

## Expanding internship opportunities benefit Bainbridge youth, employers



Eagle Harbor senior John Hutchins (left) and BHS senior Mitch Young built a boardwalk at Fay Bainbridge Park with Fairbank Construction Company. Rotarian Tom McCloskey, who helped create the internship program, observes. Not pictured, BHS senior Albert Ragsdale.

Internships give high school students opportunities to explore various careers and plot the best educational pathway forward. School year internships work for some students; summer programs are a better fit for others. Thanks to its community collaborations, the Bainbridge Island School District now offers both.

### School year Career-In Internship Program

Last year Caitlin Williams became the first Bainbridge High School student to participate in a school year pilot program as an intern at Fairbank Construction Company. She spent two hours every Monday for 13 weeks contributing to the daily operations of the company and learning about safety practices, architectural plans, inspections, structural integrity, quality workmanship, and the importance of excellent communication skills. In the process, she discovered a passion for architecture and construction management.

“The pilot program was a great success. Tad Fairbank, who inspired the program, said he would hire her tomorrow,” said Rotarian Tom McCloskey, who collaborated with Fairbank and the Bainbridge Island School District’s Career and Technical Education (CTE) department to create the Career-In Internship.

This year, the program provided internship opportunities for 11 students at five Bainbridge businesses. Three students at Fairbank built a boardwalk at Fay Bainbridge Park. The Bainbridge Island Fire Department, Police Department, Clark Construction Company and Modern Collision also had student interns.

### Summer Internship offers CTE credit

In addition to the school year program, high school juniors and seniors in the district can also vie for internships through an expanding Bainbridge Youth Services (BYS) summer program.

This year, 27 employers and 40 interns will participate in a six-week, 30 hours a week, Summer Internship Program that BYS coordinates in collaboration with the Rotary Club of Bainbridge Island and the school district. Unlike a regular summer job, students will have a worksite supervisor, a career mentor, and an opportunity to earn high school CTE course credit. The goal is for employers to pay minimum wage. However, BYS will pay half the minimum wage for employers who cannot afford the full amount. In cases where an employer is unable to pay at all, BYS will provide a stipend to the student.

Regardless of whether the internship is paid or unpaid, hours worked can count toward receiving 0.5 to 1.0 CTE course credit (with 180 hours equal to 0.5 credit). “Students can work more than 30 hours a week and longer than six weeks, said Career Technical Education Director Peggy Templeton, who worked out the agreement for the new work-based learning program with Bremerton School District’s West Sound Technical Skills Center. “Juniors who work 360 hours can earn a full unit of CTE credit.”

“Work-based opportunities are an essential part of a high school education,” said Tom McCloskey, the BYS board president and Rotarian who shaped the current program. “When I went to school, I was a good student, but I really just studied for the test. There was no application of what I was learning to the real world.”

Two years ago BISD Superintendent Faith Chapel brought together a group of community leaders who set a goal to have 50 percent or more of Bainbridge Island employers offer work-based learning opportunities for students by the year 2020. These opportunities could range from job shadows to internships. Since that meeting, McCloskey said he has not talked to one employer who has not been interested.

“This is where education is going,” he said. “We are opening up the door to allow young people, while they are in high school, to explore their interests, identify passions and have hands-on experiences in possible careers.”

For more information about the school year Career-In Internship, contact CTE Work-Based Learning Coordinator Juliette Brown at [jbrown@bisd303.org](mailto:jbrown@bisd303.org).

Employers and students interested in internships next summer can contact BYS Program Coordinator Fiona Stanton at [fiona@bainbridgeyouthservices.org](mailto:fiona@bainbridgeyouthservices.org). BYS opens applications to students in March-April; they start recruiting employers in February. “However, I encourage employers to start thinking about offering internships next summer and reach out to me at any time,” Stanton said.

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## Planning and improving environments for student learning

The Bainbridge Island School District is extremely grateful for the support and trust of the community. The passage of the school bond measure on Feb. 9 has enabled the district to move forward with planning new learning environments and improving existing facilities.

Following passage of the bond, the district sent out Requests for Qualifications for architects to design the new Blakely Elementary School. An architect selection committee comprised of board members, school staff, parents, and community professionals took part in reviewing submittals, interviewing candidates, and touring facilities built by finalists. In April, board directors approved the committee’s selection of Mithun Architects. A national leader in sustainable design, Mithun’s recent work in educational design includes IslandWood, the Suquamish Museum, and an addition to the Northwest School in Seattle.

Mithun is currently holding a series of workshops with a committee of Blakely staff, board representatives

and parents to build upon the educational specification process that began with the rebuilding of Wilkes Elementary School. Following schematic design, design development, and completion of construction documents and land-use permitting, groundbreaking at Blakely should begin in March 2018.

The second building scheduled for replacement is the Bainbridge High School 100 Building that currently supports career, technology, special education and art programs. The district will post a Request for Qualifications as it seeks firms with campus master-planning experience. A new selection committee with community representation will review proposals, interview architectural firms, and recommend a firm to lead the process and design. The expected start date for construction is January 2019.



Richard Franko, design partner at Mithun Architects, works with Blakely staff on educational specifications for their new school.

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# District supports National Board Certification

Research indicates, the single most important factor in determining student achievement is the classroom teacher. This makes recruiting and retaining high-quality teachers a Bainbridge Island School District priority. This year, the district began offering cohort support and mentorship for teachers who wish to pursue National Board Certification.

Educators with at least three years teaching or counseling experience can seek National Board Certification—a peer-reviewed, performance-based process that demands 300-400 hours of work outside the classroom. As the district's state-trained facilitator, National Board Certified Teacher (NBCT) Amanda Ward provides a structured program to keep the district's 29 NBCT candidates on track and organized as they spend from one to three years pursuing the four key components of certification:

- Tests content knowledge. Involves a multiple-choice test and written essays.
- Demonstrates differentiation through the gathering and analysis of student work.
- Demonstrates teaching practice through the video recording and analysis of classroom instruction.
- Scheduled for release this fall, this component may require teachers and counselors to demonstrate their impacts on students beyond the classroom.

"National Board Certification is transformative for teachers and students," said Ward, a Bainbridge High School social studies teacher and instructional coach who is a Hope Street Group National Teacher Fellow and consultant for the National Board for Professional Teaching Standards. "Board Certification helps teachers become teacher leaders, and it has a significant, positive impact on student learning and achievement."

A study by the National Research Council found students of board-certified teachers learn more and outperform students in other classrooms. In Washington state, a multiyear study found "board-certified teachers more effective than noncertified teachers with similar experience." Washington has more than 8,600 National Board Certified Teachers, and consistently ranks among the nation's top five states in terms of numbers of new NBCTs. The state pays an annual \$5,151 bonus to NBCTs, who can renew their certification every five years.

Currently, there are 33 NBCTs in the Bainbridge Island School District. The 29 additional NBCT candidates just completed their first year working with Ward in three-hour classes after school or on weekends.

"In these meetings I assist teachers in understanding the National Board Standards for their certificate area as well as the expectations for each component," Ward



From left, NBCT candidates Emily Eigen, Tiffany McCann and Susan Irish, and facilitator Amanda Ward, celebrate hitting "send" on hundreds of hours of work.

said. "Additionally, they work together to provide feedback to each other on their writing. I also answer questions and provide feedback on their writing prior to submission."

"I've been thinking about pursuing National Board Certification for many years," said Emily Eigen, who teaches 10th-grade English at Bainbridge High School. "I so appreciate having this cohort. Amanda's support has made this process more manageable and more meaningful."

Ward's NBCT candidates have submitted their work for this school year. With the fourth certification component currently undergoing revision, there will be a nationwide lull in new NBCTs until 2017. But with district support, the number of National Board Certified Teacher leaders in the Bainbridge Island School District is destined to grow.

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Cover: Ordway second-graders with National Board Certified Teacher Seana Hruska.

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National Board Certification—transformative for teachers and students

**educational opportunities abound**

- Internships offer work-based learning
- Support for National Board Certification
- Facilities that foster student growth



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