EPHRATA AREA SCHOOL DISTRICT

Increase clarity of vision and alignment with
A PROFILE OF A GRADUATE

@GoMounts
#LifeReadyEASD
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Brian Troop
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SESSION SEQUENCE

A. Introduction to the Ephrata Area School District and Team Members

B. Review the Journey of Developing a Profile of a Graduate

C. Describe the EASD Life Ready Graduate Profile

D. Implications of a new target for graduates on
   • Community
   • Students
   • Technology Tools
   • Instructional Techniques
   • Teachers
   • Leadership

E. Next Steps for Participants & Guided Processing
Our mission is to provide all students a secure learning environment and exemplary academic programs to that inspire all students to reach their full potential.

Achieving Success
ONE STUDENT AT A TIME
WE BELIEVE…

1. Trust is essential to the success of any organization.
2. Highly Skilled Teachers are the most important component to any school district.
3. Technology is just another instructional tool.
4. The world that our students will experience is changing at a rapid rate.
5. Learning is an individual experience.
6. Growth Mindset should be modeled and promoted – none of us is as good as we can be.
THE JOURNEY OF

EPHRATA AREA SCHOOL DISTRICT

www.EASDPA.org
Twitter @GoMounts
The United States public school system was designed in 1893. 125 years later, many of the same systems remain.

―

Community viewing - December 2015

“The key is not to standardize education, but to personalize it, to build achievement on discovering the individual talents of each child, to put students in an environment where they want to learn and where they can naturally discover their true passions.”

- Sir Ken Robinson
MORE EVIDENCE OF A RAPIDLY CHANGING WORLD…
GONE ARE THE DAYS OF FACTORY STYLE EDUCATION
LIFE READY GRADUATE

#LifeReadyEASD

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PROFILE OF A GRADUATE

Research & Development

JANUARY 2016 – MARCH 2017

WINTER 2016
Began research or higher targets

SPRING 2016
School board endorsed concept

FALL 2016
1:1 Grades 5-12

JANUARY 2017
Alumni & community feedback

MARCH 2017
Completed Life Ready Graduate Profile

AASA “Redefining Ready” Board Resolution

Joined EdLeader21

4Cs Staff Launch

Celebrations of Success

Developed EASD EdLeader21 Team
AUGUST 2017
Created a five-year plan & began grade-level planning

OCTOBER 2017
Introduced certificate program

NOVEMBER 2017
School Board Resolution

SPRING 2018
PDE & Business Endorsements

ACQUIRE THE KNOWLEDGE
- Content Mastery
- Healthy Living, Wellness, & Self-Awareness
- Civics, Leadership, & Service
- Digital Literacy & Technological Proficiency

APPLY THE SKILLS
- Communication
- Critical Thinking & Problem Solving
- Creativity & Innovation
- Collaboration & Teamwork

DEMONSTRATE THE DISPOSITIONS
- Honesty, Integrity, & Responsibility
- Adaptability
- Continual Learning & A Growth Mindset
- Resilience & Grit
INVOLVE STAKEHOLDERS

SCHOOL BOARD

DEPARTMENT OF EDUCATION

LOCAL BUSINESSES

EPHRIATA AREA SCHOOL DISTRICT
EPHRIATA, PA

A Resolution Supporting the Life Ready Graduate Program

WHEREAS, the Board of Education of the Ephrata Area School District believes that effective public schools are essential to prepare future generations to be productive members of this community, and to provide opportunities for the students of our community to reach their full potential;

WHEREAS, the Board of Education acknowledges that high stakes tests are an important set of criteria that are the best available indicators of success in life and that they are one of the most valid and reliable indicators of educational achievement in the country;

WHEREAS, the Board of Education recognizes that preparing students to have a positive impact on our community requires them to have knowledge, skills, and dispositions that extend beyond the requirements of standardized assessments;

WHEREAS, the Board of Education firmly endorses the work of the District Administration to establish a life-ready graduate profile that represents the essence of educational elements of all learners’ education and provides learners with an education that only in a small minority of cases meets the full potential of the individual, regardless of the direction they take after graduation; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Education does hereby ordain that this full support to the implementation of the life-ready program in the Ephrata Area School District.

April 3, 2018

Brian M. Troop, Ed.D.
Superintendent
Ephrata Area School District
501 Oak Boulevard
Ephrata, PA 17522

Dear Dr. Troop,

It was good to hear from you again and learn more about the “Life Ready Graduate” program developed by Ephrata Area School District as a means for student success after graduation and that is both research-based and endorsed by the community.

I reviewed “The Life Ready Graduate” program and commended you and your team for such a program which is aligned to the efforts in Pennsylvania’s ESSA Consolidated State Plan. The program promotes equitable access to a well-rounded, rigorous, and personalized education that supports career readiness skills that will help students succeed in the workplace and community. The three-pillar profile approach to Knowledge, Skills, and Dispositions, in “The Life Ready Graduate” certificate program is providing students the foundational means and pathways to reach their fullest potential.

Thank you for your commitment to career and “life” readiness preparation for Pennsylvania students. I wish you continued success in the “Life Ready Graduate” certificate program and look forward to updates as the program is implemented.

Sincerely,

Matthew S. Stamm
Deputy Secretary

EPHRIATA AREA SCHOOL DISTRICT
EPHRIATA, PA

LIFE READY GRADUATE
ENDORSE CERTIFICATE
PRESENTED TO

"ABC Company values the knowledge, skills, and dispositions as outlined in the Ephrata Area School District Life Ready Graduate profile and has agreed to recognize completion of the Life Ready Graduate Certificate requirements beyond standard graduation requirements to eligible employees.

XYZ Company values the knowledge, skills, and dispositions as outlined in the Ephrata Area School District Life Ready Graduate profile and has agreed to recognize completion of the Life Ready Graduate Certificate requirements beyond standard graduation requirements to eligible employees.

Thank you for your commitment to career and “life” readiness preparation for Pennsylvania students. I wish you continued success in the “Life Ready Graduate” certificate program and look forward to updates as the program is implemented.

Sincerely,

Matthew S. Stamm
Deputy Secretary

Ephrata Area School District

Paul B. Zimmerman, Inc.
family of companies

Ephrata National Bank

ENB

Haller Enterprises, Inc.

LaserLab

ASTRO Machine Works Inc.

WellsSpan

Ephrata Community Hospital
21st CENTURY TARGETS

Life Ready Graduate

COMPONENTS

**KNOWLEDGE**
- Content Mastery
- Healthy Living, Wellness, & Self-Awareness
- Civics, Leadership, & Service
- Digital Literacy & Technological Proficiency

**SKILLS**
- Communication
- Critical Thinking & Problem Solving
- Creativity & Innovation
- Collaboration & Teamwork

**DISPOSITIONS**
- Honesty, Integrity, & Responsibility
- Adaptability
- Continual Learning & Growth Mindset
- Resilience & Grit
KNOWLEDGE
The theoretical or practical understanding of someone or something

CONTENT MASTERY
A core foundational knowledge in multiple subject areas is critical to make informed decisions.

HEALTHY LIVING, WELLNESS, & SELF-AWARENESS
A healthy lifestyle provides balance in one’s life that improves physical, social, and emotional well-being.

CIVICS, LEADERSHIP, & SERVICE
Local, national, and global understanding and respect for cultural and societal diversity are critical to being a global citizen.

DIGITAL LITERACY & TECHNOLOGICAL PROFICIENCY
The ability to adapt, connect, and thrive in an ever-changing society are vital components of success in a digitally-competitive global environment.
SKILLS

The capacities and strategies that enable learners to apply knowledge to novel situations, engage in higher order thinking, problem solve, collaborate, communicate effectively, and plan for the future

COMMUNICATION
Communication is a foundational skill for all learning. It is vital to be able to share and understand information in a variety of contexts and media.

CRITICAL THINKING & PROBLEM SOLVING
It is important to evaluate, reflect, and justify all possible avenues towards making an informed decision. Good decision making is critical for independence.

CREATIVITY & INNOVATION
Preparing students for current and future challenges requires adaptability and flexibility that is learned through creative and innovative practices. It is important to imagine, visualize, and brainstorm new possibilities.

COLLABORATION & TEAMWORK
Solving complex problems requires the sharing of ideas from a variety of perspectives and experiences. People work together to cultivate a sense of community and improve the quality of outcomes.
DISPOSITIONS
The behaviors and ways of being that contribute to a learner fulfilling his or her full potential (character traits)

HONESTY, INTEGRITY, & RESPONSIBILITY
In order to be a trusted and valuable member of society, graduates must possess a consistency among their words, actions, and the facts of any situation. Owning one's actions and the results that they produce is a valued characteristic in all areas of adult life.

ADAPTABILITY
An ability to recognize and react to challenges and changing circumstances will lead to higher levels of success in reaching one's goals in all areas of life.

CONTINUAL LEARNING & A GROWTH MINDSET
Possessing an understanding that learning is both iterative and continues long after formal schooling is complete will enable graduates to grow throughout life.

RESILIENCE & GRIT
Understanding that there are things beyond one's control, develops plans for success, and recovers from temporary setbacks along any path forward.
21st CENTURY TARGETS
An Engaged Community
ACADEMICS – Maintain an unweighted GPA of 2.8 or higher.

ATTENDANCE – Maintain a 98% attendance rate.

DISCIPLINE – Nothing that results in suspension

COURSES - Online CIVICS and FINANCIAL LITERACY OR, in-school GOVERNMENT and PERSONAL FINANCE

EXTRACURRICULAR – Combine any two options:
  o One season of an extracurricular activity/year
  o Volunteer more than 20 hours/year
  o Be employed for more than 40 hours/year

LIFE READY GRADUATE CAREER PORTFOLIO – Counselors will assist with tracking student portfolio career items and more.
21st CENTURY TARGETS
Embedded in grade bands & multi-pronged supports
Why are you considering a Profile of a Graduate?

Who has been involved in those conversations?

How involved is your Board and Community?

Which parts of our story resonated with what you are seeing?

Other questions?
EASD FRAMEWORK

• 21st Century Targets (LRG Profile)
• Digital Tools
• Instructional Techniques
DIGITAL TOOLS

- Infrastructure
- 1:1 Technology
- LMS
- SIS
- Social Media
- Maker Space
Meaningful Engagement

- **Students**
  - Relationship
  - Meaningful Engagement
  - Relevance
- **Teachers**
  - Expertise
- **Content**
Meaningful Engagement

Students

- Relationship
- Meaningful Engagement
- Relevance

Teachers

- Expertise

Content
Meaningful Engagement

- Relationship
- Relevance
- Expertise

Students

Teachers

Content
INSTRUCTIONAL TECHNIQUES

- Blended Learning
- Small Group Structure
- Project/Product-Based
- Competency-Based
- Personalized (One Size Fits ONE)
The term “Blended Learning” refers to situations where students engage in a variety of learning environments, both actual and virtual, to increase content relevance and improve achievement. The purpose of these Blended Learning environments is to provide multiple engaging pathways for students to connect with the teacher, the content, each other, and the world.

Our objective is to create blended instructional environments throughout the District that allow the connection among students, teachers, and the content to be more meaningful and individualized than can be attained in a traditional learning environment.
Provide Professional Development on small group instructional strategies to shrink the classroom.

Support teachers in the creation of lessons that utilize small group strategies and give them the opportunities to learn through successes and failures.

Provide Professional Development to teachers on blended learning models that are possible in the classroom.

Provide Professional Development for elementary and intermediate teachers on effective iPad usage.
A high-quality, project/product-based learning environment offers the best opportunity for students to acquire and demonstrate mastery of the LRG components.

PBL CONSIDERATIONS:
A. Is knowledge acquired and applied through skills?
B. Is it open-walled - does it extend beyond the classroom?
C. Is there an authentic audience?
D. Is there significant rigor/effect required?
E. Is there student choice & autonomy?
F. Is it learning-THEN-project or learning-THROUGH-project?
1. LRG Knowledge competency is achieved when learners demonstrate they have learned, mastered, or owned a particular grouping of discrete learning objectives.

2. LRG Skill competency is demonstrated when a learner applies knowledge to:
   - Think critically and solve a problem or challenge
   - Create something new or innovative for a specific purpose
   - Communicate for a specific purpose and to a targeted audience
   - Contribute to a collaborative process with others toward a common goal

3. LRG Disposition competency is demonstrated when a students exhibit through their behaviors that they possess a substantial level of Honesty, Integrity, Responsibility, Adaptability, Resilience, Grit or a Growth Mindset.
No two learners are the same & a one-size-fits-many education is no longer the best we can do.

Personalized learning speaks to the inherent and unique strengths, interests, and passions of each learner. This element can only be accessed by giving students increased agency over the majority of their learning experience – by the time they leave us, they need to be the primary shareholder of their own learning.
Continual Learning Supports for Teachers

- Half-Day Professional Development Days
- Success Share Sessions
- Reflective Planning Teams (RPTs)
- Mountaineer Academy
- Guiding Coalition
- Professional Learning Cohorts
Continual Learning Supports for Leaders

- Site Visits
- Leadership Development Meetings
- Training Trips
- Shadow-a-Student Experiences
- 4Cs Leadership Academy
- Book Studies
- Sharing our Story with Others
CALL TO ACTION
Aim for a new target for your graduates

What is the next step on your journey?

What are two or three things you can do before the start of the school year that would help set the stage for action?

How can we help?
GUIDED PROCESSING

and

TEAM PLANNING TIME
QUESTIONS?

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