

Elementary ICAP



The career journey begins...

Overview (grant stuff, scoped work)

CTE in Colorado - unique opportunity to support elementary

- Siemens Foundation Grant as part of Advance CTE
- \$\$ for Elementary level career development experiences
 - CTE Messaging
 - Career Pathways Development
 - Program Marketing
 - Parent Messaging
 - Meaningful Career Conversations
 - ICAP!

Overview(cont.)

5 Counselors: Tammy Beagley, Renee Cameron, Rebecca Greene, Patty Shepard, & Meghan Ventling

Writing & Testing 2 ICAP lessons per grade level!

- Developmental readiness
- ASCA Behaviors & Mindsets
- ICAP Quality Indicators

Career Literacy

Can have a long-lasting impact!

- Increase student engagement and tie learning to careers
- Help students prepare for the real world by building skills like perseverance, critical thinking & communication
- Students who explore career pathways and take purposeful courses are less likely to dropout

We are in the business of growing
good humans- let's help our kids
find passion and purpose,
so they are excited for their futures

**We are
cultivating
the
workforce
of
tomorrow**



Lis Richard
Superintendent
Creede School District

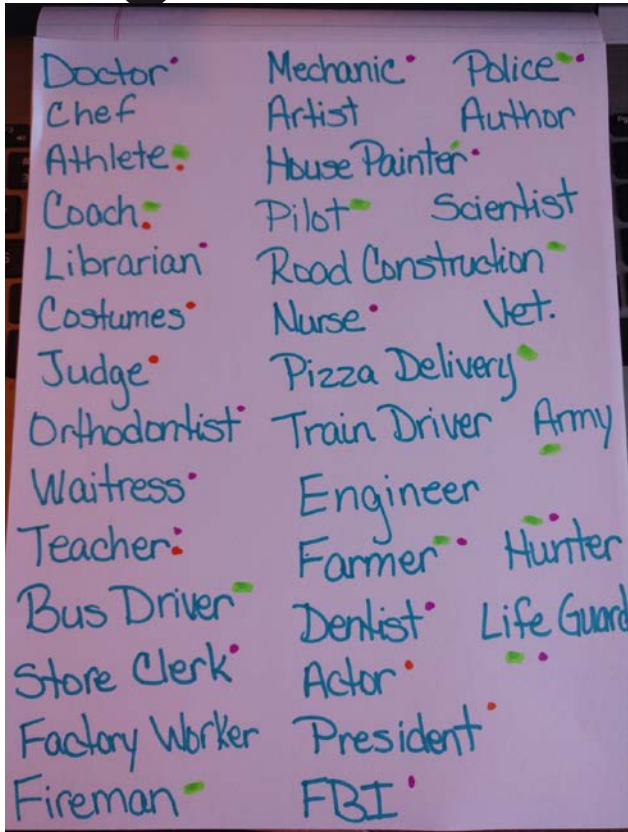
Scope and Sequence Chart

Grade Level	Lesson	Counselor or	Resources Needed
K	How Santa Got His Job	Tammy	Book, TpT download
K	Career Brainstorm	Tammy	Overhead
1st	How did santa get his job?	Patty	Book
1st	Career Cluster Exploration	Rebecca	Community Helpers Chart
2nd	A Career: It begins with knowing myself:	Patty	
2nd	Build Your Dreams	Meghan	Book, markers, paper

Scope and Sequence Chart

Grade Level	Lesson	Counselor or	Resources Needed
3rd	Someday	Tammy	Book, TpT download, pencils, crayons
3rd	Paws Career Finder	Meghan	Chromebooks, head phones, handout, pencils
4th	Career Cluster Exploration	Rebecca	Community Helpers Chart
4th	Career Clusters	Tammy	Chromebook per student
5th	Llama Be Career Ready	Renee	Chromebook per student
5th	Career Development Planning	Shauna	Career Development Record

Kindergarten Lesson - Career Brainstorm





1. Brainstorm as many jobs as they can think of.
2. Discuss/Group jobs by qualities.
 - ~ work outside, helps people, in front of people, in a office, talks a lot...

Kindergarten Lesson - How Santa Got His Job

Name _____

How Santa Got His Job

For each of Santa's jobs, write the problem he had.
Then write how the job helped prepare him for his new job.

	Problem	How did this Job prepare him?
Chimney Cleaner 	Santa was never covered in soot. Nobody believed he cleaned the chimneys.	go in chimneys be quiet on roofs and in chimneys stay clean
Mail Carrier 	Santa didn't like traffic so he delivered packages at night. People got angry.	learn to drive remember addresses how to deliver names presents at night not scared of the dark not front door

<https://www.teacherspayteachers.com/Product/How-Santa-Got-His-Job-Interactive-Read-Aloud-Lesson-Plans-and-Activities-222459>

1st grade - Primary Career Awareness Lesson Primary Gen

Learning Targets:

1. Student will identify classroom jobs he/she enjoys.
2. Student will identify home jobs he/she enjoys.
3. Student group will identify interests of several careers.
4. Student will state 2 interests.
5. Students will state 1 career he/she might be interested in.

ASCA Standards Addressed:

1. Mindset 6: Positive attitude toward work and learning.
2. B-LS 9: Gather evidence and consider multiple perspectives to make informed decisions.

Colorado State ICAP Required Elements Met:

1. Individual Exploration/Self Discovery - Documentation of quality self-exploration activities allowing students to become aware of their passions, values, personality, strengths, skills, aptitudes, roles, financial aspirations which guide subsequent career exploration.

Resource: "Everyday Heroes in First Grade" Classroom Lesson Guide #11

SUPERHEROES

(Curriculum is related to Super heroes, so our students are “Everyday Heroes”.)

- ★ **Welcome:** “Today we’re going to be talking about jobs!” Refer students to classroom job list. Name each classroom job, asking students to give a “thumbs up” if they enjoy doing that job and a “thumbs down” if they do not enjoy doing that job.
- ★ **Discuss:** Ask students to name some jobs they have at home. Record responses on chart paper (or Google Sheets). Name each job students identified, and ask students to give a “thumbs up” / “thumbs down” if they enjoy or don’t enjoy doing that job.
- ★ **Explain:** “Everyone has different interests. What does it mean to be interested in something?” Allow responses. Our interests help us to figure out what jobs we might like to do when we are older.”
- ★ **Activity:** Show first community helper (see “Community Helpers” from Google Docs) on chart paper. Ask students to hypothesize some of that person’s interests (Ex: Chef -- cooking, food, etc.). Record responses. Continue for all community helpers.
- ★ **Wrap-up:** Have students stand or sit in a circle. Each student names 2 of his/her interests and 1 career he/she might be interested in doing. Thank students for their participation! Encourage them to think about their interests and their careers.

First Grade Lesson - How did Santa get his job?

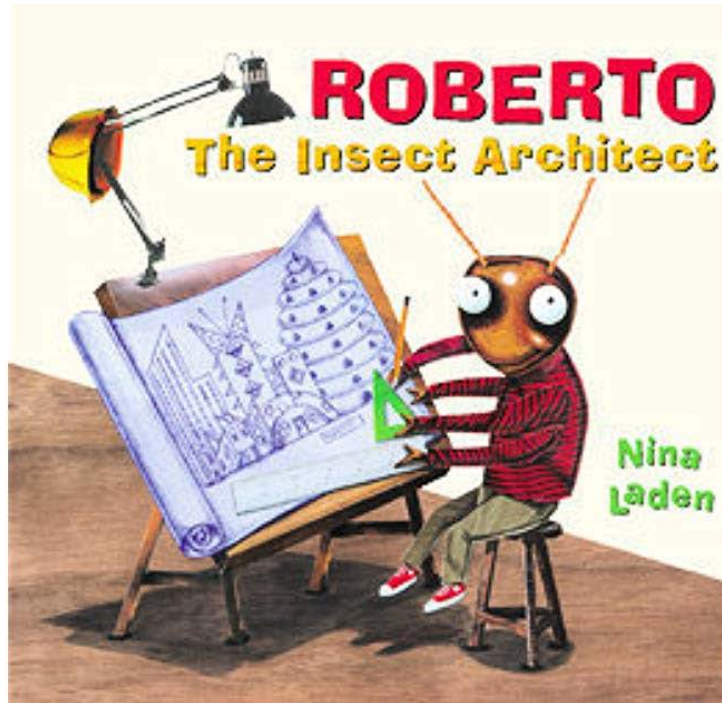
“How Santa got his job”

Read the book

Then a writing assignment or an application to apply to be an ELF.

Second Grade Lesson- Meghan Ventling

"Build Your Dreams"



Build Your Dreams Lesson 30-45min

- Asked students who knew what they wanted to be when they grew up
- "While I read, be thinking about the steps he took to become an architect."
- Read "Roberto the Insect Architect"
- Turn and talk about steps Roberto took to achieve his dream
- Ask classroom teacher what steps he/she took to achieve their dream career
- Demonstrate art project (dream job at top with 3-4 steps to get there, or personal qualities they'll need to achieve your dream.)
- Allow 5-7 minutes for students to design their dream
- Class circle/discussion- shared with teacher due to time constraint

Student Work

Teacher Feedback

- The kids loved the book and were excited to think about their future.
- I did notice almost every student put "practice" on their houses.
- When we had our discussion, they were very clear that it would be a lot of work to be good at their dream job!
- We also had a good conversation about working hard and persevering and how that relates to second grade.
- Not sure how to keep it in 30 minutes though. It was 45 in total.

Third Grade Lesson- Meghan Ventling

"Paws Career Finder"



Paws Career Finder- Lesson 45min- 1hour

- Ask students to raise their hands if they have ideas about what career they want when they grow up. Allow them to turn and talk with a partner about their ideas (2-3 min).
- Explain Paws in Jobland website, with directions posted under document camera or on projector
- Prompt students to click on Job Finder and answer the 26 questions asked about their interests. For each question they can select yes, no or ?.
- Following the inventory, they will be directed to the map, where job clusters are highlighted for them to explore. (These clusters are fairly aligned with the Colorado Career Cluster Model.)
- Students will explore careers in their highlighted areas and find four careers that sound interesting to them. They will list these four careers on their paw print.
- Circle students and have each one share a new career idea they discovered today.

Demonstration

Teacher Feedback

- Coordinate with media teacher regarding logistics, set up and completion of lesson
- This lesson is suitable for an hour time slot, or could be broken down into two 30 minutes time frames
- A link on google classroom might be helpful for students to access easier than typing in the website
- Deeper exploring could be accomplished if there was more time allowed
- It may be interesting to relate this to their parents and careers they have seen them have

Third Grade Lesson - *Someday*

<https://www.teacherspayteachers.com/Product/Growth-Mindset-Lesson-using-book-Someday-by-Eileen-Spinelli-2362560>



Fourth Grade Lesson - Career Clusters Tammy Bagley

<https://careerwise.minnstate.edu/careers/clusters.html>

- Students will take an interest survey
- Students will explore career clusters and specific jobs.
- Students will discover education requirements and salary benefits.
- Students will explore and discuss predicted growth/shrinkage in various careers.

Fourth Grade Lesson

Goal #1: Defining character and exploring the connection between character traits and future career.

Goal #2: Exposure to a variety of careers, and facilitating peer discussions about interests, expected and unexpected potential jobs.



Fourth Grade Lesson cont...

★ What is character?

- All the qualities that make you who you are: values, thoughts, words, and actions (www.educationplanner.org)
- Explore how character plays a part in who you are now and future career - choices made now in 4th grade affect your future!

★ Complete “How Strong is Your Character?” assessment

- Students choose 3 character traits they feel describe them the most
- Submit results and explore aligning career options

★ Discuss results with class

- Identify one expected and one surprising career result.
- Write at least one highly interested career idea in planner (H.W: Share with family!)

AGAMINDSET&BEHAVIORS

Mindset #2: understanding postsecondary education and life-long learning are necessary for long-term success

Behaviors:

LS#1: demonstrate critical thinking skills to make informed decisions

LS#9: gather evidence and consider multiple perspectives to make informed decisions

SM#3: demonstrate ability to work independently

SS#1: use effective oral and written communication skills and listening skills

LS = Learning Strategies

SM = Self-Management

SS = Social Skills

Resources

Operation Occupation - <https://www.schoolcounselor.org/asca/media/asca/ASCAU/ASCA-U-Operation-Occupation.pdf>

Education & Career Planning -
<http://www.educationplanner.org/index.html>

LLAMA BE CAREER READY worksheet -
<https://www.teacherspayteachers.com/Product/Career-Exploration-Web-Quest-Llama-Be-Ready-3541414>

~~4th grade~~ Intermediate Career Awareness Lesson

Learning Targets:

1. Student will identify classroom jobs he/she enjoys.
2. Student will identify home jobs he/she enjoys.
3. Student group will identify interests of several careers.
4. Student will state 2 interests.
5. Students will state 1 career he/she might be interested in.
6. Student will take a career interest survey.
7. Students will explore career clusters based on interest survey results.

Colorado State ICAP Required Elements Met:

1. Individual Exploration/Self Discovery - Documentation of quality self-exploration activities allowing students to become aware of their passions, values, personality, strengths, skills, aptitudes, roles, financial aspirations which guide subsequent career exploration.

Intermediate Career Awareness Lesson (cont.)

ASCA Standards Addressed:

1. Mindset 4: Understand that post secondary education and lifelong learning are necessary for lifelong career success.
2. Mindset 6: Positive attitude toward work and learning.
3. B-SMS 3: Demonstrate the ability to work independently.
4. B-LS 5: Apply media and technology skills.
5. B-LS 7: Identify long- and short-term academic, career and social/emotional goals.
6. B-LS 9: Gather evidence and consider multiple perspectives to make informed decisions.

Resource: “Everyday Heroes in First Grade” Classroom Lesson Guide #11

Other Resources: [Career Cluster Interest Survey](#), which is a PDF document that is a printable worksheet for the students to highlight responses and calculate the highest areas of interest, and then the students highlight the corresponding careers by using the printable worksheet, “The Sixteen Career Clusters”.

SUPERHEROES

(Curriculum is related to Super heroes, so our students are “Everyday Heroes”.)

- ★ **Welcome:** “Today we’re going to be talking about jobs!” Refer students to classroom job list. Name each classroom job, asking students to give a “thumbs up” if they enjoy doing that job and a “thumbs down” if they do not enjoy doing that job.
- ★ **Discuss:** Ask students to name some jobs they have at home. Record responses on chart paper (or Google Sheets). Name each job students identified, and ask students to give a “thumbs up” / “thumbs down” if they enjoy or don’t enjoy doing that job.
- ★ **Explain:** “Everyone has different interests. What does it mean to be interested in something?” Allow responses. Our interests help us to figure out what jobs we might like to do when we are older.”
- ★ **Activity:** Discuss the community helpers (see “Community Helpers” from Google Docs) on chart paper or using an overhead projector. Students will complete two worksheets: “Career Clusters Interest Survey” and “The Sixteen Career Clusters”.
- ★ **Wrap-up:** Have students stand or sit in a circle. Each student shares his or her “top three career clusters of interest” from “The Sixteen Career Clusters” Worksheet. Thank students for their participation! Encourage them to think about their interests and their careers.

Fifth Grade Lesson 11: Career ready

Penelope Carron

Goal #1: Discuss current interests and explore a 1st and 2nd desired career interest

Goal #2: Establish understanding of action steps needed (pathway) to reach desired career.

★ Intended to follow previous lesson about character and career choice

Fifth Grade Lesson cont...

LLAMA BE CAREERREADY!



- ★ Students explore career website individually & complete worksheet in groups (www.educationplanner.org)
- ★ Research 2 career choices & identify:
 - Knowledge, Skills, and Abilities needed (incl. technology)
 - Education needed: degrees, licenses, certificates, training
 - Job Outlook: opportunities and salary

AGAMINDSET&BEHAVIORS

Mindset #2: understanding postsecondary education and life-long learning are necessary for long-term success

Behaviors:

LS#1: demonstrate critical thinking skills to make informed decisions

LS#9: gather evidence and consider multiple perspectives to make informed decisions

SM#3: demonstrate ability to work independently

SS#1: use effective oral and written communication skills and listening skills

LS = Learning Strategies

SM = Self-Management

SS = Social Skills

Resources

Operation Occupation - <https://www.schoolcounselor.org/asca/media/asca/ASCAU/ASCA-U-Operation-Occupation.pdf>

Education & Career Planning -
<http://www.educationplanner.org/index.html>

LLAMA BE CAREER READY worksheet -
<https://www.teacherspayteachers.com/Product/Career-Exploration-Web-Quest-Llama-Be-Ready-3541414>

Fifth Grade Lesson ~~career~~ development planning

This activity will help students understand the need for planning and evaluating their interests and achievements. By completing the “Career Development Record” for future use, the students will be able to refer back to the written record and therefore, remain focused in their career planning.



Career dev. cent



Activity

1. Discuss importance of and ICAP
2. Discuss why knowing your own interest is important when thinking about a career.
3. Share your own interests
4. Help students generate a general list of interests.
5. Give examples: biking, skiing, drawing, painting, building with Legos
6. Ask what interest involve some of the subjects they are learning.
7. Distribute the Career Development Record worksheet and explain that you are going to save this they can look at it again in the coming years.
8. After students have completed their interest inventory, ask them to turn and share with their elbow partner.
9. End in a circle with each student sharing out their top interest and career they think they would be good at doing.

Questions?

Additional Resources

State CTE Website

<http://coloradostateplan.com/>

- Videos on main page
- Career Guidance Tab - ASCA, ICAP, Career Clusters, PWR

State ICAP Website

<https://www.cde.state.co.us/postsecondary/icap>

- Promising Practices
- ICAP Toolkit

Advance CTE

<https://careertech.org/resource/state-cte-career-advising-development>

- Nationwide campaign for career development
- Marketing, research, and data resources