


Activities for Adult Education Career Pathways Five-Year Strategic Plan

Goal: To provide a career pathway, with entry and exit points, for adult education students to increase the number and percentage of students who enter postsecondary education and earn a degree, certificate or industry credential to be successful in their chosen career.

Y E A R ↓	Program Design	Curriculum & Instruction	Professional Development	Student Support Services	Assessment	Partnerships	Marketing	Accountability
1	Review best practices and evaluate existing transition programs to design the Career Pathways (CP) program.	<p>Evaluate extent to which (CP) model is already in place.</p> <p>Interpret and incorporate data regarding workforce needs and demands into development of CP curriculum.</p> <p>Integrate CHOICES into orientation and instruction.</p>	<p>Plan and provide professional development (PD) for adult educators on Career Pathways and CHOICES.</p> <p>Review best practices (local, state and national) for CP professional development.</p>	<p>Evaluate Student Services programs related to CP.</p> <p>Plan additional non-academic support services for individuals.</p> <p>Review existing transitions programs.</p>	<p>Evaluate orientation program and classroom activities to assess what is currently in place and determine what can be improved to align with CP and student needs.</p> <p>Analyze successful implementation of CP in institutions around the nation.</p>	<p>Continue to work with steering committee on implementation of strategic plan.</p> <p>Identify community partners to assist in meeting nonacademic student needs.</p> <p>Work with partners to determine workforce needs and demands in order to enhance and advance CP.</p>	<p>Increase awareness of CP to steering committee members.</p> <p>Utilize internal marketing strategies to advance understanding of the value of CP.</p> <p>Promote CP in orientation to students as a long term goal and benefit.</p> <p>Initiate development of marketing plan.</p>	<p>Analyze relevant data (informal assessments and standardized measures) to determine student postsecondary readiness.</p> <p>Evaluate and refine program measures on a continuous basis to improve student and program outcomes.</p> <p>Establish clearly defined program goals and measures.</p>

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2	<p>Implement Career Pathways based on year one data review.</p> <p>Align career planning and postsecondary transitions to local workforce needs.</p>	<p>Implement CP into curriculum at all levels; implement post-secondary readiness skills curriculum.</p>	<p>Adult educators will be given a needs assessment regarding PD on Career Pathways.</p> <p>Based on input, implement and improve professional development for CP.</p>	<p>Assist teachers in providing students with CP orientation and transitioning.</p> <p>Implement additional non-academic support services for students.</p> <p>Establish or enhance bridge programs with community service agencies and postsecondary institutions.</p>	<p>Assess students' needs, goals, skills, interests, and placement levels via a variety of assessment tools and CHOICES.</p> <p>Identify students who are appropriate for post secondary readiness courses.</p> <p>Re-evaluate and modify programs.</p>	<p>Establish partnerships with community organizations, postsecondary institutions, businesses, Workforce Plus and Economic Development Council for guidance and assistance in identifying and securing resources.</p> <p>Work with partners to identify targeted sectors and to develop appropriate career plans for each sector.</p>	<p>Promote the CP initiative to postsecondary institutions, EDC, community organizations and employers.</p> <p>Include CP in student recruitment and informational materials.</p> <p>Finalize marketing plan and begin implementation.</p>	<p>Review year one assessment data pertaining to student success and transition.</p>

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3	<p>Modify and refine CP initiative based on workforce trends, student/staff feedback and input from postsecondary partners.</p>	<p>Implement modifications and improvements to CP curriculum.</p> <p>Review current data on workforce needs and demands in order to modify workforce readiness and CP curricula.</p>	<p>Offer on-going PD opportunities to support and strengthen the Career Pathways program and curriculum.</p>	<p>Evaluate a random sampling of student career plans from the two preceding years to determine areas in need of adjustment</p> <p>Continue to refine the program and provide transition counseling as well as other non-academic services essential for student post-secondary success.</p>	<p>Review available postsecondary transition data to evaluate program effectiveness.</p>	<p>Request feedback from postsecondary partners as to students' readiness for success.</p> <p>Review and refine the effectiveness of partnerships.</p>	<p>Expand marketing to the community and potential partners.</p> <p>Evaluate strengths and weaknesses of marketing plan.</p> <p>Continue to revise the plan to meet the needs of the initiative.</p>	<p>Review years one and two program assessment data.</p> <p>Disaggregate data and interpret findings to facilitate program modifications as needed.</p>

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4	Evaluate overall program effectiveness for years 1-3.	For years 1-3, evaluate overall curriculum design and effectiveness. Based on the evaluation, modify and improve model as necessary.	Evaluate available data to determine effectiveness of CP professional development.	Evaluate the success of Student Services programs in years 1-3.	Evaluate extent to which program design contributes to student success.	Develop new partnerships. Strengthen established community partnerships. Expand partnerships which have proven successful.	Continue to promote CP through partnerships with postsecondary institutions, EDC, employers and community organizations. Continue evaluation and implementation of marketing plan.	Review available data on number and percentage of students entering postsecondary institutions and completing successfully.
5	Based on year 4 evaluation, implement enhancements to the CP program.	Modify and improve curriculum according to new CP trends.	Use data driven trends and issues to modify and expand CP professional development to meet the individual needs of adult educators.	Conduct follow-up interviews with graduates regarding the value of the CP planning process. Establish a student mentor program or other indicated services.	Expand program and curriculum assessment procedures.	Continue to foster community partnerships to increase student transition to postsecondary opportunities.	Evaluate and expand marketing plan as needed.	Review data from all years for program strengths and weaknesses. Convene committee to review data and discuss future plans.