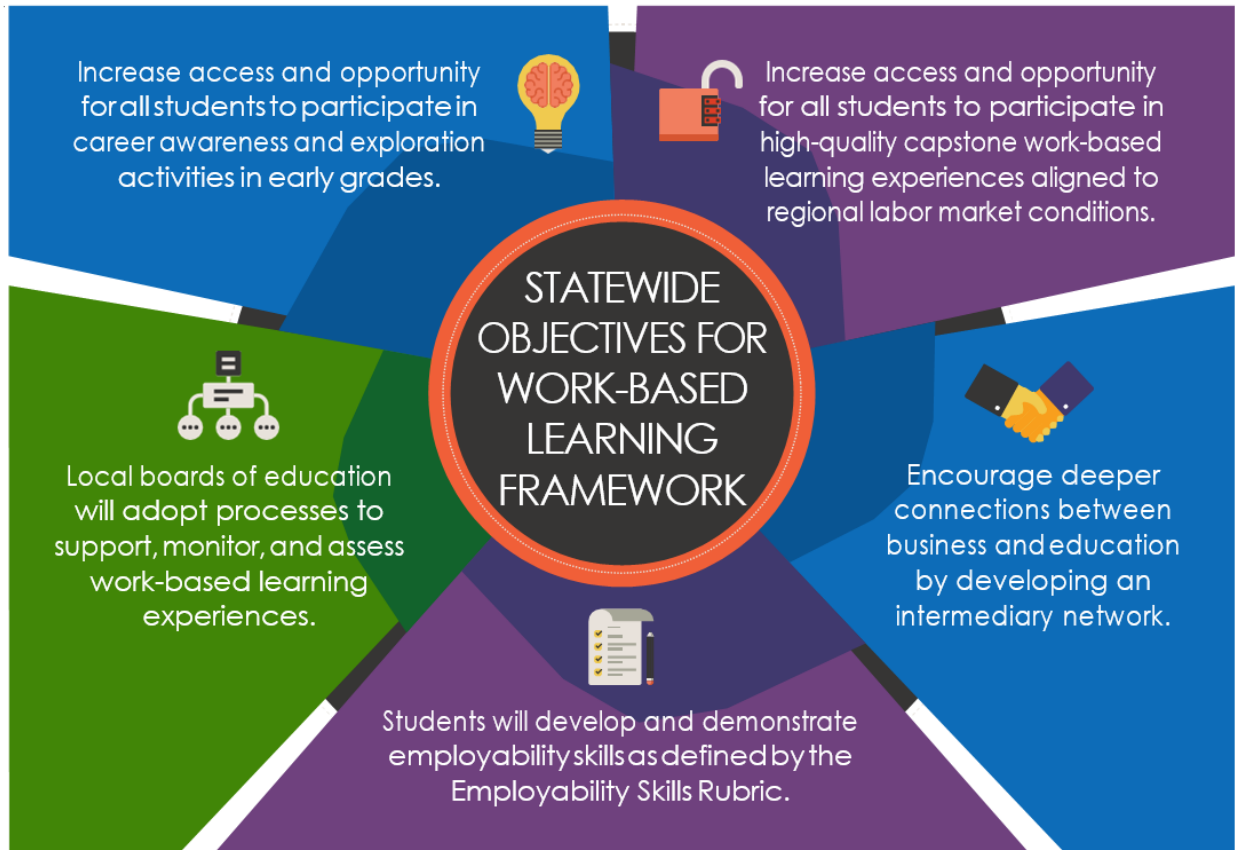




**Illustration 1**  
**STATEWIDE OBJECTIVES FOR WORK-BASED LEARNING FRAMEWORK**

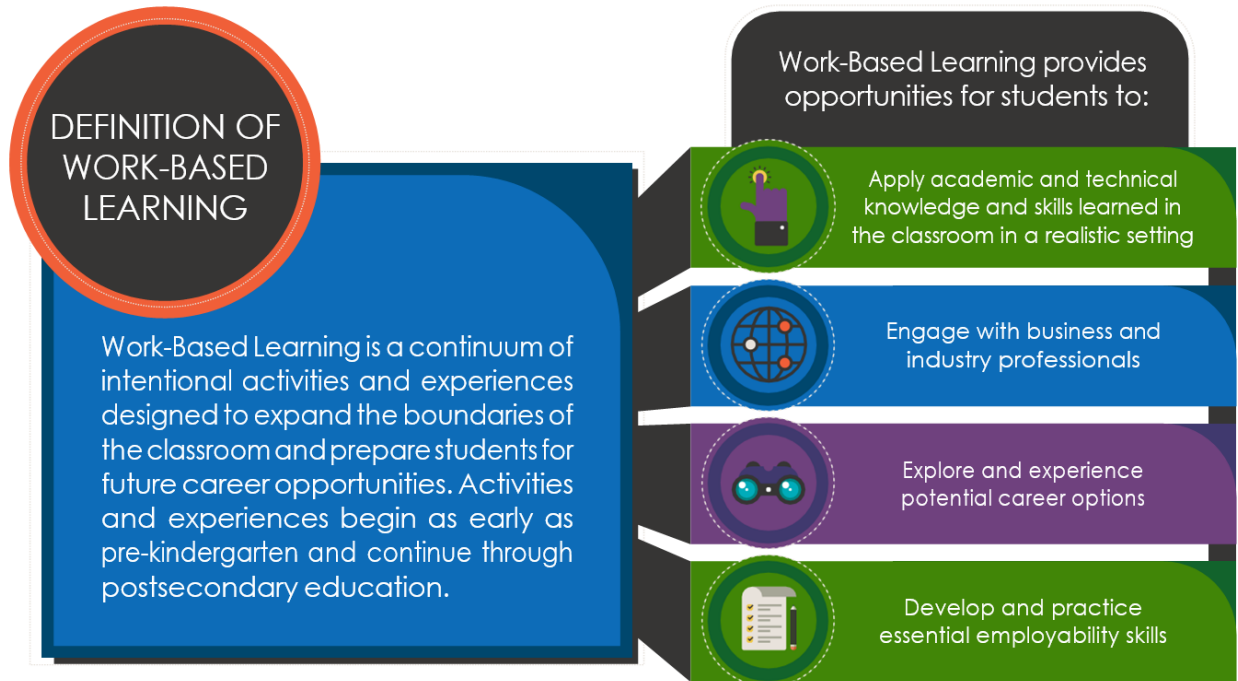


**Waco ISD Future Educator Academy Objectives for Work-Based Learning Framework**

The OBJECTIVES FOR WORK-BASED LEARNING FRAMEWORK has five components:

- Increase access and opportunity for all students to participate in career awareness and exploration activities in early grades.
  - Presentations will be made at all elementary campuses in Waco ISD, students will provide a "Career Tree" activity for each elementary campus to explore all distinct career academies
- Increase access and opportunity for all students to participate in high-quality capstone work-based learning experiences aligned to regional labor market conditions.
  - Students will participate in a paid internship during the summer between the Junior and Senior year
- Encourage deeper connections between business and education by developing an intermediary network.
  - Waco ISD Human Resource department will provide overview of HR, benefits and risk management, Grow Your Own, and Opportunity Culture
- Students will develop and demonstrate employability skills as defined by the Employability Skills Rubric.
- The Waco ISD School Board will adopt processes to support, monitor, and assess work-based learning experiences.

**Illustration 2**  
**DEFINITION OF WORK-BASED LEARNING**



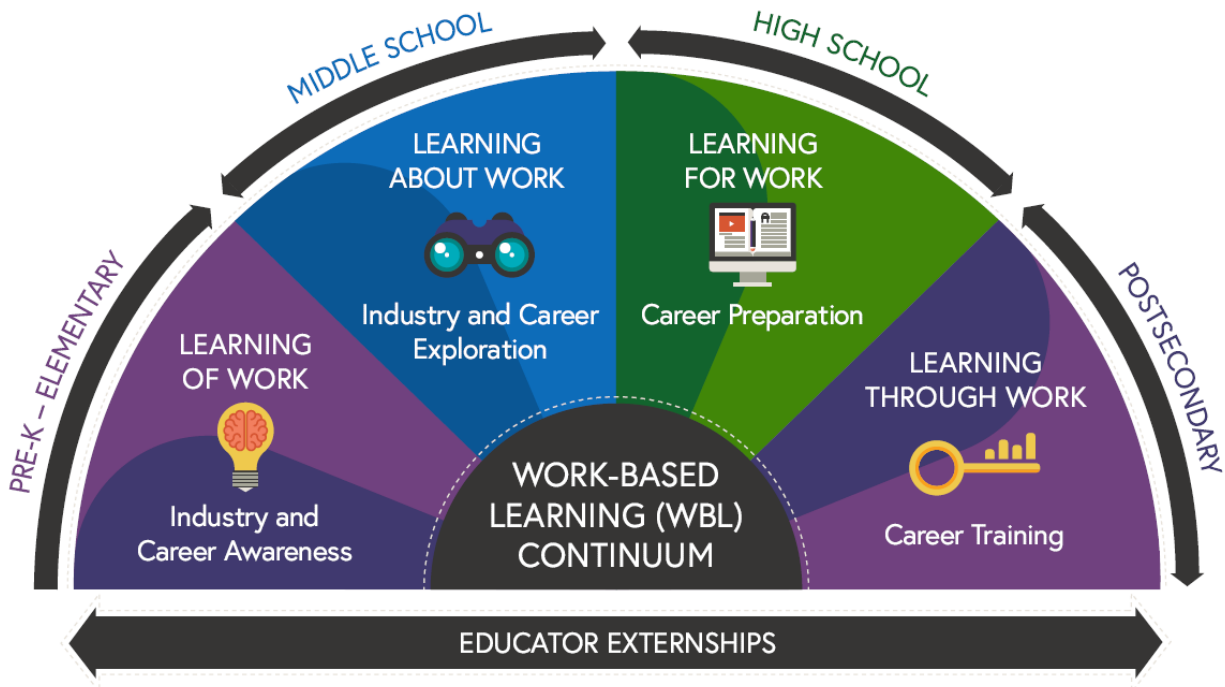
**Work Based Learning Defined**

Work-Based Learning is a continuum of intentional activities and experiences designed to expand the boundaries of the classroom and prepare students for future career opportunities. Activities and experiences begin as early as pre-kindergarten and continue through postsecondary education.

Work-Based Learning provides opportunities for students to:

- Apply academic and technical knowledge and skills learned in the classroom in a realistic setting.
  - Students will work in an elementary classroom assisting the mentor teacher by:
    - Lesson Planning
    - Reading to students and assisting the mentor teacher
    - Creating Thematic Bulletin Boards and Door Decor
- Engage with business and industry professionals.
  - Through Seminar Fridays, students will engage with guest lecturers on Educational Topics
- Explore and experience potential career options.
  - Waco ISD Human Resource department will provide overview of HR, benefits and risk management, Grow Your Own, and Opportunity Culture
- Develop and practice essential employability skills.
  - Students will participate in a paid internship during the summer between the Junior and Senior year

**Illustration 3  
WORK-BASED LEARNING (WBL) CONTINUUM**

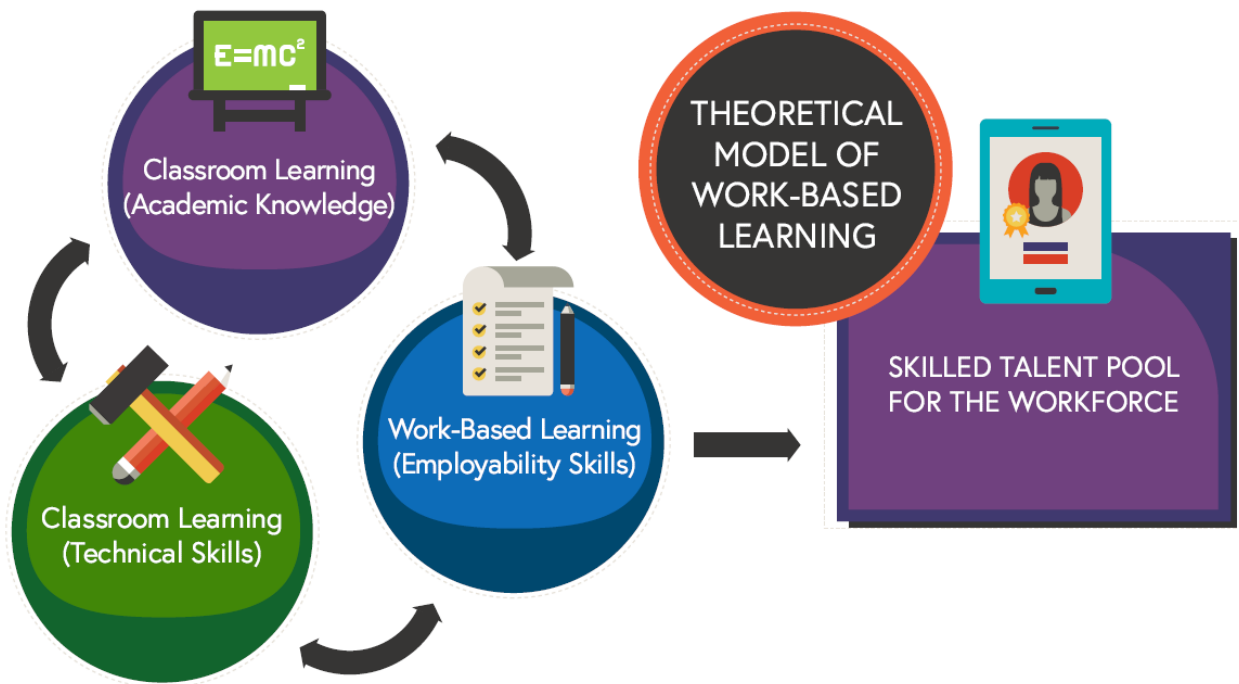


**Work-Based Learning (WBL) Continuum**

The Work-Based Continuum starts with pre-K and elementary grades, through middle and high school grades, and culminates in post-secondary. Educator externships span across all continuum levels.

- Pre-K/Elementary: industry and career awareness and learning of work.
  - Presentations will be made at all elementary campuses in Waco ISD, students will provide a "Career Tree" activity for each elementary campus to explore all distinct career academies.
- Middle School: industry and career exploration and learning about work.
  - Presentations will be made at the 8th grade each year in October as part of the CTE recruitment process. Students will assist in presentations recruiting for potential recruits for the Future Educators Academy.
- High-School: career preparation and learning for work.
  - Students will participate in a paid internship during the summer between the Junior and Senior year.
  - Students have the opportunity in participating in a Career Preparation course if they have a job in their field or study.
  - Students in Instructional Practices and Practicum of Education travel to Elementary and Middle School campuses to participate in Hands on Learning experiences through their education and training classes.
- Postsecondary: career training and learning through work.

**Illustration 4**  
**THEORETICAL MODEL OF WORK-BASED LEARNING**



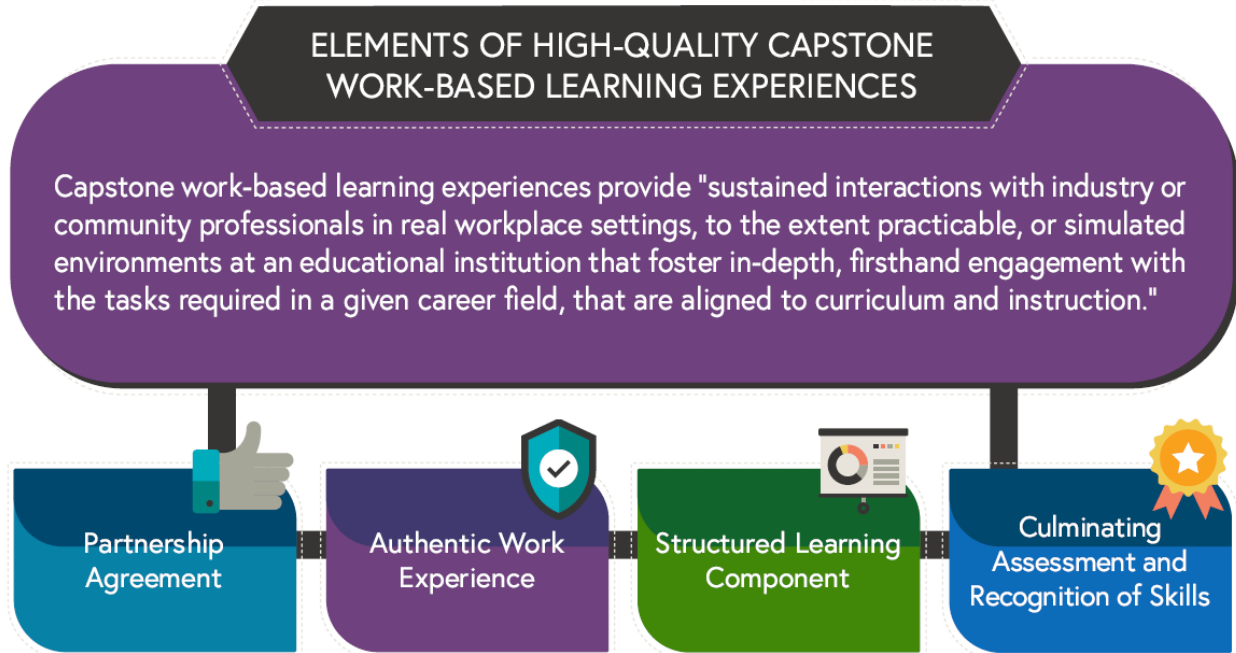
Source: Adapted from Corinne Alfeld's Theoretical Model of Work-based Learning

**Theoretical Model of Work-Based Learning**

Three interconnected elements of work-based learning contribute to a skilled talent pool for the workforce.

- Classroom Learning (Technical Skills).
  - Principles of Education and Training (Hands on Training)
  - Human Growth and Development (Hands on Training)
  - Instructional Practices (Hands on Training)
  - Practicum of Education and Training (Hands on Training)
- Classroom Learning (Academic Knowledge).
  - Principles of Education and Training (TEKS)
  - Human Growth and Development (TEKS)
  - Instructional Practices (TEKS)
  - Practicum of Education and Training (TEKS)
- Work-Based Learning (Employability Skills) provided in each course.
  - communication.
  - team work.
  - problem solving.
  - initiative.
  - planning and organising.
  - decision making.
  - self-management.

**Illustration 5**  
**ELEMENTS OF HIGH-QUALITY CAPSTONE WORK-BASED LEARNING EXPERIENCES**



**Source:** Strengthening Career and Technical Education for the 21st Century Act (2018).

**Source:** Hauge, K. (2018). States Continue Advancing Strategies to Scale Work-Based Learning. Washington, DC: National Governors Association.

#### **Elements of High-Quality Capstone Work-Based Learning experiences**

Capstone work-based learning experiences provide "sustained interactions with industry or community professionals in real workplace settings, to the extent practicable, or simulated environments at an educational institution that foster in-depth, firsthand engagement with the tasks required in a given career field, that are aligned to curriculum and instruction."

The four elements include:

- Partnership Agreements.
  - McLennan Community College
  - Texas Tech
  - Tarleton State University
- Authentic Work Experiences.
  - Through the Education and Training Pathway
- Structured Learning Components.
  - Provided in Year 4 of the Education and Training Pathway, Practicum in Education and Training
- Culminating Assessment and Recognition of Skills.
  - Awarding of an Industry Based Certification, the Education Aide 1 Certificate awarded by Waco ISD Human Resources Department

**Illustration 6**  
**PILLARS FOR WORK-BASED LEARNING SUCCESS**



### **Pillars for Work-Based Learning Success**

There are six pillars of Work-Based Learning success:

- Engagement with local workforce development board and employers.
- Work-based learning opportunities aligned to regional labor market information and opportunities.
- Systems/Tools/Processes to monitor and measure student progress in work-based learning experiences and inform continuous improvement.
- Strong collaboration between core academics, career and technical education, and work-based learning coordinator/facilitator/liaison.
- Dedicated staffing role(s) to support work-based learning efforts.
- School culture which is supportive of work-based learning with buy-in from teachers and administrators.

