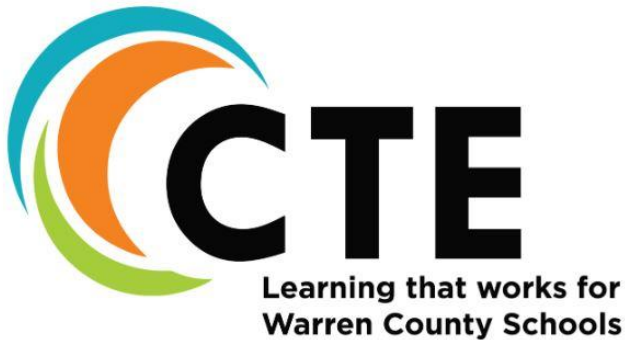


Warren County Schools

CTE Local Plan 2020-21



General Information

- **The Strengthening Career and Technical Education for the 21st Century Act (Perkins V)** was signed into law by President Trump on July 31, 2018. This bipartisan measure reauthorized the Carl D. Perkins Career and Technical Education Act of 2006 (Perkins IV). Perkins V represents an important opportunity to expand opportunities for every student to explore, choose, and follow career and technical education programs of study and career pathways to earn credentials of value.
- States are now required to develop two year plans.
- Comprehensive Local Needs Assessment completed before developing the local plan.

Local Plan Sections

- **Data/ Indicators of Performance**
- **Local Application Narratives**
- **Budget: Perkins Federal Grant (PRC 17)**
- **Budget: State Support Grant (PRC 14)**
- **Budget: Months of Employment Grant (PRC 13)**
- **Assurances and Certifications**

Data Indicators of Performance (8)

1S1 Four-Year Graduation Rate

2S1 Academic Proficiency in Reading/ language Arts

2S2 Academic Proficiency in Mathematics

2S3 Academic Proficiency in Science (New in Perkins V)

3S1 Post - Secondary Placement

4S1 Non - Traditional Program Enrollment

5S1 Program Quality - Attained Recognized Postsecondary Credential

5S4 Program Quality - Other

1S1 Four-Year Graduation Rate

Describe how your CTE program will address the disparities or gaps in student performance, and if no meaningful progress has been achieved prior to the third program year, what additional actions will be taken to eliminate those disparities or gaps?

What: Warren County Schools has a benchmark of 94.5% graduation rate.

Why: Warren County Schools is currently meeting the state goal. (within 3 percent)

How: Structured Career Academies have been implemented to provide programs that focus on student's career goals and interests.

Who: The CTE Leadership Team will provide face to face and remote support to review transcripts and ensure that students follow the academy graduation requirements, guidelines and procedures.

When: This is an ongoing process that is done with students from the 9th grade until they graduate. Sessions are held with the students each year at the end of the fall and spring semester to ensure they are on track to meet their graduation requirements.

2S1 Academic Proficiency in Reading/Language Arts

Describe how your CTE program will address the disparities or gaps in student performance, and if no meaningful progress has been achieved prior to the third program year, what additional actions will be taken to eliminate those disparities or gaps?

What: Warren County Schools Academic Proficiency in Reading/Language Arts is 19.35%

Why: To meet or exceed the state goal of 53.7% for this performance indicator.

How: CTE Teachers will utilize the ACT WorkKeys curriculum as supplemental materials to improve Reading/ Language Arts skills.

Who: Teachers will focus on the "Reading for Information" section to reinforce and enhance students skills across the curriculum

When: The CTE Leadership team will provide face to face and remote training and support as an ongoing initiative during beginning of the year staff development sessions and monthly professional learning community meetings.

2S2 Academic Proficiency in Mathematics

Describe how your CTE program will address the disparities or gaps in student performance, and if no meaningful progress has been achieved prior to the third program year, what additional actions will be taken to eliminate those disparities or gaps?

What: Warren County Schools Academic Proficiency in Mathematics is 11.86%

Why: To meet and exceed the state goal of 48.6 percent.

How: Offer two state approved local course options to students: Math and Dosage for Healthcare Professionals and Mathematics for Construction Professionals that were developed to improve students Mathematics skills.

Who: These courses will be taught by Career and Technical Education Teachers to provide students with career based, practical applications using the mathematics skills needed to meet their graduation requirements.

When: These courses are strongly encouraged for 9th grade students in the Career Academies. The course is also available to all students in Warren County High School.

2S3 Academic Proficiency in Science

Describe how your CTE program will address the disparities or gaps in student performance, and if no meaningful progress has been achieved prior to the third program year, what additional actions will be taken to eliminate those disparities or gaps?

What: Warren County Schools Academic Proficiency in Science is 3.25%

Why: To meet and exceed the state goal of 52%.

How: Plan and coordinate cooperative activities between CTE programs and the Science, Engineering, Mathematics and Aerospace Academy (SEMAA) program at Warren County High School. These activities will focus on Science Technology Engineering and Math (STEM).

Who: CTE Leadership Team, CTE Teachers, and the SEMAA Program Manager at Warren County High School.

When: Planning meetings will be held at the beginning of the year to develop a plan of action.

3S1 Post Secondary Placement

Describe how your CTE program will address the disparities or gaps in student performance, and if no meaningful progress has been achieved prior to the third program year, what additional actions will be taken to eliminate those disparities or gaps?

What: Warren County Schools has a 100 percent post secondary placement rate.

Why: Warren County Schools is currently exceeding the state goal of 95%.

How: Structured Career Academies have been implemented to provide programs that focus on student's career goals and interests and prepare them for post secondary training.

Who: The CTE Leadership Team will provide support to ensure that students follow the academy guidelines and procedures.

When: This is an ongoing process that is done with students from the 9th grade until they graduate. Sessions are held with the students each year at the end of the fall and spring semester.

4S1 Non Traditional Program Enrollment

Describe how your CTE program will address the disparities or gaps in student performance, and if no meaningful progress has been achieved prior to the third program year, what additional actions will be taken to eliminate those disparities or gaps?

What: Warren County Schools in Non Traditional Program Enrollment is 19.35%

Why: To meet or exceed the state goal of 37.2% for this performance indicator.

How: Provide virtual career speakers for all CTE programs at Warren County High School that have careers in non traditional areas.

Who: Partners such as Wake AHEC, North Carolina Department of Transportation, North Carolina Economic Virtual Engine, and the Warren County Economic Development Office, North Carolina Cooperative Extension Service and Vance Granville Community College.

When: A virtual planning meeting will be held at the beginning of the 2020-21 school year to develop a list of potential speakers.

5S1 Program Quality: Attained Recognized Postsecondary Credential

Describe how your CTE program will address the disparities or gaps in student performance, and if no meaningful progress has been achieved prior to the third program year, what additional actions will be taken to eliminate those disparities or gaps?

What: Warren County Schools Program Quality Attained Recognized Credential is 10.93 percent.

Why: To meet or exceed the state goal of 20 percent for this performance indicator.

How: Provide a local testing center for all applicable credentials at Warren County High School. Provide practice testing opportunities for students using resources such as GMetrix, ServSafe and NCCER curriculum manuals before completing the credential. Provide credential and certificate options for students at Vance Granville Community College that include but not limited to Cosmetology, Business Management, Carpentry, Pharmacy Technician, Nurse Assistant.

Who: CTE Leadership Team, NC Works Career Coach and Vance Granville Community College Liaison and Staff

When: Credential testing will be conducted throughout the school year in our approved testing centers and at the Warren Campus of Vance Granville Community College

5S4 Program Quality: Other

Describe how your CTE program will address the disparities or gaps in student performance, and if no meaningful progress has been achieved prior to the third program year, what additional actions will be taken to eliminate those disparities or gaps?

What: Warren County Schools Performance on CTE state assessments is 43.15%

Why: To meet or exceed the state goal of 70.9% for this performance indicator.

How: Provide staff development for CTE Staff on how to effectively utilize course blueprints, pacing guides, and differentiated instruction using face to face and remote learning methods.

Who: CTE Leadership Team

When: Ongoing staff development and training throughout the 2020-21 school year.

Local Application Narratives

State Approved Career Pathways Offered in Warren County Schools

Warren Co. High Sch. Career Academies	National Career Cluster	State Approved Pathway(s)
Engineering and Construction Technology	Architecture and Construction	Carpentry Masonry
Business, Marketing and Entrepreneurship	Business Management and Administration	Entrepreneurship General Management
Business, Marketing and Entrepreneurship	Marketing	Marketing Management
Business, Marketing and Entrepreneurship and Medical Science and Healthcare Professionals	Human Services	Food and Nutrition
Medical Science and Health Care Professionals	Health Science	Healthcare Professional
Medical Science and Health Care Professionals	Law, Public Safety, Corrections and Security	Emergency Medical Technology

Local Application Narratives

1) CTE course offerings and activities provided with Perkins funds must include at least one state-approved Career Pathway.

Describe how the results of the comprehensive local needs assessment informed the selection of the specific CTE programs and activities selected to be funded. Describe how students, including special populations students, will learn about their school's CTE course offerings and whether each course is part of a CTE Career Pathway.

What: Warren County selects programs and pathways based on our local and regional economic needs for skilled workers in particular areas. Business and Industry stakeholders have expressed the need for skilled workers who are able to enter the workforce right out of high school.

Why: Warren County Schools offers three career academies that include the career pathways aligned with the local needs assessment governed by the Warren County Economic Development governing organizations. We are in need of Entrepreneurs, construction and manufacturing skilled workers and health care professionals.

How: All students and parents are provided detailed information as they select their high school. Student and Parent meetings, Student tours, Parent and community open houses allow parents and students to take a close look at the programs before choosing their pathway. A comprehensive website is also maintained by the district for Career and Technical Education and the WCHS Career Academies. Stakeholder focus groups have been established to provide continuous feedback on local needs.

Who: CTE Leadership Team, Middle and High School Principals, Teachers and Counselors. Vance Granville Community College Staff coordinate the school choice program awareness activities in Warren County. The local advisory focus groups provide feedback on labor market needs.

When: Students receive information all throughout the school year, especially during the scheduling process. Advisory focus groups meet each twice per year to provide information and suggestions to the school district.

Local Application Narratives

2) Describe how the following activities will be provided in collaboration with local workforce development boards and other local workforce agencies, WIOA one-stop delivery systems and other partners:

Career exploration and career development coursework, activities or services. Career information on employment opportunities that incorporate the most up-to-date information on high-skill, high-wage or in-demand industry sectors or occupations, as determined by the comprehensive local needs assessment. Provide career exploration and career development through a systematic framework designed to aid students, including the middle grades, before enrolling and while participating in a career and technical education program, in making informed plans and decisions about future education and career opportunities and programs of study.

What: Warren County Schools provides career awareness courses at the middle grades level. The CTE Leadership Team also coordinates with the school counselors to provide a Career Day activity for students at least once per school year.

Why: Students who attend Warren County High School specifically will learn about course offerings through student meetings. Presenters include the Guidance Counselors and Career Development Coordinator who will inform students about high school and academy courses as they choose their high school and career pathway.

How: The Career Academies are currently aligned with the CTE Career Pathway course selection. Once students have made their academy selection, all courses and course requirements are available on the CTE website. Special population students will also have a fair opportunity to take CTE courses. They will receive guidance from the school's EC Director and school level case manager. They will assess students and determine how CTE can best serve each student to meet their needs. This will include implementing modified blueprints to meet each students individual needs.

Who: The CTE Leadership Team, Middle and High School Administration and Staff, The Exceptional Children's Department Team. and the students Parents work together to assist the students in making the best choice for their career interest.

When: This process is ongoing throughout the year. Meetings are conducted during the year when necessary to review and modify any changes needed.

Local Application Narratives

3) Describe how the local eligible recipient will:

- Provide activities to prepare special populations for high-skill, high-wage, or in-demand industry sectors or occupations that will lead to self-sufficiency;
- Prepare CTE participants for non-traditional fields;
- Provide equal access for special populations to CTE courses, programs, and programs of study; and
- Ensure that members of special populations will not be discriminated against on the basis of their status as members of special populations.

What: Virtual presentations will be provided by workers, including former students that are employed in non traditional jobs. All students will be provided equal access to CTE courses and programs. Modified instructional practices will be used to provide equal access to CTE programs.

Why: To expose all students to non traditional careers. Provide modified instructional practices to ensure all students have equal access to CTE classes and programs.

How: Virtual presentations and job shadowing will be provided using video conferencing software. The programs will be coordinated by the teachers, counselors, and the CTE Leadership Team. Modified blueprints and differentiated instructional practices will be provided as needed based on individuals needs and Individual Education Plan (IEP).

Who: Former students, community members and other workers employed in non - traditional careers will work with district staff to setup and facilitate the presentations. The Exceptional Children's Department will work with the CTE Leadership Team and school administration to develop the appropriate instructional plan for all students.

When: Virtual presentations will be provided throughout the school year. Summer opportunities may be available depending on how the Coronavirus pandemic impacts the school's operation.

Local Application Narratives

4) Describe work-based learning opportunities that the local eligible recipient will provide to students participating in CTE programs and how the recipient will work with representatives from employers to develop or expand work-based learning opportunities for CTE students. Include descriptions of at least two work-based learning opportunities that are related to CTE instruction. These worked-based learning opportunities shall consist of on-the-job training through an internship, cooperative education, apprenticeship program or experiential learning such as Nursing Fundamental Clinicals, etc.

What: Partner with Business and Industry to provide work based opportunities for at least 20 students. These opportunities will include at least 60 hours of work experience.

Why: Students will be better prepared for career opportunities within their career pathway . It will provide fair and equitable opportunities for all students.

How: Warren County Schools received a Education Workforce Innovation grant that will provide paid work based learning opportunities for at least 10 students. Warren County Schools has also partnered with the North Carolina Virtual Economic Engine to teach Fast-to-Skill entrepreneurship to teams of high school students One cohort of at least 10 students will be selected per year.

Who: The Warren County Schools CTE Leadership Team (CTE Director, CIMC, and CDC) will require that the students complete a series of activities and training sessions to prepare them for their work based learning experience. We received commitment letters from twelve partners that will provide the initial support for this program. The Employers will provide the work experience opportunity and the school district will use the grant funding to pay the student wages and benefits. The primary aim for the NC Economic Engine project is to teach and mentor teams of students to develop startup businesses and achieve mutual wealth creation. The CTE Leadership Team will ensure that all students are aware of this program and provided information on how it works. Career and Technical Education staff will assist them with the registration process and support throughout the program. The NC Virtual Economic Engine will provide mentors, access to business and entrepreneurs all across the region and state to support the student's experiences.

When: Upon completion of each of the programs, The employers, students, and the CTE Leadership Team will meet and discuss the Internship and complete a comprehensive evaluation. The evaluation will be used to continuously improve the program and provide additional work based learning opportunities for the students.

Local Application Narratives

5) Describe how students participating in CTE programs will be provided with the opportunity to gain postsecondary credit while still attending high school, such as articulated credit and CTE Career and College Promise (CCP).

What: Partner with Vance - Granville Community College to provide opportunities for students to gain post secondary credit while attending high school. Students have the opportunity to complete certificate and diploma programs before graduating from high school.

Why: Students will be better prepared for career opportunities within their career pathway. These Career and College Promise programs provide fair and equitable access for all students.

How: Warren County Schools provides post secondary courses in each of its three career academies at Warren County High School. Students have the opportunity to take these certificate and diploma courses on the Warren campus of Vance Granville Community College. Certificate programs in Cosmetology, Nurse Aide, Business Management, Carpentry, Pharmacy Tech and the Pharmacy Tech Diploma program are available to our students.

Who: Eligible students in the 11th and 12th grade students complete the application for these programs with support from the CTE Leadership Team and the NC Works Job Coach from Vance Granville Community College. Weekly support and monitoring is provided by the Warren County Schools CTE Career Development Coordinator and the VGCC staff.

When: Upon completion of the certificate and/or diploma programs, special awards ceremonies are conducted to recognize each student's accomplishment and present them their certificate or diploma.

Local Application Narratives

6) Describe the support provided for the recruitment, preparation, retention and training, including professional development, of teachers, faculty, administrations, and specialized instructional support personnel and paraprofessionals, including individuals from groups underrepresented in the teaching profession.

What: Search for grant and alternative funding sources to provide supplemental pay for teacher shortages in high demand Career and Technical Education areas. Hire adjunct teachers in hard to staff CTE programs.

Why: The teacher salaries/supplement in high demand CTE areas (in Warren County) are significantly lower than business and industry related occupations.

How: The CTE Leadership Team will work with the Warren County Schools Human Resources Officer and other local employers to determine competitive salaries for these areas.

Who: The CTE Leadership Team will search, locate, and complete grants to obtain this funding. This team will also consult with local and regional employers to determine funding levels needed to be competitive in the high demand areas.

When: The CTE Leadership team will search monthly for grants to obtain the needed funding. The team will recommend a supplemental pay plan to the district based on the comparable salaries of the area employers.

Budgets: Perkins Federal Grant (PRC 17)

Account	Description	Budget Amount
3.5120.017.312.000.000.00	Workshop Expenses	\$15,411.00
3.5120.017.411.000.000.00	Instructional Supplies	\$20,717.00
3.5120.017.418.000.000.00	Computer Software/ Supplies	\$14,374.00
TOTAL ALLOTMENT		\$50,502.00

Budgets: Months of Employment Grant (PRC 13)

Total Months of Employment: 127

School	Name	Program	Months of Employment
Northside K-8	Sarah Harrison	Business Education	10
Warren County Middle	Wilhelmenia Ratliff Stephanie Ayers James Brown	Business Education Business Education Business Education	10 10 10
Warren County High	Bridget Perry Pamela Jordan Henry Bobbitt Stephanie Lee Kemar Morgan Angela Lee Easter	Family and Consumer Science Marketing Trade and Industry Health Science Trade and Industry Business Education	10 10 10 10 10 10
Warren New Tech	Wakisha Turrentine	Business Education	5
Overall Program	Derrick Fogg Odessa Perry	Curriculum and Instructional Management Coordinator Career Development Coordinator	10 10
TOTAL ALLOTMENT USED			125

Budgets: State Support Grant (PRC 14)

Account	Description	Budget Amount
1.5120.014.311.000.000	Contracted Services	\$638.23
1.5120.014.312.000.000	Workshop Expenses	\$5000.00
1.5120.014.319.000.000	Immunizations	\$2000.00
1.5120.014.411.000.000	Instructional Supplies	\$16,000.00
1.5120.014.418.000.00	Computer Software/ Supplies	\$10,000.00
TOTAL ALLOTMENT		\$33,638.23

Assurances and Certifications

- **Assurances**

- These assurances and certifications confirm the local educational agency's capacity to carry out the State and Federal legal requirements during the timeframe of this local application. State legal requirements are designated by an (S) and federal requirements ((Strengthening Career and Technical Education for the 21st Century Act (Perkins V) (P. L. 111 - 224) requirements by an (F).

- **Debarment Assurance**

- This certification is required by the regulations implementing Executive Order 12549, debarment and suspension, 34 CFR Part 85, Section 85, Participants' Responsibilities. Copies of the regulations may be obtained by contacting the person to which this application is submitted.

- **Certification Regarding Lobbying for Grants and Cooperative Agreements**

- Submission of this certification is required by Section 1352, Title 31 of the U. S. Code and is a prerequisite for making or entering into a grant or cooperative agreement over \$100,000.