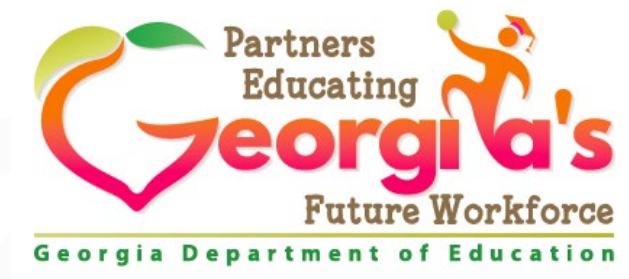


CTAE Update



GACIS Fall Conference 2018
Lake Lanier Islands Resorts
December 3, 2018

Barbara M. Wall, Ed.D.



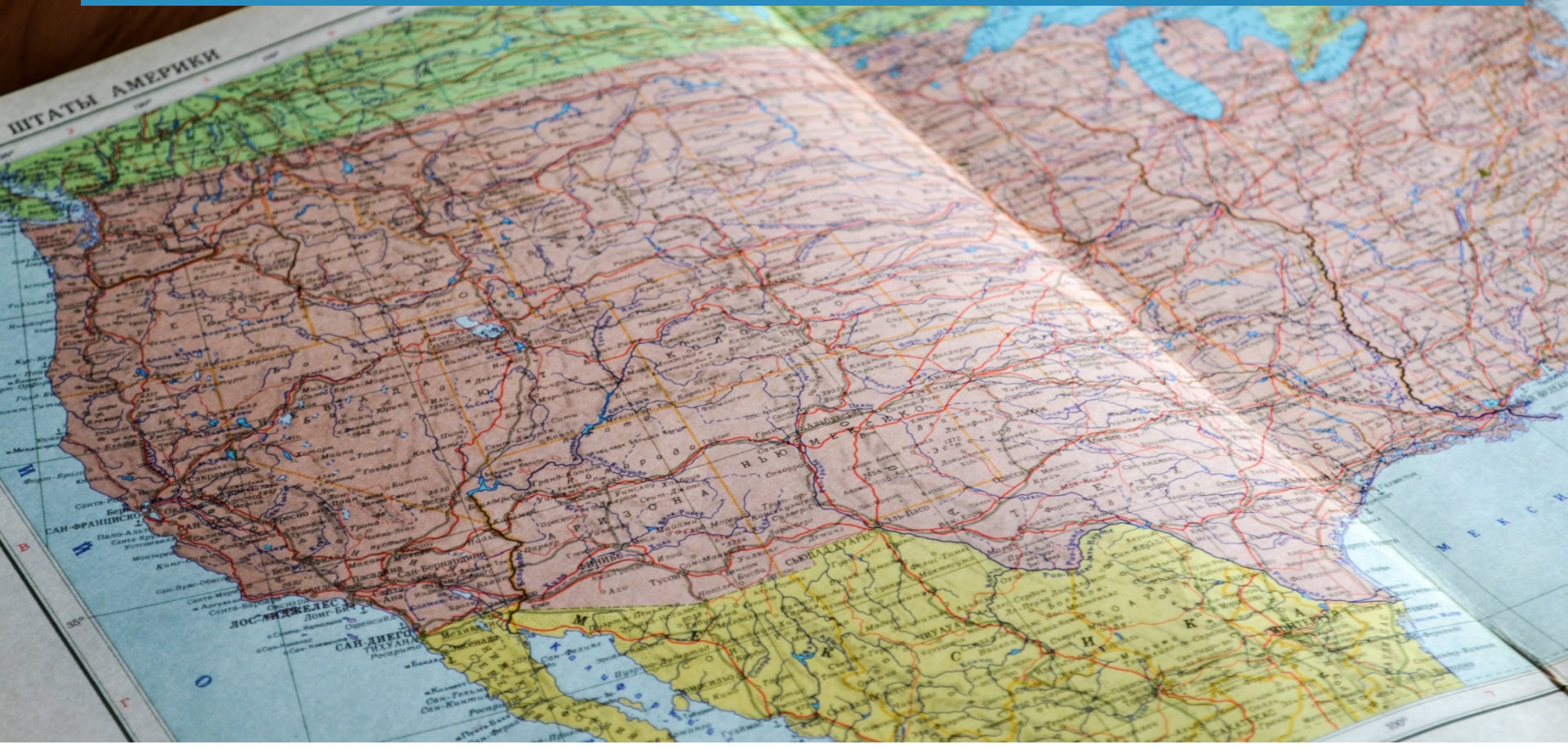
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Today's Main Topics

- The CTAE Five-Year Strategic Plan for Georgia
- Merger of CTAE and TCSG Discussion

Georgia Department of Education

A good strategic plan is a road map for your program, district, or state. It shows where you are now, where you want to go, and how you are going to get there.



It also keeps you from getting off track

“The essence of strategy is choosing what not do”
-Michael E. Porter, Ph.D.



“We’d like to you join the strategic planning committee”



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Georgia Department of Education

Preparing All Students for College, Career, and Life



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A VISION FOR GEORGIA'S CAREER, TECHNICAL, AND AGRICULTURAL EDUCATION PROGRAM 2019-2023



Approach Used



MISSION

To educate Georgia's future workforce by providing experiences for Georgia students that will prepare them for workplace success.

VISION

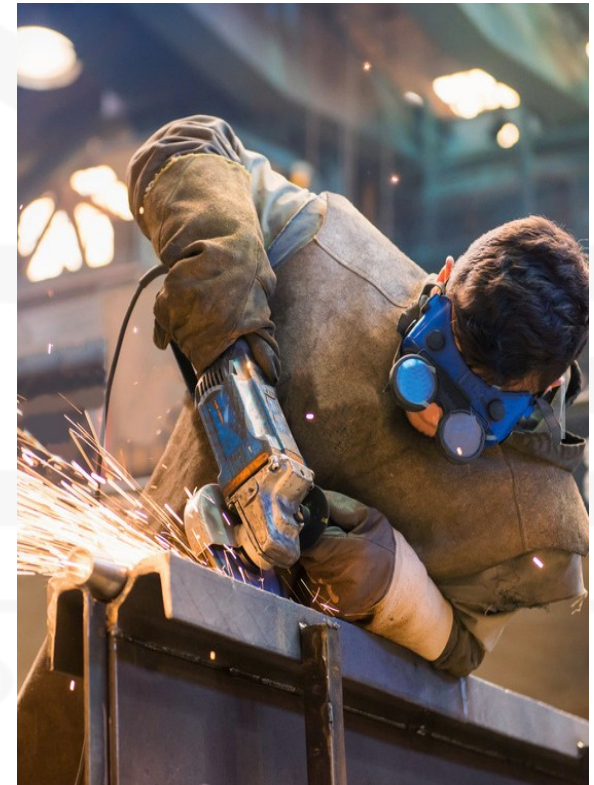
Career, Technical, and Agricultural Education will provide educational experiences of superior quality and value for students that drive economic prosperity for all.

VALUES

Career Focused
Employer Partnerships
Experiential
Innovation
Integration
Results Based
Student Centered
Quality



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Priority

1

Georgia's Career, Technical, and Agricultural Education will change perceptions of its career-focused programs.

Priority

2

We will provide Georgia students access to quality career counseling and development throughout grades K-12.

Priority

3

Teachers and counselors are central to student success in CTAE; therefore, we will prioritize increased teacher and counselor recruitment, retention, and professional development efforts.

Priority

4

In order for CTAE and students to be successful long term, it is imperative that we expand CTAE opportunities and teach employability skills throughout grades K-12.

From Strategic Plan to Reality



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CTAE Staff Retreat

- Work through priorities and strategies; make team assignments
- August 2018

Create GA CTAE Business & Industry Advisory Committee from Steering Committee +

- Hold us Accountable
- Meet 2-3 times per year



Priority #1 (Perception) Success Story Videos



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for each Pathway to Success:

Four Year University, Technical College, Military, Career, Registered Apprenticeship

Existing Data & Research:

- Research from Advanced CTE, Nebraska CTE, Mississippi CTE and Missouri CTE Regarding Perception

Additional Data & Research:

- Research Georgia's Perception of CTAE using a Survey/Focus Group
- Use Data to Determine How to Change Perception in Georgia
- \$20,000 grant

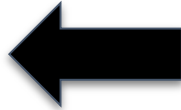
Priority #1 (Perception) -- - Success Story Videos

for each Pathway to Success:
Four Year University, Technical College,
Military, Career, Registered Apprenticeship


Click on Title



Then Video Appears



<https://www.youtube.com/watch?v=1sRvYIGfHQ&feature=youtu.be>



Georgia
ACTE

Georgia Association for
Career & Technical Education
www.gacte.org

CAREER

There are numerous opportunities to do what you love while providing for yourself and your family, right in your own backyard. We're preparing Georgia's students for future successes in the careers of their choosing.

MILITARY SERVICE

Through JROTC programs, Georgia students are offered citizenship development, service learning and leadership awareness activities that prepare them for the opportunities accompanying active duty enlistment, commissioned officer training and defense of our state and nation.

REGISTERED APPRENTICESHIPS

As the Georgia economy continues to grow and diversify, it is critical that business and industry-led, work-based training programs are supplied a sustainable pipeline of career-ready employees. Widely used around the world, apprenticeship programs are a key component of our global competitiveness.

FOUR-YEAR UNIVERSITY

Unified under the governing authority of the Board of Regents since 1931, the University System of Georgia is deeply connected to all 159 counties, providing a host of academic and outreach services through their 28 public higher education institutions, libraries, and archives.

TECHNICAL COLLEGE

Recognized among the best technical college systems in the nation, the Technical College System of Georgia provides technical and adult education, business and industry training and community and economic development services through 22 member-colleges comprising 85 campuses.

**Career Technical and Agricultural Education is preparing
a Future for all Students.**

Priority 2 | We will provide GA students access to quality career counseling and development throughout grades K-12.

SREB Research | 2016

After taking YouScience, students are statistically significantly...

- better at describing their natural abilities and identifying suitable careers (*Self-Awareness*);
- more confident in their ability to make an informed career decision (*Career Decision Making*);
- more helpful and empowered to follow their future paths (*Self-Empowerment*);
- more likely to engage in activities to acquire more career information and explore careers (*Career Exploration*);
- more motivated to pursue a career pathway and/or additional post-secondary education or training (*Intent to Persist*).

Data Needed:
Student
YouScience
perception data,
YouScience
workforce
influence data

After attending Trade Talks: The Construction Way, I feel comfortable delivering construction-focused career information to my students.

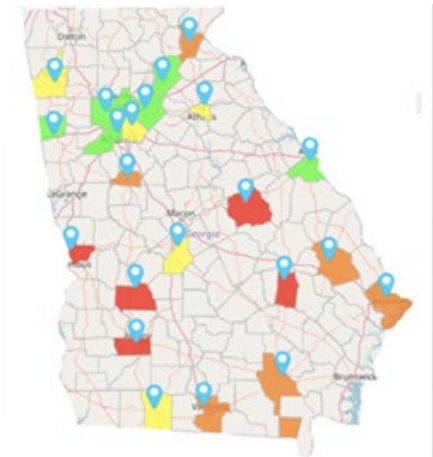
Answer	Percentage	Count
Strongly Agree	55.10%	27
Agree	44.90%	22
Neither Agree nor Disagree	0.00%	0
Disagree	0.00%	0
Strongly Disagree	0.00%	0
Total	100%	49

School Visits

Task	Count
School Contacts	3
School Visits Scheduled	2

Map of YouScience Completers lets us know where to hold regional face to face trainings.

GEORGIA | Update





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CTAE Strategic Plan: Priority Point #3

Priority Point: Teachers and counselors are central to student success in CTAE; therefore, we will prioritize increased teacher and counselor recruitment, retention, and professional development efforts.

Wildly Important Goal: To provide five professional development trainings aimed to support the new (0-3 years) CTAE teacher

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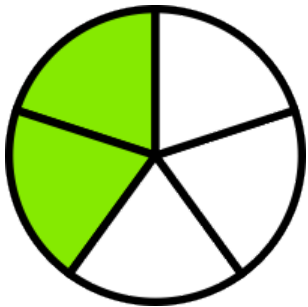
CTAE Strategic Plan: Priority Point #3

- Data: At the New Teacher Conference 2018, we had 235 attendees
 - The two areas with the largest attendees were Business, Management, and Administration (52 attendees) and healthcare science (34 attendees)

Healthcare Science Teacher Retention Data	
Starting Year of Teaching	% of teachers still in the classroom
2014	11.5
2015	2.9
2016	13.2
2017	30.2

PRIORITY #3

Workshops Completed



1. July 2018
2. September 2018

Retention Rate

Healthcare Science
2014: 11.5%
2015: 2.9%
2016: 13.2%
2017: 30.2%
2018:

- We will have a score card for each cluster area that monitors our progress.
- The scorecard will include retention data and workshops completed.
- As further data is compiled and additional workshops offered, it will be updated.
- We may also consider adding a notes section to keep subjective information collected.

Priority 4--In order for CTAE and students to be successful long term, it is imperative that we expand CTAE opportunities and teach employability skills throughout grades K-12.



- **Action Plan—Year 1**

Relevant data collection on status of employability skills instruction levels, instructional resources utilized, deficit areas, and Employability Skill Diploma Seal awareness will guide development and promotion of the following:

Additional Professional Learning workshops tailored to meet educator needs

Increase awareness of Employability Skill Diploma Seals options

- **Compelling Scoreboard—**

Number of Professional Learning workshops offered through CTAERN

Number of educator attendees at workshops offered through CTAERN

Number of Employability Skills Diploma Seals awarded

What Should CTAE focus on over the next 18 months to continue to meet student and employer needs? (per CTE Commission and B & I Advisory Council – Oct 2018)



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- Continue to think K-20 (not just high school)
- Continue emphasis on soft skills
 - Tardy, dress code
 - Accountability
- Share and increase awareness of opportunities and good things going on in CTE
- Need business / industry evaluation of the high school teachers; teacher peer review across regions
- Continue to grow partnerships



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What Should CTAE focus on over the next 18 months to continue to meet student and employer needs? (per CTE Commission and B & I Advisory Council – Oct 2018)

- Work to align systems to student need / interest
 - Leverage YouScience
 - Expand use of YouScience to more districts
 - Need more counselors focused on career counseling
- Be Proactive – connect youth to what is next after high school
 - Use industry groups to help students see what is next
- Regional alignment and better alignment between CTAE, TCSG, and USG
- Improve teacher preparation programs

Perkins V – state transition in the works

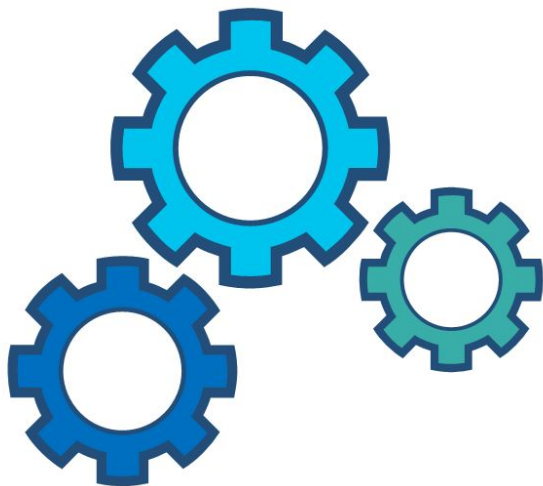


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Why GaDOE Does Not Support Merger between GaDOE & TCSG

- CTAE serves ALL students, not just students going to technical college.
- Moving CTAE to TCSG will stall the momentum that has been developed with CTAE.
- The proposed "move" creates more bureaucracy, less local control, less flexibility.
- Secondary CTAE suffered in other states that made a similar "move".
- There are better alternatives of serving students in Rural Georgia than moving CTAE to TCSG.
- CTAE is working well as part of the K-12 educational system

CTAE
serves ALL
students.



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The pathway to success is not the same for all students, but with Career, Technical, and Agricultural Education, all students can be successful.

Post-Secondary Option: Career



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Career: Will Treadwell, Public Safety Pathway

Conyers Police Department

The Public Safety Career Pathway helped Will Treadwell, a 2014 graduate of Rockdale Career Academy, begin his career immediately after high school.

Now an officer for the Conyers Police Department, Will said the Public Safety Pathway at RCA gave him a base of knowledge in subjects like case law and law enforcement tactics.

"It helped me get prepared to jump into a law enforcement career as soon as I got out of high school," Will said. "My classes gave me a lot of knowledge that helped me out through the police academy, because we'd already studied a lot of things that officers deal with on a daily basis."



Post-Secondary Option: Military

Military: Clayton Shivers, ROTC

United States Military Academy – West Point

The ROTC Career Pathway at Troup High School was the first step in Clayton Shivers' military career. He's now continuing that path at the United States Military Academy – West Point.

"When you have been working toward a goal for four years and you finally achieve it, it is a feeling that is out of this world," Shivers said. "It feels great."

Candidates for admission to West Point must apply to the Academy and receive nominations from their representative in Congress, their two U.S. Senators, and the Vice President of the United States. After the application process, approximately 1,300 cadets are chosen to enter the Academy in July.



Post-Secondary Option: TCSG -- 11.7%



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TCSG: Jake Howard, Agricultural Mechanics Pathway *Ogeechee Technical College*

Jake Howard just graduated high school in May – but he's almost finished with his degree at Ogeechee Technical College.

Thanks to dual enrollment and the Agricultural Mechanics Career Pathway at Southeast Bulloch High School, Jake found a perfect career fit in the electrical industry – and was able to get started right away.

"My ag program meant a lot to me, and the Pathway I took meant a lot," Jake said. "It's taken me farther than I really would've imagined."



Post-Secondary Option: USG – 36.96%



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USG: DeAndria Wiggins, Web & Digital Design Pathway *Georgia State University*

DeAndria Wiggins, a 2017 graduate of North Springs High School in Sandy Springs, discovered her love of technology through the Web and Digital Design Career Pathway.

She's now majoring in computer engineering at Georgia State, minoring in computer science, and interning with the Fulton County Schools Help Desk.

"Technology is a growing field, and you never run out of things to do – you never run out of things to learn," she said. DeAndria said she'd tell a high school student deciding whether to pursue a Career Pathway to "go for it".



CTSO



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CTI State President: David Hitchcock, Haralson High School

"I just wanted to take a moment to thank you for support of Georgia CTI! I can't begin to express or explain how much CTI has changed my outlook on not only my education but also my future!

Being a state officer has given me the confidence to look past my disability and realize that I am capable! I am looking forward to being able to share this with others throughout my term as the Georgia CTI President and that would not be possible without your support of Georgia CTI! So again, THANK YOU!"



CTSOs – an excellent way to learn soft skills.

For the last 3 1/2 years, Ga CTAE has focused on economic development & has created interest and momentum at the local level in this area.

Georgia CTAE Teachers realize . . .



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- "...what I do everyday in my classroom does have a big impact on the workforce in Georgia..."
- "Economic Development is critical to strengthening our communities and CTAE is at the heart of Economic Development."



Georgia CTAE Teachers:

- "I see the impact our work has on our city, county, and even state."
- "I see the impact CTAE has on the workforce of Georgia"
- "I understand my role and how I can make a difference."



Let's keep the momentum going with CTAE.

Thank you, for your ongoing support of secondary CTAE programs. With your support and collaboration, we have an all-time high graduation rate:



CTAE
Graduation Rate
96.48%

Students who complete a CTAE career pathway have a graduation rate almost 15 points higher than the state's graduation rate.

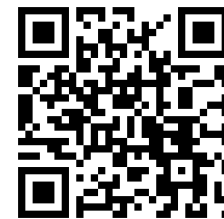


Partners Educating Georgia's Future Workforce

Georgia Department of Education



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<http://gadoe.org/surveys/CTAE-FP5Q7ND>