



# Utilizing Talent From Within Your Hallways



*Implementing an  
Internal Internship  
Program in Your  
District*



# Your Presenters

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# Your Presenters

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# Our Story

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***It is a primary goal of Liberty Public Schools to provide students with authentic learning experiences in an effort to help them find passions and interests that can lead to life-long success.***

# Opportunities Provided Outside of Traditional Classroom

Northland  
CAPS &  
Career  
Centers

Job  
Shadowing

Educational  
Intern  
Program

Internal  
Internship  
Program



# Getting Started

- Get Administration On Board with Concept
- Support from School Counselors Is a Must
- Create Form and Develop Elective Course Offering
- Program Leader Interviews Student Candidates
- Onboarding/Meetings with Student Begins





# Onboarding



## Is Key

- Ensuring That Students Understand How to Work with Adults in a Professional Environment
- Professional Dress, Professional Conversations, What Is/Isn't Appropriate
- Experiences When Onboarding Isn't Done Properly

# Meet Josie

- Liberty High School Senior
- Interested in Studying Broadcast Journalism in College
- Involved in Schools TV Production Class and Theatre
- Last Summer Inquired About New LPS Internship Program



# Josie's Week

- Monday: Meet with Us (as needed) to Prepare for the Week Ahead
- Tuesday/Wednesday: Produce video segment (*LPS Insider*) at LHS studio.
- Wednesday afternoon: Submit Final Product to Dallas for Review



# Josie's Week

- Wednesday: Following Final Edits, Segment is Distributed in Various Outlets
- Thursday/Friday: Interviews and Recordings for Following Week's Segment
- *Other Duties as Assigned*





# What We Learned

- Don't Underestimate the Talents of Your Students
- Provide Students With Opportunities and Not Just Mundane Tasks
- Be Prepared to Grow Them
- Expect the Unexpected
- Think of Ways to Expand the Program
- Think Ahead: How Will Next Year Look?
- The Community LOVES Seeing Students Shine



# Potential Barriers

- Horror Stories from Colleagues About “Intern Disasters”
- *“Train Them Up, and Then They Leave”*
- Do I Want High School Students Producing Content for My Program/Department?
- Will This End Up Just Being “One More Thing” for Me to Manage During My Already Busy Schedule?



Thanks For Attending !

**Any questions?**