

COMPREHENSIVE LOCAL NEEDS ASSESSMENT

CTE DISTRICT STRATEGIC PLANNING 2022-2026

**Perkins V Strengthening Career and Technical
Education for the 21st Century**



GOALS & STRATEGIES

7 PARTS A - G

- EACH GROUP WILL RECEIVE ONE PART
- REVIEW SECONDARY & POST-SECONDARY GOALS WRITTEN IN GRANT
- REVIEW UNMET GOALS OR PROGRESS
- ESTABLISH NEW PRIORITY GOAL FOR SECONDARY & POSTSECONDARY
- LIST STRATEGIES THAT WILL NEED TO BE IMPLEMENTED TO MEET THIS GOAL.

CLNA 2019

PART A: SIZE, SCOPE & QUALITY

SECONDARY

- Develop programs of study illustrating a pathway/articulation where all levels of CTE are working in concert to allow for high-quality CTE programs from middle school through our post-secondary technical college at CTC and beyond into a state institution.
- Build stackable credentials at each level of the POS that will articulate through a state college starting with offering the first H.S. course during the 8th grade middle school year.
- Move the career planning required course back among the CTE teachers at the middle school level and develop a fluid plan for re-evaluation at each level every year thereafter.
- Offer PD opportunities to develop programs of study, which will include workforce, secondary, career and technical college and state university system.
- Increase CTE strength within the High School Advisory Councils to assure there is CTE business representation for each program at the school site.
- Increase Cooperative OJT opportunities aligned to each program.

POST SECONDARY

- Continue to work with business and industry to assure that students are being taught and trained on what will be needed upon entry into the workforce within the program for which they are being trained which requires updated equipment and teacher training (PD).
- Continue to build relationships within the local business industry to create additional work based learning opportunities for our current student enrollment.

2022 CLNA Goals & Strategies

Secondary

Goal: *Move the career planning required course back among the CTE teachers at the middle school level and develop a fluid plan for re-evaluation at each level every year thereafter.*

Strategies:

Career planning

Computer Technology

Financial Literacy

Legislative Platform

Post-Secondary

Goal: *Get funding for industry to start new programs*

- ***Industry pays tuition in return for contracted employment.***

SIZE: STUDENTS
SCOPE: BUSINESS & ADVISORY BOARDS
QUALITY: TECHNICAL AND
EMPLOYABILITY SKILLS

How can we improve on our
current goals?

As a district, what should we focus
on?



CLNA 2019

PART B: LABOR MARKET ALIGNMENT

SECONDARY

- Increase in technology-oriented programs recommended, especially coding
- Focus on emerging programs like airframe and power plant, and aviation industry.
- Address gap with programs that do not align to SOC codes with no job projection
- Add introductory career planning course in middle school that feeds appropriate CTE courses in high school
- Start Construction at another high school in the county
- There is a major need for high tech skills in this county to support local businesses

POST SECONDARY

- Increase in technology-oriented programs recommended
- Focus on emerging programs like airframe and power plant, and aviation industry.
- Address gap with cosmetology, early childhood education
- Add welding program and Medical secretary
- There is a major need for high tech skills in this county to support local businesses

LABOR MARKET ALIGNMENT

As a district, what should we focus
on?



2022 CLNA Goals

Secondary

GOAL: Add introductory career planning course in middle school that feeds appropriate CTE courses in high school

- Having all middle schools align with each other.
- Offering programs that will provide industry certifications in middle school that feed into high school related to the largest area of interest.
- Provide workshops with CTE teachers, guidance, etc. to create programs of study.
- Better communication between CTC and all middle schools.
- Distribution of surveys to the middle schools to identify courses of greater interest.

LABOR MARKET ALIGNMENT

As a district, what should we focus
on?



2022 CLNA Goals

Post Secondary:

GOAL: Create welding and plumbing programs

- Establishing need in the community by developing advisory boards.
- Begin a process of obtaining equipment, instructors, and approval to offer these courses. (process developed already)
- Advertise for new programs to attract students.
- Determine what industry certifications could be earned.
- Allocation of funds and creation of programs of study.
- Cooperation with business industry on whether or not this is a viable job market.

2019 CLNA

PART C: DEVELOPMENT AND IMPLEMENTATION OF CTE PROGRAMS OF STUDY

SECONDARY

- Develop programs of study illustrating a pathway/articulation where all levels of CTE are working in concert to allow for high-quality CTE programs from middle school through our post-secondary technical college at CTC and beyond into a state institution.
- Build stackable credentials at each level of the POS that will articulate through a state college.
- Develop small groups of people that will begin to work on these programs of study, which will include workforce, secondary, career and technical college and state university system.
- Review each developed POS yearly to confirm articulation
- Market program of study to parents and students.

POST SECONDARY

- Finalize development of the Aviation Airframe Mechanics Program (T640300) (Estimated timeline, October 2020). After final FAA certification, begin development of Aviation Powerplant Mechanics program (T640400) (Estimated timeline, October 2022).
- Develop programs of study illustrating a pathway/articulation where all levels of CTE are working in concert to allow for high-quality CTE programs from middle school through our post-secondary technical college at CTC and beyond into a state institution.
- Build stackable credentials at each level of the POS that will articulate through a state college.
- Develop small groups of people that will begin to work on these programs of study, which will include workforce, secondary, career and technical college and state university system. PD funding will be required

IMPLANTATION OF PROGRAM OF STUDY

How can we accomplish creating the full program of study from start to finish?

What is the best way to market to the parents and community members?



2022 CLNA Goals

Secondary & Post Secondary

- Develop programs of study illustrating a pathway/articulation where all levels of CTE are working in concert to allow for high-quality CTE programs from middle school through our post-secondary technical college at CTC and beyond into a state institution.
- Build stackable credentials at each level of the POS that will articulate through a state college.
- All programs of study provide a direct quantifiable relationship with workforce industries.

CLNA 2019

PART D: RECRUITMENT, RETENTION AND PROFESSIONAL DEVELOPMENT

SECONDARY

- Re-evaluate the non-degreed hiring and certification process with Human Resources
- When posting and interviewing for positions, attempt to employ Hispanic and or Black demographic populations to bring about a more equitable student to staff demographic population.
- Continue to provide instructional practice Professional Development to help mold business and industry employees into outstanding professional educators within their industry.
- Support instructors by allowing opportunities to expand learning through participation in professional conferences associated with instruction programs for which they teach.

POST SECONDARY

- Re-evaluate the non-degreed hiring and certification process with Human Resources
- When posting and interviewing for positions, attempt to employ Hispanic and or Black demographic populations to bring about a more equitable student to staff demographic population.
- Continue to provide instructional practice Professional Development to help mold business and industry employees into outstanding professional educators within their industry.
- Support instructors by allowing opportunities to expand learning through participation in professional conferences associated with instruction programs for which they teach.

RECRUITMENT, RETENTION AND PROFESSIONAL DEVELOPMENT

What can we do to increase the recruitment of high quality CTE teachers?

What additional professional development is needed for CTE teachers?



2022 CLNA Goals

Secondary

Goals: Provide professional development for CTE teachers

Post-Secondary

Goal: Provide more professional development on teaching strategies for CTE teachers before entering the classroom.

- Have more opportunity for CTE options on PD Days.
- Have the industry develop an additional fund to pay instructors more.
- Pursue grants through businesses to supplement CCPS salary.
- CCPS pays for conference attendance including hotel, travel, etc.

CLNA 2019

PART E: PERFORMANCE GAPS

SECONDARY

- CCPS will continue to focus on non-traditional participation and placement in the following sub-populations: SWD, Black, ELL, and homeless .
- CCPS will continue to work with teachers in specific professional development focusing on critical concepts in math and reading facilitated by the district curriculum & instruction specialists. CTE instructors will be encourage to participate to receive additional support in integration of curriculum.
- Marketing will be tailored to illustrate non-traditional enrollment.
- Tiered instruction and accommodations will be made available for those students who are ELL and classified as SWD.

POST SECONDARY

- CTC will continue to focus on non-traditional participation and placement in the following sub-populations: economically disadvantaged, black, Hispanic, white and single parents.
- Continue to review all marketing strategies and develop visual marketing that specifically integrates pictures of special populations into the advertising for all programs.
- Increase access to the campus by allowing students to shadow our programs and visit the campus.
- Share marketing and advertising with all the local Title I schools for dissemination to parents.
- Continue to work with United Way to seek ways to assist under-employed to enroll in CTE programs debt free.

PERFORMANCE GAPS

How can we continue to close the performance gaps?

How can we continue to target and market to the special populations?



2022 CLNA Goals

Secondary & Post Secondary

- CCPS will continue to focus on non-traditional participation and placement in the following sub-populations: SWD, Black, ELL, and homeless .
- CCPS will continue to work with teachers in specific professional development focusing on critical concepts in math and reading facilitated by the district curriculum & instruction specialists. CTE instructors will be encourage to participate to receive additional support in integration of curriculum.
- Marketing will be tailored to illustrate non-traditional enrollment.
- Tiered instruction and accommodations will be made available for those students who are ELL and classified as SWD.
- Visit local agencies that support non-traditional groups (Gulf Coast Partnership).
- Focus marketing toward adult population

CLNA 2019

PART F: EQUAL ACCESS & HIGH QUALITY PROGRAMS OF STUDY

SECONDARY

- Develop the high school programs into programs of study, marketing the opportunity to employment and advancement into a career for all students.
- Continue to review all marketing strategies and develop visual marketing that specifically integrates pictures of special populations into the advertising for all programs.
- Increase access to programs by allowing students to shadow CTE programs within the school.
- Share marketing and advertising with all the local Title I schools for dissemination to parents.
- Share marketing and advertising with United Way for dissemination to those they serve.

POST SECONDARY

- Continue to review all marketing strategies and develop visual marketing that specifically integrates pictures of special populations into the advertising for all programs.
- Increase access to the campus by allowing students to shadow our programs and visit the campus.
- Share marketing and advertising with all the local Title I schools for dissemination to parents.
- Continue to work with United Way to seek ways to assist under-employed to enroll in CTE programs debt free.

EQUAL ACCESS & HIGH QUALITY PROGRAMS OF STUDY

Who should participate in creating the
Program of Study for each CTE program?

How do we market the programs of study to
the general public?



2022 CLNA Goals

Secondary

Goal: Reach more middle school/high school students with information about CTC (specifically to students)

- Programs need to be presented in middle schools.

Post Secondary

Goal: Social media outreach to potential students.

- CTC needs to be more assertive in marketing efforts.
- Posting on Social Media (Tik Tok, Facebook, Snap Chat, Insta Gram) Create clever marketing to reach student where they are.

CLNA 2019

PART G: ADDITIONAL CTE NEEDS

SECONDARY

- Development of feeder CTE programs from middle school through the post-secondary technical college within the district.
- Increased need for businesses to offer OJT/internship experiences
- Career training for HS career specialists, high school and middle school counselors on programs of study.

POST SECONDARY

- Development of feeder CTE programs from middle school through the post-secondary technical college within the district.
- Increased need for businesses to offer OJT/internship experiences

ADDITIONAL NEEDS FOR CTE



2022 CLNA Additional Needs

Student interns

- Middle school – job shadowing
- Areas of internships/OJT

Marketing

- CTE – Knowledge Market

Facebook

Tik Tok

- Place an Ad in the middle and high schools newsletter
 - Website contain too much information (confusing)
 - No calls (parents don't answer/listen)
 - No email (parent's don't read)



THANK YOU!

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