

WHAT IS HOPEFUL TRANSITIONS?

Reimagining transition planning where each learner from grades 9-12 participates and is actively engaged in their career pathway transition planning. [HOPEFUL TRANSITIONS \(nbed.ca\)](https://nbed.ca)

It is a model and tool that supports each learner in graduating with a comprehensive Career Life Plan. [HIGH-SCHOOL-COMPANION-DOCUMENT.PDF \(gnb.ca\)](https://nbed.ca)

WHAT IS THE ROLE OF THE DISTRICT CAREER TRANSITION COACH?

To champion Hopeful Transitions and to **coach/support high school** staff to further enhance their pathway planning resources, skills, and competencies to ensure each learner receives the support they need.



The Career Transition Coach does not deliver services to learners. They work with school staff to build their capacity in career pathway transition planning.

HOW WILL HOPEFUL TRANSITIONS DIFFER NOW THAT IT IS NO LONGER A PILOT?

Q: *What is the commitment for the position in the districts?*

- Career Transition Coach is a 12-month position funded over the next three years (Sept 2024- June 2027)
- Travel budget included

Q: *What is the role of EECD in supporting Hopeful Transitions and the Career Transition Coach?*

- The Department of Education and Early Childhood Development (EECD) can offer support in providing subject matter expertise in ways such as assisting in candidate selection, offering professional learning, training/on boarding, and regular contact/touch points with Career Transition Coaches and District Supervisors.
- EECD Learning Specialists provide updates on the Hopeful Transitions model, guide and online tool.
- EECD provides accountability structures through a comprehensive data collection plan and communication supports.

Q: *Who is best situated to provide supervision and support for the Career Transition Coach?*

- This is a unique/new position with no colleagues holding the same job description. Having a team and/or supervisor who can offer frequent check ins and support will assist the Career Transition Coach in their growth.
- As part of being integrated within the district ESS team it would be of value to have the Career Transition Coach integrated in the team by sharing their work and supporting opportunities for collaboration and/or mentorship in various areas.
- * EECD will collaborate with and meet regularly with supervisors to offer some of the potential supports for supervision. Example, workplan template.

Q: *What is the role of the District Supervisor in supporting and validating the work of the Career Transition Coach?*

- Champion of Hopeful Transitions and Career Connected Learning
- Offering the Hopeful Transitions model/tool as a support/resource for PBIS, VRTA, School Counselling, new high school model and updated graduation requirements. Example, the Career Life Plan.
- Regular check ins with school principals
- Support initial onboarding and communication.
- Progress Reporting Structure – Career Transition Coach meets with District Supervisor every 4-6 weeks to monitor ongoing progress and/or to discuss support(s). *The structure includes:*
 - * **Supervision** - supporting the Career Transition Coach in maintaining their scope of practice
 - * **Evaluation** - Development of Career Transition Coach competencies (Work Plan Documents for District Supervisor to use for evaluation)
 - * **Support** - Determine area(s) for growth and offer support(s)

Q: *What is the long-term commitment for Hopeful Transitions?*

Hopeful Transitions is the provincial strategy and approach to Career Pathway Transition Planning. The Hopeful Transitions model and tool is a new approach to career pathway transition planning where each learner participates and is actively engaged in career pathway transition planning.



Over time it is intended to be used across grades 6-12. Early implementation will focus on high school.

WHAT WILL HOPEFUL TRANSITIONS LOOK LIKE IN JUNE OF 2027 (THREE-YEAR MARK)?

- To have Year One Onboarding completed with as many High Schools as possible.
- The Career Transition Coach continues to scaffold support for Hopeful Transition high schools and work towards Year One Onboarding for each district high school.

How does the district create a three-year implementation plan?

TIP: Plan backwards from June 2027 and use the Implementation template



- Attend the EECD Hopeful Transitions Kick Off for Career Transition Coach and District Supervisors –planning session happening in July 2024. Date to be determined.
- How many Year-One Onboarding High Schools should the Career Transition Coach work with at a time?
 - * The intent during Year-One Onboarding is to provide close support to a small community of schools to progress capacity for the school to continue to deliver career pathway transition planning as the Career Transition Coach slowly reduces their coaching/support.



The number of schools could be dependant on various factors such as:

- * Previous Year One high schools that still require close support
- * School readiness
- * School understanding and commitment to Hopeful Transitions
- * Size of school
- * Progress thus far in school adoption of Hopeful Transitions and/or career pathway transition planning initiatives
- * Specific needs – example, rural vs. urban
- * Geographic location and efficiency in travel time for the Career Transition Coach

Q: What is the best way to select Year One Hopeful Transitions Schools?

- Schools that volunteer.
- Schools that have been provided with an understanding of Hopeful Transitions and have committed to being involved. There is a willingness to engage in professional learning and new ideas.

- Examples: reading the guide, engaging with new materials, working with the Career Transition Coach.
- Schools that are looking for supports in career pathway transition planning.
 - Schools that are looking for community resources in supporting career pathway transition planning.
 - Schools that have identified learners that require specific and/or additional supports/interventions in career pathway transition planning.

Q: When should Districts identify Year One schools?

Ideally, Year One schools should be identified by June of the previous school year. This allows for the Career Transition Coach to begin to establish communication/relationships with that school and collaborative planning in advance of Year One

Q: When should the Career Transition Coach start working with Year One schools?

- Ideally, the Career Transition Coach can make connections and begin to establish relationships with the school principal and champion(s)/core leadership team prior to a full staff introduction and professional learning session.
- Introduction to Hopeful Transitions and introduction of the Career Transition coach ideally happens during the August professional learning days in Year One high schools.

Q: How does the Career Transition Coach continue to work with and support Hopeful Transitions High Schools after their Year One onboarding?

- When required, Hopeful Transitions high schools will reach out to the Career Transition Coach for support(s).
- Career Transition Coaches will determine a plan for periodic check-ins with these schools.

WHAT DOES THE YEAR ONE ONBOARDING PROCESS LOOK LIKE FOR SCHOOLS?

At-a-Glance:

PHASE 1:

1

- Hopeful Transitions Kick Off – EECD, district Career Transition Coach(s) and district supervisors planning session.
- Career Transition Coach repour building with school principal/champion staff
- Career Transition Coach introduced to full staff
- Professional learning delivered by Career Transition Coach to full staff
- Student and staff surveys to determine goals
- Action Plan development based on data from surveys and school goals (SIP)

PHASE TWO:

2

- Career Transition Coach...
- Supports implementation of goals within the action plan
 - Evaluates goal progress within the action plan
 - Updates the goals within the action plan
 - Provides ongoing data to EECD/district supervisor

PHASE THREE:

3

- Career Transition Coach celebrates success with school
- Staff survey to measure growth and determine next steps
- Action planning for the next school year

WHAT COMMUNICATION IS AVAILABLE TO SHARE WITH HIGH SCHOOLS IN IDENTIFYING INTERESTED YEAR ONE HIGH SCHOOLS?

- Face-to-face information meeting providing by the district Career Transition Coach
- Information session held at a district Principals meeting
- Hopeful Transitions Q&A document for High School Principals



Website: [HOPEFUL TRANSITIONS \(nbed.ca\)](https://www.nbed.ca)