It is the mission of the Ephrata Area School District to provide all students a secure learning environment and exemplary academic programs to inspire all students to reach their full potential.
The higher targets evident in the Life Ready Graduate profile have been collectively identified with input from the larger school community and verified through extensive research completed by AASA® The School Superintendents Association, EdLeader21, and others. Aiming for higher targets does not mean the required state standards are ignored, but it represents the important foundational elements of all learners’ education. To truly provide learners with an education that sets them on a path to reach their full potential in life, we must also focus on the skills and dispositions that lead to a successful future.
The key to making a transformation is not to standardize education, but to personalize it, to build achievement on discovering the individual talents of each child, to put students in an environment where they want to learn and where they can naturally discover their true passions.

- Sir Ken Robinson
NACE National Association of Colleges and Employers
Survey Results

![Figure 1: Employers rate the importance of candidate skills/qualities](image)

<table>
<thead>
<tr>
<th>Skill/Quality</th>
<th>Weighted average rating*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ability to work in a team structure</td>
<td>4.55</td>
</tr>
<tr>
<td>Ability to make decisions and solve problems</td>
<td>4.50</td>
</tr>
<tr>
<td>Ability to plan, organize, and prioritize work</td>
<td>4.48</td>
</tr>
<tr>
<td>Ability to verbally communicate with persons inside and outside the organization</td>
<td>4.48</td>
</tr>
<tr>
<td>Ability to obtain and process information</td>
<td>4.37</td>
</tr>
<tr>
<td>Ability to analyze quantitative data</td>
<td>4.25</td>
</tr>
<tr>
<td>Technical knowledge related to the job</td>
<td>4.01</td>
</tr>
<tr>
<td>Proficiency with computer software programs</td>
<td>3.94</td>
</tr>
<tr>
<td>Ability to create and/or edit written reports</td>
<td>3.62</td>
</tr>
<tr>
<td>Ability to sell or influence others</td>
<td>3.54</td>
</tr>
</tbody>
</table>

*5-point scale, where 1=Not at all important; 2=Not very important; 3=Somewhat important; 4=Very important; and 5=Extremely important
LIFE READY GRADUATE
COMPONENTS

ACQUIRE THE KNOWLEDGE
Content Mastery
Healthy Living, Wellness, & Self-Awareness
Civics, Leadership, & Service
Digital Literacy & Technological Proficiency

APPLY THE SKILLS
Communication
Critical Thinking & Problem Solving
Creativity & Innovation
Collaboration & Teamwork

DEMONSTRATE THE DISPOSITIONS
Honesty, Integrity, & Responsibility
Adaptability
Continual Learning & A Growth Mindset
Resilience & Grit
KNOWLEDGE
The theoretical or practical understanding of someone or something

CONTENT MASTERY
A core foundational knowledge in multiple subject areas is critical to make informed decisions.

HEALTHY LIVING, WELLNESS, & SELF-AWARENESS
A healthy lifestyle provides balance in one's life that improves physical, social, and emotional well-being.

CIVICS, LEADERSHIP, & SERVICE
Local, national, and global understanding and respect for cultural and societal diversity are critical to being a global citizen.

DIGITAL LITERACY & TECHNOLOGICAL PROFICIENCY
The ability to adapt, connect, and thrive in an ever-changing society are vital components of success in a digitally-competitive global environment.
Obtaining, interpreting, and understanding basic health information and services to enhance appropriate health-related decisions

Understanding preventive physical and mental health measures, including proper diet, nutrition, exercise, risk avoidance, and stress management

Setting and monitoring personal and family health goals

Understanding local, national, and global public health and safety issues
Using 21st century skills to understand and address local, national, and global issues

Learning from, working collaboratively with, and respecting individuals representing diverse cultures, religions, and lifestyles in a spirit of mutual respect and open dialogue in personal, work, and community contexts

Recognizing and applying one’s own strengths, interests, passions, and challenges to be self-sufficient and to advocate for oneself

Understanding and exercising the rights and obligations of citizenship at local, state, national, and global levels

Understanding the basic components of leadership and service, and their importance to a productive society
DIGITAL LITERACY & TECHNOLOGICAL PROFICIENCY

Understanding and recognizing the rights, responsibilities, and opportunities of living, learning, and working in an interconnected digital world

Knowing how to use current technology tools to accomplish goals and objectives in a safe and contextually appropriate manner
SKILLS

The capacities and strategies that enable learners to apply knowledge to novel situations, engage in higher order thinking, problem solve, collaborate, communicate effectively, and plan for the future.

COMMUNICATION
Communication is a foundational skill for all learning. It is vital to be able to share and understand information in a variety of contexts and media.

CRITICAL THINKING & PROBLEM SOLVING
It is important to evaluate, reflect, and justify all possible avenues towards making an informed decision. Good decision making is critical for independence.

CREATIVITY & INNOVATION
Preparing students for current and future challenges requires adaptability and flexibility that is learned through creative and innovative practices. It is important to imagine, visualize, and brainstorm new possibilities.

COLLABORATION & TEAMWORK
Solving complex problems requires the sharing of ideas from a variety of perspectives and experiences. People work together to cultivate a sense of community and improve the quality of outcomes.
COMMUNICATION

SKILLS

Sharing thoughts, questions, ideas, and solutions in the appropriate format to a variety of audiences for a specific purpose

Receiving and understanding the thoughts and ideas of others
SKILLS

CRITICAL THINKING & PROBLEM SOLVING

Looking at solving problems in new ways

Linking learning across subject areas and disciplines to accomplish the intended outcome
Having original ideas and new perspectives that have value

Putting imagination to work in order to solve a problem or create an opportunity

Participating and contributing to the design process
COLLABORATION & TEAMWORK

Working together to reach a common goal held by all (stakeholders, team members)

Putting talent, expertise, and strengths to work in an interdependent way

Sharing in the planning, decisions, and success throughout the process

Willing to consider other’s viewpoints and suggestions to get the job done
DISPOSITIONS
The behaviors and ways of being that contribute to a learner fulfilling his or her full potential (character traits)

HONESTY, INTEGRITY, & RESPONSIBILITY
In order to be a trusted and valuable member of society, graduates must possess a consistency among their words, actions, and the facts of any situation. Owning one's actions and the results that they produce is a valued characteristic in all areas of adult life.

ADAPTABILITY
An ability to recognize and react to challenges and changing circumstances will lead to higher levels of success in reaching one's goals in all areas of life.

CONTINUAL LEARNING & A GROWTH MINDSET
Possessing an understanding that learning is both iterative and continues long after formal schooling is complete will enable graduates to grow throughout life.

RESILIENCE & GRIT
Understanding that there are things beyond one's control, develops plans for success, and recovers from temporary setbacks along any path forward.
HONESTY, INTEGRITY, & RESPONSIBILITY

Being truthful

Acting in accordance with one’s values and intentions

Looking out for the good of others in addition to what is good for oneself, even when it is difficult or may have consequences

Establishing and working toward long- and short-term goals

Establishing and adhering to timelines, assessing progress toward the goals, and coming up with methods to reflect upon progress
ADAPTABILITY

Recognizing when there are external changes and seeing them as an opportunity

Being able to adjust to external changes in the context, process, timeline, or objective
CONTINUAL LEARNING & A GROWTH MINDSET

Understanding that one’s learning is never finished

Believing that intelligence can be increased with effort and learning
RESILIENCE & GRIT

Bouncing back when things go wrong by reflecting upon what happened and how to learn from it

Having passion and perseverance for long-term success on goals in spite of temporary setbacks, failures, or opposition
TIMELINE

April 2016 - Initial research, identification of themes
May 2016 - Concept endorsed by School Board
Fall 2016 - Model refined by faculty
Fall 2016 - Feedback received from Rotary & Ephrata/Cocalico LCCI
January 2017 - Graduate and community survey
March 2017 - Completion of Life Ready Graduate profile
August 2017 - Development of five-year implementation
September 2017 - Grade level planning
October 2017 - Introduce Life Ready Graduate certificate
November 2017 – School Board Resolution
TWO STRANDS OF IMPLEMENTATION

IMPACTING ALL THAT WE DO

• Increased understanding of clear targets by all influences decisions at every level (feedback loops)

• Identifying how we support student in acquiring knowledge, developing skills, and demonstrating the dispositions of the Life Ready Graduate profile

CERTIFICATE OPPORTUNITY

• In grades 9-12, students will have opportunities to demonstrate a level of preparedness above graduation requirements

• Additional work is required and research-based evidence is gathered to ensure that students are fully prepared for their next step.