



Fredericksburg ISD

**College, Career, Military Readiness
Strategic Plan**

SUMMARY

The mission of every staff member at Fredericksburg Independent School District is for all students to graduate prepared and ready for college, career, or military service. Faculty and staff will foster the individuality of students in their post-secondary pathway goals.

College-ready students will be academically prepared for post-secondary education without the need for remediation.

Career-ready students will possess academic skills, employability skills, and technical skills required for careers after graduation (critical thinking, adaptability, technology proficiency, responsibility, persistence, team work, etc.).

We honor the students who choose to enlist and we will equip them with the knowledge and skills necessary to pursue and be successful in a military career. Joining the military creates new opportunities for education, compensation, and training.

Implementation

As part of the CCMR initiative, Fredericksburg ISD utilizes *SchoolLinks*. *SchoolLinks* is a modern college and career readiness platform that prepares students for what comes after graduation. *SchoolLinks* helps students discover their interests and strengths, explore colleges and careers, and create an individualized career and academic plan that best reflects their post-secondary goals. *SchoolLinks* is accessible to students in grades 8-12 who are enrolled in Fredericksburg ISD. Parents, counselors, and staff also have accessibility to *SchoolLinks*. In addition to the career investigation and college preparation content, Fredericksburg ISD uses *SchoolLinks* to build and house four-year plans as well as course selection during registration windows.

Strategic Goals

The four goals in the Fredericksburg ISD College, Career, and Military Readiness (CCMR) Strategic Plan are essential to the Mission of Fredericksburg Independent School District.

Goal 1- The Overarching Goal

- Create a mindset of college, career, and military readiness; promoting post-secondary plans for all students.

Goal 2- College Readiness Testing

- Increase the number of students taking and passing standards for TSIA2, SAT, and ACT.

Goal 3- Earning College Credit

- Increase students taking college-level coursework and successfully achieving a score of 3 or higher on AP exams. Increase students meeting minimum standards required for dual credit/dual enrollment classes.

Goal 4- Pathway Completion & IBC Certification

- Increase student knowledge of CTE careers leading to completion of a CTE pathway and Industry Based Certifications (IBC).

Action Plans for Strategic Goals

Goal 1- The Overarching Goal

Create a community culture of a college, career, or military readiness mindset; promoting post-secondary plans for all students.

- Create a clear line of goals including the educational plan and strategies that will lead to success for students.
- Communicate the benefits, necessity, and significance of CTE pathways related to career projections and post-secondary plans through parent meetings, student assemblies, and multimedia outlets.
- Collaborate with industry and community leaders through informational meetings or classroom presentations for students and parents.
- Increase awareness of available apprenticeship opportunities.
- Promote student achievements and accomplishments related to CCMR goals.
- Use of *SchoolLinks* to help students with career exploration and create an achievable four-year plan..

Goal 2- College Readiness Testing

Increase students taking and passing standards for TSIA2, SAT, and ACT.

- Increase rigor and improve instructional strategies among educators that will deepen students ability to think critically and problem-solve when taking exams using higher level skills of analysis.
- Provide students with more tutorials and resources that are proven to be specific and effective to the applicable tests.
- Communicate with parents and students to convey the significance and importance of taking college readiness exams as a measurement for post-secondary preparedness.
- Offer accessible, on-site testing for students. Provide college prep courses to prepare students for testing day.

Goal 3- Earning College Credit

Increase students taking college-level coursework and successfully achieving a score of 3 or higher on AP exams. Increase students meeting minimum standards required for dual credit/dual enrollment classes.

- Share with educators expectations of advanced coursework and outcomes and that each teacher should provide content and instruction that meets the rigor and standards of a college-level course.
- Provide information to parents and students regarding advanced coursework including, AP, dual credit, and dual enrollment courses. Create college-ready students with rigorous coursework.
- Identify 8th grade students who are potential candidates for advanced coursework and encourage them to sign up for advanced classes.
- Create a cohesive vertical alignment between Pre-AP and AP courses.

Goal 4- Pathway Completion & IBC Certification

Increase student knowledge of CTE careers leading to completion of a CTE

pathway and Industry Based Certifications (IBC).

- Provide CTE teachers with additional curriculum resources to enhance instruction and ensure rigor for students in order to prepare them for related industry-approved certification exams.
- Increase industry and college/trade school partnerships that support students working in CTE pathways towards certification goals.
- Cultivate an *Industry Advisory Board* that can guide students toward making positive career choices after high school.
- Offer CTE, college, and career fairs that will broaden student interest and relevance.
- Create multimedia videos that highlight Career and Technology pathways and provide information on available courses at the high school.

Goal 5-Military Readiness Mindset

- Offer the ASVAB test which will measure strengths and potential for future success in both the military and civilian occupations.
- Career exploration and virtual job shadowing
- Recruiter visits with prospective students.

Middle School

- *SchoolLinks* Career Interest Inventory
- Pre-AP Coursework/Honors Courses
- Career Fair
- Career Exploration
- College Visits
- Personal Graduation Plan
- Principles CTE
- PSAT 8/9

9th Grade

- Personal Graduation Plan
- Pre-AP Coursework
- PSAT 8/9
- *SchoolLinks* info Career Exploration
- CTE Coursework

10th Grade

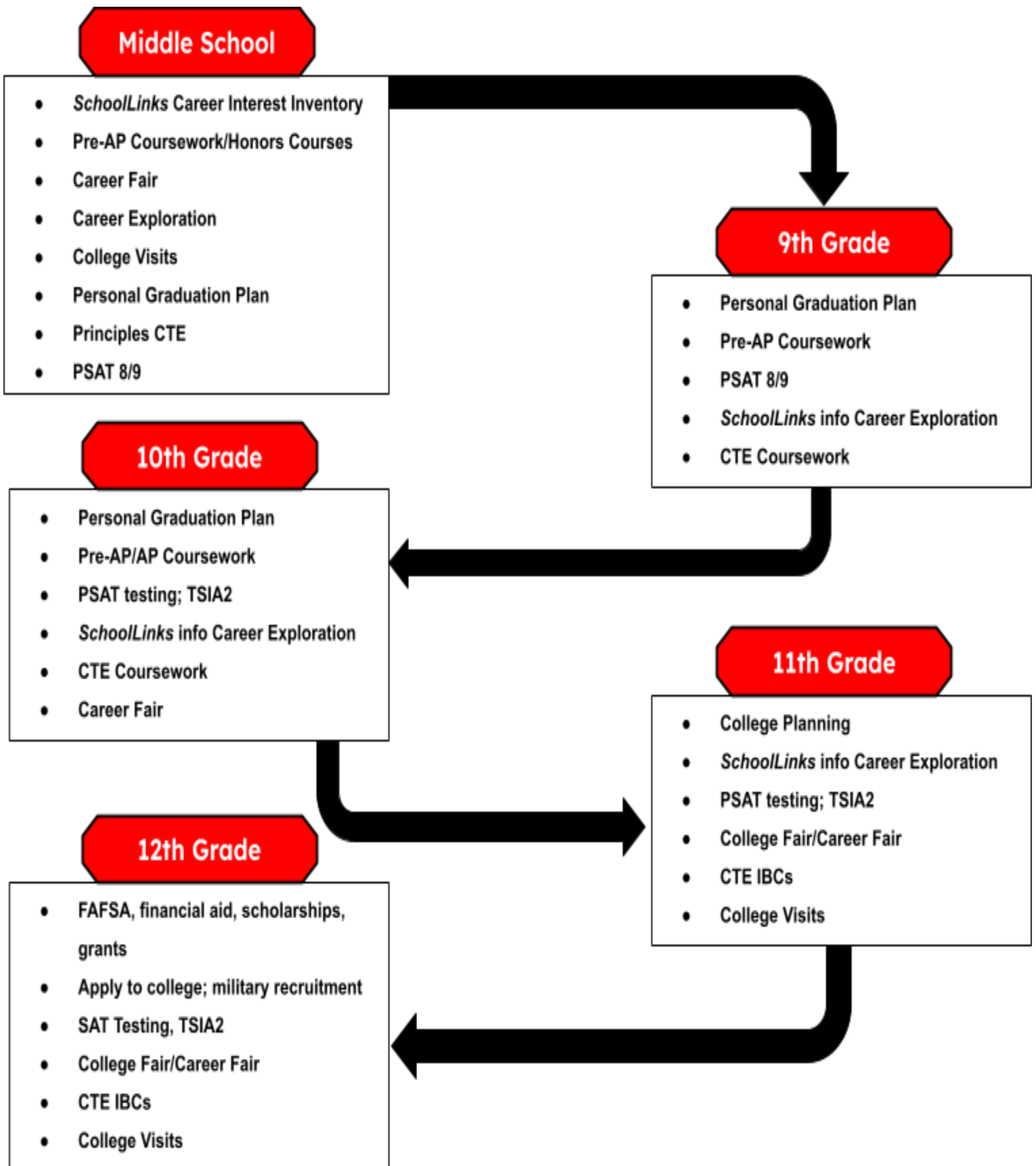
- Personal Graduation Plan
- Pre-AP/AP Coursework
- PSAT testing; TSIA2
- *SchoolLinks* info Career Exploration
- CTE Coursework
- Career Fair

11th Grade

- College Planning
- *SchoolLinks* info Career Exploration
- PSAT testing; TSIA2
- College Fair/Career Fair
- CTE IBCs
- College Visits

12th Grade

- FAFSA, financial aid, scholarships, grants
- Apply to college; military recruitment
- SAT Testing, TSIA2
- College Fair/Career Fair
- CTE IBCs
- College Visits



Yearly Timeline

AUGUST

- Review student transcripts to evaluate student progress toward endorsement pathways, graduation requirements and college/career/military readiness.
- Meet in senior English classrooms to review the College Applications Manager section of *SchoolLinks*.
- Run updated class ranks for seniors and import summer school / dual credit grades.
- Saturday SAT testing.
- Create college application deadlines and assured admissions charts and posters to hang around campus.
- Configure user roles and permissions to access *SchoolLinks*.
- Counselors & College Career Advisor conduct Senior Year Bootcamp to assist in setting up *ApplyTexas* accounts, writing college essays, utilizing *College Application Manager* in *SchoolLinks*, and sharing information about the college/trade school application process.
- Seniors set up accounts in either *Common App* or *ApplyTexas* and begin applying for college.
- Set up single sign-on lessons/activities in *SchoolLinks* for freshmen teaching the benefits of the program.
- Saturday SAT testing.

SEPTEMBER

- Meet in 10th, 11th & 12th grade English classrooms to discuss the importance of college entrance exams (ACT/SAT) and the process for registration for those exams.
- Seniors begin applying for scholarships.
- Calendar TSIA2 testing for 11th grade students
- Coordinate various college recruiter visits with students.
- Monitor student college acceptance letters and applications being completed through *SchoolLinks*, *ApplyTexas Counselors Suite*, *Common App* and *Coalition App*.

OCTOBER

- Information Night for Completing the FAFSA application, conducted with assistance from the Schreiner University financial aid office.
- Parents will have established FAFSA sign up nights.
- SAT School Day and PSAT-8/9 (9th graders); NMSQT (10/11 graders) testing.
- Site-based college visits with students.
- Saturday SAT testing.
- ASVAB testing.
- Coordinate various college recruiter visits with students.
- Monitor student college acceptance letters and applications being completed through *SchoolLinks*, *ApplyTexas Counselors Suite*, *Common App* and *Coalition App*.
- Middle School PSAT Testing.

NOVEMBER

- Site based college visits for middle school students.
- On Site TSIA2 testing for high school students.
- Fredericksburg High School *College Fair*.
- Career Interest Inventory and career-research assignments through *SchoolLinks* during Flex schedule.
- TSIA2/SAT/ACT test preparation for 10th, 11th and 12th grade students during Flex schedule.
- Saturday SAT testing.
- Conduct registration for all full-year and fall semester AP course exams.
- Coordinate various college recruiter visits with students.
- Monitor student college acceptance letters and applications being completed through *SchoolLinks*, *ApplyTexas Counselors Suite*, *Common App* and *Coalition App*.

DECEMBER

- On Site TSIA2 testing for high school students
- Saturday SAT testing
- Industry Based Certification exams in CTE courses
- Apply Dual Credit credits from college to high school transcript
- Coordinate various college recruiter visits with students.
- Meet with department heads to discuss course offerings for next school year.
- Monitoring of student college acceptance letters and applications being completed through *SchoolLinks*, *ApplyTexas Counselors Suite*, *Common App* and *Coalition App*.

JANUARY

- Schedule 8th grade meetings and presentations for high school course selections.
- Site based college visit for CTE high school students relative to career pathways
- Assess student usage and application of *SchoolLinks* curriculum lessons and review interest inventory results in preparation for individual student planning meetings
- Monitoring of student college acceptance letters and applications being completed through *SchoolLinks*, *ApplyTexas Counselors Suite*, *Common App* and *Coalition App*
- Import into *SchoolLinks* course catalog, student course data, including dual credit, dual enrollment and advanced placement coursework.
- Coordinate various college recruiter visits with students.
- Review of student transcripts to evaluate student progress toward endorsement pathways, graduation requirements and college/career/military readiness

FEBRUARY

- Meet with all 8th grade students to present information about high school graduation requirements, including the process to college/career/military readiness
- Conduct student survey and online career exploration assessments with all 8th graders
- Meet with each 8th grade student and their parents to discuss graduation requirements, select endorsement pathway and create personal graduation plan
- Meet with all 9th, 10th and 11th grade students to review endorsement pathway progress and plan course selections for the following school year
- Conduct registration for spring semester AP course exams
- Monitoring of student college acceptance letters and applications being completed through *SchoolLinks*, *ApplyTexas Counselors Suite*, *Common App* and *Coalition App*
- Coordinate various college recruiter visits with students
- 8th grade students attend Explore FHS on the high school campus to learn about Endorsement Pathways and CTE programs offered to educate students in career pathways that will prepare them for careers after high school

MARCH

- All 11th grade students will have been reviewed for CCMR indicators in preparation for the Master Schedule next year.
- Meet with all 9th, 10th and 11th grade students to review endorsement pathway progress and plan course selections for the following school year.
- On Site TSIA2 testing for high school students.
- Saturday SAT testing.
- SAT School Day testing.
- Monitor student college acceptance letters and applications being completed through *SchoolLinks*, *ApplyTexas Counselors Suite*, *Common App* and *Coalition App*.
- IGC committee meets with potential students and parents to discuss IGC graduation requirements.
- Coordinate various college recruiter visits with students.
- Submit final order for AP test.

APRIL

- Ensure PEIMS coding is in alignment for CCMR indicators and gather documentation for any military letters of enlistment.
- On Site TSIA2 testing for high school students.
- Dual Credit student enrollment.
- Monitoring of student college acceptance letters and applications being completed through *SchoolLinks*, *ApplyTexas Counselors Suite*, *Common App* and *Coalition App*.
- Coordinate various college recruiter visits with students.
- Review course selection for master schedule planning.

MAY

- Middle School - Career Fair - showcase CTE courses offered.
- All senior graduates will have acquired at least one CCMR indicator for state accountability.
- Industry Based Certification exams in CTE courses.
- AP testing.
- Master schedule planning/implementation.
- Saturday SAT testing.
- On Site TSIA2 testing for high school students.
- Graduation ARDs for high school seniors to establish state graduation codes.
- IGC committee meetings provide recommendations to meet graduation requirements.
- Apply Dual Credit credits from college to high school transcript.
- Monitoring of student college acceptance letters and applications being completed through *SchoolLinks*, *ApplyTexas Counselors Suite*, *Common App* and *Coalition App*.

JUNE

- Review of student transcripts to evaluate student progress toward endorsement pathways, graduation requirements and college/career/military readiness.
- Build a master schedule.
- Saturday SAT testing.
- Review data input of Industry Based Certifications in Skyward.

CCMR Indicators

AP Exam

- Any subject area score 3 or better

SAT

- Minimum 480 Reading/Writing and 530 Math

ACT

- Before 2/15/23 Minimum 19 English and 23 Composite
- After 2/15/23 English & Reading Combined Score Minimum 40 & Mathematics 22

TSIA-2

- ELAR CRC 949-990 & 5-8 Essay or
- ELAR 910-944 & diagnostic 5-6 & 5-8 Essay
- Math CRC 950-990 or 910-949 & diagnostic level 6
- Minimum 351 English & 350 Math

Dual Credit

- 3 hours ELA/Math
- 9 hours any subject

CTE

- Graduate earning a industry-based certification
- Graduate receiving credit for one CTE Course aligned with an IBC (½ point)

On Ramps

- Qualify for 3 hours of college credit

Military Enlistment

- Military Enlistment & DD Form 4 submission

IEP

- Graduate with Completed Individualized Education Program (IEP) and Workforce Readiness