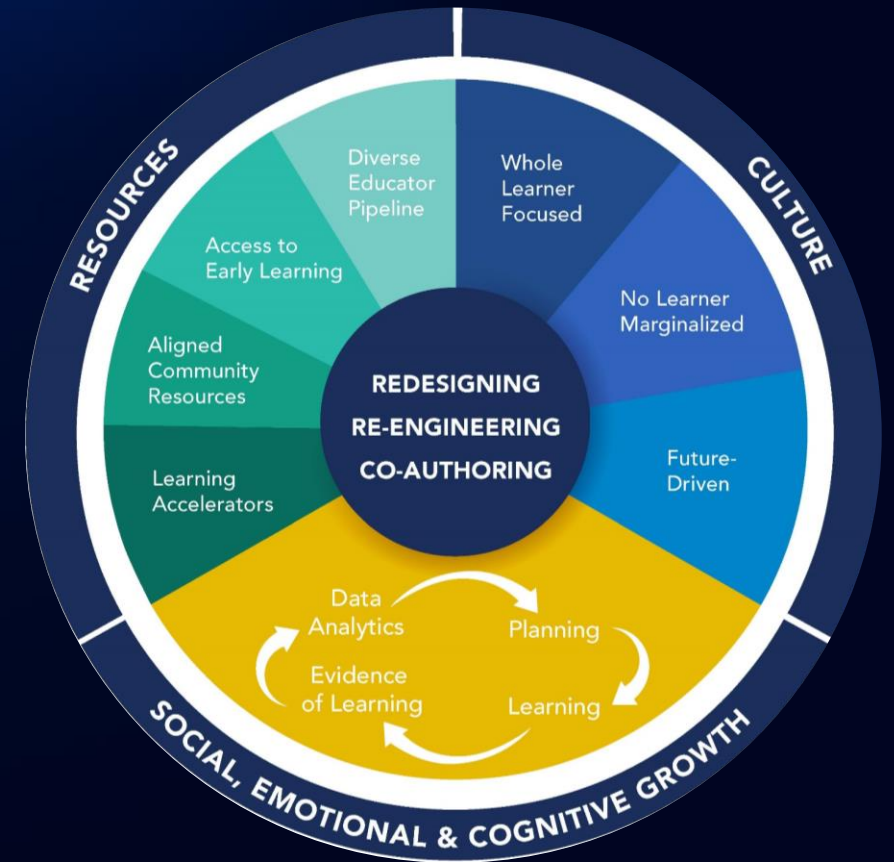# Preparing Students to be Career and Life Ready

Dr. Bill Daggett

School Administrators of Montana

April 27, 2023

CTE is not the same as Career Ready

"The skills you need for a competitive academic environment bears no resemblance to the skills of the innovation era and more and more companies are seeing that."

Tony Wagner, Learning Policy Institute

For every 100 students entering 9th grade...

18 Fail to graduate high school on time

25 Don't enroll in college after high school
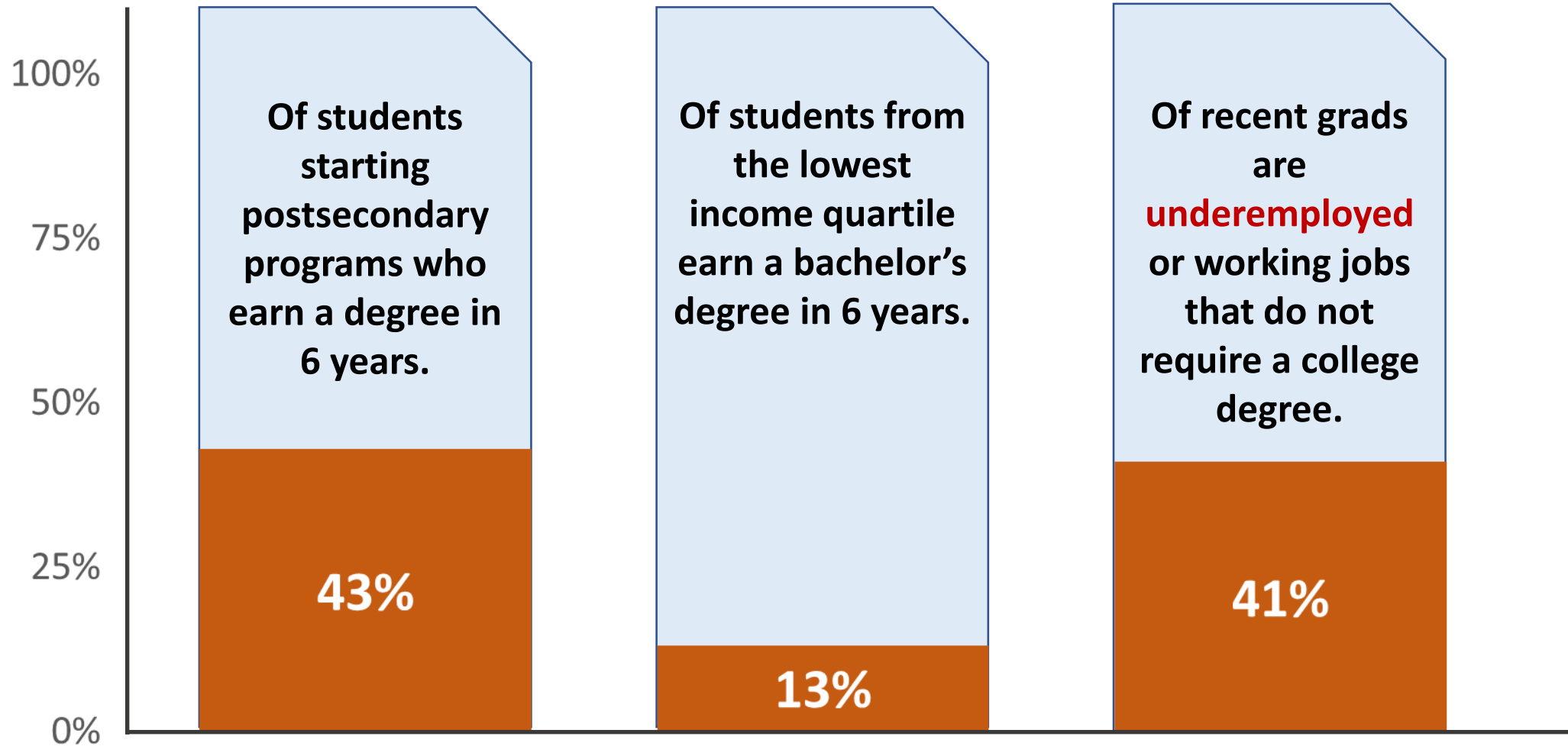
15 Enroll in 2-yr college but fail to graduate

14 Enroll in 4-yr college but fail to graduate

12 Take jobs they don't need college degrees for

Only 16 travel the path from high school to college to work!

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The Gap Between Education and Industry

Of students starting postsecondary programs who earn a degree in 6 years.

43%

Of students from the lowest income quartile earn a bachelor's degree in 6 years.

13%

Of recent grads are underemployed or working jobs that do not require a college degree.

41%

ChatGPT

chat.openai.com

BART does not get information from google searches. It predicts based upon reading everything 100,000 faster than the human brain

Co-Counsel

- Research
- Review contracts
- Draft contracts
- Draft legal briefs
- Analyze judges rulings
- Prepare despoitions
- Prepare correspondence

AI will:

- Replace some jobs

Co-Counsel

ChatGPT applications in legal profession

➢ Conduct legal research

ChatGPT applications in legal profession

➢ Conduct legal research

➢ Summarize court opinions and filings

ChatGPT applications in legal profession

➢ Conduct legal research

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➢ Assemble, analyze and create redline version of contracts

ChatGPT applications in legal profession

- ➢ Conduct legal research
- ➢ Summarize court opinions and filings
- ➢ Assemble, analyze and create redline version of contracts
- ➢ Propose arguments for legal briefs and filing

ChatGPT applications in legal profession

➢ Conduct legal research

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➢ Prepare deposition questions

ChatGPT applications in legal profession

➢ Conduct legal research

➢ Summarize court opinions and filings

➢ Assemble, analyze and create redline version of contracts

➢ Propose arguments for legal briefs and filing

➢ Prepare deposition questions

➢ All communications

Jobs at Risk by AI

➢ Computer programmers

➢ Coders

➢ Software developers and engineers

➢ Content creators

➢ Technical writers

➢ Journalist

➢ Advertisers

➢ Para legals

➢ Legal assistants

Jobs at Risk by AI

➢ Court reporters

➢ Legal secretaries

➢ Medical secretaries

➢ Data entry clerks

➢ Medical assistants

➢ Medical records personnel

➢ Market researchers

➢ Financial anaylsts

Jobs at Risk by AI

➢ Data managers

➢Traders

➢Insurance agentys

➢Graphic designers

➢Accountants

➢Bookkeepers

➢Customer service agents

➢Web designers

AI will:

- Replace some jobs
- Fundamentally change many jobs

Microsoft Co-Pilot

HR and Hiring Practices

➢ Craft job opening announcement

➢ Disseminate announcement to targeted audience

➢ Compare resumes to job requirements

➢ Deep research on applicants

➢ Restructure jobs based on applicatants

➢ Select finalist for interviews

➢ Following selection complete onboarding process

Medical

- ➢ Medical Diagnosis
    - Accurate
    - Immediate
    - Like team of experts
- ➢ Patient Communications
- ➢ Record Management
- ➢ Billing, Insurance, etc.

HR and Hiring Practices

➢ Craft job opening announcement

➢ Disseminate announcement to targeted audience

➢ Compare resumes to job requirements

➢ Deep research on applicants

➢ Restructure jobs based on applicatants

➢ Select finalist for interviews

➢ Following selection complete onboarding process

AI will:

- Replace some jobs
- Fundamentally change many jobs
- Create new jobs

In 1970's the prediction was ATMs would dramatically reduce the nee for bank tellers.

There are more bank tellers today than there were in the 1970's.

But they preform different task and need a different set of skills.

Most workers will not be replaced by AI.

Most workers will not be replaced by AI.

They will be replaced by a person with skills that AI does not possess.

Worker will need to:

- Develop skills not easily replicated by AI
- Be able to work in an AI environment
- Be resilient and adaptable

Content can become irrelevant, but skills are transferable

Needed

- ➢ Knowledge
- ➢ Skills
- ➢ Attributes
- ➢ Dispositions

56 foundational skills that will help citizens thrive in the future of work.

56 DELTAS across 13 skill groups and four categories

Cognitive

Critical thinking
- Structured problem solving
- Logical reasoning
- Understanding biases
- Seeking relevant information

Planning and ways of working
- Work–plan development
- Time management and prioritization
- Agile thinking

Communication
- Storytelling and public speaking
- Asking the right questions
- Synthesizing messages
- Active listening

Mental flexibility
- Creativity and imagination
- Translating knowledge to different contexts
- Adopting a different perspective
- Adaptability
- Ability to learn

Interpersonal

Mobilizing systems
- Role modeling
- Win–win negotiations
- Crafting an inspiring vision
- Organizational awareness

Developing relationships
- Empathy
- Inspiring trust
- Humility
- Sociability

Teamwork effectiveness
- Fostering inclusiveness
- Motivating different personalities
- Resolving conflicts
- Collaboration
- Coaching
- Empowering

Self-leadership

Self-awareness and self-management
- Understanding own emotions and triggers
- Self-control and regulation
- Understanding own strengths
- Integrity
- Self-motivation and wellness
- Self-confidence

Entrepreneurship
- Courage and risk-taking
- Driving change and innovation
- Energy, passion, and optimism
- Breaking orthodoxies

Goals achievement
- Ownership and decisiveness
- Achievement orientation
- Grit and persistence
- Coping with uncertainty
- Self-development

Digital

Digital fluency and citizenship
- Digital literacy
- Digital learning
- Digital collaboration
- Digital ethics

Software use and development
- Programming literacy
- Data analysis and statistics
- Computational and algorithmic thinking

Understanding digital systems
- Data literacy
- Smart systems
- Cybersecurity literacy
- Tech translation and enablement

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38

PORTRAIT OF A GRADUATE

Adaptability

Collaboration

Communication

Critical Thinking

Empathy

Creativity

Confidence

Perseverance

Problem Solving

Responsibility

The Future Focused Instructional Framework for Schools

Cognitive & Academic

Creativity
Organization
Adaptability
Communication
Problem Solving
Prioritization & Planning
Data Analysis & Statistics
Digital & Programing Literacy

Literacy   Mathematics   Critical Thinking

Interpersonal

Empathy
Humility
Motivating Others
Role Modeling
Resolving Conflicts
Collaboration & Coaching
Digital Collaboration
Building Relationships

Honesty   Trust   Teamwork

Self-Leadership

Coping
Risk Taking
Energy & Passion
Self-motivation
Self-confidence
Tech Enablement
Digital Ethics
Achievement Orientation

Persistence   Integrity   Self-control

These are the three domains that define a Future Focused individual ready to meet the demands of education and the workplace.

Creativity
Organization
Adaptability
Communication
Problem Solving
Prioritization & Planning
Data Analysis & Statistics
Digital & Programing Literacy

Literacy   Mathematics Critical Thinking

Cognitive & Academic

Let's look at what is included in each of these domains:
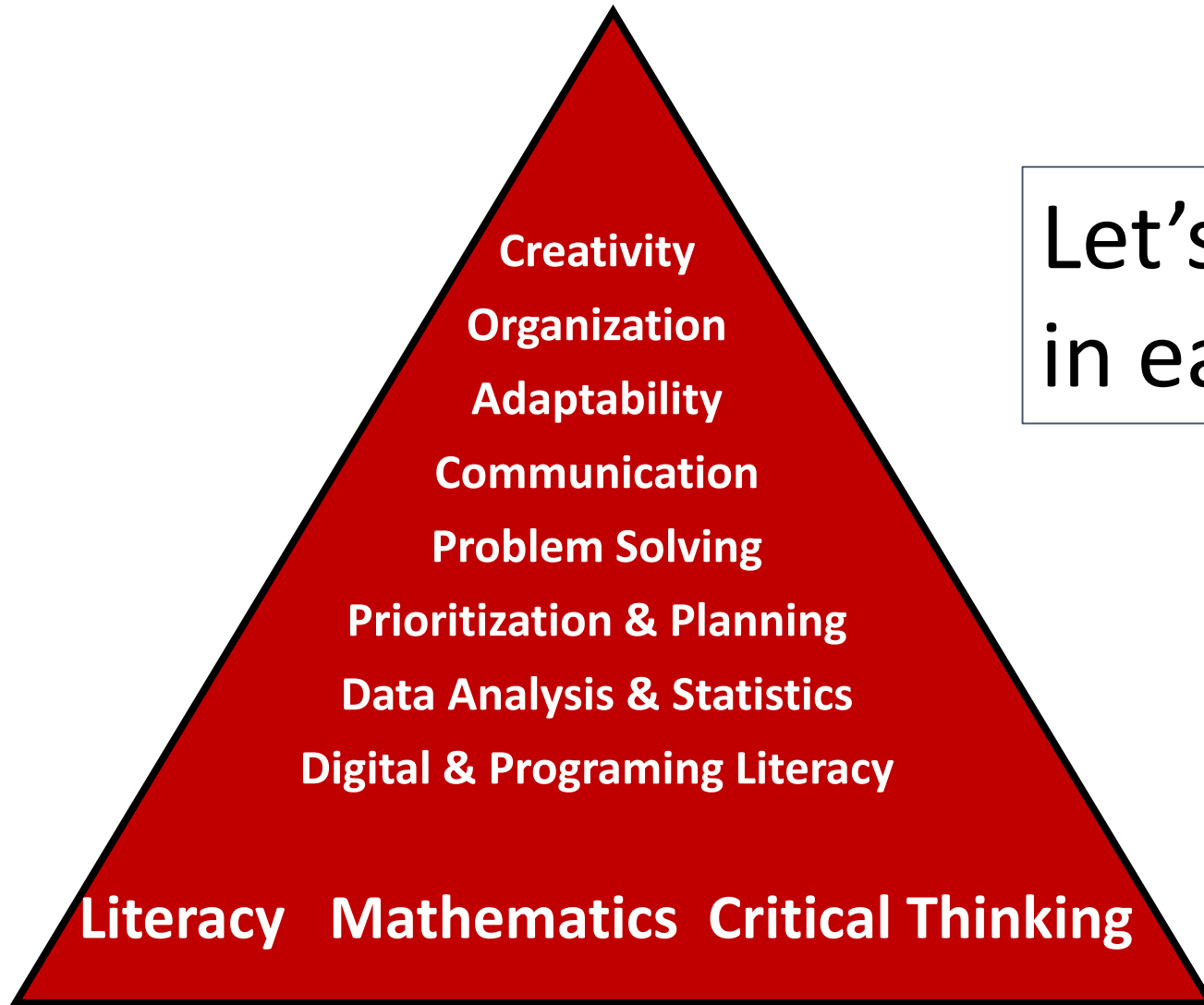
Cognitive & Academic: These are essential, a top instructional priority for schools, often what is measured in state assessments.

Creativity
Organization
Adaptability
Communication
Problem Solving
Prioritization & Planning
Data Analysis & Statistics
Digital & Programing Literacy

Literacy   Mathematics   Critical Thinking

Cognitive & Academic

Cognitive & Academic: These are essential, a top instructional priority for schools, often what is measured in state assessments.

There are three areas of focus in the Cognitive & Academic domain:
* Literacy
* Mathematics
* Critical Thinking

Creativity
Organization
Adaptability
Communication
Problem Solving
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Cognitive & Academic

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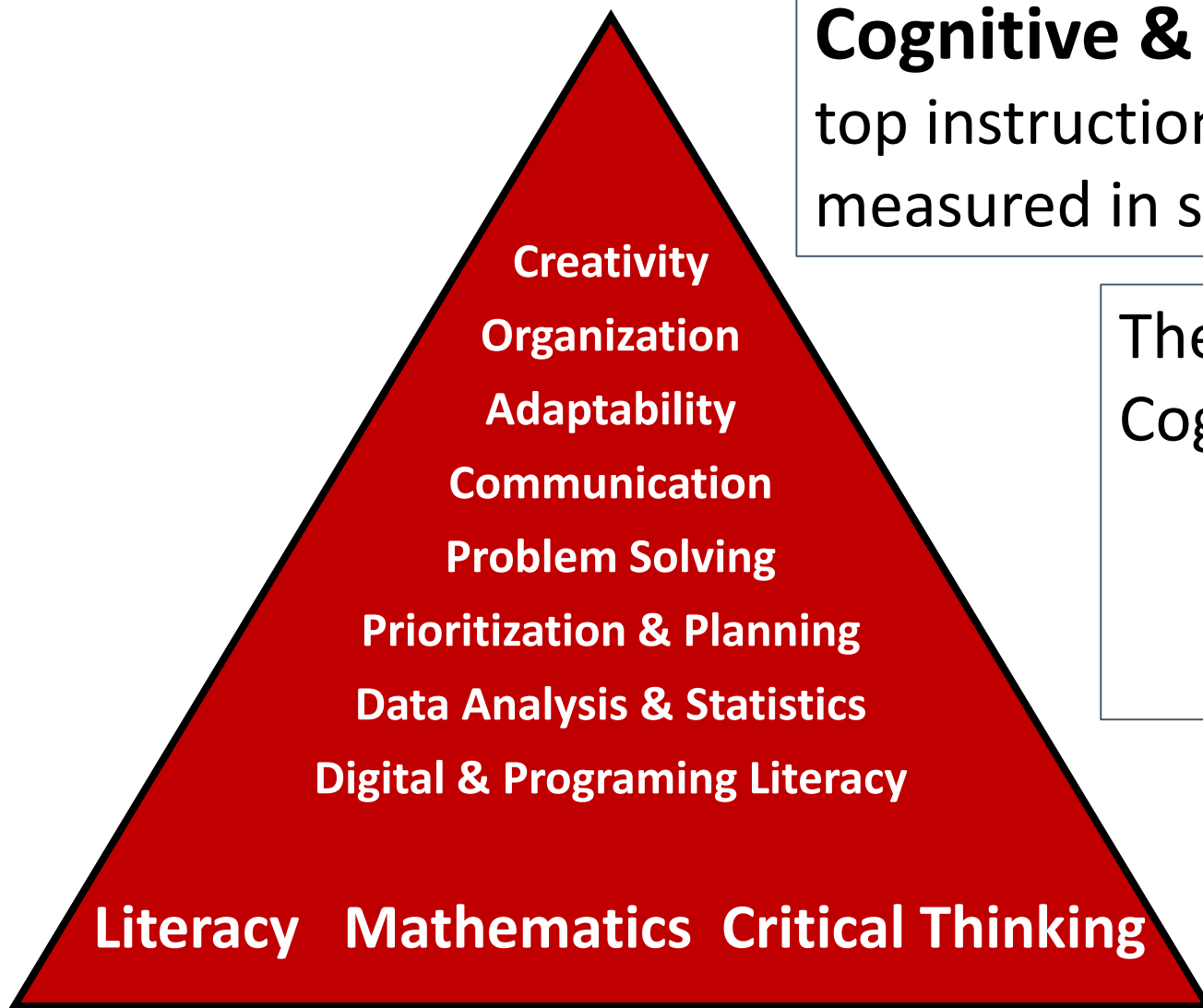
There are three areas of focus in the Cognitive & Academic domain:
* Literacy
* Mathematics
* Critical Thinking

Within the areas of focus are examples of knowledge, skills, and behaviors.

Triangle contents (top to bottom):
Creativity
Organization
Adaptability
Communication
Problem Solving
Prioritization & Planning
Data Analysis & Statistics
Digital & Programing Literacy

Literacy   Mathematics   Critical Thinking

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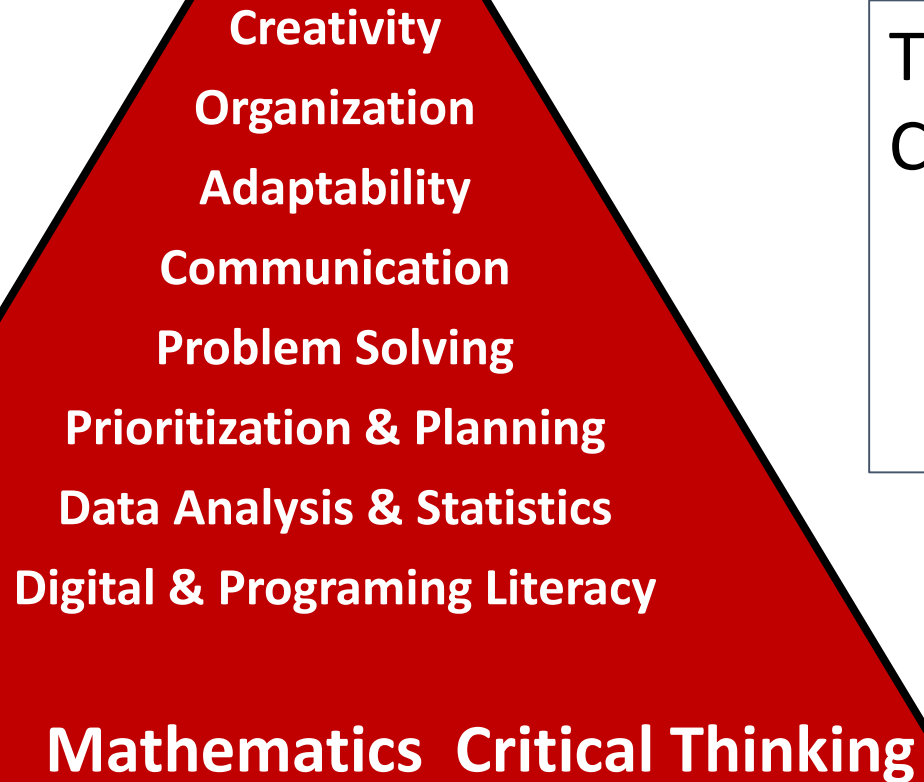
There are three areas of focus in the Cognitive & Academic domain:
* Literacy
* Mathematics
* Critical Thinking

Within the areas of focus are examples of knowledge, skills, and behaviors.

Simply put, what students need to know and do.

Creativity
Organization
Adaptability
Communication
Problem Solving
Prioritization & Planning
Data Analysis & Statistics
Digital & Programing Literacy

Literacy   Mathematics   Critical Thinking

Cognitive & Academic

Empathy

Humility

Motivating Others

Role Modeling

Resolving Conflicts

Collaboration & Coaching

Digital Collaboration

Building Relationships

Honesty   Trust   Teamwork

Interpersonal

Interpersonal: The skills, qualities, and behaviors needed to work effectively with others in school and in the workplace.

Interpersonal pyramid (top to bottom):
Empathy
Humility
Motivating Others
Role Modeling
Resolving Conflicts
Collaboration & Coaching
Digital Collaboration
Building Relationships
Honesty   Trust   Teamwork

Interpersonal

Interpersonal: The skills, qualities, and behaviors needed to work effectively with others in school and in the workplace.

There are three areas of focus in the Interpersonal domain:
* Honesty
* Trust
* Teamwork

Empathy

Humility

Motivating Others

Role Modeling

Resolving Conflicts

Collaboration & Coaching

Digital Collaboration

Building Relationships
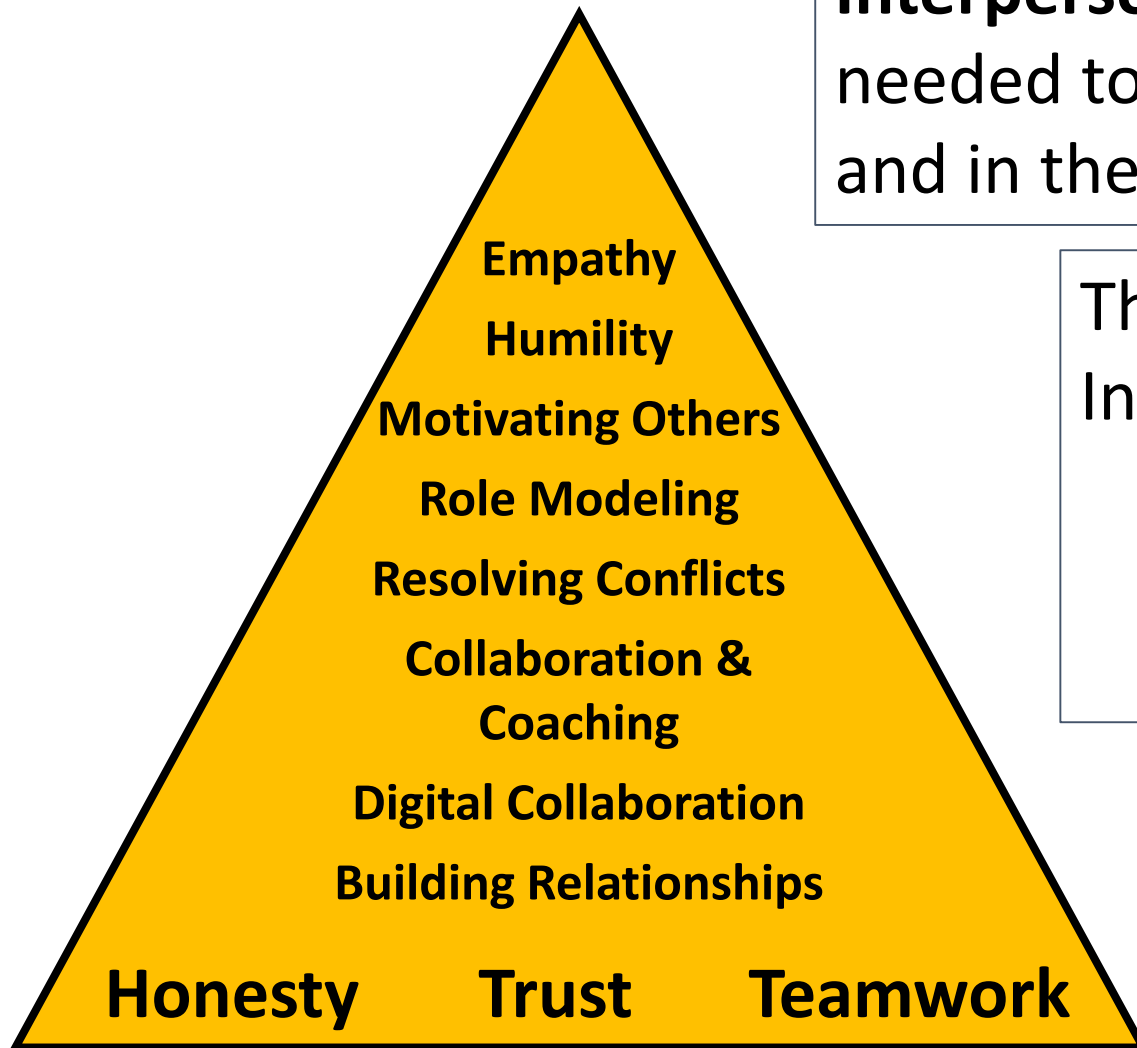
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Interpersonal: The skills, qualities, and behaviors needed to work effectively with others in school and in the workplace.

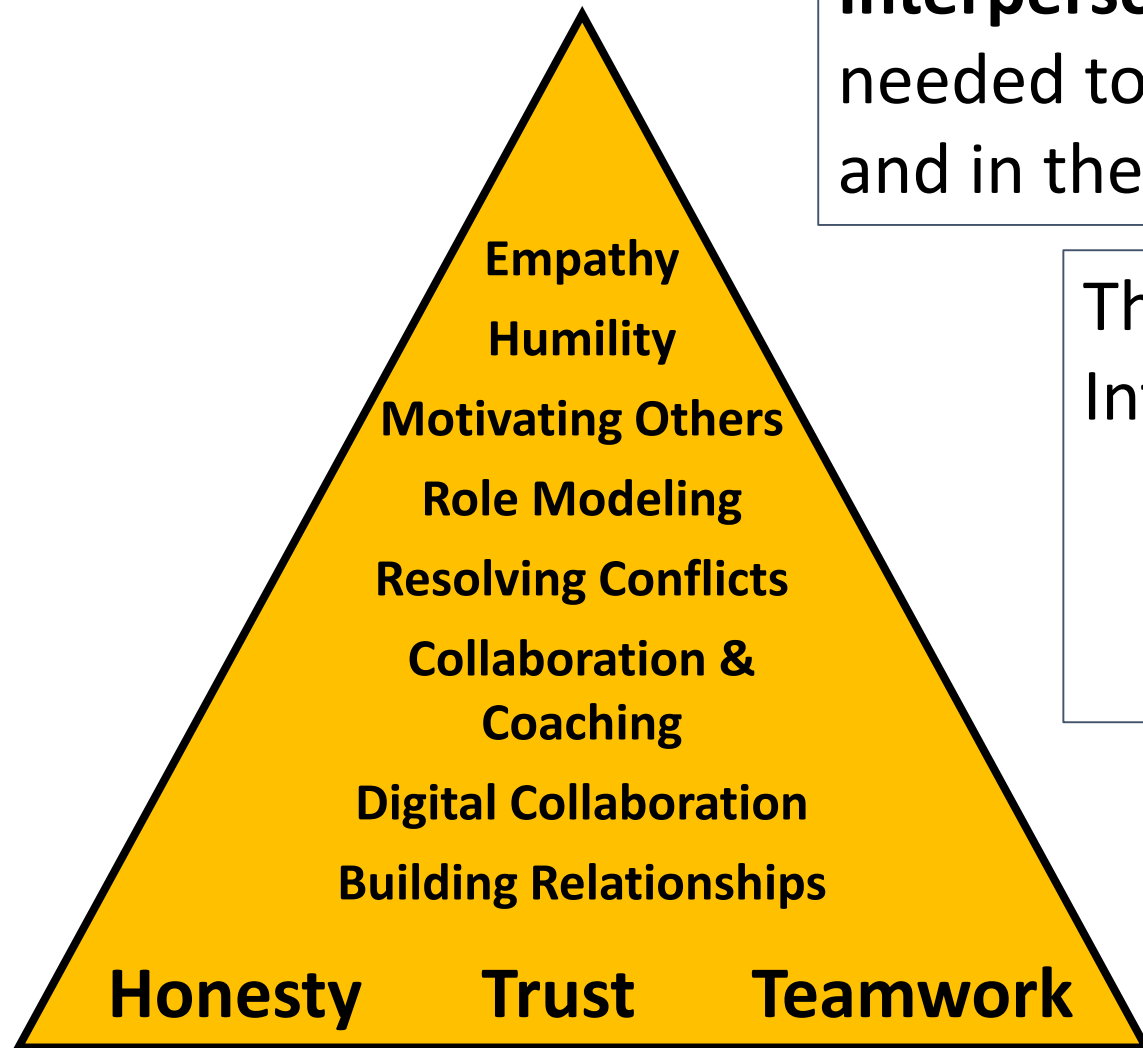There are three areas of focus in the Interpersonal domain:
* Honesty
* Trust
* Teamwork

Within the areas of focus are examples of knowledge, skills, and behaviors.

Simply put, how students need to act and work with others.

Empathy
Humility
Motivating Others
Role Modeling
Resolving Conflicts
Collaboration & Coaching
Digital Collaboration
Building Relationships

Honesty   Trust   Teamwork

Interpersonal

Self-Leadership: The skills, qualities, and behaviors needed for students to develop and assume leadership in school and the workplace.

Coping
Risk Taking
Energy & Passion
Self-motivation
Self-confidence
Tech Enablement
Digital Ethics
Achievement Orientation

Persistence   Integrity   Self-control

Self-Leadership

Self-Leadership: The skills, qualities, and behaviors needed for students to develop and assume leadership in school and the workplace.

There are three areas of focus in the Self-Leadership domain:
* Persistence
* Integrity
* Self-Control

Pyramid contents (top to bottom):

Coping

Risk Taking

Energy & Passion

Self-motivation

Self-confidence

Tech Enablement

Digital Ethics

Achievement Orientation

Persistence   Integrity   Self-control

Self-Leadership

Self-Leadership

Self-Leadership triangle (top to bottom):
Coping
Risk Taking
Energy & Passion
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Self-confidence
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Coping

Risk Taking

Energy & Passion

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Tech Enablement

Digital Ethics

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Persistence Integrity Self-control

Self-Leadership

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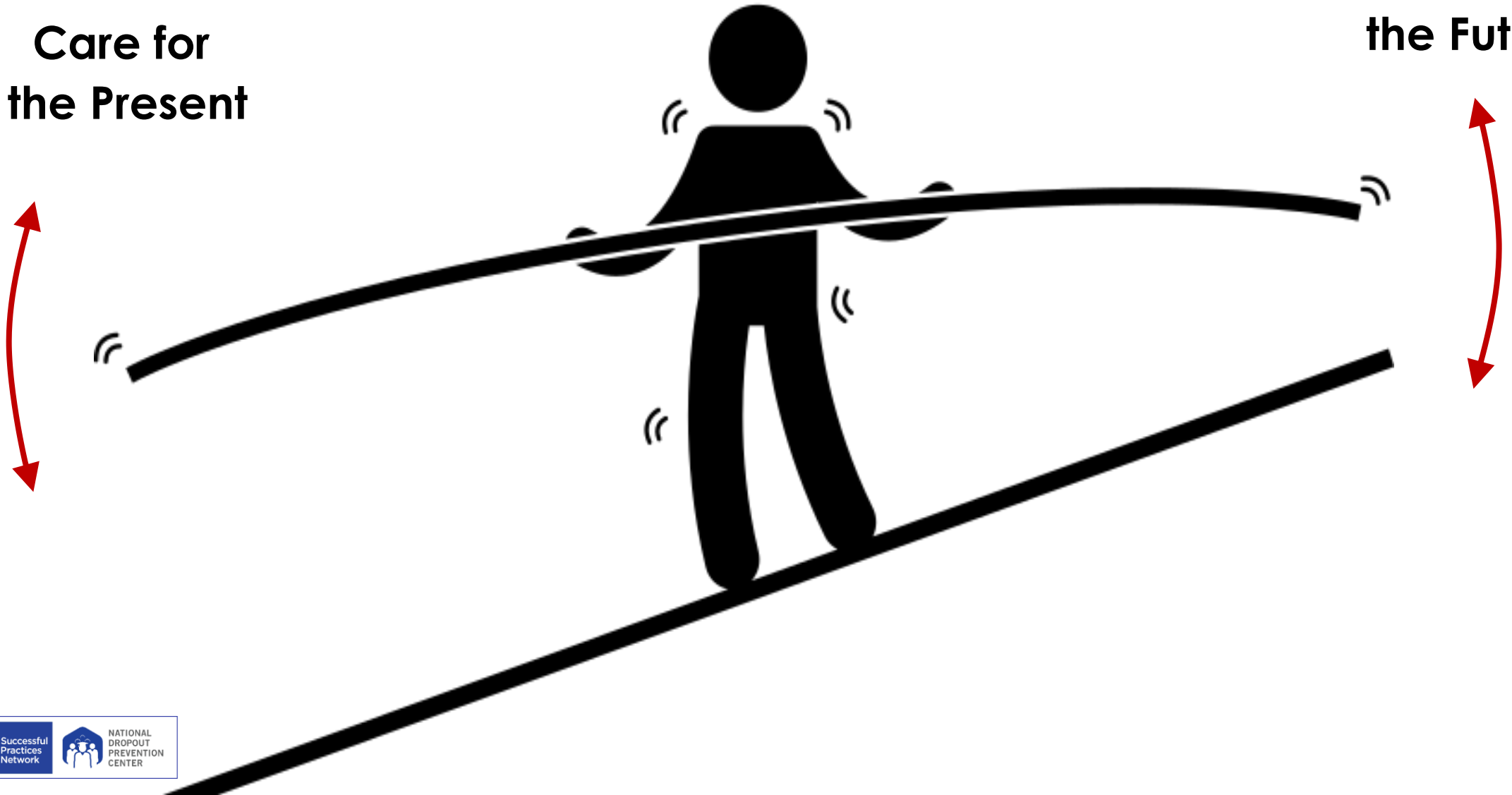Within the areas of focus are examples of knowledge, skills, and behaviors.

Simply put, how students should conduct themselves.

You can not change faster than the rate of readiness and trust.

From Stabilizing to Transitioning the System

Care for
the Present

Enable
the Future

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Were are you on this Journey and where do you want to be in 2 years?

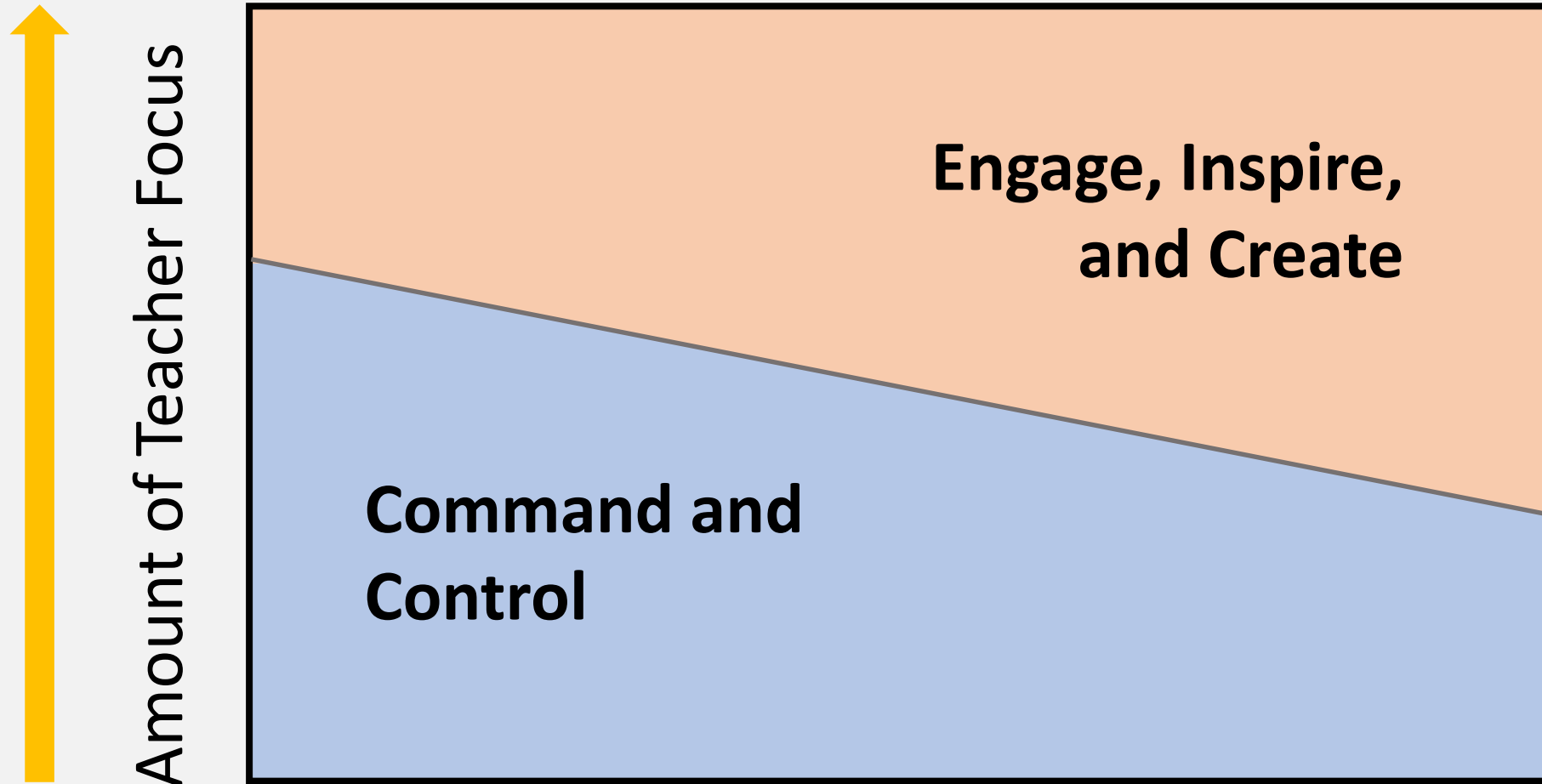# We need to rethink …

➢ What we teach

We need to rethink …

- ➢ What we teach
- ➢ How we teach

We need to rethink …

➢ What we teach

➢ How we teach

➢ How we assess students

A Shifting Environment

Amount of Teacher Focus

Engage, Inspire, and Create

Command and Control

Historically to the Present

We have …

➢ an **Instructional Design** Issue

We have …

➢ an Instructional Design Issue
➢ a **Workforce Design** Issue

We have …

➢ an Instructional Design Issue

➢ a Workforce Design Issue

➢ a **Learning Space** Issue

We have …

➢ an Instructional Design Issue

➢ a Workforce Design Issue

➢ a **Learning Space** Issue

➢ an Assessment Issue

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Rubrics

AASA Learning 2025 National Summit
June 26 – June 28, 2023

AASA THE SCHOOL SUPERINTENDENTS ASSOCIATION | **LEARNING 2025** Student-Centered Equity-Focused Future-Driven Education

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