

JEFFERSON COUNTY-DUBOIS AVTS

576 Vo Tech Rd

Comprehensive Plan | 2021 - 2024

MISSION STATEMENT

Our mission is to ensure our students • Acquire training in emerging career trends integrated with academic instruction. • Graduate with industry-recognized credentials • Attain and maintain placement in a high-wage, high-skill, high-demand career

VISION STATEMENT

Strengthening our community through rigorous academics combined with innovative career and technical education.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

- Clear focus on integration helps students understand content. - Career related opportunities outside of shop will improve success. - Entrepreneurial skills enhance career trajectory.

STAFF

- Every student shall reach their own unique potential. - Community is involved in the educational process. - We will foster the growth of all stakeholders. - Citizenship, culture and interpersonal relationships matter. - Employability education includes understanding and modeling of what makes a good employee. - Students will be equipped and supported to determine their career pathway.

ADMINISTRATION

- Every student shall reach their own unique potential. - Community is involved in the educational process. - We will foster the growth of all stakeholders. - Citizenship, culture and interpersonal relationships matter. - Employability education includes understanding and modeling of what makes a good employee. - Students will be equipped and supported to determine their career pathway.

PARENTS

- Sense of connection is vital to student achievement. - Training opportunities in the career area should be expanded and protected.

COMMUNITY

- Development of a quality workforce is a priority. - Schools should contribute to the community. - Education continues after graduation through Adult Education, continuing education, and resources for career development.

OTHER (OPTIONAL)

STEERING COMMITTEE

| Name | Position | Building/Group |
|-----------------|------------------------------|----------------------------------|
| Barry Fillman | Director | Jeff Tech |
| Melissa Mowrey | Principal | Jeff Tech |
| Megan Bundy | Adult Education Coordinator | Jeff Tech |
| Amber Hathorn | Special Education Supervisor | Jeff Tech |
| Pam Kerr | CTE Instructor | Jeff Tech |
| Tanya Sweka | Academic Instructor | Jeff Tech |
| Perry Neal | CTE Instructor | Jeff Tech |
| Lonnie Bell | Special Education Instructor | Jeff Tech |
| Jessica Smith | Staff Member | Jeff Tech |
| Jenna Shenkle | Academic Instructor | Jeff Tech |
| Jodi August | Executive Director | DuBois Area Chamber of Commerce |
| Bob Cardamone | Community Member | Punxsutawney Chamber of Commerce |
| Colleen Precchl | Community Member | Workforce Solutions |

| Name | Position | Building/Group |
|-----------------|------------------|--------------------------|
| Tom Lesniewski | Administrator | Superintendent of Record |
| Donna Overman | Staff Member | Jeff Tech |
| Casey Burkett | Staff Member | Jeff Tech |
| John Brennan | Community Member | Penn State |
| Colleen Precchl | Parent | Parent |
| Karen Dalton | Parent | Parent |
| Perry Neal | Parent | Parent |
| Gregory Dalton | Student | Jeff Tech |
| Tanya Sweka | Parent | Parent |

ESTABLISHED PRIORITIES

Priority Statement

In our Mathematics classes we will strive for relevancy, consistency and skill preparation.

Outcome Category

Mathematics

Industry-Based Learning

Post-secondary transition to school, military, or work

Integration between academic and CTE instructors will address the negative expectations of outcome, presumed value of academics and lack of foundational skills.

Rigorous Courses of Study Section

ACTION PLAN AND STEPS

Evidence-based Strategy

Community Engagement

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

New CTE Area

New CTE Area will be Implemented.

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|--|------------------------------|------------------------|---|
| Local Advisory Committee Meeting and Industry feedback | 2021-11-01 - 2022-01-14 | Barry Fillman/Director | HPO Data and North Central WIB Data |
| Formation of OAC and Meetings | 2022-01-17 - 2022-06-15 | Barry Fillman/Director | |
| Program Application to PDE | 2021-11-15 - 2022-06-15 | Barry Fillman | |
| Instructor hiring, program advertisement, recruitment and implementation | 2022-01-03 - 2023-06-14 | Barry Fillman/Director | Will be developed based on program determination. |

Anticipated Outcome

New viable, popular CTE area corresponding to regional HPOs.

Monitoring/Evaluation

Ongoing by LAC/OAC

Evidence-based Strategy

Mathematics

Measurable Goals

Goal Nickname**Measurable Goal Statement (Smart Goal)**

Mathematics

Student achievement in mathematics will improve.

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|---|-------------------------------------|-----------------------------|--|
| Two new mathematics instructors will be supported as they begin instruction in the department. Curriculum will be standardized and reviewed for proper structure of prerequisite knowledge. | 2021-08-16 - 2022-06-15 | Barry Fillman | |
| Implementation of standard curriculum with CTE Area integration will take place. | 2021-11-12 - 2023-06-14 | Math Departmentfd | |

Anticipated Outcome

Cohesive Mathematics Department with shared goals. Student Achievement in Mathematics will improve

Monitoring/Evaluation

Administration, Building Leadership Team, Math Department

Evidence-based Strategy

Priority: Integration between academic and CTE instructors will address the negative expectations of outcome, presumed value of academics and lack of foundational skills.

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Integration

Student achievement in academic courses will improve based upon greater integration of career content in the academic areas.

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|---|------------------------------|--|-------------------------------------|
| Routine meetings to plan integration ideas and build connections among staff. | 2022-01-24 - 2024-06-12 | Barry Fillman, CTE Instructors, School to Career Coordinator | |
| Implementation of planned instruction including coteaching of content. | 2022-08-22 - 2024-06-12 | Teachers and Building Leadership Team | |

Anticipated Outcome

Student achievement in academic courses will improve based upon greater integration of career content in the academic areas.

Monitoring/Evaluation

Monitoring of student performance with regard to grades and standardized test results.

Evidence-based Strategy

Post-secondary transition to school, military, or work

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Career Transition

Offer more courses and opportunities related to successfully transitioning to careers and entrepreneurship opportunities.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Brainstorm and develop courses that influence entrepreneurship opportunities. Examples include soft skills, business planning, business mathematics, etc.

2021-11-10 -
2022-06-15

Occupational
Advisory
Committees

Piloting and implementation of new courses and online offerings.

2022-08-22 -
2024-06-05

Building
Leadership
Team

Anticipated Outcome

Offer more courses and opportunities related to successfully transitioning to careers and entrepreneurship opportunities.

Monitoring/Evaluation

Student Exit Data and Employer Feedback

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals

New CTE Area will be Implemented. (New CTE Area)

Action Plan Name

Community
Engagement

Professional Development Step

Instructor hiring,
program
advertisement,
recruitment and
implementation

Anticipated Timeline

01/03/2022
-
06/14/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|------------------|---|-------------------------------|
| Student achievement in mathematics will improve. (Mathematics) | Mathematics | Two new mathematics instructors will be supported as they begin instruction in the department. Curriculum will be standardized and reviewed for proper structure of prerequisite knowledge. | 08/16/2021 - 06/15/2022 |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|------------------|--|-------------------------|
| Student achievement in mathematics will improve. (Mathematics) | Mathematics | Implementation of standard curriculum with CTE Area integration will take place. | 11/12/2021 - 06/14/2023 |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|---|---|-------------------------------|
| Student achievement in academic courses will improve based upon greater integration of career content in the academic areas. (Integration) | Priority: Integration between academic and CTE instructors will address the negative expectations of outcome, presumed value of academics and lack of foundational skills. | Routine meetings to plan integration ideas and build connections among staff. | 01/24/2022 - 06/12/2024 |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|--|--|-------------------------------|
| Student achievement in academic courses will improve based upon greater integration of career content in the academic areas. (Integration) | Priority: Integration between academic and CTE instructors will address the negative expectations of outcome, presumed value of academics and lack of foundational skills. | Implementation of planned instruction including coteaching of content. | 08/22/2022 - 06/12/2024 |

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

Assurance of Quality and Accountability

The Building Administrator, Superintendent/Chief Executive Officer and President of the School Board will affirm the following statements.

We affirm that our school has developed a School Improvement Plan based upon a thorough review of the essential practices to advance educational programs and processes and improve student achievement.

We affirm that the action plans that we will be implementing address our specific school needs, include strategies that provide educational opportunities and instructional strategies for all students and each of the student groups, increases the amount and quality of learning time, and provides equity in the curriculum which may include programs, activities, and courses necessary to provide a well-rounded education. These plans address the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

We, the undersigned, hereby certify that the school level plan has been duly reviewed by the Building Administrator, Superintendent of Schools and formally approved by the district's Board of Education, per guidelines required by the Pennsylvania Department of Education.

We hereby affirm and assure that this plan:

- Addresses all the **required components** prescribed by the Pennsylvania Department of Education
- Meets **ESSA requirements**
- Includes **at least one evidence-based strategy that meets one of the three highest levels of evidence outlined in ESSA**
- Has a **high probability of improving student outcomes**
- Has sufficient **LEA leadership and support to ensure successful implementation**

With this Assurance of Quality & Accountability, we request the Pennsylvania Department of Education grant formal approval to implement this plan.

School Board Minutes or Affirmation Statement

2021-10-25

Signature (Entered Electronically and must have access to web application).

Superintendent/Chief Executive Officer

Barry Fillman

2021-10-25

School Improvement Facilitator Signature

Building Principal Signature

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

79% of students met their personal Growth Goals.

Integration opportunities exist for all of our CTE areas with mathematics content.

Our students show great ability to apply math skills.

Students ability to apply knowledge to a new situation is a strength.

Collectively shape the vision for continuous improvement of teaching and learning

Promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually and physically

Student growth data outperforms student proficiency

Graduation Rate

Students meet career standards benchmarks routinely

Build leadership capacity and empower staff in the development

Challenges

Readiness for 9th grade continues to lack.

The need to improve integration between CTE and academic areas came up at multiple points of the planning process.

Student proficiency is lagging.

Standardized testing is a challenge for students motivationally.

NA

Difficulty staffing CTE areas such as Health Assisting.

We need to continue developing elective academic options.

Student proficiency in mathematics is lacking.

State testing scores are below expectations

Special Education achievement gaps exist.

Student populations have needs that we must meet in order to help them be ready to learn.

Strengths

and successful implementation of initiatives that better serve students, staff, and the school

Partner with local businesses, community organizations, and other agencies to meet the needs of the school

Wide range of CTE areas for students to enroll in.

Academic options have grown and been refined.

Low SES students are not at a disadvantage in academics.

Special Education services align with our mission.

Special education supports are available in CTE areas.

Most Notable Observations/Patterns

Challenges**Discussion Point****Priority for Planning**

Student proficiency in mathematics is lacking.

Students have internalized negative expectations of outcome. Students do not see it as valuable. Lack of foundational skills.

State testing scores are below expectations

Students have internalized negative expectations of outcome. Students do not see it as valuable. Lack of foundational skills.

ADDENDUM B: ACTION PLAN

Action Plan: Community Engagement

Action Steps

Local Advisory Committee Meeting and Industry feedback

Anticipated Start/Completion Date

11/01/2021 - 01/14/2022

Monitoring/Evaluation

Ongoing by LAC/OAC

Anticipated Output

New viable, popular CTE area corresponding to regional HPOs.

Material/Resources/Supports Needed

HPO Data and North Central WIB Data

PD Step

no

Comm Step

no

Action Steps**Anticipated Start/Completion Date**

Formation of OAC and Meetings

01/17/2022 - 06/15/2022

Monitoring/Evaluation**Anticipated Output**

Ongoing by LAC/OAC

New viable, popular CTE area corresponding to regional HPOs.

Material/Resources/Supports Needed**PD Step****Comm Step**

no

yes

Action Steps**Anticipated Start/Completion Date**

Program Application to PDE

11/15/2021 - 06/15/2022

Monitoring/Evaluation**Anticipated Output**

Ongoing by LAC/OAC

New viable, popular CTE area corresponding to regional HPOs.

Material/Resources/Supports Needed**PD Step****Comm Step**

no

yes

Action Steps**Anticipated Start/Completion Date**

Instructor hiring, program advertisement, recruitment and implementation

01/03/2022 - 06/14/2023

Monitoring/Evaluation**Anticipated Output**

Ongoing by LAC/OAC

New viable, popular CTE area corresponding to regional HPOs.

Material/Resources/Supports Needed**PD Step****Comm Step**

Will be developed based on program determination.

yes

yes

Action Plan: Mathematics

Action Steps

Two new mathematics instructors will be supported as they begin instruction in the department. Curriculum will be standardized and reviewed for proper structure of prerequisite knowledge.

Anticipated Start/Completion Date

08/16/2021 - 06/15/2022

Monitoring/Evaluation

Administration, Building Leadership Team, Math Department

Anticipated Output

Cohesive Mathematics Department with shared goals. Student Achievement in Mathematics will improve

Material/Resources/Supports Needed**PD Step****Comm Step**

yes

no

Action Steps**Anticipated Start/Completion Date**

Implementation of standard curriculum with CTE Area integration will take place.

11/12/2021 - 06/14/2023

Monitoring/Evaluation**Anticipated Output**

Administration, Building Leadership Team, Math Department

Cohesive Mathematics Department with shared goals. Student Achievement in Mathematics will improve

Material/Resources/Supports Needed**PD Step****Comm Step**

yes

no

Action Plan: Priority: Integration between academic and CTE instructors will address the negative expectations of outcome, presumed value of academics and lack of foundational skills.

Action Steps**Anticipated Start/Completion Date**

Routine meetings to plan integration ideas and build connections among staff.

01/24/2022 - 06/12/2024

Monitoring/Evaluation**Anticipated Output**

Monitoring of student performance with regard to grades and standardized test results.

Student achievement in academic courses will improve based upon greater integration of career content in the academic areas.

Material/Resources/Supports Needed**PD Step****Comm Step**

yes

no

Action Steps

Anticipated Start/Completion Date

Implementation of planned instruction including coteaching of content.

08/22/2022 - 06/12/2024

Monitoring/Evaluation

Anticipated Output

Monitoring of student performance with regard to grades and standardized test results.

Student achievement in academic courses will improve based upon greater integration of career content in the academic areas.

Material/Resources/Supports Needed

PD Step

Comm Step

yes

no

Action Plan: Post-secondary transition to school, military, or work

Action Steps

Brainstorm and develop courses that influence entrepreneurship opportunities. Examples include soft skills, business planning, business mathematics, etc.

Anticipated Start/Completion Date

11/10/2021 - 06/15/2022

Monitoring/Evaluation

Student Exit Data and Employer Feedback

Anticipated Output

Offer more courses and opportunities related to successfully transitioning to careers and entrepreneurship opportunities.

Material/Resources/Supports Needed**PD Step**

no

Comm Step

no

Action Steps

Anticipated Start/Completion Date

Piloting and implementation of new courses and online offerings.

08/22/2022 - 06/05/2024

Monitoring/Evaluation

Anticipated Output

Student Exit Data and Employer Feedback

Offer more courses and opportunities related to successfully transitioning to careers and entrepreneurship opportunities.

Material/Resources/Supports Needed

PD Step

Comm Step

no

no

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|----------------------|---|-------------------------------|
| New CTE Area will be Implemented. (New CTE Area) | Community Engagement | Instructor hiring, program advertisement, recruitment and implementation | 01/03/2022 - 06/14/2023 |
| Student achievement in mathematics will improve. (Mathematics) | Mathematics | Two new mathematics instructors will be supported as they begin instruction in the department. Curriculum will be standardized and reviewed for proper structure of prerequisite knowledge. | 08/16/2021 - 06/15/2022 |
| Student achievement in mathematics will improve. (Mathematics) | Mathematics | Implementation of standard curriculum with | 11/12/2021 - 06/14/2023 |

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|--|--|-------------------------------|
| Student achievement in academic courses will improve based upon greater integration of career content in the academic areas. (Integration) | Priority: Integration between academic and CTE instructors will address the negative expectations of outcome, presumed value of academics and lack of foundational skills. | CTE Area integration will take place. Routine meetings to plan integration ideas and build connections among staff. | 01/24/2022 - 06/12/2024 |
| Student achievement in academic courses will improve based upon greater integration of career content in the academic areas. (Integration) | Priority: Integration between academic and CTE | Implementation of planned instruction including coteaching of | 08/22/2022 - 06/12/2024 |

Measurable Goals

Action Plan Name

Professional Development Step

Anticipated Timeline

instructors will address the negative expectations of outcome, presumed value of academics and lack of foundational skills.

content.

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step

Audience

Topics of Prof. Dev

Trauma Informed Training

All Professional Staff

Trauma Informed Education

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

Reduction in discipline incidents, increased attendance, increased academic performance

08/24/2021 - 06/05/2024

Joni Sharrow - IU6

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Trauma Informed Training (Act 18)

Professional Development Step

Audience

Topics of Prof. Dev

Literacy Across the Curriculum

All Professional Staff

Literacy across the curriculum, strategies to be applied.

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

Improved student performance in local, state and CTE assessments.

01/24/2022 - 06/12/2024

English and Special Education Departments

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Language and Literacy Acquisition for All Students

Professional Development Step

Audience

Topics of Prof. Dev

Diversity in Education

All Professional Staff

Student diversity, perspectives and supports.

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

Staff reflection and goal setting

01/24/2022 - 06/12/2024

Joni Sharrow - IU6

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Teaching Diverse Learners in an Inclusive Setting

ADDENDUM D: ACTION PLAN COMMUNICATION

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|--|----------------------|--|-------------------------|
| New CTE Area will be Implemented. (New CTE Area) | Community Engagement | Formation of OAC and Meetings | 2022-01-17 - 2022-06-15 |
| New CTE Area will be Implemented. (New CTE Area) | Community Engagement | Program Application to PDE | 2021-11-15 - 2022-06-15 |
| New CTE Area will be Implemented. (New CTE Area) | Community Engagement | Instructor hiring, program advertisement, recruitment and implementation | 2022-01-03 - 2023-06-14 |

COMMUNICATIONS PLAN

| Communication Step | Audience | Topics/Message of Communication |
|--------------------------|------------------------------|---|
| New program developement | Local Industry partners | Ideas for new CTE areas and pros and cons for each. |
| Anticipated Timeframe | Frequency | Delivery Method |
| 09/22/2021 - 06/15/2022 | Multiple meetings as needed. | Other |
| Lead Person/Position | | |
| Barry Fillman | | |

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

| Communication Step | Topics of Message | Mode | Audience | Anticipated Timeline |
|-----------------------------|--|--------|----------|----------------------|
| Plan Completion and Posting | The plan will be posted on our website for public comment. | Online | All | by October |

Jefferson County – DuBois AVTS

576 Vo Tech Rd, Reynoldsville, PA 15851

Board Affirmation Statement

As required by the Pennsylvania Department of Education and State Board Regulations, the Board of Education for the **Jefferson County-DuBois AVTS** reviewed and approved the plan(s) at the following Board Meeting, held on **October 25, 2021**. The plan(s) was (were) approved by a vote of 7 (yes) and 0 (no).

Plan(s) Approved at School Board Meeting:

Place a check in the box next to the board approved plan(s).

Comprehensive Plan

Board Affirmation also includes review and approval of the following state reports:

- Induction Plan (Chapter 49)
- Professional Development Plan (Act 48)
- Gifted Education Plan Assurances* (Chapter 16)

Affirmed on this 25th day of October, 2021

By: Fred Park (Signature of Board President)

Fred Park (Print Name)

Jefferson County - DuBois AVTS Board of Education

| <u>School Name</u> | <u>Plan Type</u> |
|--------------------------------|--------------------|
| Jefferson County - DuBois AVTS | Comprehensive Plan |
| | |