

SHS High School Work Program Pilot Update

This report outlines a proposal to re-introduce the High School Work Program through a new pilot initiative at Kimes Elementary. The High School Work Program is a cooperative education experience designed to allow students to enter approved "training stations" to gain practical knowledge, experience, and workforce skills. Through a formal Training Agreement between the school, the student-learner, and the employer, students receive apprenticeship-style training while maintaining their academic responsibilities.

Program Structure

- Students are placed at a designated location to gain practical experience.
- To remain in the program, students must maintain attendance at both school and work, submit weekly timesheets, and demonstrate progress in their assigned duties.
- A Work Program Coordinator and an on-site supervisor (Kimes Principal) collaborate to evaluate student progress and resolve any training issues

Kimes Elementary Pilot Overview: The building administration will launch a pilot version of this program within our own district to provide students with educational support experience.

- The pilot will be for the 26-27 school year at Kimes Elementary School.
- There will be three (3) school helpers placed in the building.
- These students are assisting in classrooms and throughout the building, gaining valuable insight into the field of education and general employment expectations under the supervision of district staff.

Process and Timeline for Expansion: The administration is taking a phased approach to this program to ensure it is sustainable and beneficial for both the students and the host school(s).

- The program will run with the initial cohort of three students at Kimes. This phase focuses on establishing protocols for student supervision, scheduling, and feedback.
- At the conclusion of this term, the administration will re-evaluate the program's effectiveness. Key metrics will include feedback from Kimes administration, the classroom teachers, and the school helpers themselves regarding the value of the experience.
- Based on the evaluation results, the District will consider expanding the program. This could include adding more student helpers at Kimes or extending the program to other buildings within the District for future semesters.

Financial Impact:

- As the host "training station" for this pilot, the District is responsible for compensating the three (3) school helpers. Costs are based on the required minimum of 10 hours per week per student, paid at an entry-level hourly rate comparable to similar positions.
- The District is protected against additional liability costs through the mandatory indemnification agreement signed by parents/guardians.

Administrative Recommendation: Administration recommends the Board approve the SHS Work Program Training Agreement to employ three (3) student-learners at Kimes Elementary for the 2026–2027 school year, pending final selection of the candidates.