

Work-Based Learning Sample Program Evaluation Framework

The department will use a framework for successful program development to ensure work-based learning is relevant and sustainable with a particular focus on Tennessee Pathways and the belief that a progression of career awareness and skill development leads to student preparedness. Using a tool similar to the one below will enable communities to integrate functions where they fit best into their unique structure and will be based on best practices from the Place-Based Education Evaluation Collaborative (PEEC).

WBL Component	Depth	Sustainability	Spread	Shift	Evolution
Structure	<ul style="list-style-type: none"> Clearly defined roles as functions, not jobs Teachers as facilitators of student exploration Culture values WBL 	<ul style="list-style-type: none"> Robust design that is flexible across different environments Must account for variability in users and provide adequate tools 	<ul style="list-style-type: none"> Diffusion of the structure to other locations What roles are required and how can this be flexible based on different resources 	<ul style="list-style-type: none"> Must create a sense of ownership among other implementers Provide increasingly flexible opportunities based on student interest 	<ul style="list-style-type: none"> State ownership/ dissemination of best practices, models, and information to other parts of TN Succession planning (teachers and community collaborators)
Instruction	<ul style="list-style-type: none"> Display deep change in practice Address relevant skills Standards-based integration with CTE classes, TN State Standards Students set goals and reflect on learning 	<ul style="list-style-type: none"> Allow for variability in personnel Clear outcomes are mutually understood by all parties Templates walk teachers/ districts through customization 	<ul style="list-style-type: none"> WBL Continuum of skills is relevant everywhere: urban and rural Tools are developed to allow for adaptation to new locations Provide examples to spark creativity 	<ul style="list-style-type: none"> Provide teachers with help, but empower them to innovate Give credit for excellence in innovation Provide forum for sharing innovations Mini-grants for innovation 	<ul style="list-style-type: none"> Routine updating to ensure alignment with workforce needs Mini-grants provide ongoing support and adaptation to local workforce needs
Community Integration	<ul style="list-style-type: none"> Clearly defined external conditions needed for success Appeal to workforce needs Share progress and accountability Opportunities in or out of school 	<ul style="list-style-type: none"> Communicate clear goals and invite voice of the community Support mutual benefit with community Seek constant feedback Establish multiple points of contact 	<ul style="list-style-type: none"> Evaluate new community needs and resources Consistent language to appeal to employers everywhere Marketing tools 	<ul style="list-style-type: none"> Community members feel a sense of ownership Employers help seek out peers for participation “Community of reflective redesign” 	<ul style="list-style-type: none"> Succession planning supports multiple points of contact with employers Balance of student voice and choice with workforce needs
Evaluation	<ul style="list-style-type: none"> Identify root causes for effectiveness Awareness of potential barriers to success and their frequency in different environments Student voice and choice is clear and students develop self-directed learning 	<ul style="list-style-type: none"> Assess current resources Evaluate success over time Focus groups with partners to do these steps well How free are students to customize experiences Assess funding needs 	<ul style="list-style-type: none"> Determine usefulness of tools in various regions and in urban/rural communities Roundtables provide feedback from across Tennessee 	<ul style="list-style-type: none"> Routine surveys assess ownership over time among all stakeholders Funding Sources? What sources are sustainable 	<ul style="list-style-type: none"> Avoid scope creep! Balance innovation with consistent commitment to the core of the program Yearly evaluations to align with needs and reassess depth along all years

Note: Each row includes yearly goals, best practices, and recommendations