



# KY Workforce Development and Career Readiness

Secondary Education Needs and Efforts as seen from  
Industry and KY Board of Education Member

# Current Kentucky Workforce Needs

- There are tens of thousands of open positions
- Candidates are either not applying or not qualified
  - Some of this may be compensation vs state/federal support
- Kentucky High School Degree does not mean the individual is either college or career ready
  - CPE Story
  - Industry Stories



# What is the purpose of education

- To develop citizens that positively contribute to society

# What is the KY Dept of Ed Doing?

- New school / district accountability standards
  - Focus on College or Career Ready
- New Graduation Requirements
  - Focus on getting students prepared for the future
- And lots of other efforts that we will not go in to detail on...

# What is the KBE trying to do

- Short Responsibility Description
  - KBE hires the Commissioner of Education
  - KBE is the 40,000 ft view, the KDE is boots on the ground
- Help Raise the level of Ky High School Graduates competency
  - Either in Career or College readiness
- Skills:
  - Over half are business leaders, so there is a level of intensity for quick and lasting results
  - Data use

# Ky Accountability Standards

## Who's Accountability?

- Administration/Teachers
- Students
- Parents

### Alignment of ESSA and Kentucky Indicators High Schools

The table below demonstrates the alignment of Kentucky's accountability indicators to the Every Student Succeeds Act (ESSA). In 2017-18, some indicators will be reported and used to identify the lowest performing schools (i.e. Targeted Support and Improvement [TSI] and Comprehensive Support and Improvement [CSI]), other indicators will be reported and used to model the new system. Beginning in 2018-19, all indicators will be used to identify schools in the 5-star rating system.

High School	2017-18	2018-19
<b>ESSA-Academic Achievement Indicator</b>		
<b>KY - Proficiency-Reading and Mathematics</b>	TSI/CSI/Other ACT: Reading/ Math Subject Test Scores	5-Star System High School Assessments
<b>ESSA-Graduation Rate</b>		
<b>KY - Graduation Rate</b> Based upon: 4 Year Rate	TSI/CSI/Other	5-Star System
<b>ESSA-English Language Proficiency (ELP) Indicator</b>		
<b>KY - English Learner Transition</b> Based upon: WIDA Access	TSI/CSI/Other	5-Star System
<b>ESSA-School Quality or Student Success Indicator(s)</b>		
<b>KY - Opportunity and Access</b>	Reporting/Modeling Based on Data Available	5-Star System Full Set of Data
<b>KY - Separate Academic Indicator for Science, Social Studies and Writing</b> Based upon: Science and Writing	Reporting/Modeling  Writing	5-Star System  High School Assessments, Science and Writing
<b>KY-Achievement Gap Closure- Reading, Mathematics, Science, Social Studies and Writing</b>	Reporting/Modeling ACT: Reading/ Math/Science Subject Test Scores Writing	5-Star System High School Assessments
<b>KY - Transition Readiness</b> Based upon: Academic and Career measures	TSI/CSI/Other ACT, AP, IB, Cambridge Industry Certifications KOSSA (based on articulated credit) Apprenticeship  Reporting/Modeling Dual Credit	5-Star System Full Set of Measures

# KY Graduation Requirements (in process)

- Too many graduates were neither ready for College nor
- Revised Requirements
  - Show basic math and English skills
  - Show some advanced educational or vocational skills
    - Including civics, financial literacy and and technology
  - Earn 22 Credits
- What's not in there:
  - Algebra 2
- Are the requirements more difficult than

# Challenges to Raising the bar

- Getting buy in from stakeholders
  - Legislature
    - How hard to push for changes if there voters aren't on board
    - Where funds come from
  - Teachers
    - Change is never easy
      - Skill set needs
      - Accountability for results
      - —what courses and skills for teachers and for graduates
  - Administrators
    - Graduation Rates most likely will drop—Where to find the skills necessary for change
    - Where to find skill sets
  - Parents
    - Focused on College and not Career



# Challenges to Raising the bar (cont)

- Data analysis
  - What is the baseline
  - Is it international? Or the best of the US? or KY?
- Feedback loops
  - Takes years.... To see if there is positive impact
- Data Whack-a-Mole
  - What get measured gets better, but watch for what get's dropped

# What to take away from presentation

- There are lots of good ideas to try
  - Taking them across the finish line create results
- To make a major difference it takes not only local efforts, it requires state and federal support.
  - And that takes Political Capital
    - Votes
    - Funding