The College, Career and Life Readiness Framework

Build mindsets and skill sets for student success
The College, Career and Life Readiness Framework provides a blueprint to prepare middle and high school students for success after graduation.

This practical tool set helps schools and districts of all sizes define, measure, and track success for their college, career and life readiness initiatives.

The result is a purposeful approach to CCLR that drives long-term student engagement and better outcomes.

This research-backed framework outlines six competencies that students in grades 6-12 must achieve to become college, career and life ready. Each competency outlines themes and objectives to further define success, as well as grade-specific activities to achieve each grade-level objective. The model provides guidance on key metrics to track related to each competency.

Educators can assess the maturity of their organization’s college, career and life readiness initiatives with a research-based needs assessment and a summative assessment.

This framework helps educators focus on the “strategic why” of driving student outcomes and community engagement rather than the “how.” The CCLR framework helps educators use technology to its full potential so your students reach theirs.

The CCLR Framework helps educators:

- Give students a practical toolkit for mastering six competencies that they must achieve to be college, career and life ready
- Focus on the strategy behind driving student outcomes and community engagement rather than the “how”
- Define, measure, and track success for college, career and life readiness initiatives
- Drive long-term student engagement and better outcomes through a purposeful approach to implementation and technology usage
- Benefit from 16+ years of experience helping students build the competencies they need to succeed and identify further education required to achieve their goals
- Evaluate the maturity of the district or school’s college, career and life readiness initiatives with research-based diagnostic summative assessments
How was the CCLR Framework created?

The CCLR Framework was constructed from a variety of inputs. A thorough examination of research related to student success, including career readiness, college choice, academic readiness, and social-emotional learning was conducted. A synopsis of the findings was used to guide conversations with experts in the field, including district and building leaders, school counselors, college access program leaders, and researchers.

A collection and analysis of individualized learning plan requirements from over 30 states, ESSA requirements from 15 approved plans, and over 50 district and school CCR scopes and sequences followed. Themes and sub-themes identified from the data informed all aspects of the CCLR Student Success Framework, from the objectives and activities to essential themes and competencies.
About the CCLR Framework:

1. **Goals for each grade** underscore the priorities for students.

2. **Each competency** is described in relation to its importance to student success.

3. **Key competency themes** for each grade level provide a detailed focus.

4. **Objectives** are aligned with themes to ensure students take steps toward the individual competency.

5. **Classroom or individual activities** are aligned with objectives.

6. **Metrics** describe how to measure progress toward student competencies.

7. **Outcomes** provide details on assessing student, school, and district progress.

8. **Activities for future development** provide methods to supplement objectives and activities.
The competencies in the CCLR Framework expand on the primary focus of traditional college and career readiness - academic skills, career knowledge, and college knowledge - and introduce additional competencies to prepare students for life, no matter what post-high school pathway they choose.

- **Strengths**
- **Interests**
- **Emotional Intelligence**
- **Grit**
- **Self-Awareness**
- **Informed Decisions**

- **Teamwork**
- **Support Network**
- **Getting Involved**
- **Communications Skills**
- **Online Presence**

- **Learning Styles**
- **Study Skills**
- **Test Preparation**
- **Post-secondary Assessments**
- **Academic Goal Setting**
- **Course Planning**

- **Career Clusters**
- **Understanding Careers**
- **Career Search**
- **Career Fit**
- **Further Education**
- **Career Goal Setting**

- **Post-secondary Opportunities**
  - **Types of Colleges**
  - **College Fit & Match**
  - **College Search**
  - **College Applications**
  - **Paying for College**

- **School Transitions**
- **Preparing for College**
- **Preparing for Life**
- **Post-secondary Goal Setting**
- **Summer Melt**

- **Digital Literacy**
- **Goal Setting**
- **Financial Literacy**
Why It Matters

Students who understand their strengths can begin to build goals toward a future that best fits their interests and skills. When students develop grit and perseverance, they are better able to overcome obstacles they are faced with in school and life.

Key Themes

- Self-Awareness
- Personal Finances

Objectives

- Understand the skills needed to build self-confidence.
- Understand income and expenses.

Activities

- Create goals related to building self-confidence.
- Complete a budgeting exercise.

Why It Matters

Teamwork, communication and digital literacy development are important to produce students who are able to advocate for themselves and be productive in the workplace. Students who identify and rely on their support systems have positive post-secondary outcomes.

Key Themes

- Support Network
- Getting Involved

Objectives

- Identify supportive adults.
- Begin to get involved in school and community activities.

Activities

- Discuss the value of and identify supportive adults.
- Create an activities resume.

Why It Matters

Academic performance is a strong predictor of postsecondary success. Grade point average, study skills and math achievement all help students to set themselves up for success.

Key Themes

- Learning Styles
- Academic Goal Setting

Objectives

- Understand learning styles and preferences.
- Develop successful study skills.
- Create an academic-related SMART goal.

Activities

- Take a learning styles assessment.
- Create a study plan.
- Create academic SMART goals.

Why It Matters

Through understanding the characteristics of various careers and the training necessary, students can begin to build their pathway to a meaningful career based on strengths and interests.

Key Themes

- Future Planning
- Career Clusters
- Career Goal Setting

Objectives

- Determine steps to take for future success.
- Identify career clusters of interest.
- Create a career-related SMART goal.

Activities

- Explore career pathways.
- Take a career cluster inventory.
- Create a career-related SMART goal.

Why It Matters

Post-secondary awareness, or “college knowledge,” incorporates all of the skills needed to identify the post-secondary training that is a right-fit for students, as well as the characteristics of the institutions providing best-fit education to help students achieve their career goals.

Key Themes

- Post-Secondary Opportunities
- School Transitions

Objectives

- Identify the types of postsecondary opportunities available.
- Complete the middle school transition survey.

Activities

- Explore types of post-secondary training opportunities, including community and technical colleges, military certificates and 4-year institutions.

Goals for grade 6: Help students transition from elementary school to middle school and begin to put down roots as they explore options for their future.

Future Development

To increase outcomes, consider the following best practices for working with 6th grade students:

- Ask teachers to discuss the transition to middle school each day for the first three weeks of school.
- Invite members of the community to discuss budgeting, career pathways and college options with students.
- Revise goals quarterly with students, including those related to self-confidence, academics and careers.
Goals for grade 7: Focus on overcoming obstacles, developing successful study habits, and identifying careers of interest in order to set the stage for a successful transition to the choices they will need to make in the 8th grade.
Goals for grade 8: Assist students in developing successful study skills, overcoming obstacles, and working with others as they make the transition out of middle school and into high school.

Key Themes
- Informed Decisions
- Grit
- Interpersonal Skills
- Social Emotional Learning
- Academic Skills
- Career Knowledge
- College Knowledge
- Transition Skills

Objectives
- Identify interests, employ decision-making skills, understand the value of taking risks, understand how to cope with stressful situations.
- Understand how to manage time wisely.
- Develop essential objectives, additional objectives.
- Learn about high school and take a survey to ensure your needs are met.
- Investigate and list careers of interest. Create a career-related SMART goal.
- Build a high school course plan.
- Create a list of weekly tasks, then make a schedule to successfully complete them.
- Create a list of weekly tasks, then make a schedule to successfully complete them.
- Investigate and list careers of interest. Create a career-related SMART goal.
- Investigate and list careers of interest. Create a career-related SMART goal.

Activities
- Reflect on and identify adults who are helpful in various situations.
- Create a list of weekly tasks, then make a schedule to successfully complete them.
- Create a list of weekly tasks, then make a schedule to successfully complete them.
- Investigate and list careers of interest. Create a career-related SMART goal.
- Investigate and list careers of interest. Create a career-related SMART goal.

Outcomes
- Delivery of essential objectives: Develop decision-making skills.
- Delivery of essential objectives + additional objectives: Identify interests, employ decision-making skills, understand the value of taking risks, understand how to cope with stressful situations.
- Delivery of essential objectives + additional objectives: Understand how to manage time wisely.

Why It Matters
- Teamwork, communication and digital literacy development are important to produce students who are able to advocate for themselves and be productive in the workplace. Students who identify and rely on their support systems have positive post-secondary outcomes.
- Academic performance is a strong predictor of postsecondary success. Grade point average, study skills and math achievement all help students to set themselves up for success.
- Through understanding the characteristics of various careers and the training necessary, students can begin to build their pathway to a meaningful career based on strengths and interests.
- Post-secondary awareness, or “college knowledge,” incorporates all of the skills needed to identify the post-secondary training that is a right-fit for students, as well as the characteristics of the institutions providing best-fit education to help students achieve their career goals.
- Transitions are a part of life as a student, from elementary school through career placement. Building coping skills around transitions from elementary to middle school to high school, then to independent life can help students to successfully adapt to new situations.

Future Development
To increase outcomes, consider the following best practices for working with 8th grade students:
- Work with teachers to share situations where they have coped with stress, taken risks and used their support system.
- Invite current 9th grade students to discuss the transition to high school, including course planning, social/emotional adjustments and academic expectations.
- Encourage students to revisit goals, habits and activities independently from classroom lessons.
**Why It Matters**

*Students who understand their strengths can begin to build goals toward a future that best fits their interests and skills. When students develop grit and perseverance, they are better able to overcome obstacles they are faced with in school and life.*

**Key Themes**

**Strengths**

**Objectives**

1. Identify strengths.

**Activities**

1. Complete an inventory designed to help students identify strengths.

**Metrics**

Measure the completion rate of each activity. Compare to target completion rate. Adjust activity execution as needed.

**Outcomes**

- **DEVELOPING** Delivery of essential objectives: Understand the transition to high school and identify post-high school school careers.
- **SATISFACTORY** Delivery of essential objectives + additional 1-5 objectives
- **PROFICIENT** Delivery of essential objectives + additional 6-9 objectives

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**Goals for grade 9:** Ensure students make a successful transition to high school, develop successful study habits, create a high school course plan, and begin to identify a post-secondary path.

- **Why It Matters**
  - Post-secondary awareness, or “college knowledge,” incorporates all of the skills needed to identify the post-secondary training that is a right-fit for students, as well as the characteristics of the institutions providing best-fit education to help students achieve their career goals.

- **Key Themes**
  - Post-Secondary Goal Setting
  - Types of Colleges
  - College Applications
  - Paying for College

- **Objectives**
  1. Identify post-secondary goals.
  2. Understand various aspects of post-secondary institutions.

- **Activities**
  1. Take a post-secondary planning survey.
  2. Complete a mock college application.

- **Future Development**

  To increase outcomes, consider the following best practices for working with 9th grade students:
  
  - Ask teachers to discuss the transition to middle school each day for the first three weeks of school.
  - Invite members of the community to discuss budgeting, career pathways and college options with students.
  - Revisit goals quarterly with students, including those related to self-confidence, academic and social skills.

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**CCLR Framework | Competencies Profile | Grade 9**

[naviance.com/cclr-framework]
**CCLR Framework | Competencies Profile | Grade 10**

**Key Themes**
- Self-Awareness
- Interpersonal Skills
- Academic Skills
- Career Knowledge
- College Knowledge
- Transition Skills
- Emotional Learning
- Social Learning

**Objectives**
- Identify interests
- Identify Habits that lead to success
- Update four-year plan of study
- Identify a SMART goal related to academics
- Practice effective email conversations
- Practice effective email conversations
- Identify habits that lead to success
- Identify careers of interest
- Create academic-related SMART goal
- Create an interest inventory
- Understand how to communicate effectively online
- Update high school resume
- Take a family discussion survey on future goals
- Practice effective email conversations
- Understand Expected Family Contribution (EFC)
- Learn about testing strategies
- Take a family discussion survey on future goals
- Learn about good and bad debt
- Use a college search tool
- Participate in a college search
- Participate in an inventory or game to learn about good and bad debt
- Use a college search tool
- Participate in a college search
- Participate in an inventory or game to learn about good and bad debt

**Why It Matters**
- Students who understand their strengths can begin to build goals toward a future that best fits their interests and skills.
- When students develop grit and perseverance, they are better able to overcome obstacles they are faced with in school and life.
- Academic performance is a strong predictor of postsecondary success.
- Grade point average, study skills and math achievement all help students to set themselves up for success.
- Through understanding the characteristics of various careers and the training necessary, students can begin to build their pathway to a meaningful career based on strengths and interests.
- Post-secondary awareness, or “college knowledge,” incorporates all of the skills needed to identify the post-secondary training that is a right-fit for students, as well as the characteristics of the institutions providing best-fit education to help students achieve their career goals.
- Transitions are a part of life as a student, from elementary school through career placement. Building coping skills around transitions from elementary to middle school to high school, then to independent life can help students to successfully adapt to new situations.

**Metrics**
- Measure the completion rate of each activity. Compare to target completion rate. Adjust activity execution as needed.
- Delivery of essential objectives: Identify interests
- Create academic-related SMART goal
- Identify careers of interest
- Discuss future plans/goals with family members
- Delivery of essential objectives + additional 1-6 objectives
- Delivery of essential objectives + additional 7-11 objectives

**Future Development**
To increase outcomes, consider the following best practices for working with 10th grade students:
- Implement a career apprenticeship or job shadow program connecting students with local businesses.
- Host a family night to foster student-adult relationships and communication.
- Connect with a local financial institution to discuss the meaning and value of debt.

**Goals for grade 10**: Reinforce career and academic knowledge to prepare students as they enter a period of decision-making for their future.

- Connect with a local financial institution to discuss the meaning and value of debt.
- Learn about the FAFSA 4caster.
- Identify colleges of interest.
- Participate in a college search.
- Use a college search tool to identify colleges of interest.
- Review and update post-secondary pathway.
- Learn about the FAFSA 4caster.
CCLR Framework | Competencies Profile | Grade 11

**Why It Matters**

**Students who understand their strengths can begin to build goals to set themselves up for success.**

**Key Themes**

- Self-Awareness
- Grit

**Objectives**

1. Understand unique personal qualities.
2. Understand how to overcome challenges.

**Activities**

- Brainstorm unique personal qualities.
- Hear about real-life challenges.
- Develop grit and resilience.
- Identify the tools that help students to succeed.

**Metrics**

- Measure the completion rate of each activity.

**Outcomes**

- DEVELOPING (1-7 objectives)
- SATISFACTORY (8-12 objectives)
- PROFICIENT (1+ additional objectives)

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**Why It Matters**

**Academic performance is a strong predictor of postsecondary success.**

**Key Themes**

- Getting Involved
- Communication Skills

**Objectives**

1. Participate in extracurricular activities. Understand effective communication practices.

**Activities**

- Update school resume.
- Practice public speaking and interview skills.

**Future Development**

**To increase outcomes, consider the following best practices for working with 11th grade students:**

- Host a college planning day to allow students to learn about assessments, financial aid and the college application process.
- Prepare families for the FAFSA by meeting with parents individually or in groups to set expectations and respond to questions regarding paying for college.
- Use advisory periods to allow teachers to work with students to assess progress toward academic, career, and post-secondary goals.
### CCLR Framework | Competencies Profile | Grade 12

**Why It Matters**

**Social Emotional Learning**

- Students who understand their strengths can begin to build goals toward a future that best fits their interests and skills. When students develop grit and perseverance, they are better able to overcome obstacles they are faced with in school and life.

**Key Themes**

- Grit

**Objectives**

- Overcome obstacles.
- Create a budget.

**Activities**

- Learn about how others have overcome obstacles they are faced with in school and life.
- Brainstorm support network outside of high school.

**Future Development**

To increase outcomes, consider the following best practices for working with 12th grade students:

- Host a panel of college students discussing the transition to college.
- Invite a financial institution to discuss budgeting and conduct a budgeting activity with students.
- Work with students to understand resources available at college and how to advocate for themselves in a post-secondary setting.

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**Interpersonal Skills**

- Teamwork, communication and digital literacy development are important to produce students who are able to advocate for themselves and be productive in the workplace. Students who identify and rely on their support systems have positive post-secondary outcomes.

**Key Themes**

- Academic Goal Setting

**Objectives**

- Create academic-related SMART goal.

**Activities**

- Identify a SMART goal related to academics.
- Identify post-high school support network.

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**Academic Skills**

- Academic performance is a strong predictor of postsecondary success. Grade point average, study skills and math achievement all help students to set themselves up for success.

**Key Themes**

- Career Goal Setting

**Objectives**

- Create a career-related SMART goal.

**Activities**

- Align post-secondary career plan with a SMART goal.
- Create a real-life budget for college

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**Career Knowledge**

- Post-secondary awareness, or “college knowledge,” incorporates all of the skills needed to identify the post-secondary training that is a right-fit for students, as well as the characteristics of the institutions providing best-fit education to help students achieve their career goals.

**Key Themes**

- Preparing for College

**Objectives**

- Finalize post-secondary plan.
- Finalize college application list.
- Complete the FAFSA.
- Make a plan to pay for college.

**Activities**

- Analyze financial aid offers.
- Apply for scholarships.
- Complete the FAFSA.
- Finalize post-secondary plan.

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**College Knowledge**

- Transitions are a part of life as a student, from elementary school through career placement. Building coping skills around transitions from elementary to middle school to high school, then to independent life can help students to successfully adapt to new situations.

**Key Themes**

- Preparing for Life

**Objectives**

- Apply to postsecondary pathways.
- Choose a postsecondary option.
- Make a plan to overcome summer melt.

**Activities**

- Submit applications to college, military, or career.
- Create a plan to overcome obstacles during summer transitions.
- Choose and communicate a post-high school path.

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**Knowledge**

- Post-secondary awareness, or “college knowledge,” incorporates all of the skills needed to identify the post-secondary training that is a right-fit for students, as well as the characteristics of the institutions providing best-fit education to help students achieve their career goals.

**Key Themes**

- Preparing for College

**Objectives**

- Finalize post-secondary plan.
- Finalize college application list.
- Complete the FAFSA.
- Make a plan to pay for college.

**Activities**

- Analyze financial aid offers.
- Apply for scholarships.
- Complete the FAFSA.
- Finalize post-secondary plan.

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**Transitions Skills**

- Transitions are a part of life as a student, from elementary school through career placement. Building coping skills around transitions from elementary to middle school to high school, then to independent life can help students to successfully adapt to new situations.

**Key Themes**

- Preparing for Life

**Objectives**

- Apply to postsecondary pathways.
- Choose a postsecondary option.
- Make a plan to overcome summer melt.

**Activities**

- Submit applications to college, military, or career.
- Create a plan to overcome obstacles during summer transitions.
- Choose and communicate a post-high school path.

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**Transitions Skills**

- Transitions are a part of life as a student, from elementary school through career placement. Building coping skills around transitions from elementary to middle school to high school, then to independent life can help students to successfully adapt to new situations.

**Key Themes**

- Preparing for Life

**Objectives**

- Apply to postsecondary pathways.
- Choose a postsecondary option.
- Make a plan to overcome summer melt.

**Activities**

- Submit applications to college, military, or career.
- Create a plan to overcome obstacles during summer transitions.
- Choose and communicate a post-high school path.
**Outcomes and Objectives**

The CCLR Framework identifies and prioritizes outcomes, metrics, and key performance indicators to track for each grade-level, accompanied by recommendations on how to track, gather, and analyze relevant data.

Essential Objectives are identified as priority competencies for students, the focal point when a school or district begins to implement the CCLR Framework. Completion of these Essential Objectives, by grade level, and each objective overall, contributes to improved outcomes across schools and districts.

**Needs Assessment**

The CCLR Framework provides various levels of assessment and metrics. The needs assessment is an informal tool to help educators assess the maturity of their CCLR practices and identify areas to target for improvement, prior to implementing the recommendations in the framework.

The needs assessment takes an in-depth look at content delivery through each competency in both middle schools and high schools. The assessment is available at https://www.naviance.com/content/cclr-framework

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**Objective Competency Completion % Target**

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<th>Objective</th>
<th>Competency</th>
<th>Completion %</th>
<th>Target</th>
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<tbody>
<tr>
<td>Identify Strengths</td>
<td>Social Emotional Learning</td>
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<tr>
<td>Understand how to work successfully with others</td>
<td>Interpersonal Skills</td>
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<tr>
<td>Identify Career Clusters of Interest</td>
<td>Career Knowledge</td>
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<tr>
<td>Participate in Extracurricular Activities</td>
<td>Interpersonal Skills</td>
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<tr>
<td>Create a four-year plan of study**</td>
<td>Academic Skills</td>
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<tr>
<td>Understand successful study habits**</td>
<td>Academic Skills</td>
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<td>Create an academic-related SMART goal</td>
<td>Academic Skills</td>
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<tr>
<td>Create a career-related SMART goal</td>
<td>Career Knowledge</td>
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<tr>
<td>Identify post-high school goals**</td>
<td>College Knowledge</td>
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<td>Understand various aspects of postsecondary institutions</td>
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<td>Understand components of a college application</td>
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<tr>
<td>Understand methods on how to pay for college</td>
<td>College Knowledge</td>
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<tr>
<td>Understand the transition to high school**</td>
<td>Transition Skills</td>
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**9th Grade Sub-score**

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**9th Grade Essential Skills Sub-score**

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**Indicates Essential Objective**
CCLR Framework | Background

The CCLR Framework reflects the ongoing commitment from Hobsons to help students build the mindsets, tool sets and skill sets for success after high school.

Why did Hobsons create the CCLR Framework?

The mission and mandate for college, career and life readiness has expanded over time and serving students has become more complex. Educators have increasingly requested more guidance on how to successfully implement, measure and track activities related to their CCLR initiatives and how to use Naviance to achieve their goals.

As districts move away from compliance-driven usage to embedding CCLR into their culture, educators need a partner that brings a track record of successful implementations and student success. We call this Purposeful Technology Adoption and it is the core of how Naviance helps students succeed.

CCLR Framework | Author

About the author

Dr. Kim Oppelt is the Director of Research at Hobsons. Prior to this position, Kim has served as a curriculum writer and implementation consultant with the company. A licensed school counselor, Kim has held positions as both a public school counselor and a private high school college counselor. She has a bachelor of applied science in health education, a master of science in counseling, and a doctorate of education in leadership. Kim is passionate about college access and affordability and ensuring that students find the right post-secondary opportunity that best fits their goals.
Naviance by Hobsons delivers proven student outcomes by driving strategic adoption and a data-driven plan for success. To learn more, visit: www.naviance.com

About Hobsons
Hobsons helps students identify their strengths, explore careers, create academic plans, match to best-fit educational opportunities, and reach their education and life goals. Through our solutions, we enable thousands of educational institutions to improve college and career planning, admissions and best-fit matching, enrollment management, and student success and advising for millions of students. Our leading college and career readiness platform Naviance was named the 2017 and 2018 SIIA CODiE Award winner in the Best College and Career Readiness Solution category.