

Before we get started, please take a few moments to list your skills.



Integrating Noncognitive Skills with College and
Career Readiness:
Equipping Students with Tools to Succeed

Wade Leuwerke, Ph.D.

wade.leuwerke@drake.edu

 [@WadeLeuwerke](https://twitter.com/WadeLeuwerke)

Overview

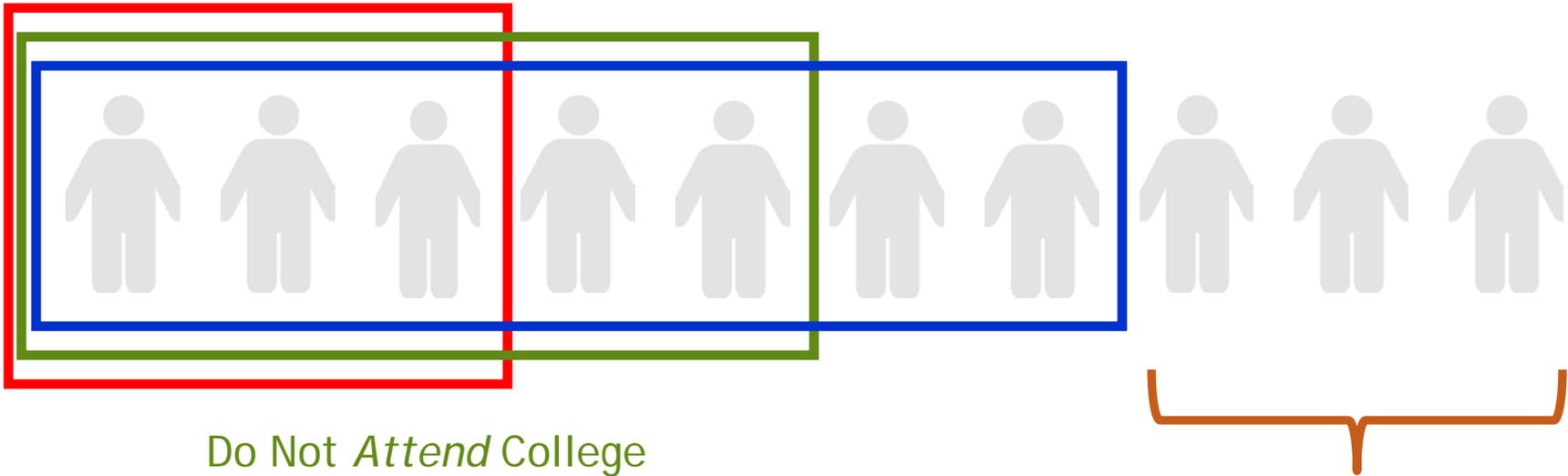
- By the numbers
- Why focus on CCR?
- What is CCR?
- What do noncognitive skills have to do with it?
- What are noncognitive skills?
- Identify and build skills
- Questions / Discussion

Introductions

- My Work / Passion
- Your Interest
 - School / Institution
 - Role
- What works to promote college and career readiness at your institution?

By The Numbers

Do Not *Complete* High School



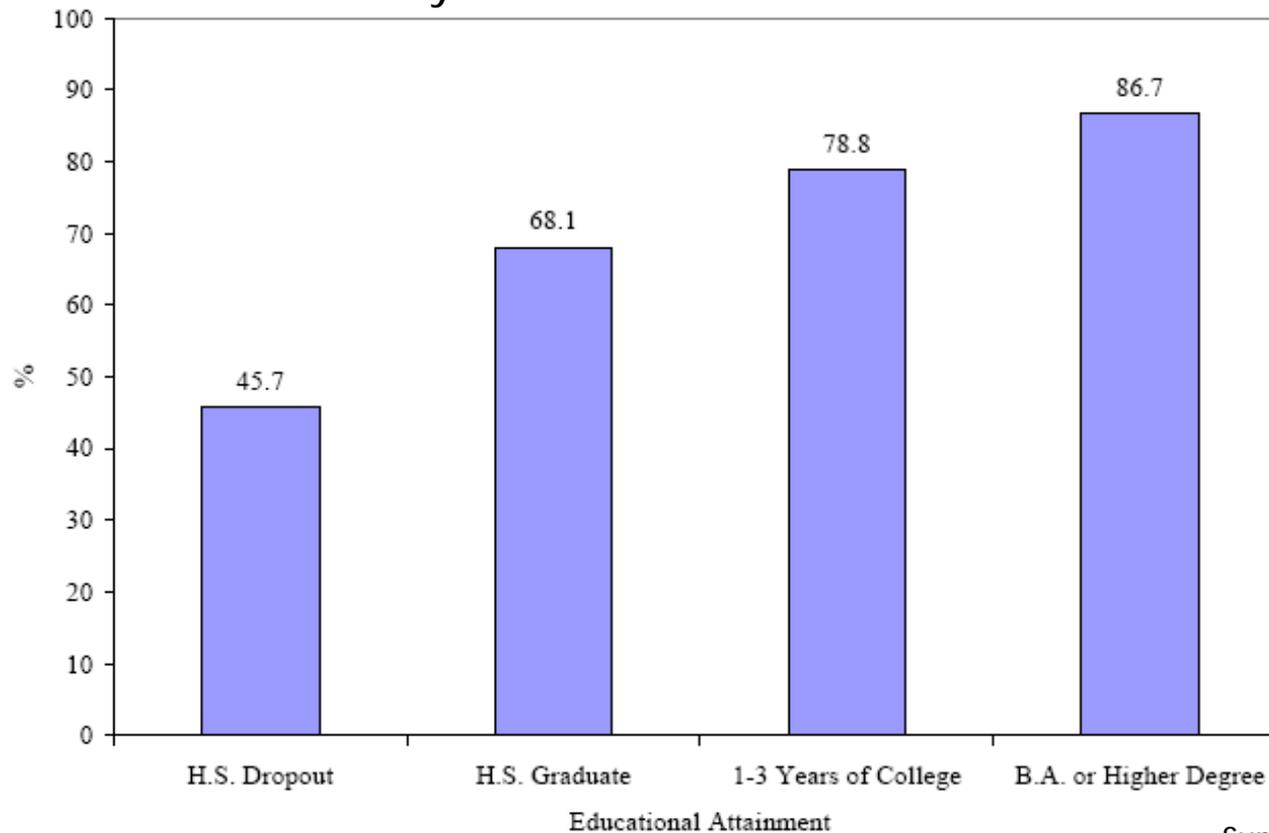
Do Not *Attend* College

Do Not *Complete* college

Is this what we want
to call *Success*?

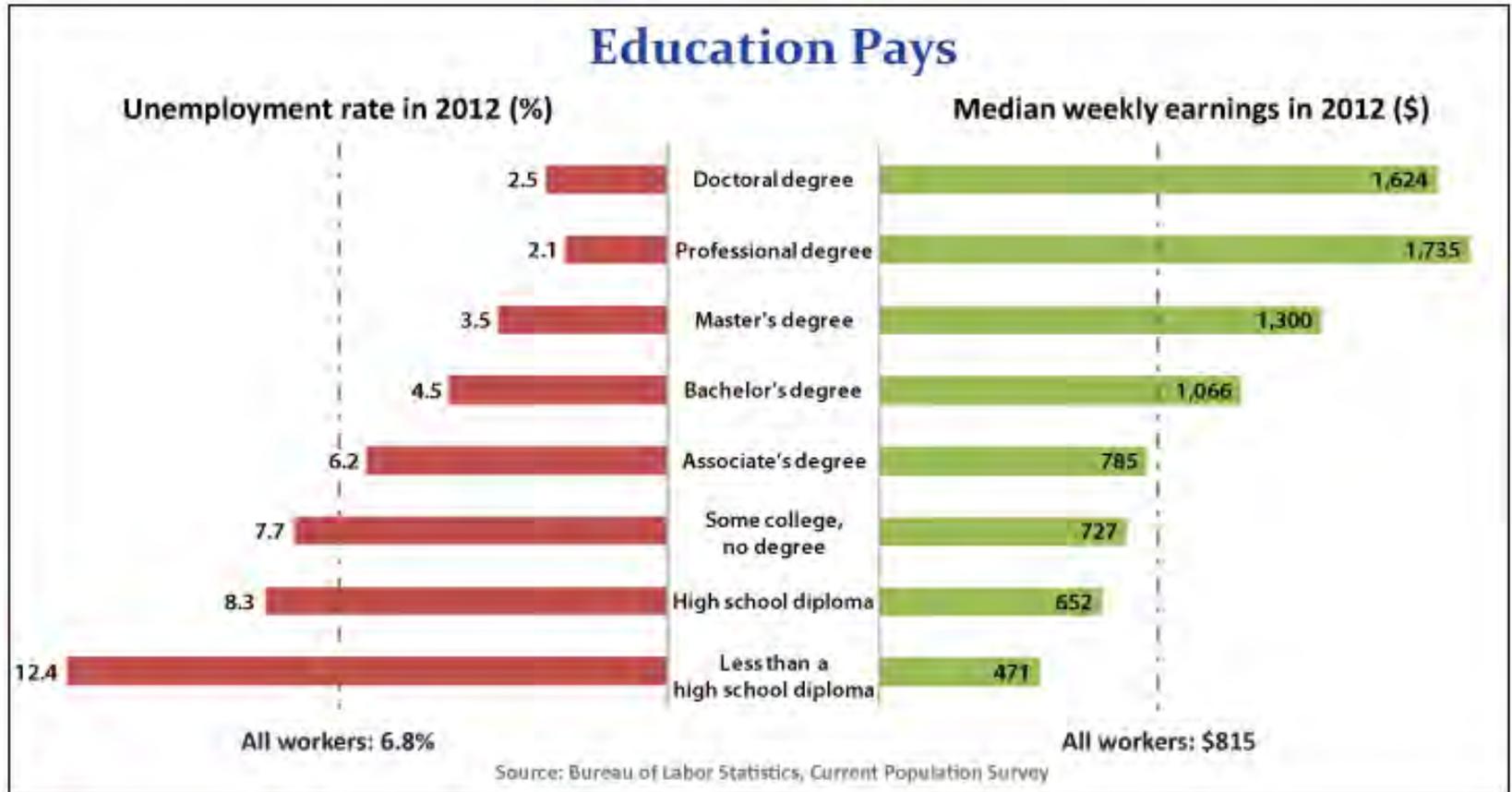
By The Numbers

Employment rate of 16-24 year old out-of-school youth by educational attainment



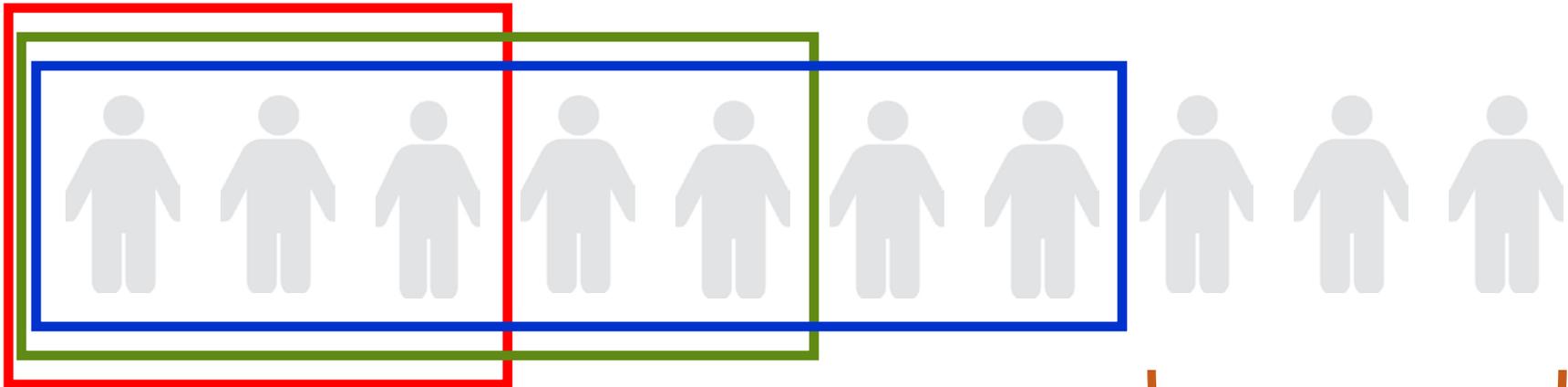
Sum et al., 2009

By The Numbers



By The Numbers

Noncognitive Skills can help you Predict and Intervene



Noncognitive Skills can help you Promote

Noncognitive Skills can help you Predict and Intervene

Noncognitive Skills can help you Promote Success

Why Focus on CCR?

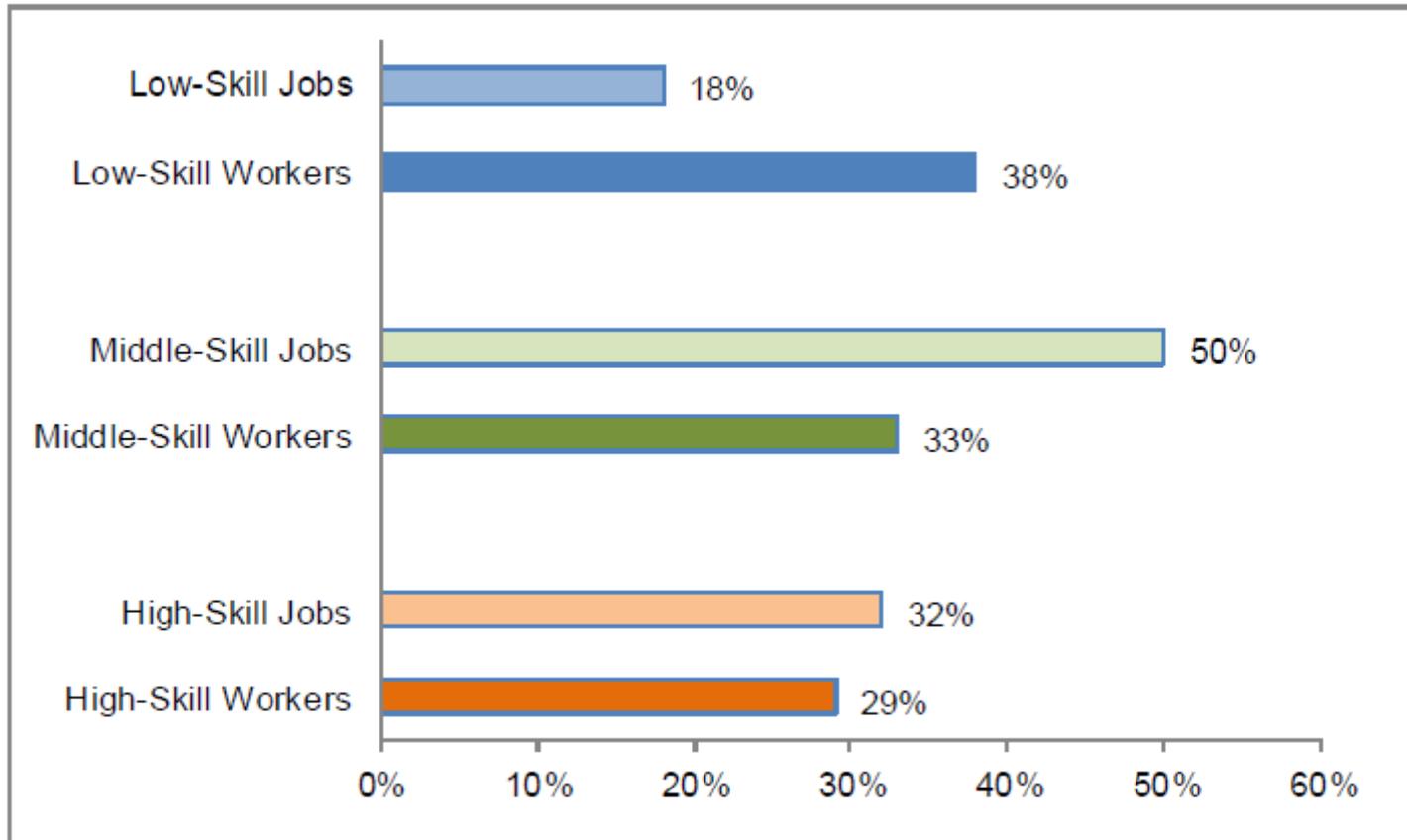
- A Blueprint for Reform
 - Reauthorization of Elem and Sec Ed Act
- Race to the Top
 - Approx. \$180M to assess CCR
 - Partnership for Assessment of Readiness for College and Careers
 - Smarter Balanced Assessment Consortium
- 40%+ students take a developmental course once they get to college

Why Focus on CCR?

- College Graduation Rates
 - 4 year schools: 50%
 - 2 year schools: 30%
- American Graduation Initiative
 - US 10th in world - % with college degree
 - Iowa's share: 48-76K more graduates by 2020
- Skills Gap

Why Focus on CCR?

Figure 1. Iowa's Jobs and Workers by Skill Level-2010



Source: Labor Force and Occupational Analysis Bureau, Iowa Workforce Development.

CCR Definitions

How do you define college and career readiness?

- Conley 2007, 2010
- EPIC
- ACT 2008
- Blueprint for Reform
- Better High Schools

CCR Definitions

- Academic preparation
 - Math and reading/English emphasis
- Knowledge, habits and skills
- Succeed without remediation
- Career pathway with advancement
- We want to elevate
 - Noncognitive skills
 - Career readiness/success

Noncognitive Skills

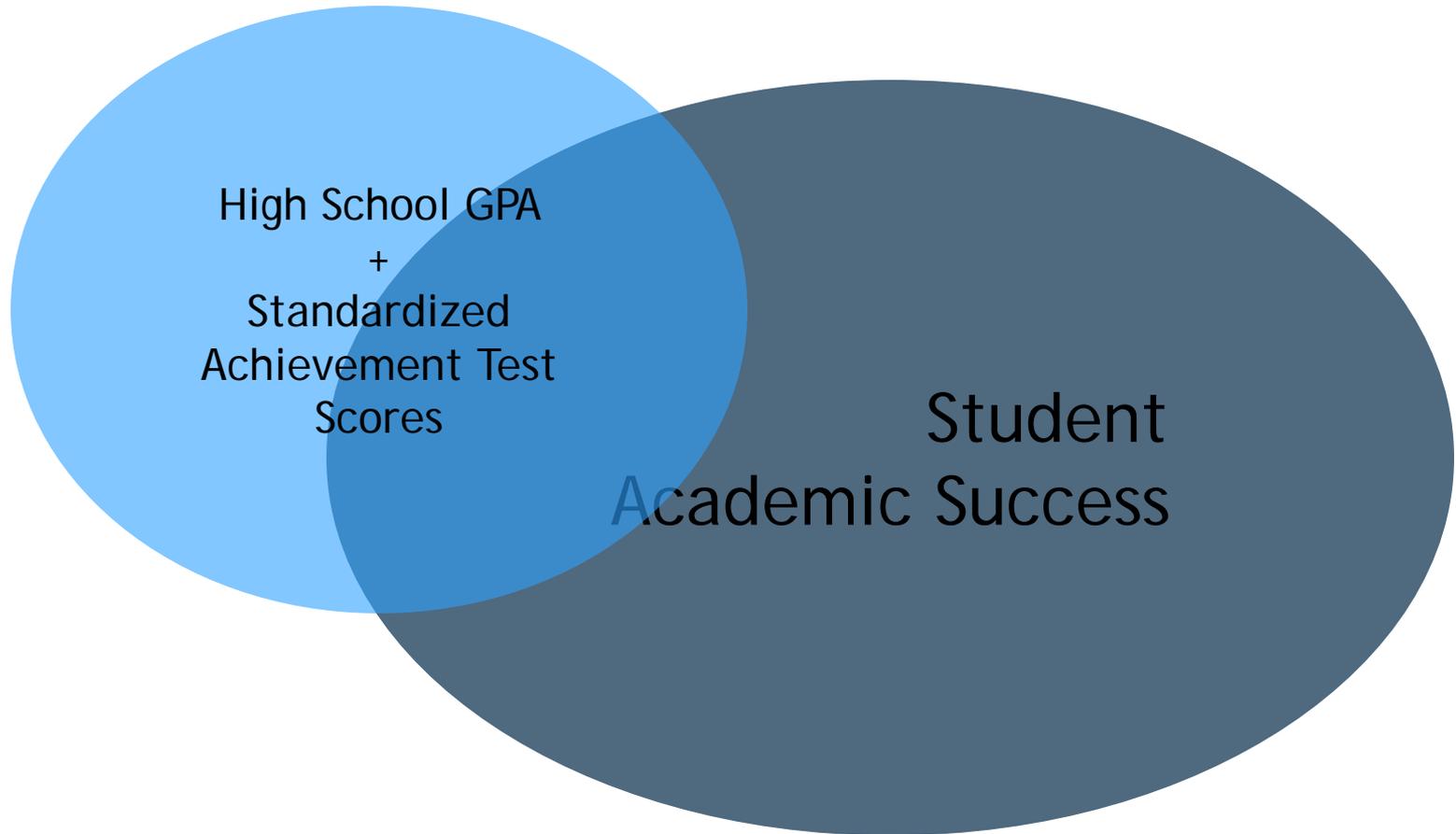
- More to college and career success than math and reading
- Noncognitive Skills are critical to success
 - Think of gifted student who never goes to class, doesn't know how to study
 - Student who drops out due to low confidence
 - Student who is disengaged because not committed to completing school or doesn't see value

Noncognitive Skills

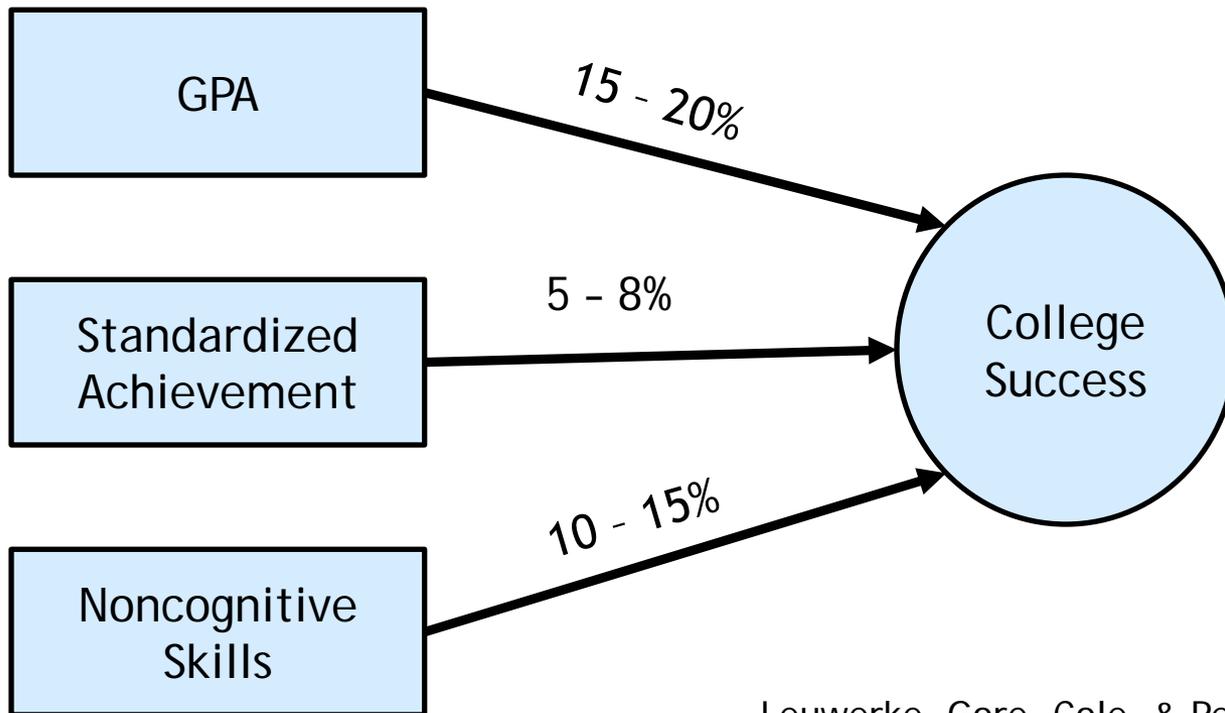
'In addition to content knowledge and academic skills, students must develop sets of behaviors, skills, attitudes and strategies that are crucial to academic performance in their classes...'

- Farrington et al. (2012) p.2

Noncognitive Skills



Noncognitive Skills



Leuwerke, Gore, Cole, & Reese, (2011)

Noncognitive Skills

- Grit: Perseverance and Passion
 - www.youtube.com/watch?v=qaeFnxSfSC4
 - Duckworth et al. (2007)
- Student Strengths Inventory
 - 6 critical noncognitive factors
- Five Categories
 - Farrington et al. (2012)

Noncognitive Skills

- Student Strengths Inventory
- Scales
 - Academic Engagement
 - Academic Self-Efficacy
 - Educational Commitment
 - Campus Engagement
 - Social Comfort
 - Resiliency
- Risk Indices/Success Indices

Noncognitive Skills

FIGURE 2.1

A Hypothesized Model of How Five Noncognitive Factors Affect Academic Performance within a Classroom/School and Larger Socio-Cultural Context



Noncognitive Skills

- Noncognitive and transferrable skills expected by employers
- Hart Research Associates (2010)
 - 60% of employers want knowledge & broad skill set
 - Oral and written communication
 - Critical thinking
 - Complex problem solving
 - Collaborate
 - Ethical decision making

Noncognitive Skills

- 39% of Employers: Skill shortage reason for vacancies in entry level positions
- < 50% of Employers: Colleges are doing enough to prepare grads for entry level
- 72% of Colleges : We are doing enough to prepare grads for entry level positions
 - McKinsey on Society (2012)

Noncognitive Skills

- Top skill needs in Central Iowa
- Examined required skills among approx. 300 occupations in Region 11
 - Active Listening
 - Speaking
 - Critical Thinking
 - Reading Comprehension
 - Monitoring
 - Social Perceptiveness

What skills are your students building?

What skills would you like to see emphasized?

Identify and Build Skills

- If you believe skills are critical for college & career success....
- If you believe that college & employers are interested in skilled graduates....
-emphasize skill development in high school.

Identify and Build Skills

- Make the case
- Get student buy in
- Assess
 - What skills do I need to be successful?
 - What skills do I need to build?
- Get student commitment (in writing)
- Integrate skill building into lessons (guidance and classroom)

Identify and Build Skills

- Make the Case - Classroom Strategies
 - Discussion of WHY students are in school
 - Why students go to college: 87.9% *To get a better job*
 - Pryor et al. (2012)
 - Discussion of WHY students want to go onto college or training after high school
 - Discussion of WHAT students want to get out of the class / experience
 - Add skills to the course
 - Share college retention and employer data
 - Engage students with the theme of Skill Building
- Goal is 'Buy In' & motivation

Identify and Build Skills

- How many skills did you write down?
- Assessment - Classroom Strategies
- Start here: College Success Skills
 - Academic conscientiousness, problem solving, interpersonal, institutional engagement, commitment to education, self-efficacy, self-regulation
- Or here: Workplace Success Skills
 - Workplace conscientiousness, problem solving, interpersonal, oral/written communication, critical thinking, self-efficacy, self-regulation

Identify and Build Skills

- Assessment - Classroom Strategies
- Which skills will students need to succeed in their HS/college/major/first career?
 - Teacher
 - Junior/Senior
 - Counselor
 - Parents/Family
 - College Student
 - Especially first generation college students

Identify and Build Skills

- Assessment - Classroom Strategies
- Which skills will students need to succeed in their career?
 - Informational Interview
 - O*NET
 - Occupational Outlook Handbook
 - Career Day
 - Parents/Family

Identify and Build Skills

- Assessment Tools - Classroom Strategies
 - Noncognitive assessment at your school
 - ENGAGE by ACT, Inc.
 - O*NET or Career One Stop
 - IHAPI
 - Transferrable Skills Checklist
 - Basic Skills Survey
 - SkillScan
 - Skills card sort

Identify and Build Skills

- Get student commitment
- Create a plan
- Put it in writing

My Personal Success Plan

General Goal Statement:

Gather Information

Four horizontal lines for writing information.

Establish a Goal

Four horizontal lines for writing a goal.

SMART Goal Checklist

- S - Specific
- M - Measurable
- A - Achievable
- R - Relevant
- T - Time-limited

Evaluate Outcomes

Four horizontal lines for writing outcomes.

Barriers/Solutions

Four horizontal lines for writing barriers and solutions.

Action Plan Steps

Four horizontal lines for writing action plan steps.



Identify and Build Skills

- Build Skills in Class - Classroom Strategies
 - Identify 5 most important skills for school, college and career success
 - Create a plan to develop 2 skills during:
 - Next year of middle/high school or college
 - First year on the job
 - Written Reflections
 - How did you develop or expand your collaboration skills during this group assignment?
 - Skill Rubrics
 - Students create rubrics that document demonstration of active listening, collaboration, classroom engagement, etc.

Identify and Build Skills

- Build Skills in Class - Classroom Strategies
 - Student presentations and demonstrations of skill building activities
 - Activities from *Skills to Pay the Bills*
 - Construct a Career Lattice
- What activities or components of your program/curriculum builds skills?
- What ideas are you thinking of today?

CCR & Counselors

- Leadership opportunity for counselors
- Covers Individual Student Planning
- Potential Data Points
- Accountability
- Collaborate with teachers

Questions?

Discussion