



Making Connections



Traveling Along the **Pathway**

Dr. Cindy A. Corcoran, Assistant Superintendent

Nina Walls, Director of Career & Technical Education/Innovation

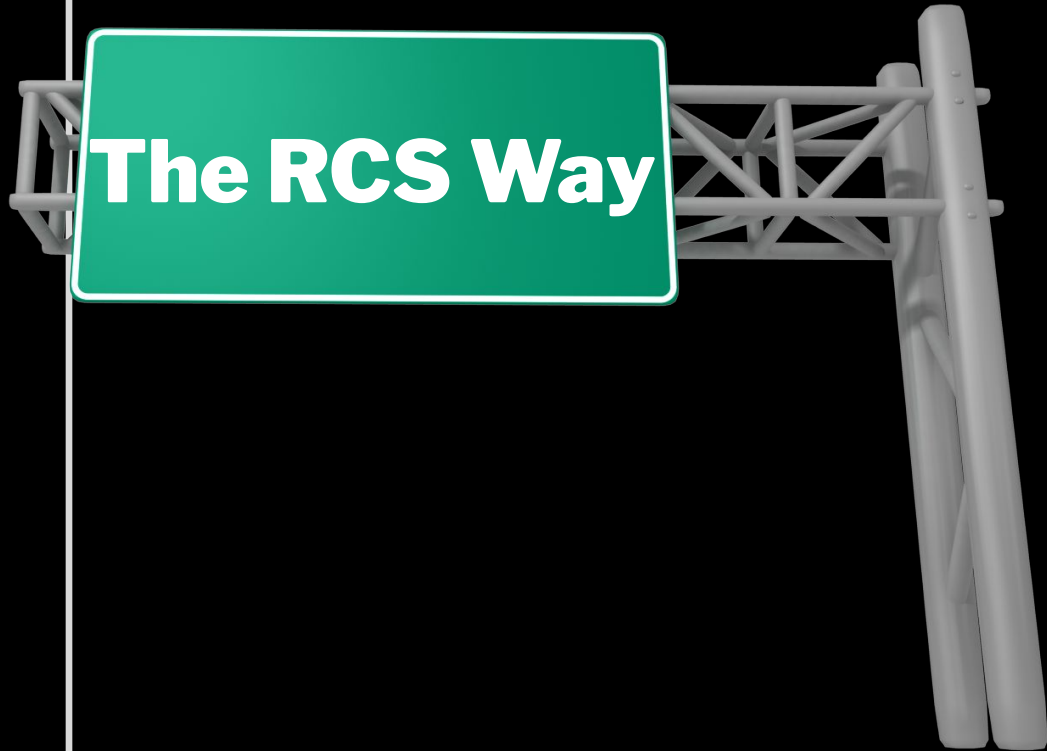
Your Takeaways For The Day

Objectives

1. Ensure that participants walk away with a better understanding of innovative thinking strategies.
2. Create discussion around collaboration between district office departments and that of schools.
3. Highlight the importance of the communication between the school counselor role and that of the Career & Technical Education programs and the Career Development Coordinator.
4. Discuss the significance of frontloading important information and knowledge of school counselors in order for them to facilitate student understanding of RCS Pathways.
5. Encourage school leaders to seek and vet career development software programs that meet the unique needs of their district and budgetary limitations.

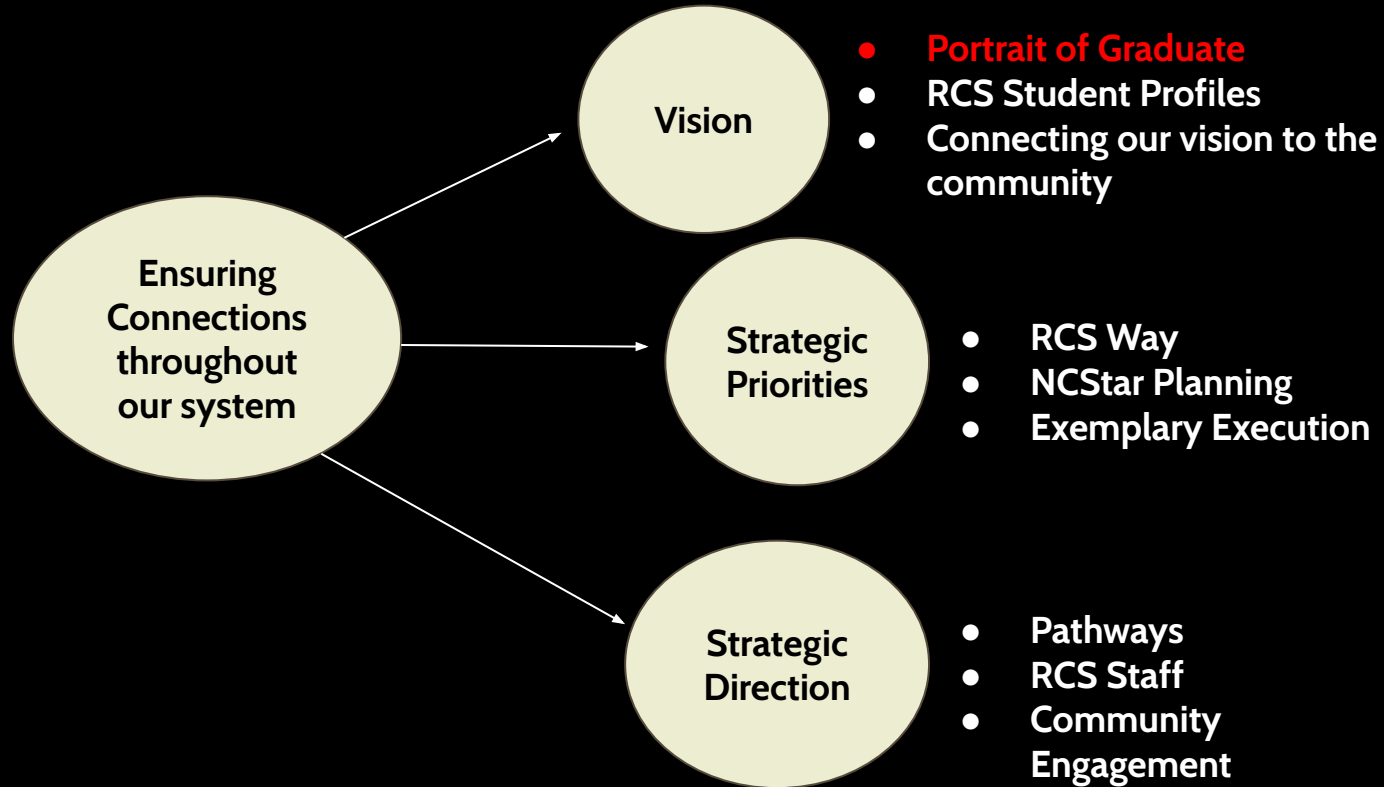
Supporting the
Whole Child





The RCS Way

The RCS Way





Portrait of Graduate: Revealed on Tuesday, October 18, 2022 known as the Portrait of a Graduate – aims to ensure that North Carolina students are well equipped for the broadest range of postsecondary opportunities. Aligning with State Superintendent of Public Instruction’s Catherine Truitt’s 2022 focus on the “[Year of the Workforce](#),” the Portrait can be adopted by schools and districts to better prepare the state’s 1.5 million students for civic life, career or college.

As determined by the design teams that were part of the initiative, the statewide Portrait identifies seven competencies that students should possess upon graduation from high school to help them thrive in the 21st century. These include: Adaptability, Collaboration, Communication, Critical Thinking, Empathy, Learner’s Mindset and Person Responsibility.

Video of the Portrait of a Graduate [here](#).

NORTH CAROLINA
PORTRAIT of a GRADUATE



Brought to you by:

Statewide Portrait Design Team | NC Department of Public Instruction | NC Department of Commerce | NC Chamber of Commerce
BEST NC | NC Community College System | UNC System | NC Independent Colleges and Universities | MyFutureNC

Portrait of Graduate - Related to this Work

- Adaptability - Students will develop the skills needed to adapt to the changes and the direction of their pathways as they explore their career/college options.
- Collaboration - Students will understand how, a team, working together, creates an opportunity for progress towards personal or team goals.
- Communication - Students will learn the necessary skills needed to develop their “voice” when exploring career/college options. They will work with teachers, counselors and the career development coordinators to determine the best pathway for them.
- Critical Thinking - Students will think critically and consider information provided to them as they make decisions regarding their own career/college choices.
- Empathy - Students will gain the understanding and recognize the circumstances by which other students might be making decisions based on their own interests.. Students will learn the value of other’s perspective when traveling a different pathway.
- Learner’s Mindset - Students will develop a positive and open mindset to career awareness that leads to career exploration.
- Personal Responsibility - Students will develop their own personal accountability in moving through their selected pathway. Students will complete the requirements necessary in order to be successful.



School Counselors

Simultaneously our work was moving in the same direction!

- Instructional Support Department collaborates monthly with the Curriculum and Instruction Department to build trusting relationships and to work together to ensure that we do not work in Silos.
- School counselors received a good deal of support and the departments front loaded them with them with the skills they needed to assist students in making decisions.
- Ms. Walls developed a working relationship with high school counselors and was providing them with information at monthly meetings.
- Small increments of information was provided to ensure they were able to digest the information.
- Dr. Corcoran was providing professional development to counselors as well that focused on leadership skills.
- Meanwhile the district began to work with [Cardinex](#), a scheduling software program.
- The Director of Digital Learning and Media created a one-stop shop website for high school registration options.



Same Goal:
Different Roads

Exploration & Career Development

Chaos Theory of Careers

What you can control Learn to live at The Edge of Chaos



Know yourself

Accept change



Set goals

Learn from mistakes



Watch the job market

Welcome uncertainty



Upskill

Take planned risks

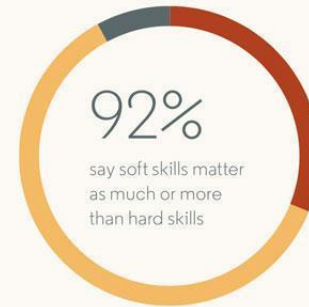


- ★ Career stability emerges from a world that is both stable and unstable (Bright)
- ★ Adaptability and resilience allow us to live on the “edge of chaos” (Pryor & Bright)

30%
Soft skills

62%
Soft and hard skills

8%
Hard skills

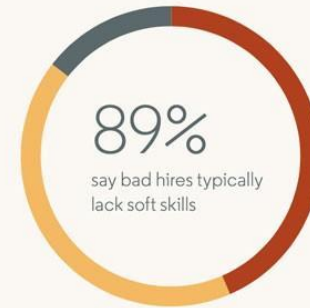


Employers say it's important to hire for...

45%
Soft skills

44%
Soft and hard skills

11%
Hard skills



Employers say bad hires usually lack...

<https://business.linkedin.com/talent-solutions/blog/recruiting-strategy/2019/soft-skills-are-hard-to-assess-but-these-6-steps-can-help>

<https://www.careers.govt.nz/articles/spotlight-on-the-chaos-theory-of-careers/>

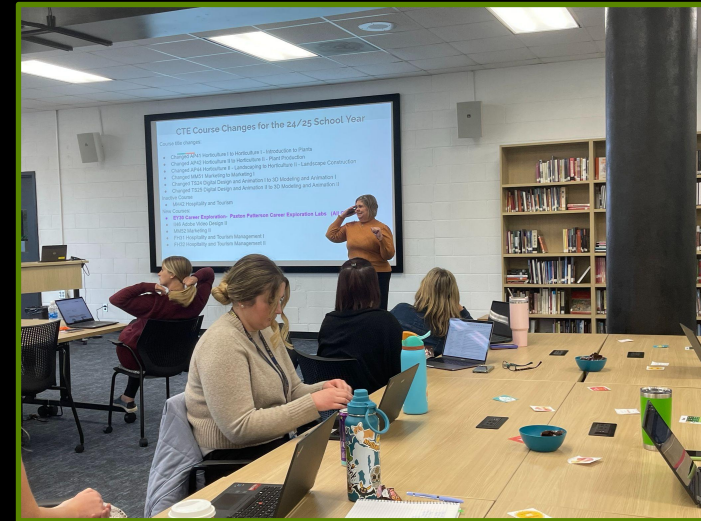
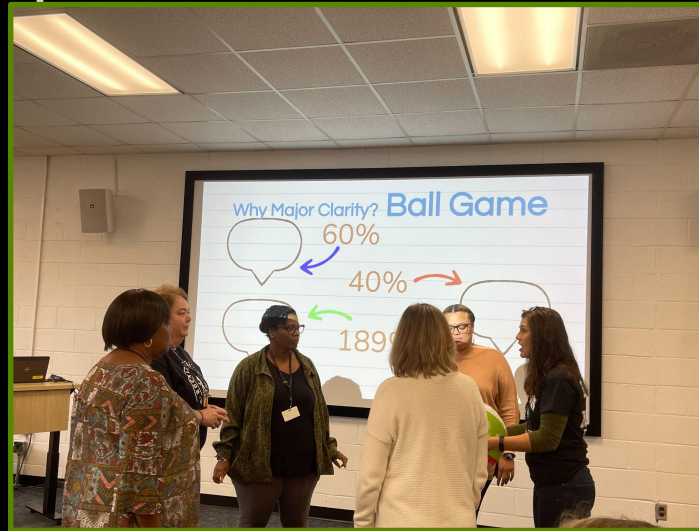
<https://www.researchgate.net/publication/286544450> The Chaos Theory of Careers Theory Practice and Process

Finding Ways to Partner with Curriculum and Instruction

Training/Collaboration
with School Counselors

Mrs. Hensley: Hey,
let's simulate a
student activity!

Ms. Walls: What
else can I help
you with?



ASCA MINDSETS & BEHAVIORS FOR STUDENT SUCCESS

The ASCA Mindsets & Behaviors for Student Success: K-12 College- and Career-Readiness Standards for Every Student

Each of the following standards can be applied to the academic, career and social/emotional domains.

Category 1: Mindset Standards

School counselors encourage the following mindsets for all students.

- M 1. Belief in development of whole self, including a healthy balance of mental, social/emotional and physical well-being
- M 2. Self-confidence in ability to succeed
- M 3. Sense of belonging in the school environment
- M 4. Understanding that postsecondary education and life-long learning are necessary for long-term career success
- M 5. Belief in using abilities to their fullest to achieve high-quality results and outcomes
- M 6. Positive attitude toward work and learning

Category 2: Behavior Standards

Students will demonstrate the following standards through classroom lessons, activities and/or individual/small-group counseling.

Learning Strategies	Self-Management Skills	Social Skills
B-LS 1. Demonstrate critical-thinking skills to make informed decisions	B-SMS 1. Demonstrate ability to assume responsibility	B-SS 1. Use effective oral and written communication skills and listening skills
B-LS 2. Demonstrate creativity	B-SMS 2. Demonstrate self-discipline and self-control	B-SS 2. Create positive and supportive relationships with other students
B-LS 3. Use time-management, organizational and study skills	B-SMS 3. Demonstrate ability to work independently	B-SS 3. Create relationships with adults that support success
B-LS 4. Apply self-motivation and self-direction to learning	B-SMS 4. Demonstrate ability to delay immediate gratification for long-term rewards	B-SS 4. Demonstrate empathy
B-LS 5. Apply media and technology skills	B-SMS 5. Demonstrate perseverance to achieve long- and short-term goals	B-SS 5. Demonstrate ethical decision-making and social responsibility
B-LS 6. Set high standards of quality	B-SMS 6. Demonstrate ability to overcome barriers to learning	B-SS 6. Use effective collaboration and cooperation skills
B-LS 7. Identify long- and short-term academic, career and social/emotional goals	B-SMS 7. Demonstrate effective coping skills when faced with a problem	B-SS 7. Use leadership and teamwork skills to work effectively in diverse teams
B-LS 8. Actively engage in challenging coursework	B-SMS 8. Demonstrate the ability to balance school, home and community activities	B-SS 8. Demonstrate advocacy skills and ability to assert self, when necessary
B-LS 9. Gather evidence and consider multiple perspectives to make informed decisions	B-SMS 9. Demonstrate personal safety skills	B-SS 9. Demonstrate social maturity and behaviors appropriate to the situation and environment
B-LS 10. Participate in enrichment and extracurricular activities	B-SMS 10. Demonstrate ability to manage transitions and ability to adapt to changing situations and responsibilities	



FUTURE WEEK 2K19

Your Future is coming... Are you ready for your Career? College? Life?

<p>Why? Purpose</p> <p>We believe it's important for our students to be ready for career, college, and life.</p>	<p>How? Process</p> <p>This is career week with a twist; it will focus on enhancing academic, social, emotional, and career skills to help prepare students for life after high school.</p> <p>Some of the week's highlights include student panels for all grade levels and a mini-conference, virtual college tour, and the Reality U financial literacy workshop for 8th graders.</p>
<p>What? Product</p> <p>After participating in Future Week, our students will improve how they show up, grow up, glow up, and sow up. It will also increase college, career, and life readiness in our students.</p>	<p>Who? People</p> <p>We need your help to make this week a success!</p> <p>Presenters for the Future Day Mini-Conference Thursday, October 10th bit.ly/futureweekspk12</p> <p>Volunteers for Reality U Financial Workshop Friday, October 11th bit.ly/realityuwork</p>
<p>For more information</p> <p>John Nwosu John.Nwosu@cobbk12.org Garrett Middle School School Counselor</p> <p>Rhonda Yearwood Rhonda.Yearwood@cobbk12.org Communities-in-Schools Site Coordinator</p>	



Exploration & Career Development Happens at all Grade Levels

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B-LS 10. Participate in enrichment and extracurricular activities	B-SMS 10. Demonstrate ability to manage transitions and ability to adapt to changing situations and responsibilities	

- M3 Positive attitude toward work and learning.
- B-L S-7 Long- and short-term academic, career and social/emotional goals
- B-S S-6 Effective collaboration and cooperation skills
- B-S S-9 Social maturity and behaviors appropriate to the situation and environment

Rockingham County Schools High School Registration Site

Rockingham County Schools
High School Registration Site

GPA Calculator HS GPA Calculator College Course Credits Career Calculator

Customize Registration Site Custom Help

Registration & Graduation Requirements Dates & Deadlines Other Resources NC CCRG RCS READY

Registration & Graduation Requirements Dates & Deadlines Other Resources NCCCRG RCS READY

RCS High School Options RCC Career and College Promise (CCP) RockTop & Internships

Business Management & Administration (BMAS) Education & Training (EDTAC) Finance (FINA) Health Science (HLTH)

Hospitality & Tourism (HOTEP) Human Services (HUMA) Information Technology (INEX) Law, Public Safety, Corrections & Security (LAW)

High School Options

Prerequisite (10th-12th) Health Science I#U40 (Honors Level also available)

Concentrator Option (10th-12th) Health Science II#U42 (Honors Level also available)

Career Pathway Major Options (12th Grade)

Pharmacy Technician-Honors #H62
Nursing Fundamentals and Non-Practicum Honors #N42
Nursing Fundamentals and Practicum Honors #N43
CTE Advanced Studies (HLTH) #W29 (Honors Level also available)
CTE Apprenticeship (HLTH) #W30
CTE Internship (HLTH) #W31 (Honors Level also available)
CTE Entrepreneurial Experience (HLTH) #W32
Cooperative Education ***

ATTENTION The Student MUST BE ENROLLED in a CTE COURSE in the SAME SEMESTER to be enrolled in a Cooperative Education Course.

Supplemental Technical Courses

MHS and RNS Only: (9th-12th) Counseling and Mental Health I#C13

MHS Only: (9th-12th) Counseling and Mental Health II#C14

(9th-12th) Food and Nutr/Sci#FN43

Middle Grades Exploration

Exploring Personal Character and Careers EY10
Coming Soon- Exploring Careers and Employment EY11
WBAS Only- Engineering-Meeting Technology TY00
WBAS Only- Engineering-Design and Engineering TY01
Coming Soon- Exploring Safety and Tools in the Trades TY00

High School Options

Prerequisite (9th-12th) Technology-Engineering and Design TE11 (Honors Level also available)

Concentrator Option (10th-12th) Technological Design TE12 (Honors Level also available)

Career Pathway Major Options (12th Grade)

CTE Advanced Studies (STEM) #W57 (Honors Level also available)
CTE Apprenticeship (STEM) #W58
CTE Internship (STEM) #W59 (Honors Level also available)
CTE Entrepreneurial Experience (STEM) #W60
Cooperative Education ***

ATTENTION The Student MUST BE ENROLLED in a CTE COURSE in the SAME SEMESTER to be enrolled in a Cooperative Education Course.



Rockingham County - MTSS Implementer



Think, Pair, Share: How do you ensure that effective communication is flowing both ways: from the district level to the school level and then feedback from the school level back to the district level in order to assist your students in making the best career/college choices?



**“Leaders make it possible
for everyone to do
extraordinary work.”**

James B Kouzes & Barry Z. Posners, 2013



**At a
Crossroads**



Stop:

New Rules: [Senate Bill DRS35078-TC-6A](#)

- In 2024-25 school all 7th graders must have a career development plan to be promoted to the 8th grade.
- All 10th graders must revise their career development plan to be promoted to the 11th grade.



Student Journey

Career

Students continuously experiment & adapt career plans



Assessment

Identify personal goals and career Fit Scores

Personality Assessments

Learning Style Assessments



Career Exploration

Discover careers aligned with interests & goals

Career -Related Activities

Video Interviews

Localized Labor Data



Academic Planning

Connect career interests with academic courses

Pathway-Aligned Course Planning

Academic & Career Plans



Advanced Career Exploration & Prep

Prepare for and test drive career tracks

Work-Based Learning

Resume Builder

Micro-credentials



Postsecondary Planning

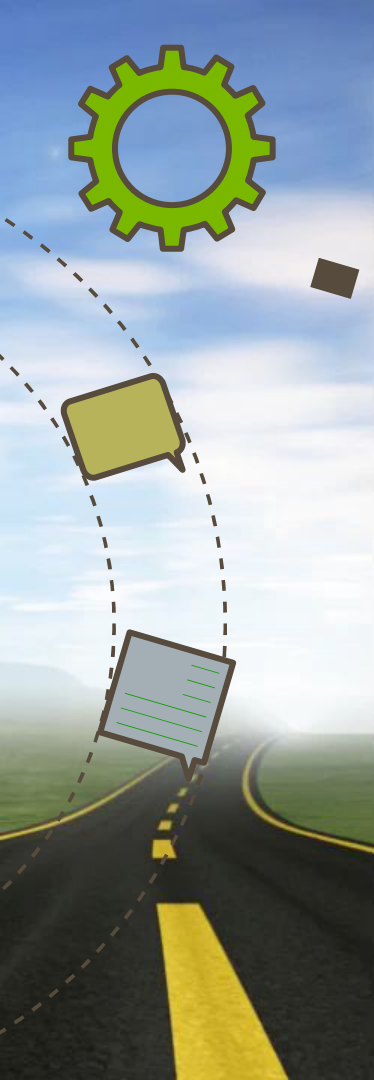
Compare schools & prepare materials

Scholarship Search

Transcripts & Common App

Postsecondary App Tracking





TWO IMPORTANT CAREER CONCEPTS

Awareness

Making students aware of how school relates to the working world and the different careers and career pathways.

Exploration

Help students understand how school relates to work, take an inventory assessment to help align educational courses with goals.



MY ACADEMIC CAREER PLAN

Academic and Career Plan

Visit MajorClarity.com for more!

Current Grade
7

PDF Generated
Aug 08, 2023



Name
Lacey Houchins

School
J E Holmes Middle

Student ID
8124343217

Initiation date
N/A

Dates reviewed
N/A

Personality assessment status
48/48 completed

Career goal
N/A

Top 3 personality traits
Investigative, Social, Enterprising

Top 3 learning styles
Auditory Numerical, Visual Linguistic, Kinesthetic Combination

Selected pathway
N/A

Selected career cluster
N/A

Secondary Education Goal

Diploma type
N/A

Diploma recognition
N/A

My post-grad decision
N/A

Military branch
N/A

ACT score
Not taken

PSAT score
Not taken

Career / Workplace Readiness Certificate
Not taken

Clubs and activities
None

SAT score
Not taken

ASVAB score
Not taken

Career / Workplace Readiness Certificate Score
Not taken

Industry credentials
None

Plan of Study

Visit [MajorClarity.com](https://www.majorclarity.com) for more!

Pathway

Cluster

N/A

Planned Courses Key

Pathway Course

Non-Pathway Course

Completed Course



7th Grade

Advanced Math 7



Math F1 | 0 Cr

Science-Grade 7



Science F1 | 0 Cr

Social Studies 7th



8th Grade

+ Add Math

+ Add Science

+ Add Social Studies

9th Grade

+ Add Math

+ Add Science

+ Add Social Studies

10th Grade

+ Add Math

+ Add Science

+ Add Social Studies

11th Grade

+ Add Math

+ Add Science

+ Add Social Studies

12th Grade

+ Add Math

+ Add Science

+ Add Social Studies

Careers your student is interested in

Your student can identify careers they enjoy by favoriting them on MajorClarity.

Doctoral or professional degree

Family and General Practitioners
Anesthesiologists
Preventive Medicine Physicians

Visit [MajorClarity.com](https://www.majorclarity.com) to view more!

Colleges your student is interested in

Your student can identify postsecondary institutions they are interested in attending by favoriting them on MajorClarity.

Visit [MajorClarity.com](https://www.majorclarity.com) to view more!

Elective F1 | 0 Cr

Plan of Study

Visit [MajorClarity.com](https://www.MajorClarity.com) for more!

Pathway

Cluster

N/A

Planned Courses Key

Pathway Course

Non-Pathway Course

Completed Course



7th Grade Completed

Advanced Math Grade 7 ✓
Math F1 | 0 Cr

Science-Grade 7 ✓
Science F1 | 0 Cr

Social Studies 7th Grade ✓
Social Studies F1 | 0 Cr

Language Grade 7 ✓
English F1 | 0 Cr

Bible History - 7 ✓
Elective F1 | 0 Cr

Health and Physical Education: Grade 7 ✓
Elective F1 | 0 Cr

Library/Media Assistant -7 ✓
Elective F1 | 0 Cr

Middle School Spanish 7 ✓
Elective F1 | 0 Cr

8th Grade Completed

NC Math 1 ✓
Math F1 | 0 Cr

Science-Grade 8 ✓
Science F1 | 0 Cr

Social Studies 8th Grade ✓
Social Studies F1 | 0 Cr

Language Grade 8 ✓
English F1 | 1 Cr

Bible History - 8 ✓
Elective F1 | 0.5 Cr

Health and Physical Education: Grade 8 ✓
Elective F1 | 0 Cr

Library/Media Assistant -8 ✓
Elective F1 | 0 Cr

Spanish I (Part A) ✓
Elective F1 | 0 Cr

Spanish I (Part B) ✓
Elective F1 | 1 Cr

9th Grade Completed

CCRG Math A ✓
Math F1 | 1 Cr

CCRG Math B ✓
Math F1 | 1 Cr

NC Math 2 Honors ✓
Math F1 | 1 Cr

Biology Honors ✓
Science F1 | 1 Cr

Amer His: Found Prin, Civics and Ec Hon ✓
Social Studies F1 | 1 Cr

English I Honors ✓
English F1 | 0 Cr

Microsoft Word and PowerPoint Honors ✓
CTE Elective F1 | 1 Cr

Sports and Event Marketing I ✓
CTE Elective F1 | 1 Cr

Health and Physical Education ✓
Elective F1 | 1 Cr

Spanish II ✓
Elective F1 | 0.5 Cr

10th Grade Completed

NC Math 3 Honors ✓
Math F1 | 1 Cr

Anatomy Honors ✓
Science F1 | 1 Cr

Chemistry Honors ✓
Science F1 | 1 Cr

AP U S Government and Politics - NCVPS ✓
Social Studies F1 | 1 Cr

AP United States History ✓
Social Studies F1 | 0.5 Cr

AP World History: Modern ✓
Social Studies F1 | 1 Cr

English II Honors ✓
English F1 | 1 Cr

Microsoft Excel Honors-RCS Virtual ✓
CTE Elective F1 | 0 Cr

RCS Ready 10A ✓
Elective F1 | 1 Cr

RCS Ready 10B ✓
Elective F1 | 1 Cr

11th Grade Completed

Pre-Calculus Honors ✓
Math F1 | 0 Cr

AP Environmental Science ✓
Science F1 | 1 Cr

BIO110 Principles of Biology ✓
Science F1 | 1 Cr

AP Psychology ✓
Social Studies F1 | 1 Cr

AP English Language and Composition ✓
English F1 | 1 Cr

Adobe Visual Design I Honors ✓
Elective F1 | 0.5 Cr

Sports and Event Mkt II Hon ✓
CTE Elective F1 | 1 Cr

ART111 Art Appreciation ✓
Elective F1 | 1 Cr

RCS Ready 11A ✓
Elective F1 | 1 Cr

RCS Ready 11B ✓
Elective F1 | 1 Cr

12th Grade

+ Add Math

+ Add Science

+ Add Social Studies

+ Add English

+ Add CTE Elective

+ Add Elective

MEET THE Career Development Facilitator

Ms. Sharon Galloway



As CDF I am available to assist students with the following:

Career & Technical Education (CTE) Course Selection

Academic Career Plan Development in Major Clarity

Self-Exploration Assessments (Major Clarity)

Career Exploration Activities/Awareness

Introduction to Career Exploration Labs (Paxton Patterson)





Looking at the road ahead

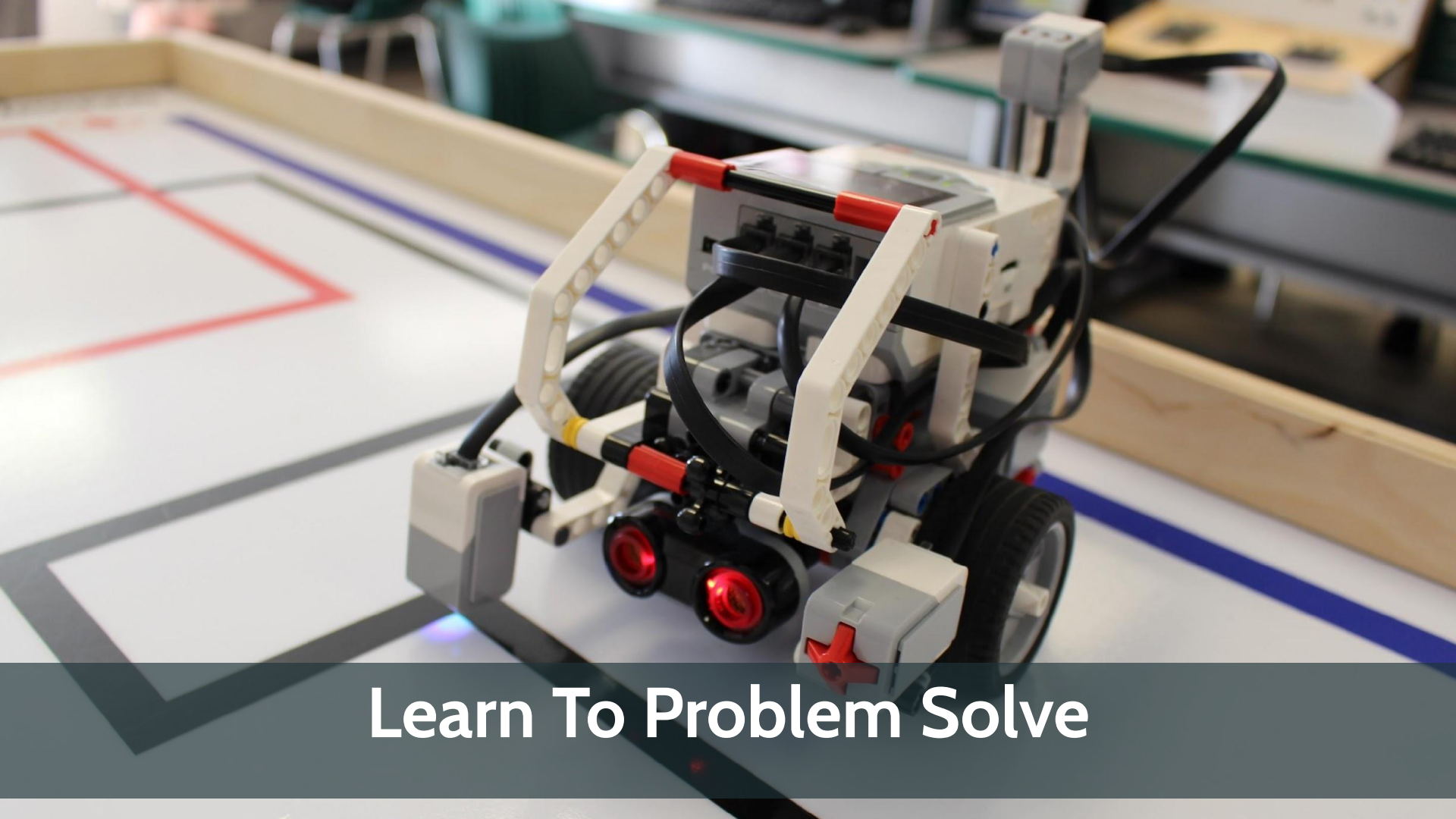
Considerations:

1. Budget limitations
2. Student engagement
3. User friendly for teacher and counselor buy-in
4. Showcase credentials
5. Help to identify pathways
6. Consider how to develop a middle school career exploration program



**EXPLORE
CAREER OPPORTUNITIES**





Learn To Problem Solve



Discover Your Interests and Aptitudes



Use Real-World Technology

CAREER CLUSTERS

Arts, A/V Technology, & Communications (AAVC)

Computer Graphics & Game Development
Digital Audio Production
Flight & Drone Technology
Video Production

Health Science (HLTH)

Intro to Health Science Careers
Sports Medicine
Dentistry
Clinical Lab Practices
Emergency Medical Technician
Medical Imaging
Nursing
Pharmacology
Veterinary Medicine

Hospitality & Tourism (HOSP)

Hospitality and Tourism

Manufacturing (MANU)

Digital Manufacturing
Electricity & Electronics

Marketing (MRKT)

Design and Marketing
Intro to Culinary Arts

Science, Technology, Engineering & Mathematics (STEM)

Robotics

Universal
Employability Skills

PROGRAM AREAS

Reidsville Middle School

Computer Science and Information Technology Education

- Computer Graphics & Game Development
- Digital Audio Production
- Flight & Drone Technology
- Video Production

Family and Consumer Sciences Education

- Design and Marketing
- Intro to Culinary Arts

Trade, Technology, Engineering, and Industrial Education

- Digital Manufacturing

Career Development Education

- Employability Skills

Business, Finance, and Marketing Education

- Hospitality and Tourism

Health Science Education

- Intro to Health Science Careers
- Sports Medicine
- Dentistry

Holmes Middle School

Computer Science and Information Technology Education

- Flight & Drone Technology

Trade, Technology, Engineering, and Industrial Education

- Digital Manufacturing
- Electricity & Electronics

Career Development Education

- Employability Skills

Business, Finance, and Marketing Education

- Hospitality and Tourism

Family and Consumer Sciences Education

- Intro to Culinary Arts

Intro to Engineering & Design

- Robotics

Health Science Education

- Clinical Lab Practices
- Dentistry

Emergency Medical Technician

- Medical Imaging
- Nursing
- Pharmacology
- Veterinary Medicine

DEPLOYMENT PROJECT#12

TEACHER PROFESSIONAL DEVELOPMENT

INCEPTION DATE: 6/12/17

SPAC UPDATE:

THIS PROJECT SUPPORTS THE FOLLOWING DISTRICT FOCUS AREA(S) OUTLINED IN THE RCS STRATEGIC PLAN 2020:

- I. Graduation and Beyond
- II. Safe, Resourced, Supported & Equipped Schools
- III. Stakeholder Involvement/Engagement

THIS PROJECT SUPPORTS THE FOLLOWING RCS STRATEGIC PLAN 2020 STRATEGIES: (PLEASE NOTE WHEN A STRATEGY IS SHARED WITH ANOTHER DEPLOYMENT PROJECT)

Strategies are aligned with those located in the
RCS Strategic Plan VISION 2020

Measurable objective #	Strategy #	Strategy description	Shared with another project (Y/N) <i>List project</i>
I. E	I.10	Provide PD on using student inventories in the development of lesson plans.	No
I. E	1.11	Create and administer student instructional and learning environment survey to assess student perceptions.	Yes- I.D, I.G,
I. E	1.12	District-wide PD will focus on high quality research-based best practices and implementation.	Yes- I.F
Note:			

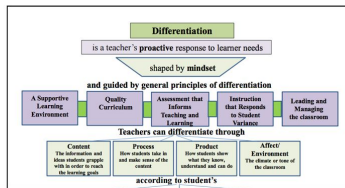
Project Introduction and Context

Provide background and a brief description of this project, including information on the issue and/or relevant history that supports the need for the project.

The first goal of the Rockingham County Schools' Strategic Plan is focused on Graduation and Beyond and states that we will "Develop a personalized mastery-approach to learning for each child to graduate prepared for work, further education and citizenship". A number of measurable objectives were developed to guide us in the attainment of that goal. Objective I.E states, "Teachers will implement best practices as evidenced by teacher participation in PD on identified best practices and implementation observed on lesson plans, walkthroughs and formal observations". Along with that objective the strategic plan committee identified three specific strategies:

1. Provide professional development on using student inventories in the development of lesson plans.

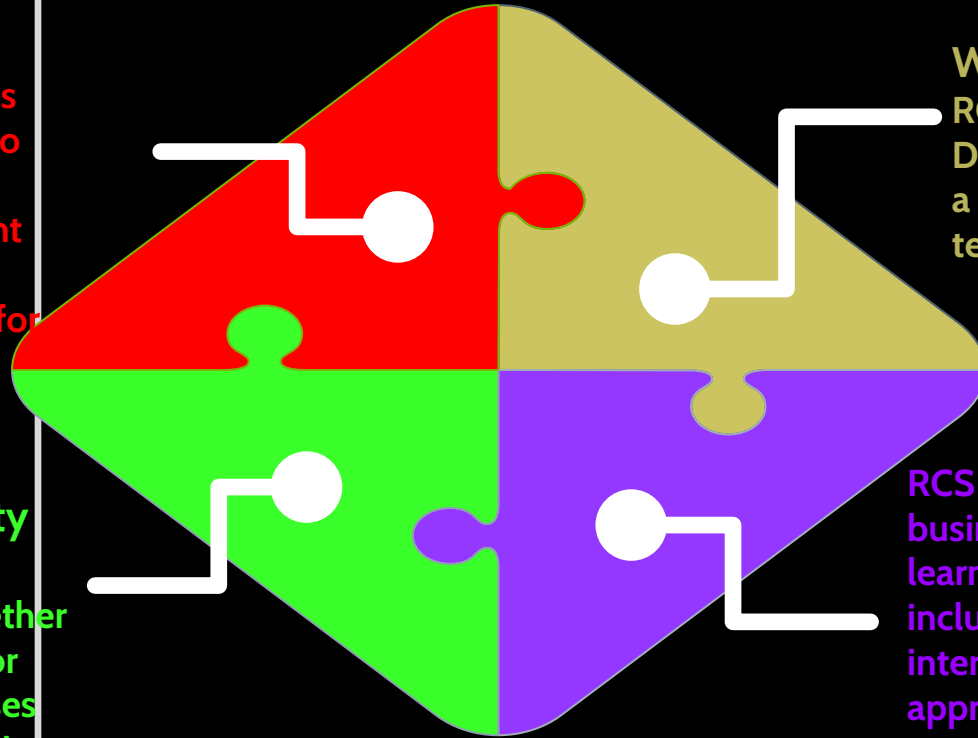
Carol Tomlinson's model and definition of differentiated instruction includes a response to learner needs, including student interest and learning profiles. The use of student learning inventories will help teachers design learning activities that target those preferences and differences. (Tomlinson, 2016)



Deployment Plans

Strategic Planning

Making Relevant Connections



RockATOP-
Rockingham County Schools worked with local industry to develop an apprenticeship program that prepares recent graduates for careers while meeting a company's need for high skilled employees.

Rockingham Community College-
RCS and RCC working together to provide opportunities for students to take CCP courses and earn industry certifications and certificates while earning college credits.

Workforce Development-
RCS worked with Workforce Development and RCC to host a career expo for all seventh and tenth grade students.

Local Business-
RCS is working with local business to provide work based learning opportunities to include: job shadowing, internships and apprenticeships.



Cultural Leadership



"EACH OF YOU HAS BEEN GIVEN A SIMPLE, YET POWERFUL TOOL..."

- Cultural Leadership is creative leadership. It utilizes the arts and other assessable forms of creative public scholarship and community spaces to educate and raise awareness.









• Resources 😊

- American School Counselor Association (2021). ASCA Student Standards; Mindsets and Behaviors for Student Success. Alexandria, VA: Author.
<https://www.schoolcounselor.org/getmedia/7428a787-a452-4abb-afec-d78ec77870cd/Mindsets-Behaviors.pdf>
- Education Advanced: Cardex School Master Scheduling Software:
<https://educationadvanced.com/products/cardonex/>
- Major Clarity by Paper; <https://majorclarity.com/>
- North Carolina Department of Public Schools: Future Focused, Career Ready
<https://www.dpi.nc.gov/districts-schools/operation-polaris/future-focused-career-ready>
- North Carolina Department of Public Schools: Portrait of Graduate
<https://www.dpi.nc.gov/districts-schools/operation-polaris/portrait-graduate>
- Paxton Patterson College and Career Ready Labs-
<https://www.paxtonpatterson.com/college-career-ready-labs>
- SENATE BILL DRS35078-TC-6A
<https://www.ncleg.gov/Sessions/2023/Bills/Senate/PDF/S193v0.pdf>
- <https://business.linkedin.com/talent-solutions/blog/recruiting-strategy/2019/soft-skills-are-hard-to-assess-but-these-6-steps-can-help>
- <https://www.careers.govt.nz/articles/spotlight-on-the-chaos-theory-of-careers/>
- <https://www.researchgate.net/publication/286544450> The Chaos Theory of Careers



Questions? More Information?



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