

Comprehensive Improvement Plan for Area Technology Centers

Rationale: School and district improvement efforts focus on student needs through a collaborative process involving all stakeholders to establish and address priority needs, district funding, and closing achievement gaps between identified subgroups of students. Additionally, schools and districts build upon their capacity for high-quality planning by making connections between academic resources and available funding to address targeted needs.

Operational definitions of each area within the plan:

Goal: Long-term three to five year target based on required goals.

Objective: Short-term target to be attained by the end of the current school year.

Strategy: Research-based approach designed to systematically address the process, practice or condition that the school/district will focus its efforts upon in order to reach its goals/objectives.

Activity: The actionable steps used to deploy the chosen strategy.

Measure of Success: the criteria that you believe shows the impact of our work. The **measures** may be quantifiable or qualitative, but they are observable in some way. Without data on what is being accomplished by our deliberate actions, we have little or no foundation for decision-making or improvement.

Progress Monitoring: is used to assess the plan performance, to quantify a rate of improvement based on goals and objectives, and to evaluate the effectiveness of the plan.

Guidelines for Building an Improvement Plan:

- There are three (3) required ATC goals: Accountability, Work-based Learning, and Instruction
 - There can be multiple objectives for each goal.
 - There can be multiple strategies for each objective.
 - There can be multiple activities for each strategy.

1: Accountability

State your Accountability Goal

Goal 1: Between the 2021 and 2024 school year, the Breckinridge County Area Technology Center will increase the percentage of students who reach career ready status by 15%. This will be achieved by increasing career readiness by at least 5% per year.					
Which Strategy will the school use to address this goal?		Which Activities will the school/district deploy based on the strategy or strategies chosen?		Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Increase the number of students who are classified as completers.	Work with teachers to develop rigorous course sequences to engage students and encourage them to complete a pathway.	Opening day planning/discussion on areas of growth and concerns of ways to encourage students to complete Career Pathways.	Opening day agenda topic and discussion		
		Every quarter have teachers review student lists to identify students at risk of not becoming completers.	Review of data during PLCs meetings. Teachers sign off on current student progression in pathway.		
	Work with principals, counselors and career counselors to expand their understanding of what students gain in taking a full sequence of courses in a pathway.	Develop a curriculum guide that explains each program pathway and shows course sequence. Share with feeder school counselors and administration.	Curriculum guides created and shared		
		Collaborate with feeder school leadership teams to create reward programs that will increase student interest and participation, so they reach completer status". Examples may include field trips, campus field days, or a cookout for students identified as completers.	Take pictures of students on field trips, campus field days or cookout.		
	Review on a yearly basis our current offering of pathways to ensure they align with industry needs.	Check with KDE website to see if pathway document has changed.	Teachers will review most recent POS for curriculum alignment.		
		Post all current pathways for each program within the classroom and lab	See posted pathways.		
Objective 2: Increase the number of students who receive an industry certification.	Work with local district staff to identify students who qualify for F&R Lunch, so that industry certs cost can be reimbursed by the state.	Request list from appropriate district staff by November 1st	Create a comprehensive list of all F&R lunch recipients within the building who will attempt an industry cert exam.		

	Equip teachers with software and instructional materials to better prepare students for given industry certification exams.	Petition districts for funds to purchase textbooks either with general fund money or SEEK funds to be approved by OCTE finance.	Order textbooks.		
	Implement a recognition system for students earning industry certification.	Use social media or district websites to celebrate student success.	See social media		
		Develop a career readiness “wall” to celebrate student success.	See the career readiness wall.		
Objective 3: Increase the number of students that complete an EOP that have not passed an industry certification.	Ensure curriculum is aligned to EOP standards	Teachers will review CTE Program of Studies for program alignment.	Review POS during PLC		
	Inform student of articulated credit aligned to EOP	Share OCTE articulation information with students.	Review method of sharing with students		
Objective 4: Increase Dual Credit Enrollment among 9-12 Graders.	Work with postsecondary partners to identify instructors that will be qualified to teach dual credit.	Encourage instructors to enroll in college courses that help them meet requirements to teach dual credit.	Share requirements with teachers.		
	Work with parents to educate them on the options their students have with dual credit.	Develop a flyer to send home with students that lists options.	Provide flyer		
		Use social media or email to send dual credit options.	See social media		

2: Work-Based Learning

State your *Work-Based Learning Goal*

Goal 2: Between the 2021 and 2024 school year, the Breckinridge County Area Technology Center will increase the number of students participating in work-based learning. A yearly increase will be measured by a comparison of work-based learning experiences in apprenticeship, co-op, school-based enterprise, internship, or job shadows from year to year increasing from 2021 levels.

Which Strategy will the school use to address this goal?		Which Activities will the school/district deploy based on the strategy or strategies chosen?		Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Identify potential industry partners.	Work with local economic development and chamber to identify industry partners.	Meet with local industry representatives to discuss work-based learning opportunities to establish a pipeline of potential workforce.	Identify local industry to create successful work-based learning opportunities.		

	Share methods of connecting local businesses and the school.	Share employer engagement information with Chamber and Economic Development groups.	Employer engagement tool		
		Share employer engagement information with Rotary Club.	Employer engagement tool		
Objective 2: Develop work-based learning and pre-apprenticeship agreements with local employers.	Communicate with industry partners to identify industry needs.	Document industry needs.	Review of documented industry needs		
	Research KCEWS to identify the local high- demand areas of need to support workforce pipeline.	Review data when making pathway decisions.	Pathways aligned to local and state need		

3: Instruction

State your *Instruction Goal*

Goal 3: By the end of the 2024 school year, increase teacher understanding of pedagogy and related terminology as outline in NTI instruction and The Artisan Teacher. Evidence of teacher learning will be collected through observation and walkthrough data, observation documentation, and PLC discussion.					
Which Strategy will the school use to address this goal?		Which Activities will the school/district deploy based on the strategy or strategies chosen?		Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: New teachers will successfully complete year one or two of NTI.	Help teachers with NTI documentation and planning.	Meet with new teachers to complete NTI assignments as needed.	Completed NTI work		
		Observe implementation of NTI learning during new teacher instruction.	Walkthrough data		
	Pair new teachers with mentors	New teachers will be paired with local CTE teachers to help mentor them during their first two years of instruction	Documented Mentors		
		New teacher will observe the mentor teacher while focused on specific teacher practices identified as an area of need.	Peer observation log		
Objective 2: Build teacher understanding and terminology to create a common language of instructional process and practice.	PD with Mike Rutherford as it relates to The Artisan Teacher.	Teachers will implement Artisan Teacher Themes during daily instruction.	Walkthrough data		
		Teachers will use Artisan Teacher Themes in discussions with administration.	Pre-Post observation conference		
	Artisan Teacher book study	Discuss Artisan Teacher Themes during PLC after teachers have read them. Implement as just in time discussion. i.e. Overt Response + Performance Feedback = Student Engagement.	PLC notes		

Objective 3: Provide instruction and teaching tools to help develop teachers.	Provide 30 second feedback to teachers	Utilize <u>7 Tools for Developing Teachers and Teaching</u> as a guide to properly give 30 second feedback. Administration will provide 30 second feedback to teachers upon completion of walkthrough observations	Walkthrough data and documented feedback		
	Complete craft conversations with teachers.	Utilize <u>7 Tools for Developing Teachers and Teaching</u> as a guide to properly conduct Craft Conversations. Administration will conduct Craft Conversations with teachers upon completion of walkthrough observations	Documented feedback		
	Complete key lesson planning during pre-observation conferences.	Utilize <u>7 Tools for Developing Teachers and Teaching</u> as a guide to properly conduct key lesson planning with new teachers. Administration will complete key lesson planning with new teachers during pre-observation conference and before some NTI observations.	Pre-observation documentation		
	Peer observations	NTI teachers will peer observe others in specific areas for growth.	Peer observation conference documentation		