NYS P-TECH Orientation

WEBINAR #1: WHAT IS NYS P-TECH? GETTING STARTED

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What's the Problem?

Students: Is your school motivating you to stretch & prepare for an interesting, well-paying career?

Educators: Are students entering your schools ready to engage with rigorous content and complete their degrees?

Employers: Is your current and future workforce everything you want and need it to be?

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Situation Details

Challenges		Evidence
High School diploma no longer valuable		2/3 of all job openings require >HS diploma, AA adds 24% to lifetime earnings
Jobs left unfilled; economy lags		97% of new jobs created in the last decade require post-secondary education
Young adults unprepared for the future		Only 35% graduate in 6 years; 50% require remedial courses in college

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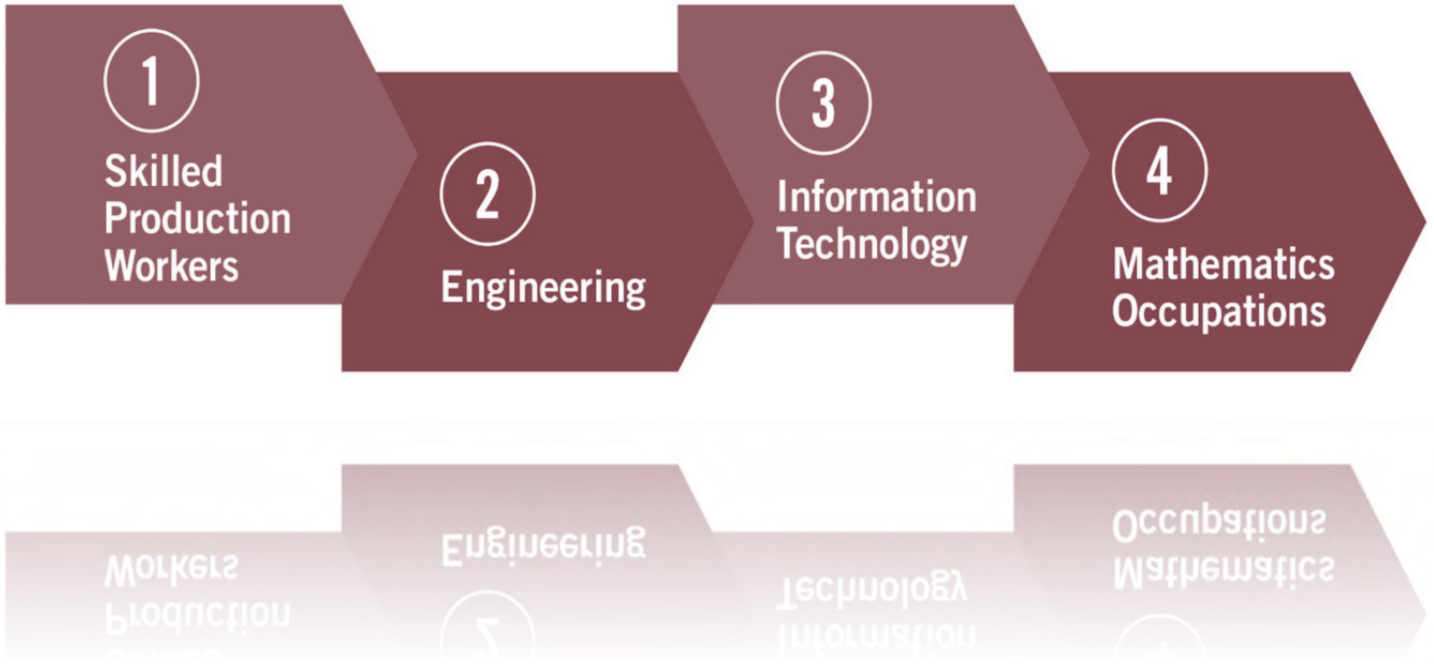
Hardest STEM Jobs to Fill



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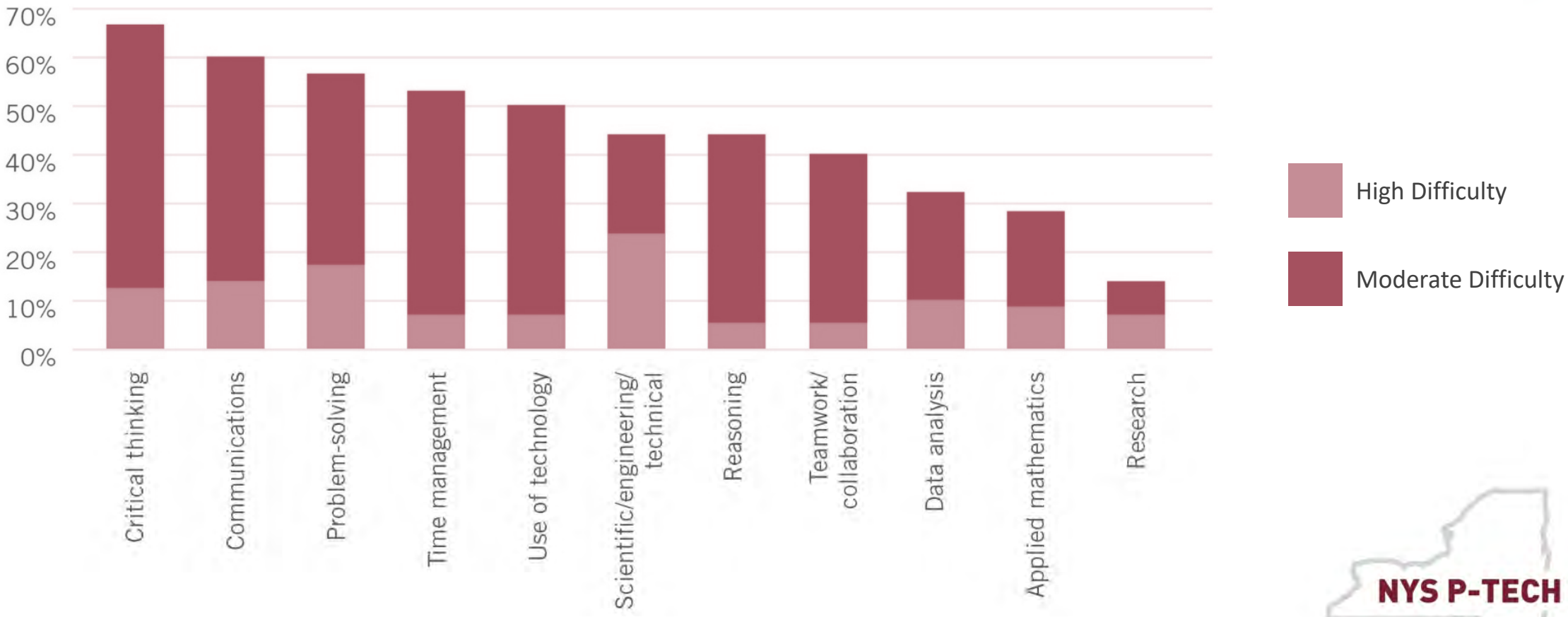
Skills Most Difficult to Find



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P-TECH 9-14 Model

…brings together K-12 education, higher education and employers to offer an integrated six-year program.

Students complete a high school diploma, an industry-recognized/cost-free AA/AAS degree, and relevant work experience.

The seamless program delivers the rigorous academic, technical, and professional skills that employers need in middle jobs.

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NYS P-TECH Design Principles

1. Middle Jobs are the Sweet Spot
2. Motivation = Real Jobs
3. Career-Infused PBL Drives Mastery
4. College Credits = New Aspirations and Skills
5. Cost-Free Degree Changes the Odds
6. Time is Priceless
7. Partnership Drives Impact

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What Distinguishes NYS P-TECH?

- No screening for academic preparation – this model is designed for those with the greatest needs
- Everything starts with the industry and the career – where are the middle skills jobs?
- Employers and community colleges are full partners with high schools from day one
- Professional skills are integral to the program along with Academic and Technical Skills
- The focus is completing the industry-recognized college degree

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P-TECH Graduates will Master these Professional Skills

Personal Traits

- Integrity/Ethics
- Dependability
- Persistence/ Maturity
- Responsiveness

Group Experience

- Negotiation
- Teamwork
- Diversity
- Communication

Problem Solving

- Applied Knowledge
- Flexibility
- Planning
- Continuous Improvement

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College Ready ⟷ Career Ready

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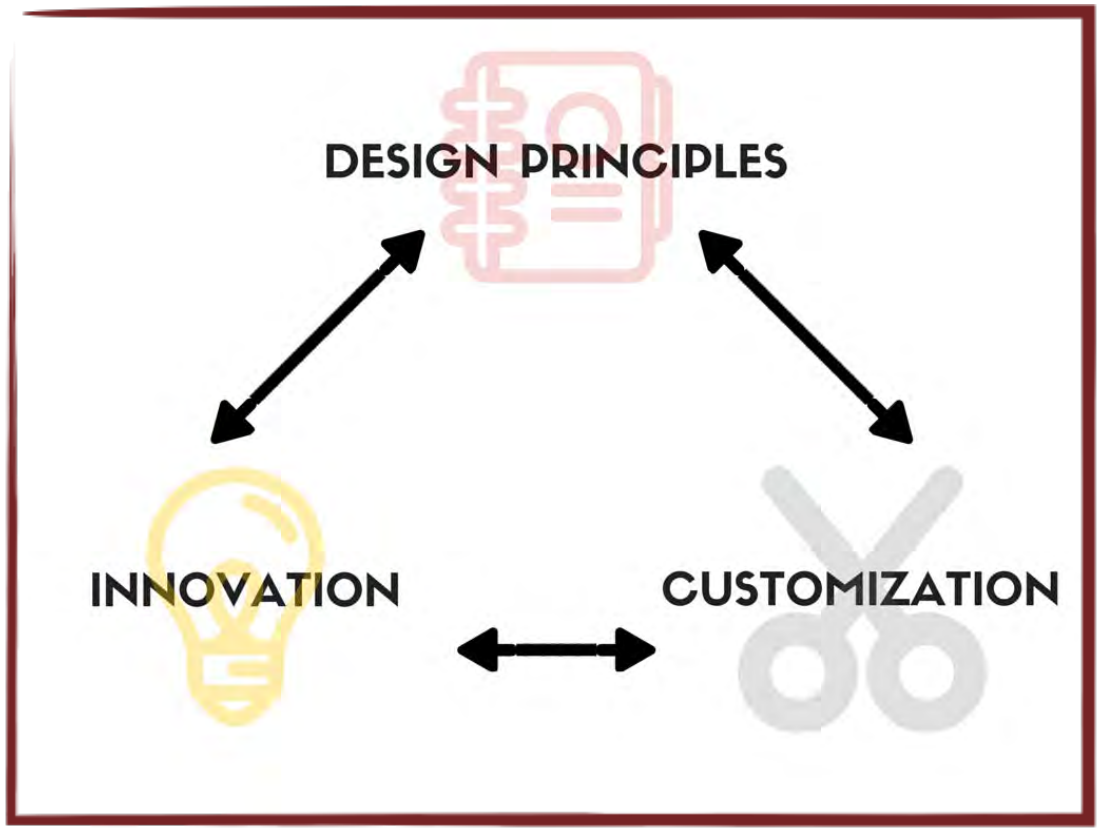
NYS P-TECH: New Models



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STAGES OF DEVELOPMENT:
FOCUS ON DESIGN

PROGRAM ELEMENTS	BASELINE PROGRAM	MATURE PROGRAM	EXAMPLES	OUTCOMES
Steering Committee	All partners meet regularly	Clear governance structure and processes in place	Regular meeting schedule for subcommittees; Leadership engaged	Smooth and responsive operations
Sense of Identity	Name & Logo designed; clearly identified space	School culture of college & career pervasive	Code of Conduct; brand everywhere; students maintain environment	Student success supported by every aspect
Continuous Improvement	Process to collect real time data	Student data collected and reviewed regularly	Stakeholders surveyed; Employers and all faculty respond to data	Student outcomes improve for each cohort

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STAGES OF DEVELOPMENT:
FOCUS ON STUDENTS

PROGRAM ELEMENTS	BASELINE PROGRAM	MATURE PROGRAM	EXAMPLES	OUTCOMES
Unscreened Recruitment	Students accepted regardless of academic preparation	Focus on students "but for P-TECH would have no post-secondary aspirations	Materials and events engage middle school community; employers & students recruit	Students profile is diverse w/ focus on disadvantaged and under-represented
Extended Time for Learning	Summer bridge program and flexible weekly schedule	Summer programs and innovative daily and weekly schedules	Orientation, academic support, work based learning in the schedule	Students begin college courses in 10th grade and succeed in work place
Multiple Pathways	Differentiated Instruction offered	Individualized scheduling; college & career counseling	Access to support from school & community resources	Students complete HS & AA/AAS degrees at highest rates
Professional Development	Time scheduled for common planning & PD	Regular faculty meetings across grades and subjects	Common planning & review of student progress	Faculty performance & retention at highest levels

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STAGES OF DEVELOPMENT:
FOCUS ON CAREER

PROGRAM ELEMENTS	BASELINE PROGRAM	MATURE PROGRAM	EXAMPLES	OUTCOMES
Skills Mapping	Skills Map developed	Process for annual review w/1st line managers & industry experts	Survey managers; faculty job shadow	Actionable understanding of labor market
Career Infusion	Several instructional modules w/ career theme	Courses leverage industry & integrate Professional skills	Work Place Challenges; group work and professional skills pervasive	Students demonstrate Professional Skills at highest levels
Work Based Learning	Mentors assigned; work site tours scheduled	Full continuum of WBL for all; employers engaged in planning	Consistent mentoring & opportunities to engage w/adults; multiple work based challenges	Students receive highest performance ratings from supervisors

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STAGES OF DEVELOPMENT:
FOCUS ON COLLEGE

PROGRAM ELEMENTS	BASELINE PROGRAM	MATURE PROGRAM	EXAMPLES	OUTCOMES
6 Year Integrated Scope & Sequence	SYISS developed & affirmed by all partners	Annual review based on Skills Map & student progress	Backwards planning; enhanced college and hs curriculum	Relevant/fully aligned course of study widely adopted
Instruction Fully Aligned	SYISS reflects all pre-reqs and requirements	HS courses reflect all college expectatons; support services for college success	College & HS faculty co-design; college courses respond to Skills Map	Highest rates of students enroll & pass college courses at earliest point
College Culture	College exposure activities scheduled	College expectations in all courses; range of activities in place	Students have college IDs, access facilities, services, events	Students complete AA/AAS degree in 6 years or less

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STARTING FOR SUCCESS

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Your Planning Committee

- Forum that convenes all of the organizing partners (stakeholders) of the school
- To serve as the brain trust and the trusteeship of the NYS P-TECH school
- Evolving Process

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Roles And Responsibilities

- Clear Expectations
  - ✓ – Meeting Attendance and Participation
  - ✓ – Collaborative Agenda and Goals Setting
  - ✓ – Staff Assignment
  - ✓ – Resource Allocation
  - ✓ -- Decision Making Authority
- Benchmarks
  - ✓ Structure
  - ✓ Skills Map
  - ✓ SYISS
  - ✓ Principal Selection
  - ✓ Student Recruitment

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Meetings

- Schedule Regular Meetings
  - ✓ Decision-Makers from each Partner meet twice/year
  - ✓ Steering Committee should meet monthly
  - ✓ Scheduling will be a challenge, but don't lose momentum
- Circulate Agenda in Advance
- Provide Adequate Time for Critical Decisions

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Decision-Making

- Establish a Process Upfront; don't wait for a problem
- Provide sufficient time to consider the issues and gather information
- Encourage everyone to share their recommendations and concerns
- Aim for consensus – the solution everyone agrees will work even if it's not everyone's first choice
- Policy and regulations may limit your options; Tradition and Legacy need not interfere with innovation
- Concern for student success over-rides all other issues

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Thank You!

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IS PART OF THE SIX WEBINAR SERIES: NYS P-TECH ORIENTATION

ALL OF THE WEBINARS, INCLUDING THE AUDIO RECORDINGS, CAN BE ACCESSED AT:
https://www.bcnys.org/webinars

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