Beyond the Core Indicators: Using Data to Support Work-Based Learning

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Massachusetts  WBL Practices

• In MA, Work-Based Learning (WBL) is promoted in a number of contexts:
  • Programs across the state supported by the state’s intermediary system known as School-to-Career Connecting Activities (CA)
  • WBL is integrated into high school CTE programs, e.g. cooperative education
  • Locally developed high school courses designed to offer students experiential learning and career exploration (SCS codes)
Leading Data System Supporting Massachusetts WBL Practices

• MA Career Ready (MACR) Database, serving primarily the CA network

• Designed to capture:
  • Work site/employer & supervisor
  • Relevant industry
  • Sponsoring program
  • Location, schedule, pay if applicable, etc.
  • Job duties and responsibilities
  • Skills required and skill assessment
• Supports a state-wide system of CA intermediaries
• Leverages an approx. $3 million state investment
• 16 workforce regions partner with about half of the state’s 400 high schools
• Several hundred staff across that network (most funded by high schools) support student WBL
Key Data Collection Tool: “MA Work-Based Learning Plan”

- Provides structure and depth to work-based learning experiences
- Identifies the skills to be focused on in the specific work experience, both employability skills and workplace specific skills
- Provides a structured approach to skill assessment
- Encourages reflection about short-term and long-term goals
System Data Captured by the MA WBLP

• Skill gain at the student, program, region and state level
• Skills most frequently evaluated
• Employers and industries that are hosting placements
• Private sector employer wages paid to students for WBL

Which enables programmatic goal setting and continual improvement
State-Level FY16 Outcomes from MACR

• About 10,250 students were placed in WBL experiences.
• Close to 4,000 employers supported these placements.
• Employers invested approx. $14 million in wages to support student internships, a 5:1 match ($2.7 million fund)
• About 75 percent of placements utilized the Massachusetts Work-Based Learning Plan (WBLP).
• Almost half of the state’s 398 public high schools were partners to CA.
Data on Industry Spread for FY16

- Education and Child Care
- Health Care
- Retail and Services
- Human Services
- Business
- Hospitality Tourism and Recreation
- Law Government and Public Service
- Arts Media and Communications
- Culinary Food Service and Restaurant
- Manufacturing Science Technology Engineering and Math
- Environment Natural Resources and Agriculture
- Construction, Transportation and Design
Rubric for Performance Review

• 1 = Performance Improvement Needed: Needs to have a strategy to improve this skill
• 2 = Developing: Developing this skill; learning to address challenges related to this skill; aware of next steps needed to develop this skill
• 3 = Competent: Demonstrates this skill; aware of the importance of this skill
• 4 = Proficient: Consistently demonstrates this skill; shows initiative to learn about, enhance or apply this skill
• 5 = Advanced: Exceeds expectations; works with high level of independence, acts as a role model, or shows initiative to apply and extend this skill
Skill Gain for Employability Skills in FY16

- Attendance and Punctuality
- Workplace Appearance
- Motivation and Taking Initiative
- Accepting Direction and Constructive Criticism
- Understanding Workplace Culture, Policy and Safety
- Interacting with Others
- Speaking
- Listening

0 1 2 3 4 5

Average First Review
Average Second Review
TN WBL Practices
TN WBL Student Outcomes

• WBL must be student centered:
  • Produces a portfolio of evidence of employability skills;
  • Aligns to the student's selected area of elective focus;
  • Supports student's long-term goals and interests; and
  • Demonstrates growth of the student
TN WBL Key Metrics

• If our outcomes are student-centered, then our metrics must be as well:
  • Portfolio quality and student growth measures
  • Personalized Learning Plans reflect placement alignment with student’s area of elective focus
  • WBL course standard/21st Century Skill attainment
  • Students participate in WBL from all 16 CTE career clusters
  • Demographics, Attendance, and Discipline Data
• **Personalized Learning Plans** (PLPs) are a PDF where WBL Coordinators collect pertinent information on the experience:
  • Long term goals and learning objectives;
  • WBL skill development;
  • Placement information; and
  • Workplace safety and insurance

• PLPs are on site at the schools
  • Therefore, regional and statewide trends are hard to determine.

• Since the PLPs and their data are only captured in individual PDFs, we don’t have an easy way to access that data.
Collecting the Data

• We did not find a good model that could capture our key metrics.

• So, we decided to create that model by creating the **WBL Portal**.
  • Rolled out in Spring 2017
  • Initially, only captures placement information at this time

• Over time, will also import course enrollment, student/employer surveys and portfolio evidence in one application
Disseminating the Data

- We hope that in the coming years, we will be able to disseminate analyses and reports from the data captured in the portal.
- Here are some examples of simple, but effective visualizations that our division has produced in recent months:
  - Review “WBL Data Profile”
  - Review “Data Snapshot”
Individual Activity

• What is the ultimate outcome(s) that you wish to determine through your data collection?
• Therefore, what key metrics do you need to hit? What data do you wish to collect from your stakeholders?
• How would you go about collecting data (application, survey, etc)?
• Finally, how would you disseminate out the data?
Small Group Share Out

• Now that you have had a chance to make your list, share out with your small group.
• What, if any, crossover is present between the lists?
• Has anyone already collected that type of information previously? How did they do it? What was the result?
Question and Answer

• What questions do you have for us?

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Up Next...

- Lunch from 11:30-12:45
  - tickets can be purchased at the check-in/information desk from 11:45 to 12:00
- Collaboration Roundtables start at 12:45!