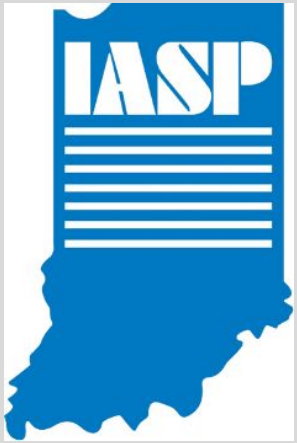
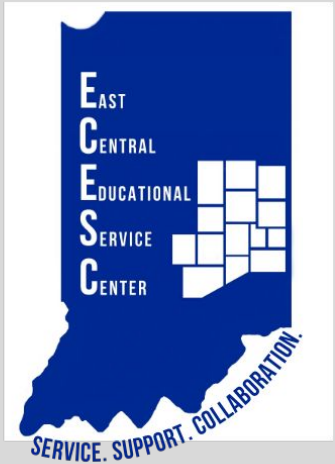
The Missing Middle

Embracing Middle School Redesign to Prepare Students for High School, Postsecondary, & Career Success







Patrick Haney

- Executive Director of the East Central ESC
- 45 combined member districts and associate members in East Central Indiana
- 27 years in Noblesville Schools, with 17 of those as a building principal



East Central Educational Service Center

SERVICE. SUPPORT. COLLABORATION.

Jacob White



- 21 Years in Education with New Castle Community Schools
- 13 years as Principal at Eastwood Elementary & New Castle Middle School
- IASP Board Member - District 6 Middle School Representative

What have been the headlines in Indiana?

- **Foundational Literacy!**
- **High School Redesign!**



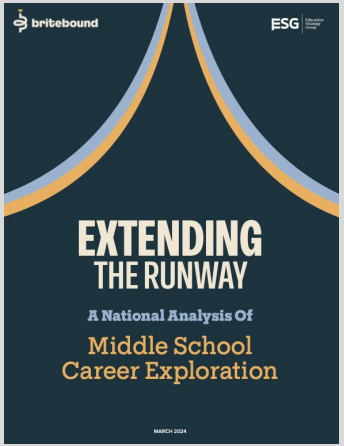
So . . . what are we missing?

The Missing Middle

Embracing Middle School Redesign to Prepare Students for High School, Postsecondary, & Career Success

What research tells us . . .

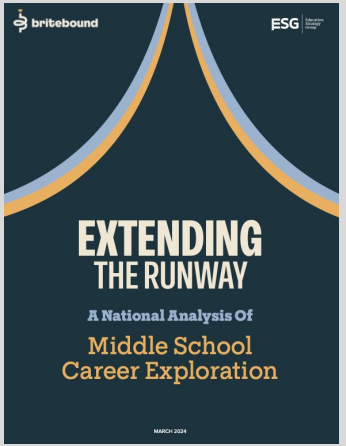
- **Early exposure to career possibilities** has been shown to boost academic engagement and self-efficacy and to empower students to envision themselves in in-demand fields, break down biases, and chart their own paths to education and career success.
- **Middle school is the most effective time for career connected learning.** Middle school students are already thinking about their futures and are open to career exploration.
- **Career education works**. It is consistently associated with positive educational and employment outcomes.

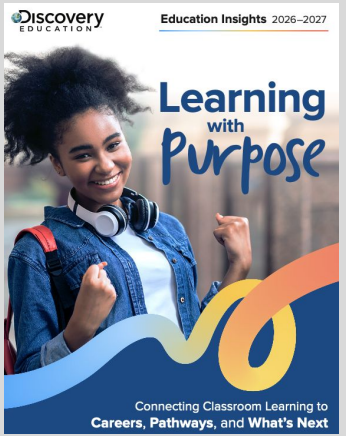




What research tells us . . .

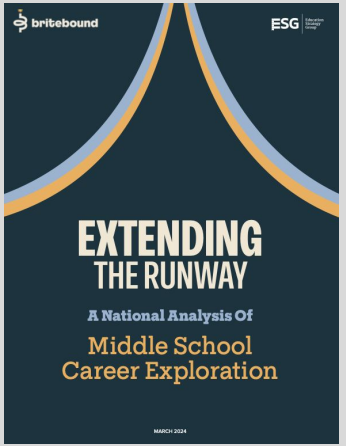
- Students begin imagining their futures earlier than schools often respond.
- Fifth through eighth grades ***"need to be seen as the launching pad*** for a secondary and post-secondary education system that enables all students . . . to fully experience the opportunities of 21st century America." —Robert Balfanz
- In order for students to be prepared for economic and career success, ***starting career exploration in middle school is a necessity***.

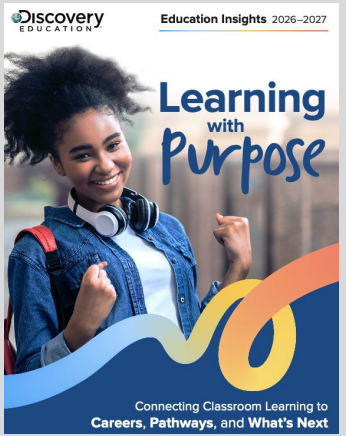




What the data tells us . . .

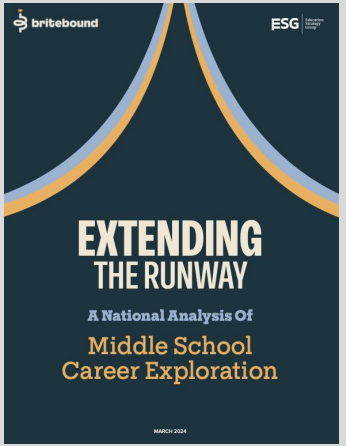
- **Administrators report weekly career learning at nearly four times the rate students do**, and they are also **more likely than teachers to say schools effectively prepare students for future careers** (92% versus 68%).
- 90% of educators say career readiness is as important to measure as academic achievement, yet **only 37% say career readiness is embedded in instruction.**
- **95% of teachers say they need more resources** to connect classroom learning to real-world careers.

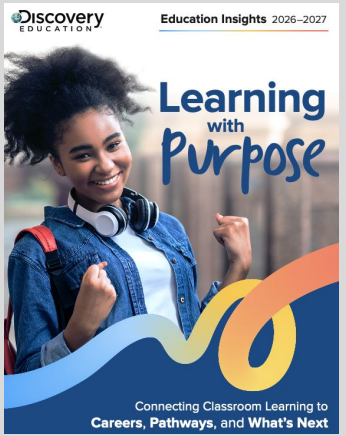




What the students tell us . . .

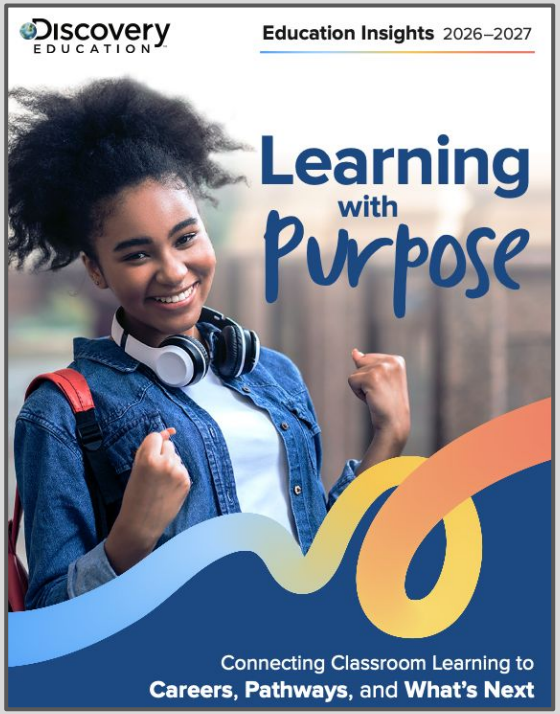
- Half of middle school students reported “picking the right career for me” as a source of stress, and **87% of are interested in ways to match their specific skills and interests with potential careers.**
- **90%** of middle school students agree that **early exposure to careers helps them feel more confident** about the future.
- **46%** of middle school students report that **what they learn in school is connected to their interests and goals.**
- Just **10% of middle school students report learning about careers** in class every week.





“This research confirms that career readiness can’t be confined to a single program or grade band. It must be a design principle built into standards-aligned instruction across every grade, so students can grow from early exploration to confidence in their skills and choices.”

–Amy Nakamoto



CONNECT THE WORK



Career Training
STARTING a Career

Career Preparation
Learning THROUGH work

Career Exploration
Learning ABOUT work and exploring, research and planning for career

Career Awareness
Learning about a wide variety of CAREERS

Self-Awareness
Learning about ONESELF

CAREER-CONNECTED LEARNING *CONTINUUM*

Educators Cooperative

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E.C.E.S.C.
EAST CENTRAL EDUCATIONAL SERVICE CENTER
MOBILE EXPERIENCE
FIRED UP




REALISTIC
INVESTIGATIVE
ARTISTIC
SOCIAL
ENTERPRISING
CONVENTIONAL
R
I
A
S
E
C
Presented by
Educators Cooperative


I'M A THINKER
I'M A HELPER



Explore your possibilities.

Develop your skills.

Build your future.

New Castle Community Schools

PATHWAYS OF STUDY



BUILDING BETTER FUTURES



Career Exploration/Community Engagement

Increase Middle School Career Exploration & Engagement

- Hired Middle School Career Coach
- Developed Continuum of Experiences
- Implemented weekly career lessons
- Engaged community partners

Support Student Development of Employability Skills

- Focused on reducing absenteeism through partnerships with families and community organizations
- Implemented Positive Behavioral Interventions and Supports (PBIS)
- Engaged students in real world career training through work-based learning experiences

NCMS Career Coach

- Foster the development of student talents as a way to accelerate learning and prepare them to succeed in middle school, high school, and beyond
- Support IEP student transition plans
- Plan and deliver small-group lessons on career cluster and employability skills
- Develop school wide career lesson
- Building and maintaining community partnerships (i.e., guest speakers for Career Cafe, Better Futures Day)

GRADES 6-8 STUDENT SUCCESS INDICATORS

- ❏ Regular School Attendance (94%+)
- ❏ Completing a Graduation Plan (Grade-7)
- ❏ One year academic progress (SGP ≥ 45)
- ❏ Accelerated Academic Progress (SGP ≥ 65)
- ❏ Proficiency in Science (ILearn; grade 6)
- ❏ Adolescent Reaching Proficiency (DNP IREAD in 3rd grade & Passes in Grade 4, 5, or 6)
- ❏ Excellence in academic progress (met growth target; approaching & below proficiency only)
- ❏ High School-Level coursework (at least 2 credits with a grade C or higher; calculated in Grade 8)
- ❏ Meeting English-Language Proficiency Goal (WIDA; EL students only)

Employability Skills Development Performance Goals

Key Performance Goals	Baseline	2025-26	Goal
Students with at least a 94% Attendance Rate (Model Attendees)	35% (2021-22)	66.4% 31% increase	>65% Goal Met
Students with an Attendance Rate Below 90% (Chronic Absentee)	31% (2022-23)	15.1% 16% decrease	<20% Goal Met
Incidents Resulting in ISS	951 (2022-23)	739* 22% decrease	<475 Goal Met*
Incidents Resulting in OSS	512 (2022-23)	179 43% decrease	<350 Goal Met

*ISS Numbers inflated first semester due to new cell phone policy.

8th Grade Credits earned in 25-26 (162 days)

Credits Earned	Students	% of students
1-2 Credits	17	9%
3-4 Credits	117	61.9%
5-6 Credits	30	15.9%
7-8 Credits	12	6.3%
9-10 Credits	6	3.2%

NCMS Course offerings 26-27

HS Credit Courses offered @ NCMS

7th Grade

Beginning Band
Beginning Chorus
Physical Education 1
Introduction to Agriculture
Algebra 1

8th Grade

Beginning Band
Beginning Chorus
Introduction to Agriculture
Algebra 1 and Algebra 2
Spanish
Preparing for College and Careers
Introduction to Manufacturing and Logistics
Engineering Essentials
Introduction to Health Science Careers
Introduction to Education Professions
Introduction to Business
Nutrition and Wellness

6th Grade	7th Grade	8th Grade
English, Math, Science Social Studies	English, Math, Science Social Studies	English, Math, Science Social Studies
Homeroom	**Homeroom**	**Fine Arts Elective:** *Spanish* *Band* *Choir* Study Skills
Fine Arts elective: Band Choir General Music & EWL	**Fine Arts Elective:** *Band* *Choir* *Intro to Ag,* & Art	**Preparing for College and Careers - .5** **Intro to Health Science Careers -.5**
Career Experiences **All students take both** PE (9 weeks) Health and Wellness(9 weeks) **Students select two below:** PLTW (9 weeks) Art (9 weeks) Technology (9 weeks) Students appointed to Trojan Success Time(9 weeks)	**Career Experiences** **All students take** *Physical Education* 5 (semester) & PLTW.(9 weeks) FACS(9 weeks)	**Career Experiences** All students must take 1 Technology course: **Intro to Advanced Manufacturing & Logistics-***.5* *or* ***Engineering Essentials -.5*** AND 1 semester elective below **Intro to Ag - .5** **Education Professions -.5** **Intro to Business -.5** *Nutrition and Wellness .5* *Adv. Art-.5/* *PLTW(App Creators)-.5*









130

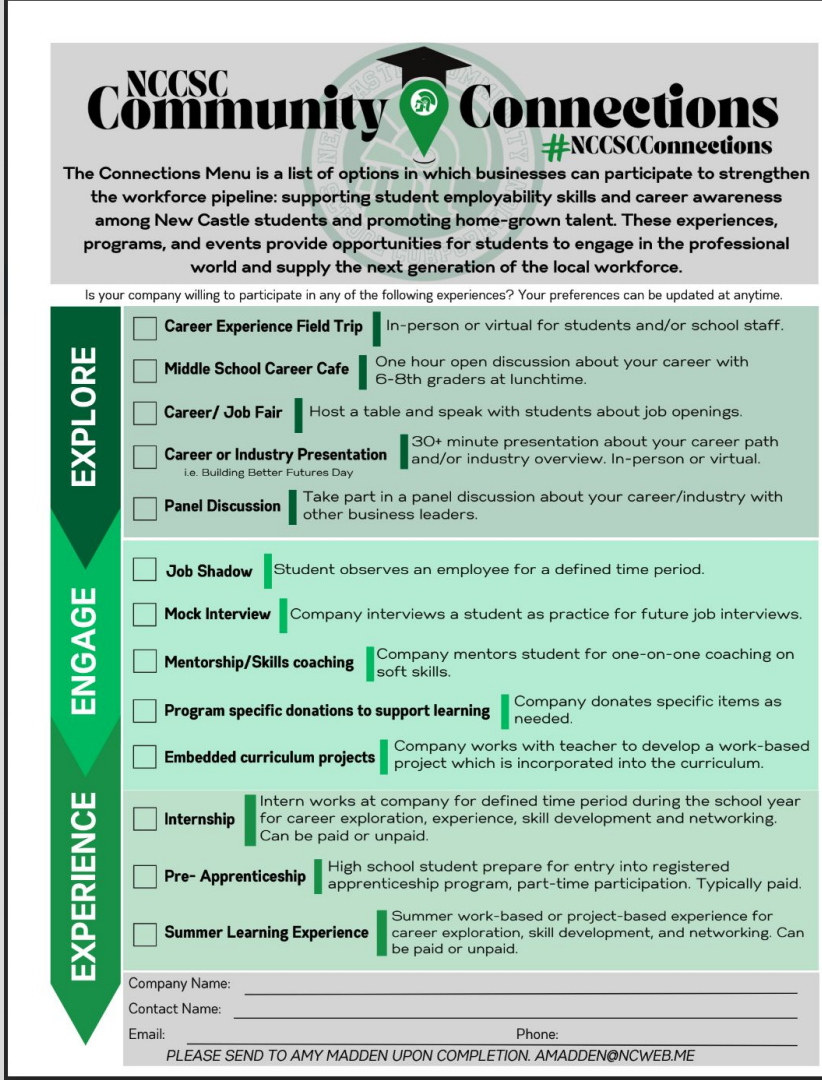
Established Community Partnerships





Community Connections Luncheon

- Student Showcase
- Highlight Community Partners
- Community partnership opportunities



Continuum of College & Career Exploration

Middle School College & Career Experiences

- **Building Better Futures:** Schoolwide career-focused event in which over 100 community members visit NCMS to share their "Career Story" (education, certifications, career path, etc.) with students. Students rotate through four sessions to learn about different careers.
- **Career Cafe:** Guest speakers share about their career with a small group of students identified by their career interest surveys in a Lunch and Learn format
- **6th Grade College Visits:** IU East (Richmond), IU Bloomington (Summer)
- **7th Grade College Visits:** Ball State University, IU Bloomington (Summer)
- **8th Grade College Visits:** Ball State University, IU Bloomington (Summer)
- **6th Grade Career Field Trips:** Jack's Donuts Distribution Center, Taurus Tool & Engineering, New Castle Career Center, New Castle Parks & Rec, County Career Fair
- **7th Grade Career Field Trips:** Jack's Donuts Distribution Center, Taurus Tool & Engineering, New Castle Career Center, New Castle Parks & Rec, County Career Fair
- **8th Grade Career Field Trips:** Jack's Donuts Distribution Center, Taurus Tool & Engineering, New Castle Career Center, New Castle Parks & Rec, County Career Fair, Junior Achievement JobSpark
- **Purdue Extension Office -** Spark Lessons and partnership with 4H
- **Camp Better Futures:** An eight-day summer camp in which a group of 70 middle school students have the opportunity to explore careers through experience and hands-on instruction in manufacturing, healthcare, sports entertainment, engineering, etc. Some will receive CPR and SafeSitter certifications, as well as make community connections for future teen jobs and careers.
- **Career Portfolios**: All grade levels complete career portfolios including their Holland traits (RIASEC) and other career assessment data from throughout the year, as well as documenting the experiences they have had and wish to have more of for future readiness throughout middle school. These are presented by all students in different classes throughout finals week. This is in preparation for senior exit interviews in HS.

Homeroom Advisory Period

Daily Focus

Monday - Monday Career Lessons

Tuesday - Weekly Grade Check Sheet Completion

Wednesday - Math: Work on IXL Pathway

Thursday - Absent Student Catch-up Day
(Complete all above items if any were missed)

Friday - Missing Work or House Tasks

Dates	Lesson type
8/10	House
8/17	Career Lesson
8/24	TBRI
8/31	House
9/14	TBRI
9/21	Career Lesson
9/28	House
10/12	TBRI
10/19	Career Lesson
10/26	House
11/2	TBRI
11/9	Career Lesson
11/16	House
11/30	Career Lesson
12/7	House
12/14	TBRI
1/11	Career Lesson
1/25	TBRI
2/1	Career Lesson
2/8	House
2/22	Career Lesson
3/1	House
3/8	TBRI
3/15	Career Lesson
4/5	TBRI
4/19	Career Lesson
4/26	House
5/3	Career Lesson
5/10	Career Lesson
5/17	Career Lesson

Name
Class of 2031

NCMS CAREER PORTFOLIO

TABLE OF CONTENTS

01. RIASEC
- TOP 3 HOLLAND TRAITS

02. SKILLS AND STRENGTHS
- EMPLOYABILITY SKILLS
- PERSONAL STRENGTHS
- VALUES
- LEARNING STYLE

03. CAREER EXPLORATION
- TOP 3 CAREER CLUSTERS

04. GOAL SETTING
- SHORT-TERM GOALS
- LONG-TERM GOALS

05. CAREER EXPERIENCES
- BUILDING BETTER FUTURES DAY
- FUTURE EXPERIENCE
- INTEREST

06. REFLECTION
- KEY TAKEAWAYS

TO BE CONTINUED...

RIASEC ASSESSMENT

TOP 3 HOLLAND TRAITS



TRAIT #1

SOCIAL

Human interaction, companionship, and the organization of society.



TRAIT #2

ENTERPRISING

Bold, energetic, and resourceful in starting new projects or business ventures, often taking initiative and risks to succeed.



TRAIT #3

INVESTIGATIVE

Activities, methods, or people dedicated to examining, researching, and uncovering hidden facts or truth.

CAREER EXPLORATION

TOP 3 CAREER CLUSTERS

Health Science

Acute Care Nurses



Marketing

Advertising Manager



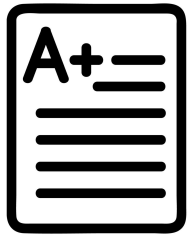
Law

Defense Lawyer



GOAL SETTING

- To get all A's on quarter and semester report cards.
- I want pass all of my finals.
- I want to get into IU for college.
- I want to graduate high school as one of the top 10 students in my class.



Trojan Connect Time (TCT)

Intervention Groups: Students will meet with an Interventionist for 2 weeks for Math/ELA. Students can see if they are in intervention in Adaptive Scheduler. Students who are not in Intervention will stay with their Homeroom teachers or go to a free agent. This information is located in Adaptive Scheduler on PowerSchool.

Interventionist Planning: Interventionists can send their Homeroom students to free agents in order to plan with their grade level partners for upcoming Intervention cycles or breakdown data for upcoming groups.

1st Quarter	2nd Quarter	3rd Quarter
Intervention Groups	**Intervention Groups**	**Intervention Groups**
• 8/25 - 9/4 • 9/8 - 9/18	• 10/20 - 10/30 • 11/3 - 11/13 • 11/17 - 12/4 (Thanksgiving)	• 1/12 - 1/22 • 1/26 - 2/5 • 2/9 - 2/19 • 2/23 - 3/5 • 3/16 - 4/9 (Spring Break)
Interventionist Planning	**Interventionist Planning**	**Interventionist Planning**
• 8/18 - 8/21 • 9/22 - 10/2	• 10/13 - 10/16 • 12/8 - 12/18	• 1/6 - 1/8 • 3/9 - 3/12
No Retesting	Checkpoint retesting every session on the last day of the window (Friday).	Checkpoint retesting every session on the last day of the window (Friday).

Middle School Career Exploration

- Student Highlights:
  - Camp Better Futures
  - JA JobSpark
  - Field Trips
  - RIASEC/Forge Your Future
  - Better Futures Day









ECESC Forge Your Future & Junior Achievement Job Spark





Better Futures Day Presentations

Program facilitated on a 2 Hour Delay Schedule with 4 Twenty minute presentations

6th Grade	Medical Scientist	Healthcare	Education	NCFD	Chief Banking Officer
	Real Estate	Coach/Business	Law Enforcement	Pharmacist	Healthcare Mngt
7th Grade	Law Enforcement	Ivy Tech: Medical Assisting Program Chair	Marketing/City Council	Occupational Therapy	Athlete/Young Professional
	Newspaper & Journalism	Small Business Owner	Healthcare	State Rep	4H Educator
8th Grade	SRO/Police Officer	RN	Orthopedic Surgeon	Vet Science	Healthcare
	Project Mgr - Millright Co.	Fire Fighter	Arts & Communication	Insurance/ Entrepreneur	Agriculture

Better Futures Day

[Better Futures Day prompt for stalled presenters]
[Better Futures Day Student notes] -
[Student Interests Selection Form]
[Better Futures Day Guest Reflection]
[Student reflection Summary]





Better Futures Day
#DestinationGraduation

Building Better Futures Event feedback

Thank you for participating in our Building Better Futures Day on Nov. 8th. We hope you had as much fun attending as we did organizing it!

We'd like to hear your feedback for the continuous improvement of all logistics and content. Please fill out this quick survey, and let us know your thoughts (answers will be anonymous unless you choose to share contact info).

Name:

Better Futures Day
#DestinationGraduation

Speaker & Pathway	Notes:
1	
2	

Camp Better Futures

- Summer Experience focused on career exploration
- Student credentialing
- Partnership with Career Center experiences
- Graduate track with student internship/job shadows





Wednesday 5/27	Thursday 5/28	Friday 5/29	Monday 6/1	Monday 6/1	Monday 6/1	Tuesday 6/2	Wednesday 6/3
Career Center	Career Center	College Visit	IU Health 8th Gr.	NCMS Safe Sitters	The Rink	Top Golf	Parks & Rec
8:45 AM - 12:15 PM	8:45 AM - 12:15 PM	8:30 AM - 3:00 PM	7:15 AM - 3:30 PM	7:15 AM - 3:30 PM	8:45 AM - 12:15 PM	8:45 AM - 1:30 PM	8:45 AM - 12:15 PM



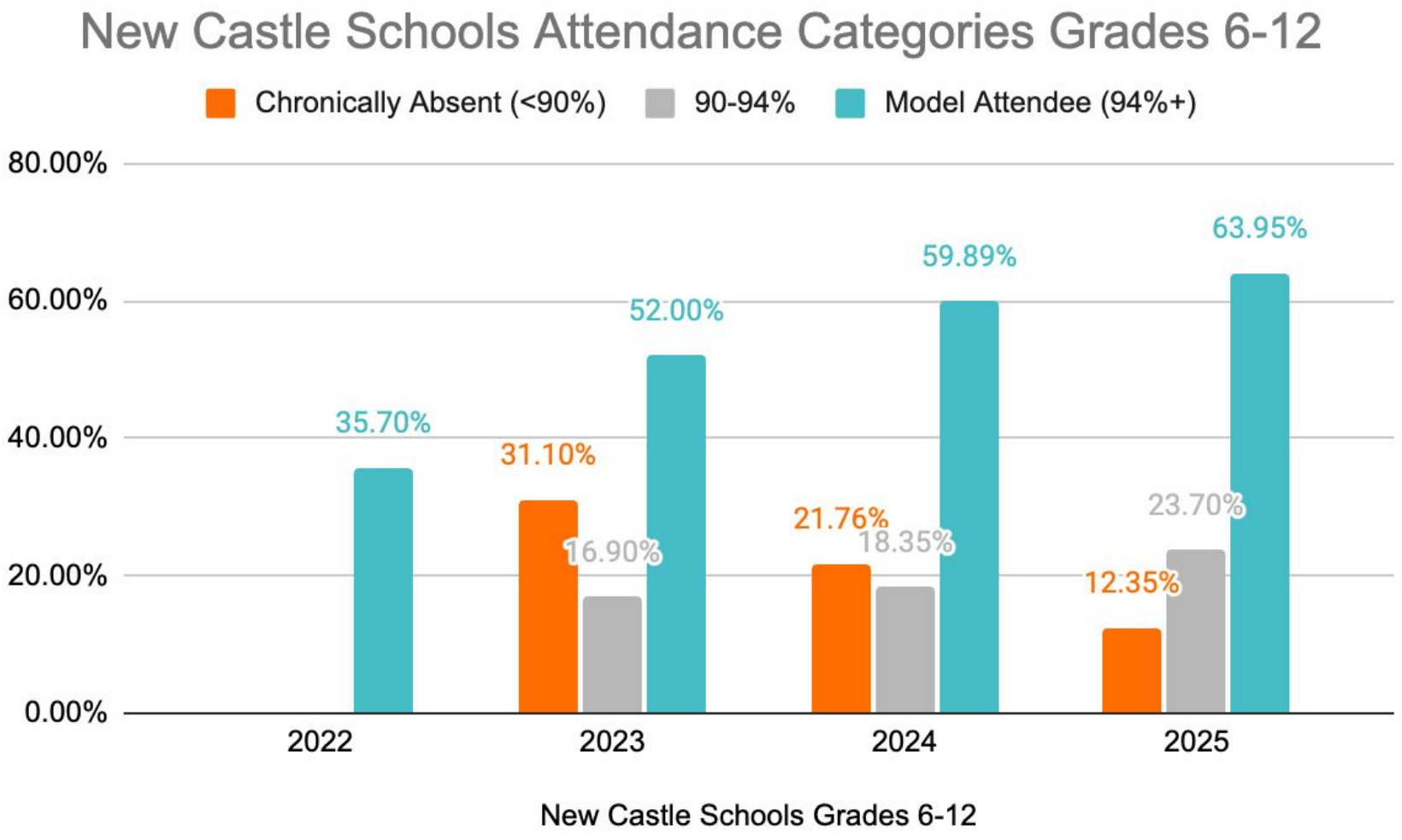
Impact of Career Exploration Focus



Model Attendance



Chronic Absenteeism


New Castle Schools Attendance Categories Grades 6-12
Chronically Absent (<90%)
90-94%
Model Attendee (94%+)
80.00%
60.00%
40.00%
20.00%
0.00%
35.70%
31.10%
16.90%
52.00%
21.76%
18.35%
59.89%
12.35%
23.70%
63.95%
2022
2023
2024
2025
New Castle Schools Grades 6-12

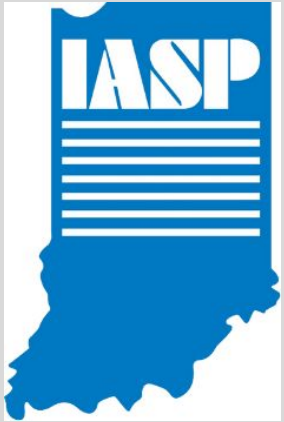


Reduction in-school Suspension

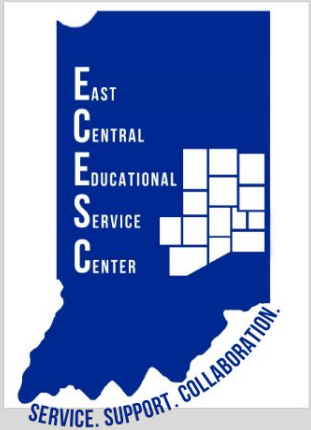
Reduction out-of-school Suspension

Lessons Learned and Concluding Thoughts

- Start with Staff
- Embrace a Common Language/Framework
- Build Culture, Capacity, and Sustainability
- Remember your why . . . “so every student can know that there is a place in the world for them. “







Career Connected Learning Resources:

- **Discovery Education/Hanover Research**
  - **Overview**
  - **Full Report**
- **Britebound/ESG**
  - **Overview**
  - **Full Report**
- **Britebound Career Ready HQ - Career Connected Learning Library**

Connect with us . . .

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Pat Haney – phaney@eastcentralesc.com

Visit ECESC and NCMS on Thursday, December 10th!



