



## A Correlation: Missouri Standards and JA Financial Capability 2™

Session Descriptions	Student Objectives	Academic Standards
<p><b>Project 1: First Job—Benefits Packages</b></p> <p>Students learn about optional employee benefits and how those benefits can help them to achieve their personal and financial goals. They will also explore how different options benefit employees at different stages of life.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>Describe employee benefit package options.</li> <li>Explain reasons an employee might choose different employee benefits at different stages of life.</li> <li>Explain how a benefits package helps employees meet their personal and financial goals.</li> </ul>	<p><b>Personal Finance Course Level Expectations: Earning Income</b>            Concept 2.B Analyze why benefits such as health insurance, paid vacation, retirement plan, family leave, tuition reimbursement and flexible scheduling are considered forms of compensation.</p>
<p><b>1.1 Considering Employees</b></p> <p>Students weigh the advantages, disadvantages, and costs of regular employees and contractors for a small business entrepreneur.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>Explain two advantages of hiring help in a small business.</li> <li>Compare and contrast the advantages and disadvantages of hiring an employee or a contractor.</li> <li>Explain four costs in addition to salary/hourly wage that comprise the full cost of employees.</li> </ul>	<p><b>Business Course Objectives for Entrepreneurship: Management</b>            Develop job descriptions.            Develop compensation plan/incentive systems.            Determine hiring needs.            Recruit, interview, and hire new employees.</p>

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<p><b>1.2 Benefits are Important</b></p> <p>Students learn about mandatory and optional employee benefits offered by small businesses and explore both the advantages and disadvantages.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>List four legally required benefits provided by employers.</li> <li>List four optional benefits offered to employees.</li> <li>Describe two ways providing great benefits can help a company.</li> <li>Evaluate optional benefits for a small business scenario.</li> </ul>	<p><b>Personal Finance Course Level Expectations: Earning Income</b></p> <p>Concept 2.B Analyze why benefits such as health insurance, paid vacation, retirement plan, family leave, tuition reimbursement and flexible scheduling are considered forms of compensation.</p> <p><b>Business Course Objectives for Entrepreneurship: Management</b></p> <p>Develop compensation plan/incentive systems.</p>
<p><b>1.3 The New Work Environment</b></p> <p>Students conduct research on low-cost and nontraditional employee benefits that small businesses offer to attract good workers. They explore new work environments and employee experiences.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>Identify three low-cost or no-cost benefits provided by employers.</li> <li>Identify three nontraditional employee benefits.</li> <li>Describe the new work environment.</li> <li>Define and explain employee experience.</li> </ul>	<p><b>Personal Finance Course Level Expectations: Earning Income</b></p> <p>Concept 2.B Analyze why benefits such as health insurance, paid vacation, retirement plan, family leave, tuition reimbursement and flexible scheduling are considered forms of compensation.</p> <p><b>Business Course Objectives for Entrepreneurship: Management</b></p> <p>Develop compensation plan/incentive systems.</p>
<p><b>1.4 Exploring Careers in Human Resources</b></p> <p>Students complete a brief activity related to career soft skills and then evaluate a sample career before conducting independent research on two other careers at a job website. Students use information they have gathered to complete a brief creative activity at the end of the session.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>Locate and use information gathered from a career website.</li> <li>Identify basic career information about two of the following three careers: human resources manager, compensation and benefits manager, or training and development specialist.</li> <li>Reflect on personal interest and fit for the researched careers.</li> </ul>	<p><b>Personal Finance Course Level Expectations: Earning Income</b></p> <p>Concept 1.A Evaluate how career choices impact income and quality of life.</p> <p>Concept 1.B Analyze the relationship between education, skill development and earning potential.</p>

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<p><b>Project 2: Managing Risk</b></p> <p>Students review insurance terms and evaluate the short-term and possible long-term impact of having or not having auto insurance. Students will create a diorama to demonstrate the concepts.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>Identify the short-term financial impact of auto insurance.</li> <li>Compare factors that minimize and maximize the cost of insurance.</li> <li>Explain the potential financial impacts of not having adequate auto insurance.</li> </ul>	<p><b>Personal Finance Course Level Expectations: Protecting and Investing</b></p> <p>Concept 1.A Analyze the personal financial risks that can occur when unexpected events damage health, home, property, wealth or future opportunities.</p> <p>Concept 1.B Explain how and why insurance companies create policies and determine premiums.</p>
<p><b>2.1 Planning for Future Business Investment Strategies</b></p> <p>Students explore the four main types of business structures and analyze the advantages and disadvantages of each. They will apply their learning by creating an original business scenario.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>Identify the four main legal structures of businesses.</li> <li>Analyze the costs and benefits of each business structure.</li> <li>Match an entrepreneur’s profile to a specific business strategy.</li> </ul>	<p><b>Personal Finance Course Level Expectations: Financial Investing</b></p> <p>Concept 1.A Compare various financial assets for their risk and rewards, such as stocks, bonds, mutual funds, real estate and commodities.</p> <p>Concept 2.A Explain how the rate of return earned from investments will vary according to the amount of risk.</p> <p>Concept 2.B Explain how the rate of return on financial assets are influenced by buyers and sellers in financial markets.</p> <p>Concept 2.D Explain the risks and rewards of short term and long term investments.</p>
<p><b>2.2 Growing Business Through Investments</b></p> <p>Students evaluate the options available when a small business begins to earn profits. Students will conduct research about reinvestments and which ones typically bring the most growth and return on the investment.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>Explain the three choices a business has regarding profits.</li> <li>Define reinvestment.</li> <li>Describe two disadvantages and two advantages of growing a business through reinvestment.</li> <li>Explain three ways a small business can be grown through reinvestment.</li> </ul>	<p><b>Personal Finance Course Level Expectations: Financial Investing</b></p> <p>Concept 2.A Explain how the rate of return earned from investments will vary according to the amount of risk.</p> <p>Concept 2.B Explain how the rate of return on financial assets are influenced by buyers and sellers in financial markets.</p> <p>Concept 2.D Explain the risks and rewards of short term and long term investments.</p>

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<p><b>2.3 Expanding a Business</b></p> <p>Students learn about two types of business expansion: organic and inorganic. They conduct group research to learn more about specific examples of each type of growth and make recommendations based on their understanding.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>• Explain the difference between organic and inorganic business growth.</li> <li>• List two examples of organic and two examples of inorganic growth.</li> <li>• Describe the difference between a chain and a franchise.</li> <li>• Describe the advantages and disadvantages of merging with or acquiring another business.</li> </ul>	<p><b>Business Course Objectives for Entrepreneurship: Management</b> Establish operating procedures.</p> <p><b>Business Course Objectives for Entrepreneurship: Financial Statements</b> Maintain record of daily financial transactions.</p> <p><b>Business Course Objectives for Entrepreneurship: Entrepreneurship Skills</b> Explain and discuss the need for entrepreneurial discovery. Evaluate risk-taking opportunities. Demonstrate initiative.</p>
<p><b>2.4 Exploring Careers in Business Investment</b></p> <p>Students complete a brief activity related to career soft skills and then evaluate a sample career before conducting independent research on two other careers at a job website. Students use information they have gathered to complete a brief creative activity at the end of the session.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>• Locate and use information gathered from a career website.</li> <li>• Identify basic career information about two of the following three careers: management analyst, business growth (or development or innovation) strategist, or business attorney/lawyer.</li> <li>• Reflect on personal interest and fit for the researched careers.</li> </ul>	<p><b>Personal Finance Course Level Expectations: Earning Income</b></p> <p>Concept 1.A Evaluate how career choices impact income and quality of life.</p> <p>Concept 1.B Analyze the relationship between education, skill development and earning potential.</p>
<p><b>Project 3: Protecting Your Finances</b></p> <p>Students explore ways to mitigate the risks involved in today's cyber world. They consider various categories of online financial identity theft, fraud, and risky behaviors that can lead to financial and personal ruin.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>• Research and analyze a cyber-threat case study.</li> <li>• Create a learning aid that describes a cyber threat to personal finances.</li> <li>• Determine strategies to protect financial health online.</li> </ul>	<p><b>Personal Finance Course Level Expectations: Protecting Personal Identity</b></p> <p>Concept 2.B Analyze how individuals can protect themselves from others misusing personal information and from identity theft while online.</p> <p>Concept 2.C Discuss current ways to counter cyber-attacks and protect personal information.</p>

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<p><b>3.1 Introduction to Business Ethics</b></p> <p>Students examine business ethics, looking specifically at corporate social responsibility and two key philosophical approaches to it. Students will also learn about contemporary expectations of business responsibilities.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>• Explain the definition and purpose of business ethics.</li> <li>• Describe corporate social responsibility and two different philosophical approaches to it.</li> <li>• Identify the triple bottom line and explain its role in modern business.</li> <li>• Describe the purpose and contents of a code of ethics.</li> </ul>	<p><b>Business Course Objectives for Entrepreneurship: Ethics</b></p> <p>Demonstrate honesty and integrity.</p> <p>Demonstrate ethical work habits.</p> <p>Explain the nature of managerial ethics.</p> <p>Describe the need for and impact of ethical business practices.</p>
<p><b>3.2 Compliance</b></p> <p>Students explore the relationship between ethics and compliance, identify what compliance is, and identify how it affects businesses. Students consult some of the major employment and labor laws to apply them to a business scenario.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>• Describe the relationship between ethics and compliance.</li> <li>• Identify four major areas of compliance that affect almost all businesses.</li> <li>• Identify three benefits of compliance and three consequences of noncompliance.</li> <li>• Apply key employment and labor laws to a business scenario.</li> </ul>	<p><b>Business Course Objectives for Entrepreneurship: Ethics</b></p> <p>Demonstrate honesty and integrity.</p> <p>Demonstrate ethical work habits.</p> <p>Explain the nature of managerial ethics.</p> <p>Describe the need for and impact of ethical business practices.</p>
<p><b>3.3 Contracts and Arbitration</b></p> <p>Students recognize a small business’s legal vulnerability. Contracts and arbitration offer some protection from those risks.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>• Define a contract and the six elements needed to make it legally binding.</li> <li>• Explain arbitration and its advantages over regular litigation.</li> </ul>	<p><b>Business Course Objectives for Entrepreneurship: Ethics</b></p> <p>Demonstrate honesty and integrity.</p> <p>Demonstrate ethical work habits.</p> <p>Explain the nature of managerial ethics.</p> <p>Describe the need for and impact of ethical business practices.</p>

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<p><b>3.4 Exploring Careers in Ethics</b></p> <p>Students complete a brief activity related to career soft skills and then evaluate a sample career before conducting independent research on two other careers at a job website. Students use information they have gathered to complete a brief creative activity at the end of the session.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>• Locate and use information gathered from a career website.</li> <li>• Identify basic career information about two of the following three careers: occupational health and safety specialist, information security analyst, or building inspector.</li> <li>• Reflect on personal interest and fit for the researched careers.</li> </ul>	<p><b>Personal Finance Course Level Expectations: Earning Income</b></p> <p>Concept 1.A Evaluate how career choices impact income and quality of life.</p> <p>Concept 1.B Analyze the relationship between education, skill development and earning potential.</p>
<p><b>Project 4: My Personal Plan</b></p> <p>Students take a look back at the financial capabilities they have gained and the projects they have completed to develop a vision and strategic plan for the future.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>• Explain what financial success and independence means.</li> <li>• Evaluate and summarize their learning about various aspects of personal financial capability.</li> <li>• Create a visual metaphor to depict their financial capability and their plans for financial success and independence in the future.</li> </ul>	<p><b>Personal Finance Course Level Expectations: Financial Decision Making</b></p> <p>Concept 1.A Evaluate the role of choice in decision making.</p> <p>Concept 1.B Apply a rational decision-making process to satisfy wants.</p> <p>Concept 2.A Explain how today's choices have future consequences.</p>
<p><b>4.1 Going Global: Selling Internationally</b></p> <p>Students explore the challenges and benefits of selling products and services internationally.</p>	<p><b>Students will</b></p> <ul style="list-style-type: none"> <li>• Compare the benefits and challenges of selling a product internationally.</li> <li>• Identify three ways to get into international sales.</li> </ul>	<p><b>Business Concepts</b></p> <p>Distinguish between economic goods and services.</p> <p>Explain the principles of supply and demand.</p> <p>Describe the concept of price.</p> <p>Explain the factors of production.</p>

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<p><b>4.2 Culture and International Business</b></p> <p>Students learn about cultural impacts on business. They study the common factors that lead to cultural misunderstandings and then imagine preparing for a business trip to another country.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>Define culture and identify two visible and two invisible cultural elements.</li> <li>Explain two ways culture can impact international business.</li> <li>Explain five common factors that lead to misunderstandings between cultures.</li> </ul>	<p><b>Business Concepts</b></p> <p>Distinguish between economic goods and services.</p> <p>Explain the principles of supply and demand.</p> <p>Describe the concept of price.</p> <p>Explain the factors of production.</p>
<p><b>4.3 Going Global Board Game</b></p> <p>Students apply what they know about international business and culture to create a simple board game. The game will reinforce the importance of understanding culture when taking a business global.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>Create a simple board game with an international business and culture theme.</li> <li>Divide tasks among members of a group to accomplish the objective within the allotted time frame.</li> </ul>	<p><b>Business Concepts</b></p> <p>Distinguish between economic goods and services.</p> <p>Explain the principles of supply and demand.</p> <p>Describe the concept of price.</p> <p>Explain the factors of production.</p>
<p><b>4.4 Exploring Careers in Summary</b></p> <p>Students complete a brief activity related to career soft skills and then present a snapshot of their future by creating a timeline based on a career they have previously researched.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>Locate and use information gathered from a career website.</li> <li>Identify the steps and requirements needed to pursue a specific career path.</li> <li>Reflect on personal interest and fit for the researched careers.</li> </ul>	<p><b>Personal Finance Course Level Expectations: Earning Income</b></p> <p>Concept 1.A Evaluate how career choices impact income and quality of life.</p> <p>Concept 1.B Analyze the relationship between education, skill development and earning potential.</p>

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<p><b>Case Study: Managing Change</b></p> <p>Students will examine the variety of sources of change that can impact an individual as well as businesses and the possible outcomes. Students will then apply the steps of a change model to a business scenario.</p>	<p><b>Students will:</b></p> <ul style="list-style-type: none"> <li>• Describe some causes and effects of change.</li> <li>• Use a process for managing change.</li> <li>• Apply the principles of change management to personal situations.</li> </ul>	<p><b>Personal Finance Course Level Expectations: Financial Decision Making</b></p> <p>Concept 1.A Evaluate the role of choice in decision making.</p> <p>Concept 1.B Apply a rational decision-making process to satisfy wants.</p> <p>Concept 2.A Explain how today’s choices have future consequences.</p>