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ABSTRACT

In an effort to develop stronger guidance and counseling programs for vocational education, career counseling instruments were designed to objectively record and relate all variables which guidance personnel and vocational teachers normally evaluate as they interview and counsel students for program placement (one instrument for each of four programs representing four different service areas). The instruments were then field tested at four geographic sites in vocational service areas which have traditionally been in high demand. Data collected produced findings in four areas: (1) Correlations between the instrument's prediction and instructor's prediction of student job placement, (2) correlations between the instrument's prediction and guidance counselors' prediction of student job placement, (3) correlation between two similar career counseling instruments and the instructor's prediction, and (4) results of field testing the counselor handbook. Based on the correlation scores, it was concluded that the instruments are excellent predictors of student job placement. Guidance counselors also appeared to have very little difficulty in using the handbook to develop instruments. A bibliography, correspondence, the 15 revised career counseling instruments developed, and sample forms are included in the document. (RG)

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ED130166

Final Report Project No. 58-75D

June 1976

The Development and Field Test of
an Objective Career Counseling Instrument

Project Staff

Dr. J. L. Wircenski, Project Director
and Principal Investigator
Ms. Jude Wood, Project Secretary

VT-103-400

Department of Industrial Education
Purdue University

CE 009 068

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INFORMATION SHEET

A. Kind of Project: (check one)

- | | |
|---|--|
| 1 <input checked="" type="checkbox"/> Experimental | 4 <input type="checkbox"/> Demonstration |
| 2 <input checked="" type="checkbox"/> Developmental | 5 <input type="checkbox"/> Evaluative |
| 3 <input type="checkbox"/> Pilot | 6 <input type="checkbox"/> Exemplary |

B. Population

TYPE	NUMBERS (affected by project)
A Disadvantaged	A _____
B Handicapped	B _____
C Migrant	C _____
D Minority	D _____
E Combination of the above	E <u>373</u>
F Other _____	F _____

GROUP

1 Pre-school	1 _____
2 Elementary	2 _____
3 Junior High School	3 _____
4 Middle School	4 _____
5 Senior High School	5 <input checked="" type="checkbox"/>
6 Postsecondary	6 _____
7 Adult	7 _____
8 University	8 _____
9 Employer	9 _____
10 Employee	10 _____
11 Citizens	11 _____
12 Parents	12 _____
13 Combination of the above _____	13 _____

LOCALITY (check the one which encompasses the locality involved)

a National	a _____
b State	b <input checked="" type="checkbox"/>
c Region	c _____
d District	d _____
e County	e _____
f Area	f _____
g Community	g _____
h School Corporation (IEA)	h <input checked="" type="checkbox"/>

Acknowledgements

The project director would like to thank Mr. Don K. Gentry, Executive Officer/State Director of Vocational Education; Mr. Ed Hornback, Coordinator, Research and Exemplary Projects; Mr. Richard M. Wyson, Division of Vocational Education; and the State Board of Vocational and Technical Education for their moral and financial support of the project. To Mr. Jack Apple, Director, A. K. Smith Area Career Center; Mr. Don Pennington, Director, and Mr. Clarence Austin, Principal, J. Everett Light Career Center; Mr. Michael Vietti, Director, and Mr. Steve Hewlet, Career Coordinator, Porter County Career Education Cooperative; Mr. Rod McKinney, Director, Benton Community School Corporation; and Mr. Anthony Wesolowski, Director, and the guidance staff of the Four County Area Vocational Cooperative, I wish to express many thanks for their helpfulness in providing guidance and assistance in gathering information for the project.

A special debt of gratitude is owed to all personnel who participated in the study, especially the following:

J. Everett Light Career Center

Ms. Maridee Cutter
Ms. Joanne Jones
Mr. Fred Mackey
Mr. William Sharp
Mr. Bob Stewart

Porter County Career Education Cooperative

Mr. Don Dick
Mr. Steve Doak
Ms. Doris Hildrith
Mr. Tom Kosika
Ms. Cindy Stalbaum

A. K. Smith Area Career Center

Mr. Paul Brammel
Mr. Paul Byrd
Mr. Jim Dry
Ms. Ruth Balles
Ms. Sherley Wengun

Benton Community School Corporation

Ms. Connie McIntyre
Ms. Wilma Osterhoff

Jerry L. Wircenski
Project Director and
Principal Investigator

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I. STATEMENT OF THE PROBLEM

It has been projected that by 1980 a college education will be necessary for only about 20 percent of all jobs and that technical education beyond high school will be sufficient for about 25 percent of all jobs. If these projections are true, the traditional academic stress of our secondary school system renders little service to the remaining 55 percent for whom a high school education may be terminal (Rhodes, 1969).

The percentage of unemployment among young people between the ages of 16 and 21 is on the rise. Statistics show that unemployment was 29 percent in 1969, as compared with 19 percent in 1966. It is the aim of vocational education to check the growth of these percentages by providing young people with job orientation and training so that they leave school with salable skills (Rhodes, 1969).

The construction of area vocational schools to handle the higher percentage of vocational students has resulted in greater numbers of students per program and a greater number of candidates as well. With this increased emphasis on vocational education, the task of career counseling students for placement in vocational programs becomes more complex.

It has been common practice in the past to accept students indiscriminately to fill vocational classes. But when applicants exceed available openings, career counseling

decisions must be made regarding which students are to be counseled into which programs.

Will the student's choice of program be the best choice he can make? Are the students who are placed the ones most likely to achieve success in the program? Will the counselor have time to apply a more discerning process? Such questions point to the need for an objective and practical instrument for career counseling students.

Students in the lower academic ranks are often excluded from the opportunity to participate in special training programs because career counseling may be based on the criteria used for counseling students for college. Yet these are the students who need skill training most to survive.

Thorndike and Hagen (1959) point out that, while there has been some success in predicting academic success for college students, educators have been consistently ineffective in predicting occupational success.

Stock and Pratzner's (1969) review of more than forty years of research on student selection attests to the persistent inadequacies of guidance/selection methods at the high school level. Their review reveals that grades, aptitude testing, interest, motivation, and other variables have been individually experimented with as predictors of future performance in training programs of many types. It concludes, however, that more effort will be required to identify and measure the non-intellectual variables relevant to vocational behavior.

It was therefore the purpose of the project to objectively record and relate all of the variables which guidance personnel and vocational teachers normally evaluate as they interview and counsel students for program placement.

II. OBJECTIVES

Based on the statement of the problem, the objectives for the project were as follows:

1. To design career counseling instruments to objectively record and relate all the variables which guidance personnel and vocational teachers normally evaluate as they interview and counsel students for program placement (one instrument for each of four (4) programs, representing four (4) different service areas).
2. To field test the career counseling instruments by correlating them with the vocational teacher's prediction of student job placement.
3. To field test four (4) selected career counseling instruments by correlating them with a guidance counselor's prediction of student job placement (one instrument for each of four (4) programs).
4. To field test four (4) selected career counseling instruments by correlating them with a vocational teacher's prediction of student job placement at a different geographic location.

5. To design a guidance counselor handbook for developing career counseling instruments at the local level.
6. To field test the guidance counselor handbook.

III. PRIORITY AREA

The project aligned itself with the priority projects (page 93, Indiana State Plan for Vocational Education, Fiscal Year 1975) for the development of new approaches to guidance and counseling to develop stronger guidance and counseling programs.

The project was directed at four vocational programs representing four vocational service areas which have traditionally been high student demand programs. Four geographic locations in the State of Indiana were utilized as field-test sites. The four geographic locations, service areas, and programs that participated in the project were as follows:

	<u>SCHOOL</u>	<u>PROGRAM</u>	<u>SERVICE AREA</u>
1.	Benton Community Schools Fowler	Home Economics Related Occupations	Home Economics
2.	J. Everett Light Career Center Indianapolis	Construction Trades Marketing/Merchandising I, II Health Occupations Secretarial Office Laboratory	Trade and Industrial Education Distributive Education Health Occupations Business and Office Education
3.	A. K. Smith Area Career Center Michigan City	Building Trades Distributive Education	Trade and Industrial Education Distributive Education

	Cooperative Office Education Commercial Foods	Business and Office Education Home Economics Education
4. Porter County Area Career Education Cooperative Valparaiso	Building Trades Dental Health Distributive Edu- cation Intensive Office Education Health Occupations	Trade and Indus- trial Education Health Occupations Distributive Edu- cation Business and Office Education Health Occupations

IV. PROCEDURES

The project director contacted the local vocational directors in order to ascertain interest in participating in the study (see Appendix A). After meeting with the local administrators, four (4) vocational programs were selected. Each program was to represent a different vocational service area. Every attempt was made to identify high student demand programs at each school yet still maintain at least 2-3 "common" programs at all four sites.

A total of thirteen (13) vocational teachers (out of sixteen) had developed fifteen (15) career counseling instruments (Objective 1). (See Appendix B for copies of the fifteen (15) revised instruments.) A follow-up was made with the three teachers who did not develop instruments. Since no response was received, the project director queried the local director, at which time the decision was made to drop those programs from the study.

For field-test purposes, each student enrolled in the participating programs was provided a career counseling

instrument, as well as two (2) supplemental teacher rating sheets (see Appendix C for a copy of the four supplemental teacher rating sheets). There were a total of three-hundred-seventy-three (373) student-career counseling instruments used in the study, in addition to a control group of eighty-six (86) students (Objectives 2 and 4).

The field-test copy of the guidance counselor handbook, "Developing Career Counseling Instruments" (a revised copy is submitted under separate cover with this report), was written and prepared for field testing (see Appendix D) (Objectives 5 and 6).

After all data were collected, the vocational teachers ranked their respective students on the basis of student job placement (see Appendix E). The students were also ranked in each program by means of the career counseling instruments developed by the vocational teachers and also by the guidance staff at one of the sites (Objectives 3 and 4). The results of the rankings were then correlated with the instrument's ranking made on the basis of objective and subjective criteria collected. An item analysis was also conducted on each criterion of the fifteen career counseling instruments for revision purposes.

V. ANALYSIS PROCEDURES

The career counseling instruments developed by the vocational teachers were validated by correlating their results with the instructor's prediction of student job placement.

The guidance staff at one of the sites also ranked the students enrolled in five programs on the basis of personal interviews and personnel records. Both rankings were then compared with the ratings according to the instructor's prediction of student job placement. The data were evaluated by means of the Spearman Rank Correlation (RHO) (Siegel, 1956).

VI. DISCUSSION OF FINDINGS

The findings of the study are reported in four segments. They are (1) career counseling instrument's correlation with instructor's prediction of student job placement, (2) career counseling instrument's correlation with guidance counselors' prediction of student job placement, (3) the correlation between two similar career counseling instruments and the instructor's prediction of student job placement, and (4) the results of field testing the guidance counselor handbook.

A. Correlations With Instructors

Table 1 shows the correlation scores between the career counseling instrument's prediction and the instructor's

TABLE 1
CORRELATIONS BETWEEN CAREER COUNSELING INSTRUMENT'S PREDICTION
AND INSTRUCTOR'S PREDICTION OF STUDENT JOB PLACEMENT

PROGRAM	BENTON COMMUNITY SCHOOLS				J. EVERETT LIGHT CAREER CENTER					PORTER COUNTY CAREER EDUCATION COOP.					A. K. SMITH AREA CAREER CENTER			
	Bld. Tr.	HERO	Bus.	D.E.	DE I	DEII	Bld. Tr.	Hlth.	Bus.	D.E.	Bld. Tr.	Den-tal	Bus.	Hlth.	Bld. Tr.	D.E.	Bus.	Fds.
GROUP SIZE	-	8	-	-	23	9	26	17	13	28	24	13	21	18	21	18	21	9
CORRELATIONS	-	.14	-	-	.71	.57	.54	.73	.23	.57	.27	.41	.60	.59	**	.58	.74	.65
SIGN. AT .01 LEVEL YES/NO	-	NO	-	-	YES	NO*	YES	YES	NO	YES	NO	NO	YES	YES	-	YES	YES	NO*

* - significant at .10 level

** - insufficient data

prediction of student job placement and tests for significance at the .01 level. The .01 level of significance was selected because a high degree of confidence in correlation relationships was desired. If there is significance at the .01 level, there is a direct positive relationship between variables; and the possibility of achieving the same results by chance are only 1 in 100.

A review of the data reported in Table 1 reveals that the correlation scores range from a low of .14 to a high of .74. The tests for significance reveal that eight (8) of the fourteen (14) career counseling instruments developed by the project director, vocational teacher, and guidance staff had a direct positive correlation with the instructor's prediction of student job placement. Two additional program instruments, Foods and DE II, were significant at the .10 level. It can therefore be concluded that the career counseling instruments are an excellent predictor of student job placement for eight (8) programs and good predictors for two (2) additional programs.

B. Correlations With Guidance Counselors

Table 2 presents the correlation scores between the career counseling instrument's prediction and the guidance counselors' prediction of student job placement and tests for significance at the .01 level. Examination of Table 2 reveals that the correlation scores of the counselors' prediction of student job placement range from a low of .03 to

TABLE 4
 CORRELATIONS BETWEEN INSTRUCTOR'S PREDICTION
 AND GUIDANCE COUNSELORS' PREDICTION OF STUDENT JOB PLACEMENT
 AND BETWEEN INSTRUCTOR'S PREDICTION
 AND CAREER COUNSELING INSTRUMENT'S PREDICTION OF STUDENT JOB PLACEMENT

	PROGRAM #1	PROGRAM #2	PROGRAM #3	PROGRAM #4	PROGRAM #5
INST'S-P VS. GC-P	.33	.73	.15	.03	.40
SIGN. AT .01 LEVEL YES/NO	NO	NO	NO	NO	NO
INST'S-P VS. CCI-P	.71	.57	.54	.73	.23
SIGN. AT .01 LEVEL YES/NO	YES	NO	YES	YES	NO

INST'S-P - Instructor's - Prediction

GC-P - Guidance Counselors' - Prediction

CCI-P - Career Counseling Instrument's - Prediction

a high of .73, whereas the correlation scores of the career counseling instrument's prediction of student job placement range from .23 to .73. The tests for significance at the .01 level reveal that there were no direct positive correlations between the counselors' prediction and student job placement in each of the five programs tested. On the other hand, the tests for significance at the .01 level indicate a direct positive correlation between the career counseling instrument's prediction and student job placement in three (3) of the five (5) programs. It therefore can be concluded that the career counseling instruments are a better predictor (3 out of 5 programs) of student job placement as compared with the guidance counselors (0 out of 5 programs).

C. Correlations Between Programs

Table 3 shows the correlation scores between the two career counseling instruments' prediction of student job placement and tests for significance at the .01 level. Four

TABLE 3
CORRELATIONS BETWEEN INSTRUCTOR'S PREDICTION
AND OTHER CAREER COUNSELING INSTRUMENTS' PREDICTION
OF STUDENT JOB PLACEMENT AND BETWEEN INSTRUCTOR'S PREDICTION
AND INSTRUCTOR'S CAREER COUNSELING INSTRUMENT'S PREDICTION
OF STUDENT JOB PLACEMENT

PROGRAM	BUSINESS	HEALTH	D.E.	BUILDING TRADES
INST'S-P VS OTHER CCI-P	.49	.59	.52	.79
SIGN. AT .01 LEVEL YES/NO	NO*	YES	YES	YES
INST'S-P VS. INST'S CCI-P	.60	.59	.71	.54
SIGN. AT .01 LEVEL YES/NO	YES	YES	YES	YES

* - significant at .05 level

INST'S-P - Instructor's - Prediction

OTHER CCI-P - Other Career Counseling Instrument's - Prediction

INST'S CCI-P - Instructor's Career Counseling Instrument's - Prediction

programs, each representing a different service area, were selected. For each program, the prediction from the career counseling instrument developed by that program's instructor was correlated with the prediction of an instrument developed by an instructor from a different school, but of a similar program. In other words, one Distributive Education instrument was used with another Distributive Education program, and the like. The correlation between the career counseling

instrument's prediction of student job placement developed for a similar program and the instructor's prediction ranged from a low of .49 to a high of .79. The correlation between the career counseling instrument's prediction of student job placement developed by that program's instructor and the instructor's prediction ranged from a low of .45 to a high of .71. The tests for significance at the .01 level indicate that the instruments developed by the program instructor had a high degree of positive correlation for all four (4) programs. Conversely, the instruments developed by another instructor for a similar program had a high degree of positive correlation in three (3) out of four (4) programs tested. It therefore can be concluded from the findings that career counseling instruments developed by the program instructor are better predictors of student job placement (4 out of 4 programs) than instruments developed by another instructor for a similar program (3 out of 4 programs).

D. Field Testing Guidance Counselor Handbook

The guidance counselor handbook, "Developing Career Counseling Instruments", was field tested with fifteen (15) guidance counselors (see attached supplemental document). The result of the field-test experience reveals that none of the counselors experienced any difficulty in following the self-instruction approach in completing the field-test activity. Each counselor was successful in developing one career counseling instrument. Comments from several of the counselors

were extremely positive in regards to this type of approach. As a result of the field-test experience, the handbook was then revised after a few minor changes.

VII. EVALUATION

Evaluation of the project was provided by means of continuous interaction and input from the project participants, as well as the local school administrators. This continuous interaction enabled the project director to interface the local school needs with the project's objectives at all times.

In conjunction with the participants' evaluation, the Research Coordinating Unit of the Division of Vocational Education and the project's monitor provided periodic evaluation of the project's activities.

The project's product evaluation was discussed under Section V, Analysis Procedures.

VIII. CONCLUSIONS AND RECOMMENDATIONS

A. Conclusions

Based on discussions with the project's participants and local administrators, as well as the findings of the study, the following conclusions can be drawn:

1. Based on the correlation scores, career counseling instruments are excellent predictors of student job placement.
2. Based on the correlation scores, career counseling instruments developed by the vocational teachers

and guidance personnel are better predictors of student job placement than are guidance counselors.

3. The use of career counseling instruments can make the task of career counseling easier for guidance personnel.
4. The use of career counseling instruments is an objective system whereby student program placement is accountable to parents, administrators, and the like.
5. The use of career counseling instruments more nearly insures that student interests and abilities match various program demands.
6. Based on correlation scores, career counseling instruments developed by the program instructor are better predictors of student job placement than are instruments developed by a similar program instructor.
7. The use of supplemental teacher rating sheets is an acceptable approach to gather subjective criteria, i.e., attitude, responsibility.
8. Guidance counselors appeared to have very little difficulty developing career counseling instruments by means of the handbook.

B. Recommendations

The findings and conclusions of this study seem to support the following recommendations:

1. It is recommended that this project be replicated in other schools in the State of Indiana.
2. It is recommended that a follow-up be conducted with the participating programs to further correlate the revised career counseling instruments.
3. It is recommended that the project continue to expand field testing of career counseling instruments between geographic locations.
4. It is recommended that the guidance handbook, "Developing Career Counseling Instruments", be expanded to include the implementation of career counseling instruments in the local schools.
5. It is recommended that the project be expanded at three of the sites to include additional vocational programs which are characterized by high student interest.

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FINANCIAL STATEMENT FOR FINAL REPORT ENDING

6/30/76

(Date)

Project Number 58-75-D

ITEMS	Project Budget FY 1975-76		Total Expenditures on Project		End of Project Balance:	
	Agency	Federal	Agency	State/Federal	Agency	State/Federal
A. DIRECT EXPENDITURES						
1. Personnel (includes clerical)		\$6,350.00	Purdue	\$6,424.58		(\$74.58)
2. Contractual services						
3. Employee benefits		860.00		856.04		3.96
4. Travel		630.00		604.15		25.85
5. Supplies and materials		200.00		172.78		27.22
6. Communications (include phone calls, printing/ publication/Duplicating)		380.00		362.45		17.55
7. Properties (rentals or purchase of equip.)						
8. Facilities						
9. Product production and dissemination						
10. Project Evaluation						
B. INDIRECT EXPENDITURES						
				\$4,400.84		
C. TOTAL EXPENDITURES		\$8,420.00		\$8,420.00		\$ - 0 -

Richard M. Wysong

Project Monitor

Ref: 8923-55-1416

Director: J. Wircenski

LEA: Purdue Research Foundation

Financial Officer: *M.A. Szczepek*
M.A. Szczepek

4/30/76
Da

XI. APPENDICES

APPENDIX A: LETTERS TO VOCATIONAL DIRECTORS

PURDUE UNIVERSITY

SCHOOL OF TECHNOLOGY
WEST LAFAYETTE, INDIANA 47907

19

Michael Golden Labs
DEPARTMENT OF
INDUSTRIAL EDUCATION

April 18, 1975

Mr. Jack Apple,
Vocational Director
Michigan City Area Vocational
School
817 Lafayette St.
Mich. City, In. 46360

Dear Mr. Apple,

Enclosed you shall find a copy of the December '74
American Vocational Journal article which serves to outline
the student selection instrument as per our conversation.

If I can be of further assistance please feel free to
contact me at (219) 493-3182.

Professionally,

Jerry Wircenski

JLW:ks
Encl.

Michael Golden Labs

April 18, 1975

Don E. Pennington, Vocational Director
MSD of Washington Township
1605 East 86th Street
Indianapolis, Indiana 46240

Dear Don:

Enclosed you shall find six copies of the December '74 American Vocational Journal article and one partial copy of the project proposal outlining the total scope of the project.

I can fully understand your concern for the use of the J. Everett Light staff and faculties. So if you have any reservations, following our discussion on April 23, by all means - say so. I do not want to pilot and field test an idea if you personally do not feel that it is in the best interest of the J. Everett Light staff. I can honestly say I understand your concerns.

Professionally,

Jerry Wircenski

JLW:ks
Encl.

Michael Golden Labs

April 18, 1975

Edrick A. McKinney, Director
of Vocational Education
Morton Community School Corporation
P.O. Box 512
Fowler, Indiana 47974

Dear

Enclosed you shall find a copy of the December '74
American Vocational Journal article which serves to outline
the student selection instrument as per our conversation.

If I can be of further assistance please feel free to
contact me at (219) 493-3182.

Professionally,

Jerry Wircenski

JLW:ka
Encl.

Michael Wilson L&S

April 18, 1975

Michael T. Vietti, Director
Porter County Career Education
307 Campbell Street
Valparaiso, Indiana 46383

Dear

Enclosed you shall find a copy of the December '74
American Vocational Journal article which serves to outline
the student selection instrument as per our conversation.

If I can be of further assistance please feel free to
contact me at (219) 493-3182.

Professionally,

Jeery Wircenski

JLW:ks
Encl.

PURDUE UNIVERSITY
SCHOOL OF TECHNOLOGY
WEST LAFAYETTE, INDIANA 47907

23

DEPARTMENT OF
INDUSTRIAL EDUCATION

Michigan State University

Enclosed are letters of instruction and forms for your teachers involved with the student selection project. Please distribute at your earliest convenience. I think the instructions are self explanatory. They will be ranking their class from the best student to the worst based on whatever criteria has been employed in the selection of these students. Just for your information the best student is the student who should best profit from the courses and its objectives. He or she is the student who the course is intended to serve.

If I can be of any assistance please feel free to contact me at 317-493-3182.

Professionally yours,



Jerry L. Wircenski

JLW:ks

Encl.

APPENDIX B: 15 REVISED CAREER COUNSELING
INSTRUMENTS (COPIES
AVAILABLE FROM
PROJECT DIRECTOR)

Rating Scale:
 G = Guidance
 I = Instructor
 T = Teacher

Benton Central High School
 Home Economics Related Occupations

Name _____

CATEGORY	SCALE	POINTS
Attitude (Ave. of 3) T	<p>Poor Fair Good Excellent 0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15</p>	15
Responsibility (Ave. of 3) T	<p>0 10 20 30 40 50 60 70 80 90 100</p>	15
Attendance G	<p>20 15 10 5 0 0 1 2 3 4 5 6 7 8 9 10</p>	10
Grades G	<p>F F+ D- D D+ C- C C+ B- B B+ A- A 0 3 5 4 2 1</p>	5
Employability (Ave. of 3) T	<p>Poor Fair Good Excellent 0 5 10</p>	10
Ability to Work With Others (Ave. of 3) T	<p>0 10 20 30 40 50 60 70 80 90 100</p>	10
Health (Ave. of 3) T	<p>0 10 20 30 40 50 60 70 80 90 100</p>	10
Interest in HERO I	<p>Poor Fair Good Excellent 0 2 5 8 10</p>	10
Trustworthy (Ave. of 3) T	<p>Poor Fair Good Excellent 0 1 2 3 4 5 6 7 8 9 10</p>	10
Instructor Recommendation T	<p>Poor Fair Good Excellent 0 1 2 3 4 5 6 7 8 9 10</p>	10

100



J. Everett Light Career Center
Distributive Education

Rating Code:
G = Guidance
I = Instructor
T = Teacher

Name _____

CRITERIA	SCALE	POINTS
Grades		10
Attendance		15
Ability to Get Along With Others (avg. of 3)		10
Attitude (average of 3 req.)		15
Counselor Recommendation		15
Instructor Recommendation		15
Employability		15
Student Career Objective		5

Add five points for one semester of _____ speech

5 105

Rating Code:
 G = Guidance
 I = Instructor
 T = Teacher

J. Everett Light Career Center
 Building Trades

Name _____

CRITERIA	SCALE	POINTS
Attendance G		Days Absent Points 15
Grades G		Grades Points 10
Attitude (avg. of 3) T		Rating Points 10
Student Interest in Program I		Points 15
Teacher Recommendation (avg. of 3) T		Rating Points 10
Counselor Recommendation G		Rating Points 10
Math Grades G		Grades Points 10
Ability to Get Along With Others (avg. of 3) T		Rating Points 10
Responsibility (avg. of 3) T		Rating Points 10
		100

Rating Code:
 G = Guidance
 I = Instructor
 T = Teacher

J. Everett Light Career Center
 Health Occupations

Name _____

		SCALE											POINTS			
Grades	G	F	F+	D-	D	D+	C-	C	C+	B-	B	B+	A-	A	Grade	5
													Points			
Attendance	G	+ 20 15 10 5 0											Days Absent	15		
													Points			
Attitude (Ave. of Three)	T	Poor Fair Good Excellent											Rating	15		
													Points			
Employability	T/I	Hard to Place Average Easy to Place											Rating	15		
													Points			
Health	T	Poor Fair Good Excellent											Rating	15		
													Points			
Instructor Recommendation	I	Poor Fair Good Excellent											Rating	10		
													Points			
Math Grades	G	F	D-	D	D+	C-	C	C+	B-	B	B+	A	Grades	5		
													Points			
English Grades	G	F	D-	D	D+	C-	C	C+	B-	B	B+	A	Grades	10		
													Points			
Clerical Ability (Bus. Rel. Grades)	G	F	D-	D	D+	C-	C	C+	B-	B	B+	A	Grades	10		
													Points			
												100				
Add five points for each of these courses:											+10	110				

Chemistry
 Algebra

Rating Scale
 5 = Supervisor
 4 = Instructor
 3 = Teacher

J. Everett Light Career Center
 Secretarial Office Laboratory

Name _____

		SCALE										POINTS								
Business Subject		0	1	2	3	4	5	6	7	8	Semester Completed	20								
		0	2	5	8	10	12	15	17	20	Points									
Grades in Major Area		0	.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	Grades	14								
		0	2	4	6	8	10	12	14	Points										
Attendance		+ 16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0	Days Absent	20
		0	1	2	4	6	7	8	9	10	12	14	16	18	20	Points				
Instructor Recommendation		Poor		Fair		Good		Excellent		Rating	8									
		1	4	6	8	Points														
Counselor Recommendation		Poor		Fair		Good		Excellent		Rating	8									
		1	4	6	8	Points														
Typing Speed (GNM)		30	35		40		45		50	Speed	10									
		0	2	5	8	10	Points													
Typing Accuracy		8	7	6	5	4	3	2	1	0	Number of Errors	10								
		0	2	5	8	10	Points													
Shorthand Speed (95% Accuracy)		40	50		60		70		Speed	10										
		0	2	5	8	10	Points													

											100									

Rating Scale
 G = Graduate
 I = Instructor
 T = Teacher

J. Everett Light Career Center
 Clerical Office Laboratory

Name _____

COMPETENCY	SCALE										POINTS								
Business Subjects (Semesters Completed)	0	1	2	3	4	5	6	7	8	Semester	20								
	0	2	5	8	10	12	15	17	20	Points									
Grades (Major Area)	0	.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	Grades	16								
	0	2	5	7	10	12	14	16	Points										
Attendance	+ 16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0	Days Absent	20
	0	2	5	8	10	12	14	16	18	20	Points								
Laboratory Instructor Recommendations	Poor		Fair			Good			Excellent		Rating	10							
	0	3	8	10	Points														
Counselor Recommendation	Poor		Fair			Good			Excellent		Rating	10							
	0	3	8	10	Points														
Typing Speed (GWAM)	30	35	40	45	50	Words/Min	12												
	0	2	6	9	12	Points													
Typing Accuracy	8	7	6	5	4	3	2	1	0	Number of Errors	12								
	0	2	6	9	12	Points													

Rating Scale:
 G = Guidance
 I = Instructor
 T = Teacher

Porter County Career Education Cooperative
 HEALTH OCCUPATIONS

Name _____

CRITERIA	SCALE	POINTS
I Attendance G		DAYS ABSENT 15 Points
II Attitude T		Rating Points 15
III Grades G		Grades Points 10
IV English Ability T		Rating Points 15
V Personal Hygiene T		Rating Points 15
VI English Related Grades G		Grades Points 10
VII Orientation to Health (Inst. Rec.) T		Rating Points 10
VIII Counselor Recommendation C		Rating Points 10
		100

Rating Scale:
 G = Guidance
 I = Instructor
 T = Teacher

Porter County Career Education Cooperative
 DENTAL HEALTH

Name _____

CRITERIA	SCALE	POINTS
I Attendance G		Days Absent Points 15
II Attitude T		Rating Points 15
III Grades G		Grades Points 10
IV Employ-ability T/I		Rating Points 20
V Personal Hygiene T		Rating Points 10
VI English Related Grades G		Grades Points 10
VII Orientation to Health (Inst. Rec.) T		Rating Points 10
VIII Counselor Recommendation G		Rating Points 10
		100

Porter County Career Education Cooperative
Building Trades

William J. ...
...
... Instructor
...
...

Name _____

		SCALE		POINTS
Attendance	15	0 1 2 3 4 5 6 7 8 11 13 15	Days Absent	15
Grades	F F+ D- D D+ C- C C+ B- B B+ A- A	0 3 5 8 10 8 7	Grades	10
Attitude (avg. of 3)	Poor Fair Good Excellent	0 4 8 10	Rating	10
Student Interest in Program	Little Good Considerable	0 2 4 6 9 10 11 12 13 14 15	Rating	15
Teacher Recommendation (avg. of 3)	Poor Fair Good Excellent	0 1 2 3 4 5 6 7 8 9 10	Rating	10
Counselor Recommendation	Poor Fair Good Excellent	0 1 2 3 4 5 6 7 8 9 10	Rating	10
Math Grades	F D- D D+ C- C C+ B- B B+ A	0 1 3 5 8 10 7 6 4	Grades	10
Ability to Get Along with Others (avg. of 3)	Poor Fair Good Excellent	0 4 8 10	Rating	10
Responsibility (avg. of 3)	Poor Fair Good Excellent	0 4 8 10	Rating	10
				100

Rating Scale:
 G = Graduate
 I = Instructor
 T = Teacher

Porter County Career Education Cooperative
 Intensive Office Lab

Name _____

		SCALE										POINTS				
General (Ave.) Adv. Typing Bus. Machines G		F	F+	D-	D	D+	C-	C	C+	B-	B	B+	A-	A	Grade	35
												Points				
Attendance G		10	9	8	7	6	5	4	3	2	1	0	Days Absent	10		
												Points				
Teacher Recommendation (Ave. of 3) T		Poor	Fair			Good			Excellent		Rating	30				
													Points			
Instructor Recommendation I		Poor	Fair			Good			Excellent		Rating	15				
													Points			
Math Grades G		F	D-	D	D+	C-	C	C+	B-	B	B+	A	Grades	5		
												Points				
English Grades G		F	D-	D	D+	C-	C	C+	B-	B	B+	A	Grades	5		
												Points				

Subtract 5 points for each class not taken:

100

- Advanced Typing (Typing II)
- Beginning Typing (Typing I)
- Business Machines

-15

Rating Scale:
 G = Guidance
 I = Instructor
 T = Teacher

Porter County Career Education Cooperative
 Distributive Education

Name _____

COURSE		SCALE										POINTS
Grades	G	F F+ D- D D+ C- C C+ B- B B+ A- A	Grade	10								
		0 3 6 8 10 9 7 5 4 2 0	Points									
Attendance	G	20 15 10 5 0	Days Absent	15								
		0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Points									
Ability to do High-School Level Work (ave. of 3)	G	Poor Fair Good Excellent	Rating	10								
		0 4 8 10	Points									
Attitude (Ave. of 3)	T	Poor Fair Good Excellent	Rating	15								
		0 5 10 15	Points									
Counselor Recommendation	G	Poor Fair Good Excellent	Rating	10								
		0 5 10	Points									
Instructor Recommendation	T/I	Poor Fair Good Excellent	Rating	20								
		0 5 10 15 20	Points									
Employability	T/I	Hard to Place Average Easy to Place	Rating	15								
		0 10 15	Points									
Student Career Objective	J	Not D.E. Related Poor Fair Good Excellent	Rating	5								
		0 2 3 4 5	Points									

Subtract 5 points if student has not successfully completed marketing.

100
 +5 105

Marketing

A. K. Smith Area Career Center
Vocational Foods

G = Grade
I = Instructor
T = Teacher

Name _____

		SCALE				POINTS										
Attitude	T	Poor	Fair	Good	Excellent	Rating	5									
						Points										
Interest in Food Service	I	Poor	Fair	Good	Excellent	Rating	10									
						Points										
Responsibility	T	Poor	Fair	Good	Excellent	Rating	10									
						Points										
Attendance	G	20+	15	10	5	0	Days Absent	15								
						Points										
Grade Average	G	F	F+	D-	D	D+	C-	C	C+	B-	B	B+	A-	A	Grades	10
															Points	
Quality of Work	T	Poor	Fair	Good	Excellent	Rating	10									
						Points										
Quantity of Work	T	Poor	Fair	Good	Excellent	Rating	10									
						Points										
Personal Hygiene	T	Poor	Fair	Good	Excellent	Rating	5									
						Points										
Employability	I	Hard to Place	Average	Easy to Place	Rating	15										
							Points									

Student must pass negative T.B. test: yes no

Rating Code:
 G = Guidance
 I = Instructor
 T = Teacher

A. K. Smith Area Career Center
 Building Trades

Name _____

		SCALE						POINTS								
Attitude	G	Poor	Fair	Good	Excellent	Rating		15								
						Points										
Interest in Building Trades	I	Poor	Fair	Good	Excellent	Rating		10								
						Points										
Responsibility	T	Poor	Fair	Good	Excellent	Rating		10								
						Points										
Attendance	G	20+	15	10	5	0	Days Absent	15								
						Points										
Grade Avg.	G	F	F+	D-	D	D+	C-	C	C+	B-	B	B+	A-	A	Grades	10
															Points	
Quality of work	T	Poor	Fair	Good	Excellent	Rating		10								
						Points										
Teacher Recommendation (avg. of 3)	T	Poor	Fair	Good	Excellent	Rating		10								
						Points										
I.A. Grade Average	G	F	D	C	B	A	Grades	10								
							Points									
									100							
									100							
Add 5 points for each I.A. course grades 7 - 10								100								

A. K. Smith Area Career Center
Cooperative Office Education

Rating Codes:
G = Graduate
I = Instructor
T = Teacher

Name _____

CRITERIA	SCALE	POINTS
Grades G	<p>F D- D D+ C- C C+ B- B B+ A- A</p> <p>Rating</p> <p>Points</p>	5
Attendance G	<p>+ 20 15 10 5 0</p> <p>Days Absent</p> <p>Points</p>	10
Attitude T	<p>Poor Fair Good Excellent</p> <p>Rating</p> <p>Points</p>	10
Interest in COE I	<p>Poor Fair Good Excellent</p> <p>Rating</p> <p>Points</p>	10
Typing Speed T	<p>-20 25 30 35 40 45 50 55+ Words/Min.</p> <p>Words/Min.</p> <p>Points</p>	10
Personal Hygiene T	<p>Poor Fair Good Excellent</p> <p>Rating</p> <p>Points</p>	5
Employability I	<p>Hard to Place Average Easy to Place</p> <p>Rating</p> <p>Points</p>	5
Numerical Ability (Acc. Gen. Bus. Grades) G	<p>F D- D D+ C- C C+ B- B B+ A</p> <p>Grades</p> <p>Points</p>	5
English Grades G	<p>F D- D D+ C- C C+ B- B B+ A</p> <p>Grades</p> <p>Points</p>	10

100

A. K. Smith Area Career Center
Distributive Education - Co-op

Rating Code:
3 = Guidance
2 = Instructor
1 = Teacher

Name _____

SCALE					Points											
Attitude	Poor	Fair	Good	Excellent	Rating	10										
					Points											
Interest in D.E.	Poor	Fair	Good	Excellent	Rating	10										
					Points											
Reliability	Poor	Fair	Good	Excellent	Rating	10										
					Points											
Attendance	20+	15	10	5	0	Days Absent	20									
					Points											
Personal Hygiene	Poor	Fair	Good	Excellent	Rating	10										
					Points											
Quality of Work	Poor	Fair	Good	Excellent	Rating	10										
					Points											
Quantity of Work	Poor	Fair	Good	Excellent	Rating	10										
					Points											
Grades	F	F+	D-	D	D+	C-	C	C+	B-	B	B+	A-	A	Rating	20	
														Points		

Subtract 50 Points if student has NOT successfully completed - D.E.I (Sales)

_____ Yes _____ No

50 100

APPENDIX C: 4 SUPPLEMENTAL TEACHER RATING
SHEETS (COPIES AVAILABLE
FROM PROJECT DIRECTOR)

Teacher's Recommendation Form
Home Economics Related Occupations

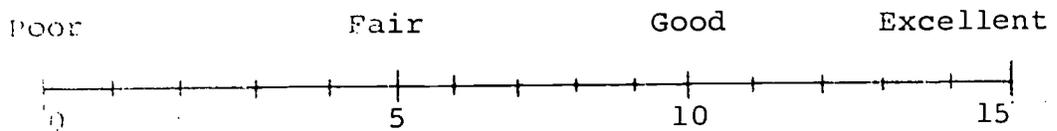
Student's Name _____

Recommending Teacher _____

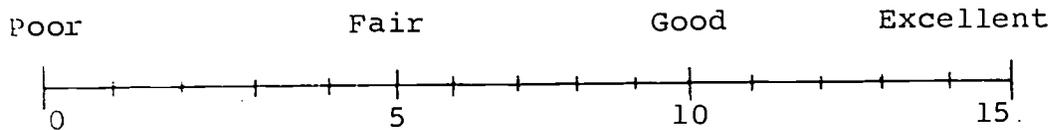
Simply stated, what we want is your opinion of the student reduced to a numerical equivalent. Ideally, we desire a person who applies himself diligently to his work, relates well to his classmates and teachers, and has a pleasing personality.

Please check the following descriptions in order to indicate your evaluation of the student. Note the smaller divisions in some areas to help in making finer assessments.

1. Attitude -



2. Employability -



3. Trustworthy - worthy of confidence; dependable



Please give the following items your careful consideration and circle the percent of the time this student exhibits that particular trait according to your observation during the time you have known him.

4. Ability to Work With Others - cooperative and friendly; can take orders as well as give them

Percent 0 10 20 30 40 50 60 70 80 90 100

5. Responsibility - willing to accept delegated duties; follows directions; takes initiative without being asked

Percent 0 10 20 30 40 50 60 70 80 90 100

6. Health - free from communicable disease and uncontrolled mental or physical conditions; is able to attend school regularly and perform class assignments

Percent 0 10 20 30 40 50 60 70 80 90 100

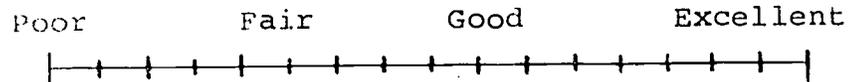
Student Name _____

Recommending Teacher _____

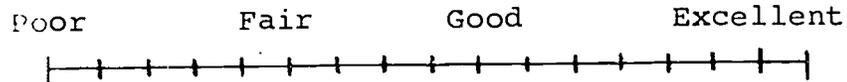
Simply stated, what we want is your opinion of the student reduced to a numerical equivalent. Ideally, we desire a person who applies himself diligently to his work, relates well to his classmates and teachers, and has a pleasing personality.

Please check the following descriptions in order to indicate your evaluation of the student. Note the smaller divisions in some areas to help in making finer assessments.

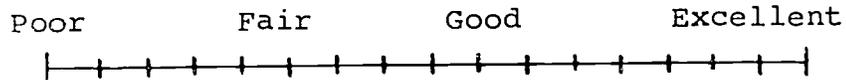
1. Instructor Recommendation -



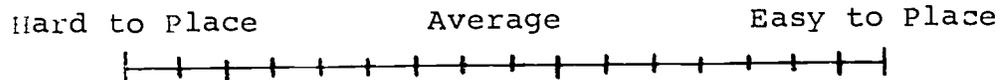
2. Counselor's Recommendation -



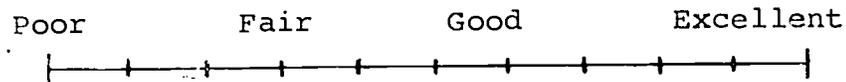
3. Attitude - general overall feelings toward school, teachers, peers....



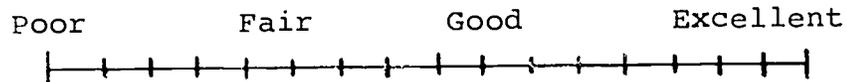
4. Employability - prompt, attendance regular, dresses appropriately for occasion



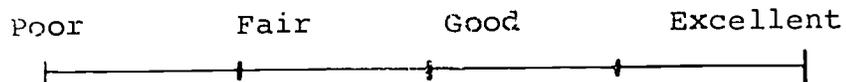
5. Ability to Get Along With Others - cooperative and friendly, can take orders as well as give them



6. Health - free from communicable disease, mentally sound, neat and clean personal appearance, is able to attend school regularly and perform class assignments



7. Responsibility - willing to accept delegated duties; follows directions; takes initiative without being asked



General Comments:

Teacher's Recommendation Form

Student Name _____

Recommending Teacher _____

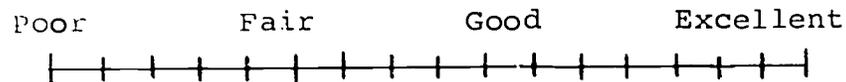
Simply stated, what we want is your opinion of the student reduced to a numerical equivalent. Ideally, we desire a person who applies himself diligently to his work, relates well to his classmates and teachers, and has a pleasing personality.

Please check the following descriptions in order to indicate your evaluation of the student. Note the smaller divisions in some areas to help in making finer assessments.

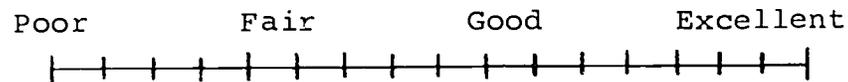
1. Instructor
Recommendation -



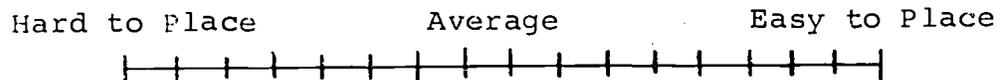
2. Counselor's
Recommendation -



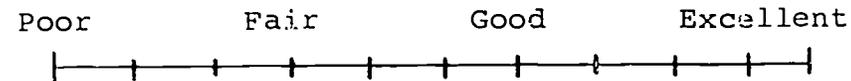
3. Attitude - general overall feelings toward school, teachers, peers....



4. Employability - prompt, attendance regular, dresses appropriately for occasion



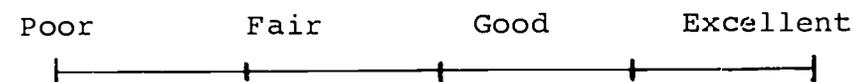
5. Ability to - cooperative and friendly, can take orders as well as
Get Along give them
With Others



6. Personal - free from communicable disease, mentally sound, neat and
Hygiene clean personal appearance, is able to attend school regularly and perform class assignments



7. Responsibility - willing to accept delegated duties; follows directions; takes initiative without being asked



General Comments:

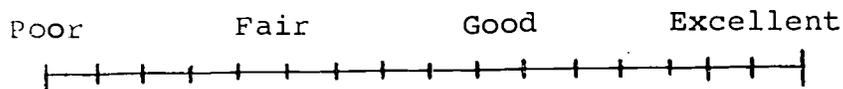
Student Name _____

Recommending Teacher _____

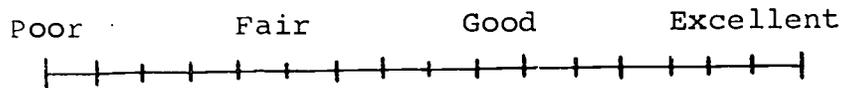
Simply stated, what we want is your opinion of the student reduced to a numerical equivalent. Ideally, we desire a person who applies himself diligently to his work, relates well to his classmates and teachers, and has a pleasing personality.

Please check the following descriptions in order to indicate your evaluation of the student. Note the smaller divisions in some areas to help in making finer assessments.

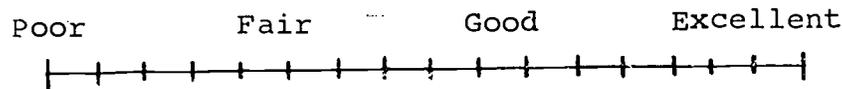
1. Instructor Recommendation -



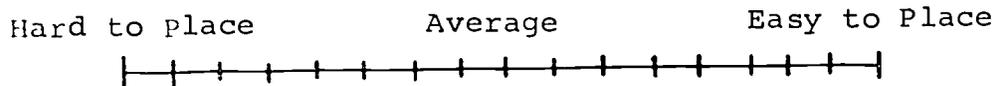
2. Counselor's Recommendation -



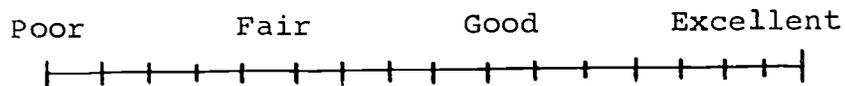
3. Attitude - general overall feelings toward school, teachers, peers....



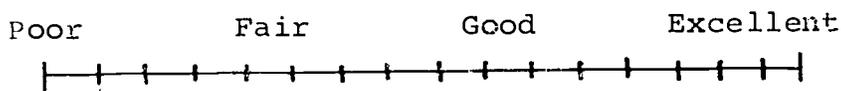
4. Employability - prompt, attendance regular, dresses appropriately for occasion



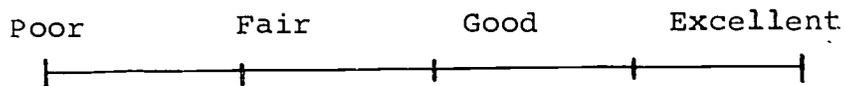
5. Personal Hygiene - free from communicable disease, mentally sound, neat and clean personal appearance, is able to attend school regularly and perform class assignments



6. Responsibility - willing to accept delegated duties; follows directions; takes initiative without being asked



7. Quality of Work - neatness, accuracy, follows assignments or guidelines, etc.



8. Quantity of Work - amount of work completed in terms required of assignments, reading, etc.



General Comments:

APPENDIX D: REVISED COPY OF GUIDANCE
COUNSELOR HANDBOOK
"DEVELOPING CAREER
COUNSELING INSTRUMENTS"
IS INCLUDED AS ATTACHED
SUPPLEMENTAL DOCUMENT
(ADDITIONAL COPIES
AVAILABLE FROM PROJECT
DIRECTOR)

APPENDIX E: LETTER TO VOCATIONAL TEACHERS

PURDUE UNIVERSITY
SCHOOL OF TECHNOLOGY
WEST LAFAYETTE, INDIANA 47907

47

DEPARTMENT OF
INDUSTRIAL EDUCATION

April 26, 1976

With the end of the school year is almost in sight. I know there were perhaps times when you didn't think you or your students would make it this far - at least together that is.

As mentioned in the workshop last May and again this Spring I will need you to rank your class at the end of the year. On the enclosed form would you please rank, to the best of your ability, the students enrolled in your class following these instructions.

1. Cross-out the name for any student who has not finished the complete school year.
2. Do not add any names to the enclosed list.
3. Rank the students - the best student first, second best student second and so on. There should be no ties.

NOTE: The best student would be defined as the student who has profited most from your course. If you were to employ your students the best student would likely be the first one you would hire.

4. Please do not consult your ranking list made last fall as an aid in your decision making.

Please return the form in the enclosed envelope within the next week. If I can be of further assistance please feel free to contact me at (317) 493-3182. Thank you for your cooperation through out the year and have a nice summer vacation.

Professionally yours,

Jerry Wircenski

JW/cd

Enclosure

P.S. You will receive a copy of the final project report about June.

PROGRAM _____

INSTRUCTOR _____

Student's Name (Please Print)	Rank - A	Rank - B
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____
5. _____	_____	_____
6. _____	_____	_____
7. _____	_____	_____
8. _____	_____	_____
9. _____	_____	_____
10. _____	_____	_____
11. _____	_____	_____
12. _____	_____	_____
13. _____	_____	_____
14. _____	_____	_____
15. _____	_____	_____
16. _____	_____	_____
17. _____	_____	_____
18. _____	_____	_____
19. _____	_____	_____
20. _____	_____	_____
21. _____	_____	_____
22. _____	_____	_____
23. _____	_____	_____
24. _____	_____	_____
25. _____	_____	_____
26. _____	_____	_____
27. _____	_____	_____
28. _____	_____	_____
29. _____	_____	_____
30. _____	_____	_____

APPENDIX F: LETTERS OF COMMUNICATION
REGARDING FIELD TESTING
GUIDANCE COUNSELOR HANDBOOK

129 Michael Golden Labs

May 28, 1976

Mr. Anthony Wesolowski, Jr.
Four County Area Vocational Cooperative
701 East Houston Street
Garrett, Indiana 46738

Dear Tony:

Enclosed you will find fifteen (15) packets containing the guidance handbook to be field tested. Please distribute them to the counselors you have identified, requesting them to be returned by June 20, 1976, in the self-addressed envelope included in each packet. Also, if you would enclose a memo indicating your support and interest in seeing this project completed, I am sure it will serve to expedite matters.

Thank you.

Professionally,

Jerry L. Wircenski
Assistant Professor
of Industrial Education

JLW/jw

Enclosures: 15 handbook packets
1 extra handbook
1 extra copy of letter to counselors

PURDUE UNIVERSITY
SCHOOL OF TECHNOLOGY
WEST LAFAYETTE, INDIANA 47907

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DEPARTMENT OF
INDUSTRIAL EDUCATION
129 Michael Golden Labs

Dear Counselor:

I would like to solicit your reactions to the enclosed guidance handbook by having you develop a career counseling instrument. The task will take approximately two (2) hours of your time. All instructions and forms are included. Since this is a "field-testing" process, feel free to write in comments in those areas you find confusing or unclear.

Please return the handbook and completed instrument by June 20, 1976, in the enclosed envelope. All participants and comments will be anonymous in any reports.

Thank you in advance for your efforts.

Professionally,

Jerry L. Wircenski
Assistant Professor
of Industrial Education

JLW/jw

Enclosure

PURDUE UNIVERSITY
SCHOOL OF TECHNOLOGY
WEST LAFAYETTE, INDIANA 47907

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DEPARTMENT OF
INDUSTRIAL EDUCATION

The booklet entitled, "Developing Career Counseling Instruments", arrived in this morning's mail. I would like to take a minute to thank you for your time. It is through efforts such as yours that greater improvements in the educational profession can be achieved.

Professionally,

Jerry L. Wircenski
Assistant Professor and
Program Coordinator
Vocational-Industrial Education

APPENDIX G: MISCELLANEOUS

TO: All Line Personnel
FROM: Jerry Wircenski
DATE: March 9, 1976

will be returning the reference forms to your department.

1. Distribute explanation form to all staff members involved.
2. Distribute recommendation forms to teachers.
3. Collect forms as they return
4. Mail back to me after about one week.

TO:

FROM:

DATE: March 9, 1976

REGARDING: Distribution of Reference Form

1. Explain the purpose of the activity to your students.
2. Distribute two (2) copies to each student in your class.
3. Have students Print the name of two teachers, counselors or administrators who know them well and who they would like to have a recommendation from. Preferably someone who they have had their sophomore year. (NOTE: Do not fill out a reference form for any student you have this year).
4. Collect forms from students and return them to the Guidance Department to be distributed to teachers.

TO: ALL STAFF MEMBERS
FROM: GUIDANCE DEPARTMENT
DATE: March 8, 1976
SUBJECT: RECOMMENDATION FORMS

Several of our staff members are working on a student counseling project with Purdue University. As a part of this project, you may be asked to rate some of your former students. At no time will the students be aware of your ratings. Once results have been tabulated, all records will be destroyed. At your earliest convenience, please return the forms to the Guidance Department.