
PASS 2 – The Career Ready Practices

Parent Academy for Student Success #2 Measure What Matters: Assessing Student Learning and The Partnership for Assessment of Readiness for College and Careers Assessment (PARCC)

The Common Core State Standards (CCSS) and the PARCC assessments are designed to prepare our students to be college- and career-ready. **Preparing our students to succeed in the global work world requires career ready practices.** The Career Ready Practices are those that reflect the skills and dispositions that every student should develop and practice throughout their educational experience. They are part of NJ Core Curriculum Content Standard (NJCCCS) 9, 21st Century Life and Careers, which were readopted by the State Board of Education on October 1, 2014. These practices can be taught at all grade levels and reinforced in all career exploration and preparation programs with increasingly higher levels of complexity and expectations as students progress to the upper grades. The Career Ready Practices were developed with input from both business and industry and allow for both teacher and student reflection. Local boards of education are required to implement the Career Ready Practices by September 2015.

What are the Career Ready Practices?

The 12 overarching statements that comprise the Career Ready Practices are:

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

Why are the Career Ready Practices Important?

Career readiness is defined as possessing skills in three overarching areas: academic skills that are needed to be successful; technical skills, i.e. those needed for a specific job function; and the 21st century soft skills, such as critical thinking, communication, creativity and innovation, and social awareness skills that are necessary for a successful career. Each area is equally important and the Career Ready Practices support the development of these soft skills that are critical to success in our global economy. According to a recent survey conducted by the New Jersey Business and Industry Association (NJBIA), employers found that new, entry-level employees lack the soft skills necessary to be

successful (NJBIA, 2014 Business Outlook Survey, 2013). Verbal and written communication skills, critical thinking skills, and time management were cited as examples. It is critical for New Jersey to develop and maintain a highly skilled and globally competitive workforce to support continued economic growth and prosperity.

Efforts to Support Implementation

The New Jersey Department of Education has created an educator consortium comprising teachers, counselors and administrators who are charged with developing grade-level and subject-area tools and resources to assist schools with implementing the Career Ready Practices for grades K-12. This consortium will attend a planning session in January 2015 and participate in subsequent virtual work sessions. The project is expected to be completed in June 2015. For additional information on the Career Ready Practices, please go to the Department's website at www.state.nj.us/education/cccs/2014/career/.

Source: *The Bridge*, Issue 20, 2015, New Jersey Department of Education <http://www.nj.gov/education/bridge/15/01/01.pdf>

Detailed information on the New Jersey Core Curriculum Content Standards 21st Century Life and Careers <http://www.state.nj.us/education/cccs/2014/career/>.

PASS 2 documents and partnership supports are intended to compliment information about the New Jersey Department of Education's Partnership for Assessment of Readiness for College and Career (PARCC) Assessments and provide resources, materials, and opportunities for parents and educators to work together in the best interest of New Jersey students.

*For information on the NJDOE PASS model, the PASS #1 theme of **Student Learning with the Common Core State Standards** or the PASS #2 theme of **Measure What Matters: Assessing Student Learning and PARCC** go to: <http://www.state.nj.us/education/sca/toolkit/>. Send questions to: informcccs@doe.state.nj.us.*