

# *Hemlock Public School District*

*200 Wilson St.  
Hemlock, MI 48686*



*Career Development Model*

# Career Development Model

Hemlock Public Schools has developed a Career Development Model to provide all students (K-12) with the necessary knowledge and skills for success in a career of their choice and lifelong learning.

Employment in America is now based on rapidly changing technology and an expanding global economy. Employers have expectations for well-prepared, motivated employees with academic skills in mathematics, communications, and science. In addition, employees who have soft skills such as a good work ethic, problem-solving skills, critical thinking skills, technological literacy, and a desire for continued learning are in high demand.

Hemlock Public Schools meets the career development requirements by establishing the following instructional strategies/activities to meet the grade band targets set for by the Michigan Department of Education, legislated in December of 2018.

## Grade Level Bands

- Career Awareness: Grades K-3
- Career Awareness: Grades 4-6
- Career Exploration: Grades 7 & 8
- Career Preparation: Grades 9 & 10
- Career Preparation: Grades 11 & 12

Michigan has defined six career zones, which are broad groupings of careers that share similar characteristics and whose employment requirements call for many common interests, strengths, and competencies. Career zones are designed to cover all career opportunities and reflect on these critical characteristics:

### Arts and Communication

Careers related to the humanities and to the performing, visual, literary, and media arts.

### Business, Management, Marketing, and Technology

Careers related to all aspects of business including accounting, business administration, finance, information processing, and marketing.

### Engineering/Manufacturing and Industrial Technology

Careers related to the technologies necessary to design, develop, install, or maintain physical systems.

### Health Sciences

Careers related to the promotion of health as well as the treatment of injuries, conditions, and disease.

### Human Services

Careers in early childhood, civil service, education, hospitality, and the social services.

### Natural Resources and Agriscience

Careers related to natural resources, agriculture, and the environment.

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## Grades K-3 and 4-6

### Career Awareness Definition:

During the early grade levels, students become familiar with careers through learning that connects classroom instruction to future work. Career Awareness strategies introduce students to various types of careers. At the elementary level, it is important that student exposure include a broad spectrum of Career Zones, including careers that are nontraditional for their gender. The targets create learning opportunities that support academic rigor, knowledge, and skill development, social/emotional learning, and career awareness.

**Grades K-3** career development model for students includes the following strategies for each target/career zone.

<b>Target 1</b>	<b>Career Zones</b>
<b>Objective</b>	<b>Introduce students and parents to Michigan's six career zones.</b>
<b>Strategies Grade K-3</b>	<ul style="list-style-type: none"> <li>• Send home letter to parents/guardians introducing the K-3 Career Awareness process.</li> <li>• Communicate career-planning initiatives to parents via school newsletter and district website.</li> <li>• Invite parent and community members as career guest speakers.</li> </ul>

<b>Target 2</b>	<b>Contextualized Academics</b>
<b>Objective</b>	<b>Introduce career zones through academic subject matter.</b>
<b>Strategies Grade K</b>	<ul style="list-style-type: none"> <li>• Embed Career Awareness activities into the core curriculum through a career-focused education (STEAM class - design and engineering practices, STEAM related jobs).</li> <li>• Focus on Career Zone: Arts and Communications, Engineering/Manufacturing and Industrial Technology, Human Services, Health Sciences, Natural Resources and Agriscience.</li> <li>• Focus on Career Zones in specific subject matter: <ul style="list-style-type: none"> <li>-Arts and Communications: Love of the Arts, guest speakers.</li> <li>-Engineering/Manufacturing and Industrial Technology: STEAM specials class, guest speakers.</li> <li>-Human Services: Journeys Community Helpers.</li> <li>-Health Sciences: Physical Education specials class, guest speakers.</li> <li>-Natural Resources and Agriscience: field trips, guest speakers.</li> </ul> </li> <li>• After School Clubs - FLL Jr., Makerspace, Art, Camp Invention.</li> </ul>
<b>Strategies Grade 1</b>	<ul style="list-style-type: none"> <li>• Embed Career Awareness activities into the core curriculum through a career-focused education (STEAM class - design and engineering practices, STEAM related jobs).</li> <li>• Focus on Career Zones: Arts and Communications, Engineering/Manufacturing and Industrial Technology, Human Services, Health Sciences, Natural Resources and Agriscience.</li> <li>• Focus on Career Zones in specific subject matter: <ul style="list-style-type: none"> <li>-Arts and Communications: Love of the Arts, guest speakers.</li> </ul> </li> </ul>

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	<ul style="list-style-type: none"> <li>-Engineering/Manufacturing and Industrial Technology: STEAM specials class, guest speakers.</li> <li>-Human Services: Journeys Community Helpers.</li> <li>-Health Sciences: Physical Education specials class, guest speakers.</li> <li>-Natural Resources and Agriscience: field trips, guest speakers.</li> <li>● Focus on each Career Zone in a specific grade or subject matter (Go Math Real-World videos, Journeys Stream to Start videos).</li> <li>● After School Clubs - FLL Jr., Makerspace, Art, Camp Invention.</li> </ul>
<p><b>Strategies Grade 2</b></p>	<ul style="list-style-type: none"> <li>● Embed Career Awareness activities into the core curriculum through a career-focused education (STEAM class - design and engineering practices, STEAM related jobs).</li> <li>● Focus on Career Zone: Arts and Communications, Health Sciences, Engineering/Manufacturing and Industrial Technology, Health Sciences, Human Services, Natural Resources and Agriscience.</li> <li>● Focus on Career Zones in specific subject matter:             <ul style="list-style-type: none"> <li>-Arts and Communications: Love of the Arts, guest speakers.</li> <li>-Engineering/Manufacturing and Industrial Technology: STEAM specials class, guest speakers.</li> <li>-Human Services: Journeys Community Helpers.</li> <li>-Health Sciences: Physical Education specials class, guest speakers.</li> <li>-Natural Resources and Agriscience: field trips, guest speakers.</li> </ul> </li> <li>● Introduction to college and community-based programs (i.e. Lego League grades 2 &amp; 3).</li> <li>● After School Clubs - FLL Jr., Makerspace, Art, Camp Invention.</li> </ul>
<p><b>Strategies Grade 3</b></p>	<ul style="list-style-type: none"> <li>● Embed Career Awareness activities into the core curriculum through a career-focused education (STEAM class - design and engineering practices, STEAM related jobs).</li> <li>● Focus on Career Zone: Arts and Communications, Business, Management, Marketing, and Technology, Health Sciences, Engineering/Manufacturing and Industrial Technology, Human Services, Natural Resources and Agriscience.</li> <li>● Focus on Career Zones in specific subject matter:             <ul style="list-style-type: none"> <li>-Arts and Communications: Love of the Arts, guest speakers.</li> <li>-Engineering/Manufacturing and Industrial Technology: STEAM specials class, guest speakers.</li> <li>-Human Services: Journeys Community Helpers.</li> <li>-Health Sciences: Physical Education specials class, guest speakers.</li> <li>-Natural Resources and Agriscience: field trips, guest speakers.</li> </ul> </li> <li>● After School Clubs - FLL Jr., Makerspace, Art, Camp Invention.</li> </ul>

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Target 3	Career Awareness
Objective	Engage students in career awareness activities
Strategies Grade K	<ul style="list-style-type: none"> <li>• College Apparel Days.</li> <li>• Business and Industry Guest Speakers.</li> <li>• Begin identifying personal traits and characteristics that may later link to career interests.</li> <li>• Exploration play around Career Zones - outdoor learning lab.</li> <li>• Virtual Field Trips.</li> </ul>
Strategies Grade 1	<ul style="list-style-type: none"> <li>• College Apparel Days.</li> <li>• Business and Industry Guest Speakers.</li> <li>• Begin identifying personal traits and characteristics that may later link to career interests.</li> <li>• Virtual Field Trips.</li> </ul>
Strategies Grade 2	<ul style="list-style-type: none"> <li>• College Apparel Days.</li> <li>• Business and Industry Guest Speakers.</li> <li>• Character building activities (i.e. who am I, what are values, strengths, weaknesses, citizenship, etc.).</li> <li>• Virtual Field Trips.</li> </ul>
Strategies Grade 3	<ul style="list-style-type: none"> <li>• College Apparel Days.</li> <li>• Business and Industry Guest Speakers.</li> <li>• Begin identifying personal traits and characteristics that may later link to career interests.</li> <li>• Character building activities (i.e. who am I, what are values, strengths, weaknesses, citizenship, etc.).</li> <li>• Virtual Field Trips.</li> </ul>

Target 4	Out of School Time/Family Engagement
Objective	Engage students and families in Out of School Activities to Support Career Awareness.
Strategies Grade K	<ul style="list-style-type: none"> <li>• Afterschool activities linked to school curriculum - Makerspace, Art Club, CHAMP Camp, Afterschool Tutoring, and FLL Jr.</li> <li>• Community's education/activities - Summer Recreation Program, Parent/Community Member tutoring, Camp Invention.</li> <li>• Parent Nights - STEAM Night, Open Mic Night, Love of the Arts, Literacy Night.</li> <li>• Local partners cosponsor community, building, and cultural events (partnership committee, STEAM Night).</li> <li>• Career-focused summer camps (i.e. Camp Invention, Summer Recreation Programs).</li> </ul>
Strategies Grade 1	<ul style="list-style-type: none"> <li>• Afterschool activities linked to school curriculum - Makerspace, Art Club, CHAMP Camp, Afterschool Tutoring, and FLL Jr.</li> <li>• Community's education/activities - Summer Recreation Program, Parent/Community Member tutoring, Camp Invention.</li> <li>• Parent Nights - STEAM Night, Open Mic Night, Love of the Arts, Literacy Night.</li> <li>• Local partners cosponsor community, building, and cultural events (partnership committee, STEAM Night, Boy Scouts, Girl Scouts, 4-H).</li> <li>• Career-focused summer camps (i.e. Camp Invention, Summer Recreation Programs).</li> </ul>

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<b>Strategies Grade 2</b>	<ul style="list-style-type: none"> <li>• After School activities linked to school curriculum - Makerspace, Art Club, CHAMP Camp, After School Tutoring, FLL Jr.</li> <li>• Community's education/activities - Summer Recreation Program, Parent/Community Member tutoring, Camp Invention.</li> <li>• Parent Nights - STEAM Night, Open Mic Night, Love of the Arts, Literacy Night.</li> <li>• Local partners cosponsor community, building, and cultural events (partnership committee, STEAM Night, Girl Scouts, Boy Scouts, 4-H).</li> <li>• Career-focused summer camps (i.e. Camp Invention, Summer Recreation Programs).</li> </ul>
<b>Strategies Grade 3</b>	<ul style="list-style-type: none"> <li>• After School activities linked to school curriculum - Makerspace, Art Club, CHAMP Camp, After School Tutoring, FLL Jr.</li> <li>• Community's education/activities - Summer Recreation Program, Parent/Community Member tutoring, Camp Invention.</li> <li>• Parent Nights - STEAM Night, Open Mic Night, Love of the Arts, Literacy Night.</li> <li>• Local partners cosponsor community, building, and cultural events (partnership committee, STEAM Night, Girl Scouts, Boy Scouts, 4-H, School at the Zoo).</li> <li>• Career-focused summer camps (i.e. Camp Invention, Summer Recreation Programs).</li> </ul>

**Grades 4-6** career development model for students includes the following strategies for each target/career zone.

Target 1	Career Zones
<b>Objective</b>	<b>Continue to introduce students and parents to Michigan's six career zones.</b>
<b>Strategies Grade 4</b>	<ul style="list-style-type: none"> <li>• Send home letter to parents/guardians introducing the K-3 Career Awareness process.</li> <li>• Communicate career-planning initiatives to parents via school newsletter and district website.</li> <li>• Invite parent and community members as career guest speakers.</li> </ul>
<b>Strategies Grade 5</b>	<ul style="list-style-type: none"> <li>• Xello units Grade 5.</li> </ul>
<b>Strategies Grade 6</b>	<ul style="list-style-type: none"> <li>• Xello units Grade 6.</li> </ul>

Target 2	Contextualized Academics
<b>Objective</b>	<b>Continue to introduce career zones through academic subject matter.</b>
<b>Strategies Grade 4</b>	<ul style="list-style-type: none"> <li>• Embed Career Awareness activities into the core curriculum through a career-focused education (STEAM class - design and engineering practices, STEAM related jobs).</li> <li>• Focus on Career Zone: Arts and Communications, Business, Management, Marketing, and Technology, Health Sciences, Engineering/Manufacturing and Industrial Technology, Human Services, Natural Resources and Agriscience.</li> <li>• Focus on Career Zones in specific subject matter: <ul style="list-style-type: none"> <li>-Arts and Communications: Love of the Arts, guest speakers.</li> <li>-Engineering/Manufacturing and Industrial Technology: STEAM specials class, guest speakers.</li> <li>-Human Services: Journeys Community Helpers.</li> </ul> </li> </ul>

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	<ul style="list-style-type: none"> <li>-Health Sciences: Physical Education specials class, guest speakers.</li> <li>-Natural Resources and Agriscience: field trips, guest speakers.</li> <li>• After School Clubs - FLL Jr., Makerspace, Art, Camp Invention.</li> </ul>
<b>Strategies Grade 5</b>	<ul style="list-style-type: none"> <li>• STEAM classes--science, math--include careers in math from textbook, ELA--add in, SS--add in, Problems in Freckle-contextualized problems involving career skills.</li> </ul>
<b>Strategies Grade 6</b>	<ul style="list-style-type: none"> <li>• STEAM classes--science, math--include careers in math from textbook, ELA--add in, SS--add in, Problems in Freckle-contextualized problems involving career skills.</li> </ul>

<b>Target 3</b>	<b>Career Awareness</b>
<b>Objective</b>	<b>Engage students in career awareness activities.</b>
<b>Strategies Grade 4</b>	<ul style="list-style-type: none"> <li>• College Apparel Days.</li> <li>• Business and Industry Guest Speakers.</li> <li>• Begin identifying personal traits and characteristics that may later link to career interests.</li> <li>• Character building activities (i.e. who am I, what are values, strengths, weaknesses, citizenship, etc.).</li> <li>• Virtual Field Trips.</li> </ul>
<b>Strategies Grade 5</b>	<ul style="list-style-type: none"> <li>• Xello, continue parent/public speakers, Freckle.</li> </ul>
<b>Strategies Grade 6</b>	<ul style="list-style-type: none"> <li>• Xello, continue parent/public speakers, Freckle.</li> </ul>

<b>Target 4</b>	<b>Out of School Time/Family Engagement</b>
<b>Objective</b>	<b>Engage students and families in Out of School Activities to Support Career Awareness.</b>
<b>Strategies Grade 4</b>	<ul style="list-style-type: none"> <li>• After School activities linked to school curriculum - Makerspace, Art Club, CHAMP Camp, After School Tutoring, FLL Jr.</li> <li>• Community's education/activities - Summer Recreation Program, Parent/Community Member tutoring, Camp Invention.</li> <li>• Parent Nights - STEAM Night, Open Mic Night, Love of the Arts, Literacy Night.</li> <li>• Local partners cosponsor community, building, and cultural events (partnership committee, STEAM Night, Girl Scouts, Boy Scouts, 4-H, School at the Zoo).</li> <li>• Career-focused summer camps (i.e. Camp Invention, Summer Recreation Programs).</li> </ul>
<b>Strategies Grade 5</b>	<ul style="list-style-type: none"> <li>• After School activities linked to school curriculum - After School Tutoring, FLL/FRC Jr.</li> <li>• Parent Nights - Love of the Arts.</li> <li>• Local partners cosponsor community, building, and cultural events (partnership committee, Girl Scouts, Boy Scouts, 4-H).</li> <li>• Career-focused summer camps (i.e. Camp Invention, Summer Recreation Programs).</li> </ul>
<b>Strategies Grade 6</b>	<ul style="list-style-type: none"> <li>• After School activities linked to school curriculum - After School Tutoring, FLL/FRC Jr.</li> <li>• Parent Nights - Love of the Arts.</li> </ul>



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|  | <ul style="list-style-type: none"> <li>• Local partners cosponsor community, building, and cultural events (partnership committee, Girl Scouts, Boy Scouts, 4-H).</li> <li>• Career-focused summer camps (i.e. Camp Invention, Summer Recreation Programs).</li> </ul> |
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## Grades 7 - 8

### Career Exploration Definition:

Students explore and investigate Michigan's 17 Career Clusters to discover which pathway and careers best align with their interests. Through embedded classroom lessons and activities, students start to develop an Educational Development Plan (EDP) and a Talent Portfolio. Career information and postsecondary education data are included within the planning process. During Career Exploration, course selections, investigation of multiple pathways and refining the EDP occurs.

The goal is to create learning opportunities that support academic rigor, knowledge and skill development, social/emotional learning, and career exploration. Career Exploration activities are an integrated collection of assessments, skill sets, and services intended to define students' areas of interest and are aligned with core academic, technical, and employability skills.

### Michigan's 17 Career Clusters

1. Agriculture, Food & Natural Resources
2. Architecture & Construction
3. Arts, A/V Technology & Communications
4. Business, Management & Administration
5. Education & Training
6. Energy
7. Finance
8. Government & Public Administration
9. Health Science
10. Hospitality & Tourism
11. Human Services
12. Information Technology
13. Law, Public Safety, Corrections & Security
14. Marketing
15. Manufacturing
16. Science, Technology, Engineering & Mathematics
17. Transportation, Distribution & Logistics

**Grades 7-8** career development model for students includes the following strategies for each target/career zone.



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<b>Target 1</b>	<b>Career Clusters/Career Pathways</b>
<b>Objective</b>	<b>Introduce Students and Parents to Michigan's 17 Career Clusters.</b>
<b>Strategies Grade 7</b>	<ul style="list-style-type: none"> <li>• Xello lessons for the family</li> </ul>
<b>Strategies Grade 8</b>	<ul style="list-style-type: none"> <li>• Xello lessons for the family</li> </ul>

<b>Target 2</b>	<b>Contextualized Academics</b>
<b>Objective</b>	<b>Deliver Core Academic Content through Subject Matter.</b>
<b>Strategies Grade 7</b>	<ul style="list-style-type: none"> <li>• STEAM classes--science, math--include careers in math from textbook, ELA--add in, SS--add in, Problems in Freckle-contextualized problems involving career skills.</li> </ul>
<b>Strategies Grade 8</b>	<ul style="list-style-type: none"> <li>• STEAM classes--science, math--include careers in math from textbook, ELA--add in, SS--add in, Problems in Freckle-contextualized problems involving career skills.</li> </ul>

<b>Target 3</b>	<b>Career Exploration</b>
<b>Objective</b>	<b>Continue to acquire knowledge about Careers, Postsecondary, and Employment Opportunities.</b>
<b>Strategies Grade 7</b>	<ul style="list-style-type: none"> <li>• Xello.</li> </ul>
<b>Strategies Grade 8</b>	<ul style="list-style-type: none"> <li>• Xello.</li> </ul>

<b>Target 4</b>	<b>Out of School Time/Family Engagement</b>
<b>Objective</b>	<b>Engage students and families in Out of School Activities to Support Career Exploration.</b>
<b>Strategies Grade 7</b>	<ul style="list-style-type: none"> <li>• Khan Academy College, Careers and more--Careers, Personal Finance, Growth Mindset.</li> </ul>
<b>Strategies Grade 8</b>	<ul style="list-style-type: none"> <li>• Khan Academy College, Careers and more--College Admissions, Entrepreneurship.</li> </ul>

<b>Target 5</b>	<b>Career Interest Inventories and Activities</b>
<b>Objective</b>	<b>Utilize Career Planning Activities</b>
<b>Strategies Grade 7</b>	<ul style="list-style-type: none"> <li>• Xello, Careeronestop.org (good 5 minute survey with suggested careers and links), Mapping Your Future site--develop a career plan.</li> </ul>
<b>Strategies Grade 8</b>	<ul style="list-style-type: none"> <li>• Xello, Mapping Your Future site--develop a career plan, using output from Careeronestop to pick two careers and investigate.</li> </ul>

<b>Target 6</b>	<b>Career Planning</b>
<b>Objective</b>	<b>Engage students in course planning and career focus.</b>
<b>Strategies Grade 7</b>	<ul style="list-style-type: none"> <li>• Xello, Career Speakers, Freckle reading and writing.</li> </ul>
<b>Strategies Grade 8</b>	<ul style="list-style-type: none"> <li>• Xello, Career Speakers, Freckle reading and writing.</li> </ul>

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<b>Target 7</b>	<b>Educational Development Plan (EDP)</b>
<b>Objective</b>	<b>Initiate EDP's</b>
<b>Strategies Grade 7</b>	<ul style="list-style-type: none"> <li>• Xello.</li> </ul>
<b>Strategies Grade 8</b>	<ul style="list-style-type: none"> <li>• Xello.</li> </ul>

<b>Target 8</b>	<b>Talent Portfolio</b>
<b>Objective</b>	<b>Orientation to the purpose of a talent portfolio.</b>
<b>Strategies Grade 7</b>	<ul style="list-style-type: none"> <li>• Xello.</li> </ul>
<b>Strategies Grade 8</b>	<ul style="list-style-type: none"> <li>• Xello</li> </ul>

## Grades 9-12

### Career Preparation Definition:

High school students refine their career goals and the necessary educational preparation needed to be productive citizens in a global society. Various career preparation activities provide advanced/real-world experiences that help students link their career options and educational decisions. Students learn through coursework consistent with their career interest area, contextual learning, and career preparation while meeting the academic standards. Counselors help students and their families plan and prepare for post-secondary education and careers.

The goal is to create learning opportunities that support academic rigor, knowledge and skills development, social/emotional learning, and career preparation. Career preparation activities assist students in their academic readiness, connect students to their career cluster of interest, and prepare them for high-wage, high-skill, and high-demand careers. Student coursework should be aligned with their academic, technical, and career preparation interests as they begin to develop their employability skills.

**Grades 9-10** career development model for students includes the following strategies for each target/career zone.

<b>Target 1</b>	<b>Career Clusters/Career Pathways</b>
<b>Objective</b>	<b>Engage Students and Parents to Michigan's 17 Career Clusters.</b>
<b>Strategies Grade 9</b>	<ul style="list-style-type: none"> <li>• Xello             <ul style="list-style-type: none"> <li>○ Students will begin exploring the 17 career clusters for employment.</li> </ul> </li> </ul>
<b>Strategies Grade 10</b>	<ul style="list-style-type: none"> <li>• Xello             <ul style="list-style-type: none"> <li>○ Students will continue exploring the 17 career clusters and begin identification of areas of their interests and talent.</li> </ul> </li> <li>• BST             <ul style="list-style-type: none"> <li>○ Through BST students will conduct formal projects that are aligned with their interests and talents related to their identified career clusters.</li> </ul> </li> </ul>

<b>Target 2</b>	<b>Contextualized Academics</b>
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<b>Objective</b>	<b>Continue to build career pathways through academic subject matter and leadership experiences.</b>
<b>Strategies Grade 9</b>	<ul style="list-style-type: none"> <li>● Conversations and writings on subject matter relationship with careers.             <ul style="list-style-type: none"> <li>○ Projects will be conducted to explore these clusters in core and elective classes as they relate to their interests and talents.</li> </ul> </li> </ul>
<b>Strategies Grade 10</b>	<ul style="list-style-type: none"> <li>● Conversations and writings on subject matter relationship with careers.             <ul style="list-style-type: none"> <li>○ Projects will be conducted to explore these clusters in core and elective classes as they relate to their interests and talents.</li> </ul> </li> </ul>

<b>Target 3</b>	<b>Career Preparation</b>
<b>Objective</b>	<b>Build knowledge about Careers, Postsecondary, and Employment Opportunities.</b>
<b>Strategies Grade 9</b>	<ul style="list-style-type: none"> <li>● Xello             <ul style="list-style-type: none"> <li>○ Exploration of careers, postsecondary and employment opportunities through Xello and MI Bright Future.</li> </ul> </li> <li>● College and Career Advisor             <ul style="list-style-type: none"> <li>○ While reporting PSAT scores, discussions will begin about educational opportunities related to building knowledge about careers, postsecondary and employment opportunities.</li> </ul> </li> </ul>
<b>Strategies Grade 10</b>	<ul style="list-style-type: none"> <li>● Xello             <ul style="list-style-type: none"> <li>○ Exploration of careers, postsecondary and employment opportunities through Xello and MI Bright Future.</li> </ul> </li> <li>● College and Career Advisor             <ul style="list-style-type: none"> <li>○ While reporting PSAT scores, discussions will begin about educational opportunities related to building knowledge about careers, postsecondary and employment opportunities.</li> </ul> </li> <li>● BST             <ul style="list-style-type: none"> <li>○ Further exposure to Xello. Students will begin a deeper exploration of careers, postsecondary and employment opportunities through Xello and MI Bright Future.</li> <li>○ Formal projects and employment related offsite visits will be planned for students.</li> </ul> </li> </ul>

<b>Target 4</b>	<b>Out of School Time/Family Engagement</b>
<b>Objective</b>	<b>Engage students and families in Out of School Activities to Support Career Preparation.</b>
<b>Strategies Grade 9</b>	<ul style="list-style-type: none"> <li>● Freshman orientation             <ul style="list-style-type: none"> <li>○ Students and families are invited to attend an overview of programming opportunities offered in Hemlock.</li> <li>○ Students will begin to develop course structures and requirements that will relate to their career interests.</li> </ul> </li> </ul>

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	<ul style="list-style-type: none"> <li>○ Students and families are invited to visit the classrooms and meet the teachers for our industrial arts; computer aided drawing (CAD), Art, Band and Robotics areas of study.</li> </ul>
<b>Strategies Grade 10</b>	<ul style="list-style-type: none"> <li>● BST -             <ul style="list-style-type: none"> <li>○ Offsite visits will be arranged for all students and with an invite extended to their families to attend as well.</li> </ul> </li> <li>● Saginaw Career Complex             <ul style="list-style-type: none"> <li>○ A visitation from SCC representatives will be scheduled to come to Hemlock and provide students with a presentation on programming they offer.</li> </ul> </li> </ul>

<b>Target 5</b>	<b>Career Interest Inventories and Activities</b>
<b>Objective</b>	<b>Utilize Career-Planning Assessments.</b>
<b>Strategies Grade 9</b>	<ul style="list-style-type: none"> <li>● Xello             <ul style="list-style-type: none"> <li>○ Xello provides interest inventories and skills inventories that assist students in career planning and alignment.</li> </ul> </li> </ul>
<b>Strategies Grade 10</b>	<ul style="list-style-type: none"> <li>● Xello             <ul style="list-style-type: none"> <li>○ Xello provides interest inventories and skills inventories that assist students in career planning and alignment.</li> </ul> </li> <li>● BST             <ul style="list-style-type: none"> <li>○ Additional assessments and inventories will be offered to enhance the student's career planning.</li> </ul> </li> </ul>

<b>Target 6</b>	<b>Career Planning</b>
<b>Objective</b>	<b>Engage students in course planning and continue to acquire knowledge about careers, education, and employment opportunities.</b>
<b>Strategies Grade 9</b>	<ul style="list-style-type: none"> <li>● Freshman Orientation             <ul style="list-style-type: none"> <li>○ Students and families are invited to attend an overview of programming opportunities offered in Hemlock.</li> <li>○ Students will begin to develop course structures and requirements that will relate to their career interests.</li> <li>○ Students and families are invited to visit the classrooms and meet the teachers for our industrial arts; computer aided drawing (CAD), Art, Band and Robotics areas of study.</li> </ul> </li> </ul>
<b>Strategies Grade 10</b>	<ul style="list-style-type: none"> <li>● Career and College Advisor             <ul style="list-style-type: none"> <li>○ Students will engage in discussions surrounding PSAT scores and opportunities for education that are available.</li> </ul> </li> </ul>

<b>Target 7</b>	<b>Educational Development Plan (EDP)</b>
<b>Objective</b>	<b>Review and revise EDP's to meet the student's current career and educational goals/interests.</b>
<b>Strategies Grade 9</b>	<ul style="list-style-type: none"> <li>● Xello             <ul style="list-style-type: none"> <li>○ EDP will be reviewed and updated to reflect the student's career and education goals.</li> </ul> </li> </ul>
<b>Strategies Grade 10</b>	<ul style="list-style-type: none"> <li>● Xello             <ul style="list-style-type: none"> <li>○ EDP will be reviewed and updated to reflect the student's career and education goals.</li> </ul> </li> </ul>

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	<ul style="list-style-type: none"> <li>● BST             <ul style="list-style-type: none"> <li>○ An extensive review of the students EDP will be conducted. Projects will be conducted to explore educational goals that will lead to attainment of goals/interests.</li> </ul> </li> </ul>
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<b>Target 8</b>	<b>Talent Portfolio</b>
<b>Objective</b>	<b>Continue the development of a talent portfolio.</b>
<b>Strategies Grade 9</b>	<ul style="list-style-type: none"> <li>● Xello             <ul style="list-style-type: none"> <li>○ Xello will continue to develop the student's portfolio.</li> </ul> </li> </ul>
<b>Strategies Grade 10</b>	<ul style="list-style-type: none"> <li>● Xello             <ul style="list-style-type: none"> <li>○ Xello will continue to develop the student's portfolio.</li> </ul> </li> </ul>

Grades 11-12 career development model for students includes the following strategies for each target/career zone.

<b>Target 1</b>	<b>Career Clusters/Career Pathways</b>
<b>Objective</b>	<b>Continue to engage Students and Parents to Michigan's 17 Career Clusters.</b>
<b>Strategies Grade 11</b>	<ul style="list-style-type: none"> <li>● Xello - College and Career Advisor.</li> </ul>
<b>Strategies Grade 12</b>	<ul style="list-style-type: none"> <li>● Xello - College and Career Advisor.</li> </ul>

<b>Target 2</b>	<b>Contextualized Academics</b>
<b>Objective</b>	<b>Continue to build career pathways through academic subject matter and leadership experiences.</b>
<b>Strategies Grade 11</b>	<ul style="list-style-type: none"> <li>● Conversations and writings on subject matter relationship with careers.</li> </ul>
<b>Strategies Grade 12</b>	<ul style="list-style-type: none"> <li>● Conversations and writings on subject matter relationship with careers.</li> </ul>

<b>Target 3</b>	<b>Career Preparation</b>
<b>Objective</b>	<b>Continue to build knowledge about Careers, Postsecondary, and Employment Opportunities.</b>
<b>Strategies Grade 11</b>	<ul style="list-style-type: none"> <li>● Xello - College and Career Advisor, Love of Arts.</li> <li>● Visits from numerous college advisors from the State of Michigan.</li> </ul>
<b>Strategies Grade 12</b>	<ul style="list-style-type: none"> <li>● Xello - College and Career Advisor, Fall and Spring senior presentation.</li> <li>● Visits from numerous college advisors from the State of Michigan.</li> </ul>

<b>Target 4</b>	<b>Out of School Time/Family Engagement</b>
<b>Objective</b>	<b>Engage students and families in Out of School Activities to Support Career Preparation.</b>
<b>Strategies Grade 11</b>	<ul style="list-style-type: none"> <li>● College and Career Advisor.</li> <li>● Visits provided to local manufacturing/industrial facilities.</li> </ul>
<b>Strategies Grade 12</b>	<ul style="list-style-type: none"> <li>● FAFSA Nights - College Visitations - College and Career Advisor.</li> </ul>

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<b>Target 5</b>	<b>Career Interest Inventories and Activities</b>
<b>Objective</b>	<b>Update and utilize Career Planning Assessments to finalize post-graduation plans.</b>
<b>Strategies Grade 11</b>	<ul style="list-style-type: none"> <li>• Xello - College and Career Advisor.</li> </ul>
<b>Strategies Grade 12</b>	<ul style="list-style-type: none"> <li>• Xello - College and Career Advisor.</li> </ul>

<b>Target 6</b>	<b>Career Planning</b>
<b>Objective</b>	<b>Assist students in course planning and continue to acquire knowledge about careers, education, and employment opportunities.</b>
<b>Strategies Grade 11</b>	<ul style="list-style-type: none"> <li>• Xello - College and Career Advisor, SCC presentation, college advisor presentations, Military visits.</li> </ul>
<b>Strategies Grade 12</b>	<ul style="list-style-type: none"> <li>• Xello - College and Career Advisor, Consumer Math.</li> </ul>

<b>Target 7</b>	<b>Educational Development Plan (EDP)</b>
<b>Objective</b>	<b>Final review and updates to the EDP to meet the student's current career and educational goals/interests.</b>
<b>Strategies Grade 11</b>	<ul style="list-style-type: none"> <li>• Xello - College and Career Advisor.</li> </ul>
<b>Strategies Grade 12</b>	<ul style="list-style-type: none"> <li>• Xello - College and Career Advisor.</li> </ul>

<b>Target 8</b>	<b>Talent Portfolio</b>
<b>Objective</b>	<b>Final review and updates to the development of a talent portfolio to meet the student's current career and educational goals/interests.</b>
<b>Strategies Grade 11</b>	<ul style="list-style-type: none"> <li>• Xello - College and Career Advisor.</li> </ul>
<b>Strategies Grade 12</b>	<ul style="list-style-type: none"> <li>• Xello - College and Career Advisor.</li> </ul>