



Career Readiness Institute

May 28, 2015
The College of New Jersey

*Sponsored by the New Jersey Department of Education
Office of Career and Technical Education*



State of New Jersey

DEPARTMENT OF EDUCATION

PO Box 500

TRENTON, NJ 08625-0500

CHRIS CHRISTIE
Governor

KIM GUADAGNO
Lt. Governor

DAVID C. HESPE
Commissioner

May 28, 2015

Dear Institute Attendees:

It is a pleasure to welcome you to the 2015 Career Readiness Institute sponsored by the New Jersey Department of Education, Office of Career and Technical Education.

Career readiness has been in the spotlight recently, not only in New Jersey, but also across the nation. Employers consistently report one of their greatest challenges in the workplace relates to the lack of career-ready skills of their employees, regardless of whether they are high school or college graduates. At the same time, the education community has not necessarily had clarity about their role in addressing this skills gap.

The adoption of the Career Ready Practices by the New Jersey State Board of Education in October 2014 signaled a clear message about the importance of developing career-ready skills in all students. We are excited that this institute will provide a wealth of opportunities to explore how to integrate these practices across all content areas with all students. Information on developing quality career and technical education (CTE) programs and structured learning experiences will also be provided as strategies to address career readiness and develop career pathways. Additionally, sessions on financial literacy, business partnerships, current labor market data and career exploration complement components of the Career Readiness Institute agenda.

We are fortunate to have a range of expert presenters from secondary and postsecondary education, business and industry, workforce development and other entities. I want to thank these dedicated individuals with unique backgrounds and experiences for their contributions not only to this event but for their ongoing commitment to these efforts throughout the year. Collaborating, sharing and learning together has been an invigorating experience. And finally, I would like to thank all of you for participating in today's event and for promoting career readiness throughout New Jersey.

I hope you find the sessions stimulating and informative and have opportunities to engage in productive discussions throughout the day.

A handwritten signature in cursive script that reads "Marie Barry".

Marie Barry,
Director, Office of Career and Technical Education

ACKNOWLEDGMENTS

Chris Christie
Governor, State of New Jersey

David C. Hespe
Commissioner of Education

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A G E N D A

- 8:00 a.m.** **Registration – Social Sciences Building Lobby**
- 9:00 a.m. – 3:00 p.m.** **Full-Day Workshop Sessions**
(Please see chart for the location of your session.
Professional development certificates will be
distributed at the conclusion of the sessions.)
- 9:00 a.m. – 11:15 a.m.** **Morning Workshop Sessions**
(Please see chart for the location of your session.)
- 11:30 a.m. – 12:15 p.m.** **Career Cluster® Working Lunch Sessions**
(Please see chart for the location of your session.)
- Please pick up your boxed lunch in the
Social Sciences Building. (Full-day session attendees
can pick up lunch in Roscoe West Hall)**
- 12:30 p.m. – 1:15 p.m.** **Plenary Presentation – Kendall Hall**
Keynote Speaker:
David C. Hespe, Commissioner of Education
- 1:30 p.m. – 3:00 p.m.** **Afternoon Sessions**
(Please see chart for the location of your session.
Professional development certificates will be distributed
at the conclusion of the afternoon sessions.)
- 3:00 p.m. – 4:00 p.m.** **Association for Career and Technical Education (ACTE)
Information Session**
- CTE Teachers are invited to attend this session to learn
more about ACTE and upcoming exciting professional
development opportunities. Current ACTE and Career
and Technical Education Association of New Jersey
(CTEANJ) members are also welcome.

**** Please note that due to limited room capacity, we ask that you do not attend sessions for which you have not pre-registered. Thank you for your cooperation.***

KEYNOTE SPEAKER



David C. Hespe

New Jersey Commissioner of Education

Commissioner David Hespe returns to the New Jersey Department of Education for what is now his fourth time working at the Department. He returned to the Department as Acting Commissioner in March 2014, and was officially confirmed by the state Senate seven months later.

His return signals his desire to assist New Jersey's 600 school districts as they implement major education initiatives that are designed to help students become adequately prepared for college and careers.

Commissioner Hespe comes to the office as an accomplished leader with decades of public service in New Jersey. After receiving a law degree from Rutgers in Newark, he began his career path at a private law firm, and he then served as Associate Counsel with the state Office of Legislative Services, as Assistant Counsel in Governor Whitman's Office, and later as First Assistant Attorney General.

Before his most recent return to the state Department of Education, he has worked at the Department in various capacities over the years: As Assistant Commissioner for the Division of Executive Services; as Chief of Staff; and as the Education Commissioner from 1999 to 2001.

In addition to his state-level service, Commissioner Hespe has experience ranging from K-12 to higher education. He has served as president of Burlington County College; as an associate professor at Rowan University's College of Education; and as an assistant superintendent and interim superintendent of the Willingboro School District.

NEW JERSEY CORE CURRICULUM CONTENT STANDARDS

STANDARD 9, 21ST CENTURY LIFE & CAREERS CAREER READY PRACTICES FOR K-12 STUDENTS

- CRP1 – Act as a responsible and contributing citizen and employee.**
- CRP2 – Apply appropriate academic and technical skills.**
- CRP3 – Attend to personal health and financial well-being.**
- CRP4 – Communicate clearly and effectively and with reason.**
- CRP5 – Consider the environmental, social and economic impacts of decisions.**
- CRP6 – Demonstrate creativity and innovation.**
- CRP7 – Employ valid and reliable research strategies.**
- CRP8 – Utilize critical thinking to make sense of problems and persevere in solving them.**
- CRP9 – Model integrity, ethical leadership and effective management.**
- CRP10– Plan education and career paths aligned to personal goals.**
- CRP11– Use technology to enhance productivity.**
- CRP12– Work productively in teams while using cultural global competence.**

In today's global economy, students need to be lifelong learners who have the knowledge and skills to adapt to an evolving workplace and world. To address these demands, Standard 9, 21st Century Life and Careers, which includes the 12 Career Ready Practices (CRPs), establishes clear guidelines for what students need to know and be able to do in order to be successful in their future careers and to achieve financial independence. Twenty-first century life and career skills enable students to make informed decisions that prepare them to engage as active citizens in a dynamic global society and to successfully meet the challenges and opportunities of the 21st century global workplace.

The Career Ready Practices describe the career-ready skills that educators in all content areas should seek to develop in their students. They are practices that have been linked to increased college, career, and life success. The Career Ready Practices outline the skills that all individuals need to have to truly be adaptable, reflective, and proactive in life and careers. These practices are essential to career readiness.

For a more detailed description of the Career Ready Practices:

<http://www.state.nj.us/education/cccs/2014/career/>

FULL-DAY SESSIONS (9:00 a.m. – 3:00 p.m.)

WORKSHOP DESCRIPTIONS

Cosmetology Critical Updates for Instructors, Supervisors and Administrators

Presenters: *Janice Alvarez, Chairperson, NJ State Board of Cosmetology and Hairstyling*
Jay Malanga, Executive Director, NJ State Board of Cosmetology and Hairstyling
Ho J. Mun, PSI, Client Services at PSI LLC
Fran Tomeo, Vice Chairperson, NJ State Board of Cosmetology and Hairstyling

This full-day workshop will cover a wealth of necessary information and updates relating to Career and Technical Education (CTE) programs in cosmetology. Attendees will learn about prohibited practices, student applications/permits/requirements, new practical licensure requirements and procedures, and the new beautician and barbering license curriculum. The workshop will also include Introduction to PSI, mannequin display and demonstration, manicure and skin care practical overview, and rules/regulations. The workshop will allow participants to explore the NJ Division of Consumer Affairs website. Instructional tips to pique students' interest will be provided. Come discover important facts of safe practices and assure that every student receives the correct and most "up-to-date" information on topics not found in any standard cosmetology textbook.

Financial Literacy Boot Camp

Presenter: *Barbara O'Neill, Ph.D., CFP®, CRPC®, AFC, CHC, CFEd, CFCS, Rutgers Cooperative Extension, Rutgers University*

This all-day program will provide a rigorous financial education training experience. Presentations will be interspersed with hands-on learning activities and small group discussion. The workshop will provide updates on current financial topics including credit and banking, and saving and investing. Activities from three leading personal finance curricula will also be explored. The session will conclude with a presentation and activities on financial education outcome assessment methods. Content in this program is brand new and will not repeat any prior CTE conference or Financial Education Boot Camp program.

AM SESSIONS (9:00 a.m. - 11:15 a.m.)

WORKSHOP DESCRIPTIONS

Advanced Careers: Project-Based Learning with Real-World Connections

Presenter: *Zachary Riffell, Project Manager, Southern Regional Education Board*

Project-based learning (PBL) is both a teaching method and an approach to educational content. Carefully designed problems challenge students to use problem solving techniques, self-directed learning strategies, team participation skills, and disciplinary knowledge. In this workshop we will familiarize participants with the key components of project-based learning, look at a PBL unit in the Advanced Career Global Logistics Course pioneered by New Jersey, and learn methods for integrating state standards. We will discuss the advantages of PBL and help you begin the initial design of your own PBL unit. Even if you are already using PBL, this workshop promises to give you additional tools and resources you can use in your classroom.

Career and Technical Education 101: Implementing High-Quality CTE Programs

Presenters: *Patricia Caballero, Supervisor of Special Services and CTE Programs, Roselle Public Schools*

Sharon Fleming, Education Program Development Specialist, Office of CTE, NJDOE

Nancy Mullin, Supervisor of Career Education and Library Science, West Orange Public Schools

Career and Technical Education (CTE) programs integrate academics in a rigorous and relevant curriculum. This session will outline the “basics” of implementing a high-quality CTE program that addresses career readiness. Educators will hear from schools who have started CTE programs in their districts, and staff from the Office of Career and Technical Education to learn how to begin a program, engage business and industry, provide student leadership opportunities and much more.

Career Exploration in New Jersey’s Key Industries

Presenter: *Bob Grimmie, Director, Center for Occupational Employment Information,*

NJ Department of Labor and Workforce Development

Tiffany Smith, Principal Managing Analyst, Division of Workforce Research & Analytics,

NJ Department of Labor and Workforce Development

The New Jersey Department of Labor and Workforce Development will highlight industry and occupational data for New Jersey’s key industries: Technology, Biopharmaceutical Life Sciences, Advanced Manufacturing, Transportation, Logistics, Distribution, Health Care, and Leisure, Hospitality and Retail. Educators will learn how to use resources to help students identify promising career fields.

Career Ready Practices: Linking Classrooms and Businesses

Presenters: *Sara Chazin, US Corporate Citizenship Program Analyst, Accenture*

Catherine Milone, President, Junior Achievement of New Jersey

Sally J. Nadler, SPHR, Manager Workforce Development, PSEG

Tyler Seville, Associate Director, Policy & Research, New Jersey Business & Industry Association

Melissa Stager, Education Program Development Specialist, Office of CTE, NJDOE

Christy Tighe, Education & Training Specialist, Junior Achievement of New Jersey

The Career Ready Practices (CRP) allow teachers to connect the curriculum with skills and dispositions that are essential to student success. This session will provide an overview of the recently adopted Standard Nine. After reviewing the Career Ready Practices in their various spheres of influence, representatives from Junior Achievement, PSEG and Accenture will demonstrate ways to enrich the classroom and business connection through hands-on activities, resource sharing, and examples of how using the CRP will allow students to achieve more real-world success.

AM SESSIONS (9:00 a.m. – 11:15 a.m.)

WORKSHOP DESCRIPTIONS

College and Career Readiness for the 21st Century: The Role of High Quality Career & Technical Education

Presenter: *Dr. James R. Stone III, Ed.D., Director of the NRCCTE at the Southern Regional Education Board (SREB)*

College and career readiness (CCR) is the goal for all students in public education. While most of the policy conversation is about the college side of CCR, the career side is the role of CTE. CTE not only prepares students for the technical side of work but research shows high quality CTE can enhance academic skills as well as the more important non-cognitive, employability or “soft” skills that employers consistently rank as the most critical for success. This session will highlight the research that shows how a career development approach beginning in elementary school linked to high quality CTE builds career skills while preparing youth to continue their learning beyond high school.

Developing Partnerships between Educators, Business, Industry and Labor

Presenters: *Art Campbell, President/CEO, Camden County Regional Chamber of Commerce*

Siobhan Kelly, Ed.D., Director of Job Placement, Cooperative Education, and Business Conference Center, Camden County Technical Schools

Mark Stettler, Supervising Engineer, T and M Associates

Jeffrey S. Swartz, Executive Director/CEO, Camden County Workforce Investment Board

Jonathan Young, Council Representative, Northeast Regional Council of Carpenters and Camden County Freeholder

Partnerships between educators, business, industry, and labor are crucial to the success of today’s graduates. Through dynamic advisory board interaction and creative partnership development, it is possible to create partnerships that are worthwhile, expand the scope of the classroom, and are long lasting. This presentation will share strategies and resourceful ideas for developing these partnerships.

Increasing Participation in Non-Traditional Programs

Presenters: *Dr. Terri Boyer, Director, Career Equity Resource Center*

Glenda Gracia-Rivera, Associate Director, Career Equity Resource Center

Susan Schultz, Instructor, New Jersey Carpenters Technical Training Center and Chair of Recruitment Committee, Northeast Council of Carpenters

The Career Equity Resource Center (CERC) and Northeast Regional Council of Carpenters (NRCC) will provide information and resources to assist schools with enrollment in non-traditional CTE programs. In this session, participants will learn about resources provided by CERC and participate in a hands-on demonstration of their approach to help schools create an individualized equity action plan. Highlights from programs that New Jersey schools have instituted to boost their nontraditional enrollments will be shared. The NRCC presentation will include an overview of the Carpenters Apprenticeship Program and the Sisters Recruitment and Retention Initiative. As part of this initiative, NRCC will build relationships and collaborate with community-based organizations. The NRCC is piloting this initiative to increase the number of female apprentices in New Jersey, from the current 2.1% to 10% in five years.

AM SESSIONS (9:00 a.m. – 11:15 a.m.)

WORKSHOP DESCRIPTIONS

Integrating Career Ready Practices into Literacy

Presenter: *Charlotte Gray, Education Program Development Specialist, Office of CTE, NJDOE*

During this workshop, practical research-based literacy strategies that are aligned to Common Core State Standards and are responsive to varied CTE student learning needs will be modeled by the presenter. These literacy strategies will be accompanied by a variety of formative assessment techniques that provide immediate feedback for measuring student mastery, affirming teacher methodology and supporting lesson plan modification. Procedures for seamlessly integrating Career Ready Practices (CRP) into literacy will be infused throughout the workshop and participants will be encouraged to share CRP classroom experiences including lessons learned.

Making the Connection: Programs of Study, Articulation Agreements and Dual Enrollment

Presenters: *Maria Casale, Planning Associate, Office of CTE, NJDOE*
Robyn Kay, Manager, Office of CTE, NJDOE
Representatives from Institutes of Higher Education

This session is for college representatives and school district personnel to discuss strategies to increase CTE programs of study in our state. A CTE program of study is a comprehensive, structured approach for delivering academic and career and technical education to prepare students for postsecondary education and career success. During this session, you will learn about partnerships between institutes of higher education and high schools to develop dual and concurrent enrollment opportunities for students.

“Pathways to Prosperity” at Bergen County Technical Schools

Presenters: *Regan Ascenzo, Teacher, Bergen County Technical Schools*
Richard Panicucci, Assistant Superintendent for Curriculum & Instruction, Bergen County Technical Schools
Carole Terrizzi, Principal, Bergen County Technical Schools

Educators from Bergen County Technical Schools (Paramus Campus) will share the collaborative process used to identify successful career pathways for all of their students. The following pathways were identified: earning an occupational certification (i.e. Comp TIA A+, ServSafe, etc.); earning a passing Accuplacer score to be ready to earn credit at a community college; matriculation to a postsecondary vocational institute; and enlisting in one of the armed services. Learn the strategies being used to meet the goal of having 100% of students in the Class of 2015 focused on a career pathway.

Structured Learning Experiences – Serving At-Risk Students

Presenters: *Dr. Daniel Baker, Director of Community Positive Behavior Support, Transition, and Supported Employment Projects and Associate Professor of Pediatrics at The Boggs Center on Developmental Disabilities, Robert Wood Johnson Medical School, Rutgers University*
Dr. Brian Berry, Student Training Plan Instructor for the NJ SLE Teacher Preparation Program and Professor of Special Education, Holy Family University.
Lin DiRenzo, SLE Specialist, Office of CTE, NJDOE
Anne Freeman, SLE Specialist, Office of CTE, NJDOE

This workshop will explore different types of structured learning experience strategies districts can employ to serve a variety of student learning needs, and in particular, student personal and social goals. The focus will be on designing student training plans to support social/personal learning at the worksite in a manner that complies with federal and state wage and hour and child labor requirements, as well as learning goals.

PM SESSIONS (1:30 p.m. – 3:00 p.m.)

WORKSHOP DESCRIPTIONS

Bridging to Project-Based Learning

Presenter: *Melissa Stager, Education Program Development Specialist, Office of CTE, NJDOE*

Project-based learning (PBL) has been heralded as a way to increase student engagement and performance. Using the components of effective PBL is a way to ensure students are consistently using the Career Ready Practices. However, switching to a PBL-based classroom instructional model can be overwhelming at first. This workshop will provide an overview of PBL and give you small, incremental steps that will lead to an eventual classroom transformation.

Career Pathways for Middle-Skills Occupations

Presenter: *Dr. James R. Stone III, Ed.D., Director of the NRCCTE at the Southern Regional Education Board (SREB)*

The evolving labor market is demanding more technical skills and the ability to apply academic knowledge to the solution of workplace challenges. This is especially true for the growing demand for qualified workers in advanced manufacturing, health care, logistics and supply chain management and many other good careers that do not require traditional college but do require advanced skills. Career pathways leading to middle-skill occupations offer many students opportunities to become successful, productive adults. This session will explore the importance of developing rigorous career pathways to the growing potential of middle-skill occupations.

Connecting the Dots: Engaging Business and Industry

Moderator: *Jean A. Holtz, Chair, Freehold Borough Educational Foundation*

Panelists: *Megan Dzwonkowski, Executive Director, NJ Education Foundation Partnership*

Ellen Mushinski, Executive Director, Trenton Public Education Foundation

Tom Parisi, Executive Vice President, K12 Partner Services, EverFI/NJ Devils

Dr. Rocco Tomazic, Superintendent, Freehold Borough School District

Learn how local education foundations can be the conduit to more easily connect business and industry with school districts. The panelists from the New Jersey Education Foundation Partnership (NJEFP) will provide practical steps that can engage employers, community organizations and volunteers to support implementation of career ready practices.

Integrating Technology into the Classroom

Presenters: *Morgen Doty, Social Studies Teacher, Lindenwold High School*

Gina Girone, Technology Support Person, Lower Cape May Regional School District

Michael Mitchell, Supervisor of Educational Technology, Flemington-Raritan Regional School District

According to the US Department of Education, technology supports both teaching and learning, infuses classrooms with digital learning tools, such as computers and hand-held devices; expands course offerings, experiences, and learning materials; supports learning 24 hours a day, 7 days a week; builds 21st century skills; increases student engagement and motivation; and accelerates learning. Educators from schools in New Jersey will share how they use technology to enhance teaching and learning.

PM SESSIONS (1:30 p.m. – 3:00 p.m.)

WORKSHOP DESCRIPTIONS

Managing Perkins Funds in NJ County Colleges

Presenters: *Maria Casale, Planning Associate, Office of CTE, NJDOE*
Howard Garey, Education Program Development Specialist, Office of CTE, NJDOE
Kathryn Holbrook, Auditor, Office of Fiscal Accountability and Compliance, NJDOE
Robyn Kay, Manager, Office of CTE, NJDOE

The session will focus on appropriate Perkins fundable activities to improve Career and Technical Education (CTE) program performance. Tips and strategies will be provided to help county colleges develop and manage their Perkins grant. Attendees will also be provided examples of do's and don'ts when using Perkins funds to avoid the most common monitoring and audit findings. Each county college is encouraged to attend with a team of program and grant administrators, as well as fiscal staff.

Math-in-CTE

Presenter: *Katherine Pereira, Education Program Development Specialist, Office of CTE, NJDOE*

This session is designed to help CTE leaders, supervisors, and teachers to integrate rigorous mathematical standards and practices into CTE courses and programs. Using the Math-in-CTE framework as a model, participants will learn how incorporation of the Mathematical Practices and the Career Ready Practices enhance CTE curricular offerings and provide authentic learning experiences for students.

The New Jersey Career Assistance Navigator (NJCAN)

Presenter: *Laurie Harrington, Project Manager, John J. Heldrich Center for Workforce Development*

The State of New Jersey has a free, on-line, interactive resource named the New Jersey Career Assistance Navigator (NJCAN). NJCAN is designed to support lifelong career exploration, career planning and decision making through easy-to-use, straightforward search and sorting utilities. It allows students to take a deep look at career and college options so they can make informed choices about course work, college costs, and job prospects. NJCAN also includes information about job interview preparation, resume and cover letter creation, how to keep a job, self-employment and military occupations. NJCAN is a powerful resource for teachers, counselors, students and parents to support academic achievement and student success.

Promoting Career and Technical Education

Presenters: *Phyllis LoSapio, Marketing Coordinator, Hunterdon County Polytech*
Danielle Marasco, Guidance Counselor, Hamilton High School West
Felice Pagnotta, Technology Specialist, Ferris High School
Erma Percival, Coordinator of Academy of IT and Applied Science, Dickinson High School
Doug Shunk, School Counselor, Hightstown High School
Juanita Sifflet, Supervisor, Jersey City Public Schools

This session will provide strategies to communicate the benefits of CTE programs to students, parents and the community. Schools will share innovative approaches they have used to interest students in CTE and how they address career readiness.

PM SESSIONS (1:30 p.m. – 3:00 p.m.)

WORKSHOP DESCRIPTIONS

School Performance Reports

Presenter: *Dr. Bari Erlichson, Chief Performance Officer/Assistant Commissioner of Data, Research, Evaluation and Reporting, NJDOE*

This workshop will focus on how New Jersey's School Performance Reports provide schools with data to address career readiness. Too often, educators and stakeholders experience the publication of school performance data with fear, confusion and skepticism: What do these data mean? How is my school really doing? What should I do next to help the children in my school do even better? The School Performance Reports focus attention on metrics that are indicative of college and career readiness; benchmark a school's performance against other peer schools that are educating similar students; and improve educational outcomes for students by providing both longitudinal and growth data so that progress can be measured as part of an individual school's efforts to engage in continuous improvement.

Structured Learning Experiences 101

Presenters: *Lin DiRenzo, SLE Specialist, Office of CTE, NJDOE*
Anne Freeman, SLE Specialist, Office of CTE, NJDOE
Bryan Hicks, SLE Coordinator, Fair Lawn High School, Fair Lawn School District
Catherine Reeves, SLE Coordinator, Allentown High School, Upper Freehold Regional School District

This workshop targets districts seeking to create new Structured Learning Experience (SLE) programs and developing local district SLE plans. Presenters will include representatives from comprehensive school districts who will discuss their approach to the SLE program planning process; developing relationships with the employer community; and, maintaining your SLE program over time.

Youth@Work: Talking Safety and Health, including Retail/Business and Cosmetology Settings, with Special Needs Students

Presenters: *Alexsandra A. Apostolico, MPH, BS, Research Teaching Specialist V and an Epidemiologist at the NJ Safe Schools Program, Rutgers School of Public Health*
Derek G. Shendell, D.Env, MPH, Associate Professor of Environmental and Occupational Health, and Director of NJ Safe Schools Program, Rutgers School of Public Health

This workshop will introduce participants to an updated/expanded version of the Youth@Work (Y@W) Curriculum for New Jersey. It is intended for educators involved in teaching high school students about occupational safety and health (S&H) in preparation for the workplace. Y@W includes material on the following topics: common work injuries, hazard identification and control (including hazard communication based on new federal regulations requiring Safety Data Sheets with pictograms and wording in up to 16 categories), emergency responses, job rights, and speaking up about workplace S&H problems. It contains interactive games and activities and a 10-minute video. Selected alternative lessons developed for students with special needs, and examples of activities from our Cosmetology S&H version of this training will also be shared. Participants will receive the curriculum upon completion. The curriculum was modified to address NJ child labor laws and will be available online.

COLLEGE OF NEW JERSEY CAMPUS



- ★ Designated Locations
- ▲ Plenary Presentation

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New Jersey Department of Education