This Occupational Competency Analysis Profile (OCAP) for masonry occupations contains a competency list verified by expert workers and developed through a modified DACUM (Developing a Curriculum) involving business, industry, labor, and community agency representatives from Ohio. This OCAP identifies the occupational, academic, and employability skills (competencies) needed to enter masonry occupations. The competencies are clustered into 12 units that cover the following topics: safety; masonry materials; materials preparation; laying brick and block; jointing; blueprint reading, record keeping, and estimating; job site preparation; masonry construction; reinforced concrete masonry; special masonry applications; chimney and fireplace construction; and basic welding and cutting. In addition, employability competencies are grouped into 12 units: career development; decision making and problem solving; work ethic; job-seeking skills; job retention and career advancement skills; technology in the workplace; lifelong learning; economic education; balancing work and family; citizenship in the workplace; leadership; and entrepreneurship. The units detail the knowledge, skills, and attitudes (competency builders) needed to perform each competency. Within the competency list are two levels of items, core items essential for entry-level employment, and items needed to advance in masonry. The OCAP guide also contains an academic job profile based on the Work Keys system that identifies the level of applied academic skills that students must master to qualify for and be successful in their occupations; a total list of academic competencies in communication, mathematics, and science that all students should master; and a specific list of academic competencies needed for masonry occupations. (KC)
OCCUPATIONAL COMPETENCY ANALYSIS PROFILE

MASONRY

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Introduction

What is an OCAP?

According to the *Action Plan for Accelerating the Modernization of Vocational Education: Ohio’s Future at Work*—

A comprehensive and verified employer competency list will be developed and kept current for each program

—Imperative 3, Objective 2—

The Occupational Competency Analysis Profiles (OCAPs) are the Ohio Division of Vocational and Adult Education’s response to that objective.

OCAPs are competency lists—verified by expert workers—that evolve from a modified DACUM job analysis process involving business, industry, labor, and community agency representatives from throughout Ohio. The OCAP process is directed by the Vocational Instructional Materials Laboratory located at The Ohio State University’s Center on Education and Training for Employment.

How is the OCAP used?

Each OCAP identifies the occupational, academic, and employability skills (or competencies) needed to enter a given occupation or occupational area. The OCAP not only lists the competencies but also clusters those competencies into broader units and details the knowledge, skills, and attitudes (competency builders) needed to perform each competency.

Within the competency list are two levels of items: core and advancing. Core items, which are essential for entry-level employment, are required to be taught and are the basis for questions on the Ohio Vocational Competency Assessment (OVCA). Advancing items (marked with an asterisk) are those needed to advance in a given occupation.

School districts may add as many units, competencies, and/or competency builders as desired to reflect local employment needs, trends, and specialties. Local advisory committees should be actively involved in the identification and verification of additional items. Vocational and applied academic instructors will be able to formulate their courses of study using the varied contents of the OCAP and will be able to monitor competency gains via the new criterion-referenced competency testing program, which is tied to the competencies identified on the OCAP.
Occupational Competency Analysis Profile:

Masonry
Unit 1: Safety

Competency 1.1: Demonstrate basic first-aid techniques and qualifications

Competency Builders:

1.1.1 Identify basic first-aid procedures
1.1.2 Acquire cardiopulmonary resuscitation (CPR) certification*
1.1.3 Qualify in applied basic first-aid procedures*
1.1.4 Locate emergency first-aid stations and equipment

Competency 1.2: Maintain safe work environment

Competency Builders:

1.2.1 Comply with Occupational Safety and Health Administration (OSHA) safety guidelines
1.2.2 Follow established safety procedures for the use and care of tools
1.2.3 Follow established safety procedures for the use and care of equipment
1.2.4 Follow established safety procedures for the use of power-operated equipment
1.2.5 Follow established safety procedures for the handling of materials
1.2.6 Store tools and equipment
1.2.7 Demonstrate use of fire extinguishers
1.2.8 Demonstrate safe lifting techniques
1.2.9 Complete accident reports
1.2.10 Locate emergency equipment and stations
1.2.11 Identify hand signals used in moving equipment and materials
1.2.12 Identify the location of material safety data sheets (MSDSs)

Competency 1.3: Erect scaffolding and ladders according to Occupational Safety and Health Administration (OSHA) guidelines

Competency Builders:

1.3.1 Identify the components of scaffolding and the functions of each
1.3.2 Set up ladders, ladder jacks, and planks
1.3.3 Set up patented scaffoldings
1.3.4 Set up powered scaffoldings*

Unit 2: Masonry Materials

Competency 2.1: Identify manufacturing processes

Competency Builders:

2.1.1 Describe the manufacturing process for clay units
2.1.2 Describe the manufacturing process for concrete units
2.1.3 Describe the manufacturing process for refractory units*
2.1.4 Describe the manufacturing process for cement and mortar
Competency 2.2: Identify types, sizes, and shapes of materials

Competency Builders:
2.2.1 Identify typical sizes and shapes of clay products
2.2.2 Identify typical sizes and shapes of concrete products
2.2.3 Identify typical sizes and shapes of refractory units*
2.2.4 Identify typical types of mortar (e.g., M, S, N, O) and their proportions by volume
2.2.5 Identify typical types of stone
2.2.6 Identify types of grout and their uses in masonry
2.2.7 Identify colored mortars (admixture and factory-blended)
2.2.8 Identify typical mortar by components (e.g., aggregates, cementitious materials, additives)
2.2.9 Identify typical types of prefabricated panels

Competency 2.3: Identify wall reinforcements and ties

Competency Builders:
2.3.1 Identify typical types of joint reinforcement used locally
2.3.2 Identify methods of layout
2.3.3 Identify types of bonds
2.3.4 Identify load-bearing and non-load-bearing walls
2.3.5 Identify types of through-wall bonding
2.3.6 Identify types of reinforcements
2.3.7 Identify types of reinforced masonry

Unit 3: Materials Preparation

Competency 3.1: Prepare mortar

Competency Builders:
3.1.1 Mix mortar manually
3.1.2 Mix mortar mechanically
3.1.3 Place mortar on boards
3.1.4 Retemper mortar
3.1.5 Mix tuckpointing mortar*

Competency 3.2: Stock wall

Competency Builders:
3.2.1 Identify location of materials
3.2.2 Prepare work area (e.g., clean and level the site)
3.2.3 Acquire materials needed in accordance with specifications
3.2.4 Blend brick according to color range
3.2.5 Place materials for given job
3.2.6 Prepare mortar boards and stands

*Advancing
Unit 4: Laying Brick and Block

Competency 4.1: Identify the types and functions of basic masonry tools

Competency Builders:

4.1.1 Identify the standard types and sizes of masonry trowels and the functions of each
4.1.2 Identify the standard types and weights of masonry hammers and the functions of each
4.1.3 Identify the standard types of masonry rules and the functions of each
4.1.4 Interpret rule readings (standard measure, brick spacing measure, modular measure)
4.1.5 Identify the typical types and sizes of jointers and the functions of each
4.1.6 Identify the standard types and lengths of levels and the functions of each
4.1.7 Identify miscellaneous masonry tools (e.g., chisels, masonry saws, mason’s line, chalk line, steel square, mason’s brushes, mortar board) and the functions of each
4.1.8 Wear personal protective equipment when using tools in accordance with established safety procedures (e.g., use of eye protection when using hammers)

Competency 4.2: Spread mortar for brick

Competency Builders:

4.2.1 Select trowel appropriate for brick being used
4.2.2 Grasp trowel
4.2.3 Pick up mortar for brick using selected method (e.g., cupping, clock)
4.2.4 Identify the direction of travel for placing mortar
4.2.5 String bed mortar along established base (e.g., floor, 2" x 4")
4.2.6 Butter head joint on brick unit

Competency 4.3: Spread mortar for block

Competency Builders:

4.3.1 Select trowel appropriate for block being used
4.3.2 Grasp trowel
4.3.3 Pick up mortar for block
4.3.4 Spread bed mortar using face shell bedding method
4.3.5 Butter head joint on block unit

Competency 4.4: Identify bond patterns

Competency Builders:

4.4.1 Identify unit positions (e.g., stretcher, header, rowlock, sailor, soldier)
4.4.2 Identify structural bond patterns (e.g., one-third, one-half, three-quarters, stacked)
4.4.3 Identify decorative bond patterns
4.4.4 Identify appropriate corners and jambs layout for bond patterns
Competency 4.5: Lay running bond brick and block walls

**Competency Builders:**

4.5.1 Stretch line on wall
4.5.2 Chase bond
4.5.3 Lay brick or block to line with established leads
4.5.4 Maintain uniform joints
4.5.5 Maintain level and plumb
4.5.6 Tool joints

Competency 4.6: Construct brick veneer walls using a corner-pole masonry guide

**Competency Builders:**

4.6.1 Set corner pole
4.6.2 Level from opening to pole
4.6.3 Mark pole according to specifications
4.6.4 Stretch line on wall
4.6.5 Chase bond
4.6.6 Lay brick or block to line with established leads
4.6.7 Maintain uniform joints
4.6.8 Maintain level and plumb
4.6.9 Tool joints

Competency 4.7: Construct brick or block pilasters

**Competency Builders:**

4.7.1 Identify specified location and dimensions
4.7.2 Chase bond
4.7.3 Lay brick or block to specified dimensions
4.7.4 Maintain uniform joints
4.7.5 Maintain level and plumb
4.7.6 Tool joints

Competency 4.8: Construct cavity walls

**Competency Builders:**

4.8.1 Identify the factors to consider when building a cavity wall
4.8.2 Stretch line on wall
4.8.3 Chase bond
4.8.4 Bevel bed mortar to maintain a clean cavity
4.8.5 Lay brick or block to line with established leads
4.8.6 Maintain uniform joints
4.8.7 Maintain level and plumb
4.8.8 Install reinforcement and ties
4.8.9 Install flashing
4.8.10 Install weep holes
4.8.11 Tool joints
Competency 4.9: Construct stack-bond walls

**Competency Builders:**

4.9.1 Establish layout of first course by dry-bonding
4.9.2 Stretch line on wall
4.9.3 Chase bond
4.9.4 Lay brick or block to line with established leads
4.9.5 Align head joints vertically
4.9.6 Maintain uniform joints
4.9.7 Maintain level and plumb
4.9.8 Install reinforcements
4.9.9 Tool joints

Competency 4.10: Construct 90° corners in running bond

**Competency Builders:**

4.10.1 Established layout of first course by dry-bonding
4.10.2 Chase bond
4.10.3 Lay brick or block in accordance with specified dimensions
4.10.4 Maintain uniform joints
4.10.5 Maintain level, plumb, and square
4.10.6 Check tail/range
4.10.7 Tool joints

Competency 4.11: Construct solid or hollow piers

**Competency Builders:**

4.11.1 Identify specified location and dimensions
4.11.2 Lay brick or block to specified dimensions
4.11.3 Maintain uniform joints
4.11.4 Maintain level and plumb
4.11.5 Tool joints

Competency 4.12: Construct rowlock windowsills

**Competency Builders:**

4.12.1 Cut brick to size
4.12.2 Establish layout by dry-bonding
4.12.3 Prepare bed mortar to accommodate degree of slope
4.12.4 Lay brick or block to specified dimensions
4.12.5 Maintain degree of slope
4.12.6 Maintain uniform joints
4.12.7 Maintain plumb
4.12.8 Tool joints
Competency 4.13: Construct soldier courses

*Competency Builders:*

4.13.1 Stretch line on wall
4.13.2 Establish layout of soldier course by dry-bonding
4.13.3 Chase bond
4.13.4 Lay brick or block to line
4.13.5 Maintain uniform joints
4.13.6 Maintain level and plumb
4.13.7 Tool joints

Competency 4.14: Construct jambs

*Competency Builders:*

4.14.1 Select brick or block appropriate for jambs
4.14.2 Chase bond
4.14.3 Lay brick or block to specified dimensions
4.14.4 Maintain uniform joints
4.14.5 Maintain level and plumb
4.14.6 Tool joints

Competency 4.15: Clean brick walls

*Competency Builders:*

4.15.1 Determine method of wall-cleaning to be used
4.15.2 Identify safety precautions to be followed when cleaning
4.15.3 Prepare cleaning solutions according to manufacturer’s directions
4.15.4 Scrape wall
4.15.5 Wet wall
4.15.6 Apply cleaning solution
4.15.7 Rinse wall thoroughly

Unit 5: Jointing

Competency 5.1: Demonstrate knowledge of joint types, functions, and construction techniques

*Competency Builders:*

5.1.1 Identify types of joints (e.g., weeped, concave, convex, vee, grapevine, raked, weathered, struck, flush)
5.1.2 Identify the functions of each type of joint
5.1.3 Identify the tools needed to construct each joint
OCAP: Masonry

Competency 5.2: Construct various types of joints

Competency Builders:

5.2.1 Construct weeped joints
5.2.2 Construct concave joints
5.2.3 Construct convex joints
5.2.4 Construct vee joints
5.2.5 Construct grapevine joints
5.2.6 Construct raked joints
5.2.7 Construct weathered joints
5.2.8 Construct struck joints
5.2.9 Construct flush joints

Unit 6: Blueprint Reading, Record Keeping, and Estimating

Competency 6.1: Interpret drawings

Competency Builders:

6.1.1 Interpret lines
6.1.2 Interpret symbols
6.1.3 Locate measurements
6.1.4 Interpret measurements
6.1.5 Interpret abbreviations
6.1.6 Identify items on a detail drawing
6.1.7 Scale drawings using an architect’s scale

Competency 6.2: Interpret blueprints*

Competency Builders:

6.2.1 Interpret specifications*
6.2.2 Locate list of materials*
6.2.3 Calculate amount of materials needed*
6.2.4 Identify the major types of information provided by a plan view, an elevation, and a section in a blueprint*
6.2.5 Interpret finish schedules*

Competency 6.3: Estimate needed materials and costs

Competency Builders:

6.3.1 Calculate the number of bricks needed for a wall of given dimensions
6.3.2 Calculate the number of blocks needed for a wall of given dimensions
6.3.3 Calculate the area and volume of a given wall
6.3.4 Calculate the ratio and proportion of materials
6.3.5 Estimate the materials needed for given job
6.3.6 Estimate the cost of labor and overhead based on given set of plans*
6.3.7 Compute bids*

13

*Advancing
Competency 6.4: Schedule jobs*

**Competency Builders:**

6.4.1 Sequence work operations*
6.4.2 Schedule delivery of materials to job site*
6.4.3 Develop work schedules*
6.4.4 Facilitate job scheduling using technology (e.g., word processing, databases, spreadsheets)*

**Unit 7: Job Site Preparation**

Competency 7.1: Demonstrate knowledge of measurement devices

**Competency Builders:**

7.1.1 Identify standard measuring tools used in masonry, including metric, engineering, modular, and spacing
7.1.2 Identify the uses of modular and brick spacing rules
7.1.3 Differentiate between modular and brick spacing rules
7.1.4 Identify common errors contributing to incorrect measurements
7.1.5 Interpret self-reading laser rod readings

**Competency 7.2:** Establish elevation reference points from a bench mark

**Competency Builders:**

7.2.1 Lay out building using a transit*
7.2.2 Locate bench mark
7.2.3 Establish height using a builder’s level
7.2.4 Set grade stakes

**Competency 7.3:** Construct footings*

**Competency Builders:**

7.3.1 Locate and square corners*
7.3.2 Erect batter boards*
7.3.3 Construct forms*
7.3.4 Determine grade*
7.3.5 Pour concrete*
7.3.6 Screed concrete*
7.3.7 Finish concrete*
7.3.8 Install anchor bolts in accordance with specifications*
Unit 8: Masonry Construction

Competency 8.1: Set steel lintels

Competency Builders:

8.1.1 Select type of lintel required for job
8.1.2 Prepare masonry jambs for steel-bearing
8.1.3 Position lintels in accordance with specifications
8.1.4 Set lintels

Competency 8.2: Install masonry lintels*

Competency Builders:

8.2.1 Select type of lintel required for job*
8.2.2 Set temporary shoring*
8.2.3 Stretch line on wall*
8.2.4 Chase bond*
8.2.5 Lay brick or block to specified dimensions*
8.2.6 Maintain uniform joints*
8.2.7 Maintain level and plumb*
8.2.8 Tool joints*

Competency 8.3: Set window frames*

Competency Builders:

8.3.1 Select type of sill required for job*
8.3.2 Verify level of sill support*
8.3.3 Clean sash slots*
8.3.4 Install window*
8.3.5 Install specified lintel*

Competency 8.4: Set door frames*

Competency Builders:

8.4.1 Verify level and plumb of supporting jambs*
8.4.2 Install door frame, anchors, and spreaders in accordance with specifications*
8.4.3 Install lintel over door*
8.4.4 Caulk door frame*

Competency 8.5: Lay flights of concrete steps*

Competency Builders:

8.5.1 Identify local and state codes*
8.5.2 Identify needed materials*
8.5.3 Identify height in accordance with specifications*
8.5.4 Set steps*
Unit 9: Reinforced Concrete Masonry

Competency 9.1: Reinforce masonry walls

**Competency Builders:**

- 9.1.1 Establish position of vertical and horizontal reinforcement in accordance with specifications
- 9.1.2 Prepare grout mixture
- 9.1.3 Pour grout into wall around reinforcing rod
- 9.1.4 Consolidate grout

Competency 9.2: Install control joints in walls*

**Competency Builders:**

- 9.2.1 Establish joint location in accordance with specifications*
- 9.2.2 Select control joint material (e.g., elastomeric seal, caulking compound, Z-tie, gasket, tongue-and-groove block, greased-wire, and rake-and-caulk)*
- 9.2.3 Place control joint material*
- 9.2.4 Caulk control joint*

Unit 10: Special Masonry Applications

Competency 10.1: Operate stationary masonry saw

**Competency Builders:**

- 10.1.1 Follow manufacturer’s operating instructions
- 10.1.2 Follow Occupational Safety and Health Administration (OSHA) safety guidelines for the operation of equipment
- 10.1.3 Set up saw*
- 10.1.4 Cut masonry material in accordance with measurements on drawing

Competency 10.2: Install expansion joints in walls*

**Competency Builders:**

- 10.2.1 Identify location of expansion joint*
- 10.2.2 Identify materials needed for expansion joint*
- 10.2.3 Install expansion joint material*
- 10.2.4 Maintain vertical, plumb, and clean expansion joint*
- 10.2.5 Caulk expansion joint*

Competency 10.3: Tuckpoint masonry walls*

**Competency Builders:**

- 10.3.1 Prepare joints to be tuckpointed (e.g., remove mortar, clean and dampen)*
- 10.3.2 Prepare mortar materials*
- 10.3.3 Select pointing tools*
- 10.3.4 Point/finish joints using pointing tools*
- 10.3.5 Brush/touch up wall*
Competency 10.4: Construct veneer stone walls*

*Competency Builders:
10.4.1 Identify residential and commercial anchor devices*
10.4.2 Establish corner plumb, range, and jack lines*
10.4.3 Face and/or size materials*
10.4.4 Lay out elevations*
10.4.5 Lay stones*
10.4.6 Finish joints*

Competency 10.5: Lay glass blocks*

*Competency Builders:
10.5.1 Measure opening*
10.5.2 Chase bond*
10.5.3 Set block using uniform joints*
10.5.4 Tool joints*

Competency 10.6: Lay masonry floors, walks, or driveways

*Competency Builders:
10.6.1 Locate subbase
10.6.2 Prepare setting bed in accordance with specifications
10.6.3 Lay out lines in accordance with specifications
10.6.4 Cut units as specified
10.6.5 Install brick using specified joint material
10.6.6 Maintain bond
10.6.7 Treat surface in accordance with specifications

Competency 10.7: Repair masonry work*

*Competency Builders:
10.7.1 Assess damage*
10.7.2 Identify needed tools and materials*
10.7.3 Chase bond*
10.7.4 Perform repair*

Competency 10.8: Place copings on parapets*

*Competency Builders:
10.8.1 Calculate pitch using a framing square*
10.8.2 Install anchors*
10.8.3 Install flashing*
10.8.4 Place coping material on top of flashing*
Competency 10.9: Construct arches

**Competency Builders:**

10.9.1 Identify common arch forms (e.g., Gothic, Roman, Tudor, jack, segmental, corner, rectangular, semicircular)

10.9.2 Identify the functions of arches

10.9.3 Interpret blueprints and specifications

10.9.4 Construct a template

10.9.5 Set template

10.9.6 Establish layout by dry-bonding

10.9.7 Stretch line across front of arch

10.9.8 Lay brick or block to line

10.9.9 Maintain plumb

10.9.10 Tool joints

10.9.11 Strip template

10.9.12 Tuckpoint joints

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**Unit 11: Chimney and Fireplace Construction***

**Competency 11.1: Demonstrate knowledge of fireplace and chimney design***

**Competency Builders:**

11.1.1 Identify the parts of fireplaces and chimneys and the functions of each

11.1.2 Identify the materials used in conventional fireplaces

11.1.3 Identify the flues and dampers used in conventional fireplaces with two openings

11.1.4 Identify the flue liner (e.g., tile) sizes used in conventional fireplaces with three openings

11.1.5 Identify the functions, materials, and components of chimneys for appliances (e.g., thimble, flashing, and tap)

**Competency 11.2: Construct chimneys***

**Competency Builders:**

11.2.1 Identify the factors to consider when constructing a chimney

11.2.2 Comply with local and state codes governing chimney construction

11.2.3 Identify specified location and dimensions

11.2.4 Lay brick or block to specified dimensions

11.2.5 Maintain uniform joints

11.2.6 Maintain level and plumb

11.2.7 Insert liner

11.2.8 Install flashing in reglet

11.2.9 Tool joints

11.2.10 Install cap
Competency 11.3: Construct fireplaces

Competency Builders:

11.3.1 Identify the factors to consider when constructing a fireplace
11.3.2 Construct hearth support
11.3.3 Construct hearth with ash pit
11.3.4 Lay out fire box
11.3.5 Construct fire box
11.3.6 Set damper
11.3.7 Set lintels
11.3.8 Construct smoke chamber
11.3.9 Parge smoke chamber
11.3.10 Set flue liner (e.g., tile)

Unit 12: Basic Welding and Cutting

Competency 12.1: Demonstrate oxyacetylene cutting procedures

Competency Builders:

12.1.1 Comply with American Welding Society (AWS) guidelines
12.1.2 Comply with Occupational Safety and Health Administration (OSHA) guidelines
12.1.3 Perform cutting procedures
12.1.4 Identify reasons for poor cuts and backfires

Competency 12.2: Demonstrate shielded metal arc welding (SMAW) procedures

Competency Builders:

12.2.1 Comply with American Welding Society (AWS) guidelines
12.2.2 Comply with Occupational Safety and Health Administration (OSHA) guidelines
12.2.3 Perform welding procedures
12.2.4 Weld in all positions
Occupational Competency Analysis Profile:

Employability
Unit 1: Career Development

Competency 1.1: Investigate career options

*Competency Builders:*
1.1.1 Determine interests and aptitudes
1.1.2 Identify career options
1.1.3 Research interests, knowledge, abilities, and skills needed in an occupation
1.1.4 Select careers that best match interests and aptitudes
1.1.5 Identify advantages and disadvantages of career options, including self-employment and nontraditional careers

Competency 1.2: Utilize career information

*Competency Builders:*
1.2.1 Identify a range of career information resources
1.2.2 Use a range of resources to obtain career information (e.g., handbooks, career materials, labor market information, and computerized career-information delivery systems)
1.2.3 Demonstrate knowledge of various classification systems that categorize occupations and industries (e.g., Dictionary of Occupational Titles)
1.2.4 Describe the educational requirements of various occupations
1.2.5 Identify individuals in selected occupations as possible information resources, role models, or mentors
1.2.6 Describe the impact of factors such as population, climate, employment trends, and geographic location on occupational opportunities
1.2.7 Assess differences in the wages, benefits, annual incomes, cost of living, and job opportunities associated with selected career options
1.2.8 Determine labor market projections for selected career options

Competency 1.3: Participate in a career exploration activity

*Competency Builders:*
1.3.1 Identify career exploration activities (e.g., job shadowing, mentoring, volunteer experiences, part-time employment, and cooperative education)
1.3.2 Compare traits, skills, and characteristics required for specific career choices with individual’s traits, skills, and characteristics
1.3.3 Recognize potential conflicts between personal characteristics and career choice areas
1.3.4 Describe the impact of exploration activities on current career choices

Competency 1.4: Assess the relationship between educational achievement and career planning

*Competency Builders:*
1.4.1 Describe how skills developed in academic and vocational programs relate to career goals
1.4.2 Describe how education relates to the selection of a college major, further training, and/or entry into the job market
1.4.3 Identify skills that can apply to a variety of occupational requirements
1.4.4 Explain the importance of possessing learning skills in the workplace
OCAP: Employability

Competency 1.5: Develop an individual career plan

*Competency Builders:
*1.5.1 Identify career goal(s)
*1.5.2 Identify worker conditions, education, training, and employment opportunities related to selected career goal(s)
*1.5.3 Describe school and community resources available to help achieve career goal(s)
*1.5.4 Identify career ladders possible within selected career goal(s)*
*1.5.5 Identify additional experiences needed to move up identified career ladders*;
*1.5.6 Recognize that changes may require retraining and upgrading of employees' skills

Competency 1.6: Annually review/revise the individual career plan

*Competency Builders:
*1.6.1 Identify experiences that have reinforced selection of the specific career goal(s) listed on the individual career plan
*1.6.2 Identify experiences that have changed the specific career goal(s) listed on the individual career plan
*1.6.3 Modify the career goals(s) and educational plans on the individual career plan
*1.6.4 Ensure that parents or guardians provide input into the individual career plan process
*1.6.5 Identify the correlation between the individual career plan and the actual courses to be taken in high school
*1.6.6 Identify the correlation between the individual career plan and postsecondary training, adult education, or employment

Unit 2: Decision Making and Problem Solving

Competency 2.1: Apply decision-making techniques in the workplace

*Competency Builders:
*2.1.1 Identify the decision to be made
*2.1.2 Compare alternatives
*2.1.3 Determine the consequences of each alternative
*2.1.4 Make decisions based on values and goals
*2.1.5 Evaluate the decision made

Competency 2.2: Apply problem-solving techniques in the workplace

*Competency Builders:
*2.2.1 Diagnose the problem, its urgency, and its causes
*2.2.2 Identify alternatives and their consequences in relation to the problem
*2.2.3 Recognize multicultural and nonsexist dimensions of problem solving
*2.2.4 Explore possible solutions to the problem using a variety of resources
*2.2.5 Compare/contrast the advantages and disadvantages of each solution
*2.2.6 Determine appropriate action
*2.2.7 Implement action
*2.2.8 Evaluate results of action implemented
Unit 3: Work Ethic

Competency 3.1: Evaluate the relationship of self-esteem to work ethic

Competency Builders:

3.1.1 Identify special characteristics and abilities in self and others
3.1.2 Identify internal and external factors that affect self-esteem
3.1.3 Identify how individual characteristics relate to achieving personal, social, educational, and career goals
3.1.4 Identify the relationship between personal behavior and self-concept

Competency 3.2: Analyze the relationship of personal values and goals to work ethic both in and out of the workplace

Competency Builders:

3.2.1 Distinguish between values and goals
3.2.2 Determine the importance of values and goals
3.2.3 Evaluate how one's values affect one's goals
3.2.4 Identify own short- and long-term goals
3.2.5 Prioritize own short- and long-term goals
3.2.6 Identify how one's values are reflected in one's work ethic
3.2.7 Identify how interactions in the workplace affect one's work ethic
3.2.8 Identify how life changes affect one's work ethic

Competency 3.3: Demonstrate work ethic

Competency Builders:

3.3.1 Examine factors that influence work ethic
3.3.2 Display initiative
3.3.3 Demonstrate dependable attendance and punctuality
3.3.4 Demonstrate organizational skills
3.3.5 Adhere to schedules and deadlines
3.3.6 Demonstrate a willingness to learn
3.3.7 Demonstrate a willingness to accept feedback and evaluation
3.3.8 Demonstrate interpersonal skills required for working with and for others
3.3.9 Describe appropriate employer-employee interactions for various situations
3.3.10 Express feelings and ideas in an appropriate manner for the workplace

Competency 3.4: Demonstrate safety skills

Competency Builders:

3.4.1 Practice safe work habits
3.4.2 Identify safety hazards
3.4.3 Employ preventative safety measures
3.4.4 Demonstrate appropriate care and use of equipment and facilities to ensure safety
3.4.5 Comply with safety and emergency procedures
Unit 4: Job-Seeking Skills

Competency 4.1: Prepare for employment

*Competency Builders:*

4.1.1 Identify traditional and nontraditional employment sources
4.1.2 Utilize employment sources
4.1.3 Research job opportunities, including nontraditional careers
4.1.4 Interpret equal employment opportunity laws
4.1.5 Explain the critical importance of personal appearance, hygiene, and demeanor throughout the employment process
4.1.6 Prepare for generic employment tests and those specific to an occupation/organization

Competency 4.2: Develop a résumé

*Competency Builders:*

4.2.1 Identify personal strengths and weaknesses
4.2.2 List skills and/or abilities, career objective(s), accomplishments/achievements, educational background, work experience, volunteer/community contributions, and organizational memberships
4.2.3 Select an acceptable résumé format
4.2.4 Use correct grammar and spelling and concise wording
4.2.5 Secure references
4.2.6 Complete the résumé

Competency 4.3: Complete the job application process

*Competency Builders:*

4.3.1 Explain the importance of an application form
4.3.2 Obtain job application forms
4.3.3 Demonstrate appropriate behaviors (e.g., personal appearance, hygiene, and demeanor) for obtaining job application forms in person
4.3.4 Describe methods for handling illegal questions on job application forms
4.3.5 Demonstrate legible written communication skills using correct grammar and spelling and concise wording
4.3.6 Return application to appropriate person
4.3.7 Request interview
4.3.8 Follow up on application status

Competency 4.4: Demonstrate interviewing skills

*Competency Builders:*

4.4.1 Investigate interview procedures
4.4.2 Demonstrate appropriate behaviors (e.g., appearance, hygiene, and demeanor) for the interview
4.4.3 Demonstrate question-and-answer techniques
4.4.4 Demonstrate methods for handling difficult and/or illegal interview questions
4.4.5 Use correct grammar and concise wording
Competency 4.5: Secure employment

Competency Builders:

4.5.1 Identify present and future employment opportunities within an occupation/organization
4.5.2 Research the organization/company
4.5.3 Use follow-up techniques to enhance employment potential
4.5.4 Evaluate job offer(s)
4.5.5 Respond to job offer(s)

Unit 5: Job Retention and Career Advancement Skills

Competency 5.1: Analyze the organizational structure of the workplace

Competency Builders:

5.1.1 Identify employer expectations regarding job performance, work habits, attitudes, personal appearance, and hygiene
5.1.2 Comply with company policies and procedures
5.1.3 Examine the role/relationship between employee and employer
5.1.4 Recognize opportunities for advancement and reasons for termination
5.1.5 Recognize the organization’s ethics.

Competency 5.2: Maintain positive relations with others

Competency Builders:

5.2.1 Exhibit appropriate work habits and attitudes
5.2.2 Identify behaviors for establishing successful working relationships
5.2.3 Cooperate through teamwork and group participation
5.2.4 Demonstrate a willingness to compromise
5.2.5 Identify methods for dealing with harassment, bias, and discrimination based on race, color, national origin, gender, religion, disability, or age
5.2.6 Cooperate with authority
5.2.7 Accept supervision

Competency 5.3: Demonstrate accepted social and work behaviors

Competency Builders:

5.3.1 Demonstrate a positive attitude
5.3.2 Demonstrate accepted conversation skills
5.3.3 Use good manners
5.3.4 Accept responsibility for assigned tasks
5.3.5 Demonstrate personal hygiene
5.3.6 Demonstrate knowledge of a position
5.3.7 Perform quality work
Competency 5.4: Analyze opportunities for personal and career growth

Competency Builders:

5.4.1 Determine opportunities within chosen occupation/organization
5.4.2 Determine other career opportunities outside chosen occupation/organization
5.4.3 Evaluate the factors involved in considering a new position within or outside an occupation/organization
5.4.4 Exhibit characteristics needed for advancement

Unit 6: Technology in the Workplace

Competency 6.1: Demonstrate knowledge of technology issues

Competency Builders:

6.1.1 Demonstrate knowledge of the characteristics of technology
6.1.2 Demonstrate knowledge of how technology systems are applied
6.1.3 Assess the impact of technology on the individual, society, and environment
6.1.4 Demonstrate knowledge of the evolution of technology
6.1.5 Identify how people, information, tools and machines, energy, capital, physical space, and time influence the selection and use of technology
6.1.6 Identify legal and ethical issues related to technology (e.g., confidentiality, information sharing, copyright protection)

Competency 6.2: Demonstrate skills related to technology issues

Competency Builders:

6.2.1 Exhibit willingness to adapt to technological change
6.2.2 Utilize technological systems
6.2.3 Utilize a variety of resources and processes to solve technological problems
6.2.4 Employ higher-order thinking skills for solving technological problems
6.2.5 Work as a team member in solving technological problems
6.2.6 Use technology in a safe and responsible manner
6.2.7 Apply science, mathematics, communication, and social studies concepts to solve technological problems
6.2.8 Demonstrate ingenuity and creativity in the use of technology
6.2.9 Utilize a formal method (systems approach) in solving technological problems

26

Advancing 23
Unit 7: Lifelong Learning

Competency 7.1: Apply lifelong learning practices to individual situations

Competency Builders:
7.1.1 Define lifelong learning
7.1.2 Identify factors that cause the need for lifelong learning
7.1.3 Identify changes that may require the retraining and upgrading of employee's skills
7.1.4 Identify avenues for lifelong learning
7.1.5 Participate in lifelong learning activities

Competency 7.2: Adapt to change

Competency Builders:
7.2.1 Analyze the causes and effects of change
7.2.2 Identify the effect of change on goals
7.2.3 Identify the importance of flexibility when reevaluating goals
7.2.4 Evaluate the need for lifelong learning experiences in adapting to change

Unit 8: Economic Education

Competency 8.1: Analyze how an economy functions as a whole

Competency Builders:
8.1.1 Describe how individuals and societies make choices to satisfy needs and wants with limited resources
8.1.2 Identify how production factors (land, labor, capital, and entrepreneurship) are used to produce goods and services
8.1.3 Illustrate how individuals and households exchange their resources for the income they use to buy goods and services
8.1.4 Explain how individuals and business firms use resources to produce goods and services to generate income
8.1.5 Identify characteristics of command, market, and traditional economies*
8.1.6 Describe how all levels of government assess taxes in order to provide services

Competency 8.2: Analyze how an economic system is a framework within which decisions are made by individuals and groups

Competency Builders:
8.2.1 List several individuals and groups that make economic decisions at the local, state, and national levels
8.2.2 Identify the important roles that local, state, and national governments play in a market economy

Continued

27

*Advancing
Competency 8.2: Analyze how an economic system is a framework within which decisions are made by individuals and groups—Continued

- 8.2.3 List examples of how government decisions affect individuals
- 8.2.4 Identify how geographic locations affect the political and economic systems of the world
- 8.2.5 Evaluate how markets allocate goods and services
- 8.2.6 Explain how resources, goods, and services are exchanged in markets
- 8.2.7 Explain competition and its effect on the market

Competency 8.3: Analyze the importance of making informed personal financial decisions

Competency Builders:

- 8.3.1 Describe the need for personal management records
- 8.3.2 Create a personal budget
- 8.3.3 Create a budget for a family of four for one month
- 8.3.4 Explain how credit affects personal/family finances
- 8.3.5 Identify steps to avoid credit problems
- 8.3.6 Make informed consumer choices in response to personal needs and wants
- 8.3.7 Identify factors that influence consumer decisions (e.g., advertisements, peer groups, price, and location)
- 8.3.8 Explain the costs and benefits for individuals of various types of taxation at the local, state, and federal levels

Unit 9: Balancing Work and Family

Competency 9.1: Analyze the effects of family on work

Competency Builders:

- 9.1.1 Recognize how family values, goals, and priorities are reflected in the workplace
- 9.1.2 Identify present and future family structures and responsibilities
- 9.1.3 Describe personal and family roles
- 9.1.4 Analyze concerns of working parent(s)
- 9.1.5 Examine how family responsibilities can conflict with work
- 9.1.6 Identify ways to resolve family-related conflicts
- 9.1.7 Explain how to use support systems/community resources to help resolve family-related conflicts

Competency 9.2: Analyze the effects of work on family

Competency Builders:

- 9.2.1 Identify responsibilities associated with paid and nonpaid work
- 9.2.2 Compare the advantages and disadvantages of multiple incomes
- 9.2.3 Explain how work can conflict with family responsibilities
- 9.2.4 Explain how work-related stress can affect families
- 9.2.5 Identify family support systems and resources
Unit 10: Citizenship in the Workplace

Competency 10.1: Exercise the rights and responsibilities of citizenship in the workplace

Competency Builders:
10.1.1 Identify the basic rights and responsibilities of citizenship in the workplace
10.1.2 Identify situations in which compromise is necessary
10.1.3 Examine how individuals from various backgrounds contribute to the workplace
10.1.4 Demonstrate initiative to facilitate cooperation
10.1.5 Give/receive constructive criticism to enhance cooperation

Competency 10.2: Prepare to work in a multicultural society

Competency Builders:
10.2.1 Identify ways to live in a multicultural society with mutual respect and appreciation for others
10.2.2 Examine how culture and experience create differences in people
10.2.3 Demonstrate respect for the contributions made by all people
10.2.4 Investigate personal cultural background as a means of developing self-respect
10.2.5 Make personal choices that reduce discrimination, isolation, and prejudice
10.2.6 Work effectively with people irrespective of their race, gender, religion, ethnicity, disability, age, or cultural background

Unit 11: Leadership

Competency 11.1: Evaluate leadership styles appropriate for the workplace

Competency Builders:
11.1.1 Identify characteristics of effective leaders
11.1.2 Compare leadership styles
11.1.3 Demonstrate effective delegation skills
11.1.4 Investigate empowerment concepts
11.1.5 Identify opportunities to lead in the workplace

Competency 11.2: Demonstrate effective teamwork skills

Competency Builders:
11.2.1 Identify the characteristics of a valuable team member
11.2.2 Identify methods of involving each team member
11.2.3 Contribute to team efficiency and success
11.2.4 Determine ways to motivate team members
Competency 11.3: Utilize effective communication skills

**Competency Builders:**

- **11.3.1** Identify the importance of listening
- **11.3.2** Demonstrate effective listening skills
- **11.3.3** Demonstrate assertive communication techniques
- **11.3.4** Recognize the importance of verbal and nonverbal cues and messages
- **11.3.5** Prepare written material
- **11.3.6** Analyze written material
- **11.3.7** Give/receive feedback
- **11.3.8** Communicate thoughts
- **11.3.9** Use appropriate language
- **11.3.10** Follow oral and written instructions
- **11.3.11** Demonstrate effective telephone techniques
- **11.3.12** Identify technology in communications

**Unit 12: Entrepreneurship**

**Competency 12.1:** Evaluate the role of small business

**Competency Builders:**

- **12.1.1** Identify the impact of small business on the local economy
- **12.1.2** Examine the relationship of small business to a national (USA) and global economy
- **12.1.3** Identify factors that contribute to the success of small business
- **12.1.4** Identify factors that contribute to the failure of small business
- **12.1.5** Identify the components of a business plan

**Competency 12.2:** Examine entrepreneurship as a personal career option

**Competency Builders:**

- **12.2.1** Evaluate personal interests and skills
- **12.2.2** Compare personal interests and skills with those necessary for entrepreneurship
- **12.2.3** Determine motives for becoming an entrepreneur
- **12.2.4** Identify the advantages and disadvantages of owning a small business
- **12.2.5** Compare business ownership to working for others
Academic Job Profile
The Purpose of Job Profiling

Developed by American College Testing (ACT), the purpose of the Job Profiling process is to identify the level of applied academic skills that, according to business and industry, students must master to qualify for and be successful in their occupation of choice. The results of Job Profile “leveling” can help teachers to better target instruction toward their students’ needs.

As part of the Ohio Vocational Competency Assessment (OVCA) program, the Vocational Instructional Materials Laboratory (VIML) at The Ohio State University has conducted Job Profiling workshops in which representatives of business, industry, labor, and community organizations identified the academic skill levels needed by entry-level workers in the occupational areas covered by the OCAPs. The Job Profiling, which was carried out in spring 1994 and spring 1995, was sponsored by the Ohio Department of Education, Division of Vocational and Adult Education.

OVCA—What Is It?

The Ohio Vocational Competency Assessment (or OVCA) package consists of two assessment components: OCAP and Work Keys. Together they measure entry-level occupational, academic, and employability skills. All OVCA items are criterion-referenced, use a multiple-choice format, and are administered using a traditional paper-and-pencil method. The OVCA is designed to do the following:

- Provide one dimension of a multi-assessment strategy for career passport credentialing
- Evaluate learner readiness for jobs requiring specific occupational, academic, and employability skills
- Assist educators in curriculum development
- Provide state-aggregated learning gain scores to comply with the regulations in the Carl D. Perkins Vocational and Applied Technology Act of 1990

OCAP. The OCAP component of OVCA assesses students in occupational skills—employment requirements—in a particular occupational area. Assessment is based on the core competencies identified through the OCAP process, and each multiple-choice assessment item is correlated to those essential competencies.

Work Keys. The Work Keys component, developed by ACT, measures students’ applied academic skills. All OVCA packages contain two Work Keys assessments:

- *Applied Mathematics* measures students’ ability to analyze, set up, and solve math problems typically found in the workplace.
- *Locating Information* measures students’ ability to use graphic documents to insert, extract, and apply information.

In addition, certain taxonomies will use the following Work Keys assessments:

- *Reading for Information* will be used by Business, Marketing, Home Economics, Health Education, and Cosmetology taxonomies.
- *Applied Technology* will be used by Trade and Industrial and Agricultural Education taxonomies.

Other optional Work Keys assessments, not included in the basic OVCA package, are Teamwork, Listening, and Writing.

Each Work Keys assessment is further broken down into four to five levels of achievement, with higher numbers indicating higher achievement in the assessed skill (descriptions of the levels for each Work Keys assessment are provided on pp. 33-39). For each academic skill, the Job Profiling process identifies the level required for successful entry into an occupational area.
Job Profiling—How It Works

VIML's Job Profiling process was initiated by mailing surveys to current workers in OCAP occupations all across Ohio. The survey’s purpose: to have actual workers in specific occupations rate job tasks according to each task’s frequency and criticality—that is, the amount of time spent performing each task relative to other tasks and the importance of each task to overall job performance.

To complete the survey, participants examined OCAP competencies for their occupation. Based on the survey’s results, VIML staff produced a list of the most critical competencies in each occupation.

The next stage of Job Profiling was to convene committees of subject-matter experts to perform "leveling," which involved the following tasks:

- Examining the frequency and criticality competency lists for an occupation
- Reviewing the levels associated with each of the seven Work Keys academic skills: Locating Information, Reading for Information, Applied Mathematics, Applied Technology, Listening, Writing, and Teamwork
- Identifying the level of skill students must master relative to each Work Keys academic skill in order to successfully perform the occupational competencies

Finally, in 1995, the initial leveling of Work Keys academic skills for the occupational area covered by this OCAP was revalidated by the new panel of expert workers convened to update the OCAP (see inside back cover).

Example of Job Profiling

For every occupational area, there are shaded graphs to represent each of the seven Work Keys academic skills. Each graph shows the range of levels for that particular skill; the shading represents the academic skill level required by an entry-level worker in that occupation, as determined by the Job Profiling committee. For example:

Applied Mathematics

In the example shown, Applied Mathematics has a skill range of 3–7. The required skill level, determined by Job Profiling and shown by the highlighting, is 6.
Academic Job Profile: Masonry

NOTE: Definitions of each level in each of the seven academic skill areas are provided on the pages that follow.
Levels of Work Keys Defined

The skills needed to achieve each level for each of the seven Work Keys* academic skills are as follows.

**Applied Mathematics**

*Applied Mathematics* measures skill in applying mathematical reasoning to work-related problems. There are five levels of complexity, 3 through 7, with Level 3 being the least complex and Level 7 the most complex. The levels build on each other, each incorporating the skills at the preceding levels.

**Level 3**
- Perform basic mathematical operations (addition, subtraction, multiplication, and division) and conversions from one form to another, using whole numbers, fractions, decimals, or percentages.
- Translate simple verbal problems into mathematical equations.
- Directly apply logical information provided to solve problems, including those with measurements and dollars and cents.

**Level 4**
- Perform one or two mathematical operations (such as addition, subtraction, or multiplication) on several positive or negative numbers. (Division of negative numbers is not covered until Level 5.)
- Add commonly known fractions, decimals, or percentages (e.g., 1/2, .75, 25%) or add three fractions that share a common denominator.
- Calculate averages, simple ratios, proportions, and rates, using whole numbers and decimals.
- Reorder verbal information before performing calculations.
- Read simple charts or graphs to obtain information needed to solve a problem.

**Level 5**
- Look up and calculate single-step conversions within English or non-English measurement systems (e.g., converting ounces to pounds or centimeters to meters) or between measurement systems (e.g., converting centimeters to inches).
- Make calculations using mixed units (e.g., hours and minutes).
- Determine what information, calculations, and unit conversions are needed to find a solution.

**Level 6**
- Calculate using negative numbers, fractions, ratios, percentages, mixed numbers, and formulas.
- Identify and correct errors in calculations.
- Translate complex verbal problems into mathematical expressions, using considerable setup and multiple-step calculations or conversions.

**Level 7**
- Solve problems requiring multiple steps of logic and calculation.
- Solve problems involving more than one unknown, nonlinear functions (e.g., rate of change), and applications of basic statistical concepts (e.g., error of measurement).
- Locate errors in multiple-step calculations.
- Solve problems with unusual content or format, or with incomplete or implicit information.

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Locating Information

*Locating Information* measures skill in using information taken from workplace graphics such as diagrams, blueprints, floor plans, tables, forms, graphs, charts, and instrument gauges. There are four levels of complexity, 3 through 6, with Level 3 being the least complex and Level 6 the most complex. The levels build on each other, each incorporating the skills at the preceding levels.

**Level 3**
- Find one or two pieces of information in elementary workplace graphics, such as simple order forms, bar graphs, tables, flowcharts, and floor plans.
- Fill in one or two pieces of information that are missing from elementary workplace graphics.

**Level 4**
- Find several pieces of information in straightforward workplace graphics, such as basic order forms, line graphs, tables, instrument gauges, maps, flowcharts, and diagrams.
- Summarize and/or compare information and trends in a single straightforward graphic.
- Summarize and/or compare information and trends among more than one straightforward workplace graphic, such as a bar chart and a data table showing related information.

**Level 5**
- Summarize and/or compare information and trends in single complicated workplace graphics, such as detailed forms, tables, graphs, maps, instrument gauges, and diagrams.
- Summarize and/or compare information and trends among more than one complicated workplace graphic, such as a bar chart and a data table showing related information.

**Level 6**
- Make decisions, draw conclusions, and/or apply information to new situations using several related and complex workplace graphics that contain a great amount of information or have challenging presentations (e.g., very detailed graphs, charts, tables, forms, maps, blueprints, diagrams).
Reading for Information

*Reading for Information* measures skill in reading and understanding work-related reading materials. There are five levels of complexity, 3 through 7, with Level 3 being the least complex and Level 7 the most complex. Although Level 3 is the least complex, it still represents a level of reading skill well above "no skill at all." The levels build on each other, each incorporating the skills at the preceding levels.

**Level 3**
- Identify uncomplicated key concepts and simple details.
- Recognize the proper placement of a step in a sequence of events, or the proper time to perform a task.
- Identify the meaning of words that are defined within a passage.
- Identify the meaning of simple words that are not defined within a passage.
- Recognize the application of instructions from a passage to situations that are described in the passage.

**Level 4**
- Identify details that are more subtle than those in Level 3.
- Recognize the application of more complex instructions, some of which involve several steps, to described situations.
- Recognize cause-effect relationships.

**Level 5**
- Identify the paraphrased definition of jargon or technical terms that are defined in a passage and recognize the application of jargon or technical terms to stated situations.
- Recognize the definition of acronyms that are defined in a passage.
- Identify the appropriate definition of words with multiple meanings.
- Recognize the application of instructions from a passage to new situations that are similar to the situations described in the reading materials.
- Recognize the applications of more complex instructions to described situations, including conditionals and procedures with multiple steps.

**Level 6**
- Recognize the application of jargon or technical terms to new situations.
- Recognize the application of complex instructions to new situations.
- Recognize the less-common meaning of a word with multiple meanings from context.
- Generalize from a passage to situations not described in the passage.
- Identify implied details.
- Explain the rationale behind a procedure, policy, or communication.
- Generalize from a passage to a somewhat similar situation.

**Level 7**
- Recognize the definitions of difficult, uncommon jargon or technical terms from context.
- Generalize from a passage to situations neither described in nor completely similar to those in a passage.
Applied Technology

*Applied Technology* measures skill in solving problems of technological nature, involving the basic principles of mechanics, electricity, fluid dynamics, and thermodynamics as they apply to machines and equipment found in the workplace. There are four levels of complexity, 3 through 6, with Level 3 being the least complex and Level 6 the most complex. Although Level 3 is the least complex, it still represents a level of applied technology skill well above “no skill at all.” The levels build on each other, each incorporating the skills at the preceding levels.

**Level 3**
- Apply the elementary physical principles underlying the operation of uncomplicated systems or tools.
- Recognize and identify relevant aspects of simple problems that involve one uncomplicated system or tool.
- Select appropriate methods or materials needed to solve problems.

**Level 4**
- Recognize, identify, and order relevant aspects of one moderately complex system or more than one uncomplicated system.
- Evaluate alternative solutions to determine the most appropriate one for the situation presented.

**Level 5**
- Solve problems based on one complex system, or one or more uncomplicated tools or systems.
- Understand and apply moderately difficult principles of mechanics, electricity, thermodynamics, and fluid dynamics, in addition to understanding complex machines and systems.
- Recognize, identify, and order relevant aspects of a problem before reaching an appropriate solution.

**Level 6**
- Solve problems that do not contain all the information needed to solve them and/or in which the information provided may be out of logical order.
- Solve problems that contain extraneous information.
- Solve problems involving one or more tools or systems having a wide range of complexity.
- Apply difficult physical principles.
- Understand and correctly interpret the interaction of several complex systems.
Listening

*Listening* measures skill in listening to and understanding work-related messages; receiving information from customers, coworkers, or suppliers; and then writing down the information to communicate it to someone else. Students demonstrate their ability to distinguish and communicate critical information and noncritical information.

**Critical information** consists of those details that the recipient of the message must have in order to understand the message and act upon it (e.g., names, phone numbers, addresses, times). **Noncritical information** can improve a message by providing details that further explain the message or its tone, but the absence of this noncritical information does not interfere with the recipient’s ability to understand and accurately act upon the message. Each *Listening* level describes the **content and quality** of messages students write to describe an audio message.

| Level 0 | • No meaningful information, or totally inaccurate information. |
| Level 1 | • Minimal pertinent information: enough context to provide clues as to gist of situation or source of further information. |
| Level 2 | • Some pertinent information: may have incorrect critical information, but sketch of the situation is correct. |
| Level 3 | • All the critical information that is present is correct: may be missing a few pieces of critical information. |
| Level 4 | • All critical information is given and is correct: may be missing subtle details or tone: may have incorrect noncritical information that does not interfere with central meaning. |
| Level 5 | • All critical information is present and correct: response conveys insight into situation through tone and/or subtle details. |
Writing

*Writing* measures skill at writing work-related messages; receiving information from customers, coworkers, or suppliers; and then writing down the information to communicate it to someone else. Each *Writing* level rates the *writing mechanics* (such as sentence structure and grammar) and *writing style* of messages students write to describe an audio message.

<table>
<thead>
<tr>
<th>Level 0</th>
</tr>
</thead>
<tbody>
<tr>
<td>An attempt is made at the message, but the message is completely garbled with no recognizable sentence structure.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Level 1</th>
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</thead>
<tbody>
<tr>
<td>Message conveyed inadequately; overall lack of proper sentence structure.</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Level 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Message conveyed inadequately; weak sentence structure; large number of mechanical errors.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Level 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Message conveyed clearly; most sentences complete; some mechanical errors.</td>
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</table>

<table>
<thead>
<tr>
<th>Level 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Message conveyed clearly; all sentences are complete; may have a few minor mechanical errors; may have a choppy style.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Level 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Message conveyed clearly; good sentence structure; no mechanical errors; highly appropriate for business setting and situation; smooth, logical style.</td>
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</tbody>
</table>
**Teamwork**

*Teamwork* measures skill in choosing behaviors and/or actions that simultaneously support team interrelationships and lead toward the accomplishment of work tasks. There are four levels of complexity, 3 through 6, with Level 3 being the least complex and Level 6 the most complex. Although Level 3 is the least complex, it still represents a level of teamwork skill well above "no skill at all." The levels build on each other, each incorporating the skills at the preceding levels.

**Level 3**
- Identify team goals and ways to work with other team members to accomplish those goals.
- Choose actions that support the ideas of other team members to accomplish team goals.
- Recognize that a team is having problems finishing a task and identify the cause of those problems.

**Level 4**
- Identify the organization of tasks and the time schedule that would help accomplish team goals efficiently and effectively.
- Select approaches that accept direction from other team members in order to accomplish tasks and to build and keep up good team relations.
- Identify behaviors that show appreciation for the personal and professional qualities of other team members and respect for their diversity.

**Level 5**
- Identify courses of action that give direction to other team members effectively.
- Choose approaches that encourage and support the efforts of other team members to further team relationships and/or task accomplishment.
- Consider the possible effects of alternative behaviors on both team relationships and team accomplishments and select the one that would best help the team meet its goals.

**Level 6**
- Identify the focus of team activity and select a new focus if that would help the team meet its goals more effectively.
- Select approaches that show the willingness to give and take direction as needed to further team goals (e.g., recognize the organization of team members' tasks that would best serve the larger goals of the team).
- Choose approaches that encourage a team to act as a unit and reach agreement when discussing specific issues.
- Identify actions that would help manage differences of opinion among team members, moving the team toward its goals while valuing and supporting individual diversity.
Academic Competencies
Total List of Academic Competencies

Three products of the Ohio Department of Education, Division of Curriculum, Instruction, and Professional Development, describe the academic skills that should be possessed by each student at the end of each grade level:

- Model Competency-Based Language Arts Program
- Model Competency-Based Mathematics Program
- Model Competency-Based Science Program

The following lists were derived from the academic competencies delineated for Grades 9-12 in these documents. Although the competencies are listed separately by grade level in the original documents, the levels were combined—and in some cases refined—for OCAP purposes, any overlap was eliminated, and a numbering system was imposed for ease of reference.

During the course of the OCAP workshops, each of the representatives from business, industry, labor, and community-based organizations was given a copy of these lists of academic competencies and instructed to circle the competencies that an entry-level employee should possess. The results from each panel were tallied to identify those required academic competencies most crucial to entry level in each specific occupational area. The results for this OCAP are presented on pp. 57-59.

Unit: Communications Skills

Subunit: Reading—Structure

Competencies:
RS1  Exhibit knowledge of language structure
RS2  Recognize that there may be more than one interpretation of reading selections
RS3  Recognize various literary devices (e.g., metaphor, simile, personification, hyperbole, pun, alliteration)
RS4  Recognize and discuss literary elements (e.g., plot, dialogue, theme, setting, characterization)
RS5  Develop and use an increasingly sophisticated vocabulary gained through context
RS6  Apply knowledge of language structure to reading
RS7  Explain why there may be more than one interpretation of reading selections
RS8  Recognize effect of literary devices on meaning
RS9  Analyze author's use of literary elements
RS10 Recognize relationship of structure to meaning
RS11 Describe various interpretations and levels of meaning in reading selections (e.g., symbolism, nuance)
RS12 Characterize author's use of literary devices
RS13 Characterize use of literary techniques (e.g., irony, satire, allegory, onomatopoeia)
RS14 Critique a variety of literature with regard to plot, dialogue, theme, setting, and characterization
RS15 Apply an expanding vocabulary gained through reading
RS16 Explain various interpretations and levels of meaning in reading selections (e.g., symbolism, nuance)
RS17 Analyze use of literary devices (e.g., extended metaphor, simile, personification, hyperbole, pun, alliteration)
RS18 Understand use of literary techniques (e.g., irony, satire, allegory, onomatopoeia)
RS19 Analyze and synthesize pieces of literature with regard to plot, dialogue, theme, setting, and characterization
Subunit: Reading—Meaning Construction

Competencies:
- RM1 Demonstrate ability to recognize appropriate pre-reading strategies
- RM2 Describe effectiveness of a reading selection
- RM3 Read to clarify personal thinking and knowledge
- RM4 Support interpretation of text by locating and citing specific information
- RM5 Develop personal response to a variety of literary works
- RM6 Recognize diverse literary interpretations
- RM7 Engage in self-selected reading activities
- RM8 Confirm and extend meaning in reading by researching new concepts and facts
- RM9 Self-monitor and apply corrective strategies when communication has been interrupted or lost
- RM10 Use features of literary genres to extend meaning
- RM11 Assess effectiveness of a selection read
- RM12 Use reading as a possible problem-solving strategy to clarify personal thinking and knowledge
- RM13 Use knowledge of semantic elements (e.g., figurative language, denotation, connotation, dialect) to clarify meaning when reading
- RM14 Predict, recognize, interpret, and analyze themes based on familiarity with author's work
- RM15 Compare and contrast literary genres
- RM16 Assess validity and quality of selection read (e.g., predict, summarize, analyze, infer)
- RM17 Clarify meaning when reading, using knowledge of literary devices, stylistic diction, and other semantic elements
- RM18 Compare personal reaction to critical assessment of a literary selection
- RM19 Assess validity of diverse literary interpretations
- RM20 Use reference books to find, evaluate, and synthesize information
- RM21 Identify tone of a literary work (e.g., ironic, serious, conversational, humorous)
- RM22 Critique validity of diverse literary interpretations
- RM23 Integrate personal reaction to and critical assessment of a literary selection

Subunit: Reading—Application

Competencies:
- RA1 Select and read material for personal enjoyment and information
- RA2 Read a variety of complete, unabridged works (e.g., self-selected or assigned stories, essays, nonfiction, plays, novels, poetry)
- RA3 Employ various reading strategies (e.g., scanning, skimming, reviewing, questioning, testing, retaining) according to purpose
- RA4 Participate in selection of books, materials, and topics for literature study groups
- RA5 Develop and apply knowledge of the interrelationship of concepts (e.g., construction of webs, graphs, timelines)
- RA6 Read selections from a variety of styles and formats, recognizing that style and format influence meaning
- RA7 Extend value of reading, writing, speaking, viewing, and listening by pursuing, through reading, new concepts and interests developed as a result of these activities
- RA8 Read extensively from the works of a particular author, and explain elements of author's style

Subunit: Reading—Multidisciplinary

Competencies:
- RM1 Connect themes and ideas across disciplines through literature
- RM2 Read to facilitate learning across curriculum
- RM3 Read to develop awareness of human rights and freedom
- RM4 Participate actively in a community of learners
Academic Competencies: Total List

RM5 Recognize and explain interaction between literature and various cultural domains (e.g., social, technological, political, economic)
RM6 Explore and analyze a variety of cultural elements, attitudes, beliefs, and value structures by reading and experiencing our diverse literary tradition, including works by men and women of many racial, ethnic, and cultural groups
RM7 Value thinking and language of others
RM8 Relate literature to historical period about which or in which it was written
RM9 Read to facilitate content learning

Subunit: Writing—Structure

Competencies:
WS1 Develop and expand a repertoire of organizational strategies (e.g., narration, comparison/contrast, and description) through practice and discussion
WS2 Clarify word choice according to audience, topic, and purpose
WS3 Locate and correct errors in usage, spelling, and mechanics (e.g., subject-verb agreement, parallel construction, pronoun reference, punctuation, capitalization, sentence structure) using a variety of resources
WS4 Recognize information gained from primary and secondary sources
WS5 Develop writing that contains ordered, related, well-developed paragraphs with sentences of varied lengths and patterns
WS6 Use information from a variety of sources to develop an integrated piece of writing
WS7 Evaluate and revise writing to focus on such things as audience, tone, and purpose
WS8 Recognize differences between documentation and reference list styles
WS9 Develop extended pieces of writing that contain ordered, related, well-developed paragraphs with sentences of varied lengths and patterns
WS10 Select from a repertoire of organization strategies a pattern appropriate to a topic (e.g., narration, example, detail, comparison/contrast, classification)
WS11 Synthesize information from a variety of sources to construct meaning
WS12 Refine word choice and tone according to audience, situation, and purpose
WS13 Appropriately cite information gained from primary and secondary sources
WS14 Use style manuals or software to prepare documentation and reference lists
WS15 Develop effectively organized pieces of expository writing containing strong voice, clear thesis, and well-developed ideas
WS16 Identify organization patterns appropriate to writing topic
WS17 Respond to others’ suggested revisions to a writing piece

Subunit: Writing—Meaning Construction

Competencies:
WM1 Demonstrate knowledge of the recursive nature of the writing process by applying it appropriately to various topics, situations, and audiences (e.g., making connections between prior knowledge and new information, consulting other sources)
WM2 Develop criteria for writing evaluation using scoring guides (e.g., rubric/holistic scale, primary trait scoring) and peer/teacher assistance to clarify meaning
WM3 Respond to others’ suggested revisions to a piece of writing (e.g., self-question, re-read, revise)
WM4 Use word processing, graphics, and publishing as aids for constructing meaning in writing
WM5 Engage in self-initiated writing activities
WM6 Incorporate personal criteria with generally accepted standards for writing evaluation
WM7 Evaluate, analyze, and synthesize information for writing
WM8 Evaluate own writing using personal and established scoring criteria
WM9 Assess personal/peer revisions to a writing piece
WM10 Recognize and refine personal writing styles

47
Subunit: Writing—Application

Competencies:
- WA1 Apply appropriate writing techniques (e.g., prewriting, drafting, revising, editing, presenting) suitable for varied writing tasks
- WA2 Use sentence-combining techniques to improve syntactic fluency and maturity
- WA3 Write in response to prompted and self-selected topics in practical, persuasive, descriptive, narrative, and expository domains
- WA4 Develop personal voice in writing
- WA5 Consider audience and purpose for writing
- WA6 Develop criteria for selection and potential development of topic
- WA7 Write in a journal or learning log to clarify personal thinking and knowledge
- WA8 Apply an expanding vocabulary gained through writing
- WA9 Make judicious use of reference sources (e.g., dictionary, thesaurus, online database, encyclopedia)
- WA10 Demonstrate an appreciation for aesthetically pleasing language through word choice and style
- WA11 Apply revising and editing strategies needed for writing task
- WA12 Vary sentence lengths and patterns
- WA13 Refine personal voice in writing
- WA14 Vary styles and formats for intended purpose and audience
- WA15 Apply criteria for selection and development of topic
- WA16 Participate in peer review of writing in progress
- WA17 Use transitions between sentences, ideas, and paragraphs in writing
- WA18 Revise and edit papers extensively in preparation for presentation/publication
- WA19 Develop a variety of genres (e.g., fantasy, science fiction, short stories, poetry)
- WA20 Focus writing and tone on such elements as audience, situation, and purpose
- WA21 Develop topic fully and appropriately
- WA22 Use writing process to clarify personal thinking and knowledge
- WA23 Apply appropriate recursive writing process as suggested by writing task and writer's process
- WA24 Develop an extended piece of writing (e.g., story, narrative poem, autobiography, novel, research paper)
- WA25 Revise writing and tone to assure focus on such elements as audience, situation, and purpose
- WA26 Use writing process to write reflectively

Subunit: Writing—Multidisciplinary

Competencies:
- WM1 Use writing process for learning across curriculum
- WM2 Use writing process to demonstrate knowledge of need for human rights and freedom
- WM3 Value and apply collaborative skills in the writing process
- WM4 Write in response to reading, speaking, viewing, and listening
- WM5 Use multidisciplinary resources in writing projects
- WM6 Use writing process to facilitate learning across curriculum
- WM7 Recognize value of and engage in collaboration in the writing process
- WM8 Use communication processes to develop a published writing piece in collaboration with others
- WM9 Record experiences and observations related to content learning
- WM10 Apply collaborative skills in the writing process
- WM11 Write collaboratively with peers
- WM12 Use cross-disciplinary resources in writing projects

Subunit: Listening/Visual Literacy—Structure

Competencies:
- LS1 Listen to and view a wide variety of genres (e.g., mystery, drama, poetry)
- LS2 Become aware of an author's style through listening to and viewing a variety of works
Academic Competencies: Total List

LS3 Recognize correct and appropriate grammar, diction, and syntax
LS4 Expand vocabulary through listening to and viewing varied media (e.g., recordings, films, music, news broadcasts)
LS5 Recognize beauty of language
LS6 Enhance recognition of an author's style through listening to and viewing a variety of works
LS7 Recognize use and misuse of language in media
LS8 Refine knowledge of style through listening to and viewing multiple works by the same author
LS9 Expand and refine grammar, diction, and syntax through listening
LS10 Compare authors' styles through viewing and listening to their works
LS11 Expand knowledge of complex grammar, diction, and syntax issues

Subunit: Listening/Visual Literacy—Meaning Construction

Competencies:
LM1 Develop critical thinking skills necessary to evaluate media and assess oral presentations
LM2 Compare new oral texts to past experiences and knowledge in order to enhance comprehension
LM3 Recognize how rhythmic patterns, silence, and cadences enhance quality of speech and literature
LM4 Focus listening and viewing on themes and/or plots
LM5 Gather information from listening and viewing experiences to enhance research
LM6 Use critical thinking skills to evaluate media and oral presentations
LM7 Use prior knowledge and experiences to facilitate comprehension of new oral texts
LM8 Identify rhythmic and time patterns in speech and literature
LM9 Identify and analyze themes and/or plots when listening and viewing
LM10 Use information gathered from listening and viewing experiences to expand research
LM11 Enhance use of critical thinking skills to evaluate media and oral presentations
LM12 Consider prior knowledge and experiences when attempting to understand the meaning of new texts
LM13 Appreciate rhythmic and time patterns of speech and literature
LM14 Select viewing and listening materials to support written text
LM15 Evaluate media and oral presentations analytically and critically
LM16 Organize prior knowledge and experiences to comprehend new texts
LM17 Organize and use viewing and listening materials to support written text

Subunit: Listening/Visual Literacy—Application

Competencies:
LA1 Listen attentively during oral reading
LA2 Use media as stimuli for learning and thinking
LA3 Develop knowledge of structure through art, music, and literature
LA4 Use electronic media to enhance and highlight language learning
LA5 Listen and view for entertainment and enjoyment
LA6 Use technology and other media (e.g., videos, posters, maps, graphs, t-shirts) as means of expressing ideas

Subunit: Listening/Visual Literacy—Multidisciplinary

Competencies:
LM1 Facilitate learning across curriculum through critical listening and viewing
LM2 Engage in individual, small-group, and whole-group listening and viewing activities
LM3 Develop language arts (e.g., viewing, listening) projects collaboratively
LM4 Investigate language and cultural differences through listening and viewing activities
LM5 Participate in a community of learners through productive listening
Subunit: Oral Communication—Structure

Competencies:
- **OS1** Refine oral communication skills (e.g., voice modulation, eye contact, body language)
- **OS2** Demonstrate knowledge of grammar, usage, and syntax when presenting
- **OS3** Select topics and vocabulary suitable to audience
- **OS4** Organize notes and ideas for speaking (e.g., cause-effect, chronological, exemplification)
- **OS5** Use language imaginatively (e.g., word games, puns, limericks)
- **OS6** Modulate voice to enhance meaning when interpreting literature orally
- **OS7** Organize notes and ideas for formal, semiformal, and informal presentations of information
- **OS8** Refine speaking techniques for formal, semiformal, and informal settings
- **OS9** Develop repertoire of organizational strategies for presenting information orally
- **OS10** Expand vocabulary to fit topic
- **OS11** Select topics suitable to audience, situation, and purpose
- **OS12** Select appropriate strategies when organizing notes and ideas for speaking

Subunit: Oral Communications—Meaning Construction

Competencies:
- **OM1** Make connections between prior knowledge and new information for oral presentations
- **OM2** Participate in informal speaking activities (e.g., offering opinions, supporting statements, questions, clarification, entertainment)
- **OM3** Use interviewing techniques to gather information
- **OM4** Communicate orally to entertain and to inform
- **OM5** Participate in group communication activities (e.g., debates, panel discussions, negotiations, book-sharing, roundtables, cooperative/collaborative groups)
- **OM6** Take and organize notes when preparing speech/presentation
- **OM7** Interpret texts orally to illustrate meaning
- **OM8** Respond to needs of various audiences
- **OM9** Gather and assess information for speaking
- **OM10** Communicate orally to inform and persuade
- **OM11** Prepare and deliver formal speech/presentation
- **OM12** Participate in a variety of oral interpretations
- **OM13** Assess needs of audience, and adjust language and presentation according to their knowledge
- **OM14** Analyze and synthesize information for speaking
- **OM15** Describe effectiveness of a literary selection
- **OM16** Describe topic or idea in order to clarify personal/audience thinking
- **OM17** Analyze and synthesize information gathered from a variety of sources (e.g., interviews, hypermedia, reference works) for speaking
- **OM18** Describe validity and/or quality of a literary selection and justify selection
- **OM19** Interpret orally a variety of literature
- **OM20** Describe topic or idea to clarify meaning for others

Subunit: Oral Communication—Application

Competencies:
- **OA1** Become proficient at using interviewing techniques
- **OA2** Give an oral interpretation for a specific audience
- **OA3** Develop and apply oral communication skills for cooperative/collaborative learning
- **OA4** Use oral communication for a variety of purposes and audiences (e.g., negotiations, book reviews, rationales)
- **OA5** Develop and apply decision-making strategies
- **OA6** Practice interviewing techniques
- **OA7** Apply interviewing techniques to purposeful interviews
- **OA8** Focus oral interpretation on a specific audience
Subunit: Oral Communications—Multidisciplinary

Competencies:

OM1 Value thinking and language of others
OM2 Develop oral projects collaboratively
OM3 Be involved in individual, small-group, and whole-group language activities
OM4 Participate actively in a community of learners
OM5 Investigate language and cultural differences through oral language activities

Unit: Mathematics Skills

Subunit: Numbers and Number Relations

Competencies:

NR1 Compare, order, and determine equivalence of real numbers
NR2 Estimate answers, compute, and solve problems involving real numbers
NR3 Compare and contrast real number system, rational number system, and whole number system
NR4 Extend knowledge to complex number system and develop facility with its operation

Subunit: Measurement

Competencies:

M1 Estimate and use measurements
M2 Understand the need for measurement and the probability that any measurement is accurate to some designated specification
M3 Understand and apply measurements related to power and work
M4 Understand and apply measurement concepts of distance-rate-time problems and acceleration problems with real-world experiments
M5 Use real experiments to investigate elasticity, heat, sound, electricity, magnetism, light, acceleration, velocity, energy, and gravity
M6 Use real-world problem situations involving mass and weight
M7 Use real-world problem situations involving simple harmonic motion
M8 Establish ratios with and without common units
M9 Construct and interpret maps, tables, charts, and graphs as they relate to real-world mathematics
M10 Understand and solve rate-change problems
M11 Understand and solve right triangle relationships as they relate to measurement—specifically those that deal with the Pythagorean theorem
M12 Graph and interpret ordered pairs
M13 Compute total sales from a variety of items
M14 Comprehend and compute rates of growth or decay
M15 Comprehend, compute, and interpret real problems involving annuities
M16 Develop an ability to identify real problems and provide possible solutions
M17 Express and apply different types of measurement scales
M18 Determine area and volume

NOTE: The math subunit on problem solving was not included on this list since it should be a continuing thread throughout all instruction rather than a separate set of competencies.
Subunit: Estimation and Mental Computation

Competencies:
E1 Use estimation to eliminate choices in multiple-choice tests
E2 Use estimation to determine reasonableness of problem situations in a wide variety of applications
E3 Estimate shape of graphs of various functions and algebraic expressions
E4 Use mental computation when computer and calculator are inappropriate

Subunit: Data Analysis and Probability

Competencies:
D1 Organize data into tables, charts, and graphs
D2 Understand and apply measures of central tendency, variability, and correlation
D3 Use curve fitting to predict from data
D4 Use experimental or theoretical probability, as appropriate, to represent and solve problems involving uncertainty
D5 Use computer simulations and random number generators to estimate probabilities
D6 Test hypotheses using appropriate statistics
D7 Read, interpret, and use tables, charts, and graphs to identify patterns, note trends, draw conclusions, and make predictions
D8 Identify probabilities of events involving unbiased objects
D9 Use sampling and recognize its role in statistical claims
D10 Design a statistical experiment to study problem, conduct experiment, and interpret and communicate outcomes
D11 Describe normal curve in general terms, and use its properties
D12 Create and interpret discrete probability distributions
D13 Understand concept of random variable
D14 Apply concept of random variable to generate and interpret probability distributions, including binomial, uniform, normal, and chi square

Subunit: Algebra

Competencies:
A1 Describe problem situations by using and relating numerical, symbolic, and graphical representations
A2 Use language and notation of functions in symbolic and graphing settings
A3 Recognize, relate, and use the equivalent ideas of zeros of a function, roots of an equation, and solution of an equation in terms of graphical and symbolic representations
A4 Describe and use logic of equivalence in working with equations, inequalities, and functions
A5 Develop graphical techniques of solution for problem situations involving functions
A6 Explore and describe characterizing features of functions
A7 Make arguments and proofs in algebraic settings
A8 Factor difference of two squares
A9 Determine slope, midpoint, and distance
A10 Explore and combine rational functions
A11 Explore factoring techniques
A12 Solve quadratic equations by factoring and formula
A13 Set up and solve linear equations
A14 Solve systems of linear equations with two variables
A15 Describe geometric situations and phenomena using variables, equations, and functions
A16 Describe measures of central tendency, mean, median, mode, and variance algebraically and graphically
A17 Represent inequalities on the number line and in the coordinate plane
A18 Use coordinate arguments in making geometric proofs
Academic Competencies: Total List

A19 Symbolize transformations of figures and graphs
A20 Explore geometric basis for functions of trigonometry
A21 Graph linear functions
A22 Develop and use vectors to represent direction and magnitude, including operations
A23 Use polar and parametric equations to describe, graph, and solve problem situations
A24 Represent sequences and series as functions both algebraically and graphically
A25 Explore recursive functions and procedures using spreadsheets, other computer utilities, and notions appropriate to these problem situations
A26 Describe and solve algebraic situations with matrices
A27 Describe and use inverse relationship between functions, including exponential and logarithmic
A28 Analyze and describe errors (and their sources) that can be made when using computers and calculators to solve problems
A29 Decide whether problem situation is best solved using computer, calculator, paper and pencil, or mental arithmetic/estimation techniques
A30 Explore relationships between complex numbers and vectors
A31 Make arguments concerning limits, convergence and divergence in contexts involving sequences, series, and other types of functions
A32 Represent transformations in the plane with matrices
A33 Contrast and compare algebras of rational, real, and complex numbers with characteristics of a matrix algebra system
A34 Construct polynomial approximations of a function over specified intervals of convergence
A35 Examine complex numbers as zeros of functions
A36 Translate verbal statements into symbolic language
A37 Simplify algebraic expressions
A38 Use laws and exponents (including scientific notation)
A39 Expand and extend idea of vectors and linear algebra to higher dimensional situations
A40 Use the idea of independent basis elements for a vector space and associated fundamental concepts of finite dimensional linear algebra
A41 Develop and communicate arguments about limit situations
A42 Use matrices to describe and apply transformations
A43 Develop and use polar and parametric equations to represent problem situations
A44 Explore proofs by mathematical induction

Subunit: Geometry

Competencies:
G1 Create and interpret drawings of three-dimensional objects
G2 Represent problem situations with geometric models and apply properties of figures
G3 Apply Pythagorean theorem
G4 Demonstrate knowledge of angles and parallel and perpendicular lines
G5 Explore inductive and deductive reasoning through applications to various subject areas
G6 Translate between synthetic and coordinate representations
G7 Identify congruent and similar figures using transformation with computer programs
G8 Deduce properties of figures using transformations and coordinates
G9 Use deductive reasoning
G10 Explore compass and straightedge constructions in context of geometric theorems
G11 Demonstrate knowledge of and ability to use proof
G12 Use variety of proof techniques (e.g., synthetic, transformational, and coordinate)
G13 Use variety of proof formats, including T-proof (i.e., two-column) and paragraph proof
G14 Explore different proof strategies
G15 Investigate different proofs of theorems
G16 Develop knowledge of an axiomatic system
G17 Apply transformations and coordinates in problem solving
G18 Represent problem situations with geometric models, and apply properties of figures
Academic Competencies: Total List

GI9 Deduce properties of figures using vectors
G20 Analyze properties of Euclidean transformations; and relate translations to vectors
G21 Apply vectors in problem solving
G22 Develop further knowledge of axiomatic systems by investigating and comparing various geometries

Subunit: Patterns, Relations, and Functions

Competencies:

P1 Model real-world phenomena with polynomial and exponential functions
P2 Explore relationship between zeros and intercepts of functions
P3 Translate among tables, algebraic expressions, and graphs of functions
P4 Use graphing calculator or computer to generate graph of a function
P5 Explore relationship between a linear function and its inverse
P6 Describe and use characteristics of polynomial functions in problem-solving situations
P7 Explore conic sections, and graph using graphing calculator or computer
P8 Apply trigonometric functions to problem situations involving triangles
P9 Discover general relationships between algebraic description of conic, kind of conic, and special properties of that conic
P10 Explore periodic real-world phenomena using sine and cosine functions
P11 Analyze effects of parameter changes on graphs
P12 Use graphing calculator or computer to graph functions
P13 Develop a knowledge of rational and transcendental functions
P14 Understand connections between trigonometric and circular functions
P15 Use circular functions to model periodic real-world functions
P16 Solve trigonometric equations, and verify trigonometric identities
P17 Understand connections between trigonometric functions and polar coordinates, exponential functions, logarithmic functions, complex numbers, and series
P18 Model real-world phenomena with a variety of functions
P19 Graph using polar coordinates
P20 Explore graphs in three dimensions
P21 Explore functions of several variables
P22 Explore recursive functions using spreadsheets and/or programming languages

Subunit: Scientific Inquiry

Competencies:

Q1 Check the appropriateness and accuracy of measures and computations using various strategies (e.g., estimations, unit analysis, determination of significant figures)
Q2 Use ratios, proportions, and probabilities in appropriate problem situations
Q3 Translate information from and represent information in various forms with equal ease (e.g., tables, charts, graphs, diagrams, geometric figures)
Q4 Use existing algebraic formulas and create new ones in appropriate problem-solving situations
Q5 Estimate and justify probabilities of outcomes of familiar situations based on experimentation and other strategies
Q6 Invent apparatus and mechanical tools needed to perform unique tasks in various situations
Q7 Identify, compare, and contrast different modes of inquiry, habits of mind, and attitudes and dispositions
Q8 Design investigations that are safe and ethical (i.e., obtain consent and inform others of potential outcomes, risks, and benefits; and show evidence of concern for the health and safety of humans and non-human species)
Q9 Make and read scale drawings, maps, models, and other representations to aid planning and understanding.

Q10 Seek elaboration and justification of data and ideas, and reflect on alternative interpretations of the information.

Q11 Use appropriate units for counts and measures.

Q12 Create and use databases (electronic and other) to collect, organize, and verify data and observations.

Q13 Design and conduct investigations with multiple variables.

Q14 Communicate the results of investigations clearly in a variety of situations.

Q15 Examine relationships in nature, offer alternative explanations for the observations, and collect evidence that can be used to help judge among explanations.

Q16 Trace the development (e.g., history, controversy, and ramifications) of various theories, focusing on supporting evidence and modification with new evidence.

Q17 Select, invent, and use tools, including analog and digital instruments, to make and record direct measurements.

Q18 Observe and document events and characteristics of complex systems.

Q19 Explain the influence of perspective (e.g., spatial, temporal, and social) on observation and subsequent interpretations.

Q20 Create multiple representations of the same data using a variety of symbols, descriptive languages, mathematical concepts, and graphic techniques.

Q21 Generate testable hypotheses for observations of complex systems and interactions.

Q22 Document potentially hazardous conditions and associated risks in selected homes and public areas.

Q23 Participate in public debates, relying on documented and verified data to construct and represent a position on scientific issues.

Q24 Construct and test models of physical, biological, social, and geological systems.

Q25 Read, verify, debate, and, where necessary, refute research published in popular or technical journals of science (e.g., Discover, Omni, Popular Mechanics).

Q26 Explore discrepant events and develop and test explanations of what was observed.

Q27 Conduct theory-based research using surveys, observational instruments, and other methods.

Q28 Modify personal opinions, interpretations, explanations, and conclusions based on new information.

Q29 Analyze error and develop explanations in various domains.

Q30 Formulate taxonomic schemes based upon multivariate models that help to explain similarities and differences in form, distribution, behavior, survival, and origin of objects and organisms.

Q31 Demonstrate various logical connections between related concepts (e.g., entropy, conservation of energy).

Q32 Account for discrepancies between theories and observations.

Q33 Analyze the changes within a system when inputs, outputs, and interactions are altered.

Q34 Create, standardize, and document procedures.

Q35 Determine the sources of significant disparities between the predicted and recorded results, and change research procedures to minimize disparities.

Q36 Research, locate, and propose applications for abstract patterns (e.g., fractals, Fibonacci sequences, string theory, orbitals).

Q37 Recognize and utilize classification systems for particles, elements, compounds, phenomena, organisms, and others for exploring and predicting properties and behaviors.

Q38 Suggest and defend alternative experimental designs and data explanations (e.g., sampling, controls, safeguards).

Q39 Recognize and communicate differences between questions that can be investigated in a scientific way and those that rely on other ways of knowing.

Q40 Draw conclusions based on the relationships among data analysis, experimental design, and possible models and theories.

Q41 Suggest new questions as a result of reflection on and discussions about own scientific investigations.

Q42 Investigate, assess, and comment on strength and weakness of the descriptive and predictive powers of science.

Q43 Create new information from representations of data in a variety of forms (e.g., symbols, descriptive languages, graphic formats) utilizing a variety of techniques (e.g., interpolations, extrapolations, linear regressions, central tendencies, correlations).
**Subunit: Scientific Knowledge**

Competencies:

K1  Investigate various types of dynamic equilibrium (e.g., biological, geological, mechanical, chemical)

K2  Investigate the relationship between the rates of energy exchange and the relative energy level of components within systems (e.g., trophic levels of ecosystems, osmosis, rate of heating and cooling, storms)

K3  Investigate patterns in the natural world (e.g., heredity, crystalline structures, population and resource distributions, diffraction, dispersion, polarization)

K4  Investigate models and theories that help to explain the interactions of components in systems (e.g., conservation of mass, energy, and momentum; foodwebs; natural selection; entropy; plate tectonics; chaos; relativity; social-psychology)

K5  Investigate degrees of kinship among organisms and groups of organisms

K6  Investigate the limits of the definition of life, and investigate organisms and physical systems that exist at or near these limits (e.g., viruses, quarks, black holes)

K7  Investigate estimates and measurements of a wide range of distances and rates of change

K8  Investigate the historical development of theories of change over time (e.g., natural selection, continental drift, the big bang, geologic change)

K9  Investigate physical and chemical changes in living and nonliving systems (e.g., photosynthesis, weathering processes, glaciation, thermal effects of materials, energy cells)

K10 Investigate simulations of nuclear change (e.g., radioactivity, half life, carbon dating)

K11 Investigate conservation principles associated with physical, chemical, and nuclear changes

K12 Formulate descriptions of the impacts of various forms of mechanical and electromagnetic waves on various organisms and objects

K13 Formulate models and hypotheses for patterns in the natural world (e.g., earth structures, transportation systems, migrations, communications, constellations)

K14 Formulate explanations for the influences of objects and organisms on each other over time

K15 Formulate and interpret explanations for change phenomena (e.g., mass extinctions, stellar evolution, punctuated equilibrium, molecular synthesis)

K16 Formulate and interpret explanations for the magnitudes of diversity at different periods of geologic time (e.g., mutation, global cataclysms, continental drift, competition, mass extinctions)

K17 Formulate interpretations of the structure, function, and diversity in a variety of organisms and physical systems (e.g., DNA and RNA variants, nucleons, interaction particles)

K18 Formulate understandings of geologic time (e.g., millennia, periods, epochs)

K19 Formulate an understanding of the historical development of the model of the universe (e.g., Aristotle, Ptolemy, Copernicus, Brahe, Kepler, Galileo, Newton, Einstein)

K20 Formulate explanations and representations of the production, transmission, and conservation of energy in biological and physical systems (e.g., weather, volcanism, earthquakes, electricity, magnetism, cellular respiration)

K21 Formulate models and hypotheses about patterns in the natural world (e.g., social behavior, molecular structure, energy transformation, entropy, randomness, aging, chaos, hormonal cycles)

K22 Formulate interpretations of the relationship between energy exchange and the interfaces between components within systems

K23a Formulate estimations for the range of energies within and between various phenomena (e.g., thermal, electromagnetic, thermonuclear, chemical, electrical)

K23b Formulate explanations for the historical development of descriptions of motions interactions and transformations of matter and energy (e.g., classical Newtonian mechanics, special and general relativity, chaos)

K24 Formulate models that can be used to describe fundamental molecular interactions in living and nonliving systems (e.g., cell membranes, semiconductors)

K25 Formulate an understanding of the degree of relationship among organisms and objects based on molecular structure (e.g., proteins, nucleic acids)

K26 Formulate hypotheses and models that may account for observable events (e.g., electricity and magnetism, gravitation, atoms, bonding, chemical reactions, quantum effects, energy flow on biological systems, predator-prey relationships)
K27 Formulate models and hypotheses about change over time (e.g., natural selection, speciation, punctuated equilibrium, phyletic gradualism, stellar evolution, plate tectonics, radioactive decay, quantum mechanical theory).

K28 Formulate lists of limitations, and propose refinements of standard classification systems (e.g., periodic table, IUPAC, Linnean, standard model).

K29 Formulate specific cases of limitations and possible exceptions of theories and principles regarding the interactions of moving objects and organisms (e.g., fluid flow in vessels, motion near the speed of light, Heisenberg uncertainty principle, meteorological prediction, local variation and diversity, earthquake prediction, energy transport in cellular respiration).

K30 Formulate plans and contingencies that can be used to accommodate for changes to and stresses on systems (e.g., wildlife and habitat management, corrosion prevention, noise abatement, structure design).

K31 Formulate models of molecular, atomic, ionic, and subatomic structures and the physical and biological implications of these structures (e.g., genes, nucleons, quarks).

K32 Formulate estimates for a wide range of measurements and scales (e.g., angstroms to light years).

K33 Formulate and interpret representations of time from origin to present accounting for phenomena of scale (e.g., smoothness, punctuations, chaos).

K34 Formulate interpretations of the historical development of various theories of possible causes of diversity among physical and biological phenomena (e.g., the works of Aristotle, Mendel, Darwin, McClintock).

K35 Formulate models and hypotheses that can be used to explain the interactions of components within technological and ecological systems.

Subunit: Conditions for Learning Science

Competencies:

C1 Participate actively in dialogue about and resolution of community issues.

C2 Assess information from various countries in the original language or translated form to ascertain the perspectives of many cultures.

C3 Analyze the scientific ideas presented in science fiction stories and films.

C4 Perform and repeat investigations to verify data, determine regularity, and reduce the impact of experimental error.

C5 Present the results of investigations in a variety of forums.

C6 Contribute to the decisions regarding topics for investigation.

C7 Use various creative means to communicate interpretations of scientific ideas, concepts, phenomena, and events.

C8 Consider the scientific thinking and language of others.

C9 Individually and collaboratively produce clearly written representations of investigative results.

C10 Fulfill responsibilities as part of a research group.

C11 Select and utilize resources by various criteria (e.g., efficiency, effectiveness, health, safety) that are appropriate to the investigations being conducted by groups.

C12 Present persuasive argument based on the scientific aspects of controversial issues.

C13 Collect, store, retrieve, and manipulate information with available technologies that may range from hand processes up through computer applications.

C14 Investigate social issues with a scientific perspective (e.g., human rights, wellness, economics, futurism, environmental ethics).

C15 Keep journals of observations and inferences made over an extended period of time, and reflect upon the impact of these recorded ideas on own thinking and actions.

C16 Examine the intellect, perspectives, and ethics of notable scientists.

C17 Collect and analyze observations made over extended periods of time and compare these to scientific theories.

C18 Create presentations of scientific understandings using diverse modes of expressions.

C19 Conduct formal scientific debates in the classroom.
C20 Wonder about the likelihood of events that may occur by chance or coincidence
C21 Plan and conduct field trips and experiences for small and large groups
C22 Analyze the historical context that leads to and has led to scientific theories
C23 Seek information on topics of personal scientific interest from a variety of sources
C24 Conduct learner-developed investigations independently and collaboratively over periods of weeks and months
C25 Listen attentively and critically to presentations of scientific information made by others
C26 Conduct analyses of propaganda related to scientific issues
C27 Perform investigations that require observations over varying periods of time
C28 Experience scientific concepts as interpreted by other cultures through multimedia and local and global specialists
C29 Access appropriate technology to perform complicated, time-consuming tasks
C30 Relate historical accounts of science to the cultural context in which they were written
C31 Work as a contributing member of a collaborative research group
C32 Examine the influences of social and political structures and realities that contribute to inquiry about scientific issues
C33 Use technology (e.g., desktop publishing, teleconferencing, networking) to communicate scientific ideas
C34 Explore and analyze a variety of perspectives on science (e.g., works by men and women of many racial, ethnic, and cultural groups)
C35 Lead groups of learners of various ages in designing, planning, and conducting science activities
C36 Respect the scientific thinking of others and self
C37 Recognize and contrast different epistemologies
C38 Develop possible courses of action in response to scientific issues of local and global concern
C39 Determine the validity of research conclusions in relation to the design, performance, and results
C40 Develop multimedia presentations of group and individual research projects and investigations appropriate for a variety of audiences and forums
C41 Produce interesting and scientifically correct stories and present them using various modes of expression
C42 Reflect on the ideas and content found in own journal records
C43 Examine ambiguous results and formulate explanations
C44 Recognize and synthesize the contributions to scientific thought of individuals from many cultures
C45 Construct models and simulations of the component structures and functions of living and nonliving entities
C46 Lead multi-age groups in the examination of and planned resolution for scientific issues
C47 Recognize and choose members of research teams based upon the merit of their ideas and skills
C48 Construct a portfolio of products, documentation, and self-evaluations of own abilities, skills, and experiences
C49 Synthesize scientific information from a variety of sources
C50 Evaluate and prioritize scientific issues based upon risk-benefit analyses
C51 Refine scientific skills from a variety of experiences

Subunit: Applications for Science Learning

Competencies:
A1 Answer student-determined questions by designing databases and drawing inferences from the analyses of the information in these databases
A2 Make personal behavior decisions by interpreting information that has a scientific basis
A3 Propose courses of action that will validate and demonstrate personal understandings of scientific principles
A4 Guide other learners in their understanding of the interactions of technologies and society at various periods in time
A5 Promote and carry out practices that contribute to a sustainable environment
<table>
<thead>
<tr>
<th></th>
<th>Description</th>
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<tbody>
<tr>
<td>A6</td>
<td>Study and propose improvements in public services and systems in own community</td>
</tr>
<tr>
<td>A7</td>
<td>Choose consumer materials utilizing personal and environmental risk and benefit information</td>
</tr>
<tr>
<td>A8</td>
<td>Make inferences and draw conclusions using databases, spreadsheets, and other technologies</td>
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<tr>
<td>A9</td>
<td>Do simple troubleshooting on common electrical and mechanical systems, identifying and eliminating</td>
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<td>possible causes of malfunctions</td>
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<tr>
<td>A10</td>
<td>Construct devices that perform simple, repetitive actions</td>
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<tr>
<td>A11</td>
<td>Investigate the functionality of various geometric shapes in the natural world and the designed world</td>
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<td></td>
<td>(e.g., translations from spherical to plane representations cause distortions; triangular shapes</td>
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<td></td>
<td>contribute to rigidity and stability in structures; round shapes minimize boundary for a given</td>
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<td></td>
<td>capacity)</td>
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<tr>
<td>A12</td>
<td>Make decisions regarding personal and public health</td>
</tr>
<tr>
<td>A13</td>
<td>Evaluate the social and ecological risks and benefits resulting from the use of various consumer</td>
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<td></td>
<td>products</td>
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<tr>
<td>A14</td>
<td>Analyze the contributions of advances in technology through history to own everyday life</td>
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<tr>
<td>A15</td>
<td>Identify and reduce risks and threats to a sustainable environment</td>
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<tr>
<td>A16</td>
<td>Extend the limits of human capabilities using technological enhancements</td>
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<td>A17</td>
<td>Use and recognize various propaganda techniques</td>
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<tr>
<td>A18</td>
<td>Solve unique problems using the results of systematic analyses</td>
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<tr>
<td>A19</td>
<td>Choose everyday consumer products that utilize recent innovation and pass appropriate performance</td>
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<td></td>
<td>criteria</td>
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<tr>
<td>A20</td>
<td>Refine personal career interests through investigations of the diversity of manufacturing, research,</td>
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<tr>
<td></td>
<td>service, and invention processes</td>
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<tr>
<td>A21</td>
<td>Predict and investigate the working of toys and tools while controlling and manipulating variables</td>
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<td></td>
<td>(e.g., friction, gravity, forces)</td>
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<tr>
<td>A22</td>
<td>Write, follow, modify, and extend instructions (e.g., equations, algorithms, formulas, flow diagrams,</td>
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<td></td>
<td>illustrations)</td>
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<tr>
<td>A23</td>
<td>Create products, make inferences, and draw conclusions using databases, spreadsheets, and other</td>
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<tr>
<td></td>
<td>technologies</td>
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<tr>
<td>A24</td>
<td>Predict various scenarios and propose solutions to community issues using scientific information (e.g.,</td>
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<td>actuarial tables, census data, topographic maps, incidence data, climatic data)</td>
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<tr>
<td>A25</td>
<td>Use scientific evidence to consider options and formulate positions about the health and safety of</td>
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<td></td>
<td>others and self</td>
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<tr>
<td>A26</td>
<td>Search for, use, create, and store objects and information using various strategies and methods of</td>
</tr>
<tr>
<td></td>
<td>organization and access</td>
</tr>
<tr>
<td>A27</td>
<td>Research and write environmental impact statements of own design</td>
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<tr>
<td>A28</td>
<td>Compare school-based science perspectives with those gained through cutting-edge technological</td>
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<tr>
<td></td>
<td>applications</td>
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<tr>
<td>A29</td>
<td>Design management plans for natural and human-altered environments (e.g., woodlots, patios, lots,</td>
</tr>
<tr>
<td></td>
<td>lawns, farmlands, forests)</td>
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<tr>
<td>A30</td>
<td>Refine personal career interests</td>
</tr>
<tr>
<td>A31</td>
<td>Promote public awareness of the interaction of technology with social issues</td>
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<tr>
<td>A32</td>
<td>Advocate and propose courses of action for local and global scientific issues using global networks</td>
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<tr>
<td>A33</td>
<td>Use appropriate technologies to prepare and present the findings of investigations incorporating</td>
</tr>
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<td></td>
<td>tables, graphs, diagrams, and text</td>
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<tr>
<td>A34</td>
<td>Make informed consumer choices by evaluating and prioritizing information, evidence, and strategies</td>
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<tr>
<td>A35</td>
<td>Develop an informed point of view that allows for validation or refutation of the scientific statements</td>
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<tr>
<td></td>
<td>and claims of advocates before pursuing courses of action (e.g., contributing support, signing</td>
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<tr>
<td></td>
<td>petitions, casting votes)</td>
</tr>
<tr>
<td>A36</td>
<td>Differentiate between observations and inferences in the exploration of evidence related to personal,</td>
</tr>
<tr>
<td></td>
<td>scientific, and community issues</td>
</tr>
<tr>
<td>A37</td>
<td>Develop and write environmental impact and safety and hygiene management plans</td>
</tr>
<tr>
<td>A38</td>
<td>Use technology to collect, analyze, and communicate information (e.g., electronic networks, desktop</td>
</tr>
<tr>
<td></td>
<td>publishing, remote sensing, graphing calculators, satellite telemetry, and others)</td>
</tr>
<tr>
<td>A39</td>
<td>Design, construct, and market inventions</td>
</tr>
</tbody>
</table>
Academic Competencies: Masonry

The Masonry OCAP panel of expert workers (see member list on the inside back cover) identified the following academic competencies (from the total list, pp. 42-56) as most crucial to the entry-level success of an employee in the area of masonry. It is recommended that these competencies be taught in an applied manner for students enrolled in masonry programs.

Unit: Communications Skills

Subunit: Reading—Structure

Competencies:
- RS15  Apply an expanding vocabulary gained through reading

Subunit: Reading—Meaning Construction

Competencies:
- RM3  Read to clarify personal thinking and knowledge
- RM12 Use reading as a possible problem-solving strategy to clarify personal thinking and knowledge
- RM17 Clarify meaning when reading, using knowledge of literary devices, stylistic diction, and other semantic elements

Subunit: Reading—Application

Competencies:
- RA1  Select and read material for personal enjoyment and information
- RA3  Employ various reading strategies (e.g., scanning, skimming, reviewing, questioning, testing, retaining) according to purpose

Subunit: Reading—Multidisciplinary

Competencies:
- RM2  Read to facilitate learning across curriculum
- RM9  Read to facilitate content learning

Subunit: Writing—Structure

Competencies:
- WS3  Locate and correct errors in usage, spelling, and mechanics (e.g., subject-verb agreement, parallel construction, pronoun reference, punctuation, capitalization, sentence structure) using a variety of resources
- WS4  Recognize information gained from primary and secondary sources
**Subunit: Writing—Application**

Competencies:

- **WA1** Apply appropriate writing techniques (e.g., prewriting, drafting, revising, editing, presenting) suitable for varied writing tasks

**Subunit: Writing—Multidisciplinary**

Competencies:

- **WM4** Write in response to reading, speaking, viewing, and listening
- **WM9** Record experiences and observations related to content learning

**Subunit: Listening/Visual Literacy—Structure**

Competencies:

- **LS4** Expand vocabulary through listening to and viewing varied media (e.g., recordings, films, music, news broadcasts)

**Subunit: Listening/Visual Literacy—Application**

Competencies:

- **LA1** Listen attentively during oral reading

**Subunit: Oral Communications—Meaning Construction**

Competencies:

- **OM13** Assess needs of audience, and adjust language and presentation according to their knowledge

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**Unit: Mathematics Skills**

**Subunit: Numbers and Number Relations**

Competencies:

- **NR1** Compare, order, and determine equivalence of real numbers
- **NR2** Estimate answers, compute, and solve problems involving real numbers
- **NR3** Compare and contrast real number system, rational number system, and whole number system
Subunit: Measurement

Competencies:

M1 Estimate and use measurements
M2 Understand the need for measurement and the probability that any measurement is accurate to some designated specification
M9 Construct and interpret maps, tables, charts, and graphs as they relate to real-world mathematics
M17 Express and apply different types of measurement scales
M18 Determine area and volume

Subunit: Estimation and Mental Computation

Competencies:

E4 Use mental computation when computer and calculator are inappropriate

Subunit: Geometry

Competencies:

G1 Create and interpret drawings of three-dimensional objects

Subunit: Scientific Inquiry

Competencies:

Q1 Check the appropriateness and accuracy of measures and computations using various strategies (e.g., estimations, unit analysis, determination of significant figures)
Q2 Use ratios, proportions, and probabilities in appropriate problem situations
Q9 Make and read scale drawings, maps, models, and other representations to aid planning and understanding
Q11 Use appropriate units for counts and measures

Subunit: Applications for Science Learning

Competencies:

A12 Make decisions regarding personal and public health

Unit: Science Skills
Verification Panels

The Vocational Instructional Materials Laboratory wishes to extend thanks and appreciation to the many representatives of business, industry, labor, and community organizations who donated their time and expertise to the identification and revalidation of competencies.

The following panel was responsible for verifying the occupational competencies on the Masonry OCAP, identifying those academic competencies that an entry-level employee should possess, and determining the Work Keys academic skill levels required for successful entry into the occupation:

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kenny Breckler</td>
<td>Masonry Institute of Columbus</td>
<td>Columbus, Ohio</td>
</tr>
<tr>
<td>Jim Brown</td>
<td>Bricklayers Local 40</td>
<td>Shelby, Ohio</td>
</tr>
<tr>
<td>Dan Glass</td>
<td>Dan Glass Art Masonry</td>
<td>Marion, Ohio</td>
</tr>
<tr>
<td>Jeffrey L. Lamb</td>
<td>Ohio Reformatory for Women</td>
<td>Marysville, Ohio</td>
</tr>
<tr>
<td>Dale H. Mareches</td>
<td>Bricklayers Local 46</td>
<td>Fremont, Ohio</td>
</tr>
<tr>
<td>William J. Scholl</td>
<td>Lafarge Corporation</td>
<td>Westlake, Ohio</td>
</tr>
<tr>
<td>James A. Tann</td>
<td>Brick Institute of America-Mideast Region</td>
<td>North Canton, Ohio</td>
</tr>
<tr>
<td>Michael L. Trenell</td>
<td>Blue Chip Glass &amp; Glazing</td>
<td>Grove City, Ohio</td>
</tr>
</tbody>
</table>

The following panel was responsible for verifying the competencies on the Employability OCAP:

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Barbara J. Forster</td>
<td>Nationwide Insurance</td>
<td>Columbus, Ohio</td>
</tr>
<tr>
<td>Joan L. Hall</td>
<td>Health Management Nursing</td>
<td>Chesapeake, Ohio</td>
</tr>
<tr>
<td>Jane Highland</td>
<td>Southern Ohio Staffing, Inc.</td>
<td>Chillicothe, Ohio</td>
</tr>
<tr>
<td>Chuck Jackson</td>
<td>Butech, Inc.</td>
<td>Salem, Ohio</td>
</tr>
<tr>
<td>Garry Kessel</td>
<td>Medina Auto Parts, Inc.</td>
<td>Medina, Ohio</td>
</tr>
<tr>
<td>Joyce A. McMickens</td>
<td>Ernst &amp; Young</td>
<td>Cleveland, Ohio</td>
</tr>
<tr>
<td>Julie C. Payeff</td>
<td>The Andersons Management Corp.</td>
<td>Maumee, Ohio</td>
</tr>
<tr>
<td>Patricia Piper</td>
<td>Edison Industrial Systems Center</td>
<td>Toledo, Ohio</td>
</tr>
<tr>
<td>Gary F. Rybak</td>
<td>Red Roof Ins. Inc.</td>
<td>Hilliard, Ohio</td>
</tr>
</tbody>
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