

Business, Management and Administration: Management Career Pathway Plan of Study for ► Learners ► Parents ► Counselors ► Teachers/Faculty

This Career Pathway Plan of Study (based on the Management Pathway of the Business, Management and Administration Career Cluster) can serve as a guide, along with other career planning materials, as learners continue on a career path. Courses listed within this plan are only recommended coursework and should be individualized to meet each learner's educational and career goals. *This Plan of Study, used for learners at an educational institution, should be customized with course titles and appropriate high school graduation requirements as well as college entrance requirements.

EDUCATION LEVELS	GRADE	English/ Language Arts	Math	Science	Social Studies/ Sciences	Other Required Courses Other Electives Recommended Electives Learner Activities	*Career and Technical Courses and/or Degree Major Courses for Management Pathway	SAMPLE Occupations Relating to This Pathway
Interest Inventory Administered and Plan of Study Initiated for all Learners								
SECONDARY	9	English/ Language Arts I	Algebra I or Geometry	Earth or Life or Physical Science or Biology	State History Geography	All plans of study should meet local and state high school graduation require- ments and college entrance requirements. Certain local student organization activi- ties are also important including public speak- ing, record keeping and work-based experi- ences.	<ul style="list-style-type: none">• Business Essentials• Business Technology Applications	<ul style="list-style-type: none">▶ Accounting Manager▶ Accounts Payable Manager▶ Administrative Services Manager▶ Assistant Credit Manager▶ Association Manager▶ Billing Manager▶ Business Development Manager▶ Chief Executive▶ Compensation and Benefits Manager▶ Credit and Collections Manager▶ Entrepreneur▶ Facilities Manager▶ First Line Supervisor▶ General Manager▶ Government Manager▶ Hospital Manager▶ Human Resource Manager▶ Management Analyst▶ Management Trainee▶ Manufacturing Manager▶ Meeting and Convention Planner▶ Operations Manager▶ Payroll Manager▶ Public Organization Manager▶ Public Relations Manager▶ Purchasing Manager▶ Risk Manager▶ Sports and Entertainment Manager
	10	English/ Language Arts II	Geometry or Algebra II	Biology or Chemistry	U.S. History		<ul style="list-style-type: none">• Business Communications	
	11	English/ Language Arts III	Pre-Calculus or Algebra II	Chemistry or Physics	World History Psychology		<ul style="list-style-type: none">• Accounting• Business Law	
	College Placement Assessments-Academic/Career Advisement Provided							
	12	English/ Language Arts IV	Pre-Calculus or Calculus or Trigonometry or Statistics	Physics or other science course	Government Economics		<ul style="list-style-type: none">• Principles of Management• Advanced Accounting	
Articulation/Dual Credit Transcribed-Postsecondary courses may be taken/moved to the secondary level for articulation/dual credit purposes.								
POSTSECONDARY	Year 13	English Composition English Literature	Algebra or Calculus	Lab Science	Economics Psychology	All plans of study need to meet learners' career goals with regard to required degrees, li- censes, certifications or journey worker status. Certain local student organization activities may also be important to include.	<ul style="list-style-type: none">• Managerial Accounting• Operations Management	
	Year 14	Speech/ Oral Communication Technical Writing			Sociology Public Policy		<ul style="list-style-type: none">• Human Resources Management• Organizational Leadership• Financial Accounting	
	Year 15	Continue courses in the area of specialization.					<ul style="list-style-type: none">• Continue Courses in the Area of Specialization	
	Year 16						<ul style="list-style-type: none">• Complete Management Major (4-year degree program)	

Creating Your Institution's Own Instructional Plan of Study

With a team of partners (secondary/postsecondary teachers and faculty, counselors, business/industry representatives, instructional leaders, and administrators), use the following steps to develop your own scope and sequence of career and technical courses as well as degree major courses for your institution's plan of study.

- 1** Crosswalk the Cluster Foundation Knowledge and Skills (available at <http://www.careerclusters.org/goto.cfm?id=85>) to the content of your existing secondary and postsecondary programs/courses.
- 2** Crosswalk the Pathway Knowledge and Skills (available at <http://www.careerclusters.org/goto.cfm?id=17>) to the content of your existing secondary/postsecondary programs and courses.
- 3** Based on the crosswalks in steps 1 and 2, determine which existing programs/courses would adequately align to (cover) the knowledge and skills. These programs/courses would be revised to tighten up any alignment weaknesses and would become a part of a sequence of courses to address this pathway.
- 4** Based on the crosswalks in steps 1 and 2, determine what new courses need to be added to address any alignment weaknesses.
- 5** Sequence the **content** and **learner outcomes** of the existing programs/courses identified in step 3 and new courses identified in step 4 into a course sequence leading to preparation for all occupations within this pathway. (See list of occupations on page 1 of this document.)
- 6** The goal of this process would be a series of courses and their descriptions. The names of these courses would be inserted into the *Career and Technical Courses* column on the Plan of Study on page 1 of this document.
- 7** The SAMPLE on page 4 is a **sample result** of steps 1-6, and these course titles are inserted into the Plan of Study on page 1 of this document.
- 8** Crosswalk your state academic standards and applicable national standards (e.g., for mathematics, science, history, language arts, etc.) to the sequence of courses formulated in step 6.

#1

Business Essentials: This is a core course designed to give students an overview of the Business, Marketing and Finance Career Cluster occupations. Students will develop an understanding of how academic skills in mathematics, economics, and written and oral communications are integral components of success in these occupations. Students will examine current events to determine their impact on business and industry and legal and ethical behavior, acquire knowledge of safe and secure environmental controls to enhance productivity, determine how resources should be managed to achieve company goals, and identify employability and personal skills needed to obtain a career and be successful in the workplace. As students learn about different types of business ownership, they will interpret industry laws and regulations to ensure compliance, identify principles of business management and analyze business practices to determine ethics and social responsibilities. This may be taught as a career exploration course in conjunction with other foundation Career Cluster courses.

#2

Business Technology Applications: This course is designed for those students who have not mastered knowledge and skills related to business technology applications prior to entry into high school. This course is designed to assist students in developing technological proficiencies demanded by business. The course should utilize various forms of input technologies to cover units of instruction that may include word processing applications, spreadsheet development, database management, presentations, electronic communications, Internet services, graphics, desktop publishing, basic Web design, interactive media, ethical issues and careers in business using technology applications. Students may be given opportunities for completing industry certification requirements.

The following courses are based on the Cluster Foundation Knowledge and Skills as well as the Pathway Knowledge and Skills found at <http://www.careerclusters.org/goto.cfm?id=17>. These skills are reinforced through participation in student organization activities.

#3

Business Communications: Students will reinforce communications skills needed in business, management and administrative occupations by learning to follow directions and using reading strategies to learn meaning, technical concepts and vocabulary. Students will compose and compare written and electronic communications to convey technical concepts and company information, develop and deliver formal and informal presentations related to a broad range of business topics, apply active listening skills to obtain and clarify information, and exhibit people skills to deal positively with a variety of personalities and diverse individuals. Students will interpret and use tables, charts and figures to support written and oral communication, and locate, organize and reference written information from various sources to communicate with coworkers and clients/participants.

#4

Accounting: This is a comprehensive introduction to basic financial accounting including recording, summarizing and reporting, principles of income measurement and asset valuation, accounting systems and controls.

#5

Business Law: This course provides an overview of the American legal system with reference to business law and the Universal Commercial Code. Key concepts include contracts and torts, the role of courts, regulation, litigation and constitutional issues.

The following courses expose students to Pathway Knowledge and Skills found at <http://www.careerclusters.org/goto.cfm?id=17> and should include appropriate student activities. A work-based component may be included in each of the following courses.

#6

Principles of Management: Students will begin their study of management occupations by assuming appropriate roles to create, deliver, receive and manage business communications in the workplace. Students will identify an audience and create communications to support statistics for internal and external audiences; assume the necessary role to perform the responsibilities of delivering and receiving a message; manage the broad scope of business communications to process, document and store information efficiently and appropriately; and prepare appropriate materials to reply to inquiries that require a response. Students will develop skills in planning, organizing and evaluating business organizations. Students will develop and implement short- and long-term strategic plans to manage growth, profit and goals within a specific market segment; learn how to evaluate employee performance to provide timely and appropriate responses to personnel issues; and practice organizing various business services to address all company components.

#7

Advanced Accounting: This course includes partnership accounting, adjustments in inventory control systems, budgetary control systems and further enhancement of accounting skills.

#8

Managerial Accounting: This course builds on existing financial and accounting skills to make informed managerial decisions from a financial perspective. Students will examine elements of an accounting system to evaluate assets and liabilities and their functions in an accounting system. Students will record business transactions to track activities and assemble accounting elements to prepare financial statements.

#9

Operations Management: Students will develop and implement plans and standard operating procedures to assure maintenance of facilities, equipment and supplies. Students will describe the types and requirements of all company facilities, equipment and supply chains to manage physical properties; manage the day-to-day operations of maintenance of company facilities, equipment and supply chains to assure physical integrity of all systems; and determine adjustments needed to plan for future growth in facilities, equipment and supply chains to enable profitable operation and growth.

#10

Human Resources Management: Students will develop skills in supervising, directing, motivating and leading personnel to achieve completion of projects and meet company goals. Students will practice exhibiting the actions and behaviors most effective for supervising and directing human resources within a company as well as those most effective for supervising and directing external relationships in the area of responsibility.

#11

Organizational Leadership: Students will utilize performance standards to monitor progress of personnel, finance and other functional areas. This includes practicing how to identify and communicate performance standards and operating policies and procedures such as ISO to personnel, how to evaluate and analyze performance standards and how to create reports to make adjustments to recognize successes and identify shortfalls. Students will study principles of project management and also learn how to evaluate opportunities to determine potential company changes and implement strategies for guiding change.

#12

Financial Accounting: Students will learn to analyze and interpret financial data to produce accurate reports. This course will help students understand the purpose of financial statements, analyze financial statements to verify financial information and interpret financial data for planning purposes.



Notes