Relevant Role Models and Future Plans:
Eliminating Entrenched Unemployment

Shelley Beumer
Hillsboro City Schools

October 30, 2019
Hillsboro, Ohio

City in Highland County, Ohio

- Appalachian area
- Population 6,512 (2017)
- Largest homeless population in Ohio
- Median Household Income: $40,206
- 84.6% of households do not have a 4-year degree
- 37% of children living in poverty
Hillsboro City Schools

School district in Highland County, Ohio

- 2,400 students, 800 9-12
- Over 60% of students are economically disadvantaged
- Over 15% of students are identified as having disabilities
- 152 square mile school district
New Graduation Requirements

CAUSE A MIND SHIFT

Pathways for ALL kids

ENROLLMENT
ENLISTMENT
EMPLOYMENT

How do we provide exposure and plans tailored to the needs of each student?

How do we provide adults with the resources to help individual students?
Identifying Barriers

WHAT'S HOLDING US BACK?

- Lack of Exposure
- Geography
- Educator assumptions
- Poverty
- Cultural Norms
So what..... Lack of exposure

Build up experiences

- College visits
  - Transportation provided by district
  - Wilmington, Shawnee State, Southern State, Wright State, Chatfield, University of Cincinnati
- Pennants
- Recruitment Visits at HHS
- Adult Examples
- Senior Showcase
So what..... Poverty

Provide access

- Start discussions in middle school
- Career Fair MS
- Job shadowing Opportunities
- Publicize ACT/SAT vouchers
- AP/CCP opportunities for free college credit
- Career Based Intervention (CBI/Career Class)
- Business program
- Senior Showcase
So what..... Cultural Norms

Create a new normal

- Kindergarten conversation
- Career Backpack middle school
- “Graduation Night”
- Individual graduation plans
- Business Advisory
- Field Trips to Businesses
- Work Keys/ASVAB profiles
- Ohio Means Jobs
So what..... Educator Assumptions

● I did it so....
● They can’t do it because....
● A failing grade is a learning experience....
● They look just like me so.....
● Experience in poverty....
● Revise classroom management.
● Teachers are “elite”
So what..... Geography

- School provided transportation for college visits
- Employment opportunities within the school and local businesses
- Field trips to local businesses
- Career fair at school for MS
- Senior showcase
- Recruiters visit/hangout
Graduation Plans

HHS 2020

Enrollment
Enlistment
Employment
ENROLLMENT

- Improved reading instruction and monitoring
- ACT for all JRs
- Career choices in the curriculum
- Academic Signing Day
ENLISTMENT

- ASVAB offered to all
- Recruiters hangout/support students
- Purple Star school
- Enlistment ceremony
- Decision day
EMPLOYMENT

- Careers in classes
- Career profiles in kindergarten
- Workkeys
- Field trips
- Ohio Means Jobs
- Opportunities for Ohioans with disabilities
- Senior Showcase
- Decision day
INDIVIDUAL GRADUATION PLANS

Individual Graduation Plan

Demographics
Name: [Redacted]
ID #: 209845
Address: [Redacted]
Personal Cell: [Redacted]
Personal Email: [Redacted]

Needs Alternative Pathway: YES  NO

Plans
Employment
Enlistment
Engaged
Undecided

Notes:
Major: Chemical Engineering
Career goal: Chemical Engineer, Large Company
Start: Common App
College:
UC
OU
OSU
Toledo
Mass University

Next Steps for Plans:
Fafsa: www.studentaid.ed.gov/FAFSA
Check email daily for scholarship opportunities