



## SUBMISSION FORM

All submission forms must include the following information. Separate submission forms must be turned in for each eligible program. **Deadline: July 1, 2023.** Please include this submission form with the electronic entry. If you do not receive an email confirming receipt of your entry within 3 days of submission, please contact [Gage Harter](#).


### PROGRAM INFORMATION

County: County of Henrico  
Program Title: Planting Career Seeds: CTE in Elementary Schools  
Program Category: Health and Human Services

### CONTACT INFORMATION

Name: Victoria Davis  
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Email: dav127@henrico.us

### SIGNATURE OF COUNTY ADMINISTRATOR OR DEPUTY/ASSISTANT COUNTY ADMINISTRATOR

Name: Brandon Hinton  
Title: Deputy County Manager for Administration  
Signature: 

### **Program Overview**

R.C. Longan Elementary School in Henrico County, Virginia, conducted a pilot career and technical education program for elementary school students during the 2021-22 school year. The program aimed to expose students to Virginia's 17 career clusters while exploring and developing life-ready skills. The program focused each month on third, fourth and fifth grades, providing experiences related to career clusters and tied to strands of Virginia's Standards of Learning state assessments. Other grades also participated in the schoolwide program through announcements, books and other activities.

### **Problem/Challenge/Situation Faced by Locality**

The purpose of career education is not to sort young people into careers, but to increase their awareness of a wide range of possible career paths. The staff at R.C. Longan Elementary School recognized the importance of helping students explore careers at a young age. As a Title I school with a large English-language-learner population, school administrators wanted to expand career possibilities for the school's students. The challenge was getting businesses to come to the school and share experiences that would be meaningful yet appropriate for younger grade levels.

### **How Program Fulfilled Awards Criteria**

R.C. Longan Elementary School deserves to be recognized for the innovativeness of this career and technical education program to bring career exploration to the school's students. Data shows that students as young as five years old would benefit from thinking about possible careers. As students increased their knowledge about the types of work and career paths, Longan staff found that their students became excited about their futures. Many wanted to start becoming "change agents" now instead of waiting.

Educators must start preparing students for possibilities in the world of work. At R.C. Longan Elementary School, they are doing just that — helping students find their "why" at an earlier age.

R.C. Longan has set the bar high and continues to encourage other schools in the school division to create similar career and technical education programming to support the career development of all students.

**How Program Was Carried Out**

R.C. Longan’s principal and innovative learning coach collaborated with Henrico County Public Schools’ Department of Workforce and Career Development during the summer of 2021 to plan the yearly programming. The school focused on one career cluster a month from October to April. After identifying the year’s career clusters, they compiled monthly plans, including Standards of Learning correlations, literacy activities and innovative ideas for incorporating the career cluster into the curriculum for each grade level. Teachers were provided with these monthly plans in August to integrate into the curricula they were already teaching.

At the schoolwide level, each month began with an introduction to that month’s career cluster, through the student-led morning announcements. To connect the world of work with the monthly career clusters, the HCPS Department of Workforce and Career Development identified business and community partners. They invited them to make presentations to the students. Then the administration at Longan and the workforce and career development specialist met with each participating business partner to collaborate on the details of the school visits. The focus was for at least one grade level to have an experience related to that month’s career cluster, as illustrated by the chart below:

<b>Month: Career Cluster</b>	<b>Experiences</b>
<b>October:</b> Science, Technology, Engineering and Math	<ul style="list-style-type: none"> <li>● Director of nuclear projects with Dominion Energy taught fifth grade students about different types of energy and how engineers use them.</li> <li>● Mills Godwin High School’s robotics team spoke with fourth and fifth grade students about what goes into creating and operating a robot.</li> </ul>
<b>November:</b> Agriculture, Food and Natural Resources	<ul style="list-style-type: none"> <li>● Keep Henrico Beautiful visited first grade classes to talk with them about recycling. They also provided every classroom with its own recycling bin.</li> <li>● Lewis Ginter Botanical Gardens visited third grade students to teach them about different trees and the jobs related to them.</li> </ul>

	<ul style="list-style-type: none"> <li>● Fourth and fifth grade students went to the Horticulture Department at the Advanced Career Education Center at Hermitage High School. The ACE Center students led stations focused on different aspects of horticulture.</li> </ul>
<p><b>December:</b> Law, Public Safety, Corrections and Security</p>	<ul style="list-style-type: none"> <li>● Students in pre-K through fifth grade learned about different careers within the Henrico Police Division: the K-9 Unit, Motor Unit, Bomb Squad and SWAT.</li> <li>● The criminal justice instructor at the ACE Center at Hermitage taught fifth grade students about crime-scene mapping. Students photographed evidence of a “crime” — the school mascot broke into the teachers’ lounge and ate all the snacks.</li> </ul>
<p><b>January:</b> Architecture and Construction</p>	<ul style="list-style-type: none"> <li>● M.L. Bell Construction taught fourth grade students about using measurements, and how to read construction plans to remodel a classroom. Students measured to help select and price new flooring and wall materials.</li> <li>● Third and fifth grade students worked with Eagle Construction to measure and design a front door for a new home (third grade) and to design and create floor plans for a new home (fifth grade).</li> </ul>
<p><b>February:</b> Marketing</p>	<ul style="list-style-type: none"> <li>● Fourth grade students learned about marketing from the experts at the national advertising firm The Martin Agency. Students created their own marketing media messages for different products and pitched them to business partners.</li> </ul>
<p><b>March:</b> Arts, A/V Technology and Communications</p>	<ul style="list-style-type: none"> <li>● Fifth grade students traveled to the ACE Center at Highland Springs to learn about the radio station run by the students in the Communications Department. These students led stations showing the process involved in putting a clip on the air.</li> </ul>
<p><b>April:</b> Finance</p>	<ul style="list-style-type: none"> <li>● R.C. Longan Elementary School partnered with Henrico Federal Credit Union and Henrico Education Foundation to provide financial literacy opportunities for more than half of the school’s students.</li> </ul>

	<ul style="list-style-type: none"><li>• Kindergarten and third through fifth grade students received lessons from Henrico Federal Credit Union.</li><li>• Students in grades 3-5 received a certificate for a \$5 deposit to start a savings account at HFCU.</li></ul>
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Such meaningful connections with our business partners planted seeds that allowed students to explore career possibilities they may not have known existed. Furthermore, the expertise of the visitors helped spark conversations on how students could help address issues of homelessness, the importance of financial saving and personal actions to address critical environmental issues. For example, after the ACE Center horticulture field trip, a group of fifth grade students decided to start their own composting initiative. Through such collaboration with business and community partners, students were provided with hands-on experiential learning opportunities that gave them a foundational understanding of the highlighted career clusters.

### **Financing and Staffing**

As a result of relationships built with business and community partners and their generosity, all programming was offered free of charge. Therefore, there were no operating costs for this program.

### **Program Results**

Throughout the school year, students gained exposure to various careers and skills required within seven career clusters. Whether building birdhouses, climbing on SWAT vehicles or maneuvering a robot, students were excited and engaged in learning about future career possibilities. Over the course of two years, our goal is to develop programming to cover the additional ten career clusters in the same fashion. This will expose students to all career clusters, providing them with an understanding of different available careers.

### **Brief Summary**

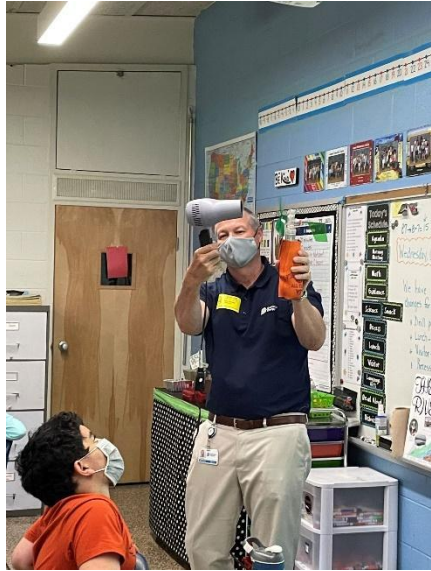
As technical education programs continue to grow in success and prominence, R.C. Longan Elementary School became the first elementary school at HCPS to introduce the concept to third-, fourth-, and fifth-grade students, providing them with the foundations for various career disciplines. Longan Elementary used data and innovative strategies to implement this type of education so that young children – even those who are learning English in school – would not only retain the information but be excited by the different possibilities. A new career field was explored every month, with local businesses of all kinds providing insight and helping to spark

early interest in careers that could prove to be invaluable as the students' progress into middle school and high school, where technical education programs will be even more accessible for them. The different fields were also interwoven into the existing curriculum at the school, making for a seamless introduction to the new concepts. The technical education program at Longan Elementary has been a successful method to build the awareness for technical and career-ready educational opportunities and planting the seed for students to pursue more of these opportunities in the future.

## Planting Career Seeds: CTE in Elementary Schools Supplemental Material

Planting Career Seeds Video:

<https://www.youtube.com/watch?v=IFaRFLm1f9E>



**Planting Career Seeds: CTE in Elementary Schools**  
**Results section additional information**

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