

## State Alignment Summary

Assess · Develop · Document

Renzulli Learning is the K–12 platform that **measures and develops the seven durable skills** Pennsylvania’s career readiness framework wants every graduate to master — critical thinking, creativity, executive function, leadership, collaboration, communication, and self-direction.

### OVERVIEW

Pennsylvania’s career readiness framework names the seven durable skills it wants every graduate to master — critical thinking, creativity, executive function, leadership, collaboration, communication, and self-direction. The framework is led by the **Pennsylvania Department of Education** and **State Board of Education**. Pennsylvania does not have a single statewide Portrait of a Graduate, but **Portrait of a Graduate** frameworks are widespread at the district level (East Penn, Penn-Delco, William Penn, Downingtown Area, Big Spring, Northern York County, and many more). **Act 158 of 2018** establishes **Five Pathways to Graduation** (effective Class of 2023): Keystone Proficiency, Keystone Composite, Alternative Assessment, Evidence-Based, and CTE. The **Career Education and Work (CEW) Standards (2024)** name four focus areas: Career Awareness, Acquisition, Retention, and Entrepreneurship. **Pennsylvania Career Ready Skills (PA CRS)** provide the PreK-12 employability + SEL continuum. **22 Pa. Code Chapter 339** requires every LEA to publish a **K-12 Guidance Plan** every 6 years. **SOAR Programs of Study** provide secondary-to-postsecondary articulations. Pennsylvania recognizes **eight CTSOs** under **22 Pa. Code §339.30**: DECA, FBLA, FCCLA, FFA, HOSA, NYFEA, SkillsUSA, TSA.

### PENNSYLVANIA’S DURABLE SKILLS FRAMEWORK IN CONTEXT

Renzulli Learning is the K-12 platform that both **measures** these durable skills (Cebeci Test of Creativity, Executive Function Assessment, Leadership Assessment, Profiler) and **develops** them (Project-Based Learning, Personal Success Plan, Enrichment Database). The seven durable skills run through every Pennsylvania career readiness requirement listed below.

#### WHERE PA STANDS

- **Portrait of a Graduate** — widely adopted by PA districts (East Penn, Penn-Delco, William Penn, Downingtown, Big Spring, Northern York, etc.)
- **Five Pathways to Graduation** — Act 158 of 2018, effective Class of 2023 (Title 22 Chapter 4)
- **CEW Standards (4 focus areas)** — Career Awareness, Acquisition, Retention, Entrepreneurship (2024 update)
- **PA Career Ready Skills (PA CRS)** — PreK-12 employability + SEL skill continuum + Toolkit
- **Chapter 339 K-12 Guidance Plan** — every LEA publishes plan every 6 years (22 Pa. Code Ch. 339)
- **SOAR Programs of Study** — Students Occupationally and Academically Ready (secondary-to-postsecondary articulation)
- **8 Pennsylvania CTSOs** — DECA, FBLA, FCCLA, FFA, HOSA, NYFEA, SkillsUSA, TSA (22 Pa. Code §339.30)

#### RENZULLI ALIGNMENT

- **Each named PoG competency** — critical thinker, communicator, collaborator, creative innovator, self-directed learner, leader — mapped to a Renzulli instrument
- Both **measures and develops** the seven durable skills behind every Pennsylvania requirement
- **Executive Function Assessment** develops persistence behind Keystone Exam preparation in Algebra I, Literature, Biology
- **Profiler** in 20+ languages powers Chapter 339 K-12 Guidance Plan progression from grade 6 onward
- **Leadership Assessment + Project-Based Learning** develop CTSO competition success and CEW Career Acquisition skills
- **Cebeci Test of Creativity** measures the creativity behind CEW Entrepreneurship and Industry-Based Competency Certification preparation
- **Personal Success Plan** documents Five Pathways progression + SOAR articulation + IBC milestones for Chapter 339

### DURABLE SKILLS ALIGNMENT TO PENNSYLVANIA’S CAREER READINESS REQUIREMENTS

## PENNSYLVANIA REQUIREMENT HOW RENZULLI ASSESSES & DEVELOPS

### Five Pathways to Graduation (Act 158 of 2018)

**Act 158 of 2018** (effective Class of 2023, Title 22 Chapter 4) establishes five pathways: **Keystone Proficiency** (Proficient/Advanced on 3 Keystone Exams — Algebra I, Literature, Biology); **Keystone Composite** (4452); **Alternative Assessment** (locally established + SAT/PSAT/ACT/ASVAB/AP); **Evidence-Based** (locally + 3 pieces of evidence); and **CTE** (locally + Industry-Based Competency Certification).

**All seven durable skills** drive Five Pathways success. The **Executive Function Assessment** develops Keystone preparation persistence. The **Profiler** surfaces strengths informing pathway choice. The **Personal Success Plan** documents progression — supporting the Evidence-Based Pathway. **Project-Based Learning** generates Evidence-Based and CTE Pathway capstones.

### Career Education and Work (CEW) Standards

Pennsylvania's **CEW Standards** were updated by the State Board of Education in **2024** with **four focus areas**: **Career Awareness and Preparation**, **Career Acquisition (Getting a Job)**, **Career Retention and Advancement**, and **Entrepreneurship**. Standards apply across grade bands and align with PA Core Standards and PA STEELS Standards.

**Communication, collaboration, creativity**, and **self-direction** are at the center of the four CEW focus areas. The **Profiler** in 20+ languages powers Career Awareness. The **Leadership Assessment** measures the communication and collaboration behind Career Acquisition and Retention. The **Cebeci Test of Creativity** measures the creativity behind Entrepreneurship.

### Pennsylvania Career Ready Skills (PA CRS)

**Pennsylvania Career Ready Skills (PA CRS)** is the state's PreK-12 employability and SEL skill framework with a published **continuum** showing PreK-12 progression and an implementation **Toolkit**. PA CRS aligns with CEW Standards and Chapter 339, providing common skill vocabulary that complements district Portrait of a Graduate frameworks.

**All seven durable skills** map to PA CRS. Renzulli's four assessments produce comparable PA CRS evidence K-12. The **Executive Function Assessment** develops planning and self-regulation. The **Leadership Assessment** measures leadership and collaboration milestones. The **Cebeci Test of Creativity** measures creativity growth. The **Personal Success Plan** documents PA CRS progression year by year.

### Chapter 339 K-12 Guidance Plan

Under **22 Pa. Code Chapter 339**, every Pennsylvania LEA must publish a comprehensive **K-12 Guidance Plan** every six years documenting career and future-readiness counseling, individualized planning, and student outcomes. Aligns with PA Career Ready Skills and Five Pathways readiness.

**Self-direction and executive function** drive Chapter 339 plan progression. The **Profiler** in 20+ languages provides the strength-based foundation behind individualized career exploration. The **Personal Success Plan** produces exportable summaries year by year — evidence districts attach to Chapter 339 documentation.

### CTE Programs of Study + SOAR + Industry-Based Competency Certification

PDE administers **CTE Programs of Study** aligned to **16 National Career Clusters**. **SOAR Programs of Study** (Students Occupationally and Academically Ready) provide secondary-to-postsecondary articulations giving CTE students free college credit. The **CTE Pathway** under Act 158 requires an **Industry-Based Competency Certification**. Funded under Perkins V.

**Critical thinking, creativity**, and **self-direction** drive Program of Study completion and SOAR articulation. The **Profiler** surfaces interests across all 16 Career Clusters. The **Personal Success Plan** documents progression and SOAR milestones — evidence districts attach to Perkins V concentrator reporting. The **Executive Function Assessment** develops the persistence behind IBC preparation.

### Pennsylvania District Portraits of a Graduate + 8 PA CTSOs

Pennsylvania does not have a single statewide Portrait of a Graduate, but Portraits are widespread at the district level: **East Penn**, **Penn-Delco** (5 Cs), **William Penn** (6 attributes), **Downingtown Area** (the four E's), **Big Spring**, and **Northern York County**. Pennsylvania recognizes **eight CTSOs** under **22 Pa. Code §339.30**: DECA, FBLA, FCCLA, FFA, HOSA, NYFEA, SkillsUSA, TSA.

**Each named Portrait competency is a durable skill Renzulli measures and develops**. Critical thinker → **Cebeci Test of Creativity**. Communicator / collaborator → **Leadership Assessment**. Creative innovator / problem solver → **Cebeci Test of Creativity** + Enrichment Database. Self-directed learner → **Profiler** + Executive Function Assessment. **Leadership Assessment** develops the durable skills behind every PA CTSO.

## KEY TAKEAWAY

Pennsylvania's career readiness framework names the seven durable skills — critical thinking, creativity, executive function, leadership, collaboration, communication, and self-direction — across all of its requirements. **Renzulli Learning is the K-12 platform that both measures and develops them**. Districts of every size, across all 500+ Pennsylvania districts and 170+ charters, get a single exportable durable-skills evidence layer complementing Five Pathways, Chapter 339, and district Portrait of a Graduate work.

### WANT THE FULL DETAILS?

Visit the complete Pennsylvania Durable Skills & Career Readiness alignment page for the full crosswalk to Five Pathways, CEW, PA CRS, Chapter 339, CTE/SOAR, and district Portrait of a Graduate frameworks, plus FAQs.

[renzullilearning.com/en/Pennsylvania-career-readiness-alignment-renzulli-learning](https://renzullilearning.com/en/Pennsylvania-career-readiness-alignment-renzulli-learning)

### CUSTOM ALIGNMENTS AVAILABLE

Need a custom durable-skills alignment for your district's Five Pathways implementation, Chapter 339 K-12 Guidance Plan publication, CEW Standards rollout, SOAR articulation, IBC preparation, or Portrait of a Graduate work?

+1 (203) 680-8301 • [renzullilearning.com/en/contact-us](https://renzullilearning.com/en/contact-us)

## REFERENCES AND SOURCES REVIEWED

• **Act 158 of 2018; 22 Pa. Code Chapter 339 & §339.30; Title 22 Chapter 4**; Pennsylvania Department of Education (CEW Standards 2024; PA Career Ready Skills + Toolkit; SOAR Programs of Study; CTE); State Board of Education; **PA district Portrait of a Graduate** frameworks (East Penn, Penn-Delco, William Penn, Downingtown, Big Spring, Northern York County); Perkins V Plan