

## SOMERSWORTH SCHOOL BOARD WORKSHOP

September 3 2015

Career and Technical Center

6:00 pm

- 1. CALL TO ORDER - ROLL CALL - PLEDGE OF ALLEGIANCE:** Austin called the meeting to order at 6:00pm upon call of the roll the following members were present: Rivers, Gibson, Austin, Pepin, Hiller, Paradis Brennan and Bolduc.
- 2. CTC Discussion:** Supt. Mosca stated that she doesn't want to go through the binder page by page but she will give them an overview and if you have questions write them down and allow us to walk through things because we may answer your questions as we go. She stated that she hopes that the binder that they put together was purposeful. She stated that they went back to the old documents from when it was a vocational center and on the first page it talks about how they were excited about the dropout rate being 3.3% which was far below the state average and that the college placement was 40%. She stated that the dropout rate now is less than a percent and we have almost 75% of our students pursuing a two year or four year degree. She stated that there has been a shift in the world and what happened in CTC education. She stated that when the voc center was built it was to provide skills training for employment and now it is about being college and career ready. She stated that the other pieces in the binder talk about offering and space requirements. She stated that the next section is on Carl Perkins and you have heard us talk a lot about this and it is actually called the Career Technical Education act. She stated that she gave them the entire act and the biggest piece through this article is the history of how Perkins started and the shifts that have happened. She stated that in 2006 the real change for Perkins is when it went from Voce d to CTE and in the act it clearly defines what CTE stands for it means organized educational activities that offer a sequence of courses that provides individuals with coherent and rigorous content aligned with challenging academic standards and relevant technical knowledge and skills needed to prepare for further education and careers in current or emerging professions, provides technical skills proficiency, an industry recognized credential, a certificate or an associate's degree and may include prerequisite courses that meet the requirements of this subparagraph and include competency-based applied learning that contributes to the academic knowledge, higher order reasoning and problem solving skills, work attitudes, general employability skills, technical skills, and occupation specific skills and knowledge of all aspects of industry, including entrepreneurship of an individual. Supt. Mosca stated that there are pieces here clearly in the definition that talks about post-secondary associate's degree which is a huge shift. She stated that the other piece that is important is that they have truly defined the role of guidance as it relates to CTC centers and it is not just guidance they are a career guidance person that helps to create pathways for them that leads to post-secondary opportunities, job shadow and internships. She stated that the third piece is the integration of curriculum alignment and rigor and it is not just basic skills and trades. She stated that it is much more rigorous and integrated. She stated that included in the binder is a job gap analysis that talks about what folks are looking for. She stated that these are nonacademic skills such as strong work ethic, time management, and adaptability and these are some of the biggest gaps of the kids are leaving us and entering the work force. Hiller stated also with kids coming out of college. Supt. Mosca stated yes, they are assuming that we are covering that deficit and these are the types of things that employers will say to us. She stated that they went to the CTC Directors conference and they talked about this as the biggest piece. She stated that these are what I would say as no brainers but she talked to Beth from Café services today and they hired four new people and two of them were no shows. She stated that when we talk about college and career ready it is defined as when a high school graduate has met the reading, writing and math expectations set by the state to succeed in an entry level credit bearing course leading to an associate's degree or a Bachelor's degree. She stated that the reason that they added a fourth year of math is that when kids went to college there were gaps. Bolduc asked when you say

Associate's degree is that a four year college. Supt. Mosca stated no two year. Bolduc stated that we need to put an emphasis on not everyone has to go to a four year college in order to get them into their vocation. Supt. Mosca stated that we also talk about certificate programs where they may earn enough credits with us to go two years for a certificate and we have a great partnership with Great Bay community college. Bolduc stated that some students have to understand that the expectation isn't a four year college and they could succeed in a two year program and they have to understand that because sometimes a student knows that they can't do a four year but everyone has a route to take beyond high school. Paradis stated that Great Bay is a two year school and a lot of kids do know that. Lori Lane stated that it means every high school student and it helps us raise the bar for all students. It says that you will be college and career ready. She stated that there are some students with significant challenges and some we need to keep pushing and there is the middle group that we have to keep setting the bar. Bolduc stated that the upper tier if they stop at a certain level we have to get them over the top. Lane stated that for the kids at the top we have to make sure we have the career piece, because sometimes they get into college and they don't finish. She stated that Perkins is the largest program that supports just high schools and it is about program improvement and targets areas of weakness and we have to justify it all. Supt. Mosca stated that we get around \$110,000 each year and it is based on the needs and quality of the programs and there is an assumption that the district will put money in to support and then every 20 years we get renovation money in order to bring things up to date. She stated that in order for a program to be approved there are five components that it needs to have:

1. Curriculum
  - a. All curricula must be based on national industry standards (i.e., National Automotive Technicians Education Foundation-NATEF).
  - b. All curricula must include opportunities for students to learn technical knowledge, academic foundations and real-world application. Curriculum is not driven by the identified knowledge and skills to be delivered. Programs are not driven by projects or seat time.
  - c. All curricula must align to the NH core competencies in their given subject area.
2. Postsecondary Embedded Credit
  - a. All programs must engage students in technical and academic knowledge to prepare students to enter a postsecondary program.
  - b. All CTE programs must embed six college credits into the curriculum so that students who successfully complete the program will earn those credits.
3. Teacher Certification
  - a. Teacher must be certified or deemed to be certifiable through the Alternative IV process by the NH Department of Education.
4. Facilities and Equipment
  - a. All CTE programs must teach the program in an environment conducive to providing a quality learning experience.
  - b. All CTE programs must use industry standard equipment (when necessary) to support the delivery of instruction.
5. Program Advisory Committee
  - a. All CTE programs must have an active advisory committee made up of industry and postsecondary partners that provide input into the program's goals.

Supt. Mosca stated that these are all the hoops we need to jump through with the renovation project; if a program is not approved we are not getting the money. She stated that the binder review in October to finalize the programs and the programs that we are adding we have to have the binders ready in November. She stated that we have the following career clusters:

- Transportation, Distribution and Logistics: Auto Program
- Education and Training: Teaching Multiple Levels
- Hospitality and Tourism: Culinary
- Arts, Audio Visual Technology and Communications: Broadcasting and Digital Media
- Science, Technology, Engineering and Mathematics: Engineering
- Architecture and Construction: Carpentry and Carpenter

She stated that there is a list of competencies that talk about all the things that need to do with students to show that they have mastered the expectations and it is not about the end product but about the process and learning of students around the competencies. Lori Lane stated that integration with academics is a huge shift. Last year they did a school wide literacy initiative to help kids to be better critical readers. She stated that the manuals are different reading and we need to teach kids to glean information and apply it. She stated that it is very project oriented but projects don't drive what we do. She stated that NATEF is regulated and we had lost ours here and we had work to do and we were able to get that back. She stated that we have to help kids understand the importance of academics to be successful in whatever they do. She stated that you are not an academic kid or a voc kid you are both. Hiller stated that when she was in high school if you were in voc tech it was not expected that you would go to college. Supt. Mosca stated that for most of us that was our experience and this is a real shift for people to wrap their head around because it is very different from when we were in school. She stated that when you look at the first part of the binder and it says that 60% of kids didn't go to college there has been a real shift around what we expect. She stated that she hopes that this gives you a better understanding of where the CTC world has gone and the work we need to do through the renovation project.

3. **Questions:** Austin stated that in regards to the post-secondary embedded credit, he has heard a lot about the running start but it never came through to me that it was required. He stated that he looks at the competencies and he doesn't know how people can accomplish these. Lane stated that is part of the shift, it looks and feels different in the classrooms now and there is much more accountability. She stated that all the programs have to offer third party assessment to show that the students developed a skillset. She stated that we teach college classes here. She stated that the syllabus is the college's syllabus. Hiller asked if the kids can transfer the credits. Katelyn Carrington stated that they pay \$150 and they get three credits for college. Lane stated that colleges all over the country accept these. Joanne Pepin asked if they can get the auto certificate. Lane stated that they are not going to come out as an ACT tech certified. She stated that there is a shortage of techs because kids don't always go that next step. Supt. Mosca stated that this ties back to Amanda the guidance counselor and her role in guidance to help kids see that career path. She stated that the expectation of rigor has been elevated and Lori's group through the directors have worked hard on how do we get kids in the right spots and it doesn't become a dumping ground like it was at one time. She stated that there are lots of things happening and as changes occur we are educating people of what the expectations are. Gibson stated that just looking at architecture and construction he is curious we are putting all this money into a new CTC and 1/3 of the competencies have to do with how to grow a tree and he doesn't understand where this is coming from. Lane stated that is not our program, our program is carpentry. She stated that there is a national organization of some kind that the DOE went to in order to create these competencies and they were vetted by post-secondary groups of industry. Marty Pepin stated that he sits on the building trades trust and this is one of the classes that he is disappointed in. He stated that it is a nightmare to get funding for and he has seen teachers bring in their own lumber to do projects. He stated that it shouldn't be up to the teacher to go looking for projects for the kids to do. He stated that they built a home for Haiti and they couldn't get it through customs. He stated that they had a house lined up to build in New Orleans and the money went away, it has been one headache after another. He stated that he is very frustrated with that program and he has a passion for it but someone has to make a

decision if it is feasible to keep. Bolduc stated that we need a committee to look at this. Lane stated that the building trades trust oversees a fund of money that was set up to support projects. She stated that they have an annual meeting at the end of September. Bolduc stated that we need something else that meets more than once. Lane stated that they have had some interesting challenges over the course of the year and it has been difficult to move forward and we have had to put development on hold. Supt. Mosca stated that she asked Lori to check with other building trades centers in the state to see what they are doing. Lane stated that she sent an email to her colleagues and asked if they had the program, what kind of projects they do, enrollments, and post-secondary connections and if they didn't have a program, why. She stated that she received a variety of responses and the trend is low enrollments. She stated that two programs still do a full house construction and the rest do smaller projects like sheds, Adirondack chairs, picnic tables, decks, siding and floor installation. She stated that Milford is concerned because it is a lot of investment up front and they are concerned about finding the right students to do the work. She stated that what they have done instead is created ways to teach kids window framing in the classroom. She stated that it may be a place for us to go and see how they teach skills. She stated that overall folks are struggling but have found things to move the program along. Paradis asked if anyone gives the students the opportunity to work outside in the community to repair things. Lane stated that Salem is building a cupola for a local office building. Supt. Mosca stated that in the cemetery a gazebo fell apart and the city asked us to help with that project. Marty Pepin stated that anything off site because the blocks are shortened up, by the time you get there it is time to load up again. Bolduc stated that you can do a mock up to show them to build a corner of the house. You can do windows or doors and can all be done in the class right here and you don't have to go and build a house for anyone. Hiller stated that maybe there are senior citizens who want them to do windows. Bolduc stated that we should not be using our students we should be training them. Marty Pepin stated that he talked to the new building trade's teacher and he had that in mind. He stated that somewhere along the line materials have to be replaced. Gibson stated that is a stop gap, the problem is you can build a corner or put in a window but in order to understand construction you need to see the whole project together. Bolduc stated that is it better to do something rather than not giving them anything. Gibson stated that the goal of the program should be to see the whole project put together even if it is just small sheds. He stated that you can build a corner but it is how it all adds up is what you want for a goal. You need to reach out to home depot or Middleton to work some kind of deal to get help with the materials. Lane stated that we already have discounted prices with Middleton and home depot. She stated that we started to do a shift with the program and this one needs a lot of support. She stated that we had challenges last year that made it difficult to move forward. Some of those centers already went through these conversations and are now on the right track. Joanne Pepin stated that on number five how do we qualify if we don't have an active advisory committee. Supt. Mosca stated that we have been on progress monitoring for some of these things and we have addressed creating those advisories. She stated that we had an advisory night two years ago and last year and we have put that into place. She stated that it is much more highlighted now because we are going through a renovation project and advisories have been meeting with Banwell as they looked at spaces. We know we need to work on advisories and that is our job here. She stated that part of the issue is that we had a shift in a teacher and she can't say enough about the guy we hired. Yes, we know we have work to do we are aware of that and we will provide the support that needs to happen. Hiller stated that there is a new trend that started out west the tiny house. Austin stated that there are major shifts and it is not just teaching kids to build a house it is teaching them skills that can be applied to any number of projects. He stated that they have to satisfy a competency and it is up to the instructor on how to measure that they have been met. He stated that we have to get out of that box that say when you get out of here you have to be able to build a house.

**12. ADJOURNMENT:** The workshop closed at 7:30pm.

Katie Krauss  
Board Secretary

Pending Board Approval