

NSPRA Gold Medallion Entry

Special Communication Project/Campaign
Career Pathways for All Vikings

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About HF

Single high school district
South Suburban Chicago
2,675 students

- 74% Black
- 11% White
- 10% Hispanic
- 5% Asian

- 2% English Learners

Communications Department
Director Carla Erdey, APR
Alumni Relations Victoria Koblick
Video Specialist Rhys McIntyre
Comms Assistant Jennifer Jones
Student Intern Sheyenne Countee

SYNOPSIS

At Homewood-Flossmoor High School (HF), our True North guides every decision we make: educational equity.

Grounded in the Strategic Plan established by the Board of Education, we believe that every student deserves meaningful access, representation, and participation in high-quality learning experiences.

Our goal is simple—to ensure that ALL students benefit from the richest opportunities we offer, regardless of background or circumstance.

Career Pathways for All VIkings is HF's approach to meeting a new state College and Career Readiness requirement while providing rigorous, relevant, and meaningful learning experiences for **EVERY** student.

In 2025–26, Homewood-Flossmoor High School developed 19 Illinois State Board of Education–approved Career Pathways to be implemented next school year. HF is intentionally aligning Advanced Placement (AP), Dual Credit, and the International Baccalaureate (IB) Diploma and Career-related Programmes to create a cohesive and equitable academic system.

This initiative restructures how students select courses and how the district defines college and career readiness. The first group of students to enroll in a pathway is this year's 700 rising juniors.

This alignment ensures that every student—regardless of the pathway they choose—has access to challenging coursework and opportunities to earn early college credit.

By connecting IB, AP, and Dual Credit to the state's Career Pathway Endorsements, we strengthen academic readiness, deepen career-focused learning, and support each student's Individual Learning Plan from freshman year through graduation.

HF offers 19 pathways across all seven state-recognized career clusters:

- Agriculture
- Arts and Communication
- Finance and Business
- Health Sciences
- Human and Public Services
- Information Technology
- Manufacturing, Engineering, and Trades

These pathways allow students to explore interests, build transferable skills, and connect classroom learning to real-world careers.

We knew that an initiative this significant would require a strategic communication framework. Without a solid plan:

- Students would default to traditional course selection.
- Enrollment would remain uneven.
- Messaging would vary across departments.
- Families would question flexibility and rigor.
- Governance understanding would fragment.

The campaign operationalized Career Pathways as the organizing framework of the student experience—ensuring every rising junior enters a Career Pathway beginning with the 2026-27 school year.





National Data
While HF proudly maintains a 95% graduation rate, district leaders posed an important question: Does a diploma alone guarantee success in college or careers? Research from the U.S. Chamber of Commerce suggests it does not. National data indicate that 84% of hiring managers believe high school graduates are not adequately prepared for the workforce, and 80% report that today's graduates are less prepared than previous generations. Employers consistently emphasize critical thinking, communication, and problem-solving skills most effectively developed through rigorous coursework and applied learning experiences rather than basic classes alone.

Research from the College Board also shows that students exposed to college-level coursework are more likely to succeed in their first year of college and avoid remedial courses. Strong academic preparation expands postsecondary options, from selective college admissions to scholarship eligibility to apprentice program acceptance to advanced career pathways.

State Expectations and HF's Approach
The Illinois State Board of Education is now incorporating College and Career Readiness into how high schools are evaluated. In addition to academic indicators such as graduation and proficiency rates, schools are assessed on factors including chronxaic absenteeism, school climate, ninth-grade readiness, fine arts, and career readiness measures. HF's academic pathway design directly aligns with these expectations, ensuring students graduate with both knowledge and practical skills.

Illinois Findings
The rapid growth of Career Pathways in high schools across Illinois is evident. In the 2022–23 school year, 39 school districts awarded 1,072 endorsements, with the highest numbers in Human and Public Services and Health Sciences and Technology. By 2023–24, participation expanded to 94 districts, with 2,422 endorsements awarded statewide—again led by Human and Public Services pathways, including fields such as education, government, law, public safety, corrections, and human services. With the State requirement to offer at least one pathway to this year's incoming freshman class, we anticipate a significant increase in the number of participating districts and endorsements.

Internal Findings
- In 2024-25, HF had two career pathways approved by the State, and no students enrolled in either.
- Student interest inventories in SchooLinks completed by 88% of HF students identified the top 5 career interests as 1) Health Science, 2) Arts, Audio/Video Technology and Communication, 3) Business, Management & Administration, 4) Science Technology, Engineering and Math, and 5) Law, Public Safety, Corrections & Security.
- Based on this student interest data, HF sought approval for an additional 17 career pathways to cover the areas of most interest, as well as additional paths to ensure there is a relevant option for every student.
- While School Counselors provided guidance for post-secondary planning, courses were not aligned to pathways, with limited long-term articulation.
- Families requested clarity on how IB, AP, and Dual Credit connected to students' future goals.
- Staff lacked a shared language to consistently describe Career Pathways.
- Governance required structured updates to maintain alignment.

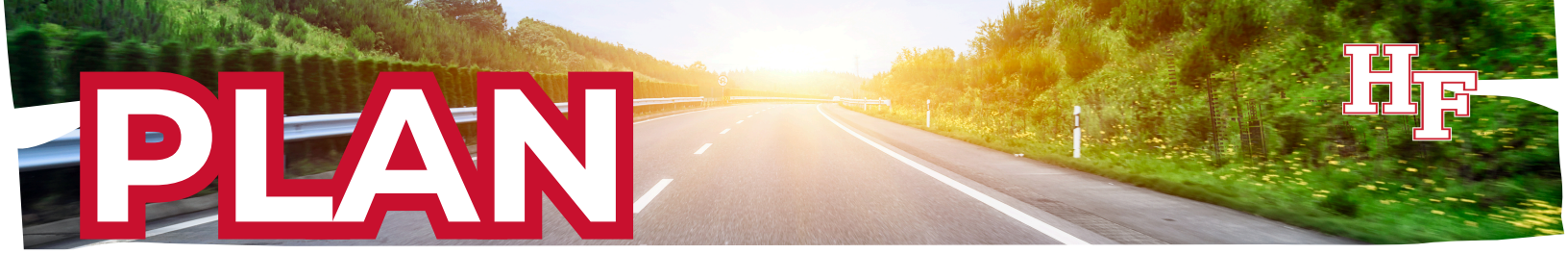
Strategic Insight
Following conversations with districts that have implemented Pathways, and relying on communications best practices, it was evident that Career Pathways for ALL Vikings would succeed only if:
- Enrollment was system-embedded, not optional.
- Internal audiences were aligned before external promotion.
- Families understood Pathways as a postsecondary strategy.
- Students were positioned as decision-makers.

HF Communications Research

HF annually conducts the School Communication Performance Evaluation (SCoPE) survey in collaboration with the National School Public Relations Association. HF ratings are all above the national average and are approaching the highest national scores in the key measures of overall school perception and communication satisfaction. As we support the district's mission by facilitating effective, timely, and transparent two-way communication, key data points and best practices guide our communication strategy.

- **Meet audiences where they are**. Our research shows us that email, website, and text messages are the preferred channels for all groups, along with daily student announcements. The top used social media channels are Instagram (80% of students), Facebook (90% of families, 70% of staff, and 85% of community members). ParentSquare is our primary tool due to its translation and personally customizable delivery features. Our 56 English Learner students and families are served by the EL department with translation and personal contacts.

- **Improvement is needed in families' knowledge of how to support their students' learning:** HF families' comfort level decreased from 72% to 68% in this area the previous two years. With the campaign being a major focus for student learning, ramping up communication on this front is pivotal.



Goal

Secure 100% rising junior enrollment in Career Pathways for 2026–27 by strengthening staff, student, and family understanding of pathways as flexible, rigorous, and postsecondary-aligned options.



Objective 1: Enrollment

By March 2026, enroll 100% of rising juniors into a Career Pathway.

- Strategy 1.1: Make Pathway enrollment clear, timely, and counselor-reinforced.

Objective 2: Internal Awareness, Alignment & Advocacy

By December 2025, ensure that board members, administrators, teachers and school counselors demonstrate a shared understanding and consistent messaging about Career Pathways, with at least 75% actively engaged in the Pathway learning process.

- Strategy 2.1: Build shared understanding and common language across all internal audiences.
- Strategy 2.2: Activate staff as informed Pathways advocates, not just messengers.
- Strategy 2.3: Ensure leadership alignment and governance-level understanding.
- Strategy 2.4: Embed Pathways into daily culture and decision-making.

Objective 3: Parent/Guardian Awareness

By March 2026, ensure at least 80% of parents/guardians of 700 rising juniors engage with awareness- and understanding-building opportunities about Career Pathways.

- Strategy 3.1: Communicate Pathways as a postsecondary success strategy.
- Strategy 3.2: Create multiple entry points for family learning.

Objective 4: Student Awareness & Engagement

By March 2026, increase rising juniors' awareness of Career Pathways with at least 80% engaging in learning opportunities.

- Strategy 4.1: Center student voice and real-world relevance.
- Strategy 4.2: Integrate Pathways messaging into everyday student touchpoints.

Objective 5: Industry Partnership Development

By May 2026, secure at least 125 committed business and community partners providing a minimum of 200 internships for the 2026–27 school year.

- Strategy 5.1: Position Pathways as a workforce development solution for the community.
- Strategy 5.2: Activate alumni as internship hosts and ambassadors.
- Strategy 5.3: Showcase tangible impact and public recognition.

Key Messages

Students

Your Future Starts Now
Career Pathways helps you explore real careers while you're still in school — so you can discover what fits your interests, strengths, and goals before graduation.

Real-World Experience = Real Advantage
Through internships, certifications, job shadowing, and hands-on projects, you gain experience that sets you apart in college applications, job interviews, and scholarship opportunities.

Pathways are Flexible **Added based on early feedback*
Career Pathways don't lock you into an interest. You can explore, learn, and change your mind.

Parents

Clear Direction After Graduation
Career Pathways provides structure and guidance so students leave high school with a plan — and tangible skills to support it.

College and Career Readiness
Students can earn industry credentials, early college credit, and practical experience that can reduce college costs and improve employment opportunities.

Safe, Supported Exploration
Students explore career interests in a structured, supervised program in partnership with trusted business and community partners.

Pathways are Flexible **Added based on early feedback*
Career Pathways don't lock students into an interest. They can explore, learn, and change their mind.

Staff

Purposeful Learning Increases Engagement
When students see the relevance of coursework to future careers, motivation and engagement increase across subject areas.

Stronger Student Outcomes
By aligning instruction with workforce and postsecondary expectations, Career Pathways supports measurable gains in readiness, achievement, and post-graduation success.



Implementation Timeline

Communication was segmented into four key stakeholder groups with overlapping timelines. We began internally to ensure staff were informed and engaged before moving to family and student communication. Partner communication overlapped to ensure we made progress on developing necessary partnerships

JULY - DEC 2025 & ONGOING INTERNAL
Internal alignment, Pathways Guide development and governance updates

OCT 2025 - FEB 2026 FAMILY
Family information sessions, Personalized Passports, enrollment webinars

OCT 2025 - MAY 2026 PARTNERS
Outreach, onboarding, intern matching, relationship building

JAN - MAR 2026 STUDENTS
Pathways Showcase, School Counselor meetings, required Pathway selection, enrollment completion

Communication Budget

The majority of the communication campaign was supported by existing channels, thereby requiring no additional budgeted funds. The community engagement event food and supplies, and printed materials were the only substantial additional funds needed.

Engagement Events Food & Supplies	Food 4 Thought (October) Parent Advisory (November) Town Hall (January) Morning Chat (February) Match Event (Fall)	$1,000 $100 $3,000 $100 $3,000
Printed Materials	Pathways Guidebook Personalized Passports	$4,800 $600
		$12,600

Roles & Resonsibilities

Curriculum & Instruction

- **Dr. Jennifer Norrell, Superintendent**
  Chief Advocate | Accountability Leader
  Own the vision and publicly champion Pathways.
- **Dr. Lisa Dallacqua, Assistant Superintendent**
  Instructional Architect | Academic Integrity Lead
  Ensure substance matches the story.
- **Jennifer Rudan, Director of Student Supports**
  Access Champion | Schedule Builder
  Ensure every student has access and can succeed.
- **Asa Gordon, Director of College & Career Programs**
  Systems Integrator | Industry Connector
  Operationalize the initiative at the program level.
- **Catherine Ross-Cook, Asst. Curriculum Director**
  Implementation Manager | Instructional Lead
  Translate strategy into classroom execution.

Communications

- **Carla Erdey, APR, Director of Communications**
  Strategic Integrator | Narrative & Trust Builder
  Move awareness → understanding → enrollment
- **Victoria Koblick, Director of Alumni**
  Pipeline Connector | External Ambassador Builder
  Activate alumni as Pathways partners.
- **Jennifer Jones, Communications Assistant**
  Execution Engine | Content Coordinator
  Ensure consistency, timeliness, and execution.
- **Rhys McIntyre, Video Specialist**
  Story Amplifier | Visual Proof Provider
  Make Pathways tangible and aspirational.
- **Sheyenne Countee, Intern**
  Emerging Professional | Content Contributor
  Provide a youth perspective and execution support.



EVALUATE

Achieved

Objective 1: Enrollment
By March 2026, enroll 100% of rising juniors into a Career Pathway
Measurement:
- Following the Pathways Showcase, 380 (54%) rising juniors entered a Career Pathway into their SchooLinks profile.
- At the close of course registration, 700 (100%) rising juniors enrolled in a Pathway.

Achieved

Objective 2: Internal Awareness, Alignment & Advocacy
By December 2025, ensure that board members, administrators, teachers and school counselors demonstrate a shared understanding and consistent messaging about Career Pathways, with at least 75% actively engaged in the Pathway learning process.
Measurement:
- 100% Board of Education support
- 100% Administration actively advocating
- 33% Teachers writing curriculum
- 33% Teachers traveling to professional development
- 25% Teachers advocate at Showcase
- 100% Teachers actively involved in Collaborative Team discussions, all-staff meetings and/or Institute Days
- 100% School Counselors actively engaged in Pathways requirements development

Achieved

Objective 3: Parent/Guardian Awareness
By March 2026, ensure at least 80% of parents/guardians of the 700 rising juniors engage with awareness- and understanding-building opportunities from HF Pathways.
Measurement:
- Food 4 Thought: 100 participants
- Parent Advisory: 45 participants
- Town Hall: 500 participants
- Morning Chat: 20 participants
- Webinar: 215 Live | 167 On-Demand Viewers
- Video: 2,900 views on Facebook and 3,875 on Instagram
- Pathways Guide online: 851 views
- Pathways Guide printed: 1,500 distributed

Achieved

Objective 4: Student Awareness & Engagement
By March 2026, increase rising juniors' awareness of Career Pathways with at least 80% engaging in learning opportunities.
Measurement:
- Student-produced video: 2,900 on Facebook and 3,875 on Instagram
- Pathways Showcase Attendance: 65% rising juniors
- 1:1 School Counselor Meetings: 100% of rising juniors

In Process

Objective 5: Industry Partnership Development
By May 2026, secure at least 125 committed business and community partners providing a minimum of 200 external internships for the 2026–27 school year.
Measurement:
- Alumni Engaged: 36 (as of submission)
- Businesses: Engaged: 55 (as of submission)
- Partnerships Secured: TBD*
- External Internships Secured: TBD*

*First orientation meeting set for March 10, 2026

Reflection & Future Improvement

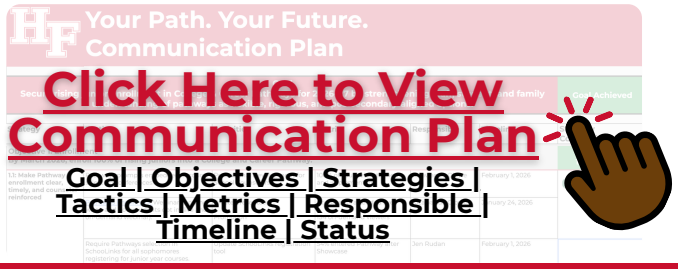
Reflection on Campaign
- Requiring Pathway selection within existing processes was the single most effective driver of full enrollment.
- Early and sustained engagement internally created consistent messaging and visible advocacy, reducing confusion externally and reinforcing trust.
- The student-produced Pathways video was the most viewed and most impactful piece across platforms, validating the value of student voice.
- Offering varied engagement opportunities—webinars, town halls, coffees, print materials, and digital content—allowed families to engage in ways that fit their schedules and preferences, resulting in engagement exceeding targets.
- While feedback forms were embedded across engagement opportunities, response rates were lower than anticipated. However, qualitative insights gathered from forms and live Q&A were instrumental in refining messaging in real time, underscoring the need for improved feedback strategies.
- Building evaluation into implementation, using real-time analytics and qualitative insights, allowed for messaging adjustment throughout the campaign.

Applying Results to Future Campaigns
- Continue centering student voice through testimonials, internships, and student-created content to build credibility and emotional connection.
- Strengthen feedback mechanisms by simplifying forms, offering incentives, and integrating feedback prompts into high-traffic moments.
- Continue to invest early in staff advocacy to ensure internal audiences are confident messengers before launching family-facing communications.

Overall, the campaign demonstrates that strategic sequencing, authentic storytelling, and system-level integration are essential to advancing complex, equity-driven initiatives and provides a strong framework for future district communication efforts.

MATERIALS

Provided here are links to the key components of the campaign. They are also linked within the complete Strategic Communication Plan.



Click Here to View Communication Plan

Goal | Objectives | Strategies | Tactics | Metrics | Responsible | Timeline | Status

Primary Pieces

- Pathways Guidebook
- Pathways Webpage
- Student-voice Pathways Testimonial Video
- Personalized Pathways Passport
- Viking Voice Family Newsletter

Pathways Presentations

- Pathways: Purpose and "Why"
- Rigor: How AP, IB, and Dual Credit aligned with Pathways
- Workplace Experiences: Internships

Information Sessions

- Food 4 Thought
- Parent Advisory
- Town Hall
- Morning Chat
- Enrollment Webinar

Board Information

- Board Talking Points
- Nov 2025 - information sharing and feedback seeking
- Dec 2025 - strategic plan alignment
- Jan 2026 - bell schedule implications, Pathways Guide rollout, family townhall promotion
- Feb 2026 - dual credit MOU, IB CP Candidacy, and Morning Chat promotion

Business Partnerships

- Pathways Industry Landing Page
- Interest Survey
- Intro Webinars

MATERIALS

The PLAN section of this submission includes links to the majority of materials that were created to support implementation of the **Career Pathways for All Vikings** plan. Provided here is a visual representation of the collateral pieces.

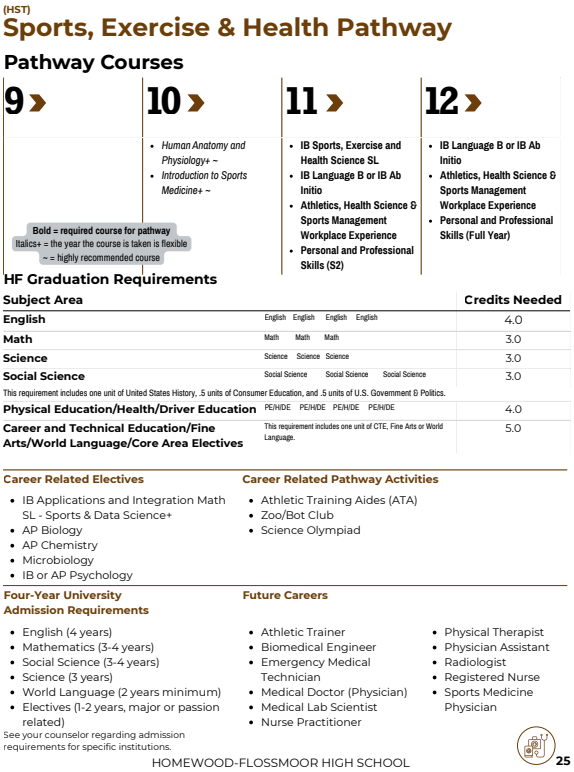
The **Pathways Guide** is the centerpiece of the entire campaign, available in digital and print formats, shared in slide presentations, featured on the website, and displayed as posters around the school.





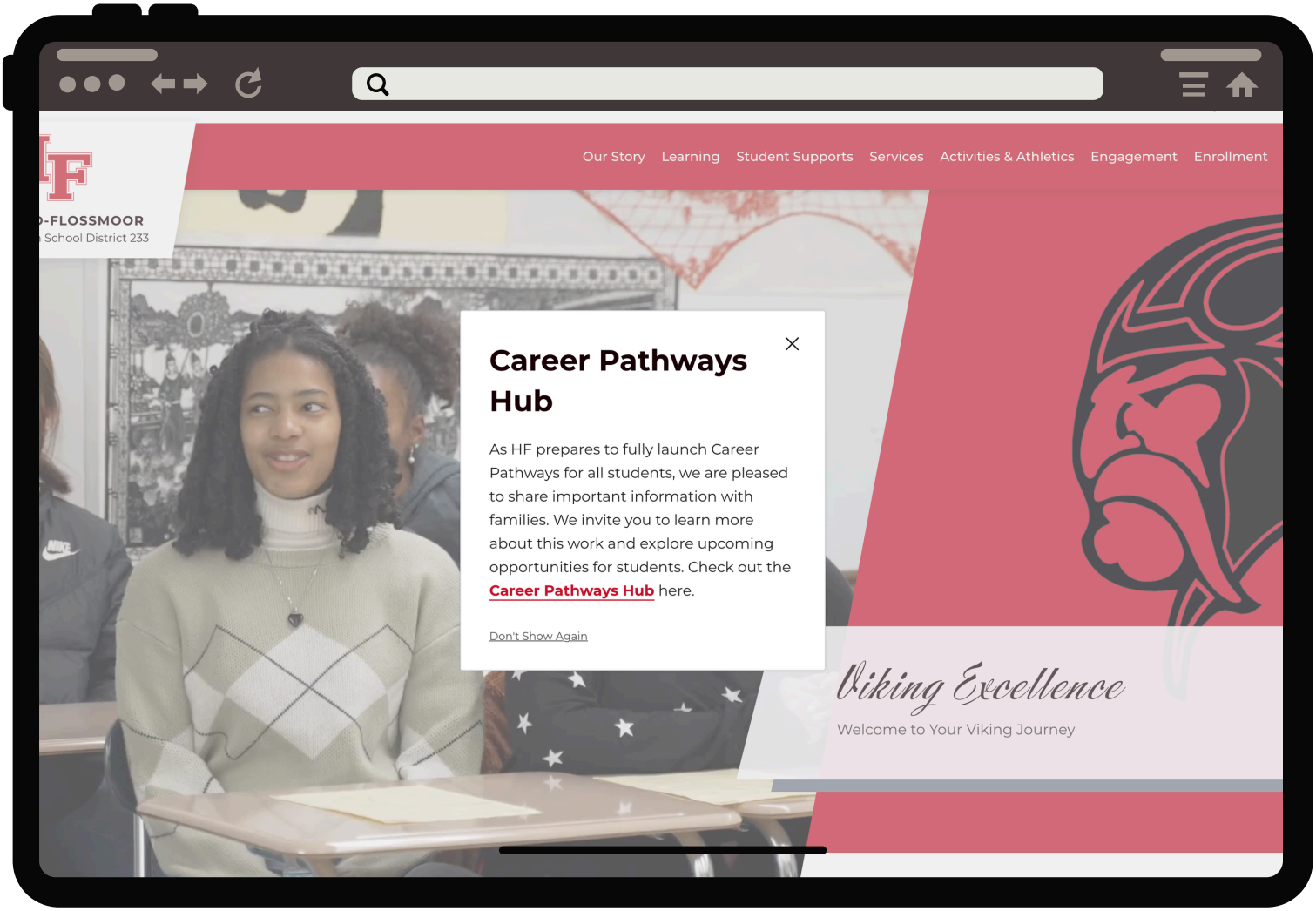
- **1,500 distributed**
- **821 online views**





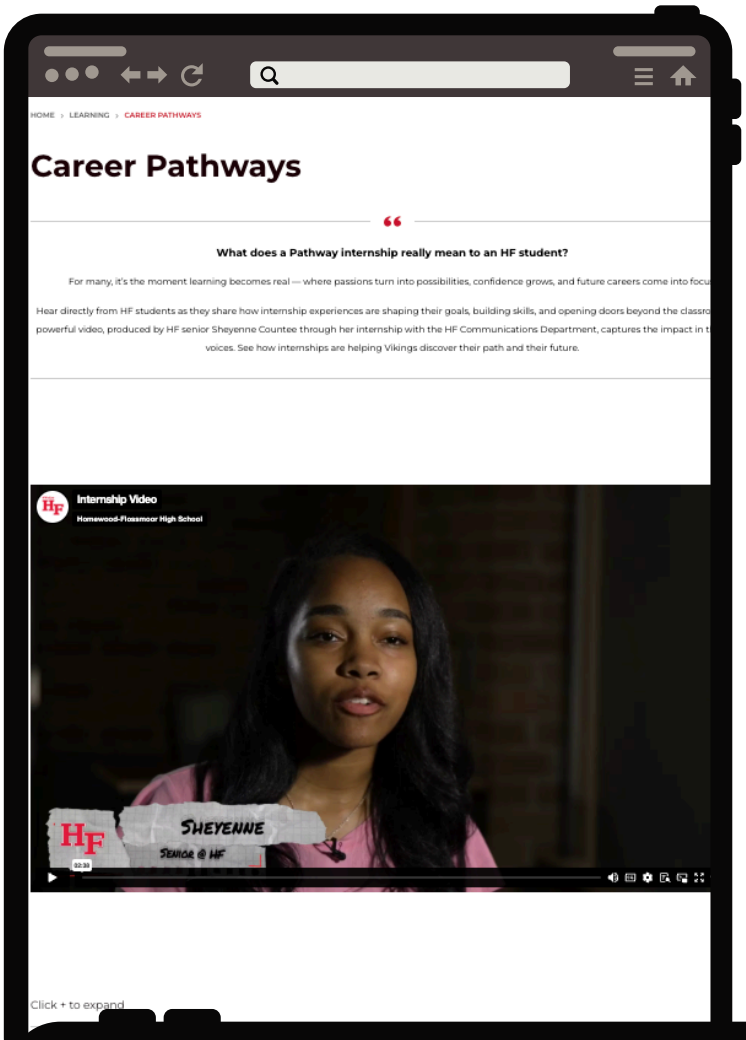
MATERIALS

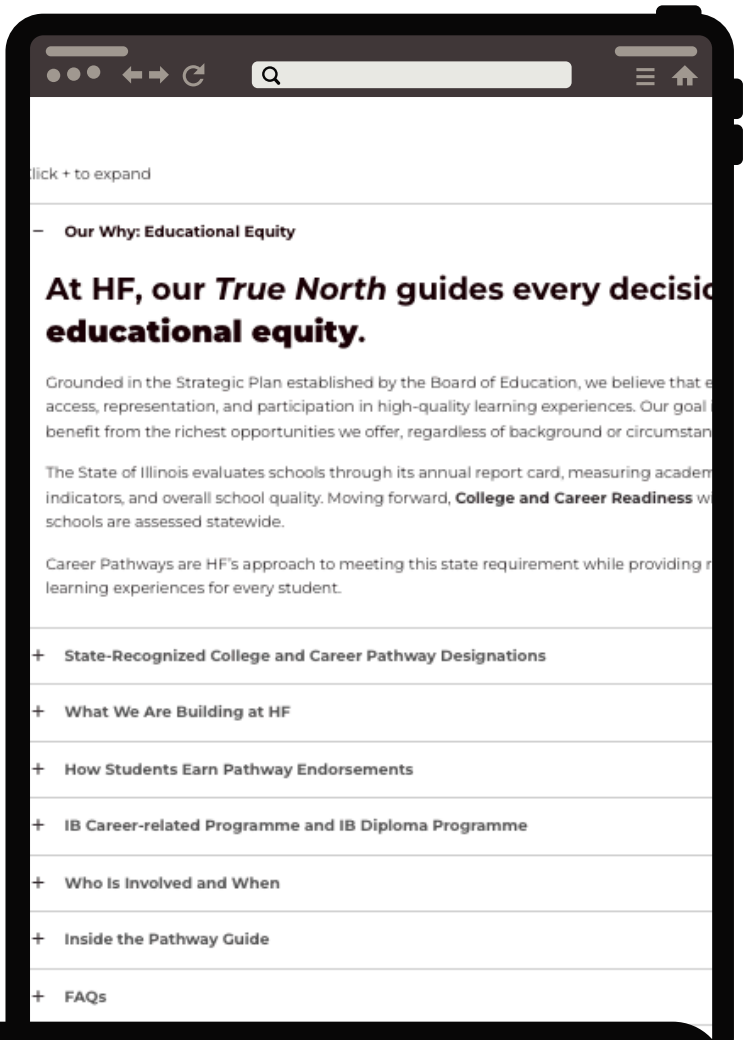
A website pop-up places the link to the Career Pathways webpage front and center for all website visitors. The pop-up was visible on the website leading up to and throughout the course registration process.



MATERIALS

The **Pathways Website** is the information one-stop-shop for stakeholders to learn about pathways.
https://www.hfhighschool.org/learning/career-pathways





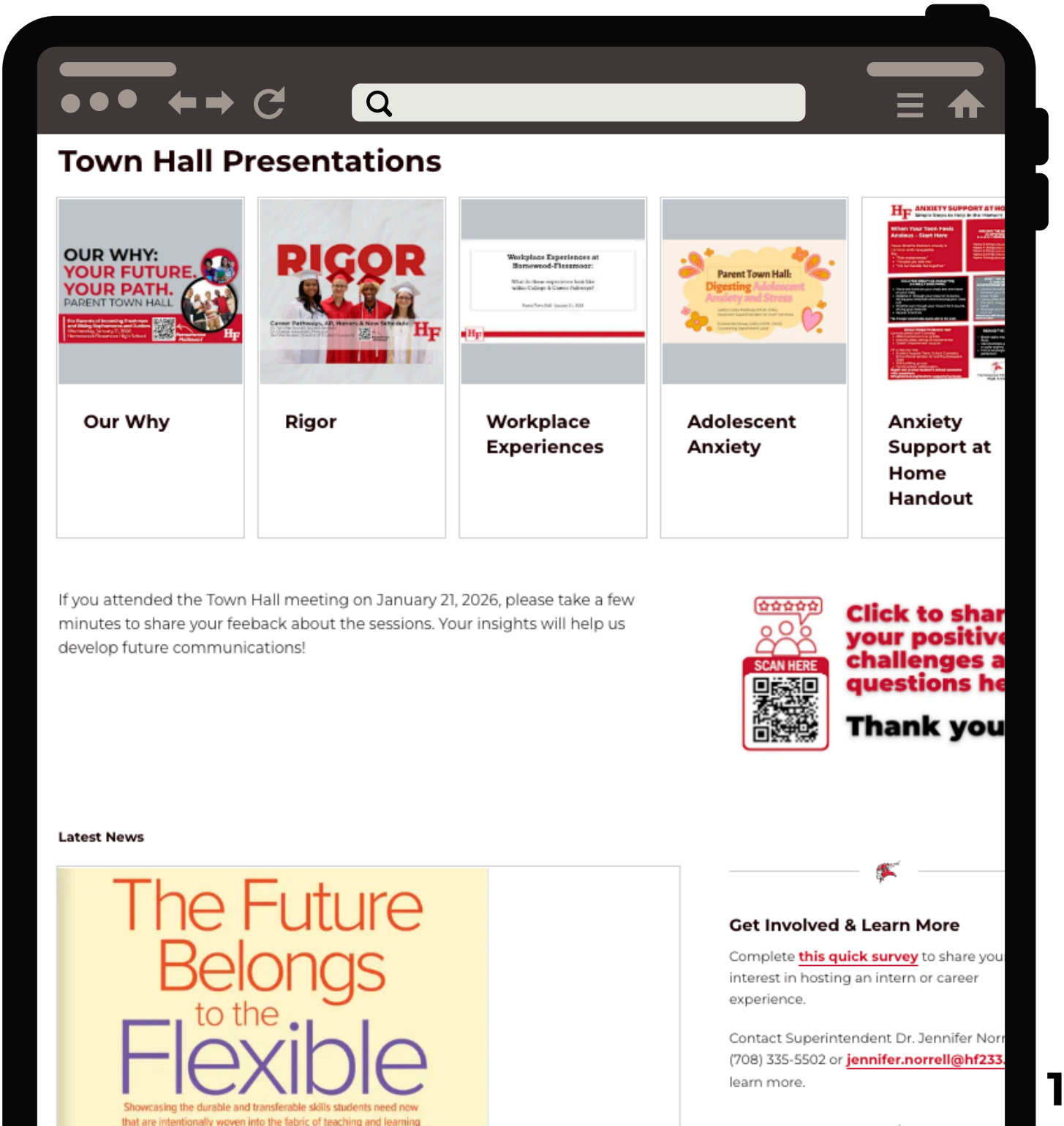




MATERIALS

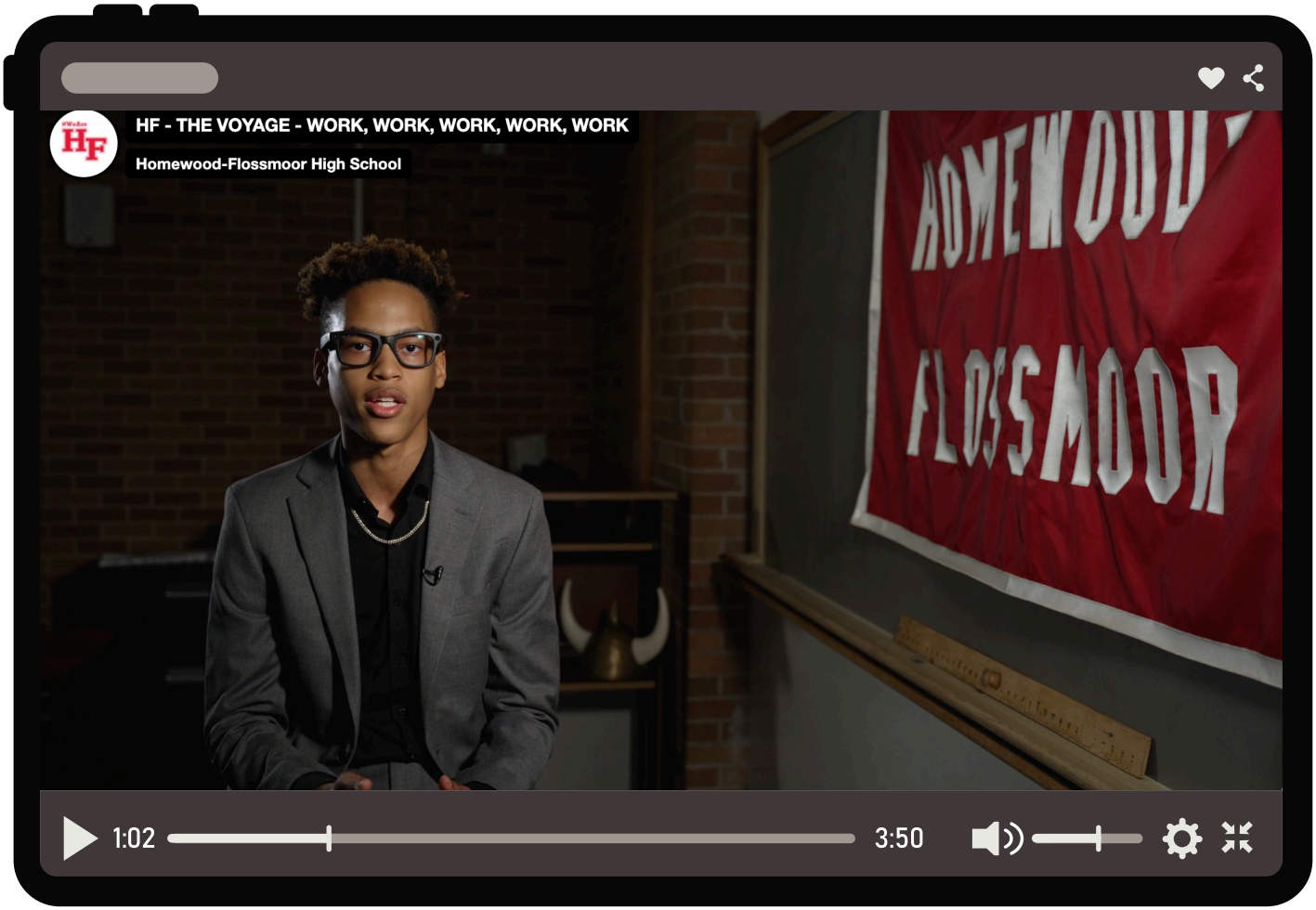
The **Career Pathways Website** also includes:

- All of the presentations shared at the family town hall meeting. There is a summary of each presentation as well as a link to the slides.
- There is a link to the feedback form for families to share thoughts on positives, challenges and questions. Responses helped guide future communications, ensuring we clarified information as needed and answered FAQs.
- The bottom of the page includes a link to the AASA Schoool Administrator journal that provides third party credibility for the careeer pathways work.



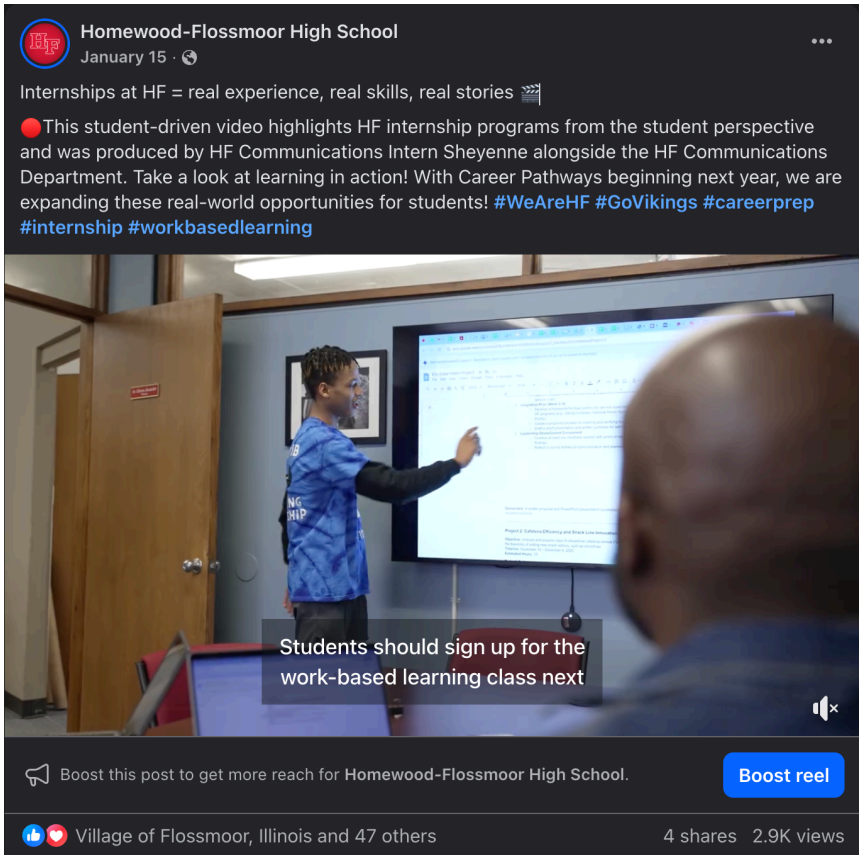
MATERIALS

- This video was produced by HF Senior Sheyenne Countee as part of her internship with the HF Communications Department. HF staff guided her through the process of creating the video from concept to interview selection and scheduling, b-roll decisions, editing, and distribution.
- It served as a tangible example of the learning experiences students will take part in through the Career Pathway internship experiences.
- It was shared at family engagement events and during recruitment webinars for potential business partners, and is prominently placed on the Pathways website. It also generated the most engagement of the campaign on Facebook and Instagram.
- Anecdotally, when the video was shared at the Family Town Hall meeting, Sheyenne was working the event, taking photos. When the speaker pointed her out to the families, she received a round of applause and nods of understanding of the impact of pathways spread throughout the packed room.



MATERIALS

- Social Media posts of the student produced video targeted to families on Facebook and students on Instagram. This generated the most engagement of the campaign.





2,900 views **3,875 views**

- Hallway signage of each Pathway in the School Counseling hallway assured all students were immersed in the Pathways during their regular school day.



MATERIALS

- This Viking Voice newsletter is printed and mailed to all HF families and made available to staff through interschool mail.

3,500 distributed



VIKING VOICE

JANUARY-FEBRUARY 2026

HOMEWOOD-FLOSSMOOR HIGH SCHOOL

Career Pathways at HF: Flexibility, Opportunity, and a Future-Ready Advantage

Homewood-Flossmoor High School is leveling up its commitment to prepare every student for life after graduation. Through robust Career Pathways, **HF is providing a flexible, personalized, and meaningful high school experience**—one that aligns student

Why Career Pathways Matter (cont.)

HF's Pathways are built to support those indicators by helping students:

- Explore career interests early
- Engage in hands-on learning
- Build employability skills
- Earn early college credit and statewide endorsements
- Access meaningful workplace experiences

Career Pathways provide students with **a clear connection between their high school studies and future college and career goals**. At HF, students can explore 19 approved Illinois State Board of Education (ISBE) Pathways, each offering opportunities for college-level credit, hands-on work experience, and real-world application of classroom learning. Depending on the specific pathway, students may earn IB Career-related Programme (IB CP) and/or ISBE Pathway endorsements on their high school diploma, along with access to Advanced Placement (AP) and Dual Credit courses.

Career Cluster | Pathways

HF's Pathways Momentum: A Program on the Rise

HF began with two approved pathways in 2024–25—Early Childhood Education & Training and Automotive Mechanics Technology. **Just one year later, the school expanded to 19 approved pathways, demonstrating a major investment in student opportunity.**

HOMEWOOD-FLOSSMOOR

These are rigorous, high-engagement classes designed to build both academic and technical skills while connecting learning to meaningful career fields. Earning an endorsement not only strengthens college applications and résumés but also qualifies students for scholarships at many Illinois universities. Through authentic career-related experiences, students gain a competitive edge as they prepare for college, careers, and life beyond high school.

How Students Benefit: Clear Outcomes, Real Results

Students who complete a Career Pathway can **earn a State of Illinois College & Career Pathway Endorsement (and in many cases an IB-CP endorsement)**, distinctions recognized by colleges, employers, and scholarship providers. Pathway participation also strengthens:

- Academic readiness
- Professional skill development
- Career exploration
- Team-based challenges and workplace learning
- Postsecondary confidence and success

Most importantly, pathways are not rigid tracks—they are flexible frameworks. Students can change direction, explore multiple interests, or blend AP/IB/Dual Credit learning within their chosen pathway.

MATERIALS

A series of informational and engagement events were held to connect and inform families.

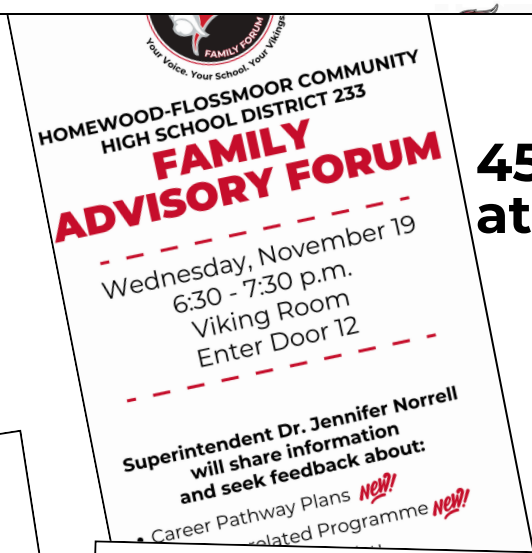
- Course Registration Webinar
  (live and on-demand)

215 attended live
167 on-demand



100 attended





45 attended



500 attended

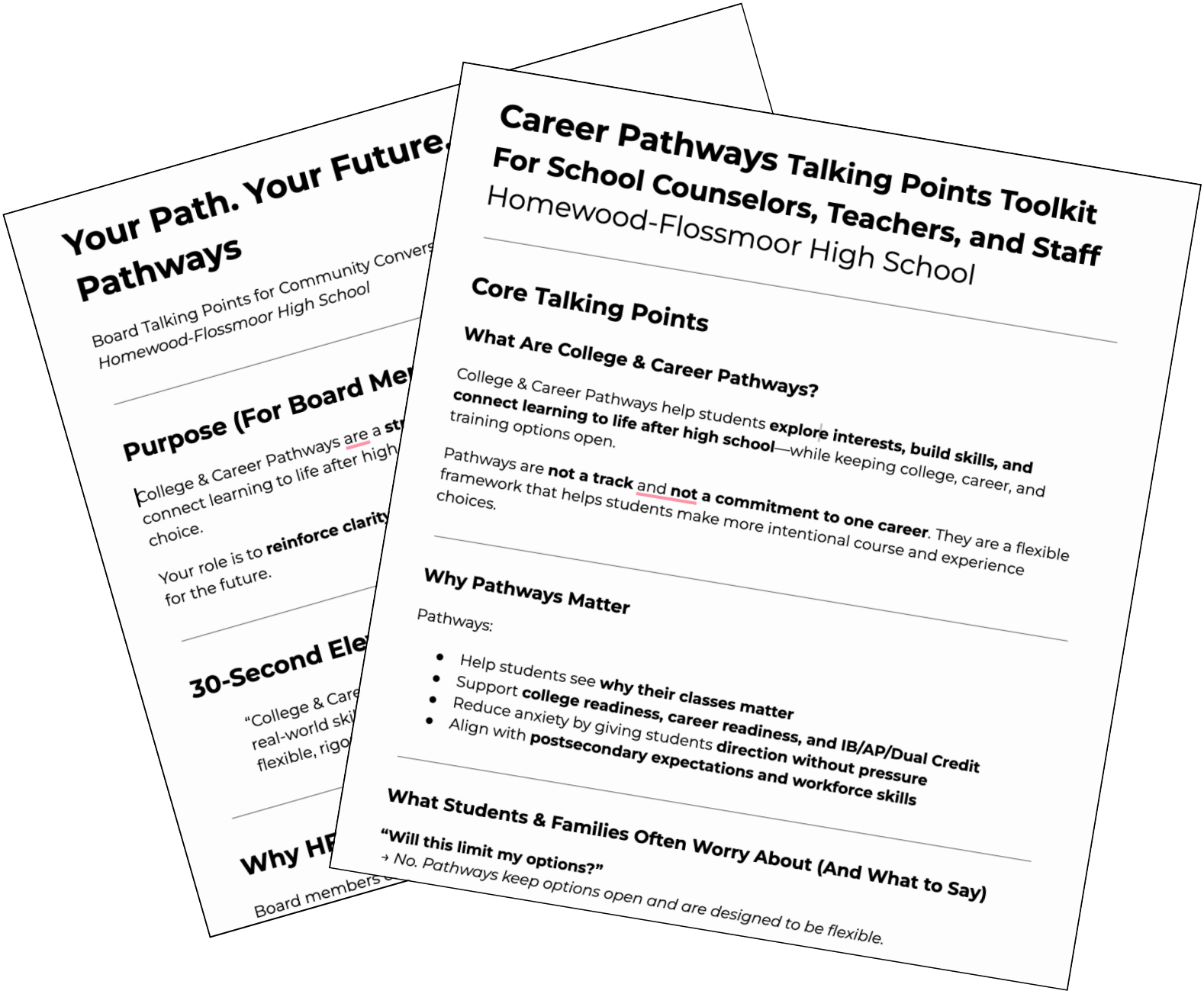
20 attended



MATERIALS

Role-specific talking points were developed to help internal stakeholders communicate about Pathways.

- Board and Administration
- Teachers and School Counselors



Your Path. Your Future.
Pathways

Board Talking Points for Community Convers
Homewood-Flossmoor High School

Purpose (For Board Me

College & Career Pathways are a st
connect learning to life after high
choice.

Your role is to **reinforce clarity**
for the future.

30-Second Ele

"College & Care
real-world ski
flexible, rigo

Why HF

Board members

Career Pathways Talking Points Toolkit
For School Counselors, Teachers, and Staff
Homewood-Flossmoor High School

Core Talking Points

What Are College & Career Pathways?

College & Career Pathways help students **explore interests, build skills, and connect learning to life after high school**—while keeping college, career, and training options open.

Pathways are **not a track** and **not a commitment to one career**. They are a flexible framework that helps students make more intentional course and experience choices.

Why Pathways Matter

Pathways:

- Help students see **why their classes matter**
- Support **college readiness, career readiness, and IB/AP/Dual Credit**
- Reduce anxiety by giving students **direction without pressure**
- Align with **postsecondary expectations and workforce skills**

What Students & Families Often Worry About (And What to Say)

"Will this limit my options?"
→ *No. Pathways keep options open and are designed to be flexible.*



MATERIALS

Regular Updates were provided through Board Meeting Presentations

- November 2025 - focus on information sharing and feedback seeking
- December 2025 - focus on strategic plan alignment through 100 Day Plan Report
- January 2026 - focus on bell schedule implications, Pathways Guide rollout, family townhall promotion
- February 2026 - focus on dual credit MOU, IB CP Candidacy visit, and Morning Chat promotion

These were then summarized in the Board Notes summary sent the day after each Board meeting.



100 DAY PLAN REPORT

Homewood-Flossmoor Community High School District 233

Dr. Jennifer Norrell, Superintendent

During her first 100 days as Superintendent of Homewood-Flossmoor Community High School District 233, **Dr. Jennifer Norrell** conducted a comprehensive review of district practices to ensure strong alignment with the District's 2024–2029 Strategic Plan. The resulting 100-Day Plan Report provides a clear picture of strengths, challenges, and priorities that will guide planning for the 2026–27 school year and beyond.

The review focused on six key areas: instructional core and leadership, culture and environment, finance and operations, parent engagement, communications and community engagement, and resources. Drawing on student achievement data, stakeholder feedback, policy and budget reviews, and staff and community engagement, the report highlights several important insights.

HF offers a wide range of strong academic, athletic, and co-curricular opportunities, supported by college-level facilities and innovative programs. At the same time, data revealed that many students have greater academic potential than is currently reflected in advanced course enrollment. Expanded access to rigorous coursework—including Advanced Placement, International Baccalaureate, dual credit, and early college options—will be a continued area of focus.

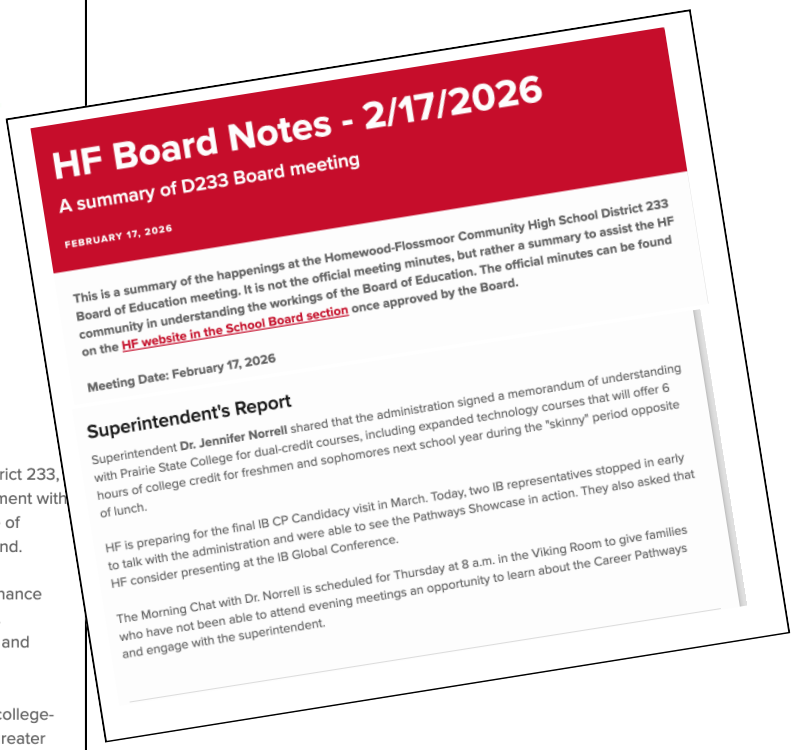
The report also identifies opportunities to strengthen multi-tiered system of supports, balance targeted interventions with access to electives, and better align schedules to meet diverse student needs.

A major area of growth includes the expansion of student-led career pathways. In 2026–27, HF will grow from two to 19 state-approved Illinois Career Pathways, aligned to student interest data and designed to serve all students.

Professional learning emerged as another key priority. While strong instructional practices exist, the report calls for greater consistency and fidelity through professional learning communities, common formative assessments, instructional coaching, and continuous improvement systems. Significant investments in national, research-based training during the 2025–26 school year have already begun to address these needs.

Operationally, the report notes the importance of strengthening processes and procedures across departments, improving alignment to school code, and realigning facilities planning to prioritize safety, maintenance, and student achievement. Corrective action plans and updated safety assessments are underway.

65% average open rate



HF Board Notes - 2/17/2026

A summary of D233 Board meeting

FEBRUARY 17, 2026

This is a summary of the happenings at the Homewood-Flossmoor Community High School District 233 Board of Education meeting. It is not the official meeting minutes, but rather a summary to assist the HF community in understanding the workings of the Board of Education. The official minutes can be found on the HF website in the School Board section once approved by the Board.

Meeting Date: February 17, 2026

Superintendent's Report

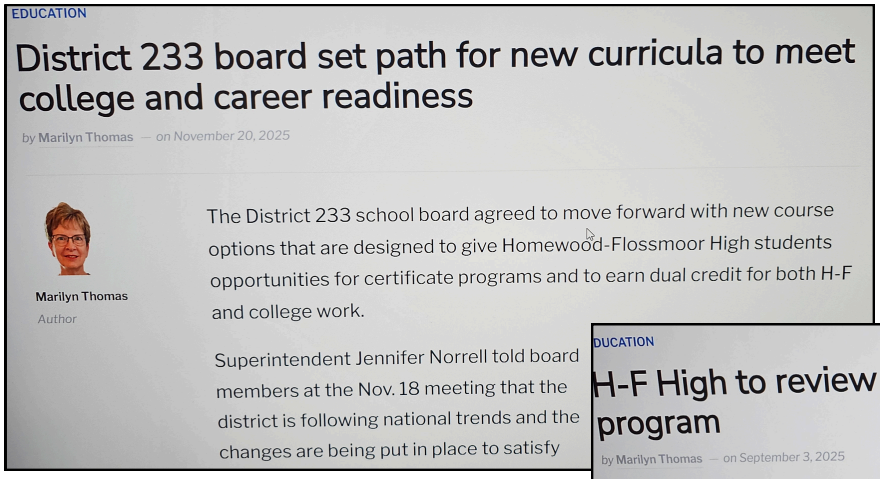
Superintendent **Dr. Jennifer Norrell** shared that the administration signed a memorandum of understanding with Prairie State College for dual-credit courses, including expanded technology courses that will offer 6 hours of college credit for freshmen and sophomores next school year during the "skinny" period opposite of lunch.

HF is preparing for the final IB CP Candidacy visit in March. Today, two IB representatives stopped in early to talk with the administration and were able to see the Pathways Showcase in action. They also asked that HF consider presenting at the IB Global Conference.

The Morning Chat with Dr. Norrell is scheduled for Thursday at 8 a.m. in the Viking Room to give families who have not been able to attend evening meetings an opportunity to learn about the Career Pathways and engage with the superintendent.

MATERIALS

- The *HF Chronicle*, a weekly print and online community publication, coverage of Board meetings resulted in articles published.



EDUCATION

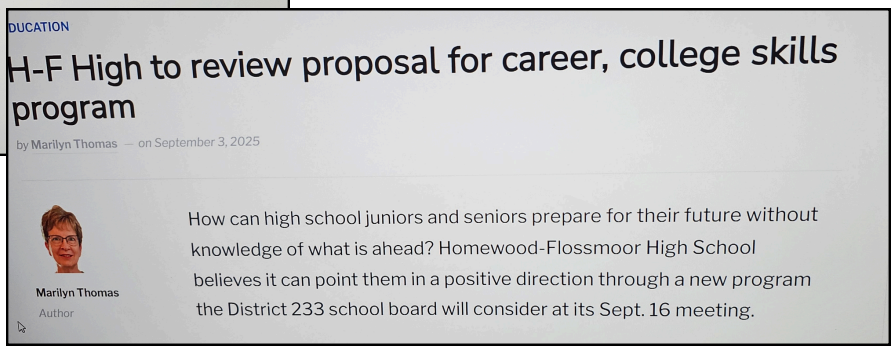
District 233 board set path for new curricula to meet college and career readiness

by Marilyn Thomas — on November 20, 2025

Marilyn Thomas
Author

The District 233 school board agreed to move forward with new course options that are designed to give Homewood-Flossmoor High students opportunities for certificate programs and to earn dual credit for both H-F and college work.

Superintendent Jennifer Norrell told board members at the Nov. 18 meeting that the district is following national trends and the changes are being put in place to satisfy



DUCATION

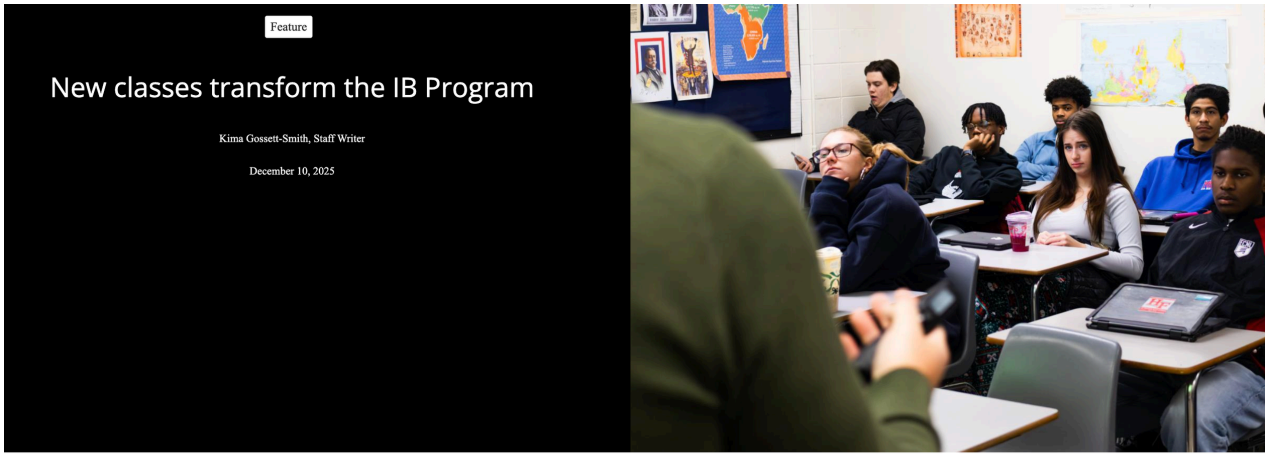
H-F High to review proposal for career, college skills program

by Marilyn Thomas — on September 3, 2025

Marilyn Thomas
Author

How can high school juniors and seniors prepare for their future without knowledge of what is ahead? Homewood-Flossmoor High School believes it can point them in a positive direction through a new program the District 233 school board will consider at its Sept. 16 meeting.

- The *HF Voyager*, the student newspaper, coverage of Board meetings resulted in articles published.



Feature

New classes transform the IB Program

Kima Gossett-Smith, Staff Writer

December 10, 2025

H-F is transitioning to an IB for all program which will complement the already existing curriculum and provide opportunities for all students to take rigorous courses with real world career experiences. This new direction will launch in Fall 2026.

The International Baccalaureate (IB) Diploma Program (DP) is an advanced placement curriculum designed to meet global standards and high expectations.

At H-F, the shift to IB for all will have two tracks that prepare students for success in college, career and their post-secondary lives.

The first is a traditional IB Diploma track. This will maintain the same IB standards that H-F has had in the past.

MATERIALS

- Before the Pathways Showcase, a Personalized Pathways Passport was emailed to each rising junior and their family, identifying which pathways align with the student's interests in the SchooLinks inventories and providing a link to the Pathways Guide. The student also received a printed version when they entered the Showcase along with a color coded map of information tables for each pathway.

60% open rate

Personalized Pathways Passport

Your SchooLinks results helped identify pathways that match your interests and strengths! Stop by the pathway tables at the Showcase to explore what each pathway offers and see what sparks your interest. Log into www.schoolinks.com to learn more.

Last Name First Name ID

Last Name **First Name**

Career Personality Type

I Introversion	N Intuition	T Thinking	J Judging
E Extroversion	S Sensing	F Feeling	P Perceiving

Type

Recommended Pathways to Explore

Pathway 1: Plant and Animal Systems

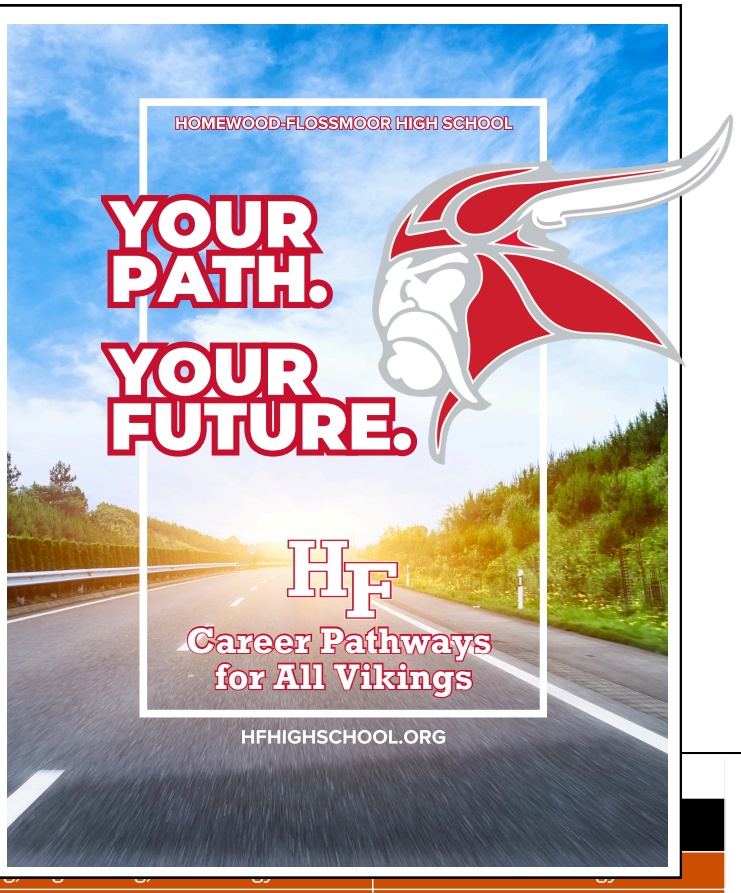
Pathway 2: Entrepreneurship

Pathway 3: Business Admin & Management

Pathway 4: Engineering, General

Complete This Pathways Form Today — SCAN ME

Pathways Guide — SCAN ME



WEST BLEACHERS

22 21 20 19 18 17 16 14

5 6 7 8 9 10 11 13

GYMNASTICS ROOM

2	Manufacturing, Engineering, Technology & Trades	Engineering, General
3	Manufacturing, Engineering, Technology & Trades	Machine Tool Technology
4	Manufacturing, Engineering, Technology & Trades	Welding Technology
5	Agriculture, Food & Natural Resources	Plant and Animal Systems
6	Arts & Communications	Journalism
7	Arts & Communications	Radio & Broadcasting Production
8	Finance & Business Services	Accounting
9	Finance & Business Services	Business Admin & Management
10	Finance & Business Services	Entrepreneurship
11	Information Technology	Cybersecurity
12	Health Sciences & Technology	Sports, Exercise & Health Science
13	Health Sciences & Technology	Math with Sports Data
14	Human & Public Services	Fashion Design
15	Human & Public Services	Visual Arts
16	Human & Public Services	Theatre and Dance
17	Human & Public Services	Criminal Justice
18	Human & Public Services	Culinary Arts
19	Human & Public Services	Early Childhood Educatio
20	Human & Public Services	Education, General