

Ephrata High School

Employability Score Overview

What is an **Employability Score (EScore)**?

A tool that will clearly indicate if the student exhibits the positive work habits of regular attendance, timeliness and working well with others while completing required tasks. This is used to improve student attendance, reduce tardiness and improve student behavior in class, while also giving employers applicable data when hiring students. A score of 1-5:

4-5 = Distinguished 3-4 = Proficient 2-3 = Needs Improvement 1-2 = Unsatisfactory

Work Habits and Scoring guide:

- ❖ **SOFT SKILLS** - 30% of **EScores**
 - Once per semester, teachers will award all students an individual score (5 to 1) on the following:
 - How well does the student participate cooperatively, productively and respectfully in teams to identify and solve problems?
 - How well does the student plan, organize and complete assigned tasks in an accurate and timely manner?

- ❖ **ATTENDANCE** - 40% of **EScores** (Includes all absences other than school-related events)

Individual Rate	Score	Days Missed / Semester Average / Month
97.22%-100%	5	Missing up to 2.5 days .5 day / month
93.33%-97.21%	4	Missing up to 6 days 1.2 days / month
90.5%-93.32%	3	Missing up to 8.5 days 1.7 days / month
85.5%-90.49%	2	Missing up to 13 days 2.6 days / month
85.49% and below	1	Missing up to 13.5 days Over 2.7 days / month

- ❖ **PUNCTUALITY** - 20% of **EScores**

Tardies per Semester	Score
0 - 4	5
5 - 8	4
9 - 12	3
13 - 16	2
17 or more	1

- ❖ **BEHAVIOR** - 10% of **EScores**

# of Behavior Referrals	Score
0	5
1	4
2 - 3	3
4	2
5 or more	1

How are **EScores** reported?

- ❖ Twice yearly, at the end of each semester grading term, parents and students receive the report.
- ❖ Available to students and parents as a separate report - not included on the student's transcript/report card.
- ❖ Employers can request **EScores** as an accompaniment to an employment application.

"Soft Skills" rubric to be assessed for each student by each of his/her teachers

	<p>Soft Skills: The student participates <u>cooperatively</u> and <u>respectfully</u> in groups and collaborative tasks; Student completes tasks <u>on time</u> and with <u>accuracy</u>.</p>	<p>What this score indicates to a potential employer:</p>
<p>5</p>	<p>Student characteristics of a 5:</p> <ul style="list-style-type: none"> ● Exemplary work with others in groups ● Very respectful of others ● Demonstrates leadership consistently ● Improves the classroom learning environment through his/her involvement. ● Always completes tasks on time (For example 1 or 2 late assignments per semester) ● Consistently high levels of accuracy ● 0 missing assignments 	<p><i>This will be an exceptional employee that works well with others and someone that I can count on consistently to complete required tasks accurately and on time. This employee will require very little training to be effective. He/She could be a leader.</i></p>
<p>4</p>	<p>Student characteristics of a 4:</p> <ul style="list-style-type: none"> ● Works productively with others ● Respectful of others ● Contributing team member ● Demonstrates leadership periodically in class ● Nearly always completes tasks on time (For example, 3 to 4 late assignments/semester) ● Consistently above average accuracy ● Up to 2 missing assignments 	<p><i>This could be a great employee that works well with others and will complete tasks on time with good accuracy. This employee would need only standard training and has potential as a future leader.</i></p>
<p>3</p>	<p>Student characteristics of a 3:</p> <ul style="list-style-type: none"> ● Works adequately in groups when requested ● Mostly respectful of others ● Contributes occasionally but minimally to tasks ● Has difficulty getting tasks completed on time (For example, 7 to 8 late assignments per semester) ● Completed work accuracy is sometimes below average ● 4 to 6 missing assignments 	<p><i>This could be an employee that will do as requested and complete tasks on time with acceptable accuracy. This employee may require additional training to become a leader.</i></p>
<p>2</p>	<p>Student characteristics of a 2:</p> <ul style="list-style-type: none"> ● Works with others when required ● Occasionally has issues with respecting others ● Contributes occasionally but minimally to tasks ● Has difficulty getting tasks completed on time (For example 7 to 8 late assignments/semester) ● Completed work accuracy is sometimes below average ● 4 to 6 missing assignments 	<p><i>This could be an employee that will do as requested but may have some difficulties with other employees as well as completing tasks accurately and on time. This employee could require additional training and supervision to be effective.</i></p>
<p>1</p>	<p>Student characteristics of a 1:</p> <ul style="list-style-type: none"> ● Has difficulty working with others ● Can become disrespectful to others in a group or in the classroom ● Rarely contributes positively to group tasks ● Regularly has late work (For example, 9 or more late assignments) ● Completed work tends to be consistently below average in accuracy ● 7 or more missing assignments 	<p><i>This could be an employee that can be challenging to work with and may create issues in the workplace. All other factors considered, this employee would require supervision or be more suited for a position that did not require peer cooperation.</i></p>