KJ LEGACY READS LLC.

-TURNING TRASH INTO TREASURE-

Building a School-to-Credit-to-Career Pipeline

• Credit Mobility • Student Support • Workforce Alignment

Dr. Katrina Johnson | Educational Leader • Author • Improvement Science Practitioner

BAND
FUNCTION
BALANCE
TONE
POWER
ON-RADIO
TAPE
MONO
FM
STEREO
AUTO PROGRAM SEARCH SYS
RECORD
PLAY
REWIND
F.FWD
STOP/EJECT

KJ LEGACY READS LLC.

Today's Destination

From recognizing student potential to building systems where learning travels with the learner.

1. RECOGNIZE

Examine how belonging, resilience, identity, advising, and exposure shape students' academic and workforce journeys.

2. CONNECT

Link K–12, dual enrollment, work-based learning, credentials, technical colleges, universities, and careers.

3. REDESIGN

Use pathway mapping to locate credit loss, repeated learning, and student disengagement—and redesign one transition.

KJ LEGACY READS LLC.

Learning Outcome

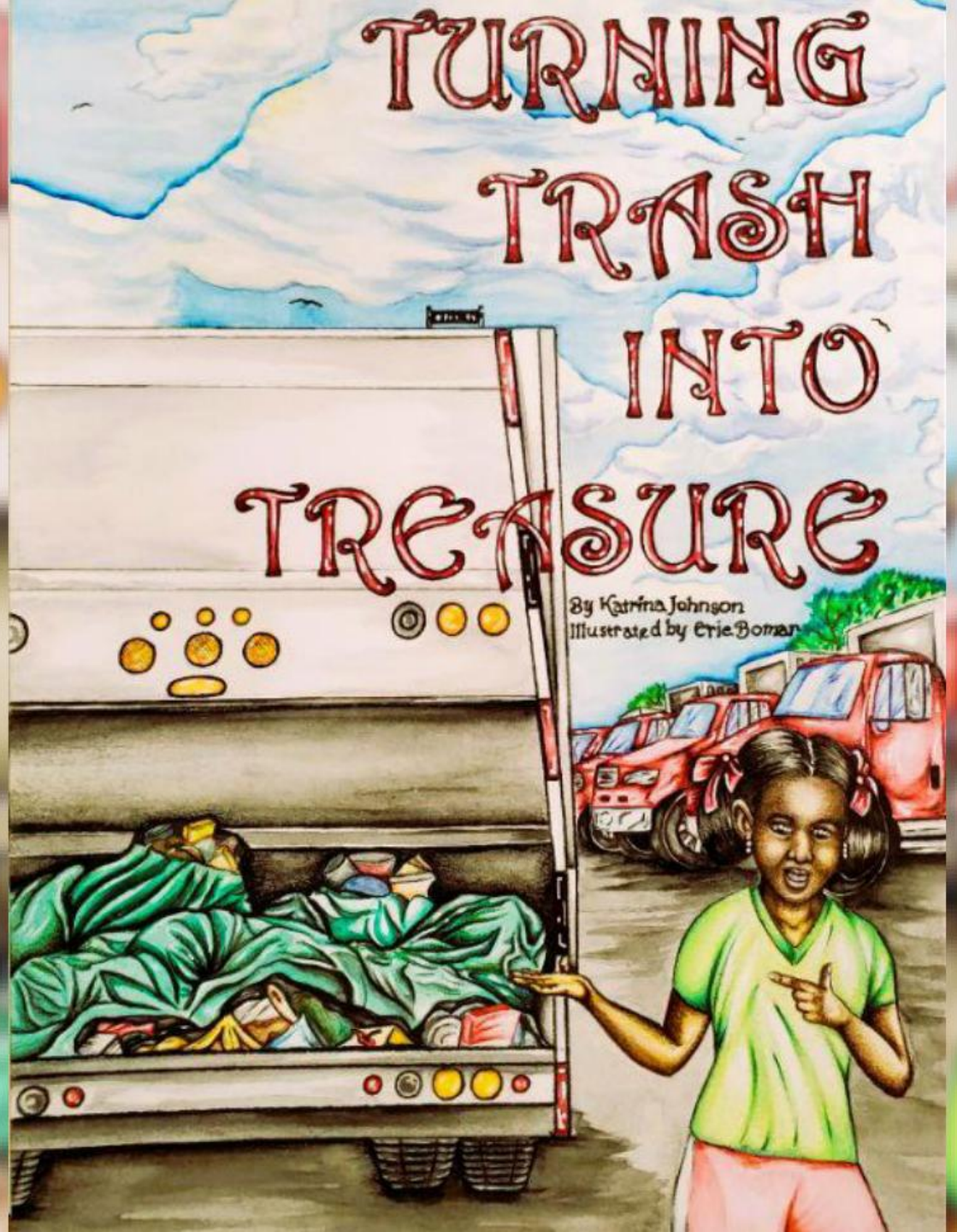
Participants should be able to apply the Treasure Pathway Framework to identify gaps between K–12 education, postsecondary credit, transfer, workforce development, and career pathways, while identifying cross-sector partnership strategies among K–12 schools, technical colleges, four-year institutions, and workforce partners that can reduce credit loss, shorten time to degree, and improve transfer and credential completion for South Carolina students.

KJ LEGACY READS LLC.

The Human Story Behind the System

“What happens when we recognize value where others may see limitations?”

Turning Trash into Treasure centers resilience, choices, relationships, perseverance, identity, and the power of seeing possibility.



RJ LEGACY READS LLC.

The Opportunity: Stop Making Students Start Over

- Students move among K–12, dual enrollment, technical colleges, four-year institutions, employment, and returning-adult pathways.

- Learning may be completed but not fully recognized, transferred, or applied toward the next credential.

- Disconnected advising and unclear pathways can contribute to duplicated learning, excess credits, delayed completion, and disengagement.

- Belonging, confidence, resilience, career identity, and trusted relationships also influence whether students persist.

How much of my learning comes with me?

What Is Credit Mobility?

Learning students have already earned is recognized, transferred, and applied toward their next credential or degree.

EARNED

What has the student already learned?

RECOGNIZED

Will the next institution accept it?

APPLIED

Will it count toward the chosen program?

If students have already earned the treasure, why should they have to start over?

KJ LEGACY READS LLC.

Credit mobility asks institutions to

RECOGNIZE LEARNING.

Social-emotional development asks educators to

RECOGNIZE THE LEARNER.

Transfer excellence requires us to do both!

The Treasure Pathway Framework

A connected journey from early identity and exposure to credentials, transfer, career, and economic mobility.

DISCOVER
Interests
Strengths
Careers

DEVELOP
Belonging
Resilience
Readiness

EXPERIENCE
CTE
Internships
Entrepreneurship

EARN
Dual credit
Certifications
CPL

TRANSFER
Articulation
Applicability
Advising

THRIVE
Credential
Career
Mobility

KJ LEGACY READS LLC.

KJ LEGACY READS LLC.

Where Entrepreneurship and Workforce Development Fit

ENTREPRENEURSHIP

Builds creativity, financial literacy, communication, leadership, problem-solving, project management, persistence, and adaptability.

WORK-BASED LEARNING

Makes learning visible through internships, apprenticeships, job shadowing, service learning, industry experiences, and authentic projects.

CREDIT MOBILITY

Asks how demonstrated learning, dual enrollment, certifications, prior learning, and transferable coursework can accumulate toward credentials and degrees.

A South Carolina School-to-Credit-to-Career Ecosystem

K–12 Schools › **Technical Colleges** › **Four-Year Institutions** › **Workforce + Industry**

Shared responsibility: transparent pathways • aligned outcomes • applicable credit • strong advising • student voice • high-demand credentials

Interactive Activity: Find the Leaks

KJ LEGACY READS LLC.

Work in pairs or small groups. Choose one pathway relevant to your institution or region.

- **MAP:** Where does the learner begin, and what learning or credentials do they already possess?
- **TRACE:** What happens as the learner moves across institutions, programs, or sectors?
- **FLAG:** Where might credit be lost, repeated, accepted but not applied, or poorly understood?
- **NOTICE:** Where might belonging, confidence, advising, finances, or career identity affect persistence?
- **REDESIGN:** Name one cross-sector change that would make the pathway more seamless.

KJ LEGACY READS LLC.

Pathway Mapping Tool

Use this five-question lens to redesign one transition.

1. What has the student already learned or earned?
2. What counts—and what actually applies?
3. Where does the student repeat, wait, lose time, or lose confidence?
4. Who owns the handoff between sectors?
5. What one policy, advising, articulation, or partnership change could fix it?

What Should We Measure?

Not just whether learning transfers — whether it advances the learner.

PIPELINE INDICATORS

Dual-enrollment participation and completion
Industry credentials earned
Work-based learning participation
Transfer and persistence

MOBILITY + EXPERIENCE

Credits accepted vs. credits applied
Excess credits and time to degree
Transfer persistence and completion
Student belonging and pathway clarity

KJ LEGACY READS LLC.

Designed for Replication and Scale

- Start with one high-demand career pathway in your region.
- Bring K–12, technical college, four-year, workforce, and employer partners to the same table.
- Map existing courses, credentials, articulation agreements, work-based learning, and handoffs.
- Use student voice and disaggregated data to identify where the pathway breaks down.
- Pilot one improvement, measure the result, refine, and expand to additional pathways.

KJ LEGACY READS LLC.

Your Challenge: Turn One Barrier into Treasure

Before you leave, complete this sentence:

“One transition we can redesign is _____,
and the first partner we need at the table is _____.”

Share with a partner. Leave with one action—not just one idea.

“We cannot allow a student's circumstances to define their worth, and we should not allow disconnected educational systems to diminish the value of what they have already learned.”

When learning travels with the learner, transitions become pathways not barriers.

Dr. Katrina Johnson

KJ LEGACY READS LLC.