Career Technical Education Leadership Academy Project

Pathway To Success

Twila Johnson
Floresville ISD
Goal

To reevaluate the current pathways at FISD by reviewing the needs and requests of the students; faculty certifications; local, state and national workforce needs; consider budget alignment and alignment to the 2017-18 new CTE TEKS; and then develop new Pathways and certifications to meet the needs of the 21st century workforce for implementation in Fall 2016.

Benefits of Achieving Goal

To Manager
A coherent sequence of courses aligning with the needs of the students and TEKS, local and national demands for 21st century workforce.

To Students
The Career & Technical Education courses will prepare students for the highly technological and competitive workplace of the 21st century. CTE programs are designed to prepare students for life-long success in high-wage, high-skill, and high-demand occupations and career fields.

To District
Through CTE, students in FISD have the opportunity to enroll in programs of study that consist of over 50 different CTE elective courses arranged within 10 Career Clusters designed to meet the ever changing demands of our regional, state and global workforce.
Floresville ISD
CTE Mission and Vision

**Mission**
FHS CTE prepares students to be productive and prosperous citizens through real world experiences, technology and college and career readiness.

**Vision:**
Our vision is to inspire our students to be 21st Century learners in a global society.
Realign current Pathways with the needs of the students and workforce of the area.

Meet with Counselors (10/15 - 12/11/15 & continuous with lead counselor), Administrators, CTE Faculty, Curriculum Director (12/10), ESC Specialist (10/29) about realigning pathways.

Develop a CTE poster with info about FISD Pathways to be used community wide

Use HB5 and CTE posters in all district publications and post in schools.

Structured meetings occurred but constant emails and conversation happened between all stakeholders while the data was reviewed from student career surveys, teacher certifications, and budget availability to determine the final pathways. Reviewed with AS 1/19.

In progress
Created and developed by Mrs. Stiefer's Graphic Design Class
Reviewed by Advisory Board 4/26/16
New Target- 6/15/16

Completed September 23, 2015
Career Cluster posters have been received, laminated for all district schools and offices with the FISD logo and are being distributed.

CTE posters will be distributed upon completion.
Coordinating Efforts Across the District to Promote HB5, Career Clusters, and New Pathways

FHS CTE faculty and students present to 8th graders in spring semester 2016 about courses, careers, and wages during Career Pathway presentations including FHS new offerings for fall 2016.

Parent Ice Cream Social and High School Counselor presentation at MS on HB5 and New Pathways February 25, 2016.

Mock 4-year plans prepared by 8th graders. Parents take home and review elective choices. Return to FMS March 7-11, 2016 to enter into TxEIS. Parent signature conferences April 11-12 at Floresville HS.

Completed

Completed

Completed Parent Conferences April 12-14 at FHS with 70% success. 25% improvement from previous year.
New Courses and Pathways for 2016-17

Advisory Committee industry/business needs discussed and goals set.

Student surveys and needs conducted in Choices360.

CTE Pathways updated From 11 to 15 to meet student and career needs- deleted Finance Cluster, added Education Pathway, and 4 new Ag Pathways and piloting Nutrition Fitness class

Long-term career needs for present students (continuing process).

Completed October 29, 2015 and April 26, 2016

Completed December 18, 2015
Results confirmed the pathways discussed

Completed January 29, 2016
New FHS Career Pathway Posters are being created for disbursement throughout the district
No stand alone CTE courses- all in coherent sequences

On target
Partnership with Floresville Electric & Power –IT / Auto Practicums
Career Prep is phasing out and Practicums are being implemented with a plan
Coordinating Efforts Across the District to Promote HB5, Career Clusters, & Pathways

- All FHS students will have a completed signed PGP and 4-year plan.
- Institute a district curriculum K-12 for career and college readiness to prepare for FHS Pathways, HB5, & Career Clusters.
- FMS will cover requirements for all 8th graders in their class and enter classes 6 times throughout the year to cover college readiness.
- All district Career Fair Fair December 4, 2015

- Completed October 15, 2015
  2015: 1094 in coherent sequence
  2014: Incoming 9th graders selected from the new pathways

- In Progress
  Target Date: August, 2016 (Choices360 for 7-12 and PAWS in Jobland for K-5)
  K-5 began April 8, 2016

- Completed
  Meet 6/8/16 to review process for 16-17 school year

- Rescheduled due to tornado
  Individual Career Fairs:
  February 19, 2016 at FMS
  March 11, 2016 at FNE
  April 6, 2016 at FSE
  May 25, 2016 Cyber Security Day at FHS
2015 – 16 Successes

• Reevaluation of FISD pathways into a coherent sequence of courses aligning with the needs of the students and 2017-18 TEKS, local and national demands for 21st century workforce. Results:
  CTE Pathways updated
  From 11 to 15 to meet student and career needs- deleted Finance Cluster, added Education Pathway, and 4 new Ag Pathways, Forensic Science and piloting Nutrition Fitness class

• Stackable credentials with Alamo Academies for Level 1 certificates in multimedia & Computer Applications

• Hired 3rd Ag teacher, 5 teachers certified for Alamo Academies, 1 taking FCS test

• Reduced class preps for most CTE teachers, put compatible conferences together, streamlined classes of same subject back to back
  • Expanded knowledge of HB5 for students, staff and parents
  • Rebuilt with purpose after tornado- Nutrition Lab, new computer labs, greenhouse, relocated faculty
  • 21st century technology & resources made available to faculty and students

• Increase in Enrollment in coherent sequence of courses:
  2014-15 537 (46.8%) to 1,097 (94.2%) in 2015-16

• Increase Revenue generated:
  2014-15 $2,384,453  2015-16 $2,450,830
2016-17 Goals

• Educate the community, including the educational community on the value and need of the CTE program and HB5
• Build 2017-18 Pathways with partnership input, more student input
• Develop stronger relationships with business and industry partners
• Align more CTE/Core curriculum projects and assignments
• Promote College and CAREER Thursdays
• Make more presentations at district and community events to promote CTE and College and Career Readiness
• District wide Career Day in the fall
• K-12 collaboration of College and Career using Choices 360/PAWS in Jobland
• Greater integration of technology in the classroom and curriculum
**Business/Industry Endorsement**

**Agriculture, Food and Natural Resources**

**Choice 1:** Agribusiness Leadership
- Principles of Agriculture, Food and Natural Resources (13000200) (9-10)
- Small Animal Management .5 (130004000) and Professional Standards in Agribusiness .5 (13000800) (10-12)
- Practicum in Agriculture, Food and Natural Resources (13002500) (11) 2-3
- Practicum II in Agriculture, Food and Natural Resources (13002500) (12) 2-3

**Choice 2:** Agricultural Mechanics
- Principles of Agriculture, Food and Natural Resources (13000200) (9-10)
- Agricultural Mechanics and Metal Technologies (13002200) (10-12)
- Agriculture Facilities Design and Fabrication (13002300) (11-12)
- Agriculture Power Systems (13002400) (12) 2

**Choice 3:** Animal Science
- Principles of Agriculture, Food and Natural Resources (13000200) (9-10)
- Livestock Production (13000300) (10-12)
- Veterinary Medical Applications (13000600) (11-12)
- Advanced Animal Science (13000700) (12)

**Choice 4:** Environmental Science
- Principles of Agriculture, Food and Natural Resources (13000200) (9-10)
- Landscape Design and Turf Grass Management (13001900) (10-12)
- Wildlife, Fisheries, and Ecology Management (13001500) (10-12)
- Advanced Plant and Soil Science (13002100) (12)

**Choice 5:** Floriculture and Plant Science
- Principles of Agriculture, Food and Natural Resources (13000200) (9-10)
- Horticulture Science (13002000) (10-11)
- Principals and Elements of Floral Design (13001800) (10-12)
- Advanced Plant and Soil Science (13002100) or Practicum in Agriculture, Food and Natural Resources (13002500) (12)

**Choice 6:** Veterinary Technology
- Principles of Agriculture, Food and Natural Resources (13000200) (9-10)
- Small Animal Management .5 (130004000) and Equine Science .5 (13000500) (10-12)
- Veterinary Medical Applications (13000600) (11-12)
- Practicum in Agriculture, Food and Natural Resources (13002500) (12)

**Potential Certifications/Certificates:**
- Principles of Livestock Selection and Evaluation
- Plant Science
- TXPW-Hunter Ed
- Wildlife & Fisheries, and Ecology
- Principles of Floral Design
- Fundamentals of Animal Science

As of 2/15/16
Business & Industry Endorsement

Printing Technology
Career Pathway

Arts, Audio Video Technology & Communication Career Cluster

9th Grade
Digital & Interactive Media (13027800)

10th Grade
Printing & Imaging Technology (13009600)

11th Grade
Commercial Photography (Yearbook Projects) (13009100)

11th Grade
Advanced Printing & Imaging Technology (13009700)

12th Grade
Advanced Commercial Photography (Yearbook Projects) (13009200)

12th Grade
Practicum in Printing & Imaging Technology (Yearbook Projects) (13009810)

OR

OR

Potential Certifications/Certificates:
Adobe Certified Associate Photoshop CS6
Adobe Certified Associate InDesign CS6
Adobe Certified Associate Illustrator CS6

Please note that these are endorsement pathways and do not represent all available electives. All pathways are dependent on student interest and staff availability.

As of 2/10/16
Business & Industry Endorsement

Audio and Video Production Career Pathway

Arts, Audio Video Technology & Communication Career Cluster

9th Grade
Principles of Arts, A/V Technology & Communications (13008200)

10th Grade
Audio Video Production (13008500)

11th Grade
Advanced Audio Video Production (13008600)

12th Grade
Practicum in Audio Video Production (13008700)

Potential Certifications:
Final Cut Pro (Associates or Professional Level)
Sketch 3

Please note that these are endorsement pathways and do not represent all available electives. All pathways are dependent on student interest and staff availability.

As of 2/10/16
Business & Industry Endorsement

Fashion Design Career Pathway

Arts, Audio Video Technology & Communication Career Cluster

9th Grade
Principles of Arts, A/V Technology & Communications
(13008200)

10th Grade
Fashion Design
(13009300)

11th Grade
Advanced Fashion Design
(13009400)

12th Grade
Practicum in Fashion Design
(13009510)

Potential Certifications:
Autodesk-free
SolidWorks

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Business Management & Administration Career Pathway

Business Management & Administration Career Cluster

9th Grade
Principles of Business Marketing and Finance (13011200)

10th Grade
Business Information Management I (BIM I) (13011400)

11th Grade
Business Information Management II (BIM II) (13011500)

12th Grade
Global Business (13011800) and Virtual Business (13012000)
OR
Business English (13011600)
OR
Practicum in Business Management (13012200)

Potential Certifications/Certificates:
Microsoft Office, FDIC Money Matters, QuickBooks Certified User

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As of 2/10/16
Business & Industry Endorsement

Culinary Career Pathway

Hospitality and Tourism Career Cluster

9th Grade
Principles of Hospitality & Tourism (13022200)

10th Grade
Lifetime Nutrition & Wellness (13024500)

11th Grade
Culinary Arts (13022600)

12th Grade
Practicum in Culinary Arts (13022700)

Potential Certifications/Certificates:
ServSafe Food Handlers
ServSafe (Managers level)
First Aid/CPR
OSHA CareerSafe

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Business & Industry Endorsement

Information Technology Career Pathway

Information Technology Career Cluster

9th Grade
Principles of Information Technology
(13027200)

10th Grade
Business Information Management I
(13011400)

11th Grade
Business Information Management II
(13011500)

Level I Certificate - Computer Application Specialist

12th Grade
Research in Information Technology Solutions
(13028000)

Level I Certificate - Multi Media Specialist

Potential Certifications/Certificates:
- Computer Fundamentals, Technical Help Desk
- Web Design Concepts, Basic Computer Literacy
- Adobe Flash
- OSHA Cyber Security

Please note that these are endorsement pathways and do not represent all available electives. All pathways are dependent on student interest and staff availability.
Business & Industry Endorsement

Welding Career Pathway

Manufacturing Career Cluster

- **9th Grade**
  - Principles of Manufacturing (13032200)

- **10th Grade**
  - Welding (13032300)

- **11th Grade**
  - Advanced Welding (13032400)

- **12th Grade**
  - Practicum in Manufacturing (13033000)

**Potential Certifications:**
- AWS D1.1 - Structural Codes
- AWS D1.9 – Sheet Metal Codes
- OSHA CareerSafe
- NCCER

Please note that these are endorsement pathways and do not represent all available electives. All pathways are dependent on student interest and staff availability.

As of 2/10/16
Business & Industry Endorsement

Automotive Technology Career Pathway

Transportation, Distribution & Logistics Career Cluster

- **9th Grade**
  - Principles of Transportation, Distribution & Logistics (13039200)

- **10th Grade**
  - Automotive Technology (13039600)

- **11th Grade**
  - Advanced Automotive Technology (13039700)

- **12th Grade**
  - Practicum in Transportation, Distribution & Logistics (13040400)

**Potential Certifications/Certificates:**

ASE (A Series)

Please note that these are endorsement pathways and do not represent all available electives. All pathways are dependent on student interest and staff availability.
Business & Industry Endorsement

Human Services Career Pathway

Education

9th Grade
Principles of Human Services (13024200)

10th Grade
Child Development (13024700)

11th Grade
Instructional Practices in Education and Training (13014400)

12th Grade
Practicum in Education and Training (13014500)

Please note that these are endorsement pathways and do not represent all available electives. All pathways are dependent on student interest and staff availability.

As of 2/10/16
# Career and Technical Education

**Leadership Academy Project Planning Worksheet**

**Project Name:** PATHWAY TO SUCCESS  
**Manager:** TWILA JOHNSON

**Goal:** To reevaluate the current pathways at FISD by reviewing the needs and requests of the students; faculty certifications; local, state and national workforce needs; consider budget alignment and alignment to the 2017-18 new CTE TEKS; and then develop new Pathways and certifications to meet the needs of the 21st century workforce for implementation in Fall 2016.

**Benefits of Achieving Goal:**

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<thead>
<tr>
<th>To Manager</th>
<th>A coherent sequence of courses aligning with the needs of the students and TEKS, local and national demands for 21st century workforce.</th>
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<td>To Students</td>
<td>The Career &amp; Technical Education courses will prepare students for the highly technological and competitive workplace of the 21st century. CTE programs are designed to prepare students for life-long success in high-wage, high-skill, and high-demand occupations and career fields.</td>
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<td>Through CTE, students in FISD have the opportunity to enroll in programs of study that consist of over 50 different CTE elective courses arranged within 10 Career Clusters designed to meet the ever changing demands of our regional, state and global workforce.</td>
</tr>
</tbody>
</table>

**Start Date:** 10/15/15  
**Target Date:** 5/2/2016  
**Complete Date:** 6/6/2016

## Major Tasks / Milestones

- Realign current Pathways with the needs of the students and workforce of the area.
- Creating new Pathways and courses within budget.
- Creating new Pathways and courses with qualified faculty or certifying faculty.
- Aligning 2017-18 TEKS and credit hours with courses so as not to have to rework in 2017-18.

### Potential Obstacles

<table>
<thead>
<tr>
<th>Potential Obstacles</th>
<th>Strategies for Overcoming Obstacles</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not enough room in the master schedule for all of the desired course offerings.</td>
<td>Work on a 2-4 year plan as well as a 1 year plan of action.</td>
</tr>
<tr>
<td>Need for faculty certifications in other areas.</td>
<td>Focus teacher instruction to fewer preps so those needing additional certification are more passionate.</td>
</tr>
<tr>
<td>Additional Faculty required for additional pathways.</td>
<td>Funds are available and more CTE capital is being produced from online courses and additional student enrollment.</td>
</tr>
</tbody>
</table>

## Resources Needed

<table>
<thead>
<tr>
<th>Resources</th>
<th>Time</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>People</td>
<td>Both semesters</td>
<td>$60,000.00</td>
</tr>
<tr>
<td>Places</td>
<td>Preparing PO’s Research needs</td>
<td>$20,000.00</td>
</tr>
<tr>
<td>Things</td>
<td>Spring semester</td>
<td>$2000.00</td>
</tr>
</tbody>
</table>

- **People**  
  CTE Faculty, FISD Counselors, FISD Curriculum Directors, Assistant Superintendents of Instruction and of Finance, Middle School and High School Principals, ESC20 CTE Specialists, CTE Advisory Committee, Colleagues, Superintendent, FISD Board of Trustees were all used in the planning process. The human resource needed for the project completion will be an additional agriculture teacher.

- **Places**  
  Facilities for additional Pathways will include repurposing a classroom that was damaged in the tornado destruction on October 30, 2015. It will become a Nutrition Lab incurring a cost of $15,000.00. The additional Ag teacher will require a classroom that could be in the 800 wing or possibly rearranging a few rooms in the Ag shop with an approximate $5,000.00 price tag.

- **Things**  
  Resources for Pathways (Cooler for Floral, consumables), Ag teacher interview process
### Career and Technical Education
#### Leadership Academy Project Planning Worksheet

| Information | Certifications of Faculty Members, New TEKS Information, Alamo Academy Level 1 Certificate Crosswalk Information, Resources Needed to add new Pathways, Credit hours for courses, stackable credentials for courses so as to insure students are receiving as many credits and certificates as possible and in seamless transition. | Spring semester | 5 faculty X 75.00 = $225.00 |

<table>
<thead>
<tr>
<th>ACTION STEPS</th>
<th>WHO</th>
<th>ASSIGN DATE</th>
<th>DUE DATE</th>
<th>COMPLETE DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Meet with HS Counselors about Pathways</td>
<td>Johnson</td>
<td>10/15/15</td>
<td>12/11/15</td>
<td>12/18/15</td>
</tr>
<tr>
<td>2. Meet with CTE Faculty Individually about Pathways</td>
<td>Johnson/Counselors</td>
<td>10/15-12/11/15</td>
<td>12/11/15</td>
<td>6/1/16</td>
</tr>
<tr>
<td>3. Meet with District Curriculum Director</td>
<td>Johnson/Counselors</td>
<td>12/10/15</td>
<td>12/10/15</td>
<td>12/10/15</td>
</tr>
<tr>
<td>4. Meet with ESC20 CTE Specialist about Pathways</td>
<td>Johnson</td>
<td>10/29/15</td>
<td>10/29/15</td>
<td>10/29/15</td>
</tr>
<tr>
<td>5. Review with Principal</td>
<td>Johnson/Counselors</td>
<td>12/15/15</td>
<td>12/15/15</td>
<td>12/15/15</td>
</tr>
<tr>
<td>6. Review with Asst. Sup. Of Instruction</td>
<td>Johnson</td>
<td>12/1/15</td>
<td>12/16/15</td>
<td>12/16/15</td>
</tr>
<tr>
<td>7. Review Pathways and TEKS with CTE Faculty</td>
<td>Johnson</td>
<td>1/5/16</td>
<td>1/15/16</td>
<td>1/15/16</td>
</tr>
<tr>
<td>8. Board Approval for New Pathways</td>
<td>Rosenbaum Asst. Sup.</td>
<td>1/5/16</td>
<td>1/19/16</td>
<td>1/19/16</td>
</tr>
<tr>
<td>9. TEKS workshop for CTE Faculty</td>
<td>Johnson/ESC20</td>
<td>Spring</td>
<td></td>
<td>Not scheduled</td>
</tr>
<tr>
<td>10. CTE Teacher Certification for fall</td>
<td>Newly identified teachers (Farias)</td>
<td>3/18/16</td>
<td>7/30/16</td>
<td></td>
</tr>
<tr>
<td>11. Teacher workshop with ESC20 on subjects</td>
<td>Johnson</td>
<td>2/16/16</td>
<td>2/16/16</td>
<td>5/25/16</td>
</tr>
<tr>
<td>12. marketing and website for new Pathways</td>
<td>Johnson</td>
<td>Spring</td>
<td>After board app</td>
<td>6/6/16</td>
</tr>
<tr>
<td>13. CTE Teachers attend conferences/Workshops</td>
<td>Johnson</td>
<td>Spring/Summer</td>
<td>Peer2Peer</td>
<td>7/30/16</td>
</tr>
<tr>
<td>14. 3rd Ag teacher hired for Floral Design Pathway(FA)</td>
<td>Johnson</td>
<td>December</td>
<td>3/8/16</td>
<td>3/11/16</td>
</tr>
<tr>
<td>15. Alamo Academies Level 1 for Multi Media/Computer</td>
<td>Johnson/Ackley</td>
<td>December</td>
<td>March</td>
<td>May</td>
</tr>
<tr>
<td>16. 2016-17 Budget</td>
<td>Johnson</td>
<td>February</td>
<td>4/1/16</td>
<td>3/31/16</td>
</tr>
<tr>
<td>17. FELPS Partnership</td>
<td>Johnson</td>
<td>April 6</td>
<td>4/6/16</td>
<td>5/31/16</td>
</tr>
<tr>
<td>18. Rebuild with purpose</td>
<td>Johnson/Atkins</td>
<td>October</td>
<td>12/1/16</td>
<td>Projected 8/1/16</td>
</tr>
<tr>
<td>19. Final Summary presented to AS for</td>
<td>Johnson</td>
<td>September</td>
<td>June</td>
<td>6/1/16</td>
</tr>
<tr>
<td></td>
<td>20. Meet with MS counselors &amp; district</td>
<td>Johnson</td>
<td>Spring</td>
<td>6/8/16</td>
</tr>
</tbody>
</table>
Career and Technical Education
Leadership Academy Project Planning Worksheet

- **Goal:** Statement of the outcome you would like to achieve as a result of completing your CTE Leadership Academy project.

- **Benefits of Achieving Goal:** How will you (the project manager), the district, and students benefit if you achieve this goal?

- **Major Tasks/Milestones:** What are the major tasks you will need to accomplish or milestones you will need to reach to achieve your goal? What tools or criteria will you use to measure your progress? What are the desired end results or standards of success?

- **Potential Obstacles:** What are the possible roadblocks or challenges that might prevent you from achieving your goal?

- **Strategies for Overcoming Obstacles:** What things can you do to lessen or remove the obstacles?

- **Resources Needed:** Identify the resources you will need to accomplish your goal and the time and costs associated with obtaining those resources.
  - **People** – staff support, administrative support, networking contacts, etc.
  - **Places** – buildings or classroom space needed; new locations or facilities
  - **Things** – equipment, supplies, and other tangible resources
  - **Information** – data, knowledge, skills, specialized training, etc.
  - **Time** – estimated time associated with resources identified
  - **Cost** – estimated costs associated with obtaining resources identified

- **Action Steps:** Timeline of major action steps that need to be completed. This is a list of specific actions you or someone else must take to implement your plan.
  - **Action Steps** – short description of what needs to be done
  - **Who** – identify person responsible for completing this step
  - **Assign Date** – start date or date task assigned to person responsible
  - **Due Date** – date this step must be completed to stay on schedule
  - **Complete Date** – date this step was actually completed. (Leave blank until step completed.)

The Action Steps do not need to be completed before you submit your plan. The plan is simply that... a plan to help you think through what you need to reach your goal.