

**Carroll County Career & Technology Center
School Improvement Plan
2023 -2024**



CCCTC Mission
The Carroll County Career & Technology Center is a first-class educational institution dedicated to the application of knowledge, use of technology, and preparation of students for the future in a variety of academic and professional fields.
CCCTC Vision
BUILDING THE WORKFORCE OF TOMORROW by preparing all students for careers in a diverse and evolving global community.

Carroll County Public Schools Vision 2018-2023
<p>Prepare Globally Competitive Students</p> <ul style="list-style-type: none"> • Fully implement a CCPS curriculum aligned with the Maryland State Standards. • Partner with local institutions of higher education to ensure college readiness. • Enhance programs to ensure career readiness for all students.
<p>Meet Each Student’s Instructional Needs</p> <ul style="list-style-type: none"> • Close the achievement gap between highest achieving and most struggling students. • Provide appropriate education services for students identified with Autism Spectrum Disorder. • Enhance alternative programs responsive to the needs of at-risk students. • Implement a Gifted and Talented Program aligned with COMAR requirements. • Enhance alternative learning opportunities through the use of digital resources.
<p>Develop and Maintain an Effective Workforce</p> <ul style="list-style-type: none"> • Attract and retain highly qualified, effective, and diverse employees. • Promote a culture of diversity in the workplace. • Develop an electronic observation, evaluation, feedback, and professional development system. • Continuously monitor the organizational structure to support the Vision 2018 Plan.
<p>Provide a Secure, Orderly, Modern Environment</p> <ul style="list-style-type: none"> • Reduce incidents of bullying, violence, intolerance, and behavioral disruptions. • Improve and modernize the environment within our school facilities and school buses. • Enhance security for all CCPS students, staff, volunteers, and visitors.

Needs Assessment

The Blueprint for Maryland's Futures will have a large impact on the operations and focus of schools in CCPS. One standard that the Blueprint holds is for 45% of graduates to hold industry certification or have completed an apprenticeship. Currently, CCPS stands at 3% of graduates with the above credentials. The Career and Technology Center plays a large role in helping to fulfill this requirement and should set goals related to this.

Diving deeper, CTC has an 80% overall pass rate on industry exams during the 22-23 school year. While some programs have a 100% pass rate, other programs have opportunities for growth. At the Career and Technology Center, our largest subgroups is FARMs students. We can continue to support this group of students by developing goals and instructional strategies to support their continual success and industry standard achievement.

The main goal at CTC is for all students to leave our programs ready for participation in the workforce. Professionalism and soft skills are essential parts of career readiness. Industry partners and internship supervisors continually share the need for our students to have the opportunity to develop these skills. As such, the CTC should develop goals and practices to support this.

Goal 1: All students will be internship/apprenticeship ready upon completion of their program.

Strategic Actions	Time Line	Measures of Success / Desired Performance Level
<p>Criteria for Participation in an Internship/Apprenticeship</p> <ul style="list-style-type: none"> • 2.5 GPA • 94% Attendance • 75+ Service Learning Hours • Certifications/Competencies/End of Course Exam • Teacher Recommendation and Professionalism <ol style="list-style-type: none"> 1. Establish a recording mechanism to continually monitor overall/program GPA, program attendance, service-learning hours, certification/EOC exam results, and professionalism evaluations. 2. Continuing practice of communicating with all stakeholders (parents/students/employers/school employees) regarding the importance of all criteria for success. 3. Teachers will establish SLOs to support student achievement in the areas previously identified as important for student success in their program. 4. Continually gather feedback from internship/apprenticeships supervisors and industry partners to ensure CTC standards align with workplace standards. 	<p>September 2023</p> <p>Beginning of the year, beginning of second semester</p> <p>October 2023</p> <p>Ongoing during 23-24 schoolyear.</p>	<ul style="list-style-type: none"> • Certification testing, • Professionalism rating, • Career connections • Notes in eSchool • Teacher SLO Ratings • Feedback scores from site-based supervisors • Students receiving the Award of Excellence or Certificate of Achievement

Goal 2: During the 2023-24 school year, we aim to increase passing rates of certification/end of course exams in our FARMS population by 10%.

Strategic Actions	Time Line	Measures of Success / Desired Performance Level
<ol style="list-style-type: none"> 1. ID FARMS students in programs. 2. Identify resources necessary for success in programs and implement solutions to structural deficits. 3. Professional learning activities related to how economic hardship impacts student learning 4. PD focusing on specific instructional strategies through monthly faculty meetings. 5. Align instructional strategies with formative/summative assessments. 	<p>September 2023</p> <p>September 2023</p> <p>October 2023</p> <p>Throughout SY23-24 – delivered at monthly Staff Meetings.</p> <p>Throughout SY23-24 – delivered at monthly Staff Meetings.</p>	<ul style="list-style-type: none"> • Teachers will be aware of who they are supporting • Individual student progress in programs • Teachers will increase support for FARMS students • Teachers will increase support for FARMS students • Results of Certification exams and End-of-Course exams.

Goal 3: Establish standardized criteria for evaluation of professionalism within each program to ensure that 80% of students demonstrate professional skills valuable in their career field.

Strategic Actions	Time Line	Measures of Success / Desired Performance Level
<ol style="list-style-type: none"> 1) Each team will determine important professional skills necessary for success and develop a rubric for evaluating those professional skills. 2) Finalized rubric and lesson plans supporting professional skills will be shared with teachers. 3) Teachers will establish a baseline level of professionalism for each student. 4) Teachers will give feedback to students who do not currently meet the standards. 5) Teachers will continuously evaluate progress throughout the year. 	<p>September 2023</p> <p>September 2023</p> <p>By end of QTR1 for returning students and QTR3 for incoming spring students.</p> <p>Quarterly throughout the 2023-2024SY</p>	<ul style="list-style-type: none"> • Teacher SLO Development • Formative and Summative Assessment • Professionalism Ratings • Professionalism Ratings, student teacher conferences • Professionalism rating, Teacher SLO data