

Profile and Plan Essentials

LEA Type		AUN
CTC		106333407
Address 1		
576 Vo Tech Rd		
Address 2		
City	State	Zip Code
Reynoldsville	Pennsylvania	15851
Chief School Administrator		Chief School Administrator Email
Barry Fillman		bwfillman@jefftech.us
Single Point of Contact Name		
Barry Fillman		
Single Point of Contact Email		
bwfillman@jefftech.us		
Single Point of Contact Phone Number		Single Point of Contact Extension
8146538265		119
Principal Name		
Melissa Mowrey		
Principal Email		
mkmowrey@jefftech.us		
Principal Phone Number		Principal Extension
8146538265		129
School Improvement Facilitator Name		School Improvement Facilitator Email

Steering Committee

Name	Position/Role	Building/Group/Organization	Email
Barry Fillman	Director	Jeff Tech	bwfillman@jefftech.edu
Melissa Mowrey	Principal	Jeff Tech	mkmowrey@jefftech.edu
Megan Bundy	Adult Education Coordinator	Jeff Tech	mn Bundy@jefftech.edu
Amber Hathorn	Special Education Supervisor	Jeff Tech	ashathorn@jefftech.edu
Jessica Smith	Staff Member	Jeff Tech	jasmith@jefftech.us
Jodi August	Executive Director	DuBois Area Chamber of Commerce	dacc@duboispatchamber.com
Bob Cardamone	Community Member	Punxsutawney Chamber of Commerce	rcardamone@gmail.com
Colleen Precchl	Community Member	Workforce Solutions	cprechtl@ncwdb.org
John Brennan	Community Member	Penn State	jpb367@psu.edu
Jessica Fustine	Teacher	Jeff Tech	jlfustine@jefftech.edu
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Christopher Snyder	Student	Jeff Tech	student
Nicole Weible	Student	Jeff Tech	student
John Weible	Parent	Parent	JWeible@millerfabricationsolutions.com
John Weible	Community Member	Miller Fabrication	JWeible@millerfabricationsolutions.com
Stephanie Stahlman	Community Member	Christ the King	sstahlman@christthekingmanor.org
Renee Weible	Parent	Parent	reneemweible@yahoo.com
Paiden Trayer	Student	Jeff Tech	student
Clinton Snedeker	Student	Jeff Tech	Student

LEA Profile

Jefferson County-DuBois AVTS is a rural school which services students from North Central Pennsylvania in Jefferson, Clearfield, Elk and Indiana Counties. The Secondary school serves approximately 400 students from primarily Brockway, Brookville, DuBois, and Punxsutawney School Districts in grades 9-12. The post-secondary school serves approximately 200 students from throughout the North Central region. The secondary school provides 14 career and technical programs which help to prepare students for careers in High Priority Occupations(HPOs) in our area. Such programs include:

Advanced Manufacturing

Auto Mechanics

Building Trades

Collision Repair Technology

Computer Network Engineering

Computer Technology

Cosmetology

Culinary Arts/Food Service

Diesel Mechanics and Heavy Equipment

Digital Media Arts

Engineering

Health Assisting

Heating, Ventilation, Air Conditioning and Refrigeration

Welding/Metal Fabrication

Additionally, Adult Education provides CDL and Practical Nursing Programs along with an array of short term evening classes.

Industry partnerships throughout our area are formed to support the successful education of students in each of these career areas. Local industry partners serve as Occupational Advisory Committee that ensure that our curriculum, equipment and shop areas meet industry standards and reflect cutting edge technology. These committee members also support skills testing through NOCTI and NIMS that helps to certify student ability level in their chosen career pathway. Jeff Tech students gain employment experience in local businesses through our COOP, Clinical and Internship programs. Additionally, Jeff Tech partners with local nonprofits, schools and government agencies to bring expanded work opportunities for students.

Mission and Vision

Mission

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

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

Educational Values

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)

Omit selected.

Future Ready PA Index

Select the grade levels served by your school. Select all that apply.

False K	False 1	False 2	False 3	False 4	False 5	False 6
False 7	False 8	True 9	True 10	True 11	True 12	

Review of the School(s) Level Performance

Strengths

Indicator	Comments/Notable Observations
Graduation Rate	Above the statewide average. 5 year cohort rate is above both the state average and state goal. Students routinely graduate due to student centered approach.
Student growth data outperforms student proficiency	Growth mindset, student growth is an individual focus.
Students meet career standards benchmarks routinely	Grade level approach to career standards enforces this.
Industry Based Learning	100% of students are immersed in Industry Based Learning

Challenges

Indicator	Comments/Notable Observations
Student proficiency in academics is below state goals.	This is as much of a career challenge as it is academic, an important issue to solve.
State testing scores are below expectations	Student preparedness and comfort with the process need addressed.

Review of Grade Level(s) and Individual Student Group(s)

Strengths

Indicator Math, ELA, Science ESSA Student Subgroups Economically Disadvantaged	Comments/Notable Observations Economically Disadvantaged students perform at or above level compared to the student body as a whole.
Indicator ESSA Student Subgroups	Comments/Notable Observations
Indicator ESSA Student Subgroups	Comments/Notable Observations
Indicator ESSA Student Subgroups	Comments/Notable Observations

Challenges

Indicator Academic Indicators ESSA Student Subgroups Students with Disabilities	Comments/Notable Observations A gap exists between special education and regular education students on academic indicators.
Indicator ESSA Student Subgroups	Comments/Notable Observations
Indicator ESSA Student Subgroups	Comments/Notable Observations
Indicator ESSA Student Subgroups	Comments/Notable Observations

Summary

Strengths

Review the strengths listed above and copy and paste 2-5 strengths which have had the most impact in improving your most pressing challenges.

Student growth data outperforms student proficiency
Graduation Rate
Students meet career standards benchmarks routinely
Industry Based Learning

Challenges

Review the challenges listed above and copy and paste 2-5 challenges if improved would have the most impact in achieving your Future Ready PA index targets.

Student proficiency in academics is below state goals.
State testing scores are below expectations

Local Assessment

English Language Arts

Data	Comments/Notable Observations
Proficiency scores have shown growth over last five years.	Transition to Competency Based Platform over that time period.

English Language Arts Summary

Strengths

Students are immersed across the curriculum in technical reading.

Challenges

Readiness for 9th grade continues to lack.
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Mathematics

Data	Comments/Notable Observations
Students continue to lag behind in proficiency.	The committee really wants to increase mathematics performance as much for career readiness as for academic achievement.

Mathematics Summary

Strengths

Integration opportunities exist for all of our CTE areas with mathematics content.
Our students show great ability to apply math skills.

Challenges

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

Science, Technology, and Engineering Education

Data	Comments/Notable Observations
Student proficiency is lacking	Student performance in physical sciences is generally stronger due to career linkages than biology.

Science, Technology, and Engineering Education Summary

Strengths

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

Challenges

Standardized testing is a challenge for students motivationally.

Related Academics

Career Readiness

Data	Comments/Notable Observations
100% of students meet career readiness standards.	This is consistent with our mission.

Career and Technical Education (CTE) Programs

False Career and Technical Education (CTE) Programs Omit

Data	Comments/Notable Observations
Automotive Technology	
Collision Repair Technology	
Welding and Metal Fabrication	
Advanced Manufacturing	
Engineering	
Building Trades	
Diesel Mechanics	
Computer Technology	
Digital Media Arts	
Health Assisting	
Culinary Arts	
Cosmetology	
HVAC/R	
Electrical Construction	New for the 2023-2024 school year

Arts and Humanities

False Arts and Humanities Omit

Data	Comments/Notable Observations
We offer Art as an elective to all students.	This has been a great boost to student work in CTE areas and a tremendous link to the community.

Environment and Ecology

False Environment and Ecology Omit

Data	Comments/Notable Observations
All freshmen receive instruction including environmental science standards.	

Family and Consumer Sciences

True Family and Consumer Sciences Omit

Health, Safety, and Physical Education

False Health, Safety, and Physical Education Omit

Data	Comments/Notable Observations
We offer integrated health and physical education for every grade level.	

Social Studies (Civics and Government, Economics, Geography, History)

False Social Studies (Civics and Government, Economics, Geography, History) Omit

Data	Comments/Notable Observations
World Cultures	
Political Science	
US History	
Economics	
Psychology	
Headlines and News	

Articulation Agreements

False We do not have any articulation agreements because we do not have high school students, or ALL current agreements have been uploaded to other FRCPP plans.

Partnering Institution

PSU DuBois

Agreement Type

Dual Credit

Program/Course Area

Entrepreneurship

Uploaded Files

DS_Jeff Tech Area Vocational -Technical School_2023.pdf

Summary

Strengths

Review the comments and notable observations listed previously and record 2-5 strengths which have had the most impact in improving your most pressing challenges.

Wide range of CTE areas for students to enroll in.
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Academic options have grown and been refined.

Challenges

Review the comments and notable observations listed previously and record 2-5 Challenges which if improved would have the most impact in achieving your Mission and Vision.

We need to continue developing elective academic options.

Equity Considerations

English Learners

True This student group is not a focus in this plan.

Students with Disabilities

False This student group is not a focus in this plan.

Data	Comments/Notable Observations
Jeff Tech has implemented its own special education department.	Opportunity to more closely align it with our mission.
Achievement gaps exist	
Career placement for these students has benefitted them.	
Support has been reintroduced to the CTE areas.	

Students Considered Economically Disadvantaged

False This student group is not a focus in this plan.

Data	Comments/Notable Observations
We are 70% low SES.	We make decisions routinely with this in mind and offer a lot of additional supports.
Our low SES students perform on par with our other students across the board.	

Student Groups by Race/Ethnicity

True This student group is not a focus in this plan.

Summary

Strengths

Review the comments and notable observations listed previously and record the 2-5 strengths which have had the most impact in improving your most pressing challenges.

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.

Challenges

Review the comments and notable observations listed previously and record the 2-5 Challenges which if improved would have the most impact in achieving your Mission and Vision.

Special Education achievement gaps exist.
Student populations have needs that we must meet in order to help them be ready to learn.

Supplemental LEA Plans

Programs and Plans	Comments/Notable Observations
Special Education Plan	This has been a huge addition to Jeff Tech to implement our own special education department.
Title 1 Program	NA
Student Services	A wide range of supports have been designed and implemented.
K-12 Guidance Plan (339 Plan)	Career and wellness focused.
Technology Plan	Our one to one initiative has been fully implemented, We are on a virtual network so all programs are portable.
English Language Development Programs	NA

Strengths

Review the comments and notable observations listed and record those which have had the most impact in improving your most pressing challenges.

Challenges

Review the comments and notable observations listed previously and record the 2-5 challenges which if improved would have the most impact in achieving your Mission and Vision.

Conditions for Leadership, Teaching, and Learning

Focus on Continuous improvement of Instruction

Align curricular materials and lesson plans to the PA Standards	Exemplary
Use systematic, collaborative planning processes to ensure instruction is coordinated, aligned, and evidence-based	Operational
Use a variety of assessments (including diagnostic, formative, and summative) to monitor student learning and adjust programs and instructional practices	Exemplary
Identify and address individual student learning needs	Exemplary
Provide frequent, timely, and systematic feedback and support on instructional practices	Operational

Empower Leadership

Foster a culture of high expectations for success for all students, educators, families, and community members	Operational
Collectively shape the vision for continuous improvement of teaching and learning	Exemplary
Build leadership capacity and empower staff in the development and successful implementation of initiatives that better serve students, staff, and the school	Exemplary
Organize programmatic, human, and fiscal capital resources aligned with the school improvement plan and needs of the school community	Operational
Continuously monitor implementation of the school improvement plan and adjust as needed	Exemplary

Provide Student-Centered Support Systems

Promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually and physically	Exemplary
Implement an evidence-based system of schoolwide positive behavior interventions and supports	Exemplary
Implement a multi-tiered system of supports for academics and behavior	Operational
Implement evidence-based strategies to engage families to support learning	Operational
Partner with local businesses, community organizations, and other agencies to meet the needs of the school	Exemplary

Foster Quality Professional Learning

Identify professional learning needs through analysis of a variety of data	Operational
Use multiple professional learning designs to support the learning needs of staff	Exemplary
Monitor and evaluate the impact of professional learning on staff practices and student learning	Operational

Summary

Strengths

Which Essential Practices are currently Operational or Exemplary and could be leveraged in your efforts to improve upon your most pressing challenges?

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
Build leadership capacity and empower staff in the development 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

Challenges

Thinking about all the most pressing challenges identified in the previous sections, which of the Essential Practices that are currently Not Yet Evident or Emerging, if improved, would greatly impact your progress in achieving your mission, vision and Future Ready PA Index interim targets in State Assessment Measures, On-Track Measures, or College and Career Measures?

NA

Summary of Strengths and Challenges from the Needs Assessment

Strengths

Examine the Summary of Strengths. Identify the strengths that are most positively contributing to achievement of your mission and vision. Check the box to the right of these identified strength(s).

Strength	Check for Consideration in Plan
Student growth data outperforms student proficiency	True
Graduation Rate	True
Students meet career standards benchmarks routinely	True
Industry Based Learning	True
Students are immersed across the curriculum in technical reading.	False
Integration opportunities exist for all of our CTE areas with mathematics content.	False
Low SES students are not at a disadvantage in academics.	False
Special Education services align with our mission.	True
Special education supports are available in CTE areas.	False
Students ability to apply knowledge to a new situation is a strength.	False
Our students show great ability to apply math skills.	True
Collectively shape the vision for continuous improvement of teaching and learning	False
Promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually and physically	False
Wide range of CTE areas for students to enroll in.	False
Academic options have grown and been refined.	True
Build leadership capacity and empower staff in the development and successful implementation of initiatives that better serve students, staff, and the school	False
Partner with local businesses, community organizations, and other agencies to meet the needs of the school	False

Challenges

Examine the Summary of Challenges. Identify the challenges which are most pressing at this time for your Career Technical Center and if improved would have the most pronounced impact in achieving your mission and vision. Check the box to the right of these identified challenge(s).

Strength	Check for Consideration in Plan
Student proficiency in academics is below state goals.	True
State testing scores are below expectations	True
Readiness for 9th grade continues to lack.	False

The need to improve integration between CTE and academic areas came up at multiple points of the planning process.	True
Student proficiency is lagging.	False
Standardized testing is a challenge for students motivationally.	False
We need to continue developing elective academic options.	True
NA	False
Special Education achievement gaps exist.	False
Student populations have needs that we must meet in order to help them be ready to learn.	False

Most Notable Observations/Patterns

In the space provided, record any of the comments and notable observations made as your team worked through the needs assessment that stand out as important to the challenge(s) you checked for consideration in your comprehensive plan.

Analyzing (Strengths and Challenges)

Analyzing Challenges

Analyzing Challenges	Discussion Points	Check for Priority
Student proficiency in academics is below state goals.	Students have internalized negative expectations of outcome. Students do not see it as valuable. Lack of foundational skills.	True
State testing scores are below expectations	Students have internalized negative expectations of outcome. Students do not see it as valuable. Lack of foundational skills.	True
The need to improve integration between CTE and academic areas came up at multiple points of the planning process.		True
We need to continue developing elective academic options.		True

Analyzing Strengths

Analyzing Strengths	Discussion Points
Special Education services align with our mission.	
Student growth data outperforms student proficiency	Students are capable of learning as evidenced by growth scores.
Graduation Rate	Determination of students, students remain in school to accomplish goals.
Students meet career standards benchmarks routinely	Career relevance of academics is evident.
Our students show great ability to apply math skills.	
Academic options have grown and been refined.	
Industry Based Learning	

Priority Challenges

Analyzing Priority Challenges	Priority Statements
	In our Mathematics classes we will strive for relevancy, consistency and skill preparation.
	Integration between academic and CTE instructors will address the negative expectations of outcome, presumed value of academics and lack of foundational skills.
	More extended opportunities in technical areas will enhance academic and technical achievement.
	Students and staff both believe in extending learning opportunities.

Goal Setting

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

Outcome Category		
Mathematics		
Measurable Goal Statement (Smart Goal)		
Student achievement in mathematics will improve by 10%..		
Measurable Goal Nickname (35 Character Max)		
Mathematics		
Target Year 1	Target Year 2	Target Year 3
Remapping of Mathematics Curriculum including integration focus.	Implementation of revamped curriculum.	Student achievement in mathematics will improve by 10%..

Outcome Category		
Industry-Based Learning		
Measurable Goal Statement (Smart Goal)		
Student opportunities in Career and Technical fields will be expanded and focused towards emerging career trends and business needs in the region.		
Measurable Goal Nickname (35 Character Max)		
Industry Based Learning		
Target Year 1	Target Year 2	Target Year 3
The approval process to transition Computer Technology to Business Administration will be completed. The school will investigate the potential for educational opportunities related to the aviation, dental assisting, and logistics fields.	Business Administration will be officially opened. Determination of viability of aviation, dental assisting and logistics program implementation and potential start up.	Student opportunities in Career and Technical fields will be expanded and focused towards emerging career trends and business needs in the region.

Outcome Category		
Post-secondary transition to school, military, or work		
Measurable Goal Statement (Smart Goal)		
Offer more courses and opportunities related to successfully transitioning to careers and entrepreneurship opportunities.		
Measurable Goal Nickname (35 Character Max)		
Career Transition		
Target Year 1	Target Year 2	Target Year 3
Planning elective courses and required courses for certain career clusters, including but not limited to - Agriculture, FFA, Entrepreneurship, School Store Operation, Soft Skills,	Implement at least four elective courses from the previous year's consideration, including but not limited to - Agriculture, FFA, Entrepreneurship, School Store Operation,	Offer more courses and opportunities related to successfully transitioning to

Skills for Daily Living, Professionalism, Gifted Education, Fine Arts and Performing Arts.	Soft Skills, Skills for Daily Living, Professionalism, Gifted Education, Fine Arts and Performing Arts.	careers and entrepreneurship opportunities.
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Priority: Integration between academic and CTE instructors will address the negative expectations of outcome, presumed value of academics and lack of foundational skills.

Outcome Category		
English Language Arts		
Measurable Goal Statement (Smart Goal)		
Student proficiency in English will improve by 10%.		
Measurable Goal Nickname (35 Character Max)		
English		
Target Year 1	Target Year 2	Target Year 3
Make library resources available in every academic and CTE classroom by the creation of pocket libraries based around the area being taught. Remapping of English Curriculum including integration focus. Plan The Big Read for school wide implementation.	Expand the pocket libraries. Implementation of revamped curriculum. Big Read execution.	Student proficiency in English will improve by 10%.

Priority: More extended opportunities in technical areas will enhance academic and technical achievement.

Outcome Category		
Industry-Based Learning		
Measurable Goal Statement (Smart Goal)		
Increase the scope of projects within technical areas and the connections to community agencies. Increase connections within the community.		
Measurable Goal Nickname (35 Character Max)		
Industry Based Learning		
Target Year 1	Target Year 2	Target Year 3
Develop a system to take on more real-world projects in the community. Explore industry partnerships along with integration with elementary schools. Expand relationships with chamber of commerce groups, including the The German American Chamber of Commerce.	Complete Projects with local community agencies to allow for large scale skill development opportunities and community service. Develop more COOP and apprentice opportunities.	Increase the scope of projects within technical areas and the connections to community agencies. Increase connections within the community.

Priority: Students and staff both believe in extending learning opportunities.

Outcome Category		
Essential Practices 3: Provide Student-Centered Support Systems		
Measurable Goal Statement (Smart Goal)		
Expand learning opportunities to the underserved communities.		
Measurable Goal Nickname (35 Character Max)		
Student Supports		

Target Year 1	Target Year 2	Target Year 3
Increase the emphasis on skills for successful living. Explore independent living opportunities for secondary and post-secondary students.	Develop additional supports to ensure program completion and a successful transition to the workforce.	Expand learning opportunities to the underserved communities.

Action Plan

Measurable Goals

Mathematics	Industry Based Learning
Career Transition	English
Industry Based Learning	Student Supports

Action Plan For: Global learning, Integration and project-based learning.

Measurable Goals:
<ul style="list-style-type: none"> • Student achievement in mathematics will improve by 10%.. • Student proficiency in English will improve by 10%.

Action Step		Anticipated Start/Completion Date	
Implementation of the associated target goals.		2024-06-03	2026-07-01
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Building Leadership Team	Supplies	Yes	Yes

Anticipated Output	Monitoring/Evaluation (People, Frequency, and Method)
Student performance in mathematics and English will improve.	Building Leadership Team - Data Review

Expenditure Tables

School Improvement Set Aside Grant

True School does not receive School Improvement Set Aside Grant.

Schoolwide Title 1 Funding Allocation

True School does not receive Schoolwide Title 1 funding.

Professional Development

Professional Development Action Steps

Evidence-based Strategy	Action Steps
Global learning, Integration and project-based learning.	Implementation of the associated target goals.

Curriculum Mapping, Project Development and School Wide content development.

Action Step		
<ul style="list-style-type: none"> Implementation of the associated target goals. 		
Audience		
Teaching Staff and Paraprofessionals.		
Topics to be Included		
Mathematics, English and CTE		
Evidence of Learning		
Student Growth Data		
Lead Person/Position	Anticipated Start	Anticipated Completion
Building Leadership Team	2024-06-03	2026-07-01

Learning Format

Type of Activities	Frequency
Collaborative curriculum development	Weekly
Observation and Practice Framework Met in this Plan	
This Step Meets the Requirements of State Required Trainings	
Language and Literacy Acquisition for All Students	

Communications

Communications Action Steps

Evidence-based Strategy	Action Steps
Global learning, Integration and project-based learning.	Implementation of the associated target goals.

Building Leadership Team

Action Step		
• Implementation of the associated target goals.		
Audience		
Instructional Staff		
Topics to be Included		
Progress and goal setting		
Lead Person/Position	Anticipated Start	Anticipated Completion
Building Leadership Team	2024-06-03	2026-06-30

Communication

Type of Communication	Frequency
Brief	Biweekly

Approvals & Signatures

Uploaded Files

Chief School Administrator	Date
Building Principal Signature	Date
School Improvement Facilitator Signature	Date