

Employers

Are you looking for employees who . . .

- Practice good attendance habits?
- Arrive on time?
- Work well with others and get tasks completed?

If these items are important to you and your business, South Albany High School, and soon other school districts, have a great tool that can assist you in assessing potential employees –

Employability Scores (EScores)

What are **EScores**?

- **EScores** are a tool that clearly communicate a student's history and habits regarding attendance, being punctual, and the ability to work well with others while completing assigned tasks
- **EScores** are a straightforward numerical rating system that is easy to interpret and incorporate into the application process

How are **EScores** calculated?

- 40% – student's individual attendance rate
- 20% – number of times a student is late / tardy
- 10% – negative behavior incidents
- 30% – teachers' evaluation of student's ability to work well with others & completion of required tasks in a timely manner

How are **EScores** communicated?

- Each student can provide their **EScore** report that shows semester and overall scores since 2014
- We hope for "5's," but a score of "3" or above represents positive habits

What is an **Employability Score (EScore)**?

Approximately four years ago, the Albany Chamber of Commerce gathered a group of employers and educators creating the *Work Force Development Task Force*. The role of the task force was to create an action plan that would provide opportunities for our students and a workforce needed in our region. As part of this work, the high schools worked with businesses to develop a tool that would clearly indicate if the student had exhibited the positive work habits of regular attendance, timeliness, and working well with others while completing required tasks.

*South Albany is in our third year with **EScores**. Scio has just started. All of our regional school districts are considering implementation either this year or next fall. More presentations are planned as schools work to implement **EScores**.*

The following traits and scoring guide were established in an effort to assist regional businesses by providing an additional tool to the employment applications of students from our area high schools.

■ **Soft Skills** – 30% of **EScores**

Once per semester, teachers award all students an individual score (5 to 1) on the following standards:

- A. How well does the student participate cooperatively, productively, and respectfully in work teams to identify and solve problems
- B. How well does the student plan, organize, and complete assigned tasks in an accurate and timely manner

■ **Attendance** – 40% of **EScores**

(Includes absences other than school-related events)

<u>Individual Rate</u>	<u>Score</u>	<u>Days Missed in School Year</u>	<u>Average / Month</u>
97% - 100%	5	Missing up to 5 days	.5 day / month
93% - 96.99%	4	Missing up to 12 days	1.2 days / month
90% - 92.99%	3	Missing up to 17 days	1.7 days / month
85% - 89.99%	2	Missing up to 25 days	2.5 days / month
84.99% and below	1	Missing 26 or more days	Over 2.6 days / month

■ **Punctuality** – 20% of **EScores**

<u>Tardies</u>	<u>Score</u>
0 - 4	5
5 - 8	4
9 - 12	3
13 - 16	2
17 or more	1

How are **EScores** reported?

- Twice yearly, at the end of each semester grading term, parents and students receive the report
- Available to students and parents as a separate report – it is not included on the student's transcript
- Employers can request **EScores** as an accompaniment to an employment application

Do you have questions? Need more information?

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