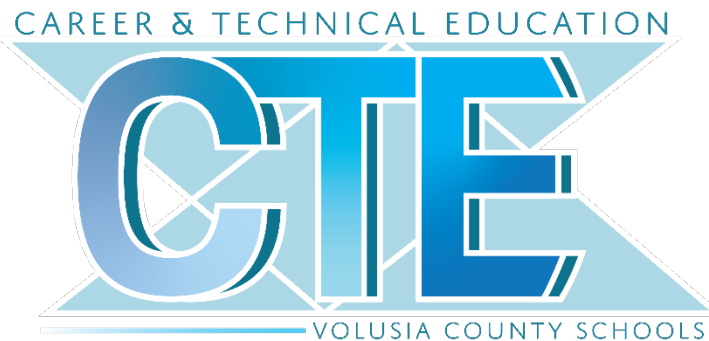




Volusia County Schools  
Career & Technical Education  
3 – Year CAPE Strategic Plan  
(2023- 2026)

*VCS Board Approved June 27, 2023*



Required Component from State Statute 1003.491	Strategy(ies)	Measure of Success
<p>(a) Research conducted to objectively determine local and regional workforce needs for the ensuing 3 years, using labor projections as identified by the Labor Market Statistics Center within the Department of Economic Opportunity and the Labor Market Estimating Conference as factors in the criteria for the plan.</p>	<ul style="list-style-type: none"> <li>➤ <i>Volusia CTE will work with CareerSource Flagler Volusia to review data from Labor Marketing estimating conference and DEO Demand Occupation lists. This data can help determine what industry certifications can be applied for to the Credentials Review Committee.</i></li> <li>➤ <i>Volusia CTE will also work with CareerSource Flagler Volusia and other local industry groups to determine if there are other labor market needs that are not reflected in the data.</i></li> </ul>	<p>✓ <i>Volusia will be able to work with CareerSource Flagler Volusia to submit (and maintain) industry certifications on the Master Credentials list that are relevant to the labor market in Flagler and Volusia Counties.</i></p>

Required Component from State Statute 1003.491	Strategy(ies)	Measure of Success
(b) Strategies to develop and implement career academies or career-themed courses based on occupations identified by the Labor Market Statistics Center within the Department of Economic Opportunity and the Labor Market Estimating Conference	<ul style="list-style-type: none"> <li>➤ <i>Volusia CTE will annually review the occupations defined as demand or high skill high wage, in the Labor Marketing Estimating Conference report and work with CareerSource Flagler Volusia to determine if there is a local need for the defined occupations.</i></li> <li>➤ <i>Volusia CTE will work with school principals to develop the opportunities to build (or maintain) Career Academies in these occupational areas.</i></li> <li>➤ <i>Volusia CTE will work with CareerSource Flagler Volusia to identify local pockets of targeted careers in small communities.</i></li> </ul>	<ul style="list-style-type: none"> <li>✓ <i>Volusia County Schools CTE will hold annual evaluations of CTE Career Academies to ensure that the academies being offered meet standards of quality and that industry certifications on the Master Credential List are being offered (if aligned to program area).</i></li> <li>✓ <i>Volusia County Schools will evaluate programs/academies on a 3 year cycle for potential teach out (phase out).</i></li> <li>✓ <i>Volusia CTE would see a diversity in program offerings that meet the geographic needs of middle/high schools across the district.</i></li> </ul>

Required Component from State Statute 1003.491	Strategy(ies)	Measure of Success
(c) Strategies to provide shared, maximum use of private sector facilities and personnel;	<ul style="list-style-type: none"> <li>➤ <i>CTE Academies meet with Advisory Board (Business and Industry Representatives) members twice a year to ensure that students are engaging in industry practices and are utilizing appropriate equipment for the industry.</i></li> <li>➤ <i>CTE Teachers will work with local business, chamber groups and industry representatives to plan guest speakers and field trips to showcase local employment opportunities.</i></li> <li>➤ <i>Advisory board meetings can be held at partner locations to expose members to different facility set-ups.</i></li> <li>➤ <i>Advisory Boards can be a combined effort of multiple schools with similar programs/academies.</i></li> </ul>	<ul style="list-style-type: none"> <li>✓ <i>Career Academy evaluations reflect biannual meetings of Advisory Boards, and the locations of the meetings are noted in the minutes.</i></li> <li>✓ <i>Another component of the academy evaluation includes documentation of work-based learning opportunities through either: guest speakers, field trips, or internship or paid positions.</i></li> </ul>

Required Component from State Statute 1003.491	Strategy(ies)	Measure of Success
(d) Strategies to ensure instruction by industry-certified faculty and standards and strategies to maintain current industry credentials and for recruiting and retaining faculty to meet those standards;	<ul style="list-style-type: none"> <li>➤ All CTE teachers teaching courses with an aligned industry certification will be responsible for obtaining the certification by October 30th of each school year. CTE teachers will keep their industry certifications current and make sure any certifications renewals will be completed by October 30th.</li> <li>➤ CTE programs will work with local business partners to keep up to date on industry trends and new innovations.</li> <li>➤ The CTE department will work with the Recruitment and Retention department to promote CTE teacher vacancies and provide them credentials needed for interested teachers to be qualified to teach the program.</li> <li>➤ CTE Program teachers will meet with their PLC group for like programs at least once a nine week period during ERPL times for common planning, support, and best practices.</li> </ul>	<ul style="list-style-type: none"> <li>✓ CTE Teachers will hold current/active industry certifications aligned to the courses they provide instruction by October 30th each school year.</li> <li>✓ Teachers will earn CAPE bonuses for each student that successfully passes industry certifications.</li> </ul>

(e) Strategies to provide personalized student advisement, including a parent-participation component, and coordination with middle grades to promote and support career-themed courses and education planning;

- *Volusia CTE holds an annual High School showcase in December each year. All Volusia County High Schools have tables set up with different CTE programs to show potential students and parents the opportunities available at all schools. 7th and 8th grade students from around the district are invited to attend with their parents. Postcards are sent home to all students/parents. High schools will also hold their own individual recruitment events to let students and parents know about the opportunities available on their campuses.*
- *The Volusia CTE department website will contain information about the CTE programs and available at all high schools and middle schools. The website will also include the high schools that have CTE Academies. Information about industry certifications available to Volusia County CTE students is also located on the district website. Individual high schools also have information about the CTE programs and Academies available on their*

- ✓ At least 2,000 students/parents attend the CTE showcase.
- ✓ Every high school has a preview night to showcase CTE programs available at each campus prior students scheduling classes.
- ✓ High schools will be increasing the amount of contact with middle school students on opportunities available in CTE.

Required Component from State Statute 1003.491	Strategy(ies)	Measure of Success
	<p><i>campuses posted on the school website.</i></p> <p>➤ <i>High Schools will do CTE recruitment programs at feeder middle schools to educate middle school students on CTE programs available at their zoned high schools.</i></p>	

Required Component from State Statute 1003.491	Strategy(ies)	Measure of Success
(f) Alignment of requirements for middle school career planning, middle and high school career and professional academies or career-themed courses leading to industry certification or postsecondary credit, and high school graduation requirements;	<ul style="list-style-type: none"> <li>➤ <i>Volusia middle school students receive access to You Science where they can learn about careers and take aptitude tests to see what career they are best suited for.</i></li> <li>➤ <i>Volusia CTE will build pathways that align middle school course offerings to prepare students for programs offered at zoned high schools.</i></li> <li>➤ <i>Volusia CTE works with Daytona State College to review CTE programs that align to AS and Certificate programs for articulation of college credit for completing high school CTE programs.</i></li> <li>➤ <i>Middle schools that are offering high school CTE courses communicate (website, notices home, or connect Ed) with parents the benefits/outcomes for students enrolled in those courses during the course scheduling window.</i></li> </ul>	<ul style="list-style-type: none"> <li>✓ You Science reports indicate that all schools are reporting aptitude data.</li> <li>✓ “Parent Return on Invest Letter” for industry certifications is posted on the CTE website and made available to all secondary guidance departments.</li> <li>✓ Articulation agreements are reviewed/updated annually with Daytona State College staff.</li> </ul>



Required Component from State Statute 1003.491	Strategy(ies)	Measure of Success
<p>(g) Provisions to ensure that career-themed courses and courses offered through career and professional academies are academically rigorous, meet or exceed appropriate state-adopted subject area standards, result in attainment of industry certification, and, when appropriate, result in postsecondary credit;</p>	<ul style="list-style-type: none"> <li>➤ <i>CTE courses that are eligible for honors credit are coded as such in the Programs of Study.</i></li> <li>➤ <i>CTE Academy programs work towards a project-based learning design.</i></li> <li>➤ <i>CTE Department staff will review the Master Credentials list for any new industry certifications that may be applicable to programs.</i></li> <li>➤ <i>The CTE Department will continue to work with Daytona State to review statewide articulated certifications and work on individual program articulation agreements as well.</i></li> </ul>	<ul style="list-style-type: none"> <li>✓ Courses that are coded as level 3 in the FLDOE Course Code Directory and have an aligned industry certification will be included with weighted credit in the Programs of Study.</li> <li>✓ CTE Specialists will meet with teachers to review new industry certifications for potential alignment to courses/programs. Any new identified alignments will be requested with FLDOE during the designated window.</li> <li>✓ Daytona State staff and Volusia CTE will continue to review program content and industry certification content for potential local or statewide articulation credit.</li> </ul>

Required Component from State Statute 1003.491	Strategy(ies)	Measure of Success
(h) Plans to sustain and improve career-themed courses and career and professional academies;	<ul style="list-style-type: none"> <li>➤ <i>Volusia CAPE Academies undergo an annual Academy Evaluation process. An evaluation tool was developed utilizing standards from ACTE to ensure academies are offering rigorous content and providing work-based opportunities to students.</i></li> <li>➤ <i>CTE facilitators will provide guiding visitations and curriculum and pacing reviews.</i></li> <li>➤ <i>CTE students will follow Florida Department of Education course/program progression as outlined in CTE program frameworks.</i></li> </ul>	<ul style="list-style-type: none"> <li>✓ All existing CTE Academies meet the criteria outlined in the evaluation tool.</li> <li>✓ Course enrollments indicate a sustained level of student interest.</li> <li>✓ Opportunities are provided for teachers to attend professional development and project based learning training.</li> <li>✓ CTE teachers provide high rigor lessons and are supported by administration through their CTE facilitators.</li> <li>✓ The number of students eligible for Bright Futures Gold Seal will increase.</li> </ul>

Required Component from State Statute 1003.491	Strategy(ies)	Measure of Success
(i) Strategies to improve the passage rate for industry certification examinations if the rate falls below 50 percent;	<ul style="list-style-type: none"> <li>➤ <i>Volusia CTE will hold annual Improvement Strategies meetings to review the pass rates of certifications and have teachers recommend improvements to increase pass rates.</i></li> <li>➤ <i>Volusia CTE will provide teachers with professional development opportunities in industry certification best practices.</i></li> <li>➤ <i>Students will take pre-tests or practice tests to ensure content proficiency. Only those students showing proficiency (75% or higher score) will earn a voucher to sit for the official certification exam.</i></li> <li>➤ <i>Industry certification exams will be offered in accordance with the timeline written in CTE course pacing guides.</i></li> <li>➤ <i>Volusia CTE will provide professional development to CTE teachers and proctors on the different certification platforms.</i></li> </ul>	<ul style="list-style-type: none"> <li>✓ Industry certification pass rates improve.</li> <li>✓ CTE teachers develop a blue print for certification exam best practices.</li> </ul>

Required Component from State Statute 1003.491	Strategy(ies)	Measure of Success
<p>(j) Strategies to recruit students into career-themed courses and career and professional academies which include opportunities for students who have been unsuccessful in traditional classrooms but who are interested in enrolling in career-themed courses or a career and professional academy. School boards shall provide opportunities for students who may be deemed as potential dropouts or whose cumulative grade point average drops below a 2.0 to enroll in career-themed courses or participate in career and professional academies. Such students must be provided in-person academic advising that includes information on career education programs by a certified school counselor or the school principal or his or her designee during any semester the students are at risk of dropping out or have a cumulative grade point average below a 2.0;</p>	<ul style="list-style-type: none"> <li>➤ <i>The CTE Department and CTE Facilitators will work to share CTE success stories on the district and school website and social media.</i></li> <li>➤ <i>The CTE department will hold annual meetings with school based school counselor directors to provide information on CTE programs that can be shared with targeted students.</i></li> <li>➤ <i>Targeted students will take a You Science aptitude survey to help to guide students to CTE programs that align with the students' interests and aptitudes.</i></li> <li>➤ <i>High school counselors will have a group learning session with the students that have a GPA 2.0 or lower to share the career themed course opportunities on their campuses.</i></li> </ul>	<ul style="list-style-type: none"> <li>✓ At least 3 success stories are published by every high school over the course of the school year.</li> <li>✓ Counseling Directors schedule a meeting with targeted students at least once a school year.</li> </ul>

Required Component from State Statute 1003.491	Strategy(ies)	Measure of Success
(k) Strategies to provide sufficient space within academies to meet workforce needs and to provide access to all interested and qualified students;	<ul style="list-style-type: none"> <li>➤ <i>Meet annually with CareerSource Flagler Volusia to review labor market trends for the area and determine if there are any specific workforce needs not being met.</i></li> <li>➤ <i>The CTE Coordinator will meet with high school principals to ensure the number of teaching units available are meeting the demand of the interest in CTE programs.</i></li> <li>➤ <i>When programs are deemed successful as to enrollment, industry needs, and industry certification success look to expand the CTE program at other high schools.</i></li> <li>➤ <i>Volusia County School will provide technology, equipment and resources that are aligned to workforce needs.</i></li> <li>➤ <i>CTE course enrollments are scheduled in a way that manages student access to equipment and abides by industry safety standards. The physical size of the instructional area will be taken into account when determining the number of students in the space.</i></li> </ul>	<ul style="list-style-type: none"> <li>✓ High schools are offering programs that lead students to local employment or higher level college training before employment.</li> <li>✓ High schools are equipped to meet student interest in CTE courses with credentialed teachers and proper classroom/lab space.</li> <li>✓ Students are able to have equal access to equipment and technology in a safe workspace.</li> </ul>

Required Component from State Statute 1003.491	Strategy(ies)	Measure of Success
(l) Strategies to implement career-themed courses or career and professional academy training that lead to industry certification in juvenile justice education programs;	<ul style="list-style-type: none"> <li>➤ <i>Volusia CTE will continue to offer courses and certification opportunities to students at the Daytona Juvenile Residential Facility. Students are taking courses in DIT and Digital Design.</i></li> </ul>	<ul style="list-style-type: none"> <li>✓ Students at the Daytona Juvenile Residential Facility will continue to earn industry credentials in their CTE Courses.</li> </ul>
(m) Opportunities for high school students to earn weighted or dual enrollment credit for higher-level career and technical courses;	<ul style="list-style-type: none"> <li>➤ <i>Volusia County Schools has a partnership with Daytona State College that allows for CTE Dual Enrollment in several programs that are offered by both institutions. The Volusia CTE Department will work with Daytona State College on recruitment activities at local high schools to promote the Workforce Dual Enrollment opportunities available.</i></li> <li>➤ <i>Volusia County Schools has all CTE Courses that are coded as a Level 3 in the FLDOE Framework and that lead to an industry certification coded as honors credit in our Student Information System.</i></li> <li>➤ <i>Provide school counselor directors with a list of CTE honors weighted courses.</i></li> </ul>	<ul style="list-style-type: none"> <li>✓ Volusia County schools will see an increase in enrollment in CTE Dual Enrollment Courses at Daytona State College.</li> <li>✓ As additional CTE courses receive level 3 status in the FLDOE Course Code Directory and offer industry certifications, those courses will be updated in the Volusia Program of Studies and Student Information System.</li> </ul>

Required Component from State Statute 1003.491	Strategy(ies)	Measure of Success
(n) Promotion of the benefits of the Gold Seal Bright Futures Scholarship;	<ul style="list-style-type: none"> <li>➤ <i>Develop posters promoting the benefits of CAPE Scholars and Gold Seal to hang in CTE classrooms and Counseling offices.</i></li> <li>➤ <i>Provide informational flyers about CTE Bright Futures to parents and students at High School Showcase.</i></li> <li>➤ <i>Review the CTE Bright Futures Criteria with CTE teachers annually so they can share information with students.</i></li> <li>➤ <i>CTE Facilitators and Counseling Directors will share information about Gold Seal and CAPE Scholars at schools annual grade level orientation sessions.</i></li> </ul>	<ul style="list-style-type: none"> <li>✓ Graduating seniors that meet criteria of Gold Seal or CAPE scholars will be recognized at senior awards nights.</li> <li>✓ Volusia will see annual increase in students that receive Florida Bright Futures Scholarships.</li> </ul>

Required Component from State Statute 1003.491	Strategy(ies)	Measure of Success
<p>(o) Strategies to ensure the review of district pupil-progression plans and to amend such plans to include career-themed courses and career and professional academy courses and to include courses that may qualify as substitute courses for core graduation requirements and those that may be counted as elective courses;</p>	<ul style="list-style-type: none"> <li>➤ <i>Promote to students and parents the CTE courses that are coded by Florida Department of Education as academic course credits.</i></li> <li>➤ <i>The Math, Science and CTE Departments have developed a process for students/schools to request substitution credit based on eligible certifications. The departments have worked together to review industry certifications that are eligible for math and science course substitution.</i></li> <li>➤ <i>Listed in the Industry Certification Guide is a list of the industry certifications that are eligible to meet the online learning requirements for substitution credit.</i></li> </ul>	<p>✓ <i>The list of certifications that meet online learning and submission are updated annually and shared in the pupil progression plan.</i></p>



Required Component from State Statute 1003.491	Strategy(ies)	Measure of Success
<p>(p) Strategies to provide professional development for secondary certified school counselors on the benefits of career and professional academies and career-themed courses that lead to industry certification;</p>	<ul style="list-style-type: none"> <li>➤ <i>The CTE department will host a meeting in the fall with high school Counseling Directors to outline benefits to CTE programs and industry certification opportunities available to our students.</i></li> <li>➤ <i>The Volusia CTE department will schedule preview days for middle and high school counselors to learn about the CTE programs on the high school campus.</i></li> <li>➤ <i>Counselors and administrators can observe the course dynamics and arrange for block scheduling in specific CTE courses.</i></li> </ul>	<ul style="list-style-type: none"> <li>✓ Counselors are visiting CTE classrooms during the school year.</li> <li>✓ Counselors are able to better communicate CTE options available to students in scheduling sessions.</li> </ul>

Required Component from State Statute 1003.491	Strategy(ies)	Measure of Success
(q) Strategies to redirect appropriated career funding in secondary and postsecondary institutions to support career academies and career-themed courses that lead to industry certification	<ul style="list-style-type: none"> <li>➤ <i>CTE teachers can submit funding requests to the CTE Coordinator. These requests can be funded through district CAPE or Perkins funds.</i></li> <li>➤ <i>Any school that closes a CTE program that has earned CAPE funds, those funds will be equally reallocated to existing programs of the same type across the district. If no other programs exist, the funds will be reallocated back the to the district CTE CAPE fund.</i></li> <li>➤ <i>New CTE programs can request district CAPE funds for professional development and industry certification training.</i></li> <li>➤ <i>All CTE programs receiving CAPE funding will follow guidelines outlined in CAPE State Statutes (insert Statute for CAPE dollars) for spending CAPE dollars.</i></li> </ul>	<ul style="list-style-type: none"> <li>✓ CTE teachers submit their CAPE/Perkins request by April 30<sup>th</sup> each year to the CTE Coordinator.</li> <li>✓ The CTE Budget Analyst and CTE Industry Certification Specialist will conduct an annual review of school based CAPE funds, and reallocate funds of closed programs.</li> <li>✓ The CTE department will sponsor CAPE funded professional development for industry certifications (when available and needed).</li> </ul>

Required Component from State Statute 1003.491	Strategy(ies)	Measure of Success
(r) Strategies to inform and promote the career and technical education opportunities available in the district to students, parents, the community and stakeholders.	<ul style="list-style-type: none"> <li>➤ <i>Each high school would host a community preview day that allows for parents and community members to visit the CTE programs on the campus.</i></li> <li>➤ <i>Each school will select a specific CTE program to highlight on the website each month.</i></li> <li>➤ <i>Community members will be included to serve as judges for various CTE competitive events.</i></li> <li>➤ <i>Volusia CTE holds an annual High School showcase in December each year. All Volusia County High Schools have tables set up with different CTE programs to show potential students and parents the opportunities available at all schools. 7th and 8th grade students from around the district are invited to attend with their parents. Postcards are sent home to all students/parents. High schools will also hold their own individual recruitment events to let students and parents know about the opportunities available on their campuses.</i></li> </ul>	<ul style="list-style-type: none"> <li>✓ Increase in Advisory Board member participation at local CTE events.</li> <li>✓ School website highlight CTE programs or student success stories.</li> </ul>

### CAPE Strategic Planning Team Members

- Amy McAllister – Volusia County Schools CTE – Industry Certification Specialist
- Robin King – CareerSource Flagler Volusia – President, CEO
- Christine Sikora – CareerSource Flagler Volusia – Vice President
- Dr. Sherryl Weems - Daytona State College - Associate Vice President, Mary Karl College of Workforce and Continuing Education
- Bree Castelli- Volusia County Schools CTE- Coordinator
- Dr. Daniel Cox – Volusia County Schools CTE - Specialist
- Denise Johns – New Smyrna Beach High School – CTE Facilitator
- Brett Brandner – Deland High School – CTE Instructor
- Richard Bowrosen – Atlantic High School – CTE Instructor
- Maureen Mack – University High School – CTE Instructor
- Vickie Perri – Deland High School – CTE Instructor
- Guy Stevenson – Silver Sands Middle School – CTE Instructor
- Colin Chesley - Daytona State College - Associate Vice President, College of Health and Public Services
- Oneka Samet - Daytona State College- Director, Academic and Curriculum Services
- Kathy Hoellen - Daytona State College -Associate Vice President, Academic Services



**Robin R. King**  
*President & CEO*

June 14<sup>th</sup>, 2023

Volusia County School Board  
200 N Clara Avenue  
DeLand, FL 32720

Dear School Board Members,

CareerSource Flagler Volusia is pleased to provide Volusia County Schools Career & Technical Education with support for this three-year CAPE Strategic Plan. The CAPE Strategic Plan was presented to the CareerSource Flagler Volusia's Career Pathways Committee and is in support of the activities that are formally documented in the strategies outlined in the Plan.

The strategies outlined in this Plan will help to continue to grow the opportunities available to students in all of Volusia County and help to prepare them for careers in our local communities.

As programs evolve and develop, we will work together to promote and provide support to these programs and opportunities when possible.

Sincerely,

A handwritten signature in blue ink, appearing to read "Robin R. King".

Robin R. King  
President & CEO  
CareerSource Flagler Volusia



# CEO Business Alliance

**J. HYATT BROWN**

Chairman  
Brown & Brown, Inc.

**JIM FRANCE**

Chairman & CEO  
NASCAR

**LESA FRANCE KENNEDY**

Executive Vice Chair  
NASCAR

**David Weis**

CEO  
AdventHealth Daytona Beach

**GLENN RITCHEY**

President & CEO  
Southeast Automotive  
Management, Inc.

**MIKE PANAGGIO**

CEO  
DME Holdings, LLC

**TIM PHILLIPS**

President  
P & S Paving, Inc

**LOWELL LOHMAN**

CEO  
Lohman Property Management

**RANDY DYE**

President & CEO  
Daytona Dodge Chrysler Jeep  
RAM Maserati Alfa Romeo  
of Daytona

June 7, 2023

Dear School Board of Volusia County,

The CEO Business Alliance's mission is to stimulate new job creation and business investments in Volusia Community. The Alliance works to recruit new businesses to the area; assist local businesses recruit new employees and support initiatives that enhance the community through local economic development efforts.

Because workforce availability is always a high priority for new and expanding businesses, the Alliance supports Volusia County Schools plan to enhance Career & Technical Education opportunities in middle and high schools. We encourage CTE to enhance career themed curriculum, education resources, and industry certification opportunities available to students. These enhanced programs can assist individuals with developing important workplace skills that can benefit students seeking employment with our local Volusia County business and assist in our effort to recruit new businesses.

I have reviewed the 3-year CAPE Strategic Plan for the years 2023-2026 and encourage the School Board to support the plan.

D. Kent Sharples  
President

*The CEO Business Alliance is a 501(c)6 corporation consisting of eleven corporate leaders. Our single mission is business recruitment resulting in job creation.*