

New Roles in Pathway Schools

Giving all students access to college and career pathways requires collective vision and inclusive decision making throughout the district organization. A district system that supports pathway development empowers inclusive site leadership to build on the strengths, expertise and commitment of many educators to serve all students well. Note which of these conditions already exist in your district context:

<u>Exists</u>	<u>Needs Work</u>

School District Leaders:

1. Promote collaboration, trust and transparency by involving all levels of leadership in setting priorities and strategic planning
2. Align district initiatives, including new state standards and multiple pathways
3. Develop agreements with collective bargaining units to address changes in work roles
4. Develop partnerships with postsecondary institutions, key industry partners, and civic leaders to integrate resources within pathways
5. Create teams to provide training and support to increase career pathway competencies among school leaders, teachers, counselors, and staff, and to direct resources.

New Work in Districts

1. Coalitions of community, industry and postsecondary champions
2. Cross-functional district-wide leadership team
3. Secondary principal community of practice to redesign high schools
4. High school redesign teams coordinate professional development, coaching, work-based learning, pathway recruitment, resources and communication

District staff:

- Collaborate with pathway teachers, coaches and other district staff to build capacity and support pathway goals,
- Serve as district contacts for business, community and postsecondary partners,
- Support all aspects of programs that facilitate work-based learning experiences for students
- Collect and manage work-based learning data for continuous improvement and grant reporting
- Assist pathways and school sites in designing pathway recruitment materials, career education curriculum, career panels and exploration visits, college visits and fairs, and guest speakers

Pathway coaches:

- Facilitate, promote, and participate in the establishment of pathway communities of practice that support equitable student outcomes
- Serve as liaison between faculty, school site leadership, pathway teacher leaders, and the district office
- Facilitate and lead appropriate pathway staff development
- Serve on the master scheduling site team to promote teachers' common planning time and cohort scheduling,
- Attend pathway team collaboration meetings

Map site leadership assets by identifying leaders who are already taking on new responsibilities.

Principals & Site Administrators:

1. Develop and implement inclusive leadership structures
2. Collaborate with district-level pathway leaders, work-based learning staff and pathway coaches
3. Involve teacher leaders and teams in creating a vision and mission for pathway development on site
4. Create a master schedule that allows for pathway cohorts and for teacher collaboration
5. Facilitate capacity building for instructional and pedagogical leadership on the site: support and develop teacher leadership.

Administrators doing the work

Pathway Lead Teachers:

1. Model and promote shared leadership among the pathway team
2. Collaborate with teachers and site administrators in site-level decision-making and professional development
3. Oversee program of study and course development to ensure equitable access to both college and career preparation for all pathway students
4. Serve as the instructional lead for interdisciplinary projects, project-based learning, academic/CTE integration and performance based assessments
5. Involve industry partners in pathway program and instructional practices
6. Coordinate student recruitment efforts and student support services

Strong pathway lead teachers

Counselors:

1. Collaborate with counselors, pathway teachers, and postsecondary partners to support students' transitions, from middle school and to postsecondary institutions
2. Advise pathway students on their career and college options
3. Provide programmatic supports for college and career instruction
4. Assist with student support, interventions and individual student learning plans
5. Communicate with the school site council to align students' college and career plans with the overall school improvement plan

Counselors engaging the work

Pathway Teachers:

1. Collaborate with colleagues to develop pathway student learning outcomes
2. Develop and implement interdisciplinary units and integrate the pathway theme into core curriculum
3. Design and administer performance-based assessments
4. Engage in cycles of inquiry with grade-level interdisciplinary teams
5. Collect and analyze data to develop personalized student supports

Strong pathway teacher leaders