**Initiative for Deepening and Expanding Access to Learning through Career Pathways**

**(IDEAL Career Pathways)**

**Application for School Year 2019-2020**

**APPLICATION DUE Friday, October 18th, 2019 at 4PM** **to** [**montoute@edvestors.org**](mailto:montoute@edvestors.org)

The goal of career learning is to increase student awareness of career options by exploring their interests and talents, building industry knowledge, and engaging in work-based learning experiences to inform their college and career decisions and enhance their future opportunities. We know that career learning, especially through career pathways, has the power to increase student engagement and preparation for long-term postsecondary success and that schools that integrate rigorous academics with career learning see improved outcomes for the students they serve. Today, more schools are exploring opportunities to prepare students for both study and work, college and career, as we know these opportunities are not mutually exclusive. As schools bridge the classroom and the workplace, there is an opportunity and a need to bolster the ongoing efforts of schools with community resources. Additional resources will help schools to fully incorporate the key quality elements of career learning and to share those learnings across schools.

EdVestors, through its Career Pathways initiative, seeks to partner with district and charter schools in Boston interested in answering the following question:

* *How can my school leverage the best practices of the career pathway elements to positively impact student learning and postsecondary readiness?*

EdVestors will support schools who are interested in incorporating or enhancing one of six interconnected elements of quality career pathways as defined by [DESE](http://www.doe.mass.edu/ccte/ccr/hqccp/). EdVestors’ Career Pathways rubric provides examples of key practice milestones in each element. The six key elements include:

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| Element | Definition |
| **Career Advising** | Career advising supports each student to complete a college and career plan during high school that identifies areas of aptitude and interest, explores career opportunities, and establishes a transition path to college, apprenticeship, and/or employment training. This includes helping students surmount obstacles to completion of their plan. |
| **Labor Market Information** | The pathway is justified by labor market information related to employer demand and career opportunities |
| **Integrated Instruction** | Students participate in a carefully designed sequence of integrated, rigorous instructional courses relevant to their pathway, including both academic and technical subjects. |
| **Work-based Learning** | Students participate in structured work readiness activities and work-based learning experiences. |
| **Credential Preparation** | The pathway enables students to make progress toward attainment of an industry-recognized credential or college credits toward a Certificate, Associates, or Baccalaureate degree. |
| **Postsecondary Linkages** | Students participate in a wide range of college awareness and engagement activities to inform their postsecondary plan, relating to college, apprenticeship and/or training programs. |

The opportunities described below are open to schools that enroll students in grades 9-12 (e.g. schools with 7-12 or 6-12 grades are welcome), district or charter, with either:

1. Existing career pathways as defined by Massachusetts Department of Elementary and Secondary Education (Chapter 74, non-Chapter 74, Innovation Pathways or Early College Pathways); or
2. Demonstrated interest in exploring career learning approaches.

**Overview of Opportunities**

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| --- | --- | --- | --- |
| **RFP Opportunity** | **Eligibility** | **Purpose** | **Expected Outcome** |
| Deepening Grants | Schools inclusive of grades 9-12 with existing career pathways  501C3 organizations with school-based partnerships focused on career learning or career pathways | To deepen the quality of existing pathways | Enhanced programming in career pathways which leads to positive student outcomes |
| Exploration Grants | Schools inclusive of grades 9-12 that do not have career pathways  501C3 organizations with school-based partnerships focused on career readiness | To increase student access to career learning by exploring approaches beyond traditional CTE programs (e.g. Ch. 74, non-Ch. 74, Innovation) | Defined and piloted approach to career learning that incorporates evidence-based qualities of career learning |

**Description of Opportunities**

*Deepening Grants*

Schools selected to receive a Deepening grant will receive supports to engage a school-based planning to team to enhance a career pathway strategy focused on one of the six identified high-quality career pathway elements. Examples of efforts include, but are not limited to:

* Proposals to increase coordination between college and career planning efforts within the building and with program partners (e.g. career advising)
* Partnerships between schools and nonprofit organizations to enhance curriculum or skill development offerings to align with industry’s needs (e.g. labor market alignment); or
* Proposals to increase student access to school and community-based career learning experiences (e.g. work-based learning).

*Exploration Grants*

Schools selected to receive an Exploration grant will receive supports to explore new models of career learning (beyond traditional CTE models) that leverage best practice and address one or more of the six elements of quality career pathways. Example of initiatives include, but are not limited to:

* School-designed career learning approaches impacting at least 25% of school population
* School-wide career learning approaches aligned to specific high-demand industry sectors
* Individualized career planning approaches encompassing workforce skill building and experiences

**Eligibility**

* A public school in Boston that enrolls students in grades 9-12 (e.g. schools with 7-12 or 6-12 grades configurations also welcome to apply) with a demonstrated interest in career learning. We welcome alternative education schools and programs to apply.
* A nonprofit organization with an existing partnership with a Boston school including grades 9-12 focused on career learning and skill building through their school-based partnership work.
* Schools and partner organizations must be able to demonstrate commitment to a school-based planning and implementation process which allows them to effectively design, implement, and measure their efforts.

**Expectations for Participating Schools and Educators**

Accepted applicants must commit to:

* A specific area of focus and implementation from the six career pathway elements;
* Design and pilot their chosen approach with fidelity; engage in regular planning conversations as a team to effectively implement, monitor, measure, and learn from their process;
* Participate in training or professional learning to support understanding and implementation of the six key elements of high-quality career pathways into school-based model;
* Provide updates on student outcomes related to college and career readiness; and
* Participate in research activities related to the EdVestors’ Career Pathways Initiative.

**Expectations of EdVestors**

Beyond grant funds, participating schools and educators can expect EdVestors to:

* Provide resources and support for the planning process based on lessons learned from national research and local experience;
* Coordinate formal and informal opportunities to share lessons learned across participating schools; and
* Collect, analyze and share data to track implementation and outcomes.

**Expected Outcomes for Applicants**

* Increased student access to high quality career pathways and career learning opportunities;
* Increased coordination and collaboration among college and career stakeholders on school day-based efforts;
* Increased connections with other schools in the city focused on similar areas; and an
* Articulated model and implementation strategy that can be leveraged for success in future years.

**Guidelines and Criteria**

Schools and partnerships interested in applying will need to:

* Articulate their career learning approach and rationale for focusing on their pathway element;
* Demonstrate time in their school schedule for planning team coordination (e.g. common planning periods, opportunity for release time, etc.);
* Demonstrate how students will benefit from or be engaged in the enhanced career learning experience upon implementation; and
* Articulate expected student outcomes areas that will be influenced as a result of their approach

**Funding:**

Funding is available up to $10,000 per school. Amounts will depend on the scope of the described initiative and needed supports. Project costs, as detailed in your budget, may include costs for professional development, stipends, career learning resources, site visits, and measurement capacity needed to implement the proposed strategy. Funding may not be used for acquiring significant equipment such as computers, or other capital investments.

**Questions Regarding Application Guidelines:**

We encourage all interested school applicants to contact us with any questions about this opportunity or the Career Pathways initiative. Please reach out to LaVonia Montouté at [montoute@edvestors.org](mailto:montoute@edvestors.org) or by phone at 617-341-8181. Office hours for grant discussion can also be scheduled [here](https://calendly.com/edvcareerpathways/rfpmeeting). We look forward to hearing from you.

**Timeline:**

September 10, 2019 Application available at www.edvestors.org

September 18, 2019 Information Session Webinar (time to be announced)

October 18, 2019 Applications due by 4:00pm as attachments to [montoute@edvestors.org](mailto:montoute@edvestors.org) or electronically through this [form](https://forms.gle/ViAiYfY4mUz9nUQs6)

Early November 2019 Participating Schools Selected & Notified

Mid-November 2019 Information session for selected schools

Mid-November 2019 Goal setting conversation with EdVestors staff or consultant

November-June 2020 Grant Period

**About EdVestors’ Career Pathways Initiative**

Launched in 2017, Career Pathways is EdVestors’ citywide effort to impact student outcomes and increase high school students’ connection to school. Research shows that career learning can positively alter students’ trajectory in school. Particularly, career pathways built on best practices can help to close opportunity and achievement gaps by providing access to rigorous coursework, non-academic student supports, exposure to work-based learning and career readiness, and opportunities for college and career exploration. We believe that expanding career learning opportunities and career pathways can be part of the equation for addressing the challenges facing high schools and ensuring that Boston students have a strong chance to thrive in their postsecondary opportunities.

**Section 1: Applicant Information**

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| Grantee Type (please check to one): | * Deepening Grant * Exploration Grant |

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| **School:** |  |
| **Headmaster:** |  |
| **Headmaster Email:** |  |
| **School Mailing Address:** |  |
| **City, State, Zip Code:** |  |
| **Lead Contact Name & Title:** |  |
| **Lead Contact Email:** |  |
| **Lead Contact Phone:** |  |
| **Fiscal Agent, if any.**  *Please include your BEDF account number if using BEDF as your fiscal agent* |  |

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| --- | --- | --- |
| **Planning Team Member Names for 2019-2020** | **Position** | **Email Address** |
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| --- | --- |
| Current Career Learning Activities  (e.g. Career days, field trips, or career pathways) |  |
| Current College and Career Partners (e.g. higher education, non-profit, or industry partners) |  |

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| --- | --- |
| Deepening Grant Applicants Only | |
| Element of Focus | * Career Advising * Labor Market Information * Integrated Instruction * Work-Based Learning * Credential Preparation * Postsecondary Linkages |
| Career Pathways offered at your school and the year the pathway started  (e.g. Biotechnology 2019): |  |
| Current Pathway(s) Designations (check all that apply) | * Ch. 74 * Non-Ch.74 * Innovation * Early College * School-Designed * None |
| Number of Student Currently Enrolled in Career Pathways |  |

**SECTION 2: Narrative**

**Please answer the following questions about your strategy to improve career pathways. Please answer questions fully, approximately 200-250 words.**

**Deepening Grant Applicants Only:**

1. Why is focusing on your selected element of focus important to your overall school strategy? Please provide any relevant data to support your response.
2. How will your school improve the quality of career pathways through this element? Please provide details on your approach, who will be engaged, and any existing resources that support the outcomes of this work.
3. What are the expected outcomes for students and stakeholders (e.g. staff, families, partner organizations) by addressing this element?
4. What supports will you need to effectively implement your approach? What challenges do you foresee in this process?
5. Who will be responsible for the overall implementation of the proposed approach? How will the planning team collaborate regularly throughout the year and share their work with stakeholders?
6. How will you sustain the work beyond the grant period?

*For organizations partnering with schools*

1. Please describe the nature of the partnership (tenure, services offered, students impacted)
2. How will you ensure a collaborative partnership with high school voice in implementation?

**Exploration Grant Applicants Only:**

1. Why is career learning important to your overall school strategy? What is the need you will address and what data supports this need?
2. Please describe any career learning approaches you are currently implementing, including any frameworks, resources, or evidencewhich supports this work.
3. High quality career learning incorporates *career advising, labor market integrated instruction, work-based learning, credential preparation, and postsecondary linkages*. How are these elements addressed in your current approach? What elements would you want to focus on or improve through this process?
4. What are the expected outcomes for students and stakeholders (e.g. staff, families, partner organizations) by addressing this element?
5. What supports will you need to effectively implement your approach? What challenges do you foresee in this process?
6. Who will be responsible for the overall implementation of the proposed approach? How will the planning team collaborate regularly throughout the year and share their work with stakeholders?
7. How will you sustain the work beyond the grant period?

*For organizations partnering with schools*

1. Please describe the nature of the partnership (tenure, services offered, students impacted)
2. How will you ensure a collaborative partnership with high school voice in implementation?

**Section 3: Budget**

Please complete the following funding related questions and budget form to outline how you use your grant up to $10,000 to develop high quality career pathways.

1. For each line item in the budget below, please briefly describe how these funds will support the design and implementation process of career learning and/or help you incorporate the elements of high-quality career pathways?
2. Please describe any existing resources that will support this work; consider all available supports including but not limited to personnel, in-kind, and financial support.

**Budget for Funding for SY19-20**

In the chart below, please provide a brief description of your planned expenses and the estimated amount. Please add or delete rows as needed.

Please delete the “EXAMPLE” line before completing.

|  |  |  |
| --- | --- | --- |
| **Description** | **Timing** | **Amount** |
| EXAMPLE:  10 teachers attend weekly planning meetings =  10 teachers x 15 weeks x $40/hour = $6,000 | EXAMPLE:  January-June 2020 | EXAMPLE:  $6,000 |
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| **TOTAL BUDGET** |  |  |

**OTHER RESOURCES:**

Please describe other resources (time, human capital, other funding) that will support this work.

\*\* Please note instructional supplies/materials should not exceed 25% of the total budget. In addition, large equipment (inclusive of computer hardware, e.g. laptops) may not be funded through this grant.