

Promising Practice Capture Sheet

School: Walter Hill Elementary Rural Suburban Urban
District: Rutherford County Region: Mid Cumberland
Practice: The Amazing Shake: Work-Based Learning and Career Awareness in Elementary School
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Connection to Strategic Plan:

Goals:	55% of the class of 2020 obtains postsecondary credential				
How best practice addresses:	Employability skills open doors of opportunity for students in postsecondary education and careers. Building career awareness and communications skills as early as elementary school puts students on a trajectory for success in postsecondary and careers as they understand the importance of their current and future education.				
Priority Areas:	Early Foundations	Empower Districts	Support Educators	High School Bridge to Postsecondary	All Means All
How best practice applies:	Interactions with professionals reinforce the importance of reading for all students. Reading about careers that interest students deepens engagement and expands vocabulary.			Expanding career awareness and the importance of postsecondary helps students set goals and imagine a future for themselves that includes postsecondary education and careers.	Early focus on employability skills help all students become more prepared for postsecondary education and life regardless of economic, demographic, or cultural factors.

Practices:

- Culture Instructional Training/PD
- Accountability Programmatic Policy Change
- Funding Other:

Project Specific Indicators:

- Student Participation Rate Industry partner participation
- Student rubric scores

Results:

- Increased student achievement results
 ACT TNReady/EOC/TVAAS NIC EPS
- Decreased remediation and/or subgroup gaps
- Increased student readiness results (non-academic)
- Increased partnerships / alignment
- Increased participation / program growth

The Challenge:

As a Title I school, we recognize that not all of our students have resources at home to help them build employability skills such as interpersonal communications and professional behaviors that will advance their success in further education and eventual careers. All students need to learn and practice these skills to transition successfully into middle school and build confidence that will serve them well later in life.

The Vision:

Building a strong foundation of business and interpersonal skills for all 4th and 5th grade students will lift barriers, level the playing field, and enable all students to reach their full potential. The Amazing Shake is the culminating activity that takes place after a series of lessons at school as well as presentations by local business members. This event also built on financial, career, and life skills gained in an earlier event in the year, Reality Fair. The overall vision of the event is to build students' knowledge of and confidence in employability skills including handshake, eye contact, confidence, and conversation skills.

Action Steps Taken / Summary of To-Do's:

1. Clarify a school vision for what you want to accomplish and get buy-in from leadership and teachers (our principal and teachers are amazing and jumped in full force).
2. Start by reaching out to the business community to share the vision at the beginning of the year and asking them to engage and participate (see Stakeholder Management)
3. Counselors create 10-15 minute mini-lessons that can be embedded into classes and identify academic connections. Counselors work with teachers to schedule and deliver mini-lessons, engaging business professionals where appropriate.
4. Recruit business professionals to participate in The Amazing Shake as judges and ask your local chamber/rotary club/other organization to help recruit professionals to participate.
5. Schedule 4th and 5th grade classes to rotate through the gym in shifts.

Lessons Learned: *Include advice on start-up and sustainability*

This is a team activity. It takes collaboration from the administration, classroom teachers, counselors, and the business community to build and support a culture that values good workplace skills:

- Whenever a business professional can reinforce or deliver the message, the more it resonates with students.
- Counselors have great resources and can work with teachers to provide 10-15 minute mini-lessons during class to help students connect academic content to careers. Some natural connections exist with math and social studies.
- Include business community in lessons and presentations to connect the community with the school and to present "real world" learning.
- Build student buy-in based on their interest. Establish a

6. Prepare students to participate in the event by sharing how the process will work and let them know that a “3” is a GREAT score. Have each student start with a judge, introduce themselves and carry on a short conversation. Its best if every student has a question they’re ready to ask to help keep the conversation going.
7. Provide a time-keeper to remind judges when to grade the rubric and when it’s time for students to rotate. All students complete at least 10 interviews and one class rotates through at a time.

- friendly competition and treat them like "young adults". Encourage a dress-up attire and prepare the students to impress the judges.
- Provide each judge with a scoring rubric and help them understand that a 3 (on a scale of 1 to 5) is a good score. Let them know it’s important to give accurate feedback to help students improve and that it’s ok to coach them along where necessary to help them improve.

Communications:

- By sharing your clear vision for the event up front with business professionals, they will help you think outside the box and will bring great ideas and resources to the project.
- Provide clear instructions to business professionals in advance (at least one week) about how to find the school, where to sign in, and remind them of the time commitment.
- As business professionals arrive, assign them to a table and instruct them on the use of the grading rubric (see Resources).
- After the event, ask all judges to complete a survey to help you with continuous improvement. Send a thank-you note/email and pictures from the event to the business professionals who participated so they can help promote the activity within their company and in the community.

Stakeholder Management:

- Reach out to the business community to share the vision at the beginning of the year.
- Work with a chamber of commerce or other entity to help you connect with interested businesses.
 - Ask businesses how they can help reinforce employability skills and which matter most to them.
 - Share specific challenges your students face (our students didn’t have ties, so a church donated 60 and high school students came to teach our students how to tie them).
 - Invite business professionals throughout the year to participate in classroom-based activities as guest speakers (topics range from how to interview successfully, dressing for success fashion show, making introductions, and carrying a conversation).

Metrics & Measurements:

Baseline Data	Progress to Date	Goals
<ul style="list-style-type: none"> • Number of total 4th and 5th grade students who need to build employability skills: 120. • 2 students knew how to tie ties • 10 students knew about a proper handshake. • 3 students knew how to make a proper introduction • Our baseline knowledge was low, as we expected for elementary students and justified the need for the event. 	<ul style="list-style-type: none"> • 120 students participated in mini-lessons with counselors to prepare for The Amazing Shake. • 8 classroom speakers came to prepare students with knowledge about proper dress, introductions, and handshakes. • 120 students participated in The Amazing Shake in year 1. • 40 business professionals participated as presenters, sponsors or judges in The Amazing Shake in year 1. 	<ul style="list-style-type: none"> • All our students will participate in The Amazing Shake to build and improve employability skills. • All our students will demonstrate basic knowledge in their employability skills and role-play these skills with real professionals. • Students will average a score of “3” or higher on all rubric categories and receive feedback on their skills and progress. (Only about five students did not have a majority of scores of 3 or higher. Students with lower scores also struggle with interpersonal interactions. It helps us to plan ways to support them to become stronger communicators.).

Resources:

- The Amazing Shake [Scoring Rubric](#)
- The Amazing Shake [Participant Survey](#)
- www.RonClarkAcademy.com: The source of our inspiration. Four teachers attend for professional development each year to get ideas and improve instruction.
- The First Seven Seconds: Resource on making a good first impression from the Ron Clark Academy
- www.cacareerzone.org: Career research site used to help students research careers
- Brainpop financial literacy videos (www.brainpop.com - requires a membership)

Note: In addition to websites, materials, and tools, Include other LEAs or schools who are also strong in this practice, if known.