

HCS



# **Virginia First Cities Annual Meeting Strengthening the Pipeline from School to Work**

**Virginia Air & Space Center**

**May 4, 2018**





## SUPERINTENDENT'S FOCUS

The Superintendent's Focus is a detailed breakdown of the integral elements of teaching and learning that support the core principle of the HCS Strategic Plan, Maximizing Every Child's Learning.

### SUPERINTENDENT'S FOCUS

**SYSTEMS APPROACH**  
Aligned Acts of Improvement

**GUARANTEED & VIABLE CURRICULUM**  
Curriculum Maps, Assessment Maps, Written Curriculum

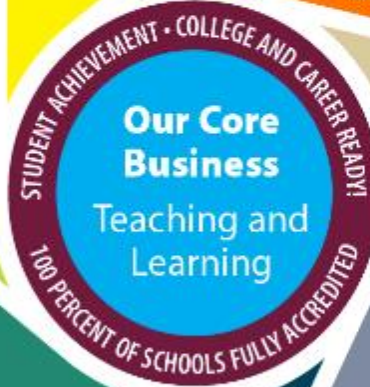
**LESSON DESIGN & DELIVERY**  
Taught Curriculum-Explicit Instruction, High Yield Strategies, Tiered System of Student Support

**AUTHENTIC ASSESSMENTS**  
Assessed Curriculum

**SAFE AND NURTURING ENVIRONMENT**

**DATA DRIVEN DECISION MAKING**

**21<sup>ST</sup> CENTURY LEARNING**  
Tools to Engage Learners

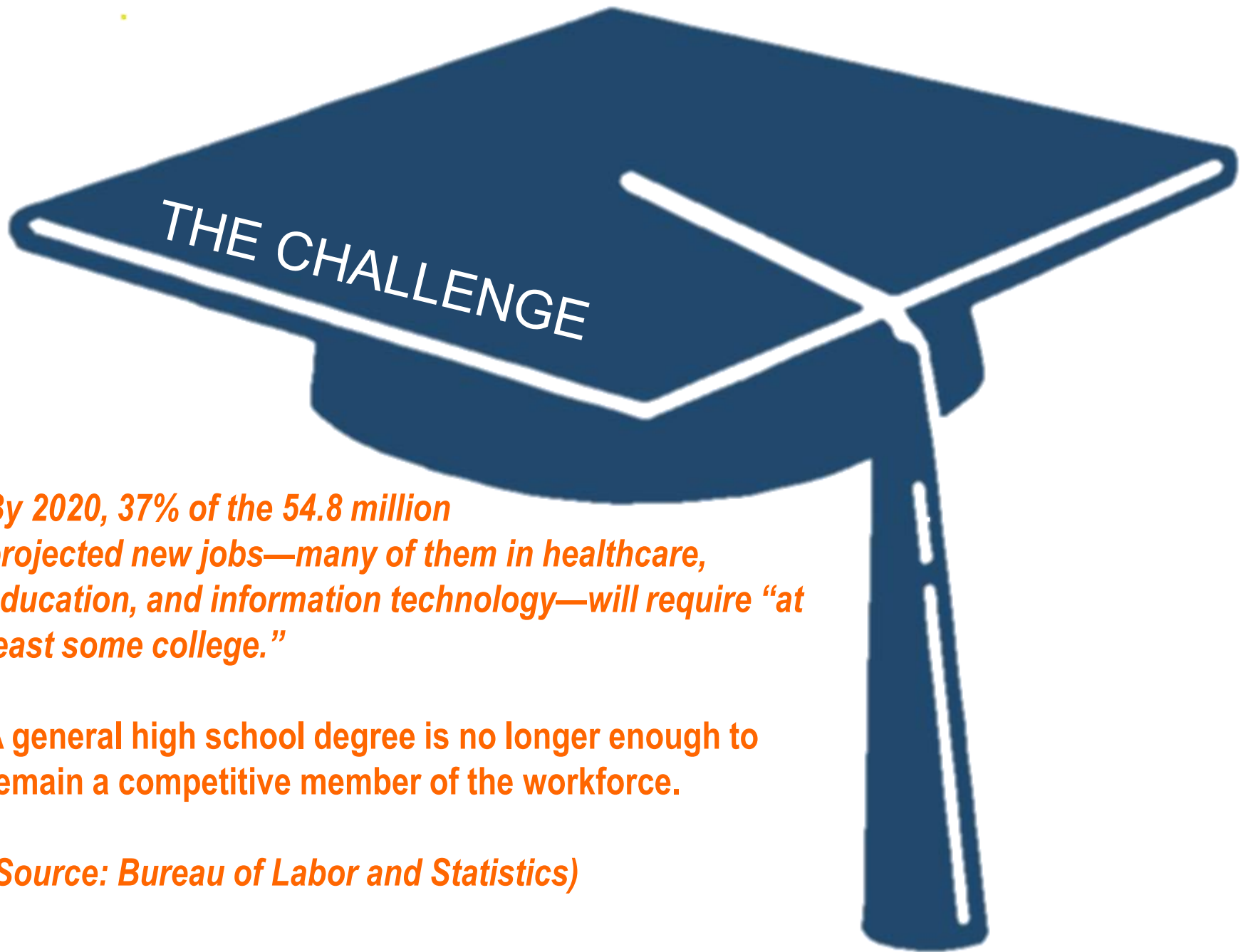


# Why Change?

**We are currently preparing students for jobs that don't yet exist using technologies that haven't been invented in order to solve problems that we don't even know are problems yet.**

**Richard Riley**





*By 2020, 37% of the 54.8 million projected new jobs—many of them in healthcare, education, and information technology—will require “at least some college.”*

*A general high school degree is no longer enough to remain a competitive member of the workforce.*

*(Source: Bureau of Labor and Statistics)*

# 67%

US Manufacturers  
experiencing shortage of  
qualified workers

US Job Categories  
can't fill open  
positions

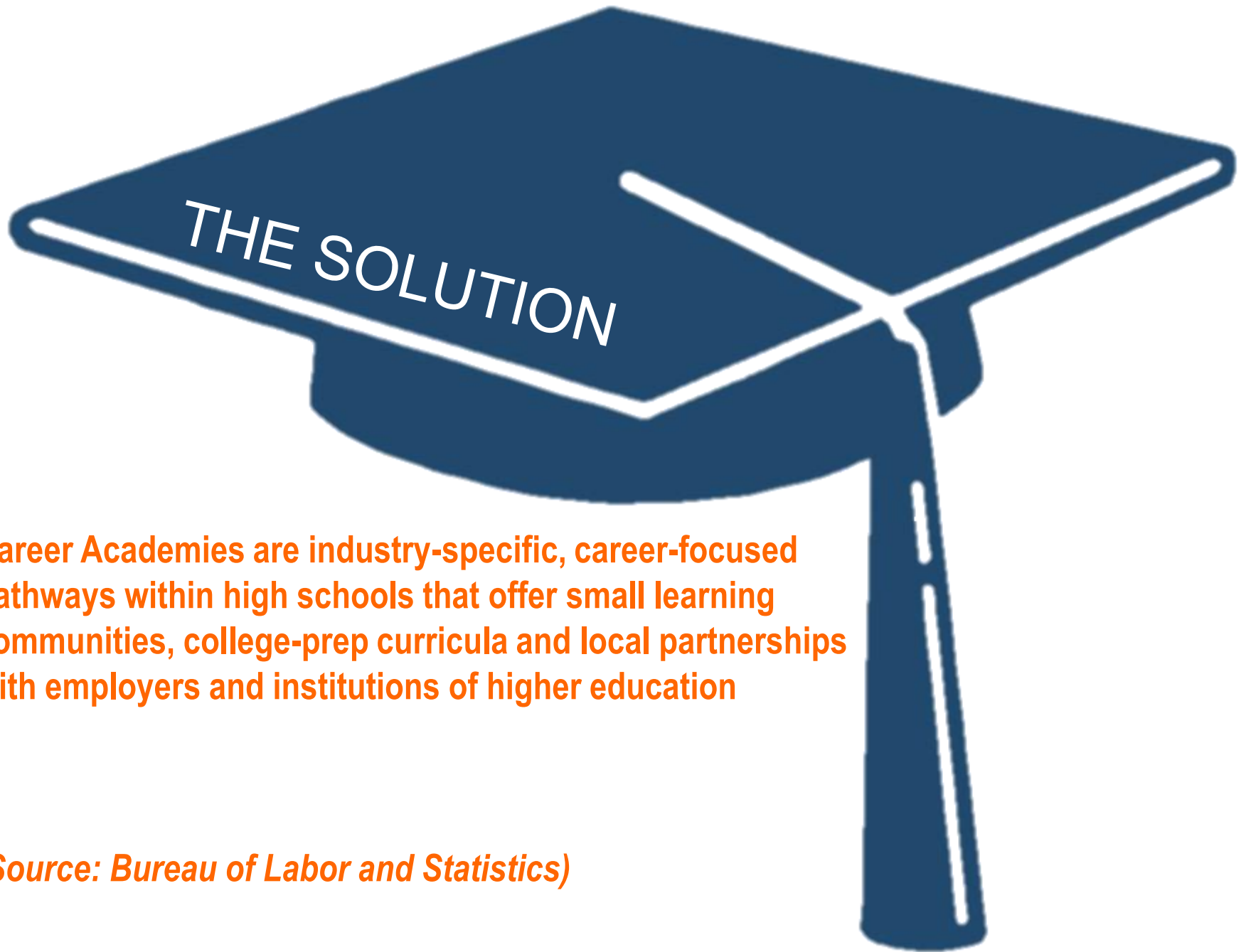
# TOP 3

Career Academies play a  
vital role in helping close  
skills gap

(Deloitte and The Manufacturing Institute, *Boiling Point?  
The Skills Gap in U.S. Manufacturing*, 2011)

(Manpower Group, *Talent Shortage Survey Results*, 2012)





**Career Academies are industry-specific, career-focused pathways within high schools that offer small learning communities, college-prep curricula and local partnerships with employers and institutions of higher education**

***(Source: Bureau of Labor and Statistics)***

***“What should our students KNOW, UNDERSTAND, and be able to DO to be ready for postsecondary learning and work?”***





### TRANSFORMING TEACHING & LEARNING

Creating meaningful learning experiences that enable students to learn and apply academic, 21st century, and technical knowledge and skills to real-world challenges

### TRANSFORMING THE SECONDARY SCHOOL EXPERIENCE

Creating and maintaining career and interest-themed academies and collaborative culture, structures, and practices

### TRANSFORMING BUSINESS & CIVIC ENGAGEMENT

Engaging employers, educators, and community leaders in building and sustaining a transformed secondary school experience

## NEXT GENERATION LEARNERS

Engaged and able to apply learning in the real world



Prepared for success in college, career, and life

Equipped with critical 21st Century skills



# Hampton City Schools Transformational Decision-Making

*Engaged the community around high school transformation*

*Allowed the community to have an authentic voice in the visioning and framing of the transformation*

*Adhered to the decision and desire to transform our high schools from pocket to wall-to-wall academies*

*Embraced the call to redesign and repurpose existing resources*

*Strengthened the partnership with Hampton City Council*



 **PENINSULA COUNCIL**  
For Workforce Development



**HAMPTON VA**  
ECONOMIC DEVELOPMENT

 **THOMAS NELSON**  
The Peninsula's Community College

 **Peninsula Community Foundation**  
of VIRGINIA

 **NASA**  
**Langley Research Center**

 **VirginiaTech**  
*Invent the Future*  
Seaford Agricultural Research & Extension Center

 **New Horizons**  
REGIONAL EDUCATION CENTERS

**United Way**  


**HAMPTON VA**

**WELLS FARGO**

**MELLEN STREET**  
 **SINCLAIR**  
COMMUNICATIONS



**LIEBHERR**

 **HAMPTON ROADS**  
Convention Center

**Peninsula Worklink**



**COLISEUM CENTRAL**  
GET CENTERED

**Hampton Arts.net**

**CINEBISTRIC**  
MOVIES WITH TASTE™



**THE PORT OF VIRGINIA**



**RIVERSIDE**

 **VIRGINIA AIR & SPACE CENTER**

 **SENTARA**

 **The APPRENTICE SCHOOL**

**OLD POINT NATIONAL BANK**



**greggarrett**  
*Realty*

 **SSAI SCIENCE SYSTEMS AND APPLICATIONS, INC.**  
Science and Technology with Passion

**NATIONAL INSTITUTE OF AEROSPACE**



**MCR DEVELOPMENT**



**Newport News Shipbuilding**  
A Division of Huntington Ingalls Industries

**PHBA**  
PENNSYLVANIA HOMEOWNERS & BUILDERS ASSOCIATION  
Celebrating 80 years, 1932-2012

**mango mangeaux**  
A Simply Paradise Store

**M METRO PRODUCTIONS**

**Alternatives**  
Leader in Innovative Youth Development

**ecpi UNIVERSITY**

# An Academy Model and Why

- An academy is a small learning community comprised of students who have classes together and a group of teachers who work together

- An academy combines academic curricula that is preparing students for postsecondary education with a career theme that the student is interested in pursuing

## Small Learning Communities

(A School within a School)



## College and Career Lens of Learning



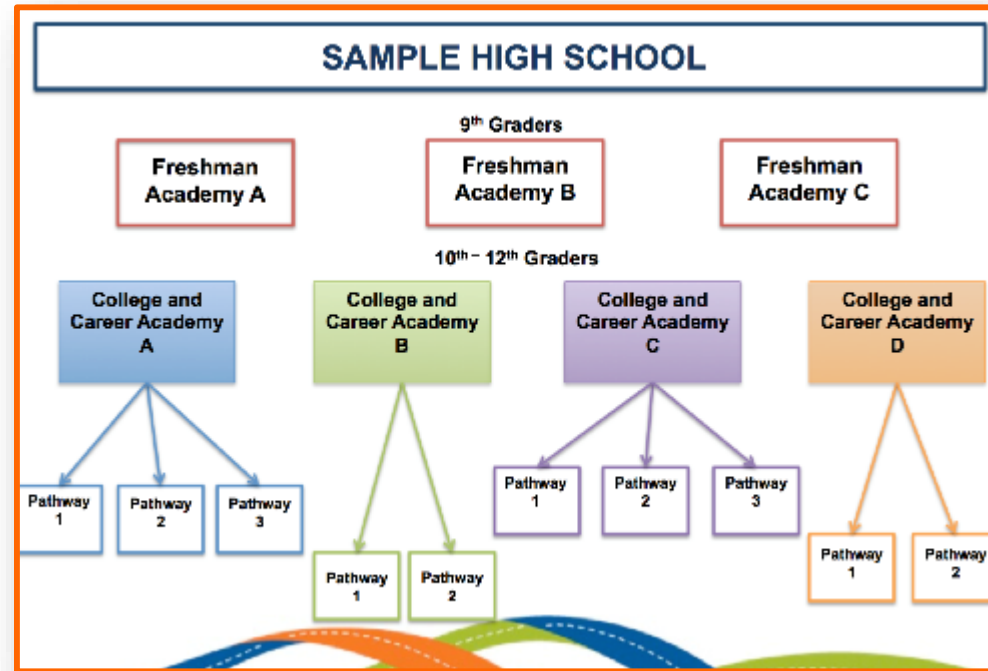
- An academy network consists of close relationships with employers, community members, and postsecondary educational institutions in order to develop and advance the needs of the academy and industry needs

- Increased Graduation Rates
- Improved Attendance
- Improved Grade Point Averages
- Improved School Culture
- Higher Sustained Earnings After Graduation

## Partnerships

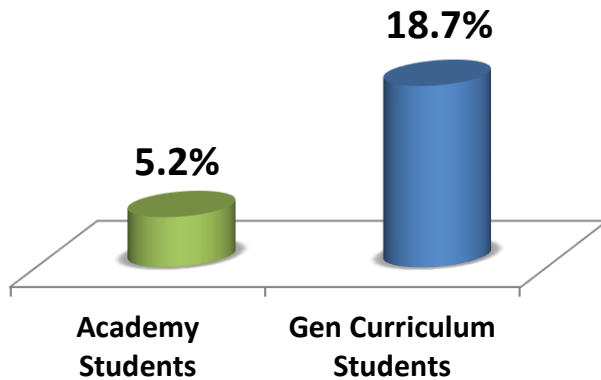


## Academy Research Results

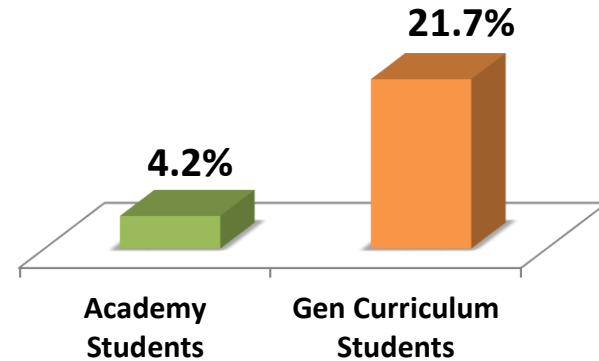


# Key Academy Indicators: Baseline Data

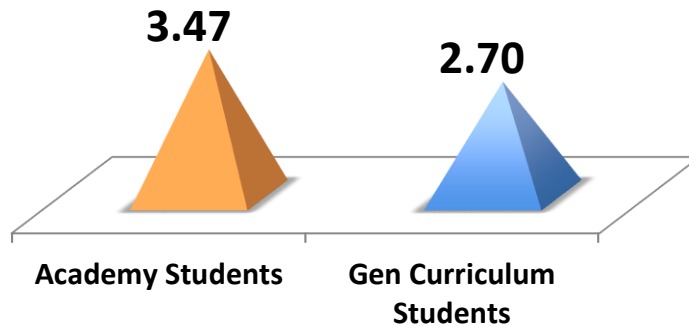
## Suspension Rate



## Attendance < 90%



## Cumulative GPA



# The Academies of Hampton Mission

The Academies of Hampton will provide career-focused small learning communities in which every young person will prepare for success in a **career, lifelong learning, and life.**

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THE  
ACADEMIES  
OF HAMPTON



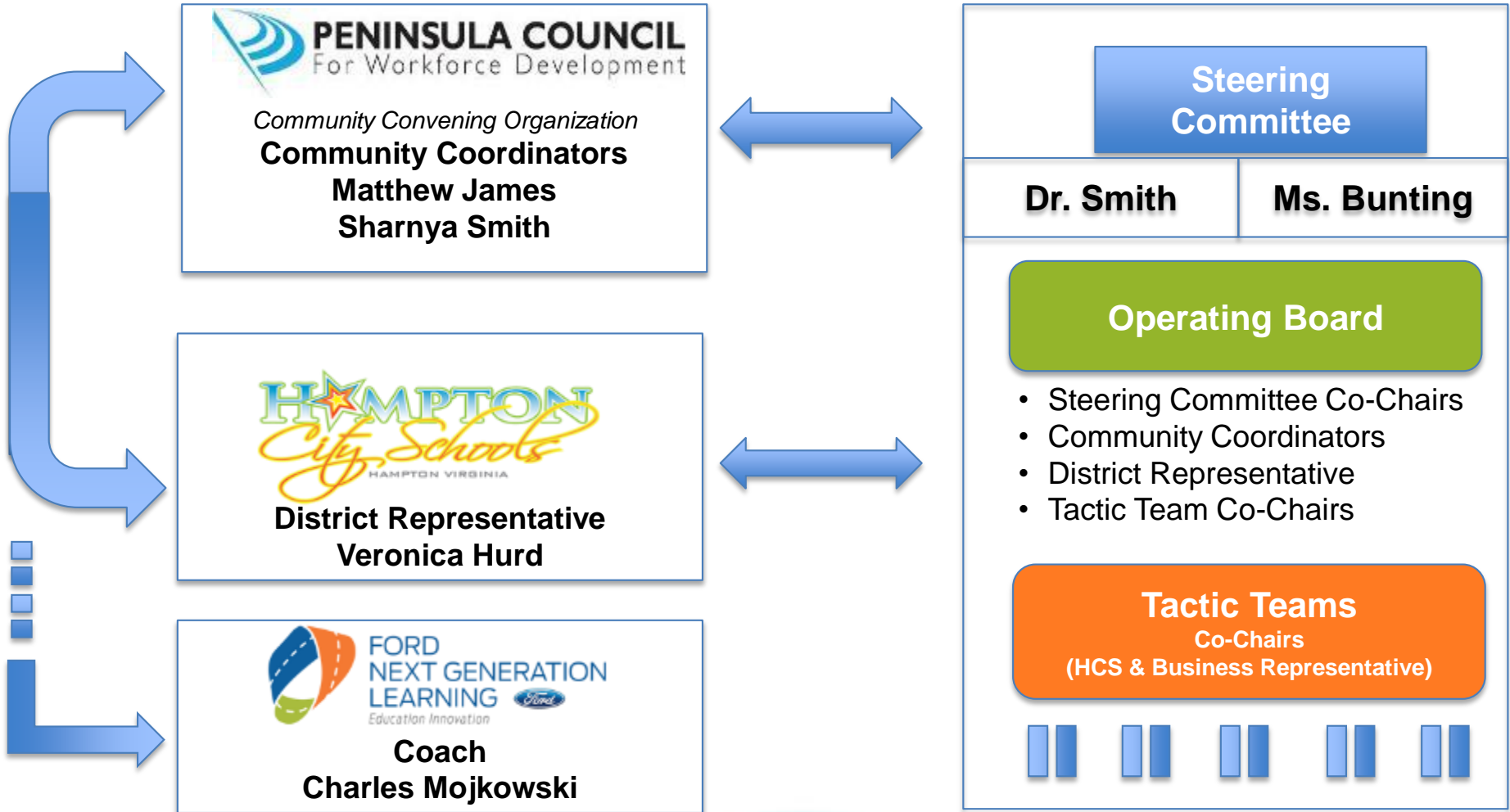


# Portrait of a Graduate





# The Transformation Model



# The FORD NGL ROADMAP

## PHASE 5: GO FURTHER

1. Deepen and broaden the community-driven transformation and apply it to the entire education system.
2. Create and share innovations that will support the entire Ford NGL network, or "serve as models for creativity, innovation, and risk-taking as well as demonstrated competence."

05

## PHASE 3: PLAN

1. Achieve community-wide consensus on and ownership of a vision for transformation and learn what it will take to implement the vision.
2. Create a community-wide three year master plan for achieving the vision that is aligned with the school district's plans.
3. Agree on a set of priorities for the first year of implementation.
4. Strengthen the systems, structures, processes, and competencies needed to implement the plan and guide continuous improvement.

03

04

## PHASE 4: IMPLEMENT

1. Strengthen community-wide capacity to implement and continuously improve the master plan.
2. Implement the systems, structures, processes, and competencies to support and sustain continuous improvement, with all key individuals and groups engaged.
3. Inspire, share and contribute to the Ford NGL network.

## PHASE 2: ENVISION

1. Deepen community-wide understanding of the benefits and features of transforming the secondary school experience using a community-driven approach.
2. Understand and identify the systems, structures, processes and competencies needed to implement the plan and guide continuous improvement.

02

## PHASE 1: EXPLORE

1. Understand the benefits and features of transforming the secondary school experience using the Ford NGL community-driven approach.
2. Readiness and commitment to embrace the Ford NGL transformation.

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# Where we were → Where we are → Where we are heading

## 2014 – 2016 School Year

- Academy model selected and supported by School Board and community
- 7 stakeholder strategic planning sessions
- Professional Development Opportunities

## 2016 – 2017 School Year

- Success 101 curriculum written and piloted in each high school
- Tactical plans developed and implemented

## 2017 – 2018 School Year

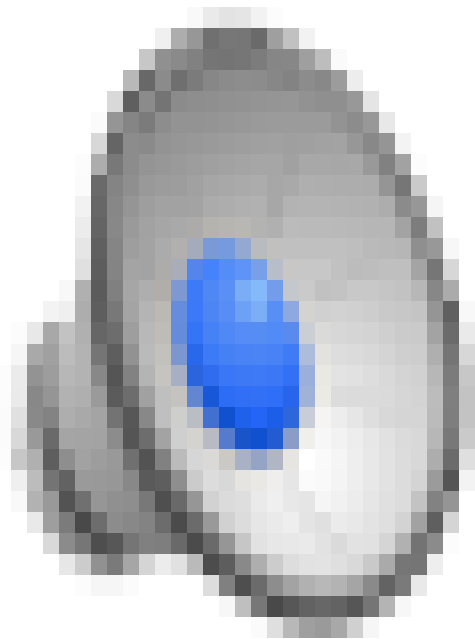
- Full scale freshman academy
- Career pathways clearly outlined for students/parents

## 2018 – 2021 School Year

- Sophomores in an academy 2018 - 2019
- First graduating Cohort 2021

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ACADEMIES  
OF HAMPTON





# Local and Regional Data

*Current and projected workforce data*

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# Labor Market Demand

## 2016 Hampton Labor Force

Industry	No. of Jobs
Crop and Animal Production	<10
Mining, Quarrying, and Oil and Gas Extraction	0
Utilities	209
Construction	1,965
Manufacturing	1,983
Wholesale Trade	892
Retail Trade	6,787
Transportation and Warehousing	1,034
Information	454
Finance and Insurance	841
Real Estate and Rental and Leasing	679
Professional, Scientific, and Technical Services	4,506
Management of Companies and Enterprises	211
Administrative and Support and Waste Management & Remediation Services	2,766
Educational Services	1,830
Health Care and Social Assistance	6,869
Arts, Entertainment, and Recreation	760
Accommodation and Food Services	5,449
Other Services (except Public Administration)	1,323
Government	15,434
Unclassified Industry	24
<b>Total Number of Jobs (2016)</b>	<b>54,019</b>

# Labor Market Demand

## 2022 Greater Peninsula Employment Projections

Industry	(2022) Projected Employment	(2012 – 2022) Percent Change
Agriculture, Food & Natural Resources	4,730	16%
Architecture & Construction	19,923	15%
Education & Training	13,348	15%
Health Science	21,757	26%
Human Services	10,150	24%
Information Technology	7,992	18%
Law, Public Safety, Corrections & Security	8,652	15%

*Criteria: 15% or more projected growth and \$56,000 or more median income or greater*

### Job opportunities arise in two ways:

- Employers create new jobs and when workers retire or leave an occupation and need to be replaced by new hires.
- The Bureau Labor Statistics projects how many people will be retiring from each occupation over the decade and combines this with the number of new jobs to predict how many “job openings” will become available.

# Age of Worker by Industry – Virginia, 2015

U.S. Census Bureau

Retiring Group

	14–18	19–21	22–24	25–34	35–44	45–54	55–64	65+
Total, All Industries	71,426	146,445	210,946	778,893	753,700	815,566	614,129	209,809
Agriculture, Forestry, Fishing and Hunting	396	527	766	2,676	2,709	2,948	2,568	1,561
Mining, Quarrying, and Oil and Gas Extraction	11	97	201	1,166	1,586	1,706	1,472	251
Utilities	50	158	515	3,562	3,746	5,154	4,420	610
Construction	1,520	5,866	9,223	40,620	45,745	49,820	33,857	10,887
Manufacturing	1,054	4,910	9,779	42,912	48,954	66,962	54,288	11,017
Wholesale Trade	462	2,005	4,090	21,069	25,500	30,330	21,994	6,593
Retail Trade	17,684	40,354	40,348	94,806	70,112	77,106	62,055	26,906
Transportation and Warehousing	727	3,842	5,883	22,183	23,834	31,228	22,784	6,631
Information	952	1,640	3,152	15,800	19,804	19,784	11,961	3,169
Finance and Insurance	308	1,640	5,979	30,912	35,053	34,020	21,334	5,430
Real Estate and Rental and Leasing	337	1,294	2,673	11,843	10,998	12,717	9,831	4,389
Professional, Scientific, and Technical Services	1,462	4,561	18,079	97,576	101,028	97,696	66,756	21,439
Management of Companies and Enterprises	664	1,627	3,198	16,154	18,057	20,440	15,128	3,830
Administrative and Support and Waste Management	1,891	8,670	16,198	58,860	51,897	52,043	35,560	14,046
Educational Services	1,804	4,839	11,773	63,158	75,353	89,089	78,148	27,945
Health Care and Social Assistance	2,917	11,771	24,186	107,093	100,400	103,226	81,602	25,984
Arts, Entertainment, and Recreation	5,021	5,020	5,306	13,736	10,618	10,718	8,429	4,589
Accommodation and Food Services	30,540	39,849	36,759	81,305	54,621	46,952	30,258	15,014
Other Services (except Public Administration)	2,707	6,035	8,440	29,277	26,321	29,858	23,784	10,768
Public Administration	921	1,738	4,400	24,183	27,366	33,769	27,900	8,750

Data is for Virginia. No data available for Hampton Roads PDC.

Source: U.S. Census Bureau, Local Employment Dynamics (LED) Program, 4th Quarter (October, November, December) 2015, all ownerships.

# Labor Market Demand

## Hampton Roads Economic Development Alliance Labor Market Projections



# Academies and Pathways

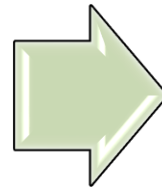
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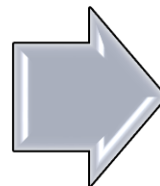
# Hampton City Schools Transformation

**5 Academies**



**16 Academies**

**18 Pathways**



**44 Pathways**





# The Academies of Hampton

**BHS**

The Governor's  
Health Sciences  
Academy

Transportation,  
Analytics,  
Information and  
Logistics  
Academy

The Academy of  
Media, Arts, and  
Design

The Academy of  
Law and Public  
Safety

**HHS**

The Academy of  
Technology and  
Engineering

The Academy of  
International  
Baccalaureate

The Academy of  
Health, Human  
and Financial  
Services

The Maritime  
Academy

**KHS**

The Academy of  
Architecture,  
Environment, and  
Engineering –  
Governor's STEM

The Academy of  
Entrepreneurship  
and Information  
Design

The Academy of  
Teaching,  
Education, and  
Learning

The On Stage:  
Performing Arts  
Academy

**PHS**

The Academy of  
Cybersecurity,  
Engineering, and  
Robotics

The Academy of  
Digital Video  
Production

The Academy of  
Hospitality and  
Tourism

The Academy of  
Advanced College  
Experience

# Academies and Pathways at Bethel High School

## The Governor's Health Sciences Academy

Diagnostic Services  
Therapeutic Services  
Biotechnology Research  
and Development  
Health Informatics and  
Support

## The Transportation, Analytics, Information and Logistics Academy

Logistics, Distribution,  
and Transportation  
Programming and  
Software Development  
Networking  
Geographic Information  
Systems (GIS)  
Business Management

## The Academy of Media, Arts, and Design

Digital Media  
Journalism

## The Academy of Law and Public Safety

Law and Legal  
Studies  
Law Enforcement  
Firefighter/ EMT



# Academies and Pathways at Hampton High School

## The Academy of Technology and Engineering

Engineering Design and Development  
Information Technology  
Audio Engineering  
Construction Technology

## The Academy of International Baccalaureate

International Baccalaureate

## The Academy of Health, Human and Financial Services

Counseling, Nutrition and Wellness  
Financial Services

## The Maritime Academy

Shipbuilding and Repair  
Ship Design



# Academies and Pathways at Kecoughtan High School

## The Academy of Architecture, Environment, and Engineering – Governor's STEM

Architectural  
Engineering  
Construction  
Environmental Studies

## The Academy of Entrepreneurship and Information Design

Entrepreneurship and  
Marketing  
World Banking and  
Finance  
Information Design

## The Academy of Teaching, Education, and Learning

Child Development  
Education and Training

## The On Stage: Performing Arts Academy

Art of Movement  
Theater Performance  
Theater Design and  
Technology



# Academies and Pathways at Phoebus High School

## The Academy of Cybersecurity, Engineering, and Robotics

Cybersecurity Systems  
Technology  
Cybersecurity Software  
Operations  
Engineering and Robotics  
Manufacturing

## The Academy of Digital Video Production

Television and Media  
Production  
Digital Video Production

## The Academy of Hospitality and Tourism

Travel and Tourism  
Culinary Arts  
Events Marketing

## The Academy of Advanced College Experience

The Advanced  
College Experience







**Over 85 Exhibits, 200 Professionals, and 1400 Freshmen  
My Future, My Journey Career Exploratory Program**







# My Future. My Journey.



# Q&A

