



Indiana Department of Education

Dr. Katie Jenner, Secretary of Education

TO: State Board of Education

FROM: Indiana Department of Education Staff

DATE: May 5, 2021

RE: Locally Created Pathway - Evansville-Vanderburgh School Corporation: Supply-Chain Management Logistics Pathway

Locally Created Pathways (LCPs) are locally created competencies and/or assessments in addition to the current listed post-secondary ready competencies that demonstrate a student has the necessary knowledge and skills to be successful after high school. There are three criteria an LCP must meet for approval:

1. **Collaboration:** LCPs must be developed in collaboration (or partnership) with business & industry, postsecondary education & training providers, and/or community organizations. Additional partners may include other schools/districts, career and technical education centers, and other local partners (e.g., Workforce Investment Boards, Chambers of Commerce, Economic Development Boards, etc.).
2. **Competency:** LCP must provide students with recognized postsecondary knowledge and skills (e.g., credits, credentials) that prepare students for meaningful postsecondary education/training and/or employment opportunities.
3. **Continuous Improvement:** LCP must be evaluated and continuously improved based upon the evaluation at the local level. Applicant will serve as a model and point of contact for other districts interested in creating a similar pathway.

Evansville-Vanderburgh School Corporation's RAMP program requests that the Indiana State Board of Education approve an LCP comprised of the following elements:

- 1) The program offers students a rigorous, paid 18-36-week work-based learning experience leading to meaningful postsecondary employment opportunities and 401K matching.*
 - a) Students required to participate in performance evaluations based on an objective rubric.**
 - b) Students are required to complete an average of 20 hours of paid work-based learning per week for the duration of their participation in the program.**
- 2) The program requires students to opt-in the program, providing student choice in the process of selecting the program.*
- 3) The program includes embedded career ladders for upward mobility. Students who successfully complete the program have a clear and tangible path to multiple careers based on students' individual interests.*
- 4) The program includes in-person academic instruction.*
- 5) The program offers tuition assistance to students who participate in the program. This benefit provides students a financial incentive to pursue meaningful post-secondary education and training.*
- 6) The program is designed to ensure students develop portable and regionally recognized employability skills via a collective partnership with the region's top employers.*



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- 7) The program includes embedded standards aligned to advanced CTE courses. Students must demonstrate mastery of the approved Supply Chain Management and Logistics competencies and standards aligned with PRIDES identified in the attached materials.**

* Adoption of this LCP by a school corporation requires collaboration with a program provider approved by the State Board of Education and the inclusion of all elements listed above.

**Required for a student's successful completion of the LCP.

RAMP Performance Evaluation Process

Effective: August 2020

Overview:

Each week, RAMP students individually have student evaluations that consist of the student, at least one representative of EVSC, and at least one representative of AmeriQual. These meetings are scheduled to monitor, track, and assess student development in RAMP, both as a student and an employee. The regularly scheduled meetings are used to provide feedback to our student employees regarding their performances in the classroom and at work, discuss post-graduation plans, and provide additional support for our students (if needed).

We meet with every student at least once a month. In these meetings student evaluations are based on PRIDES (Persistence, Responsibility, Initiative, Dependability, Ethics, and Self-management), which aligns with the Governor's Work Ethic Certification via EVSC. If needed, we meet with students more often pertaining to their behavior, approaching graduation, or at the student's request. Each student is evaluated on each metric of PRIDES.

How is feedback collected?

AmeriQual managers and EVSC teachers are sent an electronic survey weekly. The surveys are based upon PRIDES for the classroom and for their performance at work. Our intent is to align PRIDES both in the classroom and on their job to positively reinforce the expectations outlined for our student employees. Each student is assessed on a numerical scale 1 to 5 (best) on Persistence, Responsibility, Initiative, Dependability, Ethics, and Self-Management. Each evaluator leaves comments that may be read during the student evaluations administered jointly by AmeriQual and EVSC. This time is also used for students to give feedback and their own personal reflection.

Examples of collection tools and expanded rubric are included.

Evaluation Rubric Survey: Completed by each RAMP faculty member and a designated Ameriquel Supervisor

Ameriquel

Description (optional)

✕ :

Production Evaluation

	5 (Best)	4	3	2	1
Persistence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Initiative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dependability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Self-Manageme...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Teacher

Description (optional)

Classroom Evaluation

	1	2	3	4	5
Persistence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Initiative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dependability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Self-Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Student

Description (optional)

Self Reflection (Student Employee)

Long answer text

SUPPLY CHAIN MANAGEMENT AND LOGISTICS STANDARDS in PRIDES

Domain – Workplace Competency Core Standard 1 Students apply concepts in workplace behavior and competency to specific skill requirements within the field of logistics.

Domain – Career Development Core Standard 2 Students establish the basis of the skills required for career opportunities in supply chain management and logistics.

Domain – Logistics Management Core Standard 3 Students synthesize supply chain management, operations management, and automation to conceptualize a cohesive knowledge base of logistics.

Domain – Supply Chain Management Core Standard 4 Students apply concepts of supply chain management to prepare supply chain strategies and forecasting.

Domain – Operations Management Core Standard 5 Students integrate operational systems, including transportation, material handling, warehouse, automation, information and logistics systems to design and simulate warehouse operations.


Domain – Automation Core Standard 6 Students connect automation and manufacturing integration within logistics to resolve problems and improve systems controls.

SUPPLY CHAIN MANAGEMENT AND LOGISTICS - Standards Alignment to PRIDES

P	<p>SCML-2.1 Establish a personal career goal and develop objectives for achieving the goal SCML-2.2 Evaluate employment and career pathway opportunities related to established career interest(s) SCML-2.3 Create a continuing education plan that identifies further education and training options SCML-2.4 Prepare for exams leading to certifications recognized by business and industry SCML-2.5 Develop skills needed to enter the workforce SCML-2.6 Evaluate resources that keep workers current in the career field SCML-2.7 Demonstrate skills and attitudes needed for lifelong learning SCML-2.8 Apply effective money management strategies SCML-3.7 Analyze improvement opportunities for today's manufacturing logistics systems</p>
R	<p>SCML-1.2 Demonstrates effective interpersonal skills SCML-1.11 Demonstrate effective listening and speaking skills</p>
I	<p>SCML-1.6 Apply effective critical thinking, decision making, and problem-solving techniques SCML (Combined) - Develops an interest in and can actively engage in discussion about the definitions and importance of logistics, supply chain management, and warehouse operations including: SCML-4.5 Define the supply chain management concept SCML-4.6 Define demand management, order management and customer service SCML-4.7 Discuss distribution, warehousing and inventory management SCML-3.3 Describe the role of logistics in modern manufacturing</p>
D	<p>SCML-1.8 Implement quality assurance measures and safeguards SCML-5.3 Apply techniques and methods for effective inventory management from a lean manufacturing perspective</p>
E	<p>SCML-1.3 Develop leadership skills SCML-1.13 Exhibit a responsible work ethic SCML-1.14 Demonstrate accepted standards for ethical behavior</p>
S	<p>SCML-1.15 Apply concepts of a safe workplace</p>

Content Specific to Supply Chain Logistics (Knowledge to a specific employer would impact ability to show competency in PRIDES areas and upward mobility)	
L M	<p>SCML-3.2 Identify the purposes and the economic importance of logistics in both individual applications and global implications</p> <p>SCML-3.4 Discuss the different types of information systems and their use in logistics systems</p> <p>SCML-3.5 Distinguish the basic concepts and characteristics of different forms of transportation and the influence of transportation on plant and warehouse locations</p> <p>SCML-3.6 Explain the central components of a logistics system and their integration</p> <p>SCML-3.8 Describe information technology's contribution to logistics</p> <p>SCML-3.9 Describe logistics system controls</p>
S C M	<p>SCML-4.1 Discuss global implications of supply chain management and logistics systems with respect to current technology</p> <p>SCML-4.2 Assess the effect of distribution in customer service relationships</p> <p>SCML-4.3 Define supply chain management and understand issues involved in creating and maintaining supply chain strategies</p> <p>SCML-4.4 Apply techniques and methods for effective inventory management from a lean manufacturing perspective</p> <p>SCML-4.8 Identify common procurement and purchasing procedures</p>
O M	<p>SCML-5.1 Distinguish the basic concepts and characteristics of different forms of transportation and the influence of transportation on plant and warehouse locations</p> <p>SCML-5.4 Design a warehouse operation layout considering safety, packaging, material handling, automation, information systems and lean manufacturing concepts</p> <p>SCML-5.5 Discuss global implications of supply chain management and logistics systems with respect to current technology</p> <p>SCML-5.6 Analyze improvement opportunities for today's manufacturing logistics systems</p> <p>SCML-5.8 Review transportation and transportation management concepts</p> <p>SCML-5.9 Examine the main regulations affecting the transportation industry</p> <p>SCML-5.10 Analyze the service components of freight demand.</p> <p>SCML-5.11 List the common goods and commodities carried by each of the five main modes of transportation.</p> <p>SCML-5.12 Explain the cost structures of the five main modes of transportation</p> <p>SCML-5.13 Examine the use of intermodal transportation in supply chain management</p> <p>SCML-5.14 Explain the special considerations and industry norms of global transportation.</p> <p>SCML-5.15 Examine the factors affecting pricing decisions</p> <p>SCML-5.16 Calculate various costing values</p> <p>SCML-5.17 List the key elements on a bill of lading</p> <p>CML 5.18 Examine how information technology is used within the transportation industry.</p>
A U	<p>SCML-6.1 Design a warehouse operation layout considering safety, material handling, automation, information systems and lean manufacturing concepts</p> <p>SCML-6.2 Explain the central components of a logistics system and their integration</p> <p>SCML-6.3 Describe information technology's contribution to logistics</p>

General




OptiIN to Your BEST Future!

PERSISTENCE	Student will be resilient, persevere through challenges and problem solve.
RESPONSIBILITY	Student will accept and demonstrate service to others, possess a positive attitude, and communicate effectively and appropriately.
INITIATIVE	Student will demonstrate ability to self-start and think creatively and critically. Student will be involved and take ownership of their work.
DEPENDABILITY	Student will show reliability and accountability, demonstrating responsibility and consistent punctuality.
ETHICS	Student will be trustworthy and demonstrate humility, integrity, and independence in their actions.
SELF-MANAGEMENT	Student will be flexible, work collaboratively with others, and manage emotions.

Academic Components:

1. 98% + attendance rate
2. 6 hours community service
3. Maximum 1 office referral
4. Minimum 2.0 GPA

Work Specific




OptiIN to Your BEST Future!

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RESPONSIBILITY	Student will accept and demonstrate service to others, possess a positive attitude, and communicate effectively and appropriately.
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Academic Specific



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Academic Components:

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3. Maximum 1 office referral
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Expanded Rubric: AmeriQual PRIDES Evaluation Survey



	1 Rarely	2 Developing	3 Often	4 Always	5 Exemplar Performance Score of 4 Plus
Persistence	The student is rarely resilient or perseveres through challenges and problems.	The student is developing the ability to be resilient or perseveres through challenges and problems.	The student is often resilient or perseveres through challenges and problems.	The student is always resilient or perseveres through challenges and problems.	Demonstrate determinations in completing assignments, even when difficult. Always remain current on assignments
Responsibility	The student will rarely accept and demonstrate service to others, possess a positive attitude, and communicate effectively and appropriately	The student is developing the ability to accept and demonstrate service to others, possess a positive attitude, and communicate effectively and appropriately	The student will often accept and demonstrate service to others, possess a positive attitude, and communicate effectively and appropriately	The student will always accept and demonstrate service to others, possess a positive attitude, and communicate effectively and appropriately	Assume responsibility to keep all locations clear and return borrowed items promptly. Maintain a positive attitude in all interactions
Initiative	The student rarely demonstrates ability to self-start and think creatively and critically. Students will be involved and take ownership of their work.	The student is developing the ability to demonstrate ability to self-start and think creatively and critically. Students will be involved and take ownership of their work.	The student often demonstrates ability to self-start and think creatively and critically. Students will be involved and take ownership of their work.	The student always demonstrates ability to self-start and think creatively and critically. Students will be involved and take ownership of their work.	Promptly begin work on assignments and ask for help when needed. Engage in productive work activity throughout the duration of class
Dependability	The student will rarely show reliability and accountability, demonstrating responsibility and consistent punctuality.	The student is developing the ability to show reliability and accountability, demonstrating responsibility and consistent punctuality.	The student will often show reliability and accountability, demonstrating responsibility and consistent punctuality.	The student will always show reliability and accountability, demonstrating responsibility and consistent punctuality.	Keep attendance in good standing and report to assigned locations promptly and fully prepared.
Ethics	The student is rarely trustworthy and demonstrates humility, integrity, and independence in their actions.	The student is developing the ability to be trustworthy and demonstrates humility, integrity, and independence in their actions.	The student is often trustworthy and demonstrates humility, integrity, and independence in their actions.	The student is always trustworthy and demonstrates humility, integrity, and independence in their actions.	Demonstrate honesty and integrity in actions and in completing assignments. Take ownership of successes and/or failures.
Self-Management	The student is rarely flexible, works collaboratively with others, and manages emotions.	The student is developing the ability to be flexible, works collaboratively with others, and manages emotions.	The student will often be flexible, works collaboratively with others, and manages emotions.	The student is always flexible, works collaboratively with others, and manages emotions.	Maintain a positive attitude, differentiate between work time and personal time, and keep personal issues outside of school.

Locally Created Pathway designation by length of enrollment at RAMP:

18 week pathway

4 evaluations with average of 4.0 on workplace evaluation rubric
Less than 2 performance and/or attendance warnings
At least 300 paid hours

27 week pathway

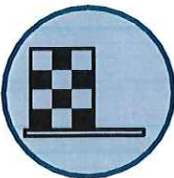
6 evaluations with average of 3.5 on workplace evaluation rubric
Less than 3 performance and/or attendance warnings
At least 450 paid hours

36 week pathway

8 evaluations with average of 3.0 on workplace evaluation rubric
Less than 4 performance and/or attendance warnings
At least 650 paid hours

Looking for more than just a job?

EXPLORE THIS CAREER PATHWAY WITH US!



Warehouse Supervisor

This level pays \$55,000

Successful performance may lead to further promotion

Master all areas of WHSE, audits and demonstrate ability to lead

6

WHSE LEAD

This level pays \$17.52

Based on learning proficiency, this opportunity may take 12+ months to complete

Master all areas of WHSE, audits and demonstrate ability to lead

5

WHSE 4

This level pays \$16.48

Based on learning proficiency, this opportunity may take 12+ months to complete

Master all areas of WHSE and audits

4

WHSE 3

This level pays \$15.46

Based on learning proficiency, this opportunity may take 6-12 months to complete

Mastered inventory or raw and finished goods, scanners and lifts. Sustain 5S of WHSE and audit paperwork

3

WHSE II

This level pays \$14.94

Based on learning proficiency, this opportunity may take 6-9 months to complete

Raw material inventory / staging, competent use of scanners and lifts

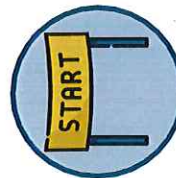
2

WHSE I

This level pays \$14.42

Based on learning proficiency, this opportunity may take 3-6 months to complete

Basic warehouse paperwork and processes, basic use of RF scanner and lift truck



Production 1*

This level pays \$12.36

Based on learning proficiency, this opportunity may take 1-3 months to complete

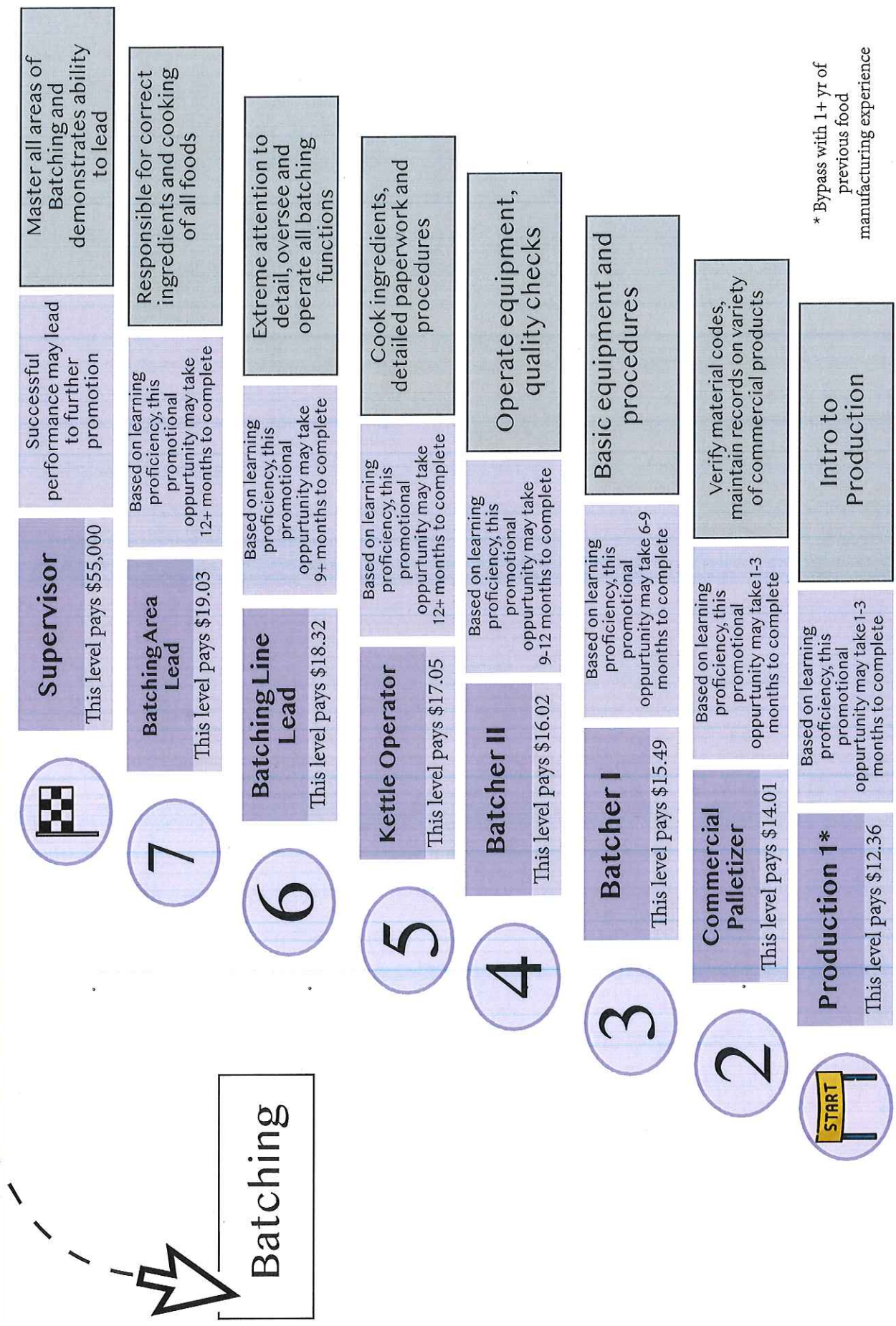
Intro to Production



* Bypass with 1+ yr of previous warehouse experience



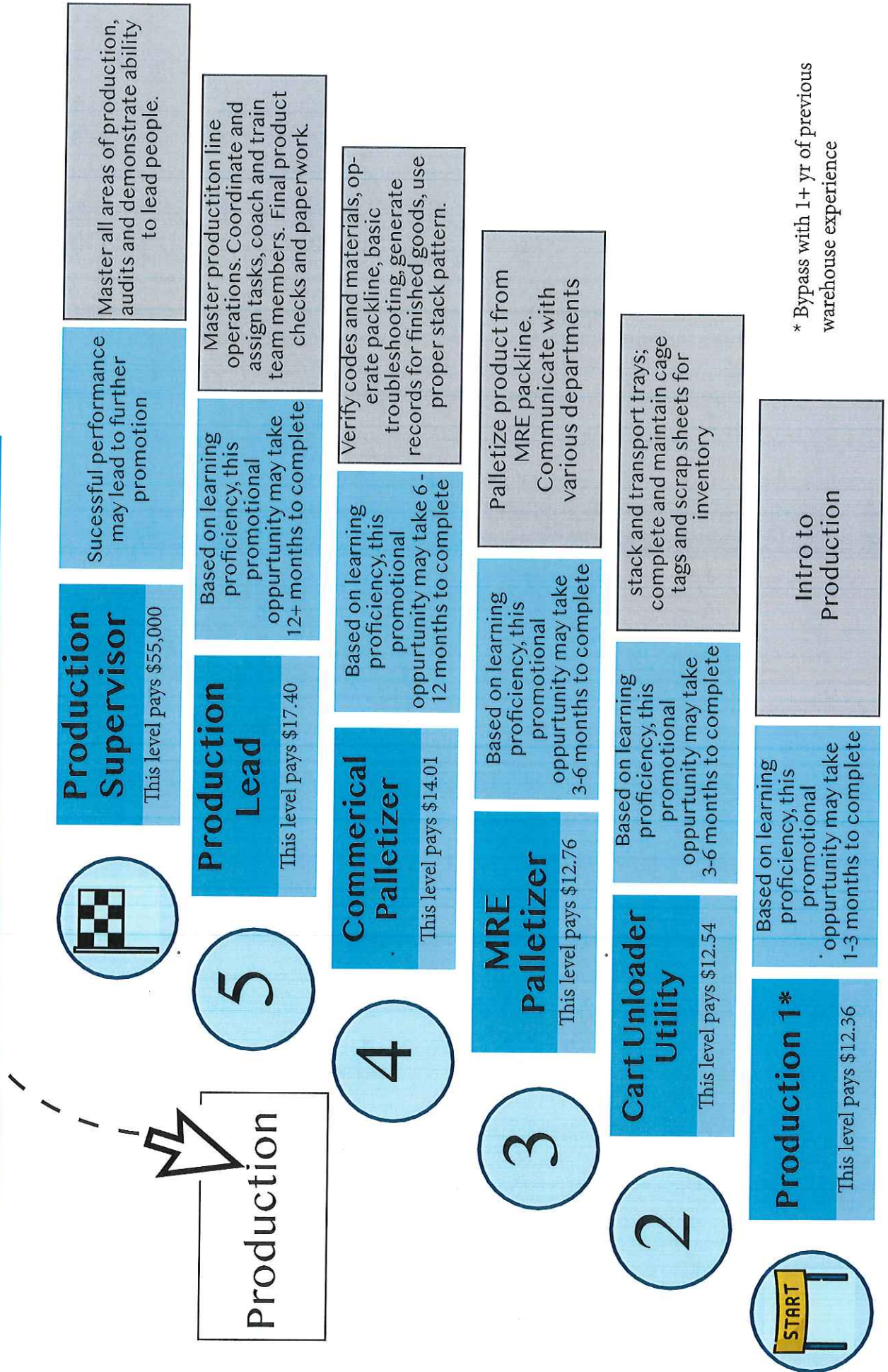
Looking for more than just a job?
EXPLORE THIS CAREER PATHWAY WITH US!



* Bypass with 1+ yr of previous food manufacturing experience

Looking for more than just a job?

EXPLORE THIS CAREER PATHWAY WITH US!

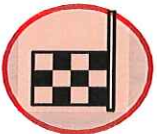


* Bypass with 1+ yr of previous warehouse experience

Looking for more than just a job? EXPLORE THIS CAREER PATHWAY WITH US!



Retort



Supervisor
This level pays \$55,000

Successful performance may lead to further promotion

Master all areas of Retort, audits and demonstrates ability to lead people

8

Thermal Processing Tech
This level pays \$20.05

Based on learning proficiency, this opportunity may take 3+ years to complete

Heat penetration & temperature testing, record review for regulatory compliance

7

Retort Lead
This level pays \$19.03

Based on learning proficiency, this opportunity may take 3+ years to complete

Fully operate & trouble shoot retorts, perform audits

6

Retort 3
This level pays \$18.02

Based on learning proficiency, this opportunity may take 1+ years to complete

Operate computer, adjust retorts and train

5

Retort 2
This level pays \$17.26

Based on learning proficiency, this opportunity may take 12-18 months to complete

Retort controls, identify deviations, problem solve

4

Retort 1
This level pays \$16.49

Based on learning proficiency, this opportunity may take 6-12 months to complete

Retort paperwork & perform basic tests

3

Retort Runner
This level pays \$13.20

Based on learning proficiency, this opportunity may take 1-3 months to complete

Stage & load retort carts

2

Utility
This level pays \$12.54

Based on learning proficiency, this opportunity may take 1-3 months to complete

Identify and count retort carts as they arrive from retort area

Cart Loader
This level pays \$12.54

Based on learning proficiency, this opportunity may take 1-3 months to complete

Paperwork & counting

Production 1
This level pays \$12.36

Based on learning proficiency, this opportunity may take 1-3 months to complete

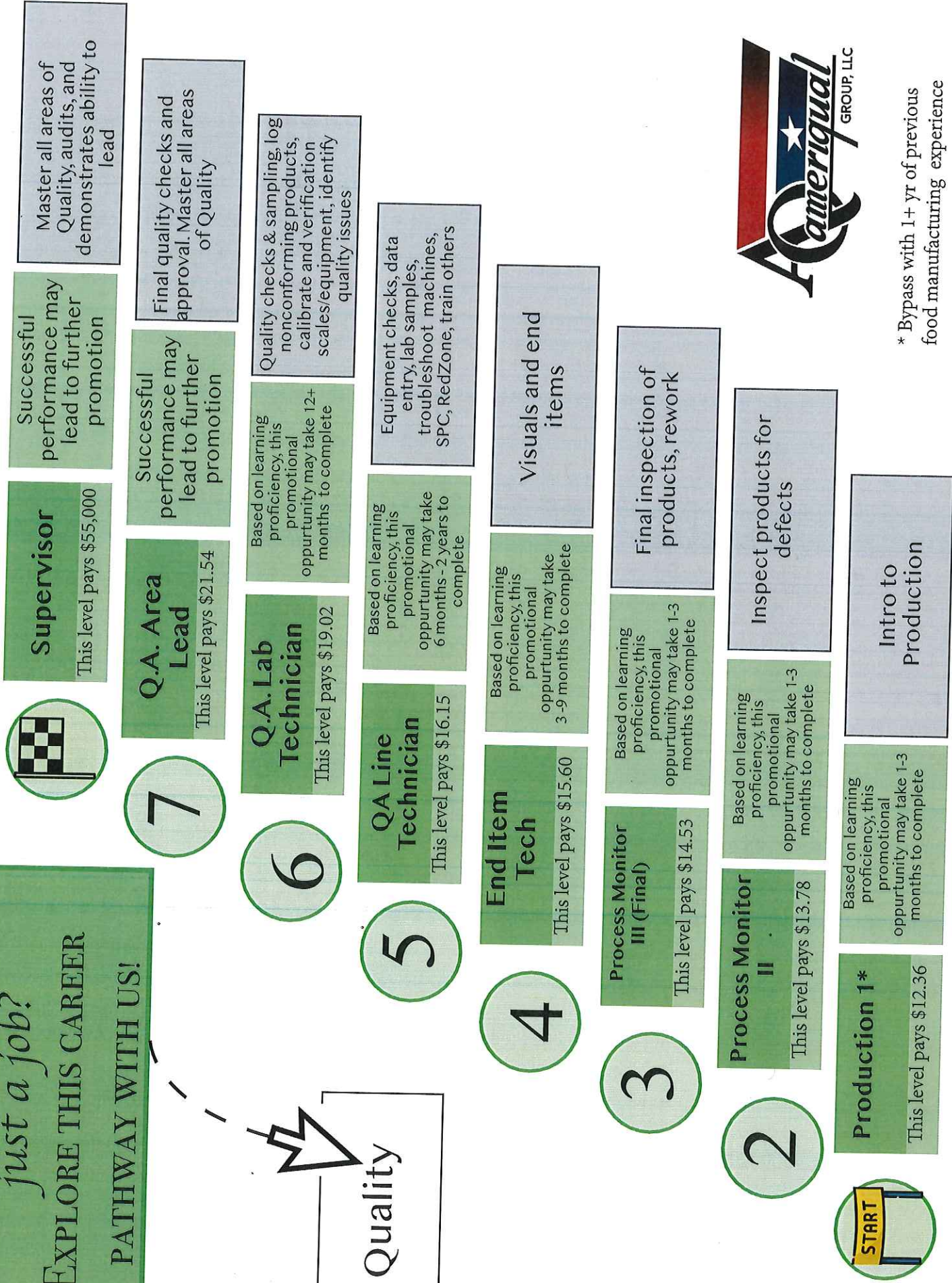
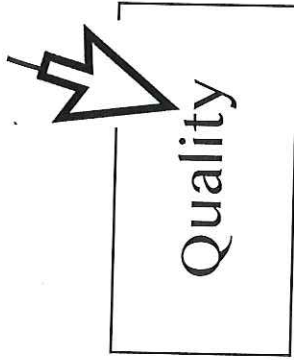
Intro to Production



- OR -

Looking for more than
just a job?

EXPLORE THIS CAREER
PATHWAY WITH US!



* Bypass with 1+ yr of previous food manufacturing experience