



ALIGNMENT

NACE: Career Readiness Competencies

NACE Career Readiness Competencies to the SOAR Curriculum. 100% standards covered.



WHERE TO FIND EACH CORRELATION

Every row names where the competency lives in the SOAR Curriculum — the complete instructional system: student lessons, teacher-led activities, companion maps and tools, portfolio requirements, rubrics, and digital tools.

HOW TO READ THIS CORRELATION

STRONG — directly and repeatedly taught or practiced (36 of 40). **MODERATE-STRONG** — substantially supported, often through teacher-led practices or root-level treatment (4 of 40). The distinction is published, never hidden.

EVIDENCE BASE

SOAR here means the complete instructional system — student lessons, teacher-led activities, companion maps and tools, portfolio requirements, rubrics, and digital tools — not a claim that every standards phrase appears verbatim in a single lesson.

#	NACE sample behavior	Where it is taught	Rating
CAREER & SELF DEVELOPMENT			
1	Show awareness of own strengths and areas for development.	Strengths & Superpowers; multiple intelligences; superpower reflection; lesson-by-lesson portfolio evidence; pre/post Scorecard.	STRONG
2	Identify areas for continual growth while pursuing and applying feedback.	Scorecard comparisons; lesson reflections; rubrics; feedback loops; retrospectives; revision routines; portfolio evidence.	STRONG
3	Develop plans and goals for one's future career.	Priorities; goal-setting; action plans; time-management; portfolio evidence; Exit Portfolio/Presentation.	STRONG
4	Display curiosity; seek out opportunities to learn.	The Brain Circuit; growth mindset; Ask Questions unit; investigations; reflection routines.	STRONG
5	Establish, maintain, and/or leverage relationships with people who can help one professionally.	Communication lessons; email and question scripts; empathy map; rapport; active listening; self-advocacy routines.	MODERATE-STRONG
COMMUNICATION			
6	Understand and demonstrate verbal, written, and nonverbal/body-language abilities.	Teacher/peer communication; listening and note-taking; writing; grammar and punctuation; presentations; Speaking & Listening Map.	STRONG
7	Employ active listening, persuasion, and influencing skills.	Speaking & Listening Map: active listening, rapport, clarifying questions, win-win solutions, presentations, self-advocacy.	STRONG
8	Communicate in a clear and organized manner so others can effectively understand.	Writing Roadmap; 3-D Organizer; presentation map; slide guidelines; note-taking; portfolio presentations.	STRONG
9	Frame communication with respect to diversity of learning styles, abilities, and cultural differences.	Empathy Map; invisible layers of communication; differentiation notes; learning-differences videos; audience and purpose guidance.	STRONG
10	Ask appropriate questions for specific information from supervisors, specialists, and others.	Asking questions in class; requesting clarification; email writing; addressing discrepancies politely.	STRONG
CRITICAL THINKING			
11	Make decisions and solve problems using sound, inclusive reasoning and judgment.	Priorities; anti-priorities; action planning; conflict maps; empathy mapping; barrier-reduction routines.	STRONG
12	Gather and analyze information from a diverse set of sources and individuals.	LMS, calendars, task lists, teachers, parents, schedules, grades, research resources, and interviews integrated into planning.	STRONG
13	Proactively anticipate needs and prioritize action steps.	Rocks/pebbles/water priorities; 7-minute weekly planning; anchor points; goals; action plans; planner routines.	STRONG
14	Accurately summarize and interpret data with awareness of personal biases.	Pre/post Scorecard; comparison charts; grade and missing-work tracking; what-if calculations; time-use analysis; rubrics.	STRONG

NACE Career Readiness — 40-Point Crosswalk

#	NACE sample behavior	Where it is taught	Rating
15	Effectively communicate actions and rationale, recognizing diverse perspectives.	Empathy Map; group-work norms; conflict/two-man-saw approach; self-advocacy scripts; presentations; portfolio reflections.	STRONG
EQUITY & INCLUSION			
16	Solicit and use feedback from multiple cultural perspectives for inclusive decisions.	Empathy Map; interviews with eight unique people; discussion and reflection prompts; differentiation notes; group norms.	MODERATE-STRONG
17	Actively contribute and advocate for inclusive and equitable practices.	Strengths & Superpowers emotional safety; accessibility supports; group norms; differentiation; barrier-reduction routines.	STRONG
18	Seek cross-cultural interactions that enhance understanding of different groups.	Strengths & Superpowers Apply + Practice interviews with unique people; empathy mapping of different experiences.	MODERATE-STRONG
19	Keep an open mind to diverse ideas and new ways of thinking.	Strengths and superpowers; multiple intelligences; learning differences; empathy map; groupthink warning; conflict tools.	STRONG
20	Identify resources and eliminate barriers resulting from inequities and biases.	Root-level approach: makes invisible barriers visible; teaches detours; develops empathy; highlights neurodiversity. Not positioned as explicit anti-racism curriculum.	MODERATE-STRONG
LEADERSHIP			
21	Inspire, persuade, and motivate self and others under a shared vision.	Goal-setting and portfolios (self); group-work norms, shared objectives, emotional safety, presentations (others).	MODERATE-STRONG
22	Use innovative thinking to go beyond traditional methods.	Brain Circuit strategy steps, then students customize strategies and build detours around challenges.	STRONG
23	Serve as a role model by approaching tasks with confidence and positive attitude.	Strengths and superpowers; growth mindset; reflections; strategy rubrics; habit implementation; Exit Presentations.	STRONG
24	Motivate and inspire others by encouraging them and building mutual trust.	Speaking & Listening Map: rapport, active listening, emotional safety, kindness and respect, celebrating success.	STRONG
25	Plan, initiate, manage, complete, and evaluate projects.	Goal and action plans; weekly planners; group roles and deadlines; presentations; portfolios; rubrics; retrospectives.	STRONG
PROFESSIONALISM			
26	Act equitably with integrity and accountability to self, others, and the organization.	Reflection; correction; honoring commitments; group accountability; rubrics; grade tracking; respectful communication.	STRONG
27	Maintain a positive personal brand in alignment with career values.	Portfolio evidence after every lesson; Exit Portfolio and Exit Presentation as a precursor to a job interview.	STRONG
28	Be present and prepared; attention to detail; demonstrate dependability.	Planner routines; LMS and calendar use; binder and digital organization; note-taking; grade tracking; portfolio submissions.	STRONG
29	Prioritize and complete tasks; consistently meet or exceed expectations.	Priorities; anti-priorities; goal and action plans; 7-minute weekly planning; anchor points; time-use analysis.	STRONG
30	Show a high level of dedication toward doing a good job.	Revision and correction; reflection; rubrics; portfolio evidence; Exit Portfolio/Presentation; progress monitoring.	STRONG
TEAMWORK			
31	Listen carefully; take time to understand; ask questions without interrupting.	Speaking & Listening Map: active listening, eye contact, open posture, avoiding interruption, clarifying questions.	STRONG

NACE Career Readiness — 40-Point Crosswalk

#	NACE sample behavior	Where it is taught	Rating
32	Effectively manage conflict; respect diverse personalities; meet ambiguity with resilience.	Empathy Map; emotional safety; conflict map; two-man-saw mindset; groupthink warning; win-win communication.	STRONG
33	Be accountable for individual and team responsibilities and deliverables.	Group-work guidelines: roles, deadlines, written and digital sharing, calendar entries, early-notification norms.	STRONG
34	Collaborate toward common goals; exercise ability to compromise and be agile.	Group purpose and objectives; roles and deadlines; two-man-saw problem-solving; empathy map; flexible action planning.	STRONG
35	Build strong, positive working relationships with supervisors and team members.	Rapport; active listening; emotional safety; group norms; teacher/peer communication; polite discrepancy conversations.	STRONG
TECHNOLOGY			
36	Use technology to improve efficiency and productivity of work.	LMS use; digital calendars; digital files; digital and offline portfolios; slide presentations; hybrid tech/paper systems.	STRONG
37	Navigate change and be open to learning new technologies.	LMS-delivered curriculum; students use and optimize LMS tools, digital calendars, files, slide tools, and online resources.	STRONG
38	Manage technology to integrate information for timely decision-making.	LMS data, digital calendars, school software, task lists, grade data, and planner systems integrated for decisions.	STRONG
39	Quickly adapt to new or unfamiliar technologies.	Practice using and optimizing LMS platforms, digital calendars, slide presentations, digital portfolios, and online tools.	STRONG
40	Manipulate information, construct ideas, and use technology to achieve strategic goals.	Digital file organization; research-resource evaluation; slide presentations; portfolio evidence; LMS and digital calendars.	STRONG

NOTES

Claim. The SOAR Curriculum aligns with all 40 NACE Career Readiness sample behaviors at a moderate-or-stronger level.

Equity & Inclusion nuance. The SOAR Curriculum does not position itself as an explicit anti-racism curriculum. It goes a layer deeper by cultivating authentic appreciation for strengths, superpowers, learning differences, diverse perspectives, and effective communication — making invisible barriers visible so more learners can participate successfully.

Source. NACE Career Readiness Competencies and sample behaviors (2026 handout) and the SOAR Curriculum. This document should not be presented as an official NACE certification or endorsement.

Keeping this current. *Updated Aug 2026. Standards bodies revise; if the standards have been updated since this date, contact us and we'll update the correlation.