

## **NORTH MONTCO TECH CAREER CENTER**

1265 Sumneytown Pike

Comprehensive Plan | 2023 - 2026

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### **MISSION STATEMENT**

The North Montco Technical Career Center is dedicated to delivering quality technical and academic programs that meet the needs of our students and prospective employers. This will be accomplished through a perpetual improvement system that ensures stakeholders an educated, competent individual capable of contributing to the welfare of the community.

### **VISION STATEMENT**

To provide educational excellence that supports student achievement and success.

## **EDUCATIONAL VALUE STATEMENTS**

### **STUDENTS**

Students will embrace life long learning and become capable of solving complex problems and obtain skills and credentials that prepare them for life.

### **STAFF**

Staff is committed to equitable teaching by embracing the diversity and learning needs of all students.

### **ADMINISTRATION**

Administration is committed to supporting staff in the goals of North Montco TCC by providing ongoing, relevant leadership, and resources.

### **PARENTS**

Parents will participate in free and open communication with staff and administration regarding their child's needs, and goals.

### **COMMUNITY**

The Community will play an integral role in determining the needs of workforce and the community.

### **OTHER (OPTIONAL)**

## STEERING COMMITTEE

Name	Position	Building/Group
Gina Pardovich	Administrator	North Montco TCC
Beth Ann Haas	Administrator	North Montco TCC
Stephen Monastra	Administrator	North Montco TCC
Chad Evans	Community Member	BCIU
Denise Collins	Administrator	North Montco TCC
Diane Dorko	Teacher	North Montco TCC
Jane Taylor	Parent	Parent
Matt Sauers	Community Member	Business & Industry
Matt Montagna	Other	Sending District SOASD
Brittany Gambone	Other	MCIU
Charles Cole	Teacher	North Montco TCC
Donald Fountain	Board Member	PVSD
Gary Fluck	Staff Member	North Montco TCC

<b>Name</b>	<b>Position</b>	<b>Building/Group</b>
Ronnie Hayman	Board Member	WISD
W. Paul Delp	Community Member	Business & Industry
Stephen Monastra	Parent	Parent
Carol Karr	Staff Member	North Montco TCC
Harrison Taylor	Student	North Montco TCC

## ESTABLISHED PRIORITIES

### Priority Statement

### Outcome Category

If we strengthen our workforce development focus then we will be better preparing our learners for success beyond school.

Essential Practices 4: Foster Quality Professional Learning

Professional learning

Essential Practices 1: Focus on Continuous Improvement of Instruction

If we strengthen professional development opportunities then our educators will feel more supported and lead to increased student achievement and success.

Industry-Based Learning

Industry-Based Learning

Industry-Based Learning

If we grow student achievement then we will be better preparing our learners for success in the workforce and beyond school.

Essential Practices 3: Provide Student-Centered Support Systems

Post-secondary transition to school, military, or work

Essential Practices 2: Empower Leadership

## ACTION PLAN AND STEPS

## Evidence-based Strategy

Strengthen New Teacher Induction

## Measurable Goals

### Goal Nickname

### Measurable Goal Statement (Smart Goal)

New Teacher Induction

By the end of the 2025-2026 school year we will strengthen our New Teacher Induction plan to more effectively meet the needs of our newest educators.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Select and Train Mentors; Schedule Training	2023-07-03 - 2025-06-27	Principal	Mentors, Training Resources
Review current practices for 1 year and 2/3 year Induction. Meet with Induction Committee Conduct annual survey	2023-06-09 - 2023-08-01	Dean of Students	Survey
Review current New Teacher Orientation Plan ( the one that occurs in August). Meet with Induction Committee Conduct annual survey	2023-06-09 - 2023-08-01	Administrative Director	Induction Plan
Research current trends in New Teacher Induction. Attend conference Collaborate with other CTCs	2023-09-04 - 2023-12-18	Dean of Students	Reach out to additional CTCs for Induction processes.
Conduct data collection for needed updates. Edit Teacher Toolkit as needed	2024-02-05 - 2025-06-30	Principal	Teacher Toolkit

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
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**Anticipated Outcome**

Retention of teachers ( consistency for students) Increased pedagogical skills (methods &practice of teaching) Increased instructional time  
 Increased student achievement ( tasks completed/certifications earned) Improved teacher/student relationships Reduction of discipline

**Monitoring/Evaluation**

Retention of teachers ( teachers stay) Improved grades and assessments ( data) Increase in task completion (data) Increase in certifications earned (data) Increased enrollment in the program ( data)

**Evidence-based Strategy**

Strengthen Instructional Coaching

**Measurable Goals**

Goal Nickname	Measurable Goal Statement (Smart Goal)
Instructional Coaching	By the end of the 2025-2026 school year we will implement instructional coaching models ( if appropriate and feasible) to develop and enhance instructional strategies to support teachers and increase student achievement.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Survey the needs of teachers Identify strengths and challenges	2023-08-28 - 2023-11-01	Principal	Survey Tool
Prioritize new teachers/teachers on improvement plans Assign Coaches accordingly	2023-08-28 - 2024-01-02	Principal	Coaches, improvement plan structures
Examine NOCTI Data Use data to set instructional goals	2023-09-04 - 2023-12-18	Principal	NOCTI Data
Investigate available instructional coaching models Implement as needed Attend conference	2023-08-28 - 2024-01-30	Principal	Coaching models utilized by other schools
Investigate peer coaching Conduct Learning Walks	2023-10-02 - 2024-02-05	Dean of Students	Learning walk structures
Revisit integrated academic and technical opportunities co-planning/teaching involving academic and technical teachers	2023-08-28 - 2024-06-14	Assistant Director	SAS Portal Academic Standards
Networking with county CTC's ( by trade) Collaborative In-servicing Sharing best practices	2023-08-28 - 2025-06-30	Assistant Director	Connecting with county CTC's

### Anticipated Outcome

Retention of teachers Increased pedagogical skills (methods & practice of teaching) Increased instructional time Increased student achievement ( tasks completed/certifications earned) Improved teacher/student relationships Reduction of discipline

### Monitoring/Evaluation



Retention of teachers ( data) Improved grades and assessments ( data) Increase in task completion (data) Increase in certifications earned ( data) Increased enrollment in the program ( data)

### Evidence-based Strategy

Teaching the Whole Child

### Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Teaching the Whole Child	By the end of the 2025-2026 school year we will Develop, reinforce and enhance staff understanding and skills in “teaching the whole child” and restorative practices to increase student achievement.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Ensure teachers establish positive contact with students and parents at the beginning of each school year Develop a Plan Training Review student referral data twice a year	2023-09-15 - 2024-09-16	Assistant Director	Referral Data Communication Logs
Identify staff needs in their understanding and skills in the areas of teaching the whole child and restorative practices Survey staff Observations Inservice staff Restorative Practice Training Follow-up post activities with survey and new observations	2023-08-28 - 2026-12-01	Principal	Survey staff; communication with staff

### Anticipated Outcome

Improved school climate and culture Improved relationships ( teacher/student, student/student, teacher/parent) Improved classroom management Increased instructional time Increased student achievement ( tasks completed/certifications earned)

### Monitoring/Evaluation

Increased sense of community- measured by staff and student involvement in NMTCC activities (data) Reduction in discipline (data)

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### Evidence-based Strategy

Industry Analysis

### Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Industry Analysis	By the end of the 2025-2026 school year we will analyze/survey industry to determine programs to grow/expand, curtail/eliminate, or add/new.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Review NMTCC programs to determine alignment to local workforce demand and impact supporting labor market and employer needs. Align NMTCC programs to MONTCO High Priority Occupations and PA In-demand Occupations lists (Approved Program: CIP to Job Titles: SOC alignment). Examine apprenticeship guidelines to determine critical	2023-11-06 - 2025-06-30	Assistant Director	Local workforce demands and employer needs identified; industry analysis

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
skills required for employment and job success. Connect NMTCC students with pre-apprenticeship opportunities.			
Conduct interviews and survey NMTCC graduates to determine the impact of participation in an NMTCC program and their job/career success. Use this data on Social Media	2024-09-16 - 2025-02-03	Assistant Director	Interviews and surveys of graduates
Collaborate with organizations, such as the Workforce Development Board and Chamber of Commerce to identify Montgomery County's workforce needs, emerging occupations, and occupations in decline. Share with stakeholders	2024-09-02 - 2025-01-15	Assistant Director	Workforce Development Board connections

**Anticipated Outcome**

Students completing NMTCC programs are matriculating into program related jobs and/or postsecondary education. Students completing NMTCC programs, three or more years beyond high school graduation, are working in program related jobs and advancing within the occupation. Programs at NMTCC are considered valuable to the workforce and economic vitality of our community.

**Monitoring/Evaluation**

Survey employers to determine workforce needs in Montgomery County. Analyze program data elements, such as enrollments, completion, matriculation of student to related job or college placement, earned industry certifications, and work-based learning placements. Survey employers hiring NMTCC students to assess program and training relevance.

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## Evidence-based Strategy

Strengthen Workforce Education

## Measurable Goals

### Goal Nickname

### Measurable Goal Statement (Smart Goal)

Workforce Education

By the end of the 2025-2026 school year we will provide workforce and occupational skill and educational information to current & prospective students and parents to highlight occupations that align workforce demand, economic development priorities, and programs at NMTCC.

### Action Step

### Anticipated Start/Completion

### Lead Person/Position

### Materials/Resources/Supports Needed

Identify why students do not enroll at NMTCC and any barriers to participation. Identify student gaps in learning at NM Develop strategies to address the gaps with Districts Examining student discipline referral data

2024-09-09 -  
2025-06-30

Assistant  
Director

Countywide Survey  
Referral Data NOCTI Trends

Use current program and student achievement data in marketing materials and presentations. Use as a strategy to emphasize the importance and power of NMTCC programming to prospective students, parents and district staff. Set a calendar of events to push out on social media and share with districts

2023-10-02 -  
2025-06-30

Assistant  
Director

Calendar of events, social media, marketing resources

Work closely with sending school personnel to identify opportunities to meet with and present NMTCC. A day in the life of a North Montco Student

2023-12-04 -  
2025-01-06

Assistant  
Director

Presentations for sending schools

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Provide NMTCC students one-on-one, annual, grade/level specific career counseling sessions to discuss career options, industry certifications, college options, and goal setting related to their program of study. Host NM Parent event Student Portfolio	2023-09-04 - 2025-06-02	Principal	Parent events with student portfolios

**Anticipated Outcome**

tudents who enroll at NMTCC are college and career ready and complete the program of study. NMTCC is viewed as an important community resource for career training and advancement. Sending school personnel continue to work closely with NMTCC staff to ensure students and parents are informed of workforce needs and program/training opportunities at NMTCC. Alumni are engaged with NMTCC and provide career guidance and education to current and prospective students.

**Monitoring/Evaluation**

Analyze school-wide and program enrollment and completion data. Track the number of NMTCC presentations and interactions with prospective students, parents, and district personnel. Review the number of survey responses and data from NMTCC alumni.

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**Evidence-based Strategy**

CTC Collaboration

**Measurable Goals**

Goal Nickname	Measurable Goal Statement (Smart Goal)

Goal Nickname	Measurable Goal Statement (Smart Goal)
CTC Collaboration	By the end of the 2025-2026 school year we will collaborate with Montgomery County CTCs to determine industry trends, program enrollments, new programs, program curtailments, resource sharing, etc.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Collaborate with organizations, such as the Workforce Development Board and Chamber of Commerce to identify Montgomery County’s workforce needs, emerging occupations, and occupations in decline. Attend events sponsored by these organizations	2023-08-28 - 2025-06-30	Assistant Director	Chamber Memberships
Identify and develop a map of CTC program offerings across all CTCs in Montgomery County. Develop a crosswalk of CTE programs across county, and district electives	2023-04-03 - 2025-06-30	Assistant Director	Map of CTC offerings across county and district electives.

**Anticipated Outcome**

County-wide CTE programming will align with workforce and economic development priorities of Montgomery County and better support employer needs Increased collaboration with and among the career centers will provide additional ideas and resources to NMTCC students.

**Monitoring/Evaluation**

Survey to employers will determine workforce needs in Montgomery County. Analyze NMTCC alumni and their matriculation on program related job/career and/or postsecondary program.



## Evidence-based Strategy

Strengthen and support Individualized Career Pathways

## Measurable Goals

### Goal Nickname

### Measurable Goal Statement (Smart Goal)

Individualized Career Pathways

By the end of the 2025-2026 school year we will increase students identified with individualized needs program completion by 5 % by providing students with resources and supports for career exploration.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Train our teachers to recognize and address the well-being of the whole child. Train our Career Counselors and district guidance staff on career exploration and career pathways. Training Trauma Informed Track Discipline referrals Track Attendance	2024-02-05 - 2025-06-09	Dean of Students	Professional learning on Trauma Informed Care
Ensure students feel supported and engaged in the learning of their interest then students can meet success. Student surveys	2024-08-26 - 2025-06-30	Assistant Director	Surveys
Support students obtaining industry certifications and technical skills to be employed with documented career longevity. Funding credentials Portfolios	2023-10-02 - 2025-10-06	Assistant Director	Industry Credential Certification Documentation
Conduct follow-up conversations and obtain data beyond the baseline, and go further in depth. Surveys	2024-09-02 - 2025-12-12	Assistant Director	Follow up conversation questions

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Conduct outreach to graduates and employers in a 5-10 year window. Survey Social Media outreach	2023-08-28 - 2024-06-28	Administrative Director	Survey
Expose teachers culturally responsive teaching MOAB - Management of aggressive behaviors, psychologically safe environment Inservice	2023-11-07 - 2024-05-07	Principal	Professional learning focused on Culturally Responsive Teaching and Managements of Aggressive Behaviors.
Train NMTCC and district staff on multiple career pathways within the field of program of study with tiered exit points of employability. Collaborative Professional Development Communicate action plan item progress to NMTCC stakeholders.	2024-09-07 - 2025-05-13	Assistant Director	Professional learning on multiple career pathways

**Anticipated Outcome**

By the end of the 2025-2026 school year we will Increase students identified with individualized needs program completion by 5 % by providing students with resources and supports for career exploration.

**Monitoring/Evaluation**

More students will be successful in completing as reported in data; presented publicly.





## Evidence-based Strategy

Encourage more Work Based Learning

## Measurable Goals

### Goal Nickname

### Measurable Goal Statement (Smart Goal)

Work Based Learning

By the end of the 2025-2026 school year we will develop and encourage more work based learning experiences that lead to program completion and earning industry based credentials

### Action Step

### Anticipated Start/Completion

### Lead Person/Position

### Materials/Resources/Supports Needed

Provide instruction and training to current NMTCC students to encourage lifelong learning, recognizing their entry level skills and open-mindedness to learning new processes and procedures.  
Classroom speakers Student Portfolios Career Counselor Lessons

2023-10-02 -  
2025-06-16

Assistant  
Director

Professional learning  
resources

Work with industry representatives and college partners to identify industry certifications and work based learning options. Field trips  
Teacher visits to Business & Industry Guest speakers

2023-08-28 -  
2024-06-10

Assistant  
Director

Identify and create  
partnerships with industry  
representatives and college  
partners.

Post the various program elements in the program areas, such as industry certifications, duty/tasks, work based learning sites so that students are continually reminded of opportunities. Word walls (task lists) Develop, post and print a program-specific industry certification “score card”, by grade/level to be posted in the classroom, referenced regularly by the instructor, and provided to each student as a strategy

2024-09-09 -  
2025-09-08

Assistant  
Director

Development of program  
specific industry  
certification score cards.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
for students to goal set earning certifications. Survey graduates over time to identify the impact of their program upon their current occupation and career advancement. Present findings to promote the program and opportunities at NMTCC.			
Establish strong relationships with NMTCC Alumni who support the school and the success of current and prospective students. Alumni speakers	2024-09-30 - 2026-01-12	Principal	Social Media Plan Surveys

**Anticipated Outcome**

Students will engage in more work based learning experiences to deepen their understanding of the potential pathways within chosen fields. We will compare overall of percentage of student participation at the end of each year.

**Monitoring/Evaluation**

We will provide data to our staff and the JOC intermittently about the role of work based learning.

**Evidence-based Strategy**

Strengthen Systemic Operations

**Measurable Goals**

Goal Nickname	Measurable Goal Statement (Smart Goal)

Goal Nickname	Measurable Goal Statement (Smart Goal)			
Systemic Operations	By the end of the 2025-2026 school year we will Identify lead facilitators from districts and NMTCC to support initiatives. We will work with districts to coordinate Act 48 days and prep periods.			
Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed	
Discuss with districts: calendars, Professional Development, Support Services and other topics. Common in-service days	2023-09-04 - 2026-06-07	Administrative Director	Collaborative calendars	
Train staff on self-care strategies that result in a more supportive classroom to ensure student success. In-service training	2025-09-07 - 2026-06-07	Principal	Professional development on self care	
Support teachers by expanding student engagement and instructional strategies to increase teacher efficacy. Instructional Coaching	2023-08-28 - 2024-06-17	Principal	Professional learning on student engagement and instructional strategies	
Identify strategies to increase attendance and retention of staff and students. Collect through surveys. Increasing recognition of student and staff aWe will communicate with district Teachers will put discussions on OAC meeting agendas.	2024-06-28 - 2025-06-27	Assistant Director	surveys	
Anticipated Outcome				
By the end of the 2025-2026 school year we will Identify lead facilitators from districts and NMTCC to support initiatives. We will work with districts to coordinate Act 48 days and prep periods.				

## Monitoring/Evaluation

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Teacher leadership discussions; discussions with district leadership

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## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will implement instructional coaching models ( if appropriate and feasible) to develop and enhance instructional strategies to support teachers and increase student achievement. (Instructional Coaching)	Strengthen Instructional Coaching	Examine NOCTI Data Use date to set instructional goals	09/04/2023 - 12/18/2023

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will implement instructional coaching models ( if appropriate and feasible) to develop and enhance instructional strategies to support teachers and increase student achievement. (Instructional Coaching)	Strengthen Instructional Coaching	Investigate peer coaching Conduct Learning Walks	10/02/2023 - 02/05/2024

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>By the end of the 2025-2026 school year we will Develop, reinforce and enhance staff understanding and skills in “teaching the whole child” and restorative practices to increase student achievement. (Teaching the Whole Child)</p>	<p>Teaching the Whole Child</p>	<p>Identify staff needs in their understanding and skills in the areas of teaching the whole child and restorative practices Survey staff Observations Inservice staff Restorative Practice Training Follow-up post activities with survey and new observations</p>	<p>08/28/2023 - 12/01/2026</p>

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will Develop, reinforce and enhance staff understanding and skills in “teaching the whole child” and restorative practices to increase student achievement. (Teaching the Whole Child)	Teaching the Whole Child	Ensure teachers establish positive contact with students and parents at the beginning of each school year Develop a Plan Training Review student referral data twice a year	09/15/2023 - 09/16/2024



## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>By the end of the 2025-2026 school year we will Increase students identified with individualized needs program completion by 5 % by providing students with resources and supports for career exploration. (Individualized Career Pathways)</p>	<p>Strengthen and support Individualized Career Pathways</p>	<p>Train our teachers to recognize and address the well-being of the whole child. Train our Career Counselors and district guidance staff on career exploration and career pathways. Training Trauma Informed Track Discipline referrals Track Attendance</p>	<p>02/05/2024 - 06/09/2025</p>

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will Increase students identified with individualized needs program completion by 5 % by providing students with resources and supports for career exploration. (Individualized Career Pathways)	Strengthen and support Individualized Career Pathways	Expose teachers culturally responsive teaching MOAB - Management of aggressive behaviors, psychologically safe environment Inservice	11/07/2023 - 05/07/2024

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>By the end of the 2025-2026 school year we will Increase students identified with individualized needs program completion by 5 % by providing students with resources and supports for career exploration. (Individualized Career Pathways)</p>	<p>Strengthen and support Individualized Career Pathways</p>	<p>Train NMTCC and district staff on multiple career pathways within the field of program of study with tiered exit points of employability. Collaborative Professional Development Communicate action plan item progress to NMTCC stakeholders.</p>	<p>09/07/2024 - 05/13/2025</p>

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will develop and encourage more work based learning experiences that lead to program completion and earning industry based credentials (Work Based Learning)	Encourage more Work Based Learning	Provide instruction and training to current NMTCC students to encourage lifelong learning, recognizing their entry level skills and open-mindedness to learning new processes and procedures. Classroom speakers Student Portfolios Career Counselor Lessons	10/02/2023 - 06/16/2025

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will Identify lead facilitators from districts and NMTCC to support initiatives. We will work with districts to coordinate Act 48 days and prep periods. (Systemic Operations)	Strengthen Systemic Operations	Train staff on self-care strategies that result in a more supportive classroom to ensure student success. In-service training	09/07/2025 - 06/07/2026

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will Identify lead facilitators from districts and NMTCC to support initiatives. We will work with districts to coordinate Act 48 days and prep periods. (Systemic Operations)	Strengthen Systemic Operations	Support teachers by expanding student engagement and instructional strategies to increase teacher efficacy. Instructional Coaching	08/28/2023 - 06/17/2024

## APPROVALS & SIGNATURES

### Assurance of Quality and Accountability

### Assurance of Quality and Accountability

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

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

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

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

We hereby affirm and assure that this plan:

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

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

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

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Chief School Administrator

Gina Pardovich

2023-04-10

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School Improvement Facilitator Signature

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Building Principal Signature

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## ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

### Strengths

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80.1% of our learners engage in a rigorous course of study as defined by PDE. This is above the statewide average.

87.6% of learners were attending regularly in 19-20 which is above the statewide average.

26.2% of our learners score advanced on their industry based competency assessment which is higher than the statewide average of 14.8%

As a part time CTC we do not have attributable ELA data from Future Ready Index to report.

As a part time CTC we do not have attributable ELA data from Future Ready Index to report.

As a part time CTC we do not have attributable ELA data from Future Ready Index to report.

Several of our programs have seen increased number of completers.

Align curricular materials and lesson plans to the PA Standards

### Challenges

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79.4% of learners are meeting the PDE Defined Career Standards Benchmark. We can improve access to authentic career opportunities through work-based learning.

76.4% of our learners earned an industry based credential which is slightly lower than the statewide average of 82.1%

As a part time CTC we do not have attributable ELA data from Future Ready Index to report.

As a part time CTC we do not have attributable ELA data from Future Ready Index to report.

As a part time CTC we do not have attributable ELA data from Future Ready Index to report.

We have seen a decline in enrollment in some of our programs and it would be beneficial to understand if there is a correlation with available careers in Montgomery County.

79.4% of our learners are meeting the Career Standards Benchmark (Statewide Average is 86.2 and the performance standard is 98.0)

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## Strengths

Collectively shape the vision for continuous improvement of teaching and learning

Organize programmatic, human, and fiscal capital resources aligned with the school improvement plan and needs of the school community

Our students with disabilities score comparably to their peers on NOCTI assessments in most programs and overall.

We do not have significant demographic differences of our students to where being economically disadvantaged is an equity issue at our school.

## Challenges

Implement evidence-based strategies to engage families to support learning,

Identify professional learning needs through analysis of a variety of data

Identify and address individual student learning needs

Students with disabilities in some programs score at a lower competency than their non identified peers.

There is not significant achievement performance disparity based on race, there are opportunities to explore that trend over time.

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## Most Notable Observations/Patterns

It was gratifying to see that when we unpacked our data there was strong alignment between the questions our staff and community have been asking and what we perceive our next steps are as a school. We have been aware of the need to strengthen core instruction and continue to be responsive to the workforce development needs of our surrounding communities.

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Challenges

Discussion Point

Priority for Planning

Challenges	Discussion Point	Priority for Planning
<p>79.4% of learners are meeting the PDE Defined Career Standards Benchmark. We can improve access to authentic career opportunities through work-based learning.</p>		
<p>76.4% of our learners earned an industry based credential which is slightly lower than the statewide average of 82.1%</p>		
<p>We have seen a decline in enrollment in some of our programs and it would be beneficial to understand if there is a correlation with available careers in Montgomery County.</p>		✓
<p>Implement evidence-based strategies to engage families to support learning,</p>		
<p>Identify professional learning needs through analysis of a variety of data</p>	<p>Our staff continues to seek high quality professional learning not only that is required by PDE but also to grow their own practices as the workforce and the needs of the workplace evolve and grow.</p>	✓
<p>Identify and address individual student learning needs</p>	<p>Our staff continue to recognize the need for meeting individual learners needs within our programs not only to meet their academic needs, but also to meet their social emotional needs as well. This continues to be an area of focus for us as meeting each learner where they are at will lead to their</p>	✓

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

defined success.

Students with disabilities in some programs score at a lower competency than their non identified peers.

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## ADDENDUM B: ACTION PLAN

### Action Plan: Strengthen New Teacher Induction

Action Steps	Anticipated Start/Completion Date
Select and Train Mentors; Schedule Training	07/03/2023 - 06/27/2025

Monitoring/Evaluation	Anticipated Output
Retention of teachers ( teachers stay) Improved grades and assessments ( data) Increase in task completion (data) Increase in certifications earned (data) Increased enrollment in the program ( data)	Retention of teachers ( consistency for students) Increased pedagogical skills (methods &practice of teaching) Increased instructional time Increased student achievement ( tasks completed/certifications earned) Improved teacher/student relationships Reduction of discipline

Material/Resources/Supports Needed	PD Step	Comm Step
Mentors, Training Resources	no	no



**Action Steps****Anticipated Start/Completion Date**

Review current practices for 1 year and 2/3 year Induction. Meet with Induction Committee Conduct annual survey

06/09/2023 - 08/01/2023

**Monitoring/Evaluation****Anticipated Output**

Retention of teachers ( teachers stay) Improved grades and assessments ( data) Increase in task completion (data) Increase in certifications earned (data) Increased enrollment in the program ( data)

Retention of teachers ( consistency for students) Increased pedagogical skills (methods &practice of teaching) Increased instructional time Increased student achievement ( tasks completed/certifications earned) Improved teacher/student relationships Reduction of discipline

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

Survey

no

no



**Action Steps****Anticipated Start/Completion Date**

Review current New Teacher Orientation Plan ( the one that occurs in August). Meet with Induction Committee Conduct annual survey

06/09/2023 - 08/01/2023

**Monitoring/Evaluation****Anticipated Output**

Retention of teachers ( teachers stay) Improved grades and assessments ( data) Increase in task completion (data) Increase in certifications earned (data) Increased enrollment in the program ( data)

Retention of teachers ( consistency for students) Increased pedagogical skills (methods &practice of teaching) Increased instructional time Increased student achievement ( tasks completed/certifications earned) Improved teacher/student relationships Reduction of discipline

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

Induction Plan

no

no



**Action Steps****Anticipated Start/Completion Date**

Research current trends in New Teacher Induction.  
Attend conference Collaborate with other CTCs

09/04/2023 - 12/18/2023

**Monitoring/Evaluation****Anticipated Output**

Retention of teachers ( teachers stay) Improved grades and assessments ( data) Increase in task completion (data) Increase in certifications earned (data) Increased enrollment in the program ( data)

Retention of teachers ( consistency for students) Increased pedagogical skills (methods &practice of teaching) Increased instructional time Increased student achievement ( tasks completed/certifications earned) Improved teacher/student relationships Reduction of discipline

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

Reach out to additional CTCs for Induction processes.

no

no





**Action Steps**

**Anticipated Start/Completion Date**

Conduct data collection for needed updates. Edit Teacher Toolkit as needed

02/05/2024 - 06/30/2025

**Monitoring/Evaluation**

**Anticipated Output**

Retention of teachers ( teachers stay) Improved grades and assessments ( data) Increase in task completion (data) Increase in certifications earned (data) Increased enrollment in the program ( data)

Retention of teachers ( consistency for students) Increased pedagogical skills (methods &practice of teaching) Increased instructional time Increased student achievement ( tasks completed/certifications earned) Improved teacher/student relationships Reduction of discipline

**Material/Resources/Supports Needed**

**PD Step**

**Comm Step**

Teacher Toolkit

no

no

**Action Plan: Strengthen Instructional Coaching**

**Action Steps****Anticipated Start/Completion Date**

Survey the needs of teachers Identify strengths and challenges

08/28/2023 - 11/01/2023

**Monitoring/Evaluation****Anticipated Output**

Retention of teachers ( data) Improved grades and assessments ( data) Increase in task completion (data) Increase in certifications earned ( data) Increased enrollment in the program ( data)

Retention of teachers Increased pedagogical skills (methods & practice of teaching) Increased instructional time Increased student achievement ( tasks completed/certifications earned) Improved teacher/student relationships Reduction of discipline

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

Survey Tool

no

no



**Action Steps****Anticipated Start/Completion Date**

Prioritize new teachers/teachers on improvement plans Assign Coaches accordingly

08/28/2023 - 01/02/2024

**Monitoring/Evaluation****Anticipated Output**

Retention of teachers ( data) Improved grades and assessments ( data) Increase in task completion (data) Increase in certifications earned ( data) Increased enrollment in the program ( data)

Retention of teachers Increased pedagogical skills (methods & practice of teaching) Increased instructional time Increased student achievement ( tasks completed/certifications earned) Improved teacher/student relationships Reduction of discipline

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

Coaches, improvement plan structures

no

no



**Action Steps****Anticipated Start/Completion Date**

Examine NOCTI Data Use date to set instructional goals

09/04/2023 - 12/18/2023

**Monitoring/Evaluation****Anticipated Output**

Retention of teachers ( data) Improved grades and assessments ( data) Increase in task completion (data) Increase in certifications earned ( data) Increased enrollment in the program ( data)

Retention of teachers Increased pedagogical skills (methods & practice of teaching) Increased instructional time Increased student achievement ( tasks completed/certifications earned) Improved teacher/student relationships Reduction of discipline

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

NOCTI Data

yes

no



**Action Steps****Anticipated Start/Completion Date**

Investigate available instructional coaching models  
 Implement as needed Attend conference

08/28/2023 - 01/30/2024

**Monitoring/Evaluation****Anticipated Output**

Retention of teachers ( data) Improved grades and  
 assessments ( data) Increase in task completion (data)  
 Increase in certifications earned ( data) Increased  
 enrollment in the program ( data)

Retention of teachers Increased pedagogical skills (methods & practice of  
 teaching) Increased instructional time Increased student achievement ( tasks  
 completed/certifications earned) Improved teacher/student relationships  
 Reduction of discipline

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

Coaching models utilized by other schools

no

no



**Action Steps****Anticipated Start/Completion Date**

Investigate peer coaching Conduct Learning Walks

10/02/2023 - 02/05/2024

**Monitoring/Evaluation****Anticipated Output**

Retention of teachers ( data) Improved grades and assessments ( data) Increase in task completion (data) Increase in certifications earned ( data) Increased enrollment in the program ( data)

Retention of teachers Increased pedagogical skills (methods &amp; practice of teaching) Increased instructional time Increased student achievement ( tasks completed/certifications earned) Improved teacher/student relationships Reduction of discipline

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

Learning walk structures

yes

no



**Action Steps****Anticipated Start/Completion Date**

Revisit integrated academic and technical opportunities co-planning/teaching involving academic and technical teachers

08/28/2023 - 06/14/2024

**Monitoring/Evaluation****Anticipated Output**

Retention of teachers ( data) Improved grades and assessments ( data) Increase in task completion (data) Increase in certifications earned ( data) Increased enrollment in the program ( data)

Retention of teachers Increased pedagogical skills (methods & practice of teaching) Increased instructional time Increased student achievement ( tasks completed/certifications earned) Improved teacher/student relationships Reduction of discipline

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

SAS Portal Academic Standards

no

no



**Action Steps****Anticipated Start/Completion Date**

Networking with county CTC's ( by trade)  
 Collaborative In-servicing Sharing best practices

08/28/2023 - 06/30/2025

**Monitoring/Evaluation****Anticipated Output**

Retention of teachers ( data) Improved grades and  
 assessments ( data) Increase in task completion (data)  
 Increase in certifications earned ( data) Increased  
 enrollment in the program ( data)

Retention of teachers Increased pedagogical skills (methods & practice of  
 teaching) Increased instructional time Increased student achievement ( tasks  
 completed/certifications earned) Improved teacher/student relationships  
 Reduction of discipline

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

Connecting with county CTC's

no

no

**Action Plan: Teaching the Whole Child**



**Action Steps****Anticipated Start/Completion Date**

Ensure teachers establish positive contact with students and parents at the beginning of each school year  
 Develop a Plan Training Review student referral data twice a year

09/15/2023 - 09/16/2024

**Monitoring/Evaluation****Anticipated Output**

Increased sense of community- measured by staff and student involvement in NMTCC activities (data)  
 Reduction in discipline (data)

Improved school climate and culture  
 Improved relationships ( teacher/student, student/student, teacher/parent)  
 Improved classroom management  
 Increased instructional time  
 Increased student achievement ( tasks completed/certifications earned)

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

Referral Data Communication Logs

yes

yes



**Action Steps****Anticipated Start/Completion Date**

Identify staff needs in their understanding and skills in the areas of teaching the whole child and restorative practices Survey staff Observations Inservice staff Restorative Practice Training Follow-up post activities with survey and new observations

08/28/2023 - 12/01/2026

**Monitoring/Evaluation****Anticipated Output**

Increased sense of community- measured by staff and student involvement in NMTCC activities (data)  
Reduction in discipline (data)

Improved school climate and culture Improved relationships ( teacher/student, student/student, teacher/parent) Improved classroom management Increased instructional time Increased student achievement ( tasks completed/certifications earned)

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

Survey staff; communication with staff

yes

yes

**Action Plan: Industry Analysis**

**Action Steps****Anticipated Start/Completion Date**

Review NMTCC programs to determine alignment to local workforce demand and impact supporting labor market and employer needs. Align NMTCC programs to MONTCO High Priority Occupations and PA In-demand Occupations lists (Approved Program: CIP to Job Titles: SOC alignment). Examine apprenticeship guidelines to determine critical skills required for employment and job success. Connect NMTCC students with pre-apprenticeship opportunities.

11/06/2023 - 06/30/2025

**Monitoring/Evaluation****Anticipated Output**

Survey employers to determine workforce needs in Montgomery County. Analyze program data elements, such as enrollments, completion, matriculation of student to related job or college placement, earned industry certifications, and work-based learning placements. Survey employers hiring NMTCC students to assess program and training relevance.

Students completing NMTCC programs are matriculating into program related jobs and/or postsecondary education. Students completing NMTCC programs, three or more years beyond high school graduation, are working in program related jobs and advancing within the occupation. Programs at NMTCC are considered valuable to the workforce and economic vitality of our community.

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

Local workforce demands and employer needs identified; industry analysis

no

no



**Action Steps****Anticipated Start/Completion Date**

Conduct interviews and survey NMTCC graduates to determine the impact of participation in an NMTCC program and their job/career success. Use this data on Social Media

09/16/2024 - 02/03/2025

**Monitoring/Evaluation****Anticipated Output**

Survey employers to determine workforce needs in Montgomery County. Analyze program data elements, such as enrollments, completion, matriculation of student to related job or college placement, earned industry certifications, and work-based learning placements. Survey employers hiring NMTCC students to assess program and training relevance.

Students completing NMTCC programs are matriculating into program related jobs and/or postsecondary education. Students completing NMTCC programs, three or more years beyond high school graduation, are working in program related jobs and advancing within the occupation. Programs at NMTCC are considered valuable to the workforce and economic vitality of our community.

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

Interviews and surveys of graduates

no

yes



**Action Steps****Anticipated Start/Completion Date**

Collaborate with organizations, such as the Workforce Development Board and Chamber of Commerce to identify Montgomery County’s workforce needs, emerging occupations, and occupations in decline. Share with stakeholders

09/02/2024 - 01/15/2025

**Monitoring/Evaluation****Anticipated Output**

Survey employers to determine workforce needs in Montgomery County. Analyze program data elements, such as enrollments, completion, matriculation of student to related job or college placement, earned industry certifications, and work-based learning placements. Survey employers hiring NMTCC students to assess program and training relevance.

Students completing NMTCC programs are matriculating into program related jobs and/or postsecondary education. Students completing NMTCC programs, three or more years beyond high school graduation, are working in program related jobs and advancing within the occupation. Programs at NMTCC are considered valuable to the workforce and economic vitality of our community.

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

Workforce Development Board connections

no

no

**Action Plan: Strengthen Workforce Education**

**Action Steps****Anticipated Start/Completion Date**

Identify why students do not enroll at NMTCC and any barriers to participation. Identify student gaps in learning at NM Develop strategies to address the gaps with Districts Examining student discipline referral data

09/09/2024 - 06/30/2025

**Monitoring/Evaluation****Anticipated Output**

Analyze school-wide and program enrollment and completion data. Track the number of NMTCC presentations and interactions with prospective students, parents, and district personnel. Review the number of survey responses and data from NMTCC alumni.

tudents who enroll at NMTCC are college and career ready and complete the program of study. NMTCC is viewed as an important community resource for career training and advancement. Sending school personnel continue to work closely with NMTCC staff to ensure students and parents are informed of workforce needs and program/training opportunities at NMTCC. Alumni are engaged with NMTCC and provide career guidance and education to current and prospective students.

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

Countywide Survey Referral Data NOCTI Trends

no

no



**Action Steps****Anticipated Start/Completion Date**

Use current program and student achievement data in marketing materials and presentations. Use as a strategy to emphasize the importance and power of NMTCC programming to prospective students, parents and district staff. Set a calendar of events to push out on social media and share with districts

10/02/2023 - 06/30/2025

**Monitoring/Evaluation****Anticipated Output**

Analyze school-wide and program enrollment and completion data. Track the number of NMTCC presentations and interactions with prospective students, parents, and district personnel. Review the number of survey responses and data from NMTCC alumni.

tudents who enroll at NMTCC are college and career ready and complete the program of study. NMTCC is viewed as an important community resource for career training and advancement. Sending school personnel continue to work closely with NMTCC staff to ensure students and parents are informed of workforce needs and program/training opportunities at NMTCC. Alumni are engaged with NMTCC and provide career guidance and education to current and prospective students.

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

Calendar of events, social media, marketing resources

no

yes



**Action Steps****Anticipated Start/Completion Date**

Work closely with sending school personnel to identify opportunities to meet with and present NMTCC. A day in the life of a North Montco Student

12/04/2023 - 01/06/2025

**Monitoring/Evaluation****Anticipated Output**

Analyze school-wide and program enrollment and completion data. Track the number of NMTCC presentations and interactions with prospective students, parents, and district personnel. Review the number of survey responses and data from NMTCC alumni.

tudents who enroll at NMTCC are college and career ready and complete the program of study. NMTCC is viewed as an important community resource for career training and advancement. Sending school personnel continue to work closely with NMTCC staff to ensure students and parents are informed of workforce needs and program/training opportunities at NMTCC. Alumni are engaged with NMTCC and provide career guidance and education to current and prospective students.

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

Presentations for sending schools

no

no



**Action Steps**

**Anticipated Start/Completion Date**

Provide NMTCC students one-on-one, annual, grade/level specific career counseling sessions to discuss career options, industry certifications, college options, and goal setting related to their program of study. Host NM Parent event Student Portfolio

09/04/2023 - 06/02/2025

**Monitoring/Evaluation**

**Anticipated Output**

Analyze school-wide and program enrollment and completion data. Track the number of NMTCC presentations and interactions with prospective students, parents, and district personnel. Review the number of survey responses and data from NMTCC alumni.

tudents who enroll at NMTCC are college and career ready and complete the program of study. NMTCC is viewed as an important community resource for career training and advancement. Sending school personnel continue to work closely with NMTCC staff to ensure students and parents are informed of workforce needs and program/training opportunities at NMTCC. Alumni are engaged with NMTCC and provide career guidance and education to current and prospective students.

**Material/Resources/Supports Needed**

**PD Step**

**Comm Step**

Parent events with student portfolios

no

no

**Action Plan: CTC Collaboration**

**Action Steps****Anticipated Start/Completion Date**

Collaborate with organizations, such as the Workforce Development Board and Chamber of Commerce to identify Montgomery County’s workforce needs, emerging occupations, and occupations in decline. Attend events sponsored by these organizations

08/28/2023 - 06/30/2025

**Monitoring/Evaluation****Anticipated Output**

Survey to employers will determine workforce needs in Montgomery County. Analyze NMTCC alumni and their matriculation on program related job/career and/or postsecondary program.

County-wide CTE programming will align with workforce and economic development priorities of Montgomery County and better support employer needs. Increased collaboration with and among the career centers will provide additional ideas and resources to NMTCC students.

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

Chamber Memberships

no

no



**Action Steps**

**Anticipated Start/Completion Date**

Identify and develop a map of CTC program offerings across all CTCs in Montgomery County. Develop a crosswalk of CTE programs across county, and district electives

04/03/2023 - 06/30/2025

**Monitoring/Evaluation**

**Anticipated Output**

Survey to employers will determine workforce needs in Montgomery County. Analyze NMTCC alumni and their matriculation on program related job/career and/or postsecondary program.

County-wide CTE programming will align with workforce and economic development priorities of Montgomery County and better support employer needs  
Increased collaboration with and among the career centers will provide additional ideas and resources to NMTCC students.

**Material/Resources/Supports Needed**

**PD Step**

**Comm Step**

Map of CTC offerings across county and district electives.

no

no

**Action Plan: Strengthen and support Individualized Career Pathways**

**Action Steps****Anticipated Start/Completion Date**

Train our teachers to recognize and address the well-being of the whole child. Train our Career Counselors and district guidance staff on career exploration and career pathways. Training Trauma Informed Track Discipline referrals Track Attendance

02/05/2024 - 06/09/2025

**Monitoring/Evaluation****Anticipated Output**

More students will be successful in completing as reported in data; presented publicly.

By the end of the 2025-2026 school year we will Increase students identified with individualized needs program completion by 5 % by providing students with resources and supports for career exploration.

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

Professional learning on Trauma Informed Care

yes

no



**Action Steps****Anticipated Start/Completion Date**

Ensure students feel supported and engaged in the learning of their interest then students can meet success. Student surveys

08/26/2024 - 06/30/2025

**Monitoring/Evaluation****Anticipated Output**

More students will be successful in completing as reported in data; presented publicly.

By the end of the 2025-2026 school year we will increase students identified with individualized needs program completion by 5 % by providing students with resources and supports for career exploration.

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

Surveys

no

no



**Action Steps****Anticipated Start/Completion Date**

Support students obtaining industry certifications and technical skills to be employed with documented career longevity. Funding credentials Portfolios

10/02/2023 - 10/06/2025

**Monitoring/Evaluation****Anticipated Output**

More students will be successful in completing as reported in data; presented publicly.

By the end of the 2025-2026 school year we will Increase students identified with individualized needs program completion by 5 % by providing students with resources and supports for career exploration.

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

Industry Credential Certification Documentation

no

no



**Action Steps****Anticipated Start/Completion Date**

Conduct follow-up conversations and obtain data beyond the baseline, and go further in depth. Surveys

09/02/2024 - 12/12/2025

**Monitoring/Evaluation****Anticipated Output**

More students will be successful in completing as reported in data; presented publicly.

By the end of the 2025-2026 school year we will increase students identified with individualized needs program completion by 5 % by providing students with resources and supports for career exploration.

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

Follow up conversation questions

no

yes



**Action Steps****Anticipated Start/Completion Date**

Conduct outreach to graduates and employers in a 5-10 year window. Survey Social Media outreach

08/28/2023 - 06/28/2024

**Monitoring/Evaluation****Anticipated Output**

More students will be successful in completing as reported in data; presented publicly.

By the end of the 2025-2026 school year we will increase students identified with individualized needs program completion by 5 % by providing students with resources and supports for career exploration.

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

Survey

no

yes





**Action Steps****Anticipated Start/Completion Date**

Expose teachers culturally responsive teaching MOAB  
- Management of aggressive behaviors,  
psychologically safe environment Inservice

11/07/2023 - 05/07/2024

**Monitoring/Evaluation****Anticipated Output**

More students will be successful in completing as  
reported in data; presented publicly.

By the end of the 2025-2026 school year we will Increase students identified with  
individualized needs program completion by 5 % by providing students with  
resources and supports for career exploration.

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

Professional learning focused on Culturally Responsive Teaching and Managements of Aggressive Behaviors.

yes

no



**Action Steps**

**Anticipated Start/Completion Date**

Train NMTCC and district staff on multiple career pathways within the field of program of study with tiered exit points of employability. Collaborative Professional Development Communicate action plan item progress to NMTCC stakeholders.

09/07/2024 - 05/13/2025

**Monitoring/Evaluation**

**Anticipated Output**

More students will be successful in completing as reported in data; presented publicly.

By the end of the 2025-2026 school year we will Increase students identified with individualized needs program completion by 5 % by providing students with resources and supports for career exploration.

**Material/Resources/Supports Needed**

**PD Step**

**Comm Step**

Professional learning on multiple career pathways

yes

no

**Action Plan: Encourage more Work Based Learning**

**Action Steps****Anticipated Start/Completion Date**

Provide instruction and training to current NMTCC students to encourage lifelong learning, recognizing their entry level skills and open-mindedness to learning new processes and procedures. Classroom speakers Student Portfolios Career Counselor Lessons

10/02/2023 - 06/16/2025

**Monitoring/Evaluation****Anticipated Output**

We will provide data to our staff and the JOC intermittently about the role of work based learning.

Students will engage in more work based learning experiences to deepen their understanding of the potential pathways within chosen fields. We will compare overall of percentage of student participation at the end of each year.

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

Professional learning resources

yes

no



**Action Steps****Anticipated Start/Completion Date**

Work with industry representatives and college partners to identify industry certifications and work based learning options. Field trips Teacher visits to Business & Industry Guest speakers

08/28/2023 - 06/10/2024

**Monitoring/Evaluation****Anticipated Output**

We will provide data to our staff and the JOC intermittently about the role of work based learning.

Students will engage in more work based learning experiences to deepen their understanding of the potential pathways within chosen fields. We will compare overall of percentage of student participation at the end of each year.

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

Identify and create partnerships with industry representatives and college partners.

no

no



**Action Steps****Anticipated Start/Completion Date**

Post the various program elements in the program areas, such as industry certifications, duty/tasks, work based learning sites so that students are continually reminded of opportunities. Word walls (task lists) Develop, post and print a program-specific industry certification “score card”, by grade/level to be posted in the classroom, referenced regularly by the instructor, and provided to each student as a strategy for students to goal set earning certifications. Survey graduates over time to identify the impact of their program upon their current occupation and career advancement. Present findings to promote the program and opportunities at NMTCC.

09/09/2024 - 09/08/2025

**Monitoring/Evaluation****Anticipated Output**

We will provide data to our staff and the JOC intermittently about the role of work based learning.

Students will engage in more work based learning experiences to deepen their understanding of the potential pathways within chosen fields. We will compare overall of percentage of student participation at the end of each year.

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

Development of program specific industry certification score cards.

no

no



**Action Steps**

**Anticipated Start/Completion Date**

Establish strong relationships with NMTCC Alumni who support the school and the success of current and prospective students. Alumni speakers

09/30/2024 - 01/12/2026

**Monitoring/Evaluation**

**Anticipated Output**

We will provide data to our staff and the JOC intermittently about the role of work based learning.

Students will engage in more work based learning experiences to deepen their understanding of the potential pathways within chosen fields. We will compare overall of percentage of student participation at the end of each year.

**Material/Resources/Supports Needed**

**PD Step**

**Comm Step**

Social Media Plan Surveys

no

yes

**Action Plan: Strengthen Systemic Operations**

**Action Steps****Anticipated Start/Completion Date**

Discuss with districts: calendars, Professional Development, Support Services and other topics. Common in-service days

09/04/2023 - 06/07/2026

**Monitoring/Evaluation****Anticipated Output**

Teacher leadership discussions; discussions with district leadership

By the end of the 2025-2026 school year we will Identify lead facilitators from districts and NMTCC to support initiatives. We will work with districts to coordinate Act 48 days and prep periods.

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

Collaborative calendars

no

no



**Action Steps****Anticipated Start/Completion Date**

Train staff on self-care strategies that result in a more supportive classroom to ensure student success. In-service training

09/07/2025 - 06/07/2026

**Monitoring/Evaluation****Anticipated Output**

Teacher leadership discussions; discussions with district leadership

By the end of the 2025-2026 school year we will identify lead facilitators from districts and NMTCC to support initiatives. We will work with districts to coordinate Act 48 days and prep periods.

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

Professional development on self care

yes

no





**Action Steps****Anticipated Start/Completion Date**

Support teachers by expanding student engagement and instructional strategies to increase teacher efficacy. Instructional Coaching

08/28/2023 - 06/17/2024

**Monitoring/Evaluation****Anticipated Output**

Teacher leadership discussions; discussions with district leadership

By the end of the 2025-2026 school year we will Identify lead facilitators from districts and NMTCC to support initiatives. We will work with districts to coordinate Act 48 days and prep periods.

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

Professional learning on student engagement and instructional strategies

yes

no



**Action Steps****Anticipated Start/Completion Date**

Identify strategies to increase attendance and retention of staff and students. Collect through surveys. Increasing recognition of student and staff  
 aWe will communicate with district Teachers will put discussions on OAC meeting agendas.

06/28/2024 - 06/27/2025

**Monitoring/Evaluation****Anticipated Output**

Teacher leadership discussions; discussions with district leadership

By the end of the 2025-2026 school year we will Identify lead facilitators from districts and NMTCC to support initiatives. We will work with districts to coordinate Act 48 days and prep periods.

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

surveys

no

no



## ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will implement instructional coaching models ( if appropriate and feasible) to develop and enhance instructional strategies to support teachers and increase student achievement. (Instructional Coaching)	Strengthen Instructional Coaching	Examine NOCTI Data Use date to set instructional goals	09/04/2023 - 12/18/2023
By the end of the 2025-2026 school year we will implement instructional coaching models ( if appropriate and feasible) to develop and enhance instructional strategies to support teachers and increase student achievement. (Instructional Coaching)	Strengthen Instructional Coaching	Investigate peer coaching Conduct Learning Walks	10/02/2023 - 02/05/2024
By the end of the 2025-2026 school year we will Develop, reinforce and enhance staff understanding and skills in “teaching the whole child” and restorative practices to increase student achievement. (Teaching the Whole Child)	Teaching the Whole Child	Identify staff needs in their understanding and skills in the areas of teaching the whole child and restorative practices Survey staff Observations Inservice staff Restorative Practice Training Follow-up post	08/28/2023 - 12/01/2026

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will Develop, reinforce and enhance staff understanding and skills in “teaching the whole child” and restorative practices to increase student achievement. (Teaching the Whole Child)	Teaching the Whole Child	activities with survey and new observations  Ensure teachers establish positive contact with students and parents at the beginning of each school year Develop a Plan Training Review student referral data twice a year	09/15/2023 - 09/16/2024
By the end of the 2025-2026 school year we will Increase students identified with individualized needs program completion by 5 % by providing students with resources and supports for career exploration. (Individualized Career Pathways)	Strengthen and support Individualized Career Pathways	Train our teachers to recognize and address the well-being of the whole child. Train our Career Counselors and district guidance staff on career exploration and	02/05/2024 - 06/09/2025

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		career pathways. Training Trauma Informed Track Discipline referrals Track Attendance	
By the end of the 2025-2026 school year we will Increase students identified with individualized needs program completion by 5 % by providing students with resources and supports for career exploration. (Individualized Career Pathways)	Strengthen and support Individualized Career Pathways	Expose teachers culturally responsive teaching MOAB - Management of aggressive behaviors, psychologically safe environment Inservice	11/07/2023 - 05/07/2024
By the end of the 2025-2026 school year we will Increase students identified with individualized needs program completion by 5 % by providing students with resources and supports for career exploration. (Individualized Career Pathways)	Strengthen and support Individualized Career Pathways	Train NMTCC and district staff on multiple career pathways within the field of program of study with tiered exit points of employability.	09/07/2024 - 05/13/2025

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		Collaborative Professional Development Communicate action plan item progress to NMTCC stakeholders.	
By the end of the 2025-2026 school year we will develop and encourage more work based learning experiences that lead to program completion and earning industry based credentials (Work Based Learning)	Encourage more Work Based Learning	Provide instruction and training to current NMTCC students to encourage lifelong learning, recognizing their entry level skills and open-mindedness to learning new processes and procedures. Classroom speakers Student Portfolios Career Counselor	10/02/2023 - 06/16/2025

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will Identify lead facilitators from districts and NMTCC to support initiatives. We will work with districts to coordinate Act 48 days and prep periods. (Systemic Operations)	Strengthen Systemic Operations	Lessons Train staff on self-care strategies that result in a more supportive classroom to ensure student success. In-service training	09/07/2025 - 06/07/2026
By the end of the 2025-2026 school year we will Identify lead facilitators from districts and NMTCC to support initiatives. We will work with districts to coordinate Act 48 days and prep periods. (Systemic Operations)	Strengthen Systemic Operations	Support teachers by expanding student engagement and instructional strategies to increase teacher efficacy. Instructional Coaching	08/28/2023 - 06/17/2024

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## PROFESSIONAL DEVELOPMENT PLANS

<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
Whole Child Professional Learning	Teachers	MAX Teaching

<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
Teachers will guide students to direct their own learning and scores will improve.	08/28/2023 - 04/29/2024	Assistant Director

<b>Danielson Framework Component Met in this Plan:</b>	<b>This Step meets the Requirements of State Required Trainings:</b>
3c: Engaging Students in Learning	Teaching Diverse Learners in Inclusive Settings
3e: Demonstrating Flexibility and Responsiveness	Trauma Informed Training (Act 18)
2b: Establishing a Culture for Learning	
2a: Creating an Environment of Respect and Rapport	

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<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
Strengthen Instructional Coaching	All educators	Use NOCTI data to identify instructional goals and then utilize peer coaching, instructional coaching, and learning walks to gather feedback and share best practices



Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Observational data, teacher reflection, Danielson rubric growth, student achievement data	08/30/2023 - 06/15/2026	Director

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1e: Designing Coherent Instruction 1c: Setting Instructional Outcomes 3c: Engaging Students in Learning	

Professional Development Step	Audience	Topics of Prof. Dev
Supporting Individual Career Pathways	All educators	Review of exit points and employability skills per area. Design experiences collaboratively to support lifelong learning and employability skills in general

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Lesson planning, observation, feedback from students	08/30/2024 - 06/15/2025	Director

**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

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3c: Engaging Students in Learning

1c: Setting Instructional Outcomes

1e: Designing Coherent Instruction

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## ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>By the end of the 2025-2026 school year we will Develop, reinforce and enhance staff understanding and skills in “teaching the whole child” and restorative practices to increase student achievement. (Teaching the Whole Child)</p>	<p>Teaching the Whole Child</p>	<p>Identify staff needs in their understanding and skills in the areas of teaching the whole child and restorative practices            Survey staff            Observations            Inservice staff            Restorative Practice Training            Follow-up post activities with survey and new observations</p>	<p>2023-08-28 - 2026-12-01</p>
<p>By the end of the 2025-2026 school year we will Develop, reinforce and enhance staff understanding and skills in “teaching the whole child” and restorative practices to increase student achievement. (Teaching the Whole Child)</p>	<p>Teaching the Whole Child</p>	<p>Ensure teachers establish positive contact with students and parents at the</p>	<p>2023-09-15 - 2024-09-16</p>

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		beginning of each school year Develop a Plan Training Review student referral data twice a year	
By the end of the 2025-2026 school year we will analyze/survey industry to determine programs to grow/expand, curtail/eliminate, or add/new. (Industry Analysis)	Industry Analysis	Conduct interviews and survey NMTCC graduates to determine the impact of participation in an NMTCC program and their job/career success. Use this data on Social Media	2024-09-16 - 2025-02-03
By the end of the 2025-2026 school year we will provide workforce and occupational skill and educational information to current & prospective students and parents to highlight occupations that align workforce demand, economic development priorities, and programs at NMTCC. (Workforce Education)	Strengthen Workforce Education	Use current program and student achievement data in marketing	2023-10-02 - 2025-06-30

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		materials and presentations. Use as a strategy to emphasize the importance and power of NMTCC programming to prospective students, parents and district staff. Set a calendar of events to push out on social media and share with districts	
By the end of the 2025-2026 school year we will Increase students identified with individualized needs program completion by 5 % by providing students with resources and supports for career exploration. (Individualized Career Pathways)	Strengthen and support Individualized Career Pathways	Conduct follow-up conversations and obtain data beyond the baseline, and go further in depth. Surveys	2024-09-02 - 2025-12-12
By the end of the 2025-2026 school year we will Increase students identified with individualized needs program completion by 5 % by providing students with resources	Strengthen and support	Conduct outreach to graduates and	2023-08-28 - 2024-

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
and supports for career exploration. (Individualized Career Pathways)	Individualized Career Pathways	employers in a 5-10 year window. Survey Social Media outreach	06-28
By the end of the 2025-2026 school year we will develop and encourage more work based learning experiences that lead to program completion and earning industry based credentials (Work Based Learning)	Encourage more Work Based Learning	Establish strong relationships with NMTCC Alumni who support the school and the success of current and prospective students. Alumni speakers	2024-09-30 - 2026-01-12



## COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Strengthen and Support Individualized Career Pathways	Alumni, Employers	Student skill levels when employed
Anticipated Timeframe	Frequency	Delivery Method
10/11/2023 - 10/09/2024	Twice a year	Email
Lead Person/Position		
Assistant Director		
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## ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Website posting, mass emails	Directions to Social Media and Contact Names	Electronic	Employers, Alumni, Parents, Districts	Fall 2023 to June 2026

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