



NPS Vision:

To be a top-performing school that provides outstanding educational opportunities for all students and is a source of pride and an asset to our community.

NPS Mission:

To prepare all students to meet their goals for the future.



The implementation of Career Academies at Norfolk High School is vital to the success of NHS students as we prepare them with career and college readiness skills needed for their future. The academies are equally important to our community as we work together to curb the poverty trend in our community and to meet the needs of Norfolk's extensive workforce shortage.

At Norfolk Public Schools we are excited to partner with local business and industry to develop career academies. These academies will provide outstanding opportunities for our students. In addition, they will provide a qualified skilled workforce to support our local employers and encourage economic development growth within our city. As stated in our school district's strategic plan, we are working hard to fully implement the academies by Fall 2017.

On the enclosed pages, you can learn more about the many advantages of Career Academies. We hope you will also consider how you can help us promote the success of young adults in Norfolk and be a part of the collaboration of this project. Thank you for your continued support of Norfolk Public Schools.

Nothing Prevents Success!

A handwritten signature in black ink that reads "Dr. Jami Jo Thompson".

Dr. Jami Jo Thompson, Superintendent

Norfolk Public Schools

Norfolk Public Schools Strategic Plan

By Fall of 2017, NPS will expand career awareness activities and provide course offerings in all six Nebraska Career Education Career Cluster areas through partnerships.

Objective 1: Create and implement a comprehensive K-12 career exposure and awareness program

Objective 2: Work collaboratively with post secondary educational institutions and community businesses/organizations to implement career academies in each of the six NDE Career Clusters

Objective 3: Utilize Personal Learning Plans within the district

Career Academies Provide a Solution to a Community Need.

- **Increasing the area workforce** has been identified by numerous groups as a community priority . *Many of those groups have specifically identified the creation of Career Academies as a way to meet this need.*

***Norfolk Area Chamber of Commerce Strategic Plan
Mayor's Workforce Taskforce priority task***

- **Reducing Community Poverty** *(Free and Reduced Lunch Statistics)*

	Norfolk	Nebraska
2000-2001	29.41%	30.46%
2014-2015	49.87%	44.17%

A 20% poverty increase in Norfolk in 15 years, and still growing!

- **Eliminating the Workforce Shortage** *(March 2016 Unemployment Rate)*

Norfolk	Nebraska	National	"Equilibrium"
2.8%	3.3%	5%	4%

Although a low unemployment rate may appear positive, it is a deterrent to economic development! Low unemployment equates to a qualified local workforce that is already employed elsewhere.



"Career academy programs have the potential to stimulate regional and state economic development by providing more employees who are prepared to enter the workforce. Whether the program leads a student to employment or continued education, the skills obtained through the academy will positively impact their qualifications for a high wage, high skill, high demand job."

Amanda Barfuss
Director of Talent Development & Recruitment
Norfolk Area Chamber of Commerce

Each Academy will be taught by qualified high school instructors in partnership with an Advisory Team, consisting of local business/industry leaders and NECC staff. This will insure our students are career and college ready when they graduate as a Career Academy student from Norfolk High School.



In addition, each Career Academy will give students the opportunity to receive certifications applicable to the field of study.

Norfolk Career Academies 2016-2017

Agriculture Academy

- **Plant Pathway**
- **Animal Pathway**

Certification Opportunities:

Chemical Application Certification

Irrigation Tech Certification

Construction Academy

Certification Opportunities:

OSHA 10 hr. Certification

NCCER (National Center for Construction Education & Research)

Drafting Academy

Certification Opportunities:

Professional Certification

(Apprentice & Certified Drafter)

Health Sciences Academy

Certification Opportunities:

Certified Nurses Assistant

Student Organizations:



Norfolk Career Academies 2017-2018

Welding Academy

Family and Consumer Sciences Academies

- **Early Childhood Development**
- **Culinary Arts**

Automotive Academy

Business & Technology Academies

- **Finance**
- **Marketing**
- **Management/Administration**
- **Hospitality/Tourism**
- **Information Technology**

The certifications for the second phase of academies are yet to be determined.

What are the advantages to Career Academy participation?

Work Based Learning Opportunities

- Sophomore Year— Career/College Field Trips and Guest Speakers; Mock Interviews
- Junior Year— Job Shadowing; Career/College mentoring
- Senior Year—Internships

Strategically Sequenced Courses

- Career Academy students will follow strategically sequenced coursework that focuses on the career field.

For example, an Agriculture Academy student enrolled in the Animal Pathway will take Intro to Agriculture (Freshman), Animal Science I (Sophomore), Animal Science II (Junior).

In additional, they can take a contextualize course that reflects their career interests, this student would take Ag Biology instead of traditional Biology.

Dual Credit

- Dual credit learning is available to all students of Norfolk High School. It allows a student to earn college and high school credit simultaneously. This enables the student to graduate from high school with college credits earned and the potential to graduate and enter the workforce sooner. Each academy has a minimum of one dual credit course currently available with potential for additional courses offered in the future.
- A discounted tuition rate is offered through Northeast Community College and no fees/books are charged to the student. This allows the student to pay a reduced tuition cost and take their initial college courses in a familiar learning environment. Scholarship programs do exist to assist students pursuing dual credit learning.

Career Exploration

- Career Academy students have the opportunity to explore career options before incurring any tuition costs and time invested at a post-secondary institution. This exploration process encourages the student to make informed decisions regarding their future career or college path. As educators, we know some students will move quickly through the academy and feel confident in their first academy choice, but we also know that some students will require the opportunity to explore many options. NHS Career Academies will work with both student types to help them determine the path best for their individual future.



"I am interested in this career academy because it's a wonderful opportunity to do something in a field I genuinely care about. I've always had a passion for people and caring for them since I was little, and this is one step to making my vision for my future come true."

Skyler Gubbels
NHS Student
Health Science Academy

What are the advantages to Career Academy participation?

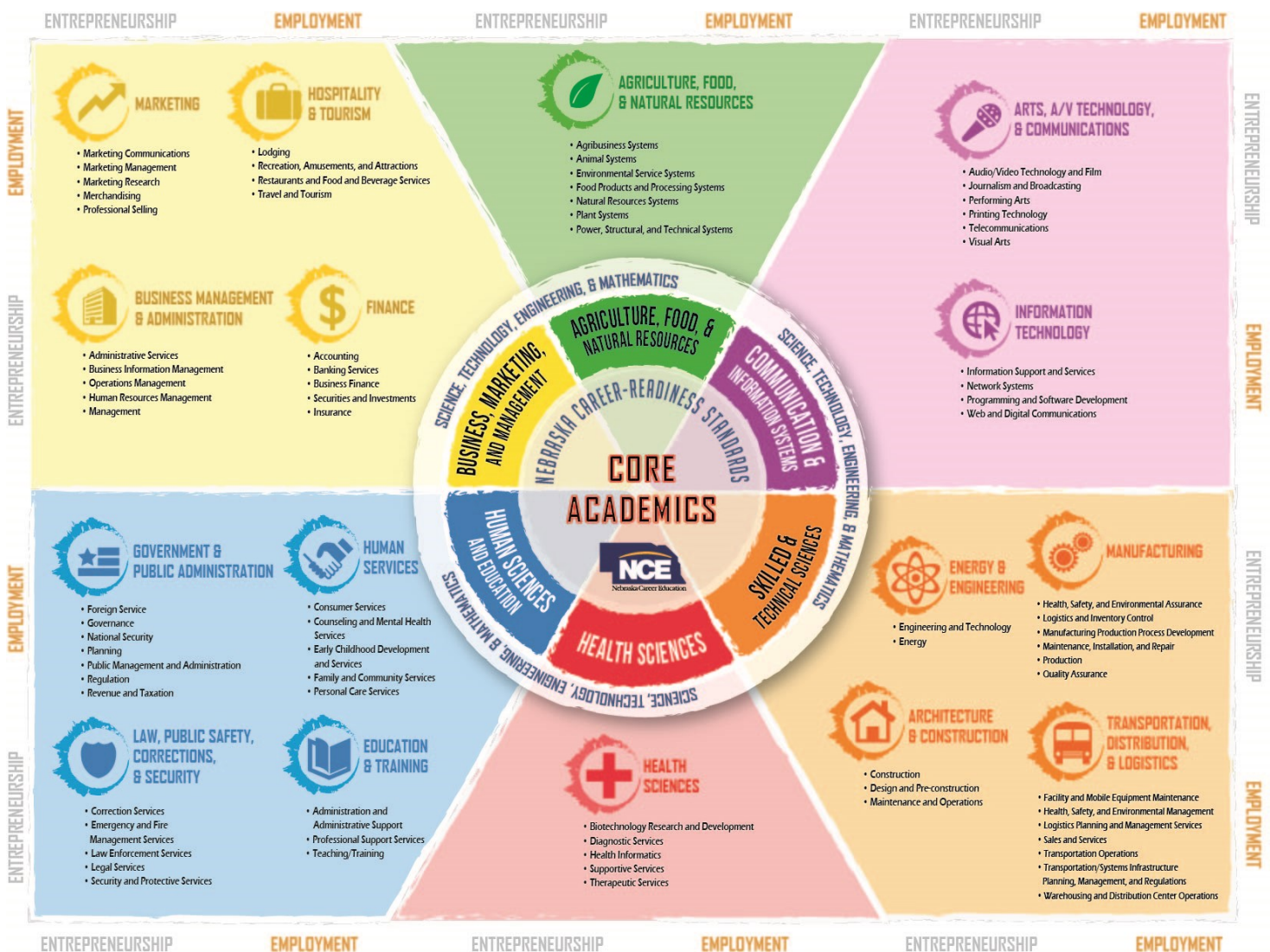
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Small Learning Communities

- Career Academies will enable students to network with students with similar goals and interests in small learning communities. As students complete academy courses, and participate in student organizations, they will learn to develop a network of colleagues and how to collaborate with peers with shared goals.

Soft Skill Development

- Soft skills are non technical skills successful employees possess. For example, skills such as being on time for appointments, making eye contact, appropriate dress, interview performance, etc. As a Career Academy student and a member of student organizations, they will be encouraged to develop these important leadership characteristics.



The collaborative effort of local business/industry, higher education and Norfolk Public Schools is paramount to the success of Career Academies for our students and our community.



www.norfolkpublicschools.org

Norfolk Career Academy Steering Committee

Business/Industry Representatives

Joe Beckenhauer - President; Beckenhauer Construction, Inc.

Troy Brooks - Vice-President/General Manager; Vulcraft & NPS Foundation Board Member

Tim Bruzek - Store Director; Hy-Vee

Jake Claussen - Physician Recruiter; Faith Regional Health Services

Tammy Day - Owner; Daycos & NPS School Board Member

Brad Dinkel - Owner/Sales; Dinkel Implement

Arnie Robinson - Exec Vice-President; Norfolk Iron and Metal & NPS School Board Member

Becky Maggart - Manager; Nebraska Department of Labor

Cindy Morrow - Manager; Nucor Detailing Center

Darrel Novacek - Owner; Courtesy Ford Lincoln

Troy Strom - President; US Bank & NPS Foundation President

Amanda Barfuss - Talent & Recruitment Coordinator; Norfolk Area Chamber of Commerce

Mark Zimmerer - President, CEO; Norfolk Chamber of Commerce

Norfolk Public Schools & Higher Education Representatives

Dr. Jami Jo Thompson - Superintendent; Norfolk Public Schools

Jake Luhr - Principal; Norfolk High School

Sarah Dittmer - Executive Director; Norfolk Public Schools Foundation

Dr. Jeff Hoffman - Norfolk Career Academy Coordinator; Norfolk Public Schools

Dale Coan - Career & Technical Educator: Automotive; Norfolk High School

Burgess Powell - Career & Technical Educator: Drafting; Norfolk High School

Dr. Michael Chipps - President; Northeast Community College



**Norfolk Public Schools
Foundation**

If you would like more information regarding how
you can help fund the development of Career Academies please contact:

Sarah Dittmer, Executive Director
Norfolk Public School Foundation
Phone: 402-644-2550
Email: sarahdittmer@npsne.org



If you would like more information regarding Career Academies please contact:

Dr. Jeff Hoffman
Norfolk Career Academy Coordinator
Phone: 402-644-2529
Email: jefferyhoffman@npsne.org