

## 2021-22 VBCPS Plan for Continuous Improvement (PCI) High Schools

School: Technical & Career Education Center  
School Year(s): 2021-2022

Date of Plan/Update: September 2021- June 2022

### [Compass to 2025: Student-Centered For Student Success](#)

1. Educational Excellence (*literacy, core knowledge, and transferable life skills*)
2. Student Well-Being (*physical, mental health of all students, resilient learners who are personally and socially responsible*)
3. Student Ownership of Learning (*student agency*)
4. An Exemplary, Diversified Workforce (*fosters a climate that values and invests in a high-quality, diversified workforce*)
5. Mutually Supportive Partnerships (*family, school, the division, businesses, military, faith-based, civic and city agencies that support student well-being*)
6. Organizational Effectiveness & Efficiency (*division resources, operations, and processes to support the division's strategic goals.*)

### [School Mission & Vision](#)

#### **Mission Statement**

The Virginia Beach Technical and Career Education Center is dedicated to preparing its students for quality career employment and lifelong learning. The student will:

- become skilled in a career area of personal choice;
- develop creative and critical thinking skills;
- accept personal responsibility for behavior and learning;
- continue to learn and adapt to change;
- learn to respect the rights of others;
- gain self-esteem through achievement;
- prepare for licensure/certification where appropriate;
- learn to work in teams and develop leadership skills.
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#### **Vision Statement**

Through industry-driven curriculum and community partnerships, Virginia Beach Technical and Career Education Center students will gain real-world skills to become successful in their chosen fields.

#### **Values Statement**

The Virginia Beach Technical and Career Education Center school community is guided by these core values:

- Integrity, Respect, and Honesty
- Communication and Collaboration
- Community Service
- Diligence in Personal Responsibility and Accountability
- Professional Work Ethic

[2021-2022 Tech Center Concept Map](#)

**What outcomes (SMART Goals) do we want for our students?**  
(Specific, Measurable, Attainable, Results-based, and Time-bound)

On-time Graduation Goal:	<b>Goal 1: During the 2021-2022 school year, <u>ALL</u> students will pass their course of study.</b>
On-time Graduation Goal:	<b>Goal 2: During the 2021-2022 school year, <u>ALL</u> students will show competency attainment as evidenced by their performance on the WRS assessment.</b>
Future Ready/SEL Goal:	<b>Goal 3: Increase by 20%, the number of program completers employed/enrolled/enlisted full-time upon graduation.</b> (Full time employment in their career field; acceptance into any paid apprenticeship program or technical program; or enlistment in any branch of the military.)

**What is your why?**

Hyperlink your relevant data driving your response and plan.

<b>On-Time Graduation Goal 1 Justification:</b> <a href="#">20-21 Data</a>	<b>Goal 1:</b> The goal is success for all students. Each student brings to the table abilities and needs as diverse as the entire student body; therefore, making it individual in nature as well as program specific. This common variable can be universally measured and monitored through course completion. Data to be reviewed are course grades, attendance and discipline. <b><i>All courses provide students 3 academic credits and can satisfy sequential elective requirements for graduation.</i></b>
<b>On-Time Graduation Goal 2 Justification:</b> <a href="#">20-21 Data</a>	<b>Goal 2:</b> All students take the Workplace Readiness Skills (WRS) assessment. These are critical skills/competencies that all good employees must possess, and they directly align with the Tech Center Mission, Vision, Values statements, and program curriculums. Our focus is to ensure WRS acquisition through direct instruction, modeling, and practice. <b><i>This assessment satisfies the VDOE industry credential graduation requirement.</i></b>
<b>Future Ready/SEL Goal Justification:</b> <a href="#">20-21 Data</a>	<b>Goal 3:</b> Students will be educated in their chosen fields and in workplace readiness. A final focus is to increase opportunities for students to be enrolled in post secondary training/education, employed full-time, or enlisted in the military following high school graduation.

**On-Time Graduation Goal 1**

**What intermediate measures can you use to monitor? ( i.e. Attendance, failure rates)**

Measure	Progress Monitoring Timeline (Quarterly, monthly, etc.)
Course Grades	Bi-Quarterly
Discipline	Bi-Quarterly
Attendance	Monthly

How will you accomplish this goal?			
Action Steps <i>(List each action step on a separate line.)</i>	Timeframe (i.e., Oct.-May)	Person(s) Responsible	Mark X when Complete
Gather, disaggregate, and analyze grade data	Bi-quarterly <b>10/13/21- Quarter 1 Progress Reports</b> <b>11/12/21- Quarter 1 Report Cards</b> <b>12/17/21- Quarter 2 Progress Reports</b> <b>1/31/22- Quarter 1 Report Cards</b> <b>3/8/22- Quarter 3 Progress Reports</b> <b>4/8/22- Quarter 3 Report Cards</b> <b>6/15/22- EOY Grades</b>	SRT- Administrators, Counseling Chair, Special Education Teacher, Home School personnel/re sources	X
Gather, disaggregate, and analyze discipline data	Bi-quarterly <b>10/13/21- Quarter 1 Progress Reports</b>	Discipline Committee SRT- Administrators, Counseling	X

	<b>11/12/21- Quarter 1 Report Cards</b> <b>12/17/21- Quarter 2 Progress Reports</b> <b>1/31/22- Quarter 1 Report Cards</b> <b>3/8/22- Quarter 3 Progress Reports</b> <b>4/8/22- Quarter 3 Report Cards</b> <b>6/15/22- EOY Total Discipline</b>	Chair, Special Education Teacher, <i>Home School          personnel/re          sources</i>	
Gather, disaggregate, and analyze attendance data	Monthly <b>10/13/21</b> <i>Bi-weekly-</i> <b>11/12/21</b> <b>11/24/21</b> <b>12/10/21</b> <b>1/7/22</b> <b>1/14/22</b> <b>Daily</b> <i>through the</i> <i>end of</i> <b>semester 1</b> <b>3/8/22-</b> <b>Daily</b> <i>through</i> <b>quarter 3</b> <b>progress</b> <b>reports</b> <b>4/8/22-</b> <b>Daily</b> <i>through</i> <b>quarter 3</b> <b>report cards</b> <b>6/15/22-</b> <b>Close of</b> <b>Semester 2</b>	Attendance Waiver Committee <b>SRT-</b> Administrat ors, Counseling Chair, Special Education Teacher, School Nurse, <i>Home          School          personnel/re          sources</i>	<b>X</b>

Implement SRT processes and procedures for struggling students (Referrals, Progress Monitoring, Appropriately Tiered Interventions, etc.)	As needed/On-going but monitored school-wide at each grade reporting interval	Teachers <b>SRT-Administrators,</b> Counseling Chair, Special Education Teacher, School Nurse, <i>Home School personnel/resources</i>	<b>X</b>
Review Daily Learning Target Log Reflections	On going	Teachers	<b>X</b>
Review Student Goal Setting Progress	Quarterly <b>Week of 10/11/21</b> <b>Week of 11/15/21</b> <b>Week of 2/2/22</b> <b>Week of 4/18/22</b> <b>Week of 6/6/22</b>	Teachers	<b>X</b>
Conduct learning walks and formative observations to ensure instruction is differentiated to accommodate diverse learner needs in every classroom.	On going	ILT (Administrators, Counseling Chair, Special Education Teacher, LMS)	<b>X</b>

CHECK	How are you progressing?	What must you adjust?
	<b>Findings Based on Review of the Action Plan</b> (Describe progress based on the immediate measures and/or link <u>brief</u> summary of data.)	<b>Adjustments or Improvements</b> (Describe changes necessary to achieve the goal; new action steps above should be indicated in red.)
Q1	<u>SRT Academics</u>	<b>11/17/21- Quarter 1 Report Cards:</b> No changes are recommended at this time.

**11/17/21- Quarter 1 Report Cards:** At quarter 1 progress reports, 7 students earned grades below a C-. There results of SRT interventions through quarter 1 report cards are as follows:

- 1 student remained as a failure. He is not attending either school. He is awaiting an ISAEP placement. All stakeholders are aware.
- 4 students improved grades to a C+ or better and have been removed from the SRT List.
- 1 student who quarantined twice received an Incomplete are in the final stages of making up missed assignments.
- 1 failure withdrew and returned to his home high school for full-day instruction.

The single **African-American/SWD male** who was on monitor status for earning a C-, maintained a C- for the quarter. After discussions with his teacher and the resource teacher, it has been determined that the student is working to a high potential.

At quarter 1 report cards, 4 students earned grades below a C-, 7 fewer than in SY 20-21. Additionally, 7 students received Incompletes. Four (4) of those 7 had been quarantined. All with Incompletes are in the process of making up missed assignments. Quarter 1 outcomes were as follows:

***Incompletes:***

- **Females-** 1 African-American, 1 Asian/PI, 3 Caucasian (1 504), and 1 Hispanic
- **Males-** 1 Caucasian

***Those below a C-:***

*African American Males-* 1

- 1 earned a D+ (504)

*Caucasian Males-* 2

- 2 failed. 1 mentioned above is awaiting an ISAEP placement.

*Hispanic Females-* 1

- 1 earned a D+ (SWD)

**African-American Males and SWD's at a C-:** At quarter 1 report cards, 3 students in these

special focus groups earned a C-. Quarter 1 outcomes were as follows:  
*African-American Males- 3*

- All earned a C- (3 SWD)

Teachers are monitoring student progress and implementing appropriate interventions.

**Quarter 1 GPA- 3.74**

**Key Points:**

- The quarter 1 GPA increased by .34 points over SY 20-21.
- All subgroups had a GPA of 3.35 or higher.
- The overall SpEd GPA increased by .09 points over SY 20-21.
- The achievement gap between African-American and Caucasian males was .18 points, 3.56/3.74 respectively.
- Only 2 failures were reported as opposed to 6 in SY 20-21.

**All subgroups except Hispanic females, SC, and 504 students showed gains in GPA when compared to SY 20-21.**

*Hispanic Females- -.09/3.60*

*SC- -.06/3.3.35*

**Section 504- -.07/3.68**

**Notable Gains:**

*2+ Females- +.31/3.91*

*2+ Males- +.23/3.61*

*African-American Males- +.22/3.56*

*Caucasian Males- +.21/3.74*

*SR- +.17/3.50*

*Regular Ed- +.16/3.80*

*Overall SpEd- +.09/3.54*

**10/13/21- Quarter 1 Progress Reports:** Seven (7) students earned grades below a C-, four (4) fewer than in SY 20-21. The breakdown was as follows:

***Caucasian Males- 3***

- 2 earned an E (1 SWD)
- 1 earned a D+ (504)

***Hispanic Females- 2***

- 1 earned an E (SWD)
- 1 earned a D+ (SWD): Note- this student submitted late work after grade posting and is currently earning a C.

**10/13/21- Quarter 1 Progress Reports:**

The attendance office will generate reports weekly and provide students who reach 3 unverified absences a notice to request absence documentation.

**Hispanic Males- 1**

- 1 earned a D (SWD)

**2+ Males- 1**

- 1 earned a D

All students are being addressed by the Tech Center SRT. Teachers are providing:

- Tier 1 intervention of classroom instruction and in-class teacher assistance; and
- Tier 2 intervention of parent/guardian phone and/or email contact.

All students identified as SR, SC, or 504 are being provided:

- Tier 3 intervention of a referral to the Tech Center special education teacher for further intervention and collaboration with home schools. IEP meetings will be scheduled.

**African-American Males and SWD's at a C-:**

One (1) student, three (3) fewer than in SY 20-21, in these special focus groups earned a C-. The demographic data is as follows:

**Hispanic Males- 1, earned a C-**

**SRT Attendance**

**11/17/21- Quarter 1 Report Cards:** Attendance was monitored daily by the attendance office associate and she provided two reports between progress reports and report cards. Between 10/11/21 and 11/12/21, 30 students accrued 3 or more unverified absences. Meetings with all 30 students were held to determine the legitimacy of the absences and to secure proper absence documentation.

**Administrative Actions for Attendance:**

- Parents have been consistently notified of absenteeism.
- Communication with home school officials has been consistent.
- Absence documentation receipt is still in progress, and follow-up meetings with students and calls home are ongoing.

Attendance will continue to be monitored daily, reports will be generated, parents will be notified, and home school officials and SRT's utilized as needed.



**10/13/21- Quarter 1 Progress Reports:**

Between 9/9/21 and 10/8/21, twenty (20) students accrued three (3) or more unverified absences, three (3) fewer than in SY 20-21. Meetings with all 20 students are in progress as of the week of 10/11/21 to determine the legitimacy of the absences and to secure proper absence documentation.

**Administrative Actions for Attendance:**

- All students were educated on Tech Center attendance policies and procedures (Tier 1 intervention) through individual classes led by class teachers and the student orientation video.
- Constant communication between the Tech Center and home school officials, especially for those students with 4 or more unexcused all-day absences.
- Parent/administrator/student telephone conferences conducted as needed.

Attendance will continue to be monitored weekly, parents will be notified, and home school officials and SRT's utilized.

**SRT Discipline**

**11/17/21- Quarter 1 Report Cards:** At the close of quarter 1, 4 students had been referred for disciplinary reasons as compared to 0 in SY 20-21 (During quarter 1 in SY 20-21 all students were learning in the virtual setting except for two days, 11/12-11/13/20.). All but 1 of the incidents in quarter 1 were relatively minor in nature. The most serious offense was drug related. Below is quarter 1 discipline data:

**Referrals**

# Total Referrals-4

# Students Referred-4

**Gender**

# Males Referred- 4

**Ethnicity**

African-American Male- 1

Caucasian Males- 3

**Dispositions- (Infraction Codes)**

1- Verbal warning-(BSO13)

1- 2 Days ISS SpEd- (RB8, RB6, BSO3C)

	<p>1- 3 Days OSS- BSO12, RB3, BSO2A)  1- Long-Term held in Abeyance- (BESO6C, BESO5C, BSC3)</p> <p>Currently, discipline matters are a minor issue at the Tech Center. The Tech Center continues to be a safe, caring, welcoming, and inclusive environment, in which to learn, teach, and work. As incidents increase, discipline will continue to be monitored for trends and equity.</p> <p><b>10/13/21- Quarter 1 Progress Reports:</b> One (1) referral was submitted and was only the second referral for disciplinary action submitted since March 13, 2020.</p> <p><b>Referrals</b>  # Total Referrals-1  # Students Referred-1</p> <p><b>Infraction Types</b>  Under the Influence of marijuana, marijuana possession, drug paraphernalia possession- 1</p> <p><b>Gender</b>  # Males Referred- 1</p> <p><b>Ethnicity</b>  African-American Male- 1</p> <p><b>Dispositions</b>  Recommended for Expulsion</p> <p>Discipline will continue to be monitored for repeat offenders and trends.</p>	
<p><b>Q2</b></p>	<p><b><u>SRT Academics</u></b>  <b>1/31/22- Close of Quarter 2/Semester 1:</b> At quarter 2 progress reports, 10 students earned grades below a C-. After receiving interventions through the SRT process, the quarter 2 outcomes for these students were:</p> <p>African American-Males- 5</p> <ul style="list-style-type: none"> <li>● 4 improved to a B-.</li> <li>● 1 improved to a D+ and is still making up work.</li> </ul> <p>African-American Females- 1</p> <ul style="list-style-type: none"> <li>● This student W/D and returned to her home high school full-time.</li> </ul> <p>Caucasian Females- 1</p> <ul style="list-style-type: none"> <li>● This student failed quarter 2, W/D at the semester, and returned to her home high school.</li> </ul> <p>Caucasian Males- 2</p> <ul style="list-style-type: none"> <li>● 1 earned an E (Still not attending school. CHINS Petition filed).</li> </ul>	<p><b>1/31/22- Close of Quarter 2/Semester 1</b>  No changes other than to attendance tracking for COVID cases and “UNV” absences. See note in SRT Attendance narrative.</p>

- 1 improved to a C-.
- 2+ Males- 1
- This student improved to a C+.

**African-American Males and SWD's at a C-:** At quarter 2 progress reports, 6 students, in these special focus groups earned a C- and were placed on SRT monitor status. Quarter 2 outcomes for these students were:

- *African-American Females- (1)- maintained a C-*
- *African-American Males- (3)- 2 maintained a C-, 1 improved to a B-*
- *Caucasian Males- (1)- improved to a C*
- *Hispanic Females- (1)- improved to a B-*

**Quarter 3 SRT Academics:** At the close of semester 1, only 1 student earned a grade below a C-. That student has not attended school since late in quarter 1 and has not been W/D by the home high school as they are awaiting the outcome of a CHINS Petition.

**African-American Males and SWD's at a C-:** At the close of semester 1, 4 students in these special focus groups earned a C- for semester 1. The demographic data is as follows:

- *African-American Females- 1*
- *African-American Males- 1*
- *Caucasian Males- 1*
- *Hispanic Females- 1*

Teachers are monitoring student progress and implementing appropriate interventions.

**Quarter 2 GPA- 3.54**

- Overall Quarter 2 GPA was 3.54
- Overall SWD GPA was 3.30

**Quarter 2 Subgroups GPAs:** All subgroup GPAs were 2.99 and higher. Some GPAs to note:

- Special Resource- 3.24
- Self-Contained- 2.99
- Section 504- 3.50
- African-American Females- 3.58
- African-American Males- 3.21
- Asian Females- 3.65
- Asian Males- 3.76
- Caucasian Females- 3.62
- Caucasian Males- 3.56
- Hispanic Females- 3.62

- Hispanic Males- 3.44
- 2+ Females- 3.86
- 2+ Males- 3.38

**Semester 1 GPA- 3.66**

- 1 Academic Failure- Student has not attended school since quarter 1. A CHINS Petition has been filed.
- Only 1 student earned a grade lower than a C-.
- SWD GPA was 3.47
- **The achievement gap between African-American males and Caucasian males was at an all-time low of .25 points.**

**Semester 1 Subgroups GPAs:** All subgroups had GPAs at 3.27 or higher. Some GPAs to note:

- Special Resource- 3.41
- Self-Contained- 3.27
- Section 504- 3.61
- African-American Females- 3.66
- African-American Males- 3.43
- Asian Females- 3.82
- Asian Males- 3.79
- Caucasian Females- 3.73
- Caucasian Males- 3.68
- Hispanic Females-3.65
- Hispanic Males- 3.53
- 2+ Females- 3.91
- 2+ Males- 3.54

Students remain very successful regarding making good grades in Tech Center programs with 73% earning an A- or better, 92% earning a B- or better, and 99.8% earning a C- or better.

**SRT Attendance**

**1/31/22 Semester 1 Summary:** Attendance continued to be monitored weekly and attendance reviews were made daily. At the end of semester 1, there were 52 students with 12 or more absences.

- All but 2 students submitted the appropriate absence documentation and an Attendance Waiver request. One of those students was an academic failure and the other W/D from the Tech Center to return to her home high school full-time.

- Those who submitted the appropriate documentation were granted waivers.
- Since the start of school, 31 students W/D from the Tech Center and/or VBCPS. The reasons are varied (Alternative placement, relocation, ISAEP, failing courses required for graduation, returning to home high school, etc.)

**Note: Due to the low number of discipline incidents in semester 1, we realigned some attendance duties to the discipline office associate. She is now tracking all students who are quarantined or in isolation due to a COVID-19 exposure and ensuring their attendance is correct in Synergy. She is also tasked with generating daily "UNV" absence reports, meeting with those students who need to submit notes, and contacting parents to secure the proper absence documentation.**

**SRT Discipline**

**1/31/22- Quarter 2/Semester 1 Summary:**

Between quarter 2 progress reports and the close of quarter 2, 2 students had been referred for disciplinary reasons bringing our yearly total to 10. One incident was relatively minor and the other was drug-related. Below is quarter 2 report card discipline data:

**Referrals**

# Total Referrals-2

# Students Referred-2

**Gender**

# Males Referred- 2

**Ethnicity**

African-American Male- 1

Caucasian Males- 1

**Dispositions-** (Infraction Codes)

1- Revocation of Privilege (BSO3C)

1- Long-Term held in Abeyance- (BESO5C, BSC3)

**Semester 1 Totals:** Only 10 discipline incidents have been reported this school year. Individual incident data will not be provided in this writing as they have been noted at each grading interval. However, below does reflect the number of referrals, the number of students by ethnicity and gender, and those with multiple referrals:

<p><b>Referrals</b>  # Total Referrals-10  # Students Referred- 8 (2 referred twice)</p> <p><b>Gender</b>  # Males Referred- 10</p> <p><b>Ethnicity</b>  African-American Male- 3  Caucasian Males- 5</p> <p><b>Note: Discipline matters continue to be a minor issue and the Tech Center remains a safe, caring, welcoming, and inclusive environment, in which to learn, teach, and work. As incidents increase, discipline will continue to be monitored for trends and equity.</b></p> <p><b>SRT Academics</b>  <b>12/17/21- Quarter 2 Progress Reports:</b> At quarter 1 report cards, 4 students earned grades below a C-, 7 fewer than in SY 20-21. Additionally, 7 students received Incompletes. Outcomes at quarter 2 progress reports were as follows:  <b>Incompletes:</b></p> <ul style="list-style-type: none"> <li>● All students made up missing assignments and earned quarter 1 grades at a C+ or better.</li> </ul> <p><b>Those below a C-:</b>  African American Males – 1</p> <ul style="list-style-type: none"> <li>● 1 earned a C+ (504)</li> </ul> <p>Caucasian Males – 2</p> <ul style="list-style-type: none"> <li>● 1 failed due to non-attendance. A CHINS Petition has been filed by the home high school.</li> <li>● 1 mentioned above received an ISAEP placement and was withdrawn on 12/1/21.</li> </ul> <p>Hispanic Females- 1</p> <ul style="list-style-type: none"> <li>● 1 earned a B- (SWD)</li> </ul> <p><b>African-American Males and SWD's at a C-:</b> At quarter 1 report cards, 3 students in these special focus groups earned a C-. Quarter 2 progress reports indicated the following outcomes:</p> <ul style="list-style-type: none"> <li>● 1 earned a B+</li> <li>● 1 earned a C</li> <li>● 1 remained at a C-</li> </ul>	<p><b>12/17/21- Quarter 2 Progress Reports:</b>  No changes are recommended at this time.</p>
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**Quarter 2 Progress Reports:** At quarter 2 progress reports, 10 students earned grades below a C-. The breakdown was as follows:

*African American-Males- 5*

- 3 earned an E (1 SWD)
- 1 earned a D+
- 1 earned a D

*African-American Females- 1*

- 1 earned a D (SWD)

*Caucasian Females- 1*

- 1 earned a D

*Caucasian Males- 2*

- 1 earned an E (Not attending school. CHINS Petition filed)
- 1 earned a D

*Hispanic Females- 1*

- 1 earned a D

After a conversation with the teacher of 5 students on the list above, it was determined that the 5 students are simply late in turning in work. He feels confident that they will have the work submitted during the week of 1/3/22.

**All students are being addressed by the Tech Center SRT. Teachers are providing:**

- Tier 1 intervention of classroom instruction and in-class teacher assistance; and
- Tier 2 intervention of parent/guardian phone and/or email contact.

**All students identified as SR, SC, or 504 are being provided:**

- Tier 3 intervention of a referral to the Tech Center special education teacher for further intervention and collaboration with home schools. IEP meetings will be scheduled.

**African-American Males and SWD's at a C-: 6 students, in these special focus groups earned a C-.** The demographic data is as follows:

*African-American Females- 1*

*African-American Males- 3*

*Caucasian Males- 1*

*Hispanic Females- 1*

Teachers are monitoring student progress and implementing appropriate interventions.

**SRT Attendance**

**12/17/21- Quarter 2 Progress Reports:**

Attendance was monitored daily by the attendance office associate and she provided attendance reports between quarter 1 report cards and quarter 2 progress reports. 24 students accrued 3 or more unverified absences. Meetings were held to determine the legitimacy of the absences and to secure proper absence documentation with all 24 students.

**Administrative Actions for Attendance:**

- Parents of all 24 students were called and were consistently notified of absenteeism.
- Communication with home school officials has been consistent.
- Absence documentation receipt is still in progress, and follow-up meetings with students and calls home are ongoing.
- Attendance continues to be monitored daily, reports are generated, parents are notified, and home school officials and SRT's are utilized as needed.

**SRT Discipline**

**12/17/21- Quarter 2 Progress Reports:** At quarter 2 progress reports, 3 students had been referred for disciplinary reasons bringing our yearly total to 7. All but 1 of the incidents were relatively minor in nature. The most serious offense was drug related. Below is quarter 2 progress reports discipline data:

**Referrals**

# Total Referrals-3

# Students Referred-3

**Gender**

# Males Referred- 3

**Ethnicity**

African-American Male- 1

Caucasian Males- 2

**Dispositions- (Infraction Codes)**

1- 2 Days ISS SpEd (BESO6C)

1- 2 Days OSS- (BESO13B)

1- Long-Term held in Abeyance- (BESO6C, BESO5C, BSC3)

Currently, discipline matters are a minor issue at the Tech Center. The Tech Center continues to be a safe, caring, welcoming, and inclusive



	<p>environment, in which to learn, teach, and work. As incidents increase, discipline will continue to be monitored for trends and equity.</p>	
<p><b>EOY</b></p>	<p><b><u>SRT Academics</u></b>  <b>6/15/22- Year-End Outcomes:</b> SY 21-22 Year-End academic outcomes are below:</p> <ul style="list-style-type: none"> <li>● 21-22 GPA- 3.65</li> <li>● All subgroups had GPAs at 3.26 or higher</li> <li>● African-American males had a 3.36 GPA, the highest ever</li> <li>● The achievement gap between African-American/Caucasian males was .33 points</li> <li>● Academic Failures- 0</li> </ul> <p><b>Year-End Subgroups GPAs:</b> All subgroup GPAs were 3.26 and higher. Some GPAs to note:</p> <ul style="list-style-type: none"> <li>● <i>Special Resource- 3.39</i></li> <li>● <i>Self-Contained- 3.26</i></li> <li>● <i>Section 504- 3.66</i></li> <li>● <i>African-American Females- 3.63</i></li> <li>● <i>African-American Males- 3.36</i></li> <li>● <i>Asian Females- 3.75</i></li> <li>● <i>Asian Males- 3.91</i></li> <li>● <i>Caucasian Females- 3.72</i></li> <li>● <i>Caucasian Males- 3.69</i></li> <li>● <i>Hispanic Females-3.58</i></li> <li>● <i>Hispanic Males- 3.66</i></li> <li>● <i>Hispanic Non-Binary- 4.0 (1 student)</i></li> <li>● <i>2+ Females- 3.88</i></li> <li>● <i>2+ Males- 3.58</i></li> </ul> <p><b>Other Points:</b></p> <ul style="list-style-type: none"> <li>● <i>100% of students passed for the year</i></li> <li>● <i>71.7% of students earned an A- or better</i></li> <li>● <i>95.4% of students earned a B- or better</i></li> <li>● <i>99.% of students earned a C- or better.</i></li> <li>● <i>93% of African-American male students earned a C- or better</i></li> <li>● <i>87% of African-American male students earned a B- or better</i></li> <li>● <i>98.9% of SWD's earned a C- or better</i></li> <li>● <i>88.6% of SWD's earned a B- or better</i></li> </ul> <p><b>SRT Attendance</b>  <b>6/15/21- Quarter 4/Semester 2/EOY:</b></p>	<p><b>6/15/22- End of Year</b>  <b>All practices will be reviewed, and any changes will be implemented in SY 22-23.</b></p>

Student attendance was challenging to track due to the number of students testing positive for COVID 19. Some of those challenges slowed down considerably once restrictions were lifted and case contact tracing was handled centrally. We did see a significant increase in positive cases during quarter 4, especially between mid-May and the close of school. Between the close of quarter 3 and the year, students, parents, and home school officials continued to be informed about absenteeism and the need for proper absence documentation. Follow-up calls to parents/guardians were made by teachers, our school counselor, and our attendance office associate. Below are the outcomes for semester 2:

**Semester 2 Outcomes**

- 55 students exceeded the attendance policy- 24 more than is SY 20-21;
- All submitted appropriate documentation and were granted waivers;
- No students failed due to excessive absenteeism;
- 13 students withdrew for various reasons (relocation, 15 consecutive absences, returned to the home high school to focus on courses needed for graduation, quit school, etc.)

**SRT Discipline**

**6/15/22- Year-End Discipline Outcomes:**

SY 21-22 yielded 42 total discipline referrals. Most infractions were one-time affairs and generally minor in severity. There were 7 serious incidents (i.e., drug-related and 1 knife being brought to school). Below is the discipline data for SY 21-22:

- 42 incidents occurred
- 33 students were referred (2 females and 31 males)
- 5 students had multiple infractions
- 3 students were referred twice
- 2 students were referred 3 times
- No fights occurred

**Infractions by Number**

Acceptable Use Policy Violation-1

Cell Phones- 1

Discourteous Speech- 1

Drug Paraphernalia Possession- 1  
 Improper Vehicle Use- 6  
 Inappropriate Property- 1  
 Interfering with Learning in Class- 6  
 Interfering with School Operations- 4  
 Knife Possession- 1  
 Leaving School Grounds- 1  
 Marijuana Possession- 1  
 Marijuana Use- 1  
 Marijuana Under the Influence- 3  
 Nicotine Product Paraphernalia- 2  
 Nicotine Product Possession- 1  
 Nicotine Product Use- 1  
 Posturing- 1  
 Profane Language- 1  
 Tardiness- 5  
 Teasing- 1  
 Theft- 1  
 Unauthorized Area-1

**Disciplinary Actions by Number**

Afternoon/Evening School- 2  
 Revocation of Privilege- 6  
 Verbal Warning- 3  
 ISS ½ Day- 5  
 ISS ½ Day (SpEd)- 1  
 ISS 1 Day- 6  
 ISS 1 Day (SpEd)- 2  
 ISS 2 Days (SpEd)- 1  
 ISS 3 Days (SpEd)- 1  
 OSS 1 Day- 3  
 OSS 3 Days- 4  
 SAIP- 2  
 Long-Term/Expulsion- 6

**Referral Ratios-** Due to the fluidity of our student body, the September 30 membership (overall and by ethnicity) was used as the constant variable related to student enrollment. Although our data may reflect a very slight disparity in referral rates for various subgroups throughout the course of the year when compared to Caucasian students, there was absolutely no disparity in the assigned discipline for similar incidents. Our discipline disposition data reflects near perfect consistency regarding the disciplinary action a student received for a similar offense regardless of their ethnicity.

\*Note- The referral ratio data may not directly

<p>Q3</p>	<p>align with that provided by PIA due to differences in data collection and disaggregation; however, it will be very close. The referral ratios by ethnicity were as follows:</p> <p><b><u>All Referrals</u></b>  African-American- .59  Hispanic- .57  Native-American- 0  Asian/Pacific Islander- .99  2+- .28</p> <p><b><u>Unduplicated</u></b>  African-American- .81  Hispanic- .78  Native-American- 0  Asian/Pacific Islander- .45  2+- .38</p> <p><b>Our efforts in supporting the social-emotional needs of students, fostering relationships, providing high quality instruction, and the students' good nature and desire to come to school and really learn, were all contributing factors to the small number of discipline infractions. The Tech Center continues to be an extremely safe and welcoming environment in which to teach, learn and work.</b></p> <p><b><u>SRT Academics</u></b>  <b>4/8/22- Close of Quarter 3:</b> At quarter 3 progress reports, 23 students earned grades below a C-. Within 2 days of posting grades, 9 students improved to a C or better. At the close of quarter 3:</p> <ul style="list-style-type: none"> <li>● 9 of the remaining 14 earned a C- or better and are working at acceptable levels.</li> <li>● 2 received an incomplete and are in the process of submitting late work.</li> <li>● 4 students failed. These 4 students are potential year failures.</li> </ul> <p><b>African-American Males and SWD's at a C-:</b> At the quarter 3 progress reports, 9 students in these special focus groups earned a C- for semester 1. At the close of the quarter, all but 1 earned a C or better and 1 earned a C- and is working at an acceptable level.</p>	<p><b>4/8/22- Close of Quarter 3:</b>  No changes are recommended at this time.</p>
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**Close of Quarter 3:** At the close of quarter 3, 6 students earned grades below a C- and 4 students received incompletes and are in the process of submitting late work. 4 students failed the quarter, are potential year failures, and will be the focus of our quarter 4 SRT.

*African American-Males- 2*

- 2 earned an E (both SWD)

*Caucasian Males- 1*

- 1 earned an E (1 SWD)- This student passed the ISEAP placement exam and is awaiting placement. He will be withdrawn upon placement.

*Hispanic Females- 1*

- 1 earned an E

These students are being addressed by the Tech Center SRT and will continue to receive appropriate interventions and supports. There is constant communication between the Tech Center and home high school case managers and other officials. All parents have been informed verbally and in writing of the potential year failure status.

**African-American Males and SWD's at a C-:** At the close of quarter 3, 7 students in these special focus groups earned a C- and 2 earned a D/D+ The breakdown is:

*African-American Females- 2*

*African-American Males- 1*

*Caucasian Males- 5*

*Hispanic Females- 1*

Teachers are monitoring student progress and will implement appropriate interventions.

**SY 21-22 Quarter 3 grade data:**

- Overall Quarter 3 GPA was 3.55
- Overall SWD GPA was 3.33

**Quarter 3 Subgroups GPAs:** All subgroup GPAs were 3.08 and higher. Some GPAs to note:

- *Special Resource- 3.25*
- *Self-Contained- 3.08*
- *Section 504- 3.53*
- *African-American Females- 3.52*
- *African-American Males- 3.21*
- *Asian Females- 3.81*
- *Asian Males- 3.79*
- *Caucasian Females- 3.66*
- *Caucasian Males- 3.56*

- *Hispanic Females-3.50*
- *Hispanic Males- 3.64*
- *2+ Females- 3.79*
- *2+ Males- 3.42*

***Students remain very successful regarding making good grades in Tech Center programs with 66% earning an A- or better, 93% earning a B- or better, and 99% earning a C- or better.***

**SRT Attendance**

***4/8/22- Close of Quarter 3:*** Attendance continued to be monitored weekly and attendance reviews were made daily. Per the DOSL directive, we focused on reducing/eliminating the number of students with 5 or more unverified absences. At quarter 3 progress reports, our number was reduced to 16 students, but due to many absences the week prior to spring break, the number increased to 28 at the close of the quarter. We will meet with every student in this category and contact their parents/guardians to secure absence documentation. These efforts will occur daily.

**SRT Discipline**

***4/8/22- Close of Quarter 3:*** Between quarter 3 progress reports and the close of the quarter 3 (3/8/22-4/8/22), 4 referrals were submitted. Our quarter 3 total was 17 referrals. Below is quarter 3 discipline data:

**Referrals**

- # Total Referrals-17
- # Students Referred-16 (1 referred twice)

**Gender**

- # Males Referred- 15
- #Females- 1

**Ethnicity**

- African-American Males- 4*
- African-American Females- 1*
- Caucasian Males- 8*
- Hispanic Males- 2*
- 2+ Males- 1*

**Dispositions- (Infraction Codes)**

- Verbal Warning (BSO9)- 1
- Afternoon/Evening School (BAP5)- 2
- ½ Day ISS (BSO3D/BAP1)- 3
- ½ Day ISS Sped (RB6)- 1
- Revocation of Privilege (BSO3C)- 1

<p>3 Days ISS SpEd (BSO3D, BAP1)- 1  1 Day ISS (BSO3C)- 3  1 Day OSS (BSCA5, BAP1, RB6)- 3  SAIP In lieu of Exp. (BSC3, BSC5E)- 1  Long-Term held in Abeyance (BESO6C, BSC3, BSC5A)-1</p> <p><b>Note: Discipline matters continue to be a minor issue and the Tech Center remains a safe, caring, welcoming, and inclusive environment, in which to learn, teach, and work. As incidents increase, discipline will continue to be monitored for trends and equity.</b></p> <p><b>3/8/22- Quarter 3 Progress Reports:</b> At quarter 3 progress reports, 23 students earned grades below a C-. Within 2 days of posting grades, 9 students improved to a C or better. As of 3/10/22, 14 students have grades below a C-:</p> <p><i>African American-Males- 4</i></p> <ul style="list-style-type: none"> <li>● 2 earned an E (both SWD)</li> <li>● 1 earned a D (SWD)</li> <li>● 1 earned a D+</li> </ul> <p><i>Asian Females- 1</i></p> <ul style="list-style-type: none"> <li>● 1- earned a D</li> </ul> <p><i>Caucasian Males- 5</i></p> <ul style="list-style-type: none"> <li>● 2 earned an E (1 SWD)</li> <li>● 2 earned a D (1 SWD)</li> <li>● 1 earned a D+</li> </ul> <p><i>Hispanic Females- 3</i></p> <ul style="list-style-type: none"> <li>● 1 earned an E</li> <li>● 1 earned a D (SWD)</li> <li>● 1 earned a D+</li> </ul> <p><i>Hispanic Males- 1</i></p> <ul style="list-style-type: none"> <li>● 1 earned a D+ (SWD)</li> </ul> <p>All students are being addressed by the Tech Center SRT and will receive appropriate interventions and supports.</p> <p><b>African-American Males and SWD's at a C-:</b> At the quarter 3 progress reports, 9 students in these special focus groups earned a C- for semester 1. The demographic data is as follows:</p> <p><i>African-American Females- 2</i>  <i>Caucasian Males- 5</i>  <i>Hispanic Females- 1</i>  <i>2+ Males- 1</i></p> <p>Teachers are monitoring student progress and implementing appropriate interventions.</p>	<p><b>3/8/22- Quarter 3 Progress Reports:</b>  No changes are recommended at this time.</p>
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**SRT Attendance**

***3/8/22- Quarter 3 Progress Reports:***

Attendance continued to be monitored weekly and attendance reviews were made daily. Per the DOSL directive, we focused on reducing/eliminating the number of students with 5 or more unverified absences. At quarter 3 progress reports, our number was reduced to 16 students. We met with every student in this category and contacted their parents/guardians to secure appropriate absence documents. Those efforts occur daily.

**SRT Discipline**

***3/8/22- Quarter 3 Progress Reports:*** Between the close of semester 1 and quarter 3 progress reports (2/2/22-3/8/22), 12 referrals were submitted bringing our yearly total to 22. Below is quarter 3 progress reports discipline data:

**Referrals**

# Total Referrals-12

# Students Referred-11 (1 referred twice)

**Gender**

# Males Referred- 10

#Females- 1

**Ethnicity**

African-American Males- 4

African-American Females- 1

Caucasian Males- 5

Hispanic Males- 1

Dispositions- (Infraction Codes)

1- Verbal Warning (BSO9)

2- Afternoon/Evening School (BAP5)

3- ½ Day ISS (BSO3D/BAP1)

1- Revocation of Privilege (BSO3C)

1- 3 Days ISS SpEd (BSO3D, BAP1)

2- 1 Day OSS (BAP1, RB6)

1- SAIP In lieu of Exp. (BSC3, BSC5E)

1- Long-Term held in Abeyance (BESO6C, BSC3, BSC5A)

*Note: Discipline matters continue to be a minor issue and the Tech Center remains a safe, caring, welcoming, and inclusive environment, in which to learn, teach, and work. As incidents increase, discipline will continue to be monitored for trends and equity.*



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**On-Time Graduation Goal 2**

<b>What intermediate measures can you use to monitor? ( i.e. Workplace Readiness Skills (WRS) Resources and data)</b>	
Measure	Progress Monitoring Timeline (Quarterly, monthly, etc.)
WRS Daily Warm-ups	Daily
WRS Weekly Assessments	Weekly
Mid-Year WRS Practice Assessment	WRS Midpoint
EOC WRS Practice Assessment	WRS EOC
WRS Credentialing Exam	December - May

<b>How will you accomplish this goal?</b>			
<b>Action Steps</b> <i>(List each action step on a separate line.)</i>	<b>Timeframe</b> <i>( i.e., Oct.-May)</i>	<b>Person(s) Responsible</b>	<b>Mark X when Complete</b>
Administer Daily WRS Warm-ups	Daily	Teachers	X
Administer Weekly WRS Common Assessments	Weekly	Teachers	X
Gather, disaggregate, and analyze Daily WRS Warm-up and Weekly Assessment data	Daily/ Weekly	Teachers/ PLCs	X
Utilize Daily WRS Warm-up and Weekly Assessment data to guide individual student and entire-class instruction, and to determine remediation needs	On-going	Teachers	X
Gather, disaggregate, and analyze WRS Pre/Post-Test data	December - May	ILT/ Teachers/ PLCs	X
Utilize WRS Pre/Post-Test data to guide individual student and entire-class instruction, and to conduct targeted remediation sessions	December-May	Teachers/ PLCs	X

<b>CHECK</b>	<b>How are you progressing?</b>	<b>What must you adjust?</b>
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	<b>Findings Based on Review of the Action Plan</b> (Describe progress based on the immediate measures and/or link <a href="#">brief</a> summary of data.)	<b>Adjustments or Improvements</b> (Describe changes necessary to achieve the goal; new action steps above should be indicated in red.)
<b>Q1</b>	<p><b>11/17/20- Quarter 1 Report Cards:</b>  <b>WRS Focus Weeks 6-10</b>            Week of Oct. 18- Career &amp; Life Management            Week of Oct. 25- Critical Thinking &amp; Problem Solving/ Test-taking Skills            Week of Nov. 1- Efficiency &amp; Productivity (Manage time and resources)            Week of Nov. 9- Listening &amp; Speaking            Week of Nov. 15- Demonstrate Customer Service</p> <p><b>For Year 1 &amp; 1st-year students:</b> Teachers followed the WRS Literacy Game Plan process. Students completed WRS daily warm-ups and weekly assessments via Schoology. Teachers use daily warm-up and weekly assessment data to adjust instruction.</p> <p><b>For 2nd-year students:</b> Targeted remediation for the 14 returning students who failed the assessment in SY 20-21 will begin the week of 11/29/21-12/3/21. Also, WRS modules have been added to Schoology so these students may practice at their own pace.</p> <p><b>Note:</b> The mandatory Mid-Course Assessment will be administered in all year-1 and 1st-year courses during the week on November 22. Teachers will utilize assessment data to review identified areas of deficiency and to adjust whole-class instruction and assist individual students with skill acquisition.</p> <p><b>10/13/21- Quarter 1 Progress Reports:</b>  <b>WRS Focus Weeks 1-5</b>            Week of Sept. 13- Continuous Learning &amp; Adaptability            Week of Sept. 20- “Big Picture” Thinking            Week of Sept. 27- Respect for Diversity            Week of Oct. 4- Integrity            Week of Oct. 11- Creativity &amp; Innovation</p> <p>For Year 1 &amp; 1st-year students: Teachers followed the WRS Literacy Game Plan process. Students completed WRS daily warm-ups and</p>	<p><b>11/17/21- Quarter 1 Report Cards:</b>            No changes at this time.</p> <p><b>10/13/21- Quarter 1 Progress Reports:</b>            No changes at this time.</p>

	<p>weekly assessments via Schoology. Data was/is provided weekly to teachers to make adjustments in instruction.</p> <p>For 2nd-year students: A targeted remediation schedule is currently in the development stages. The fourteen (14) returning students who failed the assessment in SY 20-21 will participate in remediation and reassessed in the spring.</p>	
<p><b>Q2</b></p>	<p><b>1/31/22- Close of Quarter 2/Semester 1-</b> During quarter 2, teachers continued to follow the WRS pacing calendar. Teachers provided daily instruction and students completed warm-up activities and weekly assessments.</p> <p><u>WRS Focus Weeks 16-20</u>  Week of Jan. 3- Workplace Safety  Week of Jan. 10- Demonstrate Teamwork Skills  Week of Jan. 17- Demonstrate Professionalism  Week of Jan. 24- Information Security &amp; Literacy  Week of Jan. 31- Reading &amp; Writing</p> <p>For Year- 1 &amp; 1st-Year students: Daily instruction, re-teaching, and reviewing continued.</p> <p>For 2nd-Year students: Targeted, pull-out remediation has occurred weekly for those year-2 students needing to retest. All students are preparing for the comprehensive final practice assessment which will be administered the week of March 7, 2022, and the WRS Credentialing Exam the week of March 21, 2022.</p> <p><b>12/17/21- Quarter Progress Reports:</b>  <u>WRS Focus Weeks 11-15</u>  Week of Nov. 22- Mid-Course Assessment  Week of Nov. 29- Mid-Course Assessment Make-ups  Week of Dec. 6- Math  Week of Dec. 12- Math  Week of Dec. 20- Conflict Resolution</p> <p><b>For Year 1 &amp; 1<sup>st</sup>-year students:</b> Teachers followed the WRS Literacy Game Plan process. Students completed WRS daily warm-ups and weekly assessments via Schoology. Teachers use daily warm-up and weekly assessment data to adjust instruction. All students sat for the</p>	<p><b>1/31/22- Close of Quarter 2/Semester 1:</b>  No changes at this time.</p> <p><b>12/17/21- Quarter 2 Progress Reports:</b>  No changes at this time.</p>

	<p>mid-course assessment during the weeks of November 22 and 29.</p> <p><b><u>Mid-Course Assessment Results</u></b></p> <p><b># Tested- 363</b></p> <p><b># Passed- 273 (75.2%)</b></p> <p><b><u>Scoring Breakdown</u></b></p> <p>90-100- 96 (26.4%)</p> <p>80-89- 145 (39.7%)</p> <p>75-79- 32 (8.9%)</p> <p>70-74- 42 (11.6%)</p> <p>69 and below- 48 (13.35%)</p> <p>Upon review of the data, we were pleased with the overall results; however, the number of students scoring below 70 was concerning. It was decided to pull those 48 students together, discuss their performance, review areas of deficiency, reinforce test-taking strategies, and then rest the group. More than 90% of these students had IEP's. Also determined through conversations with the students, many did not take the assessment seriously. All 42 students retested during the week of December 13 and that pass rate data is being disaggregated. An update on this group will be provided once data is available. Teachers are providing individual student and whole-class data and are remediating and re-teaching areas of deficiency.</p> <p><b>For 2<sup>nd</sup>-year students:</b> Targeted remediation for the 14 returning students who failed the assessment in SY 20-21 began the week of 11/29/21 and will be conducted weekly until the first testing window in March. Students are still accessing WRS modules in Schoology and practicing at their own pace.</p> <p><i>Note:</i> 8 of these students are eligible for credit accommodation and will not be required to test. We will be working with the home high school IEP teams to initiate the process for awarding the credit accommodation.</p>	
<p><b>EOY</b></p>	<p><b><u>WRS</u></b></p> <p><b>6/15/22- Final WRS Testing Data- 1<sup>st</sup>-Year/1-Year students &amp; 2<sup>nd</sup>-Year students:</b></p> <p>All WRS testing has occurred. Results are as follows:</p> <ul style="list-style-type: none"> <li>● <b>Overall Pass Rate-</b> 296 students tested, 276 passed- <b>93.2% pass rate, a 3.2 % increase over SY 20-21</b></li> </ul>	<p><b>6/15/22- End of Year</b></p> <p><b>All practices will be reviewed, and any changes will be implemented in SY 22-23.</b></p>

- **1<sup>st</sup>- Year & 1-Year Pass Rate-** 290 tested, 272 passed- **93.8% pass rate, a 2.6% increase over SY 20-21**
- **Year-2 Pass Rate** (students enrolled in year-2 of a 2-year program who tested and passed at the Tech Center over the past 2 years- 168 tested, 158 passed- **94% pass rate, a 4.8% increase over SY 20-21**

Below are highlights:

**1<sup>st</sup>- Year & 1-Year Student Pass Rates**

**18 students (17 SWDs)** did not pass the WRS assessment after 3 attempts and targeted remediation. Those that return for SY 22-23 will receive targeted remediation, will have 3 attempts to pass the assessment, and our SWDs will have an opportunity to be granted a credit accommodation. All subgroups remained the same or improved over SY 21-22 pass rates except as noted below.

**Female Pass Rate- 128/131- 97.7%**

**Male Pass Rate- 144/159- 90.6%**

**SWD- 75/92- 81.5%**

**Subgroup Pass Rates**

**Female**

African-American- 44/46- **95.7%**

Caucasian- 48/48- **100%**

Hispanic- 17/18- **94.4%** (1 failure)

Native American – N/A

Asian- 11/11- **100%**

2+- 8/8- **100%**

SWD- 19/22- **86.4%**

**Male**

African-American- 39/45- **86.7%**

Caucasian- 70/75- **93.3%**

Hispanic- 14/16- **87.5%**

Native American – N/A

Asian- 9/9- **100%**

2+- 12/14- **85.7%** (1 additional failure over SY 20-21)

SWD- 56/70- **80%**

**Year- 2 Student Pass Rates**

This data reflects all students completing year-2 of a 2-year program who tested at the Tech Center over the past 2 years. This data does not include students who passed at another school.

**Female Pass Rate- 65/71- 91.5%**

**Male Pass Rate- 93/97- 95.9%**

**SWD- 40/54- 74.1%**

**Subgroup Pass Rates**

**Female**

African-American- 20/25- **80%**

Caucasian- 34/35- **97.1%**

Hispanic- 5/4- **100%**

Native American – N/A

Asian- 2/2- **100%**

2+- 4/4- **100%**

SWD- 10/17- **58.8%**

**Credit Accommodations:**

African-American- 4 (resulted in **94%** meeting graduation requirement)

Caucasian-1 (resulted in **100%** meeting graduation requirement)

**Male**

African-American- 16/18- **88.9%**

Caucasian- 58/60- **96.7%**

Hispanic- 8/8- **100%**

Native American- N/A

Asian- 4/4- **100%**

2+- 7/7- **100%**

SWD- 30/37- **81.8%**

**Credit Accommodations:**

Caucasian-2 (resulted in **100%** meeting graduation requirement)

**Overall Student Pass Rates**

**20 students (18 SWD's)** did not pass the WRS assessment after 3 attempts and targeted remediation. Those that return for SY 22-23 will receive targeted remediation, will have 3 attempts to pass the assessment, and our SWDs will have an opportunity to be granted a credit accommodation. All subgroups remained the same or improved over SY 21-22 pass rates except as noted below.

**Female Pass Rate- 131/135- 97%**

**Male Pass Rate- 145/161- 90.1%**

**SWD- 77/95- 81.1%**

**Subgroup Pass Rates**

**Female**

African-American- 47/50- **94%**

Caucasian- 48/48- **100%**

Hispanic- 17/18- **94.4%**

<p><b>Q3</b></p>	<p>Native American – N/A  Asian- 11/11- <b>100%</b>  2+- 8/8- <b>100%</b>  SWD- 20/23- 87%  <b>Credit Accommodations:</b>  African-American- 2 (resulted in <b>98%</b> meeting graduation requirement)  <u>Male</u>  African-American- 40/47- <b>85.1%</b>  Caucasian- 70/75- <b>93.3%</b>  Hispanic- 14/16- <b>87.5%</b>  Native American- N/A  Asian- 9/9- <b>100%</b>  2+- 12/14- <b>85.7%</b>  SWD- 57/72- <b>79.2%</b>  <b>Credit Accommodations:</b>  Caucasian-1 (resulted in <b>93.4%</b> meeting graduation requirement)  2+-1 (resulted in <b>92.8%</b> meeting graduation requirement)</p> <p>Our goal was that 100% of students would pass the WRS assessment. After numerous targeted remediation sessions and 3 testing attempts for those who failed, 296 students were tested and 276 passed, 20 students short of our goal. A <b>93.2%</b> overall pass rate is remarkable. Teachers and our WRS Team worked tirelessly to ensure all students were prepared for the assessment. We considered these results to be a huge accomplishment considering all the challenges presented over the past 2 years. Additionally, 6 students were granted credit accommodations which allowed them to meet the industry credential graduation requirement. Combining the credit accommodations and those who passed the assessment, <b>95.9%</b> of students overall met the graduation requirement and <b>98.2%</b> of year-2 students met that requirement.</p> <p><b>WRS:</b>  <b>4/8/22- Close of Quarter 3:</b> During the week of March 21, 2022, all 1<sup>st</sup>-year, year-1, and 2<sup>nd</sup>-year students who did not pass the WRS credentialing exam in SY 20-21, participated in round 1 of WRS testing. Our overall pass rate for round 1 of testing exceeded that of SY 20-21 by 7.5%. Additionally, nearly all subgroup pass</p>	<p><b>4/8/22- Close of Quarter 3:</b>  No changes at this time.</p>
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rates increased. The pass rate data is as follows:

**# Tested- 296**

**# Passed- 257**

**Round 1 Pass Rate- 86.8%**

**Female Pass Rate- 122/135- 90.4%**

**Male Pass Rate- 135/161- 83.9%**

**SWD- 69/95- 72.6%**

**Subgroup Pass Rates**

**Female**

African-American- 41/50- 82%

Caucasian- 48/48- 100%

Hispanic- 14/18- 77.8%

Native American – N/A

Asian- 11/11- 100%

2+- 8/8- 100%

SWD- 15/23- 65.2%

**Male**

African-American- 34/47- 72.3%

Caucasian- 68/75- 90.7%

Hispanic- 13/16- 81.3%

Native American – N/A

Asian- 9/9- 100%

2+- 11/14- 78.6%

SWD- 54/72- 75%

Targeted remediation is ongoing for those who failed the assessment. Round 2 of testing will occur on April 28, 2022.

***3/8/22- Quarter 3 Progress Reports:*** Teachers continued to follow the WRS pacing calendar. Teachers provided daily instruction and students completed warm-up activities and weekly assessments.

**WRS Focus Weeks 21-27**

Week of Feb. 7- Initiative & Self-Direction

Week of Feb. 14- Work Ethic

Week of Feb. 21- Information Technology & Job-Specific Tools/Technology

Week of Feb. 28- Review Week

Weeks of March 7 & 14- Comprehensive Summative Practice Assessment

**For Year- 1 & 1<sup>st</sup>-Year students:** Daily instruction, re-teaching, and reviewing

***3/8/22- Quarter 3 Progress Reports:***  
No changes at this time.



<p>continued. The week of February 28 was devoted to review and remediation. Students will take the comprehensive practice assessment during the weeks of March 7 &amp; 14.</p> <p><b>For 2<sup>nd</sup>-Year students:</b> Targeted, pull-out remediation has occurred weekly for those year-2 students needing to retest. Students will take the comprehensive practice assessment during the weeks of March 7 &amp; 14.</p> <p>The WRS Credentialing Exam will be administered during the week of March 21.</p>	
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**Future Ready/SEL Goal**

<b>What intermediate measures can you use to monitor? (DTAL Assessment, RI)</b>	
Measure	Progress Monitoring Timeline (Quarterly, monthly, etc.)
Employment Exposure	Quarterly
Work-Based Learning	Quarterly
Military Enlistment	Quarterly
Business and Industry Partnerships	Quarterly

<b>How will you accomplish this goal?</b>			
<b>Action Steps</b> <i>(List each action step on a separate line.)</i>	<b>Timeframe</b> ( i.e., Oct.-May)	<b>Person(s) Responsible</b>	<b>Mark X when Complete</b>

Personal Interest Inventories	Sept. 13 - Oct. 1	Teachers	X
Review Student Goal Setting Progress	Quarterly	Teachers	X
Host Career Fair	Wednesday, 4/6/22, during both sessions	Counseling Chair, Teachers	X
Schedule/host military recruiter visits, presentations, and demonstrations	Oct. - June	Counseling Chair, Administrators	X
Schedule/host guest speaker, apprenticeship program and trade school presentations	Oct. - June	School-to Work Advisor, Counseling Chair, Teachers	X
Implement internship and Job-shadowing experiences	Nov. - June	School-to Work Advisor, Teachers	X
Hampton Roads Public Works Academy	Oct. - June	School-to Work Advisor, Teachers	X
Resume writing	On-going	School Counselor, LMS, School-to Work Advisor, Teachers	X
Business and Industry partner connections	On-going	Partnership Coordinator/ LMS, VIE Coordinator/ School-to Work Advisor, Teachers	X

Administer Exit Surveys	May - June	School-to Work Advisor, Teachers	X
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CHECK	How are you progressing?	What must you adjust?
	<b>Findings Based on Review of the Action Plan</b> (Describe progress based on the immediate measures and/or link <u>brief</u> summary of data.)	<b>Adjustments or Improvements</b> (Describe changes necessary to achieve the goal; new action steps above should be indicated in red.)
Q1	<b>11/17/21- Quarter 1 Report Cards: Preparation:</b> <ul style="list-style-type: none"> <li>● Together We Can Resume and Portfolio workshops- met for 48 sessions from 10/11-11/12 including Landscape/Turf Management, ECE, Legal Systems, Medical Systems, Pharmacy Tech, Culinary, HVAC, Nursing, TV Production, Dental Assisting, Electronics, Masonry, Electricity, Plumbing, Outdoor Power Equipment, Public Safety, and Auto Service</li> <li>● Library Media Specialist provided Career planning tips/strategies and long-term career goal setting during Media Orientation sessions for 1st year and 1-year courses- met with 11 classes from 10/11-11/12</li> </ul> <b>Employment Exposure:</b> <ul style="list-style-type: none"> <li>● 10/15/21 – AM &amp; PM sessions (HRPWA): A Representative from the city of Newport News spoke to students about Automotive Service duties and employment.</li> <li>● 10/29/21 – AM &amp; PM sessions (HRPWA): Representatives from the city of Newport News spoke to students about Street Operations responsibilities and employment.</li> <li>● 10/20/21 – AM &amp; PM sessions (Public Safety): Former student shared after graduation experiences in higher education and securing employment.</li> <li>● 10/25/21 – PM session (Auto Service): Casey Morrison, VBCPS Fleet Supervisor, spoke to both Auto Service</li> </ul>	<b>11/17/21- Quarter 1 Progress Reports:</b> No changes at this time.

	<p>classes about careers with the school system.</p> <ul style="list-style-type: none"> <li>● 10/26/21 – PM session (Auto Body): Casey Morrison spoke to the class about careers with VBCPS.</li> <li>● 11/9/21 – AM session (Public Safety): Former student shared after graduation experiences with 1st year students.</li> <li>● 11/11/21 – AM session (Public Safety): Former student shared after graduation experiences with 1st year students.</li> </ul> <p><b>Job Shadowing &amp; Internships:</b></p> <ul style="list-style-type: none"> <li>● October/November: Two (2) students did job shadowing at John’s Restoration (Auto Body) and one (1) was hired. One (1) student hired at Mike’s Paint and Body (Auto Body), one (1) student hired at Import 4 Less Auto Care (Auto Body), one (1) student hired at Priority Lexus (Auto Service), one (1) student hired at Hall Chrysler, Dodge, Jeep, RAM (Auto Service).</li> </ul> <p><b>Paid Apprenticeships:</b></p> <ul style="list-style-type: none"> <li>● 10/12-13/21: LeeAnn Azar interviewed applicants for HRPWA and selected sixteen (16) cadets for the 2021-2022 group.</li> </ul> <p><b>Military Enlistment:</b></p> <ul style="list-style-type: none"> <li>● 10/23/21- PM Session: A United States Coast Guard recruiter visited the Tech Center to meet with interested students.</li> <li>● 10/27/21- PM Session: Two United States Marine Corps recruiters visited the Tech Center to meet with interested students.</li> <li>● 11/9/21-11/10/21- ASVAB testing was conducted in the LMC during both sessions. A combination of 40 juniors and seniors participated.</li> <li>● 11/18/21- A United States Navy recruiter visited the Tech Center to meet with interested students.</li> </ul> <p><b>Business and Industry Partnerships:</b></p> <ul style="list-style-type: none"> <li>● October 28, 2021- The Culinary students worked with the CROP Foundation Partnership and the Chefs at Commune for the Norfolk State</li> </ul>	
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	<p>University “Elephant in the Room” event.</p> <ul style="list-style-type: none"> <li>● November 2021- Developing potential new partnerships with Commune, the Chesapeake Bay Wine Classic Foundation, and Sharpen Your Skills Cosmetology Continuing Education</li> <li>● On November 6, several students volunteered at Chesapeake Bay Wine Classic Foundation’s Grand Auction. Students catered an event for over 600 people in collaboration with Eurasia, Atlantic, Tod Jurich’s Bistro, and the Cobalt Grill.</li> <li>● October/November: Four (4) internship partners – Mike’s Paint and Body, Import 4 Less Auto Care, Priority Lexus, Hall Chrysler, Dodge, Jeep, RAM.</li> </ul> <p><b>10/13/21- Quarter 1 Progress Reports:</b>  <b>Preparation:</b></p> <ul style="list-style-type: none"> <li>● Together We Can Resume and Portfolio workshops- met for 8 sessions through 10/8 including Landscape/Turf Management, TV Production, ECE, Legal Systems, and Pharmacy Tech</li> <li>● Library Media Specialist provided Career planning tips/strategies and long-term career goal setting during Media Orientation sessions for 1st year and 1-year courses- met with 5 classes</li> <li>● Library Media Specialist provided 2 resume preparation sessions for Culinary II and Autobody II</li> <li>● Library Media Specialist provided individual resume and job application coaching for five AM students (HVAC and Autobody students)</li> <li>● 9/27/21-10/8/21- The School Counseling and School-to-Work Offices conducted 19 senior class visits to present on the processes and details for enrolling in post-secondary education or training, military enlistment, and employment after completion of high school.</li> </ul> <p><b>Employment Exposure:</b></p> <ul style="list-style-type: none"> <li>● 10/1/21- AM &amp; PM sessions (Public Safety): Three former students came in</li> </ul>	<p><b>10/13/21- Quarter 1 Progress Reports:</b>  No changes at this time.</p>
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	<p>to share their experiences in the application process and hiring process for the Virginia Beach Fire and Police Departments.</p> <ul style="list-style-type: none"> <li>● 10/7/21- AM session (Public Safety): A former student came in to share his experiences in the application process and his first semester at Old Dominion University.</li> <li>● 10/8/21 AM session (Public Safety): A former student came in to share his experiences with the application process and the academy of the Virginia Beach Sheriff’s Office.</li> </ul> <p><b>Job Shadowing &amp; Internships:</b></p> <ul style="list-style-type: none"> <li>● September/October: Two (2) students started internships – John’s Restoration (Auto Body) and RK Chevrolet &amp; Subaru (Auto Service).</li> </ul> <p><b>Paid Apprenticeships:</b></p> <ul style="list-style-type: none"> <li>● Hampton Roads Public Works Academy presentations took place in all 1st year classes. Patrick Porto, a Tech Center completer and HRSD employee, assisted with the presentations and provided a first-hand account of the program’s benefits.</li> <li>● Week of 10/11-10/15, LeeAnn Azar, Executive Director of HRPWA will interview applicants and select our cadets for this year.</li> </ul> <p><b>Military Enlistment:</b></p> <ul style="list-style-type: none"> <li>● 9/29/21- AM session (Public Safety): Three United States Marines shared information and opportunities for students interested in joining the United States Marine Corps after graduation</li> <li>● 9/30/21- PM session (Public Safety): Three United States Marines shared information and opportunities for students interested in joining the United States Marine Corps after graduation, one student enlisted.</li> <li>● 10/6/21- PM session: Four United States Marine Corp. recruiters visited the Tech Center and met with interested students.</li> </ul>	
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	<ul style="list-style-type: none"> <li>● 10/13/21 AM &amp; PM sessions (Public Safety): A former student and two other representatives from the Virginia National Guard visited to share opportunities for students interested in serving in the Guard.</li> </ul> <p><b>Business and Industry Partnerships:</b></p> <ul style="list-style-type: none"> <li>● September 2021: Added Tidewater Staffing Inc. to our partnership list.</li> <li>● 9/29/21- PM session (Public Safety): retired Chief Kiley from VB EMS came in and trained the senior Public Safety class in basic first aid, CPR, and the use of an AED, all students were certified.</li> <li>● 9/30/21- AM session (Public Safety): Retired Chief Kiley from VB EMS came in and trained the junior Public Safety class in basic first aid, CPR, and the use of an AED, all students were certified.</li> <li>● September/October: Two (2) internship partners- John’s Restoration (Auto Body) and RK Chevrolet &amp; Subaru (Auto Service).</li> </ul>	
<p><b>Q2</b></p>	<p><b>1/31/22- Quarter 2 Report Cards/Semester 1: Preparation:</b></p> <ul style="list-style-type: none"> <li>● 1/18/22- Together We Can Foundation Professional Headshop photo session- 7 classes</li> <li>● 1/18/22 and 1/28/22- Together We Can Resume and Portfolio workshops- met for 5 sessions for Cosmetology courses, Legal Systems Administration, and Medical Systems Administration</li> <li>● 1/18/22 and 1/25/22- Instructional Technology Specialist and Library Media Specialist e-portfolio coaching lessons- 2 classes</li> <li>● 1/19/22 and 1/20/22 (Zoom) -UTI Presentation for Post-Secondary Educational Opportunities / Britney Walton-Enrollment – Auto Service and Auto Body (5 classes)</li> </ul> <p><b>Employment Exposure:</b></p> <ul style="list-style-type: none"> <li>● 12/20/22 – AM &amp; PM sessions – Daniel Baxter of the city of Newport News spoke to HRPWA students about CPR/First Aid and careers with the city.</li> <li>● 12/20/21 – PM session: Shonda Weathers, volunteer coordinator from</li> </ul>	<p><b>1/31/22- Close of Quarter 2/Semester 1:</b></p> <p>Due to the recent spike in COVID-19 positivity rate, we are in the process of examining options for the annual Career Fair. The fair will take place, we simply need to monitor the situation and choose a date and format that will provide a safe environment for the event.</p>

	<p>Sentara – Princess Anne spoke to the MSA students.</p> <ul style="list-style-type: none"> <li>● 1/3/22 – AM &amp; PM – Tom Morris of HRSD spoke to HRPWA students about Physical Plant Maintenance.</li> <li>● 1/5/22 &amp; 1/26/22 – AM &amp; PM – VB Sheriff’s Office – Deputy Austin DeMay spoke to Public Safety students about his job responsibilities.</li> <li>● 1/20/22- FBI Speakers (Zoom)- Special Agents Smith and Back spoke to Legal Systems Administration- Discussed FBI Careers</li> <li>● 1/25/22-1/27/22 – AM &amp; PM – VB Police Dept. – MPO Allday, Officer Stephenson, and KPO Shoenbach spoke to Public Safety students about careers, job responsibilities, etc.</li> <li>● 1/19/22, 1/25/22- 1/26/22 – AM &amp; PM – Naval Base Fire Dept. – Firefighters Amour &amp; Sanchez -spoke to Public Safety students about their career choices, work environment, etc.</li> </ul> <p><b>Job Shadowing &amp; Internships:</b></p> <ul style="list-style-type: none"> <li>● At the close of semester 1, 33 students have been placed on internship. Auto Body and Paint Technology (5), Automotive Service Technology (10), Dental Assisting (4), Electricity (1), HVAC (1), Masonry (1), Outdoor Power Equipment (2), TV Communications &amp; Production (7), Welding (2).</li> <li>● December/January: Two (2) students hired at TST Welding (Welding). One (1) student hired at V.B. Patios (Masonry). Four (4) students interning with Army National Guard (TV Communication &amp; Production). One (1) student hired at Tidewater Import Car Service (Auto Service). One (1) student hired at Kempsville Body Shop (Auto Body). One (1) student hired at Discount Tire – Holland Rd. (Auto Service). One (1) student hired at Discount Tire – Laskin Rd. (OPE). One (1) student hired at Land &amp; Coates (OPE). One (1) student hired at MM Rollins (Electricity).</li> </ul> <p><b>Paid Apprenticeships:</b></p>	
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<ul style="list-style-type: none"> <li>● No report.</li> </ul> <p><b>Military Enlistment:</b></p> <ul style="list-style-type: none"> <li>● 1/6/22- PM session- 2 United States Army National Guard recruiters visited the Tech Center to meet with interested students.</li> <li>● 1/7/22- PM session- 2 United States Army National Guard recruiters met with the TV Communications &amp; Production students about creating a video for the recruiting team.</li> <li>● 1/13/22- PM session- 2 United States Army National Guard recruiters visited the Tech Center to meet with interested students.</li> </ul> <p><b>Business and Industry Partnerships:</b></p> <ul style="list-style-type: none"> <li>● 12/20/21- Established formal partnership with Agronomic Lawn Management, Inc.</li> <li>● 1/11/22- Established formal partnership with Sharpen Your Skillz Cosmetology Continuing Education- met with Cosmetology classes on 1/6 for State Licensure preparation</li> <li>● 1/20/2022 (Zoom) - Hall Auto-Mile One Presentation for Employment Opportunities / Angie Humphreys-HR</li> <li>● December/January: Eight (8) internship partners – TST Welding, V.B. Patios, Army National Guard, Tidewater Import Car Service, Discount Tire (Laskin Rd.), Kempsville Body Shop, Land &amp; Coates, MM Rollins.</li> </ul> <p><b>12/17/21- Quarter 2 Progress Reports: Preparation:</b></p> <ul style="list-style-type: none"> <li>● Together We Can Resume and Portfolio workshops- met for 31 sessions from 11/15-12/17 including ECE, Legal Systems, Medical Systems, Masonry, Carpentry, Electricity, Public Safety, Auto Service Technology (2 classes), Welding, Auto Body/Paint Technology, Cosmetology (3 classes)</li> <li>● 12/10/21- TCC Advisor, Kelsey Warren, met with students to share all-things TCC.</li> </ul>	<p><b>12/17/21- Quarter 2 Progress Reports:</b></p> <p>Due to the recent spike in COVID-19 positivity rate, we are in the process of examining options for the annual Career Fair. The fair will take place, we simply need to monitor the situation and choose a date and format that will provide a safe environment for the event.</p>
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	<ul style="list-style-type: none"> <li>● Together We Can Professional Headshot photo sessions <b>for portfolios- 16 photo sessions</b></li> </ul> <p><b>Employment Exposure:</b></p> <ul style="list-style-type: none"> <li>● 11/19/21 – AM &amp; PM sessions (HRPWA): Mike Davis from the city of Suffolk spoke to students about career opportunities with the city of Suffolk and preparation and benefits of obtaining a CDL license.</li> <li>● 12/3/21 – AM &amp; PM sessions (HRPWA): Frank Janes, an engineer in Public Works with the city of Virginia Beach spoke to students about careers in engineering, employment with Virginia Beach.</li> <li>● 12/6-7/21 – AM &amp; PM sessions: Luann Negron, the Lincoln Tech representative, spoke to students in Auto Service and Auto Body about having a plan following graduation, automotive careers, educational opportunities, etc.</li> <li>● 12/14/21 – AM/PM session: a representative of Bay Metals &amp; Fabrication spoke to the Welding students about career opportunities and employment with their company.</li> <li>● 12/16/21- Newport News Shipbuilding hosted a virtual session for students and parents to share about trades careers and training programs.</li> </ul> <p><b>Job Shadowing &amp; Internships:</b></p> <ul style="list-style-type: none"> <li>● As of 12/17/21- 15 students have received internship placements.</li> <li>● November/December: Two (2) students were hired at Discount Tire (Auto Service). One (1) student hired at Carl’s Wash and Service Center (Auto Service). One (1) student hired at Hall Acura (Auto Service). One (1) student hired at Mechanical Service Solutions (HVAC). Two (2) students hired at Cox Pediatric Dentistry (Dental Assisting). One student (1) started work with Dr. Casey Snyder (Dental Assisting). One (1) student started work with Klar Voorhees Orthodontics (Dental Assisting).</li> </ul>	
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**Paid Apprenticeships:**

- 11/19/21 – AM & PM sessions (HRPWA): Mike Davis from the city of Suffolk spoke to students about career opportunities with the city of Suffolk and preparation and benefits of obtaining a CDL license.
- 12/3/21 – AM & PM sessions (HRPWA): Frank Janes, an engineer in Public Works with the city of Virginia Beach spoke to students about careers in engineering, employment with Virginia Beach.

**Military Enlistment:**

- 11/17/21- PM session- A United States Navy recruiter visited the Tech Center to meet with interested students.
- 11/18/21- AM/PM sessions-A United States Navy recruiter visited the Tech Center to meet with interested students.
- 12/9/21- AM/PM sessions- United States Army National Guard recruiter visited the Tech Center to meet with interested students.
- 12/20/21- ASVAB representatives met with students who took the exam and discussed test scores.

**Business and Industry Partnerships:**

- November/December: Seven (7) internship partners – Hall Acura, Dr. Casey Snyder, Cox Pediatric Dentistry, Klar Voorhees Orthodontics, Mechanical Service Solutions, Carl’s Wash & Service Center, Discount Tire.
- 12/8/21- Beach Ford donated two Ford Fiestas to the students, to be utilized by the automotive tech students to gain hands-on experience with modern vehicles.
- 11/18/21 and 12/9/21- Sharpen Your Skills Continuing Education speaker visited three Cosmetology classes to prepare for the State Licensure exam.
- 12/6/21- Lincoln Tech Representative spoke to Auto Service Technology Courses (2) and Auto Body/Paint Technology

	<ul style="list-style-type: none"> <li>December- Currently in the process of establishing two new partnerships including Music Theory Studios (Television Communication and Production), Sharpen Your Skills Continuing Education (Cosmetology), and ALM Turf Application company (Landscape Design and Turf Management)</li> </ul>	
<p><b>EOY</b></p>	<p><b>6/15/22- Quarter 4/End of Year Outcomes:</b>  With having all students back in-person in SY 21-22, we were able to rebound on all aspects of this goal. The school year was highly productive and our efforts highly effective regarding students being employed, enrolled, or enlisted upon high school graduation. Below are some highlights for the year:</p> <p><b>Preparation:</b></p> <ul style="list-style-type: none"> <li><b>All students in 1-Year and 2<sup>nd</sup>-Year programs</b> created a professional resume and portfolio. Resume and portfolio development were led by the Tech Center Portfolio Team and our 20-21 Model Partner, the Together We Can Foundation.</li> <li>Post-secondary school visits continued throughout the year.</li> <li><b>138 seniors indicated they had been accepted into a 2 or 4-year college, university, or trade school and would be attending in the fall. This is a 25.5% increase over SY 20-21.</b></li> </ul> <p><b>Employment Exposure:</b></p> <ul style="list-style-type: none"> <li><b>All Tech Center students</b> were provided the opportunity to meet with representatives from numerous local businesses, industry, colleges, trade schools, apprenticeship programs, and the military during Tech Center’s largest in-person career fair.</li> <li><b>39 seniors indicated they had secured full-time employment (18 in their field of study) upon graduating in June. This is a 31% increase over SY 20-21.</b></li> </ul> <p><b>Job Shadowing &amp; Internships:</b></p>	<p><b>6/15/22- End of Year</b>  <b>All practices will be reviewed, and any changes will be implemented in SY 22-23.</b></p>

- Total # of interns: 73 (42 paid/31 unpaid)- 52 more interns than in SY 20-21;
- Total # of hours worked: 16,607 (15,215 hours worked by paid interns/1,392 worked by unpaid interns)- 13,150 more hours than in SY 20-21;
- Average # of hours per intern (363- paid, 45- unpaid)
- Total wages earned by interns: \$189,126- \$155,310 more than in SY 20-21;
- Average hourly wage: \$12.43
- Total number of businesses to hire interns: 50

**Paid Apprenticeships:**

- 10 1<sup>st</sup>-year HRPWA students were hired in full-time paid summer apprenticeships which could lead to full-time employment upon competition.

**Military Enlistment:**

- **9 students have enlisted in the military (Army-2; Navy-4; Marines- 2).** This number falls 4 short of SY 20-21.
- **5 students have enlisted in the military reserves/National Guard (Army-3; Navy-1; Marines-1).** This number falls 2 short of SY 20-21.

**Business and Industry Partnerships:**

- **21-22 Model Partner- Virginia Beach Police Department**
- **Local Business who hired interns:** A-1 Services, Absolute Comfort, All Small Engine Equip., Army National Guard, Atlantic Shores , Beach Kids Dentistry, Blackwater Welding, Braid Lounge, Carl's Wash & Service Center, Coastal Grill, Cox Pediatric Dentistry, Discount Tire (Holland Rd.), Discount Tire (Laskin Rd.), Dr. Casey Snyder – Alyssa Marquez, Dr. Michael Fernandez Family Dentistry, Hall Acura, Hall Chrysler, Dodge, Jeep Ram, Hall Toyota, Home Depot, Hooper Dentistry, Import 4 Less Auto Care, J & L Farms, John's Restoration, Kempsville Body Shop, Klar Voorhees Holmes Orthodontics, Lake Taylor Hospital, Land & Coates, Land &

<p>Q3</p>	<p>Coates (Warehouse), M.M. Rollins, Mechanical Service Solutions, Mike &amp; Mike Electrical, Mike’s Paint &amp; Body, NBD Motor Sports, New Realm Brewing Co., Our Lady of Perpetual Help, Priority Lexus, RK Chevrolet, Subaru, Sentara Pediatric Hospital, Sentara VB General Hospital, The EJ Effect, Tidewater Import. TST Welding, V.B. Patios, VB Amphitheater, VB Community Corrections, VB Fire Department, VB Police – Detective Division, Vibrant Smile Dentistry, Wicked Paint</p> <p><b>4/8/22- Close of Quarter 3:</b>  <b>Preparation:</b></p> <ul style="list-style-type: none"> <li>● <b>3/31/22- Johnson &amp; Wales University culinary demonstrator spoke to AM and PM Culinary classes</b></li> <li>● <b>3/21/22- David Caine, General manager at Coastal Grille spoke to AM and PM Culinary classes- spoke about restaurant industry and employment</b></li> </ul> <p><b>Employment Exposure:</b></p> <ul style="list-style-type: none"> <li>● 4/6/22- Our first in-person Career Fair since school closure in March of 2020 was held on Wednesday, April 6, 2022, during both sessions. 112 representatives from 62 different vendors (business, industry, post-secondary, U.S. Military) participated. Every Tech Center student had the opportunity to meet with prospective employers.</li> </ul> <p><b>Career Fair-Vendors- 62 (112 Representatives)</b></p> <ul style="list-style-type: none"> <li>● AAA Pools, Absolute Comfort HVAC, Acoustical Sheet Metal, Agronomic Lawn Management, ATI, Allen Loree Homes, Atomic Plumbing, Auto Bell Car Wash, Aviation School of Maintenance, Baker Concrete, Bryant and Stratton College, Checkered Flag Automotive, CHKD, City of VB Transportation Services, Coastal Grill, Colin Marine Construction LLC Virginia Beach, Continental Pools, Dave and Buster's, Didlake, ECPI, Founder's Inn, Great Clips, Hall Auto Group, Heartland</li> </ul>	<p><b>4/8/22- Close of Quarter 3:</b>  No changes at this time.</p>
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	<p>Construction, Hilton Virginia Beach Oceanfront, HRSD Human Resources, IMS Gear, J.D. Miles Roofing Company, Lake Taylor Transitional Hospital, L.E. Ballance Electrical Service, Local 110, Norfolk, Mario's Lawn Service, McNulty Lawn Service, Motorworld, Mr. Rogers Windows, Navy Region Mid-Atlantic Fire &amp; Emergency Services Fire District 3, Newport News Shipbuilding - Entry level positions, Ocean Breeze Waterpark, One Hour Heating and Cooling, Power Electric Company, TCC Regional Automotive Center, Remedy Staffing, Saint Mary's Infant Home, Sentara, Snow Jr. &amp; King, Inc., South University, TCC – General, Toro Kitchen Cabinets, Troy University, Ultra Beauty, U.S. Coast Guard, US Air Force, U.S. Army, U.S. National Guard, U.S. Navy, VB Parks and Rec, VBCPS (Maintenance Services), VB Fire Department, VSA Resorts, Warwick Mechanical and M&amp;R Sheet Metal, YMCA of South Hampton Roads, Window World of Tidewater</p> <ul style="list-style-type: none"> <li>● 4/1/22 – AM &amp; PM – Chad Oxtan spoke to students about the importance of construction math, the metric system, making accurate calculations and the value of education/knowledge in Public Works/Utilities.</li> <li>● 3/30/22- PM- Brian Swenson, Project Manager from Campostella Builders and Supply spoke to Carpentry seniors about Carpentry and Cabinet building Careers</li> <li>● 3/18/11 – AM &amp; PM – Beth Ross, Jordan Stokley, Marlon Caruth spoke to HRPWA students about the use of GIS in Public Works, demonstrated their equipment and explained careers in Public Works.</li> </ul> <p><b>Job Shadowing &amp; Internships:</b></p> <ul style="list-style-type: none"> <li>● March/April- One (1) student hired at A-1 Services (Plumbing). One (1) student hired at Home Depot (Carpentry). One (1) student hired at John's Restoration (Auto Body). One (1)</li> </ul>	
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student hired at The EJ Effect (Cosmetology). One (1) student hired at Beach Kids Dentistry (Dental Assist.). One (1) student hired at Land & Coates Warehouse (OPE). One (1) student hired at All Small Engine Equip. (OPE). One (1) student hired at Wicked Paint (Auto Body).

**Paid Apprenticeships:**

- No report.

**Military Enlistment:**

- 3/31/22- AM/PM Session- 3 US Army National Guard recruiters visited the Tech Center to meet with interested students and brought a punching machine.
- 3/29/22- PM Session- 1 US Army recruiter visited the Tech Center to meet with interested students.
- 3/29/22- PM Session- 3 US Army recruiters visited the Tech Center to meet with interested students.
- 3/22/22- PM Session- 3 US Army recruiters visited the Tech Center to meet with interested students.
- 3/18/22- AM/PM Sessions 3 US Army National Guard recruiters provided all construction students the opportunity to participate in physical fitness and agility testing.
- 3/10/22- PM Session- 3 US Army National Guard recruiters visited the Tech Center to meet with interested students and brought a punching machine.

**Business and Industry Partnerships:**

- 4/6/22- Together We Can Partnership interviewed students highlighting partnership for Annual Community Breakfast and Fundraiser.
- 4/6/22- Virginia Beach Police Department and Public Safety nominated as a division-wide Model Partnership
- March/April- Seven (7) internship partners – A-1 Services, Home Depot,



	<p>The EJ Effect, Beach Kids Dentistry, Land &amp; Coates Warehouse, All Small Engine Equip., Wicked Paint.</p> <p><b>3/8/22- Quarter 3 Progress Reports:</b></p> <p><b>Preparation:</b></p> <ul style="list-style-type: none"> <li>● 2/23/22- Legal Systems Administration Mock Interviews with Ms. Moody from Hampton Commonwealth’s Attorney Office.</li> <li>● 3/4/22- Together We Can Foundation Professional Headshop photo session- 3 classes.</li> <li>● Month of March 2022- former Public Safety student Dylan Miculita – sharing experiences from the military police and steps for joining the Norfolk Police Department.</li> </ul> <p><b>Employment Exposure:</b></p> <ul style="list-style-type: none"> <li>● 2/04/22 – AM &amp; PM – Rose Harrell &amp; Jody Harp – VB Public Utilities &amp; Works – spoke to HRPWA students about Flagger Certification, career paths with VB City – students who met age requirements were allowed to test &amp; received certification cards.</li> <li>● 2/18/22 – AM &amp; PM – Levar Whitaker, from Hampton city Public Works dept., spoke to HRPWA students about Job Safety/Distracted Driving – importance of keeping a good driving record in relation to employment was covered.</li> <li>● 2/25/22 – PM – Michael Davenport, Service Supervisor for Carrier, spoke to HVAC seniors about apprenticeships &amp; careers with the company.</li> <li>● 3/2/22- Medical Systems Administration guest speaker- Angela Alsberry-Wilkins, PhD. Retired Nurse, US Navy MS in Nursing, Doctorate in Healthcare Services.</li> <li>● 3/04/22 – AM &amp; PM – Shay Funderburk, HR specialist with HRSD, spoke to HRPWA students about the history and work environment of the utility, employment, benefits, and careers with HRSD.</li> <li>● 3/8/22 – Public Safety Guest Speaker- Deputy Sheriff’s – DeMay (Former</li> </ul>	<p><b>3/8/22- Quarter 3 Progress Reports:</b></p> <p>Due to lifting COVID mitigation protocols, we have scheduled an in-person career fair during both sessions on Wednesday, 4/6/22.</p>
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Student), Captain Norris, LT. Thompson – talked about opportunities within the Sheriff’s Office.

**Job Shadowing & Internships:**

- February/March – One (1) student hired at Dr. Michael Fernandez Family Dentistry (Dental Assist.) One (1) student hired at Atlantic Shores (Culinary). One (1) student hired at Braid Lounge (Cosmetology). One (1) student hired at New Realm Brewing (Culinary). One (1) student hired at VB Amphitheater (Electricity). One (1) student hired at NBD Motor Sports (Auto Body). One (1) student hired at Hall Toyota (Auto Body). One (1) student hired at John’s Restoration (Welding). One (1) student hired at Discount Tire (Auto Service).
- There are 44 total interns as of 3/8/22.

**Paid Apprenticeships:**

- No report.

**Military Enlistment:**

- 2/15/22- PM Session- 2 United States Army National Guard recruiters visited the Tech Center to meet with interested students.
- 2/17/22- PM Session- 2 United States Army National Guard recruiters visited the Tech Center to meet with interested students.
- 2/22/22- PM Session- 2 United States Army National Guard recruiters visited the Tech Center to meet with interested students. (one a former student)
- 3/1/22- PM Session- 2 United States Army National Guard recruiters visited the Tech Center to meet with interested students. (one a former student)
- 3/4/22- PM Session- 2 United States Coast Guard recruiters visited the Tech Center to meet with interested students.
- 3/8/22- PM Session- 2 United States Army National Guard recruiters visited the Tech Center to meet with

	<p>interested students. (one a former student)</p> <p><b>Business and Industry Partnerships:</b></p> <ul style="list-style-type: none"><li>● February/March: Seven (7) internship partners – Dr. Michael Fernandez Family Dentistry, Braid Lounge, Atlantic Shores, New Realm Brewing Co., VB Amphitheater, Hall Toyota, NBD Motor Sports.</li><li>● 3/3/22- Model Partnership – Nominated Virginia Beach Police Department- Workplace scenarios with Public Safety students in preparation for SkillsUSA Competition.</li><li>● 3/3/22 – Public Safety Partnership- Deputy Fire Marshal Gibbs, Chesapeake Fire Marshal’s Office, Fire Investigator Huey VA Beach Fire Marshal’s Office, and Flammable Liquids Detector Dog Cinco.</li></ul>	
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