

PURSUING RIGOR, RELEVANCE, AND EQUITY: STUDENT PATHWAYS IN SAN BERNARDINO

WEDNESDAY, DECEMBER 18 AND THURSDAY, DECEMBER 19
SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT
PROFESSIONAL DEVELOPMENT CENTER
4030 GEORGIA BOULEVARD
SAN BERNARDINO, CA

MEETING AGENDA

DAY I: WEDNESDAY, DECEMBER 18

- 8:30 am **Breakfast.** Light breakfast will be available in Conference Rooms B/C.
- 9:00 am **Convene Meeting.** Jennifer O'Day will convene the meeting with opening remarks, introductions, and an overview of the agenda. Superintendent Dale Marsden will welcome the group to San Bernardino City Unified School District (SBCUSD).

SESSION I

Why Pathways?

Session Purpose: To explore the “why” of a career pathways approach from the perspectives of the district, employers, students, and school personnel—with a focus on equity and access for all students to meaningful post-secondary learning and work.

- 9:20 am **District Context and Goals.** We will begin this session with an orientation to the context, purposes, and goals of the career pathways approach in SBCUSD. The overview will include a discussion of how pathways in SBCUSD have evolved over time, a snapshot of the district's current work, and background about the availability and quality of options available to students. Questions and full-group discussion will follow the presentation.
- 10:10 am **Stakeholder Perspectives and Goals.** SBCUSD's decision to employ pathways as a central component of its high school program is an effort to simultaneously meet student needs and address the employment picture for the broader San Bernardino community. To help provide a more comprehensive view of what the pathways entail and the reasons why various stakeholders see promise in the pathways strategy, a panel of students, employers, and school personnel will talk about the potential advantages, positive experiences, and risks and limitations they associate with this approach.

11:00 am **Break.**

SESSION II

Effective Workplace Learning: Challenges and Strategies

Session Purpose: *To understand the challenges of and strategies for ensuring powerful and equitable workplace learning opportunities as part of a pathways approach, including:*

- *Designing the workplace experience to support learning*
- *Engaging employers (levels of engagement, challenges, and effective strategies)*
- *Ensuring equity in workplace learning opportunities*

11:15 am **Adolescent Development, Student Engagement, and Effective Workplace Learning.** To ground the meeting in a shared understanding of adolescent development and its implications for workplace learning, we will begin our exploration of workplace learning by discussing a shared reading in small groups: “Science of Learning: What Educators Need to Know about Adolescent Development.” Full group discussion will follow.

12:00 pm **Lunch.**

12:45 pm **Adolescent Development, Student Engagement, and Effective Workplace Learning (continued).** After lunch, we will continue the focus on student learning by hearing from a group of students about what makes—and does not make—for an engaging and effective workplace learning experience. Full group discussion will then explore the opportunities and challenges associated with providing students high quality exposure to the workplace, as well as strategies for providing access to meaningful internship experiences for all students.

1:45 pm **Engaging Employers in Pathways Work: A Problem-of-Practice Consultancy.** While well-designed workplace opportunities may complement classroom instruction and respond to adolescent learning needs, employer participation is not always straightforward. Some employers in San Bernardino have seen that pathways participation can lead to considerable return on investment, both for themselves as a low-cost hiring pipeline and for the community as a whole. But capacity limitations, logistical considerations, and insufficient information can make it difficult to recruit employer partners. With input from participating employers, we will use a consultancy protocol to help SBCUSD leaders explore strategies for expanding district-employer partnerships in San Bernardino.

3:20 pm **Summary and Reflection on Sessions I and II.**

3:30 pm **Break.**

INTERLUDE

Equity and Inclusion within the California Collaborative

3:45 pm We will take a break from our exploration of career pathways in San Bernardino to begin a conversation of considerable significance to the future of the Collaborative. A recently completed analysis of member interviews in summer 2019 identified both areas of strength

and opportunities for improvement in the Collaborative’s work. Among the growth areas noted in the report is the degree to which all participants feel welcomed and included in meeting discussions and as respected members of the Collaborative’s learning community. Diversity, equity, and inclusion are central to accomplishing the fundamental mission of the Collaborative: to engage a diversity of perspectives in collective exploration and problem-solving to improve instruction and learning for all students in California school districts. We will explore evidence from the review to initiate a conversation about steps we can take as a group to move toward a more fully inclusive and equitable internal culture.

5:00 pm **Adjourn for the Day.**

6:00 pm **Reception Followed by Dinner** at Mario’s Place.

DAY 2: THURSDAY, DECEMBER 19

8:30 am **Breakfast.** Light breakfast will be available in Conference Rooms B/C.

SESSION III

Creating Powerful Applied Classroom Learning

Session Purpose: *To understand the potential benefits and challenges that a pathways approach presents for deepening standards implementation and designing classroom instruction to support applied learning and equitable opportunities for all students.*

9:00 am **Applied Learning in the Context of New Student Standards and Pathways.** In its district-wide implementation of California's academic content standards, SBCUSD calls on all teachers to facilitate rigorous, meaningful, and applied learning opportunities.

Demonstration lesson: To demonstrate the instructional transition this goal implies, two SBCUSD pathways teachers will engage participants in a standards-aligned instructional activity that will illustrate the difference between a traditional approach and an applied learning approach.

Debrief: After the demonstration, participants will have an opportunity to share their reflections on the lesson, including two central questions:

- How can district and school personnel ensure that applied instruction in the classroom is sufficiently rigorous and standards-aligned?
- What are the challenges and strategies for connecting classroom and workplace opportunities into a coherent pathway for students?

10:15 am **Equity in Pathways Access and Instruction.** While pathways can create powerful opportunities for all students, they are not without risk. Group discussion will turn explicitly to the problem of equity: How can educators ensure equity of opportunity across (and within) pathways? More specifically, how can they avoid tracking some students into less beneficial courses or pathways, thereby reinforcing low expectations for some and better opportunities for others?

11:00 am **Break.**

11:10 am **Ensuring Instructional Capacity in Pathways Classrooms: A Problem-of-Practice Consultancy.** Creating the kinds of high-quality applied classroom envisioned in the pathways approach requires not only knowledge and skills in teaching the standards but also an understanding of the knowledge, skills, and contexts specific to the relevant pathway domain. Teachers often need support to develop or access the relevant capacities and industry experience. Participants will use a problem-of-practice consultancy protocol to help SBCUSD leaders consider alternative approaches for ensuring the needed instructional capacities in the classroom.

12:10 pm **Lunch.**

SESSION IV

Monitoring Progress in Pathways Implementation and Impact

Session Purpose: To explore approaches and indicators for assessing progress in the implementation and outcomes of pathways work, with a particular focus on equity and access.

- 12:40 pm **Indicators of Intermediate and Longer-Term Progress.** As districts embrace pathways as a vehicle for improving student opportunities and outcomes, how do schools, employers, and students know whether they are making progress? In a continuation of conversation from the Collaborative's June 2019 meeting on data use and data systems, participants will explore indicators for assessing progress in pathways implementation and their impact on students. We will pay particular attention to how those data can be used to inform improvement of the pathways over time, particularly with respect to reducing opportunity and outcome gaps among students. This final session will also explore these issues in the context of SBCUSD's data and collective impact strategies and goals with their partners.
- 1:45 pm **Summary and Reflection on the Day's Discussion.**
- 2:00 pm **Adjourn Meeting.**