

MISSOURI



★ State Highlight

Assessing ICAPs for district accountability. One of the indicators used to assess districts in [Missouri's School Improvement Program](#) includes a measure of Success-Ready Students. A metric included in this standard is a student Individual Career Academic Plan (ICAP) developed by the 8th grade and based on career exploration experiences.



VISION



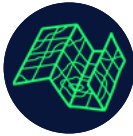
Missouri Career Pathways. [Missouri Career Pathways](#) is a statewide, collaborative initiative that supports the Department of Elementary and Secondary Education's (DESE) [Show Me Success program](#). The primary goal is to promote developing and implementing successful career pathways that meet communities' needs. Districts receive support in providing career awareness, exploration, and preparation for all students. DESE established [guiding principles](#) that describe their role in this initiative and [allocated dollars](#) to help teachers integrate and connect workplace skills with current classroom curriculum and instruction.



POLICY



ICAP Requirements. Missouri statute outlines [ICAP requirements](#) for students beginning in 8th grade. The ICAP guides students through the coursework and activities for achieving personal career goals, post-secondary planning and providing individual pathway options. Missouri's [Perkins V Plan](#) incorporates the state's ICAP requirements for middle school students and emphasizes the role of the state's Comprehensive Guidance and Counseling Program in helping students' career development.



INFRASTRUCTURE



Comprehensive Guidance and Counseling Program. Missouri uses [Perkins V](#) funding for its Comprehensive Guidance and Counseling Program, which includes assessments and other activities to help students gain information about their interests, abilities, and values to develop an initial Personal Plan of Study in middle school. The plan is reviewed at least annually and revised as necessary. MO provides several resources, such as the [Missouri Guidance Counseling Program Manual](#) and the [School Counselor's Guide to the K-12 Individual Student Planning Process](#), to ensure quality counseling programs include middle school career exploration activities.



Full Report



MISSOURI • VISION

| Category | Status | Description |
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| Leadership Does the state leadership include career exploration as a valued or prioritized component of students' middle school experience? | Building Emerging Advanced | <u>Missouri Career Pathways</u> is a statewide collaborative initiative that supports the DESE's Show Me Success program. Partners include state agencies, key employers, employer organizations, secondary and postsecondary institutions, and community organizations. The program's primary goal is to promote the development and implementation of successful career pathways that meet communities' needs. Districts receive support in providing career awareness, exploration, and preparation for all students. Career advisors are integral to this effort and focus on Missouri Connections, an online career program, and ensuring all students have a rigorous and relevant ICAP. The department established <u>guiding principles</u> that describe its role in this initiative and <u>allocated dollars</u> to help teachers integrate and connect workplace skills with current classroom curriculum and instruction. |
| Career Exploration Definition Does the state formally define career exploration for middle school students? | Building Emerging Advanced | DESE <u>rules</u> define career exploration as programs designed to expose students to various occupations as practices on the job site so they may develop their occupational objectives from direct experience. |
| Advocacy Are there organizations within the state that are advocating for middle school career exploration? | Building Emerging Advanced | MO does not have any organizations advocating for middle school career exploration that rose to recognition within the landscape scan. |



MISSOURI • POLICY

| Category | Status | Description |
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| Standards Does the state have policies that establish standard practices for career exploration in middle schools? | Building Emerging Advanced | MO's Comprehensive Guidance and Counseling Program has <u>middle school standards</u> for career development. These include applying career exploration and planning skills to achieve career goals and knowing where and how to obtain information about work and postsecondary training/education. |
| Accountability Does the state integrate career exploration into their accountability systems? | Building Emerging Advanced | MO does not integrate career exploration into its ESSA state plan. However, MO's <u>Perkins V Plan</u> incorporates the state's ICAP requirements for middle school students and emphasizes the role of the state's Comprehensive Guidance and Counseling Program in helping students' career development. The <u>Missouri School Improvement Program</u> also measures 8th-grade ICAP development based on career exploration experiences as part of the state's accountability system for reviewing and accrediting Local Education Agencies. |
| Student Requirements Does the state have policies that require middle school students to complete career exploration activities? | Building Emerging Advanced | MO statutes outline <u>ICAP requirements</u> for students beginning in 8th grade. The ICAP guides students through the coursework and activities for achieving personal career goals, postsecondary planning, and navigating individual pathway options. An ICAP is a <u>multi-year process</u> that intentionally guides students and families in exploring career, academic, and multiple postsecondary opportunities. |
| Incentives Does the state have policies that incentivize career exploration in middle schools? | Building Emerging Advanced | MO <u>statutes</u> outline requirements for DESE to develop a process for recognizing a school district's academic and career counseling program established in cooperation with parents and the local community. |



MISSOURI • INFRASTRUCTURE

| Category | Status | Description |
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| Funding Does the state use state or federal funding sources to support career exploration for middle school students? | Building Emerging Advanced | MO uses Perkins V dollars for their Comprehensive Guidance and Counseling Program, which includes assessments and activities to help students gain information about their interests, abilities, and values to develop an initial Personal Plan of Study in middle school, reviewed at least annually and revised, as necessary. MO also has a “Technology Centers That Work” grant opportunity that helps students explore careers and complete career pathways that align with their interests and aptitudes. MO uses state funding to support Missouri Connections Junior , an online platform for 6th-8th grade career exploration, and regional career advisors facilitating career planning and ICAP activities. |
| Professional Development Does the state support the training of school counselors (and other school staff) in career exploration? | Building Emerging Advanced | MO hosts a New School Counselor Institute designed for recent graduates of school counseling programs, counselors with alternate certification, or counselors changing positions. MO also has a two-year statewide mentoring program for school counselors new to the profession. The department publishes information about these professional development opportunities on its school counseling page . |
| Material Supports Does the state provide material supports on the implementation of middle school career exploration? | Building Emerging Advanced | MO provides several resources, such as the Missouri Guidance Counseling Program Manual and the School Counselor’s Guide to the K-12 Individual Student Planning Process , to ensure quality counseling programs, including middle school career exploration activities. The state also has an Individual Student Planning Process Rubric for the middle school level to help schools and districts assess their performance in this area. |
| Data Collection Does the state collect data on middle school career exploration opportunities in the state? | Building Emerging Advanced | MO collects data on ICAP development as part of the state’s Success-Ready Students metric for their school improvement program. This data can be disaggregated by student subgroups. |
| CTSOs Does the state support participation in career and technical student organizations? | Building Emerging Advanced | DESE supports student participation in CTSOs , including three that have middle school chapters: HOSA, FBLA, and TSA. |
| Organizations Are there organizations within the state that support career exploration in middle schools? | Building Emerging Advanced | MO has several Junior Achievement chapters in the state that support middle school career exploration. |