



CAREER FOCUS TASK FORCE #5

March 12, 2026

Career Education for All: Meaningful Steps School Leaders Can Take

Everyone Graduates Center, Johns Hopkins University School of Education

CAREER FOCUS TASK FORCE TOPICS

- **September 18: Schools and school systems**
- **October 28: Nonprofit, business, and community engagement**
- **December 2: Measuring and evaluating student outcomes**
- **January 26: Ensuring quality career prep experiences for students**
- **March 12: Career education for all: Meaningful steps school leaders can take**



Welcome and Preview

- Welcome and remarks (Dr. Robert Balfanz)
- Participant introductions (name and organization)
- Our process and guiding questions for breakout groups
 - How should we define and measure the success of community partnerships? How can school leaders receive feedback from partners, and report back to them on the impact of their involvement?
 - What structural changes (e.g. scheduling flexibility, use of space, professional development...) may be needed to offer students authentic career readiness experiences? How can we draw on student perspectives to orient these changes?
 - What guidance can we give principals to help them set meaningful but attainable goals toward providing high quality career experience and learning to all students?
- General discussion, resource sharing, and thoughts on our final product
- Upcoming events

Participant Introductions

Please share your name and one major
takeaway from our cumulative work

Our Process

- Participants will have 10 minutes to discuss each guiding question in breakout groups
- Each group will have a Google doc page on which to record thoughts, questions, suggestions, resources and connections for each of the questions
- After each discussion, a spokesperson from each group will have 3-5 minutes to share some of the group's most significant insights and/or concerns
- If time permits, consideration of the guiding questions will be followed by a broader discussion
- After the session, we will send out all resources shared and links to the Google docs



SIX DESIGN PRINCIPLES FOR EFFECTIVE CTE PROGRAMS

PATHWAY STRUCTURE AND ACCESS

PARTNERSHIPS W/ EMPLOYERS AND COLLEGES

WORK-BASED LEARNING

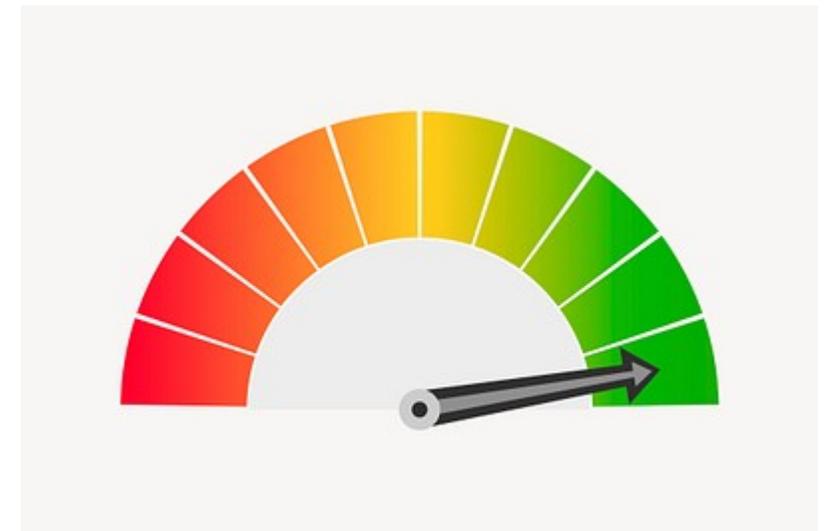
TEACHER EXPERTISE AND RECRUITMENT

STUDENT EXPLORATION AND ADVISING

EQUITY AND ACCESS

What are realistic goals and priorities to move the needle forward?

(Source: EdResearch for Action, “Evidence-based approaches to designing effective career and technical education programs,” Sept. 2025)



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Guiding Question 1:

How should we define and measure the success of community partnerships? How can school leaders receive feedback from partners, and report back to them on the impact of their involvement?

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Guiding Question 2:

What structural changes (e.g. scheduling flexibility, use of space, professional development...) may be needed to offer students authentic career readiness experiences? How can we draw on student perspectives to orient these changes?

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Guiding Question 3:

What guidance can we give principals to help them set meaningful but attainable goals toward providing high quality career experience and learning to all students?

Resources

- [Edutopia: A School Leader's Approach to Career Education](#)
- [NCDA: Adopting a Whole-School Approach to Career Development in High School](#)
- [EdWeb.net: Six Important Elements of an Effective Career Education Program](#)
- [K-12Dive: Seven Tips for Schools to Strengthen Career and Technical Education Programs](#)
- [Edutopia: Career-Connected Learning in High Schools](#)
- [Brookings: How Employers and Educators Can Build a More Nimble Education System](#)
- [K-12Dive: Six Steps to a More Future-Focused Blueprint](#)
- [Edmentum: Designing and implementing a CTE Program in Your District](#)



Final remarks from Dr. Robert Balfanz

Next Steps for Career Focus Task Force

- **Please email us your suggestions regarding the format and organization of our final product**
- **Please also let us know which part(s) of our work you're most passionate about and would be willing to help us develop in the final product**
- **We will email you a reminder in a few days!**

Save the Date:

Everyone Graduates Center Events

INNOVATIONS IN SCHOOL REDESIGN: Fourth Seminar

“Organizing Adults”

- Thursday, March 26, 2026 , 2 – 3:15 PM ET

Register at: https://zoom.us/meeting/register/xSecJbGAS26jw_pMnMQ_0w

**Thank you to everyone for your
participation!**

You will receive notes and links from today's meeting
in the next few days.

Onward and Be Well!