Achieve

Understanding the Skills in the Common Core State Standards

Appendix C: Deeper Learning Standards and Essential Knowledge and Skills Statements — English Language Arts/Literacy

Appendix C: Deeper Learning Standards and Essential Knowledge and Skills Statements — English Language Arts/Literacy

How To Read the Skills in the Common Core State Standards (CCSS) Table for English Language Arts/Literacy (ELA/Literacy)

Each individual core standard is identified by its specific standard code (e.g., **RI.4.3**), which indicates the domain (RI), grade (4) and standard number (3). For a standard that is applicable across multiple grades, this document condenses the standard code across grades (e.g., **RI.4-8.3** rather than RI.4.3, RI.5.3, RI.6.3, RI.7.3, RI.8.3).

KEY
Black — Strong match
Blue — Partial match

DEEPER LEARNING STANDARDS (DLS) TABLE

DLS	CCSS for High School	CCSS for K–8	Explanation & Rating
1. Master core academic content.			
1a Students learn, remember, and recall facts relevant to a content area.	N/A	N/A	Skills **are not covered** in the CCSS and need to be addressed elsewhere.
1b Students extend core knowledge to novel tasks and situations in a variety of academic subjects.	**RI/RH/RST.11-12.7** **W.9-10.7** **W.11-12.7**	**RI.5.7**	Skills **are largely reflected** in the CCSS in ELA/literacy.
1c Students learn and can apply theories relevant to a content area.	N/A	N/A	Skills **are not covered** in the CCSS and need to be addressed elsewhere.

DLS	CCSS for High School		CCSS for K–8		Explanation & Rating
1d Students know and are able to use the language specific to a content area.	RI/RH/RST.9-10.4 RI/RH/RST.11-12.4 W/WHST.9-10.1d W/WHST.11-12.1d W/WHST.9-10.2 W/WHST.11-12.2e	SL.9-10.6 SL.11-12.6 L.9-10.6 L.11-12.6	RI.4-8.4 RL.3-8.6 W/WHST.6-8.1d W/WHST.6-8.2e SL.6-8.6		Skills **are strongly reflected** in the CCSS in ELA/literacy.
1e Students apply facts, processes, and theories to real world situations.	*RI/RH/RST.11-12.7* *W/WHST.9-10.7* *W/WHST.11-12.7*		*RI.5.7* *W/WHST.6-8.7*		Skills **are largely reflected** in the CCSS in ELA/literacy.
2. Engage in expanding the structure of knowledge.					
2a Students perceive the inherent value of content knowledge.	N/A		N/A		Skills **could be reflected** in CCSS-aligned instruction.
2b Students know that future learning will build upon what they know and learn today.	N/A		N/A		Skills **could be reflected** in CCSS-aligned instruction.
2c Students are motivated to put in the time and effort needed to build a solid knowledge base.	N/A		N/A		Skills **could be reflected** in CCSS-aligned instruction.
2d Students enjoy and are able to rise to challenges requiring them to apply knowledge in non-routine ways.	N/A		N/A		Skills **could be reflected** in CCSS-aligned instruction.
3. Think critically and solve complex problems.					
3a Students are familiar with and able to use effectively the tools and techniques specific to a content area.	RH.9-10.9 RH.11-12.9 RST.9-10.3 RST.11-12.3	*W/WHST.9-10.7* *W/WHST.11-12.7*	RH.6-8.3 RH.6-8.9 RST.6-8.3	*W.4-5.7* *W/WHST.6-8.7*	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
3b Students formulate problems and generate hypotheses.	W/WHST.9-10.7 W.11-12.7 WHST.11-12.7 *RI/RL.9-10.1* *RH.9-10.1* *RST.9-10.1*	*RI/RL.11-12.1* *RH.11-12.1* *RST.11-12.1* RI.9-10.7	W/WHST.6-8.7 *RI/RL.6-8.1* RI.5.7 *RST.6-8.1* RST.6-8.3		Skills **are strongly reflected** in the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

DLS	CCSS for High School		CCSS for K–8	Explanation & Rating
3c Students identify the data and information needed to solve a problem.	RI.11-12.1 RH.11-12.3 RST.9-10.8 RST.9-10.6 RST.11-12.6 RST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8	SL.11-12.1.d RST.11-12.8 RST.9-10.9 RST.11-12.9 W/WHST.9-10.9 W/WHST.11-12.9	RI.5.7 W/WHST.6-8.8 W/WHST.6-8.9 RST.6-8.6 RST.6-8.9	Skills **are strongly reflected** in the CCSS in ELA/literacy.
3d Students apply the tools and techniques specific to a content area to gather necessary data and information.	RST.9-10.3 RST.11-12.3 RH.9-10.1 RH.11-12.1 RH.9-10.2 RH.11-12.2 RST.9-10.2 RST.11-12.2	W/WHST.9-10.7 W/WHST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8 W/WHST.9-10.9 W/WHST.11-12.9	RST.6-8.1 RST.6-8.3 RH.6-8.1 RH.6-8.2 W/WHST.6-8.7 W/WHST.6-8.8 W/WHST.6-8.9	Skills **are strongly reflected** in the CCSS in ELA/literacy.
3e Students evaluate, integrate, and critically analyze multiple sources of information.	RI/RH/RST.11-12.7 RI.9-10.7 RI.11-12.8 RH.9-10.6 RH.9-10.7 RH.9-10.9 RH.11-12.3 RH.11-12.6 RH.11-12.8 RH.11-12.9	RST.9-10.9 RST.11-12.8 RST.11-12.9 W/WHST.9-10.7 W/WHST.11-12.7 SL.9-10.2 SL.11-12.2 W/WHST.9-10.8 W/WHST.11-12.8	RI.6-8.7 RI.6-8.8 RH.6-8.7 RH.6-8.9 RST.6-8.9 W/WHST.6-8.7 W/WHST.6-8.8	Skills **are strongly reflected** in the CCSS in ELA/literacy.
3f Students monitor and refine the problem-solving process based on available data as needed.	W/WHST.9-10.7 W/WHST.11-12.7		W/WHST.6-8.7	Skills **are strongly reflected** in the CCSS in ELA/literacy.
3g Students reason and construct justifiable arguments in support of a hypothesis.	RST.9-10.8 RST.11-12.8 W/WHST 9-10.1a-e W/WHST.11-12.1a-e SL.9-10.3 SL.11-12.3 SL.9-10.4 SL.11-12.4		W/WHST.6-8.1a-e RI.6-8.8 RH.6-8.8 RST.6-8.8 SL.4-8.3 SL.3-8.4	Skills **are strongly reflected** in the CCSS in ELA/literacy.
3h Students persist to solve complex problems.	N/A		N/A	Skills **could be reflected** in CCSS-aligned instruction.

Black — Strong match   **Blue — Partial match**

DLS	CCSS for High School	CCSS for K–8	Explanation & Rating
4. Communicate effectively.			
4a Students structure information and data in a meaningful and useful way.	**W/WHST.9-10.1a-e** **W/WHST.11-12.1a-e** **W/WHST.9-10.2a-e** **W/WHST.11-12.2a-e** **SL.9-10.4** **SL.11-12.4** **SL.9-10.5** **SL.11-12.5**	**W.3-5.1a-d** **W/WHST.6-8.1a-e** **W.3-5.2a-d** **W/WHST.6-8.2a-e** **SL.3-8.4** **SL.3-8.5**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
4b Students listen to and incorporate feedback and ideas from others.	**SL.9-10.1c, d** **SL.11-12.1c, d** **W/WHST.11-12.6**	**SL.3-8.1c, d** **SW.6-8.5**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
4c Students provide constructive and appropriate peer feedback to others.	**SL.11-12.1c-d** **SL.11-12.1c-d**	**SL.3-8.1c-d**	Skills **are largely reflected** in the CCSS in ELA/literacy.
4d Students understand that creating a quality final communication requires review and revision of multiple drafts.	**W/WHST.9-10.4** **W/WHST.11-12.4** **W/WHST.9-10.5** **W/WHST.11-12.5**	**W.3-5.4** **W/WHST.6-8.4** **W.3-5.5** **W/WHST.6-8.5**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
4e Students communicate complex concepts to others in both written and oral presentations.	**W/WHST.9-10.1a-e** **W/WHST.11-12.1a-e** **W/WHST.9-10.2a-e** **W/WHST.11-12.2a-e** **SL.9-10.4** **SL.11-12.4** **SL.9-10.1** **SL.11-12.1** **SL.9-10.5** **SL.11-12.5** **L.9-10.1** **L.11-12.1** **L.9-10.2** **L.11-12.2**	**W.3-5.1a-d** **W/WHST.6-8.1a-e** **W.3-5.2a-d** **W/WHST.6-8.2a-e** **SL.3-8.1** **SL.3-8.4** **SL.3-8.5** **L.4-8.1** **L.4-8.2**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
4f Students tailor their message for the intended audience.	**W/WHST.9-10.4** **SL.9-10.4** **W/WHST.11-12.4** **SL.11-12.4** **W/WHST.9-10.5** **SL.9-10.5** **W/WHST.11-12.5** **SL.11-12.5** **SL.9-10.6** **SL.11-12.6**	**W.4-5.4** **W.4.5** **W.5.4** **W.5.5** **W/WHST.6-8.4** **W/WHST.6-8.5**	Skills **are strongly reflected** in the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

DLS	CCSS for High School	CCSS for K–8	Explanation & Rating
5. Work collaboratively.			
5a Students collaborate with others to complete tasks and solve problems successfully.	**W/WHST.11-12.6** **SL.9-10.1** **SL.11-12.1**	**SL.1-8.1**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
5b Students work as part of a group to identify group goals.	**SL.9-10.1b** **SL.11-12.1b**	**SL.1-8.1b**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
5c Students participate in a team to plan problem-solving steps and identify resources necessary to meet group goals.	**SL.9-10.1b, d** **SL.11-12.1b, d**	**SL.6-8.1b, d**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
5d Students communicate and incorporate multiple points of view to meet group goals.	**SL.9-10.1c, d** **SL.11-12.1c, d**	**SL.3-8.1c, d**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
6. Learn how to learn.			
6a Students know and can apply a variety of study skills and strategies.	N/A	N/A	Skills **could be reflected** in CCSS-aligned instruction.
6b Students are aware of their strengths and weaknesses.	N/A	N/A	Skills **could be reflected** in CCSS-aligned instruction.
6c Students identify and work towards lifelong learning and academic goals.	N/A	N/A	Skills **could be reflected** in CCSS-aligned instruction.
6d Students evaluate the match between reality and what is needed to attain specific goals.	**SL.11-12.1b, d**	N/A	Skills **could be reflected** in CCSS-aligned instruction.
6e Students recognize their weaknesses and anticipate needing to work harder in those areas.	N/A	N/A	Skills **could be reflected** in CCSS-aligned instruction.
6f Students monitor their progress towards a goal, and adapt their approach as needed to successfully complete a task or solve a problem.	**SL.11-12.1b, d** **W/WHST.9-10.7** **W/WHST.10-12.7**	**SL.3-8.1b, d** **W/WHST.6-8.7**	Skills **are largely reflected** in the CCSS in ELA/literacy.
6g Students enjoy and seek out learning on their own.	N/A	N/A	Skills **could be reflected** in CCSS-aligned instruction.
6h Students understand and are prepared to meet changing expectations in a variety of academic, professional and social environments.	N/A	N/A	Skills **could be reflected** in CCSS-aligned instruction.

Black — Strong match   **Blue — Partial match**

ESSENTIAL KNOWLEDGE AND SKILLS STATEMENT (ESS) TABLE

ESS	CCSS for High School	CCSS for K–8	Explanation & Rating
ESS01 ACADEMIC FOUNDATIONS: Achieve additional academic knowledge and skills required to pursue the full range of career and postsecondary education opportunities within a career cluster.			
ESS01.01 Complete required training, education, and certification to prepare for employment in a particular career field.			Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS01.01.01 Identify training, education and certification requirements for occupational choice.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS01.01.02 Participate in career-related training and/or degree programs.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS01.01.03 Pass certification tests to qualify for licensure and/or certification in chosen occupational area.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS01.02 Demonstrate language arts knowledge and skills required to pursue the full range of postsecondary education and career opportunities.			Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS01.02.01 Model behaviors that demonstrate active listening.	N/A	N/A	Skills **are strongly reflected** in the CCSS in ELA/literacy.

ESS01.02.02 Adapt language for audience, purpose, situation. (i.e. diction/structure, style).	W/WHST.9-10.4 SL.9-10.4
	W/WHST.11-12.4 SL.11-12.4
	W/WHST.9-10.5 SL.9-10.5
	W/WHST.11-12.5 SL.11-12.5
	                       SL.9-10.6
	                       SL.11-12.6
		W.3-8.4 WHST.6-8.5
		WHST.6-8.4 SL.K-8.4
		W.K-8.5 SL.K-8.5
		                SL.4-8.6
			Skills **are strongly reflected** in the CCSS in ELA/literacy.

ESS01.02.03 Organize oral and written information.	W/WHST.9-10.1a-e W/WHST.11-12.1a-e W/WHST.9-10.2a-e W/WHST.11-12.2a-e SL.9-10.4 SL.11-12.4	W.K-8.1 WHST.6-8.1 W.K-8.2 WHST.6-8.2 SL.K-8.4	Skills **are strongly reflected** in the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School	CCSS for K–8	Explanation & Rating
ESS01.02.04 Compose focused copy for a variety of written documents such as agendas, audio-visuals, bibliographies, drafts, forms/documents, notes, oral presentations, reports, and technical terminology.	**W/WHST.9-10.1a-e** **W/WHST.11-12.1a-e** **W/WHST.9-10.2a-e** **W/WHST.11-12.2a-e** **W/WHST.9-10.4** **W/WHST.11-12.4** **W/WHST.9-10.8** **W/WHST.11-12.8** **SL.9-10.4** **SL.11-12.4** **SL.9-10.5** **SL.11-12.5** **L.9-10.1** **L.9-10.2** **L.11-12.1** **L.11-12.2**	**W.K-8.1** **WHST.6-8.1** **W.K-8.2** **WHST.6-8.2** **W.3-8.4** **WHST.6-8.4** **W.K-8.8** **WHST.6-8.8** **SL.K-8.4** **SL.K-8.5** **L.K-8.1** **L.K-8.2**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS01.02.05 Edit copy to create focused written documents such as agendas, audio-visuals, bibliographies, drafts, forms/documents, notes, oral presentations, reports, and technical terminology.	**W/WHST.9-10.4** SL.9-10.4 **W/WHST.11-12.4** SL.11-12.4 **W/WHST.9-10.5** SL.9-10.5 **W/WHST.11-12.5** SL.11-12.5 **L.9-10.1** **L.9-10.2** **L.11-12.1** **L.11-12.2**	**W.3-8.4** **WHST.6-8.4** **W.K-8.5** **WHST.6-8.5** **L.K-8.1** **L.K-8.2**	Skills **are strongly reflected** in the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School		CCSS for K–8		Explanation & Rating
ESS01.02.06 Comprehend key elements of oral and written information such as cause/effect, comparisons/ contrasts, conclusions, context, purpose, charts/tables/ graphs, evaluation/critiques, mood, persuasive text, sequence, summaries, and technical subject matter.	RI.9-10.1 RI.11-12.1 RH.9-10.1 RH.11-12.1 RI.9-10.2 RI.11-12.2 RH.9-10.2 RH.11-12.2 RI.9-10.3 RI.11-12.3 RH.9-10.3 RH.11-12.3 RI.9-10.6 RI.11-12.6 RH.9-10.6 RH.11-12.6 RI.9-10.7 RI/RH/RST.11-12.7	RI.9-10.8 RI.11-12.8 RH.9-10.8 RH.11-12.8 RST.9-10.8 RST.11-12.8 RI.9-10.9 RH.9-10.9 RST.9-10.9 RH.11-12.9 RI.11-12.9 RST.11-12.9 W/WHST.9-10.7 W/WHST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8 SL.9-10.2 SL.11-12.2	RI.K-8.1 RH.6-8.1 RST.6-8.1 RI.K-8.2 RH.6-8.2 RST.6-8.2 RI.K-8.3 RH.6-8.3 RST.6-8.3 RI.K-8.6 RH.6-8.6 RST.6-8.6 RI.K-8.7 RH.6-8.7 RST.6-8.7 RI.K-8.8	RH.6-8.8 RST.6-8.8 RI.K-8.9 RH.6-8.9 RST.6-8.9 W.K-8.7 WHST.6-8.7 W.K-8.8 WHST.6-8.8 SL.6-8.2	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS01.02.07 Evaluate oral and written information for accuracy, adequacy/sufficiency, appropriateness, clarity, conclusions/solutions, fact/opinion, propaganda, relevancy, validity, and relationship of ideas.	RI.9-10.3 RI.11-12.3 RH.9-10.3 RH.11-12.3 RI.9-10.6 RI.11-12.6 RH.9-10.6 RH.11-12.6 RST.11-12.6 RI.9-10.7 RI/RH/RST.11-12.7	RI.9-10.8 RI.11-12.8 RH.9-10.8 RH.11-12.8 RST.9-10.8 RST.11-12.8 RI.9-10.9 RH.9-10.9 RST.11-12.9 SL.9-10.3 SL.11-12.3	RI.K-8.3 RH.6-8.3 RST.6-8.3 RI.K-8.6 RH.6-8.6 RST.6-8.6 RI.K-8.7 RH.6-8.7 RST.6-8.7 RI.K-8.8	RH.6-8.8 RST.6-8.8 RI.K-8.9 RH.6-8.9 RST.6-8.9 SL.6-8.3	Skills **are strongly reflected** in the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School		CCSS for K–8	Explanation & Rating
ESS01.02.08 Identify assumptions, purpose, outcomes/ solutions, and propaganda techniques.	RI.9-10.1 RI/RL.11-12.1 RH.9-10.1 RH.11-12.1 RST.11-12.1 RST.11-12.1 RI.9-10.2 RI.11-12.2 RH.9-10.2 RH.11-12.2 RST.9-10.2 RST.11-12.2 RH.9-10.3 RI.9-10.6	RH.9-10.6 RH.11-12.6 RST.9-10.6 RST.11-12.6 RI.9-10.8 RI.11-12.8 RH.9-10.8 RH.11-12.8 RST.9-10.8 RST.11-12.8 W/WHST.9-10.7 W/WHST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8	RI.K-8.6 RH.6-8.6 RST.6-8.6 RI.K-8.8 RH.6-8.8 RST.6-8.8 W.K-8.7 WHST.6-8.7 W.K-8.8 WHST.6-8.8	Skills **are strongly reflected** in the CCSS in ELA/literacy.
EESS01.02.09 Predict potential outcomes and/ or solutions based on oral and written information regarding trends.	RH.9-10.3 RH.11-12.3 RH.9-10.6 RH.11-12.6 RI.9-10.7 RI/RH/RST.11-12.7 RH.11-12.8 RST.11-12.8	RH.11-12.9 RST.9-10.9 RST.11-12.9 W/WHST.9-10.7 W/WHST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8 SL.9-10.2 SL.11-12.2	N/A	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/ literacy.
ESS01.02.10 Present formal and informal speeches including discussion, information requests, interpretation, and persuasive arguments.	SL.9-10.1a-d SL.11-12.1a-d SL.9-10.4 SL.11-12.4 SL.9-10.5 SL.11-12.5 SL.9-10.6 SL.11-12.6	L.9-10.1 L.11-12.1	SL.K-8.1 SL.K-8.4 SL.K-8.5	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS01.03 Demonstrate mathematics knowledge and skills required to pursue the full range of postsecondary education and career opportunities.				Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS01.03.01 Identify whole numbers, decimals, and fractions.	N/A		N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS01.03.02 Demonstrate knowledge of basic arithmetic operations such as addition, subtraction, multiplication, and division.	N/A		N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School		CCSS for K–8	Explanation & Rating
ESS01.03.03 Demonstrate use of relational expressions such as equal to, not equal, greater than, less than, etc.	N/A		N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS01.03.04 Apply data and measurements to solve a problem.	RST.9-10.7 RST.11-12.7 RST.9-10.8 RST.11-12.8 RST.9-10.9 RST.11-12.9	W/WHST.9-10.7 W/WHST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8	RST.6-8.7 RST.6-8.8 RST.6-8.9	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS01.03.05 Analyze Mathematical problem statements for missing and/or irrelevant data.	N/A		N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS01.03.06 Construct charts/tables/graphs from functions and data.	SL.9-10.5 SL.11-12.5		SL.K-8.5	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS01.03.07 Analyze data when interpreting operational documents.	RI/RH/RST.11-12.7 RST.9-10.7 RST.11-12.8 RH.11-12.9	RST.9-10.9 RST.11-12.9 SL.9-10.2 SL.11-12.2	RI.4-8.7 RH/RST.6-8.7 SL.4-8.2	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS01.04 Demonstrate science knowledge and skills required to pursue the range of postsecondary and career education opportunities.				Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS01.04.01 Evaluate scientific constructs including conclusions, conflicting data, controls, data, inferences, limitations, questions, sources of errors, and variables.	RST.9-10.6 RST.11-12.6 RST.9-10.7 RST.11-12.7 RST.9-10.8 RST.11-12.8 RST.9-10.9 RST.11-12.9	WHST.9-12.1a-e	RST.6-8.7 RST.6-8.8 RST.6-8.9 WHST.6-8.1	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS01.04.02 Apply scientific methods in qualitative and quantitative analysis, data gathering, direct and indirect observation, predictions, and problem identification.	RST.9-10.6 RST.11-12.6 RST.9-10.7 RST.11-12.7 RST.9-10.8 RST.11-12.8 RST.9-10.9 RST.11-12.9	SL.9-10.4 SL.11-12.4	RST.6-8.7 RST.6-8.8 RST.6-8.9 WHST.6-8.1	Skills **are largely reflected** in the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School		CCSS for K–8		Explanation & Rating
ESS02 COMMUNICATIONS: Use oral and written communication skills in creating, expressing and interpreting information and ideas including technical terminology and information.					
ESS02.01 Select and employ appropriate reading and communication strategies to learn and use technical concepts and vocabulary in practice.					Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.01.01 Determine the most appropriate reading strategy for identifying the overarching purpose of a text (i.e. skimming, reading for detail, reading for meaning or critical analysis).	N/A		N/A		Skills **could be reflected** in CCSS-aligned instruction.
ESS02.01.02 Demonstrate use of content, technical concepts and vocabulary when analyzing information and following directions.	**RI.9-10.1** **RI.11-12.1** **RH.9-10.1** **RH.11-12.1** **RST.9-10.1** **RST.11-12.1** **RI.9-10.3** **RI.11-12.3** **RH.9-10.3** **RH.11-12.3** **RST.9-10.3** **RST.11-12.3** **RI.9-10.4** **RH.9-10.4** **RI/RH.11-12.4** **RST.9-10.4** **RST.11-12.4** **RI.9-10.7** **RH.11-12.7** **RST.11-12.7** **RI.9-10.8** **RI.11-12.8**	**RH.9-10.8** **RH.11-12.8** **RST.9-10.8** **RST.11-12.8** **RI.9-10.9** **RI.11-12.9** **RH.9-10.9** **RH.11-12.9** **RST.9-10.9** **RST.11-12.9** **W.9-12.1a-e** **WHST.9-10.1d** **WHST.11-12.1d** **W/WHST.9-10.2a-e** **W/WHST.11-12.2e** **W/WHST.9-10.7** **W/WHST.11-12.7** **W/WHST.9-10.8** **W/WHST.11-12.8** **SL.9-10.2** **SL.11-12.2** **L.9-12.6**	**RI.K-8.1** **RH.6-8.1** **RST.6-8.1** **RI.K-8.3** **RH.6-8.3** **RST.6-8.3** **RI.K-8.4** **RH.6-8.4** **RST.6-8.4** **RI.K-8.7** **RH.6-8.7** **RST.6-8.7** **RI.K-8.8** **RH.6-8.8** **RST.6-8.8** **RI.K-8.9** **RH.6-8.9** **RST.6-8.9** **W.K-8.1**	**WHST.6-8.1** **W.K-8.2** **WHST.6-8.2** **W.K-8.7** **WHST.6-8.7** **W.K-8.8** **WHST.6-8.8** **SL.6-8.2** **L.6-8.6**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.01.03 Select the reading strategy or strategies needed to fully comprehend the content within a written document (i.e., skimming, reading for detail, reading for meaning or critical analysis).	N/A		N/A		Skills **could be reflected** in CCSS-aligned instruction.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School		CCSS for K–8		Explanation & Rating
ESS02.01.04 Interpret information, data, and observations to apply information learned from reading to actual practice.	**RI.9-10.7** **RI/RH/RST.11-12.7** **RST.9-10.7**	**W/WHST.9-10.7** **W/WHST.11-12.7**	**RI.K-8.7** **RH.6-8.7** **RST.6-8.7**		Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.01.05 Transcribe information, data, and observations to apply information learned from reading to actual practice.	**RST.9-10.3** **RST.11-12.3** **RI.9-10.7** **RI/RH/RST.11-12.7** **RST.9-10.7** **RH.11-12.8** **RST.9-10.8** **RST.11-12.8**	**RH.9-10.9** **RH.11-12.9** **RST.9-10.9** **RST.11-12.9** **W/WHST.9-10.7** **W/WHST.11-12.7** **W/WHST.9-10.8** **W/WHST.11-12.8** **SL.9-10.2** **SL.11-12.2**	**RST.6-8.3** **RI.K-8.7** **RH.6-8.7** **RST.6-8.7** **RH.6-8.8** **RST.6-8.8** **RI.K-8.9** **RH.6-8.9**	**RST.6-8.9** **W.K-8.7** **WHST.6-8.7** **W.K-8.8** **WHST.6-8.8** **SL.6-8.2**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.01.06 Communicate information, data, and observations to apply information learned from reading to actual practice.	**W/WHST.9-10.1a-e** **W/WHST.11-12.1a-e** **W/WHST.9-10.2a-e** **W/WHST.11-12.2a-e** **SL.9-10.4** **SL.11-12.4** **SL.9-10.5** **SL.11-12.5**		**W.K-8.1** **WHST.6-8.1** **W.K-8.2** **WHST.6-8.2** **SL.K-8.4** **SL.K-8.5**		Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.02 Demonstrate use of the concepts, strategies, and systems for obtaining and conveying ideas and information to enhance communication in the workplace.					Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.02.01 Employ verbal skills when obtaining and conveying information.	**SL.9-10.1a-d** **SL.11-12.1a-d** **SL.9-10.2** **SL.11-12.2** **SL.9-10.3** **SL.11-12.3** **SL.9-10.4** **SL.11-12.4**	**L.11-12.1** **L.9-10.1**	**SL.K-8.1**		Skills **are strongly reflected** in the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School	CCSS for K–8	Explanation & Rating
ESS02.02.02 Record information needed to present a report on a given topic or problem.	**W/WHST.9-10.1a-e** **W/WHST11-12.1a-e** **W/WHST.9-10.2a-e** **W/WHST.11-12.2a-e** **W/WHST.9-10.7** **W/WHST.11-12.7** **W/WHST.9-10.8** **W/WHST.11-12.8** **SL.9-10.1a-d** **SL.11-12.1a-d** **SL.9-10.2** **SL.11-12.2** SL.9-10.4 SL.11-12.4 **SL.9-10.5** **SL.11-12.5** L.9-10.1 L.9-10.2 L.11-12.1 L.11-12.2	**W.K-8.1** **WHST.6-8.1** **W.K-8.2** **WHST.6-8.2** **W.K-8.7** **WHST.6-8.7** **W.K-8.8** **WHST.6-8.8** **SL.K-8.1** **SL.6-8.2** SL.K-8.4 **SL.K-8.5**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.02.03 Write internal and external business correspondence that conveys and/or obtains information effectively.	W.9-10.1a-e WHST.9-12.1a-e W/WHST.9-10.2a-e W/WHST.11-12.2a-e W/WHST.9-10.10 W/WHST.11-12.10 **L.9-10.1** **L.9-10.2** **L.11-12.1** **L.11-12.2**	L.K-8.1 L.K-8.2	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS02.02.04 Communicate with other employees to clarify workplace objectives.	**SL.9-10.1b** **SL.11-12.1b**	**SL.6-8.1**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.02.05 Communicate effectively with customers and employees to foster positive relationships.	SL.9-10.1a-d SL.11-12.1a-d	SL.K-8.1	Skills **are largely reflected** in the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School		CCSS for K–8	Explanation & Rating
ESS02.03 Locate, organize and reference written information from various sources to communicate with co-workers and clients/participants.				Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.03.01 Locate written information used to communicate with co-workers and customers.	RI/RL.9-10.1 RH.9-10.1 RH.11-12.1 RST.9-10.1 RST.11-12.1 RH.9-10.2 RH.11-12.2	RST.9-10.2 RST.11-12.2 W/WHST.9-10.7 W/WHST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8 W/WHST.9-12.9	W/WHST.6-8.7 W/WHST.6-8.8 W/WHST.6-8.9	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS02.03.02 Organize information to use in written and oral communications.	W/WHST.9-10.1a-e W/WHST.11-12.1a-e W/WHST.9-10.2a-e W/WHST.11-12.2a-e W/WHST.9-10.8 W/WHST.11-12.8 W/WHST.9-10.10 W/WHST.11-12.10 SL.9-10.4 SL.11-12.4 SL.9-10.5 SL.11-12.5		W/WHST.6-8.1 W/WHST.6-8.2 W/WHST.6-8.8 W/WHST.6-8.10 SL.K-8.4	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.03.03 Reference the sources of information.	RH.11-12.8 RST.11-12.8 RST.11-12.9	W/WHST.9-10.7 W/WHST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8 SL.9-10.2 SL.11-12.2	W/WHST.6-8.1b W/WHST.6-8.2b W/WHST.6-8.8 W/WHST.6-8.10 SL.K-8.4	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.04 Evaluate and use information resources to accomplish specific occupational tasks.				Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.04.01 Use informational texts, Internet web sites, and/or technical materials to review and apply information sources for occupational tasks.	RI.9-10.3 RST.9-10.3 RST.11-12.3 RH.9-10.6 RST.9-10.6 RST.11-12.6 RST.9-10.7	RI/RH/RST.11-12.7 W/WHST.9-10.7 W/WHST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8 SL.9-10.2 SL.11-12.2	RI.4-8.7 RH.6-8.7 RST.6-8.7 W/WHST.6-8.7 W/WHST.6-8.8	Skills **are strongly reflected** in the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School		CCSS for K–8	Explanation & Rating
ESS02.04.02 Evaluate the reliability of information from informational texts, Internet Web sites, and/or technical materials and resources.	**RH.11-12.3** **RH.9-10.6** **RH.11-12.6** **RI/RH/RST.11-12.7** **RI.9-10.8** **RST.9-10.8** **RI.11-12.8** **RH.11-12.8**	**RST.11-12.8** **RH.11-12.9** **RST.9-10.9** **RST.11-12.9** **W/WHST.9-10.8** **W/WHST.11-12.8** **SL.9-10.2** **SL.11-12.2**	**RI.K-8.8** **RH.6-8.8** **RST.6-8.8** **W.K-8.8** **WHST.6-8.8**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.05 Use correct grammar, punctuation and terminology to write and edit documents.				Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.05.01 Compose multi-paragraph documents clearly, succinctly, and accurately.	**W/WHST.9-10.1a-e** **W/WHST.11-12.1a-e** **W/WHST.9-10.2a-e** **W/WHST.11-12.2a-e** **W/WHST.9-10.4** **W/WHST.11-12.4** **W/WHST.9-10.5** **W/WHST.11-12.5** **L.9-10.1** **L.9-10.2** **L.11-12.1** **L.11-12.2**		**W.K-8.1** **WHST.6-8.1** **W.K-8.2** **WHST.6-8.2** **W.3-8.4** **WHST.6-8.4** **W.K-8.5** **WHST.6-8.5** **L.K-8.1** **L.K-8.2**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.05.02 Use descriptions of audience and purpose when preparing and editing written documents.	**W/WHST.9-10.4** **W/WHST.11-12.4** **W/WHST.9-10.5** **W/WHST.11-12.5**	**SL.9-10.4** **SL.11-12.4** **SL.9-10.5** **SL.11-12.5** **SL.9-10.6** **SL.11-12.6**	**W.3-8.4** **WHST.6-8.4** **W.K-8.5** **WHST.6-8.5**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.05.03 Use correct grammar, spelling, punctuation, and capitalization when preparing written documents.	**L.9-10.1** **L.9-10.2** **L.11-12.1** **L.11-12.2**		**L.K-8.1** **L.K-8.2**	Skills **are strongly reflected** in the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School		CCSS for K–8		Explanation & Rating
ESS02.06 Develop and deliver formal and informal presentations using appropriate media to engage and inform audiences.					Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.06.01 Prepare oral presentations to provide information for specific purposes and audiences.	**SL.9-10.1a-d** **SL.11-12.1a-d** **SL.9-10.4** **SL.11-12.4** **SL.9-10.5** **SL.11-12.5** **SL.9-10.6** **SL.11-12.6**	**L.9-10.1** **L.9-10.2** **L.11-12.1** **L.11-12.2**	**SL.K-8.1** **SL.6-8.2** **SL.K-8.4** **SL.K-8.5** **SL.4-8.6** **L.K-8.1** **L.K-8.2**		Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.06.02 Identify support materials that will enhance an oral presentation.	**SL.9-10.5** **SL.11-12.5**		**SL.K-8.5**		Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.06.03 Prepare support materials that will enhance an oral presentation.	**SL.9-10.5** **SL.11-12.5**		**SL.K-8.5**		Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.06.04 Deliver an oral presentation that sustains listeners' attention and interest.	**SL.9-10.4** **SL.11-12.4** **SL.9-10.5** **SL.11-12.5** **SL.9-10.6** **SL.11-12.6**		**SL.K-8.4** **SL.K-8.5** **SL.4-8.6**		Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.06.05 Align presentation strategies to the intended audience.	**W/WHST.9-10.4** **W/WHST.11-12.4** **W/WHST.9-10.5** **W/WHST.11-12.5**	**SL.9-10.4** **SL.11-12.4** **SL.11-12.5** **SL.9-10.6** **SL.11-12.6**	**W.3-8.4** **WHST.6-8.4** **W.K-8.5** **WHST.6-8.5**	**SL.K-8.4** **SL.K-8.5** **SL.4-8.6**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.06.06 Implement multi-media strategies for presentations.	**SL.9-10.5** **SL.11-12.5**		**SL.K-8.5**		Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.07 Interpret verbal and nonverbal cues/behaviors to enhance communication with co-workers and clients/participants.					Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS02.07.01 Interpret verbal behaviors when communicating with clients and co-workers.	N/A		N/A		Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS02.07.02 Interpret nonverbal behaviors when communicating with clients and co-workers.	N/A		N/A		Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School		CCSS for K–8	Explanation & Rating
ESS02.08 Apply active listening skills to obtain and clarify information.				Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.08.01 Interpret a given verbal message/information.	SL.9-10.1a-d SL.11-12.1a-d SL.9-10.3 SL.11-12.3	W.WHST.9-10.6	SL.K-8.1 SL.6-8.3	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.08.02 Respond with restatement and clarification techniques to clarify information.	SL.9-10.1a-d SL.11-12.1a-d SL.9-10.3 SL.11-12.3		SL.K-8.1	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.09 Develop and interpret tables, charts, and figures to support written and oral communications.				Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.09.01 Create tables, charts, and figures to support written and oral communications.	SL.9-10.5 SL.11-12.5		SL.K-8.5	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.09.02 Interpret tables, charts, and figures used to support written and oral communication.	RI/RH/RST.11-12.7 RST.9-10.7 RH.9-10.7	SL.9-10.5 SL.11-12.5	RI.K-8.7 RH.6-8.7 RST.6-8.7 SL.K-8.5	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS02.10 Listen to and speak with diverse individuals to enhance communication skills.				Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS02.10.01 Apply factors and strategies for communicating with a diverse workforce.	SL.9-10.1 SL.11-12.1a-d SL.9-10.4 SL.11-12.4		SL.6-8.1	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS02.10.02 Demonstrate ability to communicate and resolve conflicts within a diverse workforce.	SL.9-10.1a-d SL.11-12.1a-d		SL.K-8.1	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS02.11 Exhibit public relations skills to increase internal and external customer/client satisfaction.				Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS02.11.01 Communicate effectively when developing positive customer/client relationships.	SL.9-10.1a-d SL.11-12.1a-d SL.9-10.4 SL.11-12.4 SL.9-12.6		SL.K-8.1 SL.6-8.4 SL.4-8.6	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School		CCSS for K–8	Explanation & Rating
ESS03 PROBLEM-SOLVING AND CRITICAL THINKING: Solve problems using critical thinking skills (analyze, synthesize, and evaluate) independently and in teams. Solve problems using creativity and innovation.				
ESS03.01 Employ critical thinking skills independently and in teams to solve problems and make decisions (e.g., analyze, synthesize and evaluate).				Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS03.01.01 Identify common tasks that require employees to use problem-solving skills.	SL.9-10.1a-d SL.11-12.1a-d		SL.K-8.1	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS03.01.02 Analyze elements of a problem to develop creative solutions.	RI.11-12.1 RH.11-12.3 RH.9-10.6 RH.11-12.6 RST.11-12.6 RI/RH/RST.11-12.7 RH.11-12.8 RST.11-12.8 RH.9-10.9	RH.11-12.9 RST.9-10.9 RST.11-12.9 W/WHST.9-10.7 W/WHST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8 W/WHST.11-12.9 SL.9-10.2 SL.11-12.2	W.K-8.7 WHST.6-8.7 W.K-8.8 WHST.6-8.8	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS03.01.03 Describe the value of using problem-solving and critical thinking skills to improve a situation or process.	RI.11-12.1 RH.11-12.3 RH.9-10.6 RH.11-12.6 RST.11-12.6 RI/RH/RST.11-12.7 RST.9-10.8 RH.11-12.8 RH.11-12.9	RST.9-10.9 RST.11-12.9 W/WHST.9-10.7 W/WHST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8 SL.9-10.2 SL.11-12.2	RST.6-8.8 RST.6-8.9 W.K-8.7 WHST.6-8.7 W.K-8.8 WHST.6-8.8 SL.6-8.2	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS03.01.04 Create ideas, proposals, and solutions to problems.	RST.9-10.3 RST.9-10.3 RST.11-12.3 RST.9-10.8 RST.11-12.8	W/WHST.9-10.7 W/WHST.11-12.7	RST.6-8.8 W.K-8.7 WHST.6-8.7	Skills **are largely reflected** in the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School		CCSS for K–8	Explanation & Rating
ESS03.01.05 Evaluate ideas, proposals, and solutions to problems.	**RI/RL.11-12.1** **RH.11-12.1** **RST.11-12.1** RH.11-12.3 RH.9-10.6 RH.11-12.6 RI.9-10.8 RI.11-12.8 RH.9-10.8 RH.11-12.8 RST.9-10.8 RST.11-12.8 RI.9-10.9 RI.11-12.9 RH.9-10.9 RH.11-12.9 RST.9-10.9 RST.11-12.9	RI/RH/RST.11-12.7 RI.9-10.8 RI.11-12.8 RH.9-10.8 RH.11-12.8 RST.9-10.8 RST.11-12.8 RI.9-10.9 RI.11-12.9 RH.9-10.9 RH.11-12.9 RST.9-10.9 RST.11-12.9 **W/WHST.9-10.7** **W/WHST.11-12.7** SL.9-10.3 SL.11-12.3	RI.K-8.3 RH.6-8.3 RST.6-8.3 RI.K-8.6 RI.K-8.7 RH.6-8.7 RST.6-8.7 RI.K-8.8 RH.6-8.8 RST.6-8.8 RI.K-8.9 RH.6-8.9 RST.6-8.9 SL.6-8.3	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS03.01.06 Use structured problem-solving methods when developing proposals and solutions.	RST.9-10.3 RST.11-12.3 **RST.9-10.6** **RST.11-12.6** **RH.9-10.7** **RI/RH/RST.11-12.7**	**RST.9-10.8** **RST.11-12.8** RST.9-10.9 W/WHST.9-10.7 W/WHST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8	RST.6-8.3 W.K-8.7 WHST.6-8.7 W.K-8.8 WHST.6-8.8	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS03.01.07 Generate new and creative ideas to solve problems by brainstorming possible solutions.	**RH.11-12.3** **RST.9-10.6** **RST.11-12.6** RI/RH/RST.11-12.7	RST.9-10.8 RST.11-12.8 **RST.11-12.9** W/WHST.9-10.7 W/WHST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8	RST.6-8.8 W.K-8.7 WHST.6-8.7 W.K-8.8 WHST.6-8.8	Skills **are strongly reflected** in the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School		CCSS for K–8	Explanation & Rating
ESS03.01.08 Critically analyze information to determine value to the problem-solving task.	RI/RL.9-10.1 RI.11-12.1 RH.9-10.1 RST.9-10.1 RH.11-12.2 RST.11-12.2 RI.9-10.3 RH.11-12.3 RST.9-10.3 RST.11-12.3 RH.9-10.6 RH.11-12.6 RST.9-10.6 RST.11-12.6 RI/RH/RST.11-12.7 RST.9-10.8	RI.9-10.8 RST.11-12.8 RH.9-10.8 RH.11-12.8 RST.9-10.8 RH.9-10.9 RH.11-12.9 RST.9-10.9 RST.11-12.9 W/WHST.9-10.7 W/WHST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8 W/WHST.11-12.9 SL.9-10.2 SL.11-12.2	W.K-8.7 WHST.6-8.7 W.K-8.8 WHST.6-8.8 SL.6-8.2	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS03.01.09 Guide individuals through the process of recognizing concerns and making informed decisions.	SL.9-10.1a-d SL.11-12.1a-d		SL.K-8.1	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS03.01.10 Identify alternatives using a variety of problem-solving and critical thinking skills.	RH.11-12.3 RST.11-12.3 RST.11-12.6 RI/RH/RST.11-12.7 RST.9-10.8 RST.11-12.8 RH.11-12.8	RST.11-12.9 W/WHST.9-10.7 W/WHST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8 W/WHST.11-12.9 SL.9-10.2 SL.11-12.2	N/A	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS03.01.11 Evaluate alternatives using a variety of problem-solving and critical thinking skills.	RH.11-12.3 RST.11-12.3 RST.11-12.6 RI/RH/RST.11-12.7 RST.9-10.8 RST.11-12.8 RH.11-12.8	RST.11-12.9 W/WHST.9-10.7 W/WHST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8 W/WHST.11-12.9 SL.9-10.2 SL.11-12.2	N/A	Skills **are largely reflected** in the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School	CCSS for K–8	Explanation & Rating
ESS03.02 Employ critical thinking and interpersonal skills to resolve conflicts with staff and/or customers.			Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS03.02.01 Analyze situations and behaviors that affect conflict management.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS03.02.02 Determine best options/outcomes for conflict resolution using critical thinking skills.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS03.02.03 Identify with others' feelings, needs, and concerns.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS03.02.04 Implement stress management techniques.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS03.02.05 Resolve conflicts with/for customers using conflict resolution skills.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS03.02.06 Implement conflict resolution skills to address staff issues/problems.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS03.03 Identify, write and monitor workplace performance goals to guide progress in assigned areas of responsibility and accountability.			Skills **could be reflected** in CCSS-aligned instruction.
ESS03.03.01 Write realistic performance goals, objectives and action plans.	**SL.9-10.1a-d** **SL.11-12.1a-d**	**SL.K-8.1**	Skills **could be reflected** in CCSS-aligned instruction.
ESS03.03.02 Monitor performance goals and adjust as necessary.	**SL.9-10.1a-d** **SL.11-12.1a-d**	**SL.K-8.1**	Skills **could be reflected** in CCSS-aligned instruction.
ESS03.03.03 Recognize goal achievement using appropriate rewards in the workplace.			Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS03.03.04 Communicate goal achievement with managers and co-workers.	SL.9-10.1a-d SL.11-12.1a-d	SL.K-8.1	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School		CCSS for K–8		Explanation & Rating
ESS03.04 Conduct technical research to gather information necessary for decision-making.					Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS03.04.01 Align the information gathered to the needs of the audience.	W/WHST.9-10.4 W/WHST.11-12.4 W/WHST.9-10.5 W/WHST.11-12.5	SL.9-10.4 SL.11-12.4 SL.9-10.5 SL.11-12.5 SL.9-10.6 SL.11-12.6	W.3-8.4 WHST.6-8.4 W.K-8.5 WHST.6-8.5	SL.K-8.4 SL.K-8.5 SL.4-8.6	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS03.04.02 Gather technical information and data using a variety of resources.	RI.11-12.7 RST.9-10.7 RST.11-12.7 RST.9-10.8 RH.9-10.9 RST.9-10.9	W/WHST.9-10.7 W/WHST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8 W/WHST.9-12.9	W.K-8.7 WHST.6-8.7 W.K-8.8 WHST.6-8.8		Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS03.04.03 Analyze information and data for value to the research objectives.	W/WHST.9-10.4 W/WHST.11-12.4 W/WHST.9-10.5 W/WHST.11-12.5 W/WHST.9-10.7 W/WHST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8 W/WHST.9-12.9	SL.9-10.4 SL.11-12.4 SL.9-10.5 SL.11-12.5	W.K-8.7 WHST.6-8.7 W.K-8.8 WHST.6-8.8 SL.K-8.4 SL.K-8.5		Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS03.04.04 Evaluate information and data to determine value to research objectives.	W/WHST.9-10.7 W/WHST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8 W/WHST.9-12.9	SL.9-10.4 SL.11-12.4 SL.9-10.5 SL.11-12.5	W.K-8.7 WHST.6-8.7 W.K-8.8	WHST.6-8.8 W.4-8.9 WHST.6-8.9	Skills **are strongly reflected** in the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School	CCSS for K–8	Explanation & Rating
ESS04 INFORMATION TECHNOLOGY APPLICATIONS: Use information technology tools specific to the career cluster to access, manage, integrate, and create information.			
ESS04.01 Use Personal Information Management (PIM) applications to increase workplace efficiency.			Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS04.01.01 Manage personal schedules and contact information.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS04.01.02 Create memos and notes.	**W/WHST.9-10.1a-e** **W/WHST.11-12.1a-e** **W/WHST.9-10.2a-e** **W/WHST.11-12.2a-e** **W/WHST.9-10.4** **W/WHST.11-12.4** **W/WHST.9-10.5** **W/WHST.11-12.5** **W/WHST.9-12.10** **SL.9-10.5** **SL.11-12.5** **L.9-10.1** **L.9-10.2** **L.11-12.1** **L.11-12.2**	**W.K-8.1** **WHST.6-8.1** **W.K-8.2** **WHST.6-8.2** **W.3-8.4** **WHST.6-8.4** **W.K-8.5** **WHST.6-8.5** **L.K-8.1** **L.K-8.2**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS04.02 Employ technological tools to expedite workflow.			Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS04.02.01 Use information technology tools to manage and perform work responsibilities.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS04.03 Operate electronic mail applications to communicate within a workplace.			Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS04.03.01 Use email to share files and documents.	**W/WHST.9-10.6** **W/WHST.11-12.6**	**W/WHST.6-8.6** **W.4-5.6**	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS04.03.02 Identify the functions and purpose of email systems.	**W/WHST.9-10.6** **W/WHST.11-12.6**	**W/WHST.6-8.6** **W.4-5.6**	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS04.03.03 Use email to communicate within and across organizations.	**W/WHST.9-10.6** **W/WHST.11-12.6**	N/A	Skills **are largely reflected** in the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School	CCSS for K–8	Explanation & Rating
ESS04.04 Operate Internet applications to perform workplace tasks.			Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS04.04.01 Access and navigate Internet (e.g., use a web browser).	N/A	N/A	Skills **could be reflected** in CCSS-aligned instruction in ELA/literacy.
ESS04.04.02 Search for information and resources.	W/WHST.9-10.7 W/WHST.11-12.7 W/WHST.9-10.8 W/WHST.11-12.8	W.K-8.7 WHST.6-8.7 W.K-8.8 WHST.6-8.8	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS04.04.03 Evaluate Internet resources for reliability and validity.	W/WHST.9-10.8 W/WHST.11-12.8	W.K-8.8 WHST.6-8.8	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS04.05 Operate writing and publishing applications to prepare business communications.			Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS04.05.01 Prepare simple documents and other business communications.	W/WHST.9-10.1a-e W/WHST.11-12.1a-e W/WHST.9-10.2a-e W/WHST.11-12.2a-e W/WHST.9-10.4 W/WHST.11-12.4 W/WHST.9-10.5 W/WHST.11-12.5 W/WHST.9-12.10 SL.9-10.5 SL.11-12.5 L.9-10.1 L.9-10.2 L.11-12.1 L.11-12.2	W.K-8.1 WHST.6-8.1 W.K-8.2 WHST.6-8.2 W.3-8.4 WHST.6-8.4 W.K-8.5 WHST.6-8.5 SL.K-8.5 L.K-8.1 L.K-8.2	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS04.05.02 Prepare reports and other business communications by integrating graphics and other non-text elements.	W/WHST.9-10.2a-e W/WHST.11-12.2a-e SL.9-10.5 SL.11-12.5	W.K-8.2 WHST.6-8.2 SL.K-8.5	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS04.05.03 Prepare complex multi-media publications.	W/WHST.9-10.2a-e W/WHST.11-12.2a-e SL.9-10.5 SL.11-12.5	W.K-8.2 WHST.6-8.2 SL.K-8.5	Skills **are strongly reflected** in the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School	CCSS for K–8	Explanation & Rating
ESS04.06 Operate presentation applications to prepare presentations.			Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS04.06.01 Prepare presentations for training, sales and information sharing.	W/WHST.9-10.1a-e W/WHST.11-12.1a-e W/WHST.9-10.2a-e W/WHST.11-12.2a-e W/WHST.9-12.10 SL.9-10.1a-d SL.11-12.1a-d SL.9-10.4 SL.11-12.4 SL.9-10.5 SL.11-12.5 L.9-10.1 L.9-10.2 L.11-12.1 L.11-12.2	W.4-8.1 WHST.6-8.1 W.4-8.2 WHST.6-8.2 SL.K-8.1 SL.4-8.4	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS04.06.02 Deliver presentations with supporting materials.	SL.9-10.1a-d L.9-10.1 SL.11-12.1a-d L.11-12.1 SL.9-10.4 SL.11-12.4 SL.9-10.5 SL.11-12.5	SL.K-8.1 SL.K-8.4 SL.K-8.5 L.K-8.1	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS04.07 Employ spreadsheet applications to organize and manipulate data.			Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS04.07.01 Create a spreadsheet.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS04.07.02 Perform calculations and analyses on data using a spreadsheet.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School		CCSS for K–8	Explanation & Rating
ESS04.08 Employ database applications to manage data.				Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS04.08.01 Manipulate data elements.	N/A		N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS04.08.02 Manage interrelated data elements.	N/A		N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS04.08.03 Analyze interrelated data elements.	**RH.9-10.7** **RI.11-12.7** **RI/RH/RST.11-12.7** **RST.9-10.7**		**RH/RST.6-8.7**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS04.08.04 Generate reports showing interrelated data elements.	N/A		N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS04.09 Employ collaborative/groupware applications to facilitate group work.				Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS04.09.01 Facilitate group work through management of shared schedule and contact information.	N/A		N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS04.09.02 Facilitate group work through management of shared files and online information.	**W/WHST.9-10.6** **W/WHST.11-12.6**		**W.K-8.6** **WHST.6-8.6**	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS04.09.03 Facilitate group work through instant messaging or virtual meetings.	N/A		N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS04.10 Employ operations applications to manage work tasks.				Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS04.10.01 Manage computer operations.	N/A		N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS04.10.02 Manage file storage.	N/A		N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS04.10.03 Compress or alter files.	N/A		N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School	CCSS for K–8	Explanation & Rating
ESS04.11 Use computer-based equipment (containing embedded computers or processors) to control devices.			Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS04.11.01 Operate computer driven equipment and machines.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS04.11.02 Use installation and operation manuals.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS04.11.03 Troubleshoot computer driven equipment and machines.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS04.11.04 Access support as needed to maintain operation of computer driven equipment and machines.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS05 SYSTEMS: Understand roles within teams, work units, departments, Essential Topic organizations, inter-organizational systems, and the larger environment. Identify how key organizational systems affect organizational performance and the quality of products and services. Understand global context of industries and careers.			
ESS05.01 Describe the nature and types of business organizations to build an understanding of the scope of organizations.			Skills **are not covered** in the CCSS in ELA/Literacy and need to be addressed elsewhere.
ESS05.01.01 List the types and functions of businesses.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/Literacy and need to be addressed elsewhere.
ESS05.01.02 Describe the types and functions of businesses.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS05.01.03 Explain the functions and interactions of common departments within a business.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS05.02 Implement quality control systems and practices to ensure quality products and services.			Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS05.02.01 Describe quality control standards and practices common to the workplace.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School	CCSS for K–8	Explanation & Rating
ESS06 SAFETY, HEALTH AND ENVIRONMENTAL: Understand the importance of health, safety, and environmental management systems in organizations and their importance to organizational performance and regulatory compliance. Follow organizational policies and procedures and contribute to continuous improvement in performance and compliance.			
ESS06.01 Implement personal and jobsite safety rules and regulations to maintain safe and healthful working conditions and environments.			Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS06.01.01 Assess workplace conditions with regard to safety and health.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS06.01.02 Align safety issues with appropriate safety standards to ensure a safe workplace/jobsite.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS06.01.03 Identify safety hazards common to workplaces.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS06.01.04 Identify safety precautions to maintain a safe worksite.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS06.01.05 Select appropriate personal protective equipment as needed for a safe workplace/jobsite.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS06.01.06 Inspect personal protective equipment commonly used for selected career pathway.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS06.01.07 Use personal protective equipment according to manufacturer rules and regulations.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS06.01.08 Employ a safety hierarchy and communication system within the workplace/jobsite.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS06.01.09 Implement safety precautions to maintain a safe worksite.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS06.02 Complete work tasks in accordance with employee rights and responsibilities and employers obligations to maintain workplace safety and health.			Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS06.02.01 Identify rules and laws designed to promote safety and health in the workplace.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS06.02.02 State the rationale of rules and laws designed to promote safety and health.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School	CCSS for K–8	Explanation & Rating
ESS06.03 Employ emergency procedures as necessary to provide aid in workplace accidents.			Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS06.03.01 Use knowledge of First Aid procedures as necessary.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS06.03.02 Use knowledge of CPR procedures as necessary.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS06.03.03 Use safety equipment as necessary.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS06.04 Employ knowledge of response techniques to create a disaster and/or emergency response plan.			Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS06.04.01 Complete an assessment of an emergency and/or disaster situation.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS06.04.02 Create an emergency and/or disaster plan.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS07 LEADERSHIP AND TEAMWORK: Use leadership and teamwork skills in collaborating with others to accomplish organizational goals and objectives.			
ESS07.01 Employ leadership skills to accomplish organizational goals and objectives.			Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS07.01.01 Analyze the various roles of leaders within organizations (e.g. contribute ideas; share in building an organization; act as role models to employees by adhering to company policies, procedures, and standards; promote the organization's vision; and mentor others).	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS07.01.02 Exhibit traits such as empowerment, risk, communication, focusing on results, decision-making, problem solution, and investment in individuals when leading a group in solving a problem.	**SL.9-10.1a-d** **SL.11-12.1a-d**	**SL.K-8.1**	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS07.01.03 Exhibit traits such as compassion, service, listening, coaching, developing others, team development, and understanding and appreciating others when acting as a manager of others in the workplace.	**SL.9-10.1b-d** **SL.11-12.1b-d**	**SL.K-8.1**	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School	CCSS for K–8	Explanation & Rating
ESS07.01.04 Exhibit traits such as enthusiasm, creativity, conviction, mission, courage, concept, focus, principle-centered living, and change when interacting with others in general.	**SL.9-10.1a-d** **SL.11-12.1a-d**	N/A	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS07.01.05 Consider issues related to self, team, community, diversity, environment, and global awareness when leading others.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS07.01.06 Exhibit traits such as innovation, intuition, adaptation, life-long learning and coachability to develop leadership potential over time.	*These are skills/habits that students can build over their K–12 careers as they participate in ELA/literacy classes.*	N/A	Skills **could be reflected** in CCSS-aligned instruction.
ESS07.01.07 Analyze leadership in relation to trust, positive attitude, integrity, and willingness to accept key responsibilities in a work situation.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS07.01.08 Describe observations of outstanding leaders using effective management styles.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS07.01.09 Participate in civic and community leadership and teamwork opportunities to enhance skills.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS07.02 Employ organizational and staff development skills to foster positive working relationships and accomplish organizational goals.			Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS07.02.01 Implement organizational skills when facilitating others' work efforts.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS07.02.02 Explain how to manage a staff that satisfies work demands while adhering to budget constraints.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS07.02.03 Describe how staff growth and development to increase productivity and employee satisfaction.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS07.02.04 Organize team involvement within a group environment.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS07.02.05 Work with others to develop and gain commitment to team goals.	**SL.9-10.1b** **SL.11-12.1b**	**SL.K-8.1**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS07.02.06 Distribute responsibility and work load fairly.	**SL.9-10.1b** **SL.11-12.1b**	**SL.6-8.1**	Skills **are largely reflected** in the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School	CCSS for K–8	Explanation & Rating
ESS07.02.07 Model leadership and teamwork qualities to aid in employee morale.	**SL.9-10.1b-d** **SL.11-12.1b-d**	**SL.K-8.1**	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS07.02.08 Identify best practices for successful team functioning.	*These are skills/habits that students can build over their K–12 careers as they regularly participate in collaborative groups.*	N/A	Skills **could be reflected** in CCSS-aligned instruction.
ESS07.02.09 Explain best practices for successful team functioning.	*These are skills/habits that students can build over their K–12 careers as they regularly participate in collaborative groups.*	N/A	Skills **could be reflected** in CCSS-aligned instruction.
ESS07.03 Employ teamwork skills to achieve collective goals and use team members' talents effectively.			Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS07.03.01 Work with others to achieve objectives in a timely manner.	**SL.9-10.1b** **SL.11-12.1b**	**SL.K-8.1**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS07.03.02 Promote the full involvement and use of team members' individual talents and skills.	**SL.9-10.1b-d** **SL.11-12.1b-d**	**SL.K-8.1**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS07.03.03 Employ conflict management skills to facilitate solutions.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS07.03.04 Demonstrate teamwork skills through working cooperatively with co-workers, supervisory staff, and others, both in and out of the organization, to achieve particular tasks.	**SL.9-10.1** **SL.11-12.1**	**SL.K-8.1**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS07.03.05 Demonstrate teamwork processes that provide team building, consensus, continuous improvement, respect for the opinions of others, cooperation, adaptability, and conflict resolution.	**SL.9-10.1b-d** **SL.11-12.1b-d**	**SL.K-8.1**	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS07.03.06 Develop plans to improve team performance.	**SL.11-12.1d**	N/A	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS07.03.07 Demonstrate commitment to and a positive attitude toward team goals.	**SL.9-10.1a-d** **SL.11-12.1a-d**	**SL.K-8.1**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS07.03.08 Take responsibility for shared group and individual work tasks.	**SL.9-10.1a-d** **SL.11-12.1a-d**	**SL.K-8.1**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS07.03.09 Assist team members in completing their work.	*These are skills/habits that students can build over their K–12 careers as they regularly participate in collaborative groups.*	N/A	Skills **could be reflected** in CCSS-aligned instruction.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School	CCSS for K–8	Explanation & Rating
ESS07.03.10 Adapt effectively to changes in projects and work activities.	*These are skills/habits that students can build over their K–12 careers as they regularly participate in collaborative groups.*	N/A	Skills **could be reflected** in CCSS-aligned instruction.
ESS07.03.11 Negotiate effectively to arrive at decisions.	**SL.9-10.1b, d** **SL.11-12.1b, d**	**SL.K-2.1a** **SL.3.1b** **SL.4-8.1b, d**	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS07.04 Establish and maintain effective working relationships with all levels of personnel and other departments in order to accomplish objectives and tasks.			Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS07.04.01 Build effective working relationships using interpersonal skills.	**SL.9-10.1** **SL.11-12.1** **W.WHST.9-10.6** **W/WHST.11-12.6**	**SL.K-8.1**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS07.04.02 Use positive interpersonal skills to work cooperatively with co-workers representing different cultures, genders and backgrounds.	**SL.9-10.1** **SL.11-12.1**	**SL.K-8.1**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS07.04.03 Manage personal skills to accomplish assignments.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS07.04.04 Treat people with respect.	**SL.9-10.1b-d** **SL.11-12.1b-d**	**SL.K-8.1**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS07.04.05 Provide constructive praise and criticism.	**SL.9-10.1c** **SL.11-12.1b, c**	**SL.K-8.1**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS07.04.06 Demonstrate sensitivity to and value for diversity.	**SL.9-10.1d** **SL.11-12.1d**	**SL.K-8.1**	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS07.04.07 Manage stress and control emotions.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS07.05 Conduct and participate in meetings to accomplish work tasks.			Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS07.05.01 Develop meeting goals, objectives and agenda.	**SL.9-10.1b** **SL.11-12.1b**	**SL.K-8.1**	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS07.05.02 Assign responsibilities for preparing materials and leading discussions.	**SL.9-10.1a-d** **SL.11-12.1a-d**	N/A	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS07.05.03 Prepare materials for leading discussion.	**SL.9-10.1a-d** **SL.11-12.1a-d**	**SL.3-8.1a**	Skills **are largely reflected** in the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School	CCSS for K–8	Explanation & Rating
ESS07.05.04 Assemble and distribute meeting materials.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS07.05.05 Conduct meeting to achieve objectives within scheduled time.	**SL.9-10.1b** **SL.11-12.1b, d**	N/A	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS07.05.06 Demonstrate effective communication skills in meetings.	**SL.9-10.1a-d** **SL.11-12.1a-d**	**SL.K-8.1**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS07.05.07 Produce meeting minutes including decisions and next steps.	**SL.11-12.1.d**	N/A	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS07.05.08 Use parliamentary procedure, as needed, to conduct meetings.	**SL.9-10.1b** **SL.11-12.1b**	N/A	Skills **could be reflected** in CCSS-aligned instruction.
ESS07.06 Employ mentoring skills to inspire and teach others.			Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS07.06.01 Use motivational techniques to enhance performance in others.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS07.06.02 Provide guidance to enhance performance in others.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS08 ETHICS AND LEGAL RESPONSABILITIES: Know and understand the importance of professional ethics and legal responsibilities.			
ESS08.01 Apply ethical reasoning to a variety of workplace situations in order to make ethical decisions.			Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS08.01.01 Evaluate alternative responses to workplace situations based on legal responsibilities and employer policies.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS08.01.02 Evaluate alternative responses to workplace situations based on personal or professional ethical responsibilities.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS08.01.03 Identify personal and long-term workplace consequences of unethical or illegal behaviors.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS08.01.04 Explain personal and long-term workplace consequences of unethical or illegal behaviors.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS08.01.05 Determine the most appropriate response to workplace situations based on legal and ethical considerations.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School	CCSS for K–8	Explanation & Rating
ESS08.01.06 Explain the most appropriate response to workplace situations based on legal and ethical considerations.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS08.02 Interpret and explain written organizational policies and procedures to help employees perform their jobs according to employer rules and expectations.			Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS08.02.01 Locate information on organizational policies in handbooks and manuals.	**W/WHST.9-10.7** **W/WHST.11-12.7** **W/WHST.9-10.8** **W/WHST.11-12.8**	N/A	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS08.02.02 Discuss how specific organizational policies and procedures influence a specific work situation.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09 EMPLOYABILITY AND CAREER DEVELOPMENT: Know and understand the importance of employability skills. Explore, plan, and effectively manage careers. Know and understand the importance of entrepreneurship skills.			
ESS09.01 Identify and demonstrate positive work behaviors and personal qualities needed to be employable.			Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS09.01.01 Demonstrate self-discipline, self-worth, positive attitude, and integrity in a work situation.	*These are skills/habits that students can build over their K–12 careers as they participate in ELA/literacy classes.*		Skills **could be reflected** in CCSS-aligned instruction.
ESS09.01.02 Demonstrate flexibility and willingness to learn new knowledge and skills.	**W/WHST.9-10.7** **W/WHST.11-12.7**	**W.K-8.7** **WHST.6-8.7**	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS09.01.03 Exhibit commitment to the organization.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.01.04 Identify how work varies with regard to site, from indoor confined spaces to outdoor areas, including aerial space and a variety of climatic and physical conditions.	N/A	N/A	Skills are not covered in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.01.05 Apply communication strategies when adapting to a culturally diverse environment.	**SL.9-10.1** **SL.11-12.1**	**SL.K-8.1**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS09.01.06 Manage resources in relation to the position (i.e. budget, supplies, computer, etc.).	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.01.07 Identify positive work-qualities typically desired in each of the career cluster's pathways.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.01.08 Manage work roles and responsibilities to balance them with other life roles and responsibilities.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School	CCSS for K–8	Explanation & Rating
ESS09.02 Develop a personal career plan to meet career goals and objectives.			Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.02.01 Develop career goals and objectives as part of a plan for future career direction.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.02.02 Develop strategies to reach career objectives.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.03 Demonstrate skills related to seeking and applying for employment to find and obtain a desired job.			Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS09.03.01 Use multiple resources to locate job opportunities.	**W/WHST.9-10.7** **W/WHST.11-12.7**	**W/WHST.6-8.7**	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS09.03.02 Prepare a résumé.	**W/WHST.9-10.2a-e** **W/WHST.11-12.2a-e**	**W.3-8.2** **WHST.6-8.2**	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS09.03.03 Prepare a letter of application.	**W/WHST.9-10.2a-e** **W/WHST.11-12.2a-e**	**W.3-8.2** **WHST.6-8.2**	Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS09.03.04 Complete an employment application.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.03.05 Interview for employment.	**SL.9-10.4** **SL.11-12.4** **SL.9-10.6** **SL.11-12.6**	**SL.4-8.4**	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS09.03.06 List the standards and qualifications that must be met in order to enter a given industry.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.03.07 Employ critical thinking and decision-making skills to exhibit qualifications to a potential employer.	N/A	N/A	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School	CCSS for K–8	Explanation & Rating
ESS.09.04 Maintain a career portfolio to document knowledge, skills and experience in a career field.			Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS09.04.01 Select educational and work history highlights to include in a career portfolio.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.04.02 Produce a record of work experiences, licenses, certifications and products.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.04.03 Organize electronic or physical portfolio for use in demonstrating knowledge, skills and experiences.	**W/WHST.9-10.2a-e** **W/WHST.11-12.2a-e** **W/WHST.9-10.6** **W/WHST.11-12.6**	**W/WHST.6-8.2** **W/WHST.6-8.6**	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS09.05 Demonstrate skills in evaluating and comparing employment opportunities in order to accept employment positions that match career goals.			Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.05.01 Compare employment opportunities to individual needs and career plan objectives.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.05.02 Evaluate employment opportunities based upon individual needs and career plan objectives.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.05.03 Demonstrate appropriate methods for accepting or rejecting employment offers.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.06 Identify and exhibit traits for retaining employment to maintain employment once secured.			Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS09.06.01 Model behaviors that demonstrate reliability and dependability.	*These are skills/habits students can build over their K–12 careers as they participate in ELA/literacy classes.*	N/A	Skills **could be reflected** in CCSS-aligned instruction.
ESS09.06.02 Maintain appropriate dress and behavior for the job to contribute to a safe and effective workplace/jobsite.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.06.03 Complete required employment forms and documentation such as I-9 form, work visa, W-4 and licensures to meet employment requirements.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School	CCSS for K–8	Explanation & Rating
ESS09.06.04 Summarize key activities necessary to retain a job in the industry.	**W/WHST.9-10a-e** **W.WHST.10-12.2a-e**	**W/WHST.6-8.2**	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS09.06.05 Identify positive work behaviors and personal qualities necessary to retain employment.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.07 Identify and explore career opportunities in one or more career pathways to build an understanding of the opportunities available in the cluster.			Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.07.01 Locate and identify career opportunities that appeal to personal career goals.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.07.02 Match personal interest and aptitudes to selected careers.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.08 Recognize and act upon requirements for career advancement to plan for continuing education and training.			Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.08.01 Identify opportunities for career advancement.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.08.02 Pursue education and training opportunities to acquire skills necessary for career advancement.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.08.03 Examine the organization and structure of various segments of the industry to prepare for career advancement.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.08.04 Research local and regional labor (workforce) market and job growth information to project potential for advancement.	**W/WHST.9-10.7** **W/WHST.11-12.7** **W/WHST.9-10.8** **W/WHST.11-12.8**	**W/WHST.6-8.7** **W/WHST.6-8.8**	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS09.08.05 Manage employment relations to make career advancements.	N/A	N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School		CCSS for K–8	Explanation & Rating
ESS09.09 Continue professional development to keep current on relevant trends and information within the industry.				Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS09.09.01 Use self-assessment, organizational priorities, journals, Internet sites, professional associations, peers and other resources to develop goals that address training, education and self-improvement issues.	N/A		N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.09.02 Read trade magazines and journals, manufacturers' catalogues, industry publications and Internet sites to keep current on industry trends.	**RI.9-10.1** **RI.11-12.1** **RH.9-10.1** **RH.11-12.1** **RI.9-10.2** **RI.11-12.2** **RH.9-10.2** **RH.11-12.2**	**RST.9-10.2** **RST.11-12.2** **RH.9-10.7** **RI/RH.11-12.7** **RST.9-10.7**	**RI.K-8.1** **RI.4-8.2** **RH.6-8.2** **RST.6-8.2** **RH/RST.6-8.7**	Skills **require an academic foundation articulated by the CCSS** in ELA/literacy, but technical elements of the skills are outside the scope of the CCSS in ELA/literacy.
ESS09.09.03 Participate in relevant conferences, workshops, mentoring activities and in-service training to stay current with recent changes in the field.	N/A		N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.10 Examine licensing, certification and credentialing requirements at the national, state and local levels to maintain compliance with industry requirements.				Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.10.01 Examine continuing education requirements related to licensing, certification, and credentialing requirements at the local, state and national levels for chosen occupation.	N/A		N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.10.02 Examine the procedures and paperwork involved in maintaining and updating licensure, certification and credentials for chosen occupation.	N/A		N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.10.03 Align ongoing licensing, certification and credentialing requirements to career plans and goals.	N/A		N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.11 Examine employment opportunities in entrepreneurship to consider entrepreneurship as an option for career planning.				Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS09.11.01 Describe the opportunities for entrepreneurship in a given industry.	N/A		N/A	Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.

Black — Strong match   **Blue — Partial match**

ESS	CCSS for High School		CCSS for K–8		Explanation & Rating
ESS10 TECHNICAL SKILLS: Use of technical knowledge and skills required to pursue careers in all career cluster, including knowledge of design, operation, and maintenance of technological systems critical to the career cluster.					
ESS10.01 Employ information management techniques and strategies in the workplace to assist in decision-making.					Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS10.01.01 Use information literacy skills when accessing, evaluating and disseminating information.	**RH.11-12.3** **RH.9-10.6** **RH.11-12.6** **RI/RH/RST.11-12.7** **RH.11-12.8** **RST.11-12.8** **RI.9-10.9** **RH.9-10.9** **RH.11-12.9** **RST.9-10.9** **RST.11-12.9**	**W/WHST.9-10.1a-e** **W/WHST.11-12.1a-e** **W/WHST.9-10.2a-e** **W/WHST.11-12.2a-e** **W/WHST.9-10.7** **W/WHST.11-12.7** **W/WHST.9-10.8** **W/WHST.11-12.8** **SL.9-10.2** **SL.11-12.2** **SL.9-10.4** **SL.11-12.4** **SL.9-10.5** **SL.11-12.5**	**RH.6-8.6** **RI.K-8.7** **RH.6-8.7** **RST.6-8.7** **RI.K-8.9** **RH.6-8.9** **RST.6-8.9** **W.K-8.1** **WHST.6-8.1** **W.K-8.2**	**WHST.6-8.2** **W.K-8.7** **WHST.6-8.7** **W.K-8.8** **WHST.6-8.8** **SL.6-8.2** **SL.K-8.5**	Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS10.01.02 Describe the nature and scope of information management.	N/A		N/A		Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS10.01.03 Maintain records to facilitate ongoing business operations.	N/A		N/A		Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS10.02 Employ planning and time management skills and tools to enhance results and complete work tasks.					Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS10.02.01 Develop goals and objectives.	**SL.9-10.1b** **SL.11-12.1b**		**SL.K-8.1**		Skills **are strongly reflected** in the CCSS in ELA/literacy.
ESS10.02.02 Prioritize tasks to be completed.	**SL.9-10.1b** **SL.11-12.1b**		**SL.K-8.1**		Skills **are largely reflected** in the CCSS in ELA/literacy.
ESS10.02.03 Develop timelines using time management knowledge and skills.	N/A		N/A		Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.
ESS10.02.04 Use project-management skills to improve workflow and minimize costs.	N/A		N/A		Skills **are not covered** in the CCSS in ELA/literacy and need to be addressed elsewhere.

Black — Strong match   **Blue — Partial match**