your knowledge and expertise with students to help them complete a project
- provide feedback on student work
- tutor students in a specific discipline (i.e. algebra, spanish, etc) during our school's tutoring block

3.   Project Supervisor

Hire students to complete a project or solve an organizational problem by
- providing a scope of work for a small group of students to complete
- monitoring project progress and provide feedback
- providing resources necessary to complete the project
- assessing student success

4.   Career Host

Expose potential employees to your organization/field and train the next generation of the workforce by
- providing a paid or unpaid internship or apprenticeship for students

5.   Investor

Build up Kansas City's workforce by
- offering in-kind donations of equipment that could be used for learning within a career pathway
- financial donations that help fund the instruction and equipment needed for a career pathway

6.   Talent Pipeline Sponsor (naming rights earned to a career pathway)

Develop and manage the talent pipeline to your industry or directly to your organization by
- co-designing a streamlined career pathway: curriculum, experiences, and measures of success that lead toward a student gaining a market value asset upon graduation from high school (college credit, an industry recognized credential, a portfolio of work)
- providing the financial resources necessary to implement the above curriculum and experiences for students
- co-tracking success and communicating your return on investment

Student-Industry Interaction Guidelines

Project Supervisor Guidelines

Project & Assessment

Project Description

Partners will provide an overview of the project or problem they are requesting students to work on.

Example: Refresh Commerce Bank's ASCEND career acceleration program slick and strategy to increase the diversity of candidates applying to the program

Minimum Viable Product

The bare minimum benchmarks a partner needs accomplished.

Example: 1) A spreadsheet that includes all handwritten historical document information converted into a typed format; and 2) Cargo list output sheets in a variety of configurations that will assist archaeologists in cataloging artifacts found during the excavation. For example, so that an archeologist who finds Native American trade beads or blankets can easily determine which of the historical cargo lists they came from in order to accurately record the customer name and location they were bound for when the boat sank.

Metrics of Success

Quantitative numbers and qualitative descriptions that make it clear to our students and teachers what the outcomes of the project should be.

Example: 1) The Hispanic Chamber of Commerce sees an Increase of engagements and interactions on social media. Likes and comments increase from previous posts. 2) Business owners utilize the videos as marketing collateral on their own social media platforms.

Timeline

Some projects have a more structured timeline. Others are more open-ended.

Example: 1. Read up on 30 million word gap and brain research for babies & toddlers 0-3. Understand the "Why" behind this campaign. 2. Familiarize yourselves with the Talking is Teaching Website (http://talkingisteaching.org/) and portal 3. Walk through with Julie what has and has not been done on the Playground project (Julie will share Google Drive). 4. Set up

meeting with Parks Dept (Zoom or phone is fine) to let them know you are getting this project back on track. 5. Make plan/presentation for who to engage Councilperson in funding request. 6. Once funding is secured, work with Parks on getting the panels ordered. 7. Once panels are installed in playgrounds, create social media calendar to promote all the above accomplishments as well as work with Mayor's communication team to devise media strategy (press conf, media advisory, etc). Make sure Too Small To Fail recognizes Kansas City as a Talking is Teaching Community on its website. Once playgrounds are complete, move on to Bus shelters and street car shelters. Julie will help craft a project plan at that time.

Partner Commitment

Time

Partners will indicate their weekly or monthly commitment. Ideally, partners are willing to physically meet with students for at least one hour a week. Virtual meetings using Google Hangouts can be utilized, if necessary.

Example: Two-hour tour of the Arabia Steamboat Museum, including a meeting with the owner, David Hawley. Mentoring by Dr Patricia Eisele, project supervisor, each week for a minimum of one hour at Crossroads Academy during the full course of the project.

Resources

Some projects require no specific resources other than a partner's time commitment. Others might require industry specific software, space on your campus, tutorials, etc. Indicate what you are able to offer and what you are not.

Example: Training on Adobe InDesign by marketing department.

Career Host Guidelines

Student Expectations

Crossroads Charter Schools requires students on the job to:

- Dress professionally everyday. If you aren't sure what the dress code is at the place you are interning, ask.

- Speak professionally. When communicating with your coworkers choose respectful, tactful, and professional language at all times. Be friendly, polite, helpful and sensitive. It's good to talk with your coworkers and get to know them but beware of gossiping and complaining. Be careful about bringing personal business to work, and be sure that what you do discuss is fit for public consumption.
- Show up to work on time, when you are expected. Call if you are going to be sick or late. The school will not call for you. Calling in sick to school does not mean you have called in sick to your internship.
- Ask questions everyday. If you are unsure of how to complete a task, ask for help immediately. If you do not think you have a task, ask what you can be doing to help immediately.

Within the first few days of your internship:

- Clarify expectations about the internship: both the employers and yours. It is a good idea to agree upon your job responsibilities in writing.
- Set up regularly scheduled meetings with your supervisor to ensure that both of your expectations are being met. This is a good way for you to get feedback on your performance and helps to keep you on track with current and future assignments.

Employer Expectations

Within the first few days of an intern starting:

- Clarify expectations about the internship. Explain to the student what exactly you expect of them on a daily basis, work policies they must follow, and what tasks and/or projects they will be completing throughout the internship.
- Set up brief regularly scheduled meetings with the student to ensure that your expectations are being met. This is a good way for you to give feedback on their performance and helps to keep them on track with current and future assignments.
- Explain to the student how they will be evaluated. Show them your performance rubric or evaluation form.

Accountability Measures

Steering Committee

The Steering Committee provides guidance, oversees progress and ensures the achievement of the outcomes of the CCC. This committee meets regularly with MARC to stay up to date on the latest workforce development findings. The tasks of the Steering Committee include:

- Provide input to the development of the career pathways, academies, and student programming
- Provide advice on how resources are allocated for the development of the career pathways, academies, and student programming
- Define and help achieve the outcomes of the CCC and student programming related to the career academies and pathways
- Provide advice and make decisions about changes to the career pathways, academies, and student programming
- Recommends professional development of staff

Industry Council

The Industry Council plans events and learning expeditions for the career academies ensuring exposure opportunities are available for all students in a variety of fields. These events include:

- College and Career Fair
- College and Career Family Night
- Tours of organizations and facilities
- Off-campus workshops and events

Advisory Groups

Advisory groups comprised of industry professionals and alumni of the career pathway are critical for ensuring each pathway remains aligned to the current demands of the workforce. Each pathway will have its own advisory group that provides assistance in:

- develop projections of future critical job openings
- curriculum and coursework development
- determining the criterias of success for completing the pathway
- matching students to industry opportunities