



# CAREER READINESS EDUCATION ACADEMY



GED Option Program for ELs  
Montgomery County Public Schools  
March 2022



# CREA Program Overview

The Career Readiness Education Academy (CREA) is an academic and career readiness education program for older English learners in MCPS. Students in CREA are provided with opportunities to prepare for the GED exam, learn valuable work skills, and earn industry certifications. We have day programs at two sites and an evening program.



## **GED preparation**

- Academic advancement (targeted ELD, Math, and GED Preparation)

## **Earn professional certifications and industry licenses**

- Develop workforce skills in chosen career pathway

# CREA Program Overview

## Eligibility

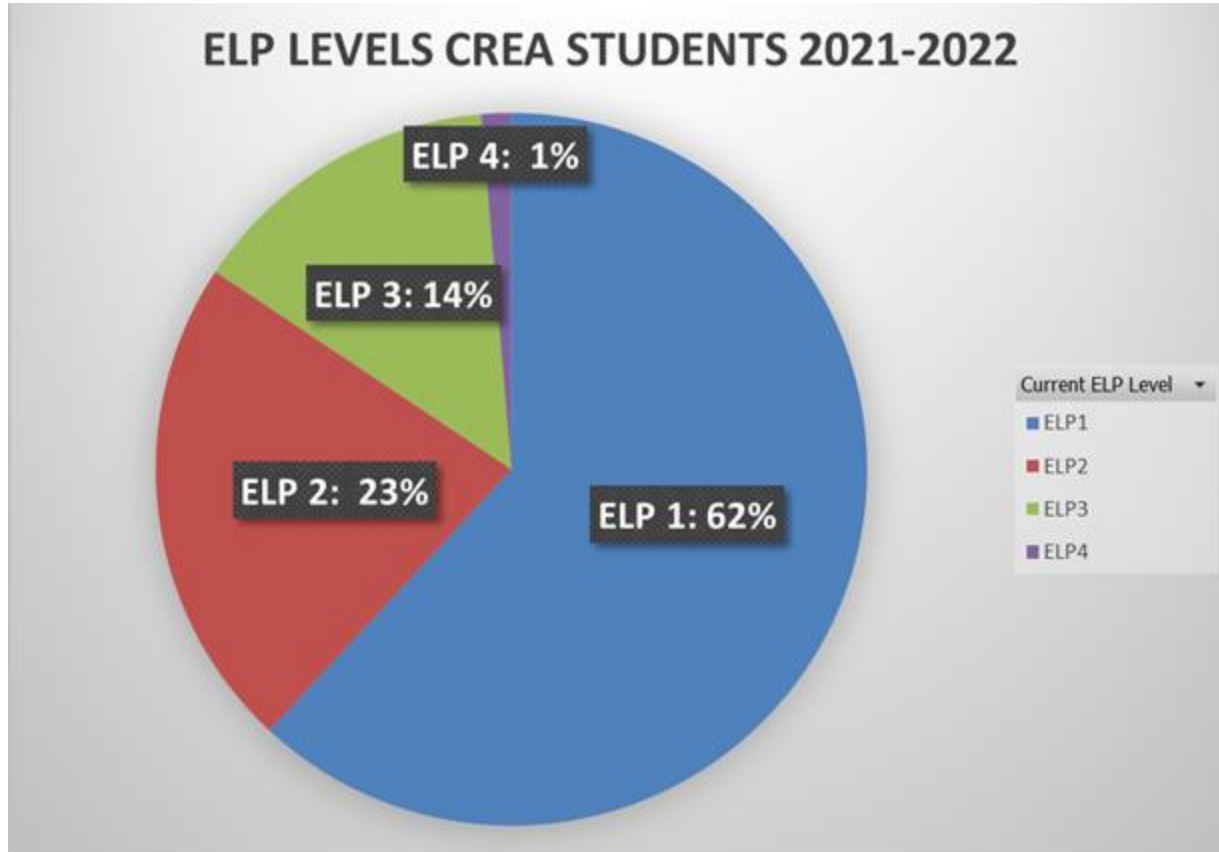
Students are eligible for the CREA program if they:

1. are residents of Montgomery County and enrolled in a high school in MCPS,
2. are 18 years old or older by the first day of the school year,
3. are enrolled in an ESOL program in MCPS,
4. have school records/data highlighting that they are unlikely to meet MCPS graduation requirements by age 21,

and/or

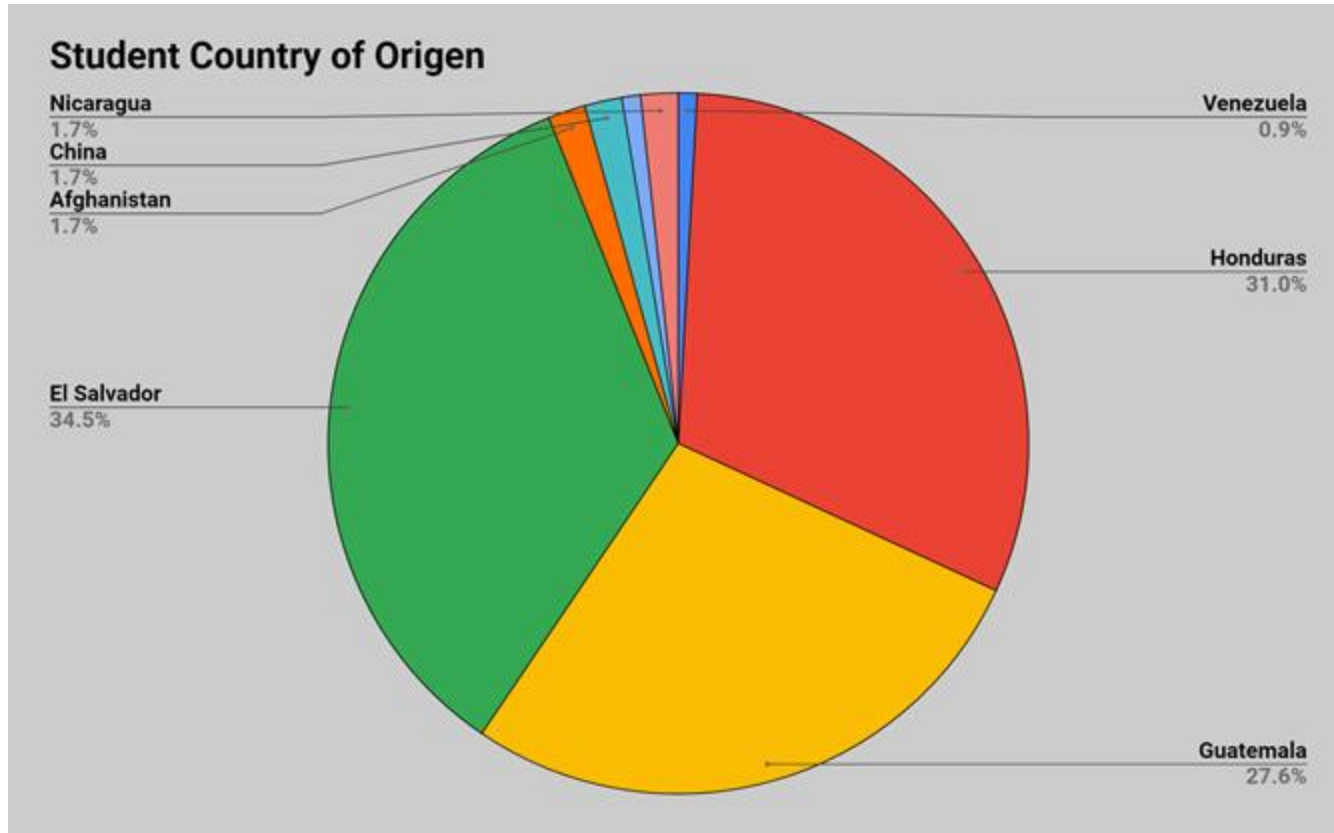
are interested in pursuing an alternative pathway to a high school diploma through GED preparation.

# CREA Student Profile



Source: Synergy (January 2022)

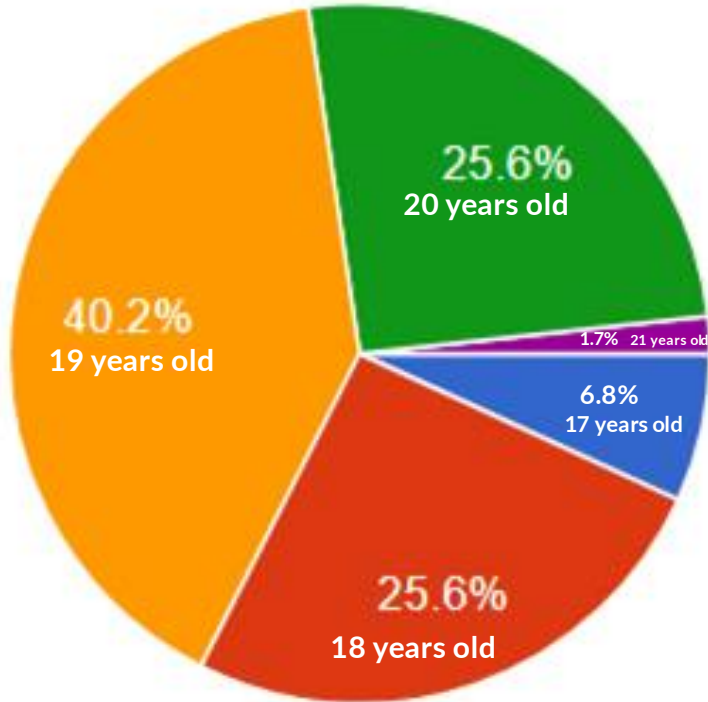
# CREA Student Profile



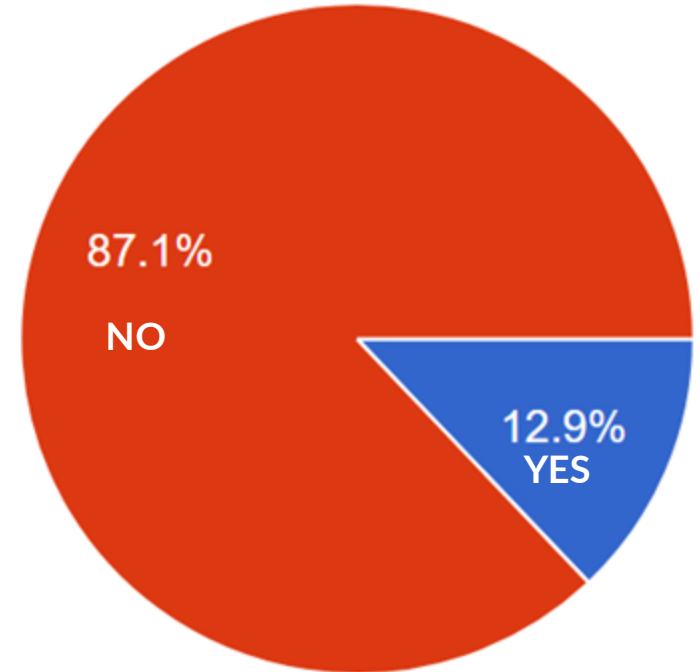
Source: CREA Needs Assessment 2021-2022

# CREA Student Profile

## Student Age

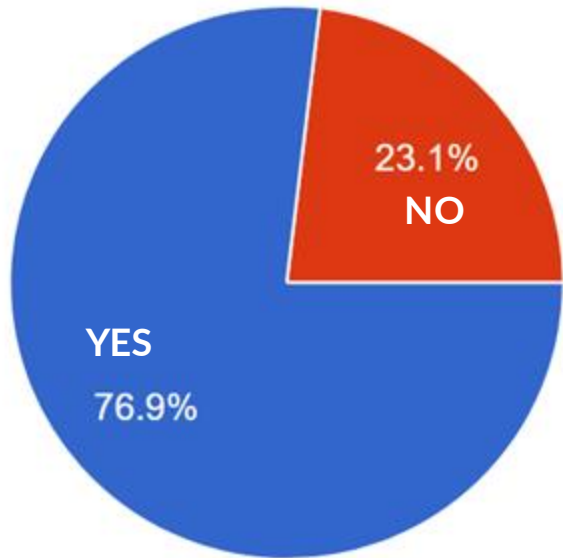


## CREA Students with Children

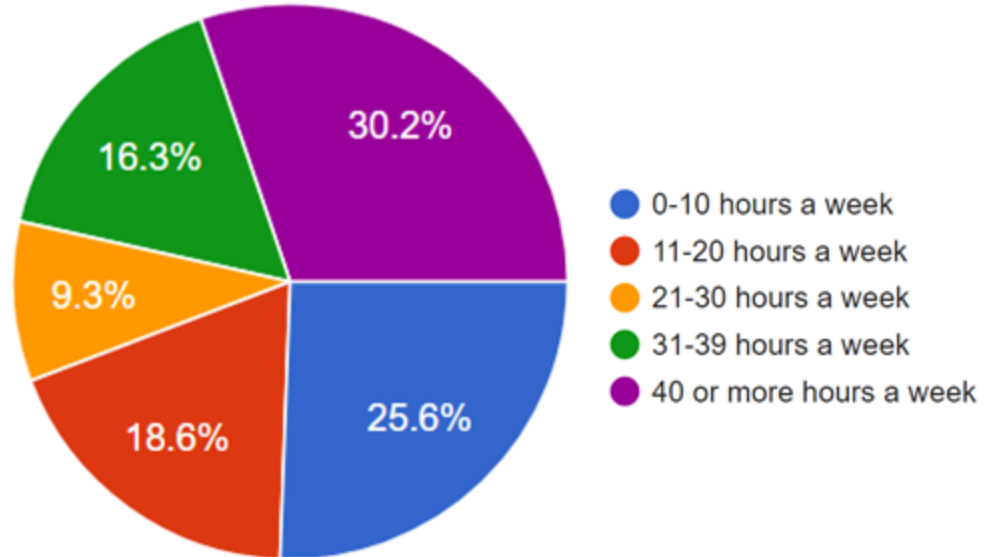


# CREA Student Profile

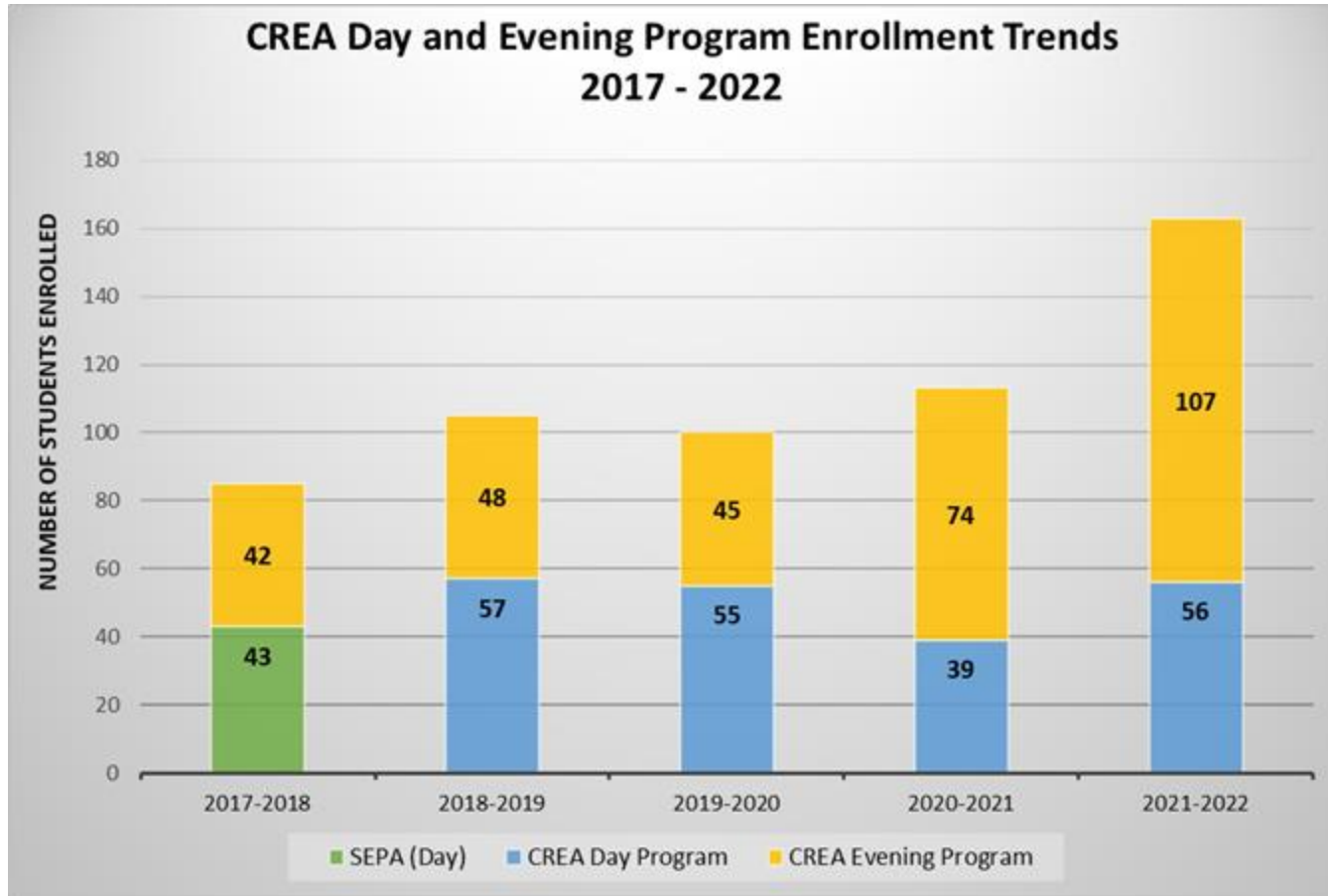
## Students Work Responsibilities



## Average Weekly Work Hours

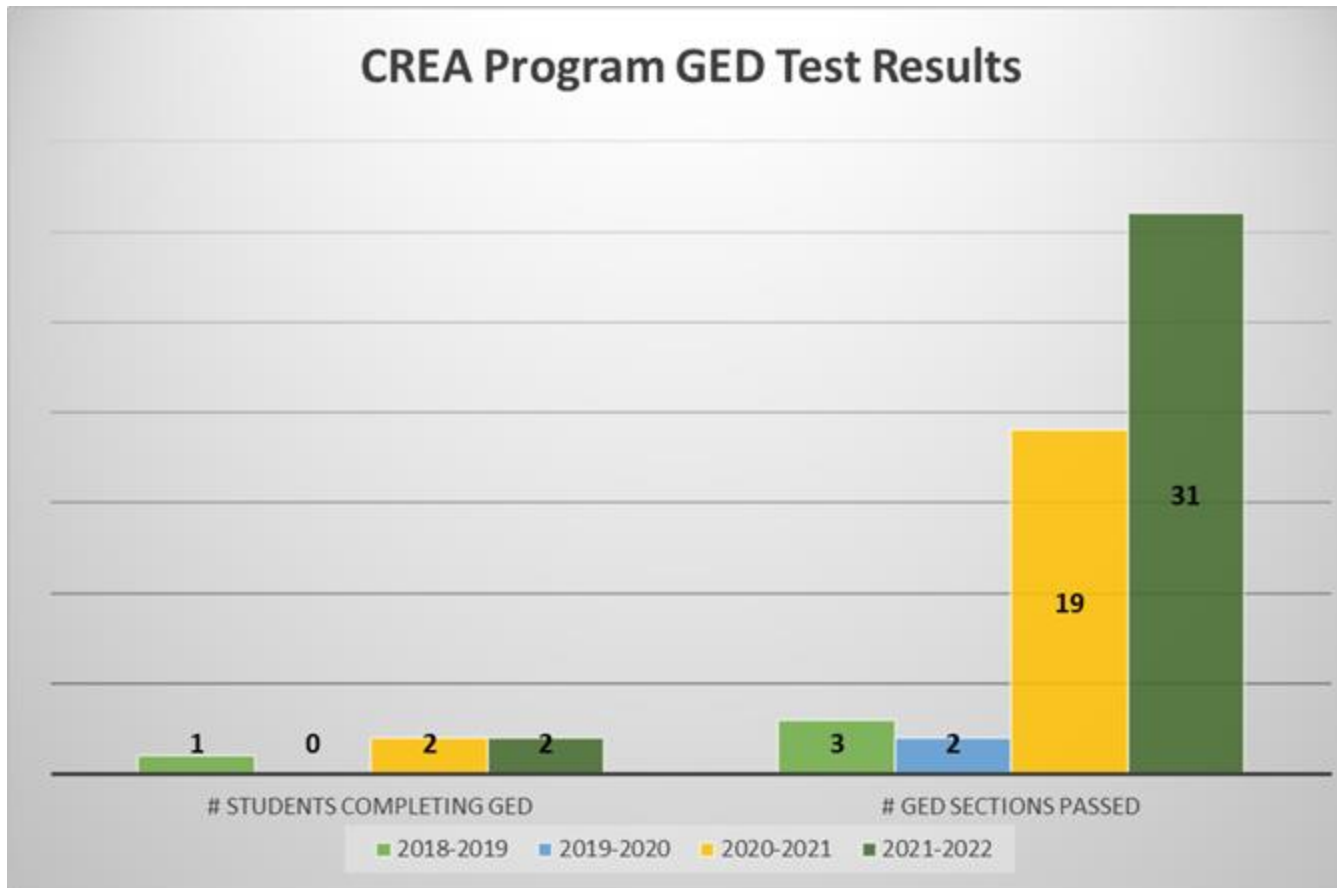


# CREA Program Metrics: Enrollment





# CREA Program Metrics: Achievement Data



# Implementation Challenges

## Management

- Program management has evolved over the past five years. Currently, day programs are school-based while evening program is managed by central office; some staff is shared between three program sites.

## Staffing

- Over the last two years, students have increasingly enrolled in the evening program, however, most evening staff works on a temporary part-time basis; additional full-time staff is needed.
- Prioritizing bilingual staff

## Ongoing Enrollment

- We enroll students throughout the year - we have to adjust class sizes continuously and/or shift staff.
- Limited time with students before they exit, most students entering as ELP 1 and/or identified SLIFE.

## Wraparound Services

- Current partnerships with community agencies to provide case management support.
- Health care, job placement, financial assistance, legal assistance, and affordable housing are priority concerns.

## Job Placement

- Additional support for legal assistance needed.

# MCPS Support

MCPS continues to support the GED Option program.

- Students prepare for GED exams.
  - Students who pass are guided through the college application process.
  - Students who do not pass are provided with pathways to continue GED preparation with community partners and/or Montgomery College.
- Students increase English language proficiency, academic reading level, and numeracy skills.
- Students earn industry certifications and licensures and learn valuable workforce skills in a variety of CTE classes.
- Students engage in positive youth development activities.
- Students and families are connected with comprehensive wraparound services - including health care, counseling, legal assistance, and social services.
- All students have a right to a free, public education - this program provides targeted instructional support and workforce development for our older ELs when they are unlikely to meet graduation requirements.

# Questions

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