

# The Individualized Career Development Plan

DEI – Round V Workshop

June 13, 2018

# DEI 5 Strategic Delivery Strategies

- Integrated Resource Teams
  - Partnerships and Collaboration (Continuum of Support Services)
  - Blending and Braiding of Funds
  - Customized Employment (WBL Opportunities)
  - Guideposts for Success
  - Asset Development Strategies
  - Individualized Career Development Plan (ICDP)
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# The Individualized Career Development Plan

- The Individualized Career Development Plan (ICDP) provides an overview of planned experiences for students participating in secondary school beginning at age 14 ½ or upon entry to high school.
  - The ICDP is aligned with the Illinois Individualized Education Program (IEP) Transition Plan and Summary of Performance components to alleviate duplication of document development for students with disabilities.
  - The ICDP provides comprehensive information pertaining to goals and avenues for meeting post high school goals with an intentional focus on career planning and development.
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# The ICDP.....

- Has been developed as a joint venture of the ISBE and DCEO and addresses:
    - 1) the legally required components of an IEP Transition Plan and Summary of Performance Components;
    - 2) the *Five Guideposts for Success* developed by the National Collaborative on Workforce and Disability (NCWD); and
    - 3) Summary information utilized in the Career Plan composed by the Institute for Educational Leadership (IEL).
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# The Five Guideposts

- School-Based Preparatory Experiences
  - Career Preparation and Work-Based Learning Experiences
  - Youth Development and Leadership
  - Connecting Activities
  - Family Involvement and Supports
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- <http://www.ncwd-youth.info/guideposts>

# NCWD and IEL Individual Planning Guide

- [Preface](#)
- [Individualized Learning Plans How-to Guide – How to Use This Guide](#)
- [Individualized Learning Plans How-to Guide – Section I, Self-Exploration](#)
- [Individualized Learning Plans How-to Guide – Section I, Career Exploration](#)
- [Individualized Learning Plans How-to Guide – Section I, Career Planning & Management, Job Search Skills](#)
- [Individualized Learning Plans How-to Guide – Section I, Career Planning & Management, Youth Development & Leadership](#)
- [Individualized Learning Plans How-to Guide – Section I, Career Planning & Management, Career & Work-Readiness Skills](#)
- [Individualized Learning Plans How-to Guide – Section I, Career Planning & Management, Work-based Learning](#)
- [Individualized Learning Plans How-to Guide – Section I, Career Planning & Management, Financial Literacy](#)
- [Individualized Learning Plans How-to Guide – Section I, Career Planning & Management, Career Info Systems](#)
- [Individualized Learning Plans How-to Guide – Section II: Strategies for Gaining Whole-School Buy-in](#)
- [Individualized Learning Plans How-to Guide – Section III: Making It Happen](#)
- [Individualized Learning Plans How-to Guide – Section IV: Additional Resources](#)
- [Individualized Learning Plans How-to Guide—Appendix](#)
- <http://www.ncwd-youth.info/ilp/how-to-guide>

# **ICDP Overview: The Career Planning and Development Process**

- Self Exploration
- Career Exploration
- ICDP Development
- Portfolio of Experiences
- Summary of Performance Document

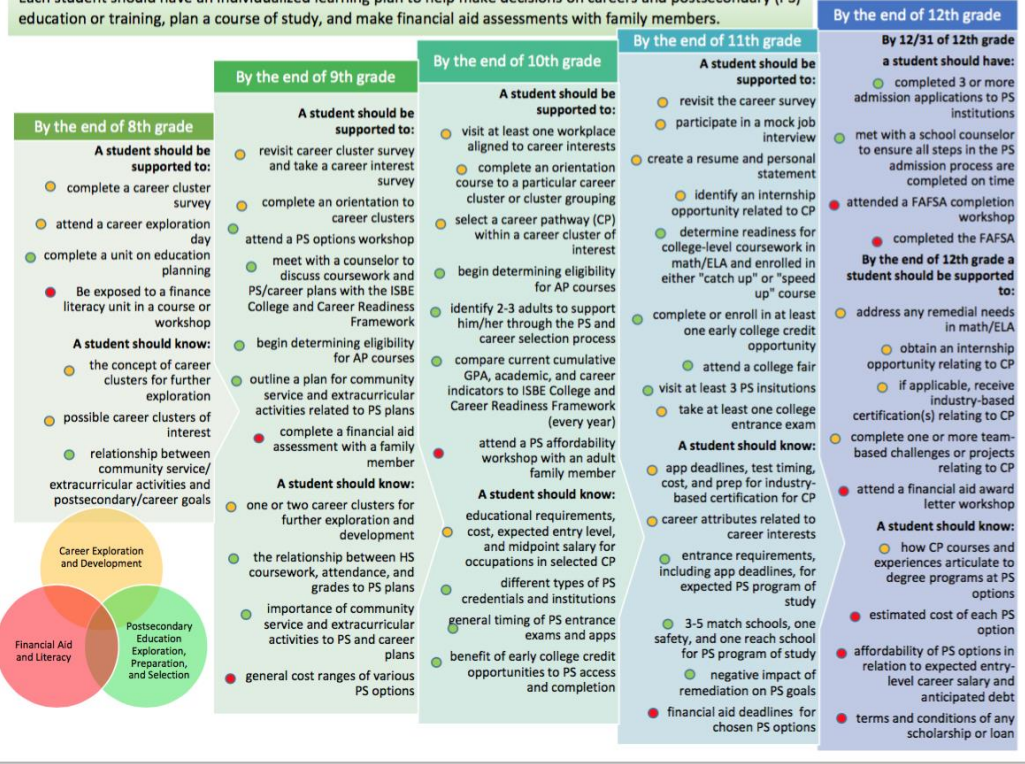
# Illinois PaCE

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## Illinois PaCE: Postsecondary and Career Expectations

Each student should have an individualized learning plan to help make decisions on careers and postsecondary (PS) education or training, plan a course of study, and make financial aid assessments with family members.





# ESSENTIAL EMPLOYABILITY SKILLS

- FOUNDATIONAL SKILLS NEEDED FOR SUCCESS IN COLLEGE, CAREERS, AND LIFE, INCLUDING, BUT NOT LIMITED TO THE FOLLOWING:
- Personal Ethic: integrity, respect, perseverance, positive attitude
- Work Ethic: dependability, professionalism
- Teamwork: critical thinking, effective and cooperative work
- Communication: active listening, clear communication
- *Optional Resources:* [Illinois Essential Employability Skills Framework and Self-Assessment](#); Postsecondary and Workforce Readiness Act Essential Employability Competency Statements.

# Process and Timelines

- A review of this document by ISBE to ensure all state and federal requirements due unto special education students are met;
- Sharing the ICDP document and process with Special Education Administrators at the 2017 Directors' Conference as well as the ISBE Special Education list serve for feedback and input;
- Piloting of the ICDP in Township High School District # 214
- Revising, as needed, based on results from the piloting district listed above.

# **ICDP OVERVIEW and DISCUSSION**