



SUA VIA

Find your path forward

CAREER PATHWAY DEVELOPMENT

Where is your school right now?

Use this time to be honest about what is working, what is missing, and what your students actually need. Your observations here are the starting point for everything that comes next.

Your name:

Your school / district:

BUILD *designing the architecture*

Before you can build a pathway system, you have to see clearly what already exists and what your students actually need.

How intentionally does your school develop College and Career Readiness across a student's full four-year journey, in ways that genuinely prepare them for the postsecondary opportunities available to them? *Think about dual enrollment, certifications, apprenticeships, workforce programs, and community college partnerships. Are these woven into a student's four-year experience, or do they exist as separate, disconnected opportunities students stumble across on their own?*

Who currently owns the work of connecting students to postsecondary opportunities at your school, and is that person genuinely set up to succeed? *Is it your counselor? A CTE coordinator? A dean? No one? Is that person resourced, trained, and supported, or are they figuring it out alone?*

ALIGN *getting people & processes moving together*

Alignment is rarely about adding more. It is about getting what already exists to work together. These prompts are about where the gaps between people, programs, and processes may cost your students.

When a student sits down with their counselor for their IGP meeting, how prepared are they, and who helped them get ready? *Think about what that meeting actually looks like. Is the student walking in with a plan, or are they starting from scratch? Who else was involved before they got there?*

How well do your teachers understand their role in preparing students for what comes after graduation, and do they see themselves as part of that work? *Not just content delivery, but career context, pathway awareness, the "why does this matter for my future" conversation. Is that happening in your classrooms?*

GROW *expanding, connecting & sustaining*

Growth does not happen by accident. It happens when a system is strong enough to expand without falling apart. These prompts are about vision and momentum.

What would it look like for your students if your school had a fully functioning career pathway development system in place three years from now? *What are students doing differently? What are their outcomes? What does your school's reputation in the community look like?*

6. What is the single biggest barrier standing between where your school is today and that vision? *Is it people? Resources? Culture? A partner who is not cooperating? A system that does not exist yet? Naming the real barrier is the first step to moving past it.*

My one next step

If you could only do one thing in the next 30 days to move this forward, what would it be?

Who I need at the table

Who at your school needs to be part of this conversation that is not yet?

Keep this. It is the starting point for your roadmap.



Ready to go deeper? Scan to QR code to get a FREE full Carer Pathway Audit for your school!

