

Summary

Per [KRS 158.1413](#) (Section 5):

By Sept. 1, 2019, and every two years thereafter, the superintendent of each school district shall provide to the commissioner of education and the Kentucky Workforce Innovation Board a report, in a format specified by the commissioner, describing the school district's essential workplace ethics programs and how they are being implemented at each school. A summary report compiled by the commissioner that includes information from all local school district reports shall be provided to the Kentucky Board of Education, the Interim Joint Committee on Education, the Kentucky Workforce Innovation Board and each Kentucky superintendent and principal in order to foster program improvement and the sharing of best practices.

156 school districts submitted the required biennial Essential Workplace Ethics information to the Kentucky Department of Education. The Kentucky School for the Blind and the Kentucky School for the Deaf also submitted information. That data is included in the summary responses below. Individual data by district is available but is not included in this summary report.

There were 16 school districts who failed to submit this information, which were Bracken County, Campbellsville Independent, Dawson Springs Independent, Edmonson County, Fairview Independent, Frankfort Independent, Glasgow Independent, Hancock County, Leslie County, Magoffin County, Metcalfe County, Nelson County, Pike County, Robertson County, Russellville Independent and Southgate Independent.

Overview Questions and Responses

Which partners did you work with to establish essential workplace ethics indicators for middle and high school students that are aligned with the essential workplace ethics characteristics?

Response	Total Responses
Workforce Investment Board	79
Chamber of Commerce	108
Economic Development	83
Business and Industry	129
Other (Responses included Junior Achievement, Advisory groups, Local universities and colleges)	37

How did you collaborate with these partners?

Response	Total Responses
In-Person Meeting	138
Virtual Meeting	76
Electronic Survey	41
Email	116
Phone/Conference Call	95
Other	5

What type of instructional program is used in your district?

Response	Total Responses
District Designed In-House Program	38
Purchased Off-the-Shelf Program	6
Used Program Developed by Local Chamber/Workforce Investment Board	0
Different Answers for Elementary, Middle and High School	39
A Combination of These Options at All Grade Levels	75

K-12 Instructional Program Questions and Responses

Do you offer a specific course(s) for essential workplace ethics?

Response	Total Responses
No	104
Yes	54

If you offer a specific course, at what grade level is it offered?

Response	Total Responses
12th	42
11th	41
10th	41
9th	41
8th	35
7th	31
6th	27
5th	16

4th	13
3 rd	10
2nd	10
1st	10
Kindergarten	10

Are there additional workplace ethics characteristics that your program covers that is not in the legislation?

Response	Total Responses
No	136
Yes	22

Legislative Required Components Questions and Responses

How does your district measure **adaptability**, including an openness to learning and problem solving, an ability to embrace new ways of doing things, and a capability for critical thinking?

Response	Total Responses
Project-Based Learning	137
Work-Based Learning	131
Simulated Workplace	80
Other (Responses included Challenge-based learning, Young Entrepreneur program, Backpack of Success artifacts)	20

How does your district measure **diligence**, including seeing a task through to completion?

Response	Total Responses
Homework Policy	105
Missing Assignment Policy	102
Course Completion	146
Career Pathway Completion	145
Other (Responses included ILP completion, Minimum GPA with no failing grades, Employability skills rubric)	18

How does your district measure **initiative**, including taking appropriate action when needed without waiting for direct instruction?

Response	Total Responses
Clubs	150

Volunteer Hours	141
Athletics	152
After School Programs	132
Summative Project	60
Other (Responses included Soft Skills to Pay the Bills, Leader in Me, Self-directed learning classes at middle and high school levels)	13

How does your district measure **knowledge**, including exhibiting an understanding of work-related information, the ability to apply that understanding to a job, and effectively explain the concepts to colleagues in reading, writing, mathematics, science and technology as required by the job?

Response	Total Responses
Project-Based Learning	134
Work-Based Learning	131
Technical Math/English/Science Courses	116
Other (Responses included Operation Preparation, Job shadowing, Partnership with Area Technology Center)	21

How does your district measure **reliability**, including showing up on time, wearing appropriate attire, self-control, motivation and ethical behavior?

Response	Total Responses
Attendance Policy	151
Unexcused Absence/Tardy Policy	148
Homework Policy	108
Project-Based Learning	110
Work-Based Learning	128
Other (Responses included Behavior policies and Trauma-informed care plan, Soft Skills to Pay the Bills, Positive Behavioral Interventions and Supports (PBIS))	14

How does your district encourage students to **remain drug free**?

Response	Total Responses
Standards Taught Through Health Course	153
Athletic Programs/Club/Co-curricular Activities	150
Drug-free Pledge	117
Work-Based Learning	93

Other (Responses included District drug testing policy, Drug Free Clubs of America, Family Resource and Youth Service Centers – FRYSC)	28
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How does your district measure **working well with others**, including effective communication skills; respect for different points of view and diversity of coworkers; the ability to cooperate and collaborate; enthusiasm; and the ability to provide appropriate leadership to or support for colleagues?

Response	Total Responses
Collaborative Projects	150
Group Presentations	153
Simulated Workplace	78
Workplace Ethics Course	60
Other (Responses included Career and Technical Student Organizations (CTSO), Student Senate, Kagan Structures)	28

Diploma Seal, Card, Certificate

Each local school board shall design and adopt a diploma seal, certificate, card or other identifiable symbol to award students deemed as having minimally demonstrated attainment of the local board's essential workplace ethics indicators. Which option are you using?

Response	Total Responses
Diploma Seal	70
Card	2
Certificate	98
Other (Responses included Graduation cord, Work ethic medallion, Recognition on school media and social media)	10

What metrics are you using to award your chosen option?

Response	Total Responses
Minimum Attendance Percentage/Maximum Number of Excused Absences	134
Minimum Grade Point Average	117
Required Volunteer/Community Service/Work-Based Learning Hours	99
Required Involvement in Club/Athletics/After School Program	92
Career Pathway Completion	82
Drug-free Pledge	48
Summative Project	22

Other (Responses included Successful employment documentation, Completion of Junior Achievement Success Skills Program, Completion of Soft Skills Certificate, No major discipline referrals)	46
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