



Kentucky Community Schools Initiative (KCSI)

Community Conversations:

Key Questions for a Meaningful High School Diploma

RBA: The 7-Step Talk-to-Action Process



¹ Clear Impact Results-Based Accountability

¹ Clear Impact. *What Is Results-Based Accountability?* <https://clearimpact.com/results-based-accountability/>



Aspirations

1. What are our aspirations – quality of life conditions - for a high school diploma that is meaningful and provides a value-add for students, families and communities, postsecondary institutions, the business community, and Kentucky?
 - *K-12 academic experiences are coherent with postsecondary and career opportunities so that students understand and are prepared for clear pathways from education to career.*
 - *Students are equipped to transition and succeed in their chosen pathway because they have the ownership and confidence in the quality of their preparation.*
2. What would these conditions look like if we could see or experience them?
 - *Students have access to a wide array of postsecondary opportunities.*
 - *Students are marketable to postsecondary institutions and employers.*
 - *Students are equipped with the skills, knowledge, and experiences valued by postsecondary and employers.*
 - *Students have multiple onramps to a path of economic and social mobility and long-term well-being.*
 - *A community's standard of living increases.*
 - *Families and communities have a voice in supporting local innovation and collaboration to meet the unique needs of each and every student.*
 - *Postsecondary institutions benefit from an increased pool of qualified applicants, and they can admit students based not only on traditional academic metrics but also on their demonstrated skills and readiness for higher education.*
 - *Improved enrollment, retention, and graduation rates for postsecondary institutions.*
 - *The hiring process is more efficient and effective for employers because a high school diploma is a reliable indicator of a graduate's readiness for employment.*
 - *The business community has a voice in ensuring Kentucky's future talent pipeline is well-prepared and aligned with their needs.*
 - *Kentucky has more students proficient in core academic subjects like reading, math, science, and civics.*
 - *Kentucky is a national leader in postsecondary attainment and workforce participation.*
 - *Higher academic achievement*
 - *More students demonstrate their tools and skills for college and career transitions.*
 - *Reduced unemployment among all youth, especially Opportunity Youth ages 16-24*
 - *Higher workforce participation*
 - *Higher earnings*
 - *Long-term health and well-being*
 - *Improved economic and social mobility.*
 - *Greater civic and community engagement*



- *Increased college enrollment and success*
- *Improved critical thinking and problem-solving skills.*
- *Improved attendance and behavior, and a reduction in chronic absenteeism*
- *Informed decision making and reduced postsecondary uncertainty.*
- *Employers and schools actively partner to provide student opportunities.*

3. How can we measure these conditions?

- Academic Proficiency
- Academic Rigor
- Advanced Coursework
- Career Advising and Navigation
- Career Awareness
- Career Exploration
- Civic Engagement
- Durable Skills
- Entrepreneurial Education
- Educational Equity
- Mental Health
- Out-of-School Activities
- Parent & Family Engagement and Support
- Postsecondary Readiness and Postsecondary Outcomes
- Workforce Credentials
- Workforce Participation
- Teacher Workforce, Quality & Diversity
- Work-Based Learning
- *Brainstorm existing data sources in the community*
 - *Local workforce boards, area development districts, and community action agencies. Opportunity Youth data*
 - [Kentucky School Report Card](#)²
 - [KYSTATS](#)³
 - *Chamber of Commerce*
 - *Local employer groups or staffing intermediaries*
 - *Local economic development authority*
 - [US Census Data](#)⁴
 - *Others?*

² Kentucky Department of Education. *Kentucky School Report Card*. Kentucky School Report Card. <https://www.kyschoolreportcard.com/home?year=2020>

³ KYSTATS. Kentucky Center for Statistics. <https://kystats.ky.gov>

⁴ *How To Access Data for Your Neighborhood*. US Census. <https://www.census.gov/data/academy/data-gems/2020/how-to-access-data-for-your-neighborhood.html>



Current Conditions

4. How are we doing on the most important measures?
 - [Community Profiles](#)⁵ & [Facilitator Playbook](#)⁷ pp. 9-12
 - *What information on your Profile surprises you the most? Why?*
 - *What thrills you about the information on your Profile? Why?*
 - *What challenges you about the information on the Profile? Why?*
 - *What questions do you have about your Profile?*
 - [Study and Source Guide](#)⁸
 - *Preschool Enrollment*
 - *Kindergarten Readiness*
 - *Reading and Math Proficiency (Grades 3 and 8)*
 - *Postsecondary Readiness*
 - *High School Graduation Rate*
 - *College-Going Rate*
 - *Postsecondary Degree Attainment*
 - *Median Household Income*
 - *Unemployment Rate*
 - *Residents 18 and Older Voting in 2020 Election*
 - *Children below 200% of Federal Poverty Level*
 - *Children in Poverty*
 - [Kentucky School Report Card](#)⁹
 - Academic Performance
 - 6th grade reading and math proficiency
 - 8th grade reading and math proficiency
 - 10th grade reading and math proficiency
 - Educational Opportunity
 - Advanced Placement participation
 - Dual Credit
 - Transition to Adult Life
 - Transition to College and Work
 - Postsecondary Readiness
 - Career Readiness
 - Work-based learning (internships and co-ops)
 - Apprenticeship
 - CTE end-of-program assessment
 - CTE certifications
 - Industry-aligned dual credit
 - School Accountability
 - School Safety
 - Financial Transparency

⁵ *Big Bold Future Rankings Report Sources List for 2022 Report*. Prichard Committee for Academic Excellence. <https://prichardcommittee.org/wp-content/uploads/2022/12/BBFRankingSources.2022.Amended-1.pdf>

⁶ *Prichard Committee 2022 Community Profiles*. Prichard Committee for Academic Excellence. <https://www.prichardcommittee.org/2022profiles/>

⁷ *Engaging Community Voices - Facilitator Playbook*. Prichard Committee for Academic Excellence. https://www.prichardcommittee.org/wp-content/uploads/2023/04/Engaging-Community-Voices_Facilitators-Guide.pdf

⁸ *Community Profiles Study and Source Guide*. Prichard Committee for Academic Excellence Community Profiles. <https://www.prichardcommittee.org/wp-content/uploads/2022/10/StudyandSourceGuide.2022.GroundswellProfile.pdf>

⁹ Kentucky Department of Education. *Kentucky School Report Card*. Kentucky School Report Card. <https://www.kyschoolreportcard.com/home?year=2020>



- **What measures matter most that we currently aren't tracking?**
 - College-going rate
 - Postsecondary outcomes including 16-24 age youth workforce participation
 - Durable Skills
 - Career Connected Learning
 - Career advising and navigation, awareness, and exploration
 - Work-based learning
 - Academic Rigor
 - Entrepreneurial Education
 - Civic Engagement
 - Parent & Family Engagement
 - Mental Health
 - Educational Equity
 - Others?

What themes have emerged that you can organize your questions into?

What are your top 3-5 priority questions?

What other information might you need about the top priority questions?

How will you go about getting it?

Who might help to find the answers?

Turning the Curve

5. Who are the partners that have a role to play in doing better?

- Key Stakeholders to Consider for Community Conversations and Coalition-Building:
 - Public School System staff
 - District leadership (superintendent or designee)
 - School leadership (principal, FRYSC, others)
 - Parent/parent leader
 - Mentoring organizations and student led school programs
 - Local businesses
 - Local employer groups or staffing/work-based learning intermediaries
 - Local economic development authority
 - Local government (mayor's office, local health department, children and families support)
 - [Chamber of Commerce](#)¹⁰ local representative
 - [UK Agricultural Extension Youth and Leadership Development](#)¹¹
 - [Small Business Development Center](#)¹² (SBCD) representatives
 - [Kentucky Advising Academy](#)¹³
 - YMCA local representative

¹⁰ *List of local chambers of commerce in Kentucky.* Kentucky Chamber of Commerce. <https://www.kychamber.com/sites/default/files/pdfs/Kentucky%20Local%20Chambers%20List%202022.pdf>

¹¹ *Kentucky 4-H Youth Development.* University of Kentucky Martin-Gatton College of Agriculture, Food and Environment. <https://4-h.ca.uky.edu>

¹² *Kentucky Small Business Development Center.* Kentucky Small Business Development Center. <https://kentuckysbdc.com>

¹³ *Kentucky Advising Academy.* KY Council on Postsecondary Education. <https://cpe.ky.gov/ourwork/kyadvising.html>



- Foundations and non-profit organizations invested or interested in youth to adult transitions (e.g. [United Way local offices](#)¹⁴, [Community Action Agencies](#)¹⁵, [Area Development Districts](#)¹⁶, [Local Area Workforce Boards](#)¹⁷)
- Local and regional public and private higher education systems ([Kentucky State Universities](#), [Kentucky Community Technical College System](#)¹⁸, [Independent Kentucky Colleges and Universities](#)¹⁹)
- [Division of Community Based Services](#)²⁰ (DCBS) [local office](#)
- Underserved community representatives (e.g. refugee and immigrant populations, multilingual communities)
- Others?

6. What works to do better? What works to turn the curve?

- *What works to improve a high school diploma's value in other states?*

[A Policy Playbook for Effective Career Pathway Programs](#) ²¹

[Best Practices for High-Quality Work-Based Learning](#) ²²

[Durable Skills Advantage Framework Starter Edition](#) ²³

[Entrepreneurial Education and Student Success](#) ²⁴

[Equity in Education Playbooks](#) ²⁵

[Indiana Employability Skills Playbook](#) ²⁶

[Lessons Learned on Blending Work-Based Learning and Dual Enrollment in Tennessee](#) ²⁷

[Mastery Transcript Consortium](#)²⁸

[Model Policies for Advancing Durable Skills](#) ²⁹

¹⁴ *United Ways in Kentucky*. United Way. <https://www.unitedway.org/local/united-states/kentucky>

¹⁵ *Local Decisions to Meet Individual Community Needs*. Community Action Partnership KY. <https://www.capky.org/network/>

¹⁶ *15 KY Area Development Districts*. Kentucky Council of Area Development Districts. <http://www.kcadd.org/overview>

¹⁷ *Workforce Innovation and Opportunity Act Youth Program*. Kentucky Career Center. <https://kcc.ky.gov/training/Pages/Youth.aspx>

¹⁸ *Kentucky's State Universities and KCTCS*. KY Council on Postsecondary Education. <https://cpe.ky.gov/campuses/state.html>

¹⁹ *Kentucky Independent Colleges and Universities*. Association of Independent Kentucky Colleges and Universities. <https://aikcu.org/page/colleges>

²⁰ *Department for Community Based Services*. KY Cabinet for Health and Family Services. <https://www.chfs.ky.gov/agencies/dpbs/Pages/default.aspx>

²¹ Bellwether (2023, September 30). *A Policy Playbook for Effective Statewide Career Pathway Programs*. https://bellwether.org/wp-content/uploads/2023/09/ScalingOpportunity-Playbook_Bellwether_September2023.pdf

²² Aurora Institute (2023, July 20). *Best Practices for High-Quality Work-Based Learning*. Aurora Institute CompetencyWorks Blog. https://aurora-institute.org/cw_post/best-practices-for-high-quality-work-based-learning/

²³ America Succeeds and CompTIA (2024, January 22). *Durable Skills Advantage Framework*. Durable Skills Advantage. <https://www.durableskillsadvantage.org>

²⁴ The Entrepreneurial Learning Initiative (n.d.). *Entrepreneurship Education Case Studies*. <https://climindset.com/resources/case-studies/k-to-12/>

²⁵ American Succeeds (2021, November 26). *Advancing Equity in Education*. America Succeeds. <https://americasucceed.wpengin.com/portfolio/advancing-equity-in-education>

²⁶ (2023, December 1). *Employability Skills Playbook*. Indiana Department of Education. <https://sites.google.com/doi.in.gov/implement-employability-skills/home>

²⁷ (2023, September 6). *Lessons Learned on Blending Work-Based Learning With Dual Enrollment in Tennessee*. Jobs for the Future. <https://www.jff.org/lessons-learned-blending-work-based-learning-dual-enrollment-tennessee/>

²⁸ *Transforming the High School Experience*. Mastery Transcript Consortium. <https://mastery.org>

²⁹ (2023, December 1). *Model Policies for Advancing Durable Skills*. America Succeeds. <https://americasucceeds.org/portfolio/model-policies-durable-skills>



[MyCareerE3 Intermediary for Work-Based Learning](#) ³⁰

[Unlocking Career Success Four Keys](#) ³¹

[Unlocking Career Success Playbooks](#) ³²

[Work-Based Learning Toolkit: Engaging Employers](#) ³³

- *What works to improve a high school diploma's value in Kentucky?*

[Jobs for America's Graduates Kentucky](#) ³⁴

[Kentucky Advising Academy](#) ³⁵

[College and Career Advising Toolkit](#) ³⁶

[Kentucky Chamber Talent Pipeline Industry Alignments](#) ³⁷

[Kentucky Student Success Collaborative and Basic Needs Action Network](#) ³⁸

[Kentucky's Work-Based Learning Manual](#) ³⁹

[KY Career and Technical Education Programs](#) ⁴⁰

[TRACK: Tech Ready Apprentices for Careers in Kentucky](#) ⁴¹

[UK Center for Next Generation Leadership](#) ⁴²

- *What works to improve a high school diploma's value in our Community?*

[Eastern Kentucky Student Success Pipeline](#) ⁴³

[Focusing on the Future of Work in Appalachia Through Innovation and Entrepreneurship by Engaging K-12 Students](#) ⁴⁴

[GROW NKY](#) ⁴⁵

³⁰ *Work-Based Learning Intermediaries*. MyCareer E3. <https://www.mycareere3.org>

³¹ *Blurring the Lines Between High School, College, and Career*. Unlocking Career Success. <https://cte.ed.gov/unlocking-career-success/home>

³² *Unlocking Career Success Stakeholder Playbooks*. Unlocking Career Success. https://cte.ed.gov/unlocking-career-success/take-action?utm_campaign=Pathways%20to%20Prosperity&utm_medium=email&_hsmi=289337345&_hsenc=p2ANqtz-9K2HtZVttxO8EGzh3c-wAcv719NQa16JxshE66Vi5AIP-cUq00Rp1H59Jznq75AacTepYo6iCzBftrNAkjm5zajMB21lZV7uLUJjgHl047jP56A&utm_content=289337345&utm_source=hs_email

³³ *Work-Based Learning Toolkit*. CTE Education. <https://cte.ed.gov/wbltoolkit/engaging.html>

³⁴ *Jobs for America's Graduates KY*. Jobs for America's Graduates KY. <https://www.jagky.org>

³⁵ *Kentucky Advising Academy*. KY Council on Postsecondary Education. <https://cpe.ky.gov/ourwork/kyadvising.html>

³⁶ *College and Career Advising Toolkit*. Kentucky Advising Academy. <https://sites.google.com/view/kentuckyadvisingacademy/home>

³⁷ *Kentucky's Talent Pipeline Management System*. Kentucky Chamber of Commerce. <https://www.kychamber.com/tpm>

³⁸ *Basic Needs Action Network*. The Kentucky Student Success Collaborative. <https://kystudentsuccess.org/basic-needs/>

³⁹ *Work-Based Learning Manual*. Kentucky Department of Education. https://www.education.ky.gov/CTE/cter/Documents/Work-Based_Learning_Manual.pdf

⁴⁰ *Career and Technical Education*. Kentucky Department of Education. <https://www.education.ky.gov/CTE/Pages/default.aspx>

⁴¹ *TRACK: Tech Ready Apprentices for Careers in Kentucky*. Kentucky Department of Education. <https://www.education.ky.gov/CTE/cter/Pages/TRACK.aspx>

⁴² *Reimagining the Learner Experience of Every Student*. University of Kentucky Center for Next Generation Leadership. <https://nextgen.uky.edu/our-vision>

⁴³ *Eastern Kentucky Student Success Pipeline*. Accelerate ED. <https://www.accelerate-ed.org/communities/kentucky/>

⁴⁴ *Focusing on the Future of Work in Appalachia Through Innovation and Entrepreneurship by Engaging K-12 Students*. CEDAR, Inc. <https://fwa.cedarinc.org>

⁴⁵ *Grow NKY: Growing Regional Outcomes through Workforce*. Northern Kentucky Chamber of Commerce. <https://www.nkychamber.com/growing-talent/grow-nky-growing-regional-outcomes-through-workforce/>



[NaviGo](#) ⁴⁶

[SCK LAUNCH](#) ⁴⁷

[Summer Youth Employment: Louisville, KY](#) ⁴⁸

7. What actions should be taken to continue forward progress?

- *Based on the top 3-5 priority questions, and what we now know about what turns the curve, what 2-5 things might we propose to do to create value-add opportunities for students so they graduate with a diploma that is meaningful?*

⁴⁶ NaviGo College and Career Prep. NaviGo. <https://navigoprep.com/about/>

⁴⁷ Bowling Green Chamber of Commerce (n.d.). *SCK Launch is a partnership between the Bowling Green Area Chamber Foundation, the Bowling Green Independent School District, Warren County Public Schools, and local businesses.* SCK Launch. <https://scklaunch.com>

⁴⁸ Results for America. *Summer youth employment: Louisville, KY.* Economic Mobility Catalog. <https://catalog.results4america.org/case-studies/summerworks-louisville-ky>