The College, Career, and Life Readiness Framework

Build mindsets and skill sets for student success
CCLR Framework | Table of Contents

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The College, Career, and Life Readiness Framework provides a blueprint to prepare middle and high school students for success after graduation.

This practical tool set helps schools and districts of all sizes define, measure, and track success for their college, career and life readiness initiatives.

The result is purposeful approach to CCLR that drives long-term student engagement and better outcomes.

The research-backed model outlines six competencies that students in grades 6-12 must achieve to become college, career and life ready. Each competency outlines themes and objectives to further define success, as well as grade-specific activities to achieve each the grade-specific objectives. The model provides guidance on key the metrics to track related to each competency.

Educators can assess the maturity of their organization’s college, career, and life readiness initiatives with a research-based diagnostic assessment and a summative assessment.

Educators can focus on the “strategic why” of driving student outcomes and community engagement rather than the “how.” The CCLR framework helps educators use your technology to its full potential so your students reach theirs.

The CCLR Framework helps educators:

1. Give students a practical toolkit for mastering six competencies that they must achieve to be college, career and life ready
2. Focus on the strategy behind driving student outcomes and community engagement rather than the “how”
3. Define, measure, and track success for college, career and life readiness initiatives
4. Drive long-term student engagement and better outcomes through a purposeful approach to implementation and technology usage
5. Benefit from 16+ years of experience helping students build the competencies they need to succeed and identify further education required to achieve their goals
6. Evaluate the maturity of the district or school’s college, career, and life readiness initiatives with research-based diagnostic summative assessments
CCLR Framework | Overview

CCLR Framework | Competencies Profile | Grade 9

1. Goals for grade 9: Ensure students make a successful transition, study habits, create a high school course plan, and begin to identify post-secondary pathways.

2. Why It Matters: Post-secondary awareness, or “college knowledge,” incorporates all of the skills needed to identify the post-secondary training that is a right-fit for students, as well as the characteristics of the institutions providing best-fit education to help students achieve their career goals.

3. Key Themes: Post-Secondary Goal Setting
   - Types of Colleges
   - College Applications
   - Paying for College
   - Objectives: Identify post-secondary goals, understand various aspects of post-secondary institutions, understand components of a college application, understand how to pay for college.
   - Activities: Take a post-secondary planning survey, explore various pathways after high school, complete a mock college application, learn about grants, loans, and scholarships.

4. Why It Matters: Through understanding the characteristics of various careers and the training necessary, students can begin to build their pathway to a meaningful career based on strengths and interests.

5. Key Themes: Career Outliers
   - Career Goal Setting
   - Objectives: Identify career clusters of interest, create a career-related SMART goal.
   - Activities: Take a career cluster inventory and save career clusters of interest. Align career interests with a SMART goal to further explore this career.

6. Why It Matters: Academic performance is a strong predictor of postsecondary success. Grade point average, study skills, and math achievement all help students to set themselves up for success.

7. Key Themes: Academic Goal Setting
   - Course Planning
   - Objectives: Understand successful study habits, create a four-year plan of study, create an academic-related SMART goal.
   - Activities: Begin a high school activities resume, participate in team-building activity.

8. Why It Matters: Students who understand their strengths can begin to build goals toward a future that best fits their interests and skills. When students develop grit and perseverance, they are better able to overcome obstacles they are faced with in school and life.

9. Key Themes: Study Skills
   - Interpersonal Skills
   - Social Emotional Learning
   - Objectives: Participate in extracurricular activities, understand how to work successfully with others.
   - Activities: Complete an inventory designed to help students identify strengths.

10. Why It Matters: Teamwork, communication, and digital literacy development are important to produce students who are able to advocate for themselves and be productive in the workplace. Students who identify and rely on their support systems have positive post-secondary outcomes.

11. Key Themes: Getting Involved
   - Teamwork
   - Objectives: Participate in extracurricular activities, understand how to work successfully with others.
   - Activities: Complete an inventory designed to help students identify strengths.

12. Why It Matters: Students who understand their strengths can begin to build goals toward a future that best fits their interests and skills. When students develop grit and perseverance, they are better able to overcome obstacles they are faced with in school and life.

13. Key Themes: Getting Involved
   - Teamwork
   - Objectives: Participate in extracurricular activities, understand how to work successfully with others.
   - Activities: Complete an inventory designed to help students identify strengths.

14. Why It Matters: Teamwork, communication, and digital literacy development are important to produce students who are able to advocate for themselves and be productive in the workplace. Students who identify and rely on their support systems have positive post-secondary outcomes.

15. Key Themes: Study Skills
   - Interpersonal Skills
   - Social Emotional Learning
   - Objectives: Participate in extracurricular activities, understand how to work successfully with others.
   - Activities: Complete an inventory designed to help students identify strengths.

16. Why It Matters: Teamwork, communication, and digital literacy development are important to produce students who are able to advocate for themselves and be productive in the workplace. Students who identify and rely on their support systems have positive post-secondary outcomes.

17. Key Themes: Getting Involved
   - Teamwork
   - Objectives: Participate in extracurricular activities, understand how to work successfully with others.
   - Activities: Complete an inventory designed to help students identify strengths.

18. Why It Matters: Teamwork, communication, and digital literacy development are important to produce students who are able to advocate for themselves and be productive in the workplace. Students who identify and rely on their support systems have positive post-secondary outcomes.

19. Key Themes: Study Skills
   - Interpersonal Skills
   - Social Emotional Learning
   - Objectives: Participate in extracurricular activities, understand how to work successfully with others.
   - Activities: Complete an inventory designed to help students identify strengths.
About the CCLR Framework:

1. Goals for each grade underscore the priorities for students.

2. Each competency is described in relation to its importance to student success.

3. Key competency themes for each grade level provide a detailed focus.

4. Objectives are aligned with themes to ensure students take steps toward the individual competency.

5. Classroom or individual activities are aligned with objectives.

6. Metrics describe how to measure progress toward student competencies.

7. Outcomes provide details on assessing student, school, and district progress.

8. Activities for future development provide methods to supplement objectives and activities.
The six competencies represent the skills, abilities and knowledge researchers and educators have identified as crucial to long-term success after high school.
CCLR Framework

1. Career Clusters
   - Understanding Careers
   - Career Search
   - Career Fit
   - Further Education
   - Career Goal Setting

2. Post-secondary Opportunities
   - Types of Colleges
   - College Fit & Match
   - College Search
   - College Applications
   - Paying for College

3. School Transitions
   - Preparing for College
   - Preparing for Life
   - Post-secondary Goal Setting
   - Summer Melt

Competencies and Themes:
- **Career Knowledge**
- **College Knowledge**
- **Transition Skills**

Digital Literacy
Goal Setting
Financial Literacy
Why It Matters
Students who understand their strengths can begin to build goals toward a future that best fits their interests and skills. When students develop grit and perseverance, they are better able to overcome obstacles they are faced with in school and life.

Key Themes
Self Awareness
Personal Finances

Objectives
Understand the skills needed to build self-confidence.
Understand income and expenses.

Activities
Create goals related to building self-confidence.
Complete a budgeting exercise.

Why It Matters
Teamwork, communication, and digital literacy development are important to produce students who are able to advocate for themselves and be productive in the workplace. Students who identify and rely on their support systems have positive post-secondary outcomes.

Key Themes
Support Network
Getting Involved

Objectives
Identify supportive adults.
Begin to get involved in school and community activities.

Activities
Discuss the value of and identify supportive adults.
Create an activities resume.

Why It Matters
Academic performance is a strong predictor of postsecondary success. Grade point average, study skills, and math achievement all help students to set themselves up for success.

Key Themes
Learning Styles
Study Skills
Academic Goal Setting

Objectives
Understand learning styles and preferences.
Employ successful study skills.
Create an academic-related SMART goal.

Activities
Take a learning styles assessment.
Create a study plan.
Create academic SMART goals.

Metrics
Measure the completion rate of each activity. Compare to target completion rate. Adjust activity execution as needed.

Outcomes
DEVELOPING
Delivery of essential objectives:
Understand transition to middle school.
Understand the skills needed to build self-confidence.
Understand Learning Styles and Preferences.
Create an academic-related SMART goal.

Satisfactory
Delivery of essential objectives + additional 4 objectives.

Proficient
Delivery of all objectives.
Goals for grade 6: Help students transition from elementary school to middle school and begin to put down roots as they explore options for their future.

Why It Matters
Through understanding the characteristics of various careers and the training necessary, students can begin to build their pathway to a meaningful career based on strengths and interests.

Key Themes
Future Planning
Career Clusters
Career Goal Setting

Objectives
Determine steps to take for future success.
Identify career clusters of interest.
Create a career-related SMART goal.

Activities
Explore career pathways.
Take a career cluster inventory.
Create a career-related SMART goal.

Why It Matters
Post-secondary awareness, or “college knowledge” incorporates all of the skills needed to identify the post-secondary training that is a right-fit for students, as well as the characteristics of the institutions providing best-fit education to help students achieve their career goals.

Key Themes
Post-Secondary Opportunities

Objectives
Identify the types of postsecondary opportunities available.

Activities
Explore types of post-secondary training opportunities, including community and technical colleges, military certificates, and 4-year institutions.

Why It Matters
Transitions are a part of life as a student, from elementary school through career placement. Building coping skills around transitions from elementary to middle school to high school, then to independent life can help students to successfully adapt to new situations.

Key Themes
School Transitions

Objectives
Understand the transition to middle school.

Activities
Complete the middle school transition survey.

Future Development
To increase outcomes, consider the following best practices for working with 6th grade students:

• Ask teachers to discuss the transition to middle school each day for the first three weeks of school.
• Invite members of the community to discuss budgeting, career pathways, and college options with students.
• Revisit goals quarterly with students, including those related to self-confidence, academics, and careers.
Students who understand their strengths can begin to build goals toward a future that best fits their interests and skills. When students develop grit and perseverance, they are better able to overcome obstacles they are faced with in school and life.

**Key Themes**
- Grit
- Personal Finances

**Objectives**
- Understand how to overcome obstacles.
- Understand the importance of a budget.

**Activities**
- Hear stories of how others have overcome obstacles and make a plan to overcome obstacles.
- Examine the cost of common items and complete a simulated budgeting activity.

Academic performance is a strong predictor of postsecondary success. Grade point average, study skills, and math achievement all help students to set themselves up for success.

**Key Themes**
- Learning Styles
- Study Skills
- Academic Goal Setting
- Understanding Careers

**Objectives**
- Understand individual learning habits that lead to success.
- Create an academic-related SMART goal.
- Identify various aspects of a career.

**Activities**
- Learn about successful study habits and make a plan to study smarter.
- Take a Learning Style assessment.
- Brainstorm and create a SMART goal related to academics.

**Metrics**
Measure the completion rate of each activity. Compare to target completion rate. Adjust activity execution as needed.

**Outcomes**

- **DEVELOPING**
  - Delivery of essential objectives:
    - Understand how to overcome obstacles.
    - Understand individual learning habits.
    - Identify career interests.
    - Create a career-related SMART goal.

- **SATISFACTORY**
  - Delivery of essential objectives + additional 1-4 objectives.

- **PROFICIENT**
  - Delivery of essential objectives + additional 5-8 objectives.
Goals for grade 7: Focus on overcoming obstacles, developing successful study habits, and identifying careers of interest in order to set the stage for a successful transition to the choices they will need to make in the 8th grade.

Why It Matters
Through understanding the characteristics of various careers and the training necessary, students can begin to build their pathway to a meaningful career based on strengths and interests.

Key Themes
Career Fit
Career Goal Setting

Objectives
Identify career clusters of interest.
Create a career-related SMART goal.

Activities
Take a career interest indicator survey.
Use the career survey to create a SMART goal to understand more about that career.

Why It Matters
Post-secondary awareness, or “college knowledge” incorporates all of the skills needed to identify the post-secondary training that is a right-fit for students, as well as the characteristics of the institutions providing best-fit education to help students achieve their career goals.

Key Themes
Post-secondary opportunities
Paying for College

Objectives
Identify the types of postsecondary opportunities available.
Understand the cost of college.

Activities
Hear how others have determined their postsecondary path.
Examine college profiles and compare costs of various types of institutions.

Why It Matters
Transitions are a part of life as a student, from elementary school through career placement. Building coping skills around transitions from elementary to middle school to high school, then to independent life can help students to successfully adapt to new situations.

Key Themes
N/A

Objectives
N/A

Activities
N/A

Future Development
To increase outcomes, consider the following best practices for working with 7th grade students:

- Host a career day to allow students to learn about careers available in their community and to understand the education needed for each pathway.
- Invite members of the community to discuss how they have overcome obstacles in their past.
- Revisit goals quarterly with students, including those related to self-confidence, academics, and careers.
Students who understand their strengths can begin to build goals toward a future that best fits their interests and skills. When students develop grit and perseverance, they are better able to overcome obstacles they are faced with in school and life.

**Key Themes**
- Interests
- Informed Decisions
- Grit

**Objectives**
- Identify interests.
- Employ decision-making skills.
- Understand the value of taking risks.
- Understand how to cope with stressful situations.

**Activities**
- Take an interest assessment.
- Participate in a decision-making exercise.
- Hear stories of how risk-taking has benefitted others.
- Reflect on how to best cope with stressful situations and make a plan to deal with stress.

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Teamwork, communication, and digital literacy development are important to produce students who are able to advocate for themselves and be productive in the workplace. Students who identify and rely on their support systems have positive post-secondary outcomes.

**Key Themes**
- Support Network
- Getting Involved

**Objectives**
- Identify personal support network.
- Join school and community related activities.

**Activities**
- Reflect on and identify adults who are helpful in various situations.
- Create an activities resume.

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Academic performance is a strong predictor of postsecondary success. Grade point average, study skills, and math achievement all help students to set themselves up for success.

**Key Themes**
- Study Skills
- Academic Goal-Setting
- Course Planning

**Objectives**
- Understand how to manage time wisely.
- Create an academic-related SMART goal.
- Build a high school course plan.

**Activities**
- Create a list of weekly tasks, then make a schedule to successfully complete them.
- Create a goal related to increasing academic achievement.
- Create a course plan.

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**Why It Matters**

**Key Themes**
- Interests
- Informed Decisions
- Grit

**Objectives**
- Identify interests.
- Employ decision-making skills.
- Understand the value of taking risks.
- Understand how to cope with stressful situations.

**Activities**
- Take an interest assessment.
- Participate in a decision-making exercise.
- Hear stories of how risk-taking has benefitted others.
- Reflect on how to best cope with stressful situations and make a plan to deal with stress.

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**Why It Matters**

**Key Themes**
- Support Network
- Getting Involved

**Objectives**
- Identify personal support network.
- Join school and community related activities.

**Activities**
- Reflect on and identify adults who are helpful in various situations.
- Create an activities resume.

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**Why It Matters**

**Key Themes**
- Study Skills
- Academic Goal-Setting
- Course Planning

**Objectives**
- Understand how to manage time wisely.
- Create an academic-related SMART goal.
- Build a high school course plan.

**Activities**
- Create a list of weekly tasks, then make a schedule to successfully complete them.
- Create a goal related to increasing academic achievement.
- Create a course plan.

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**Metrics**

Measure the completion rate of each activity. Compare to target completion rate. Adjust activity execution as needed.

**Outcomes**
- DEVELOPING: Delivery of essential objectives:
  - Employ decision-making skills
  - Understand how to manage time wisely
  - Identify personal support network
  - Prepare for life in high school

- SATISFACTORY: Delivery of essential objectives + additional 1-5 objectives

- PROFICIENT: Delivery of essential objectives + additional 6-9 objectives
Goals for grade 8: Assist students in developing successful study skills, overcoming obstacles, and working with others as they make the transition out of middle school and into high school.

Future Development

To increase outcomes, consider the following best practices for working with 8th grade students:

- Work with teachers to share situations where they have coped with stress, taken risks, and used their support system.
- Invite current 9th grade students to discuss the transition to high school, including course planning, social/emotional adjustments, and academic expectations.
- Encourage students to revisit goals, habits, and activities independently from classroom lessons.
Why It Matters
Students who understand their strengths can begin to build goals toward a future that best fits their interests and skills. When students develop grit and perseverance, they are better able to overcome obstacles they are faced with in school and life.

Key Themes
Strengths

Objectives
Identify strengths.

Activities
Complete an inventory designed to help students identify strengths.

Why It Matters
Teamwork, communication, and digital literacy development are important to produce students who are able to advocate for themselves and be productive in the workplace. Students who identify and rely on their support systems have positive post-secondary outcomes.

Key Themes
Getting Involved
Teamwork

Objectives
Participate in extracurricular activities. Understand how to work successfully with others.

Activities
Begin a high school activities resume. Participate in a team-building activity.

Why It Matters
Academic performance is a strong predictor of postsecondary success. Grade point average, study skills, and math achievement all help students to set themselves up for success.

Key Themes
Study Skills
Academic Goal-Setting
Course Planning

Objectives
Understand successful study habits. Create a four-year plan of study.
Create an academic-related SMART goal.

Activities
Take an assessment to understand learning styles and how to work with them. Create a course plan. Identify an academic goal and identify steps to reach it.

Outcomes
DEVELOPING
Delivery of essential objectives:
Understand the transition to high school
Understand successful study habits
Identify post-high school goals
Create a four-year plan of study

SATISFACTORY
Delivery of essential objectives + additional 1-5 objectives

PROFICIENT
Delivery of essential objectives + additional 6-9 objectives
Goals for grade 9: Ensure students make a successful transition to high school, develop successful study habits, create a high school course plan, and begin to identify a post-secondary path.

Why It Matters
Through understanding the characteristics of various careers and the training necessary, students can begin to build their pathway to a meaningful career based on strengths and interests.

Key Themes
Career Clusters
Career Goal Setting

Objectives
Identify career clusters of interest.
Create a career-related SMART goal.

Activities
Take a career cluster inventory and save clusters of interest.
Align career interests with a SMART goal to further explore this career.

Why It Matters
Post-secondary awareness, or “college knowledge” incorporates all of the skills needed to identify the post-secondary training that is a right-fit for students, as well as the characteristics of the institutions providing best-fit education to help students achieve their career goals.

Key Themes
Post-Secondary Goal Setting
Types of Colleges
College Applications
Paying for College

Objectives
Identify post-secondary goals.
Understand various aspects of postsecondary institutions.
Understand components of a college application.
Understand how to pay for college.

Activities
Take a post-secondary planning survey.
Explore various pathways after high school.
Complete a mock college application.
Learn about grants, loans, and scholarships.

Why It Matters
Transitions are a part of life as a student, from elementary school through career placement. Building coping skills around transitions from elementary to middle school to high school, then to independent life can help students to successfully adapt to new situations.

Key Themes
School Transitions

Objectives
Understand the transition to high school.

Activities
Take a transition survey identifying high school fears, options, and opportunities.

Future Development
To increase outcomes, consider the following best practices for working with 9th grade students:

• Ask teachers to discuss the transition to middle school each day for the first three weeks of school.
• Invite members of the community to discuss budgeting, career pathways, and college options with students.
• Revisit goals quarterly with students, including those related to self-confidence, academics, and careers.
Why It Matters
Students who understand their strengths can begin to build goals toward a future that best fits their interests and skills. When students develop grit and perseverance, they are better able to overcome obstacles they are faced with in school and life.

Key Themes
- Interests
- Self-Awareness

Objectives
- Identify interests.
- Identify habits that lead to success.

Activities
- Take an interest inventory.
- Brainstorm successful habits and make a plan to utilize more habits

Why It Matters
Teamwork, communication, and digital literacy development are important to produce students who are able to advocate for themselves and be productive in the workplace. Students who identify and rely on their support systems have positive post-secondary outcomes.

Key Themes
- Getting Involved
- Support Network
- Online Presence

Objectives
- Participate in extracurricular activities.
- Discuss future plans and goals with family members.
- Understand how to communicate effectively online.

Activities
- Update high school resume.
- Take a family discussion survey on future goals.
- Practice effective email conversations.

Why It Matters
Academic performance is a strong predictor of postsecondary success. Grade point average, study skills, and math achievement all help students to set themselves up for success.

Key Themes
- Test Preparation
- Academic Goal Setting
- Course Planning

Objectives
- Prepare for standardized tests (PSAT/PreACT).
- Create academic-related SMART goal.
- Update four-year plan of study.

Activities
- Learn about successful testing strategies, take a practice test.
- Identify a SMART goal related to academics.
- Review four-year course plan.

Metrics
Measure the completion rate of each activity. Compare to target completion rate. Adjust activity execution as needed.

Outcomes
- **DEVELOPING**
  - Delivery of essential objectives:
    - Identify interests.
    - Create academic-related SMART goal.
    - Identify careers of interest.
    - Discuss future plans/goals with family members.

- **SATISFACTORY**
  - Delivery of essential objectives + additional 1-6 objectives.

- **PROFICIENT**
  - Delivery of essential objectives + additional 7-11 objectives.
Goals for grade 10: Reinforce career and academic knowledge to prepare students as they enter a period of decision-making for their future.

Why It Matters
Through understanding the characteristics of various careers and the training necessary, students can begin to build their pathway to a meaningful career based on strengths and interests.

Key Themes
Career Goal Setting
Career Search

Objectives
Create a career-related SMART goal.
Identify careers of interest.

Activities
Align career interests with a SMART goal to further explore this career.
Research and save careers of interest.

Future Development

To increase outcomes, consider the following best practices for working with 10th grade students:
• Implement a career apprenticeship or job shadow program connecting students with local businesses.
• Host a family night to foster student-adult relationships and communication.
• Connect with a local financial institution to discuss the meaning and value of debt.

Why It Matters
Post-secondary awareness, or "college knowledge" incorporates all of the skills needed to identify the post-secondary training that is a right-fit for students, as well as the characteristics of the institutions providing best-fit education to help students achieve their career goals.

Key Themes
College Search
Post-secondary Goal Setting
Paying for College

Objectives
Participate in a college search.
Identify colleges of interest.
Update post-secondary goals.
Understand Expected Family Contribution (EFC).

Activities
Use a college search tool to identify colleges of interest.
Review and update post-secondary pathway.
Learn about the FAFSA 4caster.

Why It Matters
Transitions are a part of life as a student, from elementary school through career placement. Building coping skills around transitions from elementary to middle school to high school, then to independent life can help students to successfully adapt to new situations.

Key Themes
Financial Success

Objectives
Understand the meaning of debt.

Activities
Participate in an inventory or game to learn about good and bad debt.
Why It Matters
Students who understand their strengths can begin to build goals toward a future that best fits their interests and skills. When students develop grit and perseverance, they are better able to overcome obstacles they are faced with in school and life.

Key Themes
Self-Awareness
Grit

Objectives
Understand unique personal qualities.
Understand how to overcome challenges.

Activities
Brainstorm unique personal qualities through an analysis of strengths.
Hear about real-life challenges and analyze ways to overcome them.

Why It Matters
Teamwork, communication, and digital literacy development are important to produce students who are able to advocate for themselves and be productive in the workplace. Students who identify and rely on their support systems have positive post-secondary outcomes.

Key Themes
Getting Involved
Communication Skills

Objectives
Participate in extracurricular activities.
Understand effective communication practices.

Activities
Update high school resume.
Practice public speaking and interview skills.

Why It Matters
Academic performance is a strong predictor of postsecondary success. Grade point average, study skills, and math achievement all help students to set themselves up for success.

Key Themes
Postsecondary Assessments
Course Planning
Academic Goal Setting
Study Skills

Objectives
Take the PSAT, SAT, and/or ACT.
Update course plan of study.
Create an academic-related SMART goal.

Activities
Register for and take a post-secondary assessment.
Review four-year course plan.
Align academic goals with post-secondary goals.

Metrics
Measure the completion rate of each activity. Compare to target completion rate. Adjust activity execution as needed.

Outcomes
DEVELOPING
Delivery of essential objectives:
Understand the factors that lead to right college fit
Complete a college search
Identify careers and college majors of interest
Understand the financial aid process
Update post-secondary goals

Satisfactory
Delivery of essential objectives + additional 1-7 objectives

Proficient
Delivery of essential objectives + additional 8-12 objectives
Goals for grade 11: Assist students in mapping out their post-secondary path and to be best-prepared to reach their career goals after high school

Why It Matters
Through understanding the characteristics of various careers and the training necessary, students can begin to build their pathway to a meaningful career based on strengths and interests.

Key Themes
Career Fit
Career Goal Setting

Objectives
Identify careers and college majors of interest.
Create a career-related SMART goal.

Activities
Research and save careers and college majors of interest.
Align career interests with a SMART goal to further explore this career.

Why It Matters
Post-secondary awareness, or "college knowledge" incorporates all of the skills needed to identify the post-secondary training that is a right-fit for students, as well as the characteristics of the institutions providing best-fit education to help students achieve their career goals.

Key Themes
College Fit
College Applications
College Search
Types of Colleges
Paying for College
Post-Secondary Goal Setting

Objectives
Understand the factors that lead to right college fit.
Complete a college search.
Attend college visits.
Identify colleges of interest.
Understand the financial aid process.
Estimate need via Financial Aid Calculator.
Update post-secondary goals.
Write a personal statement.

Activities
Learn about college fit, make a list of important characteristics.
Using fit criteria, conduct a college search and save colleges of interest.
Attend college visits on a campus and at your school.
Learn about EFC and requirements of the FAFSA and estimate need using a Financial Aid Calculator.
Align post-secondary goals with career aspirations.
Write a personal statement.

Why It Matters
Transitions are a part of life as a student, from elementary school through career placement. Building coping skills around transitions from elementary to middle school to high school, then to independent life can help students to successfully adapt to new situations.

Key Themes
N/A

Objectives
N/A

Activities
N/A

Future Development
To increase outcomes, consider the following best practices for working with 11th grade students:
• Host a college planning day to allow students to learn about assessments, financial aid, and the college application process.
• Prepare families for the FAFSA by meeting with parents individually or in groups to set expectations and respond to questions regarding paying for college.
• Use advisory periods to allow teachers to work with students to assess progress toward academic, career, and post-secondary goals.
Why It Matters
Students who understand their strengths can begin to build goals toward a future that best fits their interests and skills. When students develop grit and perseverance, they are better able to overcome obstacles they are faced with in school and life.

Key Themes
- Grit

Objectives
- Overcome obstacles.
- Create a budget.

Activities
- Learn about how others have overcome obstacles and make a plan to overcome obstacles.
- Create a real-life budget for college or career.
- Learn about how others have overcome obstacles and make a plan to overcome obstacles.
- Create a real-life budget for college or career.

Why It Matters
Teamwork, communication, and digital literacy development are important to produce students who are able to advocate for themselves and be productive in the workplace. Students who identify and rely on their support systems have positive post-secondary outcomes.

Key Themes
- Getting Involved
- Support Network

Objectives
- Participate in extracurricular activities.
- Identify post-high school support network.
- Participate in extracurricular activities.
- Identify post-high school support network.

Activities
- Update resume.
- Brainstorm support network outside of high school.
- Update resume.
- Brainstorm support network outside of high school.

Why It Matters
Academic performance is a strong predictor of postsecondary success. Grade point average, study skills, and math achievement all help students to set themselves up for success.

Key Themes
- Academic Goal Setting

Objectives
- Create academic-related SMART goal.
- Create academic-related SMART goal.

Activities
- Identify a SMART goal related to academics.
- Identify a SMART goal related to academics.

Outcomes
- DEVELOPING
  - Delivery of essential objectives:
  - Apply to college or alternative pathways.
  - Choose a post-secondary plan.
  - Identify post-high school support network.
  - Make a plan to overcome summer melt.

- SATISFACTORY
  - Delivery of essential objectives + additional 1-7 objectives

- PROFICIENT
  - Delivery of essential objectives + additional 8-12 objectives
**Goals for grade 12:** Ensure students have the tools to execute their post-secondary plan and that they are prepared for their post-high school transition

---

**Why It Matters**
Through understanding the characteristics of various careers and the training necessary, students can begin to build their pathway to a meaningful career based on strengths and interests.

**Key Themes**
Career Goal Setting

**Objectives**
Create a career-related SMART goal.

**Activities**
Align post-secondary career plan with a SMART goal.

---

**Why It Matters**
Post-secondary awareness, or “college knowledge” incorporates all of the skills needed to identify the post-secondary training that is a right-fit for students, as well as the characteristics of the institutions providing best-fit education to help students achieve their career goals.

**Key Themes**
Preparing for College
College Applications
Post-Secondary Goal Setting

**Objectives**
Finalize post-secondary plan.
Finalize college application list
Complete the FAFSA.
Apply for scholarships.
Make a plan to pay for college.
Analyze financial aid offers.

**Activities**
Review and update post-secondary pathway
List final colleges of interest based on right fit.
Complete and submit the FAFSA.
Search for and apply for scholarships
Learn how to compare financial aid offers.

---

**Why It Matters**
Transitions are a part of life as a student, from elementary school through career placement. Building coping skills around transitions from elementary to middle school to high school, then to independent life can help students to successfully adapt to new situations.

**Key Themes**
Preparing for Life

**Objectives**
Apply to postsecondary pathways
Choose a postsecondary option
Make a plan to overcome summer melt

**Activities**
Submit applications to college, military, or career
Create a plan to overcome obstacles during summer transitions.
Choose and communicate a post-high school path.

---

**Future Development**
To increase outcomes, consider the following best practices for working with 12th grade students:

- Host a panel of college students discussing the transition to college.
- Invite a financial institution to discuss budgeting and conduct a budgeting activity with students.
- Work with students to understand resources available at college and how to advocate for themselves in a post-secondary setting.
The CCLR Framework provides various levels of assessment and metrics. A **diagnostic assessment** is an informal tool to help educators assess the maturity of their CCLR practices and identify prioritized areas for improvement prior to implementing the recommendations in the framework.

The **summative assessment** is a more formal assessment administered at regular intervals after educators have achieved predefined milestones in adopting the framework, such as implementing all the recommended activities per grade level.

The CCLR Framework also identifies and prioritizes key **outcomes, metrics, and key performance indicators** to track for each grade-level along with recommendations on how to track, gather, and analyze the relevant data.

Essential objectives are identified as priority competencies for students. Completion and delivery rate of essential as well as all objectives by grade level and overall school contribute to the outcomes of schools and districts.

**Diagnostic Assessment**

[Link to Diagnostic Assessment](www.naviance.com/tools/diagnostic-assessment)
<table>
<thead>
<tr>
<th>Objective</th>
<th>Competency</th>
<th>Completion %</th>
<th>Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Understand the skills needed to build self-confidence</td>
<td>Social Emotional Learning</td>
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<td></td>
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<tr>
<td>Understand income and expenses</td>
<td>Social Emotional Learning</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Begin to get involved in school and community activities</td>
<td>Interpersonal Skills</td>
<td></td>
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<tr>
<td>Identify supportive adults</td>
<td>Interpersonal Skills</td>
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<td></td>
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<tr>
<td>Create an academic-related SMART goal</td>
<td>Academic Skills</td>
<td></td>
<td></td>
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<tr>
<td>Understand learning styles and preferences</td>
<td>Academic Skills</td>
<td></td>
<td></td>
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<tr>
<td>Employ successful study skills</td>
<td>Academic Skills</td>
<td></td>
<td></td>
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<tr>
<td>Determine steps to take for future success</td>
<td>Career Knowledge</td>
<td></td>
<td></td>
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<tr>
<td>Identify career clusters of interest</td>
<td>Career Knowledge</td>
<td></td>
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<tr>
<td>Create a career-related SMART goal</td>
<td>Career Knowledge</td>
<td></td>
<td></td>
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<tr>
<td>Identify the types of postsecondary opportunities available</td>
<td>College Knowledge</td>
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<tr>
<td>Understand the transition to middle school</td>
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**6th Grade Sub-score**

**6th Grade Essential Skills Sub-score**
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<th>Objective</th>
<th>Competency</th>
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</thead>
<tbody>
<tr>
<td>Understand how to overcome obstacles</td>
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<tr>
<td>Understand the importance of a budget</td>
<td>Social Emotional Learning</td>
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<tr>
<td>Understand individual learning habits</td>
<td>Academic Skills</td>
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<td></td>
</tr>
<tr>
<td>Join school- and community-related activities</td>
<td>Interpersonal Skills</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Understand how to successfully work with a team of peers</td>
<td>Interpersonal Skills</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Create an academic-related SMART goal</td>
<td>Academic Skills</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Identify habits that lead to success</td>
<td>Academic Skills</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Identify career interests</td>
<td>Career Knowledge</td>
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<tr>
<td>Create a career-related SMART goal</td>
<td>Career Knowledge</td>
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<tr>
<td>Understand the cost of college</td>
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<tr>
<td>Understand the type of postsecondary options available</td>
<td>College Knowledge</td>
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</table>

**7th Grade Sub-score**

**7th Grade Essential Skills Sub-score**
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<td>Identify interests</td>
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<tr>
<td>Employ decision-making skills</td>
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<tr>
<td>Understand the value of taking risks</td>
<td>Social Emotional Learning</td>
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<tr>
<td>Understand how to cope with stressful situations</td>
<td>Social Emotional Learning</td>
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<tr>
<td>Identify personal support network</td>
<td>Interpersonal Skills</td>
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<tr>
<td>Join school- and community-related activities</td>
<td>Interpersonal Skills</td>
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<tr>
<td>Understand how to manage time wisely</td>
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<td>Create an academic-related SMART goal</td>
<td>Academic Skills</td>
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<tr>
<td>Build a high school course plan</td>
<td>Academic Skills</td>
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<tr>
<td>Create a career-related SMART goal</td>
<td>Career Knowledge</td>
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<tr>
<td>Identify careers of interest</td>
<td>Career Knowledge</td>
<td></td>
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<tr>
<td>Understand options available to pay for college</td>
<td>College Knowledge</td>
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<tr>
<td>Prepare for life in high school</td>
<td>Transition Skills</td>
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**8th Grade Sub-score**

**8th Grade Essential Skills Sub-score**
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<th>Objective</th>
<th>Competency</th>
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<tbody>
<tr>
<td>Identify strengths</td>
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<tr>
<td>Understand how to work successfully with others</td>
<td>Interpersonal Skills</td>
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<td></td>
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<tr>
<td>Identify career clusters of interest</td>
<td>Career Knowledge</td>
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<tr>
<td>Participate in extracurricular activities</td>
<td>Interpersonal Skills</td>
<td></td>
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<tr>
<td>Create a four-year plan of study</td>
<td>Academic Skills</td>
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<tr>
<td>Understand successful study habits</td>
<td>Academic Skills</td>
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<tr>
<td>Create an academic-related SMART goal</td>
<td>Academic Skills</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Create a career-related SMART goal</td>
<td>Career Knowledge</td>
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<tr>
<td>Identify post-high school goals</td>
<td>Career Knowledge</td>
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<tr>
<td>Understand various aspects of postsecondary institutions</td>
<td>College Knowledge</td>
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<tr>
<td>Understand components of a college application</td>
<td>College Knowledge</td>
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<tr>
<td>Understand the transition to high school</td>
<td>Transition Skills</td>
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**9th Grade Sub-score**

**9th Grade Essential Skills Sub-score**
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<th>Objective</th>
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<td>Identify interests</td>
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<tr>
<td>Understand the meaning of debt</td>
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<tr>
<td>Identify habits that lead to success</td>
<td>Social Emotional Learning</td>
<td></td>
<td></td>
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<tr>
<td>Participate in extracurricular activities</td>
<td>Interpersonal Skills</td>
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<tr>
<td>Understand how to communicate effectively online</td>
<td>Interpersonal Skills</td>
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<tr>
<td>Discuss future plans/goals with family members</td>
<td>Interpersonal Skills</td>
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<tr>
<td>Prepare for standardized tests (PSAT/PreACT)</td>
<td>Academic Skills</td>
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<tr>
<td>Create academic-related SMART goal</td>
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<tr>
<td>Update four-year plan of study</td>
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<tr>
<td>Create career-related SMART goal</td>
<td>Career Knowledge</td>
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<td></td>
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<tr>
<td>Identify careers of interest</td>
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<tr>
<td>Conduct a college research</td>
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<tr>
<td>Identify colleges of interest</td>
<td>College Knowledge</td>
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<tr>
<td>Update post-secondary goals</td>
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<tr>
<td>Understand the meaning of expected family contribution</td>
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<td><strong>10th Grade Sub-score</strong></td>
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<td>Objective</td>
<td>Competency</td>
<td>Completion %</td>
<td>Target</td>
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<tr>
<td>Understand unique personal qualities</td>
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<tr>
<td>Understand how to overcome challenges</td>
<td>Social Emotional Learning</td>
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<tr>
<td>Understand effective communication practices</td>
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<tr>
<td>Participate in extracurricular activities</td>
<td>Interpersonal Skills</td>
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<tr>
<td>Take the PSAT, SAT, and/or ACT</td>
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<tr>
<td>Update 4-year plan of study</td>
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<tr>
<td>Create academic-related SMART goal</td>
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<tr>
<td>Identify careers and college majors of interest</td>
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<tr>
<td>Create career-related SMART goal</td>
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<tr>
<td>Complete a college search</td>
<td>College Knowledge</td>
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<tr>
<td>Attend college visits</td>
<td>College Knowledge</td>
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<td></td>
</tr>
<tr>
<td>Identify colleges of interest</td>
<td>College Knowledge</td>
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<tr>
<td>Estimate financial aid need via Financial Aid Calculator</td>
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<td>Understand the financial aid process</td>
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<td>Update post-secondary goals</td>
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<tr>
<td>Write a personal statement</td>
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<tr>
<td>Understand the factors that lead to right college fit</td>
<td>College Knowledge</td>
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<td><strong>11th Grade Sub-score</strong></td>
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<td>Objective</td>
<td>Competency</td>
<td>Completion %</td>
<td>Target</td>
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<tr>
<td>---------------------------------------------------------</td>
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<tr>
<td>Understand how to overcome obstacles</td>
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<tr>
<td>Create a college or post-high school budget</td>
<td>Social Emotional Learning</td>
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<tr>
<td>Participate in extracurricular activities</td>
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<tr>
<td>Identify post-high school support network</td>
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<td>Create academic-related SMART goal</td>
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<tr>
<td>Create career-related SMART goal</td>
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<tr>
<td>Finalize college application list</td>
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<tr>
<td>Apply to college or alternative pathways</td>
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<tr>
<td>Complete the FAFSA</td>
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<td>Complete a scholarship search</td>
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<tr>
<td>Apply for scholarships</td>
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<tr>
<td>Make a plan to pay for college</td>
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<tr>
<td>Analyze financial aid offers</td>
<td>College Knowledge</td>
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<tr>
<td>Update post-secondary goals</td>
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<tr>
<td>Choose a postsecondary option</td>
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<td>Make a plan to overcome summer melt</td>
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<td><strong>12th Grade Essential Skills Sub-score</strong></td>
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</table>
Why did Hobsons create the CCLR Framework?

As the mission and mandate for college, career, and life readiness initiatives has expanded over time and serving students has become more complex, educators have asked for more structured guidance on how to successfully implement, measure and track their CCLR initiatives and how to use Naviance to achieve their goals.

As districts move away from compliance-driven usage to truly embedding CCLR into their culture, educators need a partner that brings a track record of successful implementations and student success. We call this **Purposeful Technology Adoption** and it is the core of how Naviance helps students succeed.

How was the CCLR Framework created?

The CCLR Framework was constructed from a variety of inputs. A thorough examination of research related to student success, including career readiness, college choice, academic readiness, and social-emotional learning was conducted. A synopsis of the findings was used to guide conversations with experts in the field, including district and building leaders, school counselors, college access program leaders, and researchers. A collection and analysis of individualized learning plan requirements from over 30 states, ESSA requirements from 15 approved plans, and over 50 district and school CCR scopes and sequences followed. Themes and sub-themes identified from the data informed all aspects of the CCLR Student Success Framework, from the objectives and activities to essential objectives, themes and competencies.
About the author

Kim Oppelt is the Director of Research at Hobsons. Prior to this position, Kim has served as a curriculum writer and implementation consultant with the company. A licensed school counselor, Kim has held positions as both a public school counselor and a private high school college counselor. She has a bachelor of applied science in health education, a master of science in counseling, and is on the cusp of receiving her doctor of education in leadership. Kim is passionate about college access and affordability and ensuring that students find the right post-secondary opportunity that best fits their goals.
Naviance by Hobsons delivers proven student outcomes by driving strategic adoption and a data-driven plan for success. To learn more, visit: www.naviance.com

About Hobsons
Hobsons helps students identify their strengths, explore careers, create academic plans, match to best-fit educational opportunities, and reach their education and life goals. Through our solutions, we enable thousands of educational institutions to improve college and career planning, admissions and best-fit matching, enrollment management, and student success and advising for millions of students around the globe. Our leading college and career readiness platform Naviance was named the 2017 and 2018 SIIA CODiE Award winner in the Best College and Career Readiness Solution category.