Employability Scores

Dear KVCS High School Parent/Guardian,

KVCS is beginning the implementation of "Employability Scores" for high school students. These scores are currently in use in the Albany, Scio, and Sweet Home school districts. The following is information on what Employability Scores (E-Scores) are, the timeline for implementation of them, and how we hope they benefit students and employers.

What are Employability Scores?

These scores were designed by the Albany School District, in partnership with local businesses/employers. Those employers were consistently asking for 3 things from potential employees:

1. **Will they show up to work on time?** (#1 reason people are terminated)
2. **Will they complete required work in a timely and accurate manner?**
3. **Will they get along with other employees and work well collaboratively?**

Based on those desired habits/traits, the following categories were developed to generate a total "Employability Score" on a scale from **5** (best) to **1**(lowest).

40%- Attendance: From student's attendance data.

20% Timeliness: From student's unexcused "tardy" data.

10% Behavior: From student's inappropriate behavior incidents.

30% "Professional Skills": An average of all teachers' scores for 2 areas, using a scoring guide. These are part of Oregon's Essential Skills (#9).

1. Completion of assignments- timeliness (is there late work or missing work) and accuracy of work done.
2. Ability to work well with others – cooperation and respect in the classroom.

When will these scores happen, and how will they affect students?

We will be doing a "trial run" of E-Scores during the second semester of this year. This will give teachers and students time to work on these skills and have discussions in classes about how their work habits will be reflected. Students will be encouraged to work on attendance and tardiness habits also.

Students will receive the "Professional Skills" rubric so they understand how teachers will assess their habits and performance. We will make this available online as well. We will work with upcoming 8ᵗʰ graders to start high school well with both grades and E-Scores.

Students will receive a printout of their first E-Scores when transcripts are mailed in June. E-scores are NOT part of the transcript. They are separate, and are **only** given to parents and students. They are only updated/given out at the semester (2x/year).

In the fall, those "trial run" scores will be erased and students will start with a "clean slate." This is because E-Scores are cumulative. Starting next fall, they will be averaged over all the 8 semesters a student attends high school. The report will show the semester's score, as well as overall trends and cumulative E-Score.

We hope this will have a positive effect on students as they recognize how good habits are desired by employers and how their habits with school work and attendance cross over to the employment realm. Ultimately we want all students to have success in employment opportunities, wherever the future takes them.

Even if a business does not ask for the E-Score, students can include them as part of their application or resume if they have strong E-Scores. Improving E-scores can also show student progress in these areas, which can be desirable as well.

If you have questions about this, please let us know.

One of our goals is to work with local employers to let them know to ask for these scores. If you employ high school students and would like more information on using E-Scores, please contact us.

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