

Carl Vinson Institute
YouScience Listening Feedback
June 6, 2019

This document summarizes the challenge section of the Carl Vinson report along with any YouScience commentary and initial plan of action.

Carl Vinson Opportunity Comment	YouScience Comment/ Initial Plan	GaDOE Comment/Initial Plan
<p>One of the most common challenges that the listening sessions revealed is the time required for implementation. The test runs 90 minutes, not including set-up, sharing instructions, logging on, and any other administrative matters.</p>	<p>As with any instrument, there is a tradeoff between evaluation time and accuracy. YouScience has launched a project with its psychometric partner, HumRRO, to analyze the results of more than 300K students nationwide to determine if 2-3 of the YouScience aptitude measures can be made optional without material impacting the efficacy of the career matching algorithm. The analysis will finish in August. If successful, YouScience will introduce the revised version in January, 2020.</p>	<p>Communicate best practices and implementation suggestions</p>
<p>In addition to the challenges in administering the test, some schools had difficulty setting up the program, particularly with student data and access. Currently, a lot of setup and uploads must occur before the test can be administered. Educators would like to find a more streamlined way to get students logged in to YouScience without having to write down each student’s ID, email, and other information. One participant suggested a better connection between YouScience and the Statewide Longitudinal Data System.</p>	<p>Subsequent to the listening sessions several months ago, YouScience went live with high school and middle school integrations to the Counselor Companion (SLDS) with bi-directional data feeds.</p>	
<p>Following test administration, there are two other challenges that educators mentioned:</p> <ul style="list-style-type: none"> • how to use the results and • extra costs for certain analytics. One of the benefits of YouScience is the in-depth results provided to the student and school, but figuring out how to use those results in a meaningful way can be hard. Several of the districts that have wholeheartedly embraced 	<p>YouScience is creating lesson plans and additional resources for using results. These will be available in the Resource Library for the 2019-2020 year.</p>	<p>Assist in the development of toolkit with mini lessons and communicate resource availability to districts.</p>

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<p>YouScience would like to have supplemental analytics and reports, but these have either been limited or have required additional fees. This was unexpected and hard to navigate.</p>		
<p>A final challenge that was mentioned during one of the listening sessions is data governance and student privacy. Some concerns were expressed about the potential use and ownership of the data after students complete the test.</p>	<p>The YouScience agreement with the state of Georgia requires FERPA compliance. YouScience has signed local district privacy agreements as requested. We are not aware of any district that has not utilized YouScience because of unresolved privacy issues.</p>	
<p>Listening session participants shared suggestions and ideas for making YouScience easier to implement or to increase its impact on students.</p> <ul style="list-style-type: none"> • One set of suggestions centered on desired changes to the YouScience software, including adding a section about military careers due to a large number of students that may consider this route. • Another improvement for YouScience would be a Spanish version for students who may struggle to take this test in a language other than their native tongue. • Finally, participants would like to see more robust reporting tools and school/district dashboards. Specifically, counselors and directors would like to see classroom personality reports and reports focused on schoolwide workforce/ economic development factors that could help inform the local community. • One of the benefits of YouScience over other options is that it includes information like aptitudes, strengths, and learning styles. Teachers would like to be 	<p>YouScience chose aptitude measures that cover the broadest set of civilian careers with the least number of measures. Military careers are high specialized and require additional skills related assessment. Adding the military components would add additional time to the YouScience instrument when the ASVAB is specifically suited to that purpose.</p> <p>Spanish and other languages are on the YouScience product roadmap. We have prioritized the employer engagement, but recognize the need for additional languages.</p> <p>YouScience has created several community workforce and talent pipeline reports that are available. Currently, these reports are done on a custom basis. We will work with the DOE and districts to evaluate standardizing some of these reports.</p> <p>YouScience has some of the elements to indicate learning styles, but not all. We will work with the counselors and DOE to package the student information in a way to give</p>	

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<p>able to run reports for the students in their classes that could be used to modify the lessons to better fit the students and their personalities or learning styles.</p>	<p>teachers insight into a student’s learning style and personality.</p>	
<p>A second broad area of potential improvement discussed by participants is the development of additional resources by either the state or YouScience. An implementation toolkit might include the following resources:</p> <ul style="list-style-type: none"> • Print-and-go lesson plans for advisement: YouScience provides some suggestions on how to incorporate students’ results into advising sessions, but counselors felt that they do not have the time to do this. If YouScience or other districts that have figured it out could share more print-and-go plans, the assessment results would be easier to use. • Examples of letters to inform all stakeholders: Several CTAE directors mentioned sending out a letter to parents, students, and guardians explaining YouScience. Other districts would like to see these for reference. • Flowchart or timeline: Both counselors and CTAE directors would like to see how this assessment fits into the larger school calendar. They suggested a timeline for YouScience or including it on the testing calendar because it uses similar resources. Flow charts could help with decision making. • Best practices / lessons learned from districts that have already implemented the assessment: Districts that are trying to decide whether to implement YouScience and those in the early stages of 	<p>YouScience will have lesson plans available for 2019-2020 in the Resource Library. A focus will be on using YouScience results to fulfill Bridge activities.</p> <p>Communication/email templates are available in the Resource Library in the Communications folder.</p> <p>YouScience will work with GA DOE to create a timeline/flowchart for YouScience implementation.</p> <p>YouScience will make available feedback received from schools on best practices in addition to working with GA DOE to develop communication strategy.</p> <p>FAQs – YouScience can add GA-specific FAQs and make document available in the GA-specific folders of the Resource Library.</p>	<p>Assist in the development of FAQ and communicate availability of resources to districts.</p>

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<p>implementation would like a way to learn from pilot districts. During the listening sessions, the districts that had already implemented YouScience had a lot of knowledge to share about what worked and what did not. Finding a way to connect these two groups could be particularly beneficial.</p> <ul style="list-style-type: none"> Frequently asked questions: While YouScience does have some questions and answers on its website, some participants requested some Georgia-specific FAQs. 		
<p>A final opportunity for improvement discussed by listening session participants was the need for additional direction and support from GA DOE on YouScience. Most importantly, participants would like the why behind YouScience to be better articulated. There are other options to fulfill the Bridge Bill with less effort on the schools end such as Armed Services Vocational Aptitude Battery (ASVAB), so districts want to understand why they should switch to YouScience.</p>	<p>Communications is a shared responsibility between the Georgia DOE and YouScience. There are multiple ways for a district to achieve BRIDGE law compliance. So if, compliance is the sole objective of the district, then many tools work. YouScience is the only career guidance technology in Georgia 1) that uses performance measures of aptitudes to uncover the aptitudes of the students, 2) is</p>	

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	<p>proven by GOSA to have a positive impact on student’s social and emotional learning including self-efficacy 3) that delivers academic advising tools to guide students to their best fit CTAE and dual degree pathways, 4) that provides analytics for workforce and economic development and 5) that provides tools to connect students to work based learning opportunities.</p>	
<p>Participants were unclear about how YouScience helps to fulfill all or portions of the Bridge Bill (HB 400). Many of the participants knew that there was some overlap between Bridge Bill and YouScience but did not understand the nuts and bolts behind it. Specifically, the participants wanted more information about how YouScience fits into the school’s existing assessment calendar are whether the assessment could be used as an accountability measure for the College and Career Ready Performance Index. Many decisions at the school level are based on administrator’s perceived importance, which can be judged on their weight for funding or inclusion on the school’s report card.</p>	<p>There is currently a document in the Resource Library that shows how YouScience satisfies each Bridge Bill activity. YouScience will work on communicating this better during training sessions.</p>	<p>YouScience SLDS Integration documents were developed and distributed to counselors February 2, 2019. Will send documents to counselors at the beginning of the Fall 2019 semester and deliver refreshers to counselors during the September face to face updates.</p>
<p>The final question that several of the educators wanted guidance on is what to do if a student’s assessment recommends a pathway that is not offered at the school. YouScience presents information about a variety of careers and career pathways, but school districts are unable to offer all the pathways. Additionally, they may not be available via dual enrollment either. This is especially salient for smaller or more rural districts that do not have the capacity to offer all of the pathways.</p>	<p>First, YouScience does not recommend just a single career or a single pathway. YouScience displays alternatives in a way that rural and urban students and students with different post-secondary objectives can all see high fit careers. Second, for students with aspirations that may not fit specifically with those offered by the school, YouScience provides the counselor, parent and student enough information to create a path that leverages available resources while looking beyond the district for supplemental resources.</p>	