

2014-15 Spring Minutes

Friday, June 12, 2015

Tennessee College of Applied Technology – Nashville
100 White Bridge Pike, Nashville, TN 37205

Attendance: Dean Blevins, Nicole Cobb, Adren Crawford, Allan Daisley, Guy Derryberry, Jeffrey Lewis, Terri Messer, Andy Nash, Tim Spires, Chelsea Parker

Absent: Vicki Kirk, Stephen Miller, Arlette Robinson

Guests Karen Pitts, Michael Tinsley, Sarah Williams, Heather Justice, Chelle Travis, Miriam Becerra, Shelby Day, Alisa Gambrel, Taylor Hubbs, Michael Payne, Megan Gentry, Lucy Baldwin, Bill Moss

9:00 a.m. **Welcome**
Guy Derryberry, Vice Chair presiding

Introduction of New Members Present:

- Allan Daisley, Private Sector Manifest Foundation entrepreneurship for students
- Tim L. Spires, Private Sector

Approval of 2014 Fall Minutes – Lewis provided first motion, Blevins seconded, approved

Approval of 2014 Public Forum Minutes - Lewis provided first motion, Crawford seconded, approved

Parker: The post-secondary update will be moved to after lunch to allow Chelle Travis and Miriam Becerra to present to the council. Miriam Becerra is the TCAT student of the year.

9:25 a.m. **Post-Secondary/Community College Update**
Michael Tinsley, Perkins Grant Coordinator
Tennessee Board of Regents

Over the last 12 months, additional Perkins funds have been allocated, providing about \$100,000 additional for each campus, which is vital for equipment needs and new programs. NIMS certification is a priority for Northeast State Community College and they plan to become a testing site. Northeast State CC at Blountville is breaking ground on a new showcase technology building. Community colleges are responsive to the workforce needs of the community. Community colleges are looking for additional funding. It is a big issue with Drive to 55. Mike has spent last 8 months touting TN Promise TCAT initiative, TN Reconnect etc. and the great job Tennessee is doing. Tim Spires visited Northeast State CC at Blountville and remarked that it is very impressive.

9:40 a.m. **Secondary Schools/CTE Directors Update**
Karen Pitts, CTE Director, Clarksville-Montgomery County School System
Vice-President, Tennessee Directors for Career and Technical Education

A unique thing is happening in the workforce. There is a “perfect storm” brewing. Many young adults lack the skills and work ethic needed for many jobs that pay a middle-class wage. There has been a dramatic decline in the ability of adolescents and young adults to find jobs.

We need clear pathways to all major occupations. Students and parents have no knowledge of the skills needed for the job market/careers. There needs to be a stronger linkage between labor market needs and secondary educational programs to give students abilities to enter the workforce when they leave school. Employers need to have an enhanced role in making this happen and can be involved through work-based learning (WBL).

There is a great disconnect between employers and secondary schools. There are misconceptions about what employers need and want. Employers don't know what skills students have when they leave high school. Work-based learning opportunities need to be increased to bridge the gap and provide students with career exploration and preparation. Students also need better career counseling. Counselors are largely serving as test administrators. Face to face time with students is extremely limited.

The state is now operating with specific Programs of Study (POS) aligned to the 16 nationally-recognized Career Clusters. All middle schools and high schools have access to these standards. There is a disconnect between Middle Schools and High Schools. Most students must declare their area of elective focus (often a CTE POS) in the middle of 8th grade, often before they get a chance to go see what it looks like and without strong counseling in place. Likewise, High School to Postsecondary Transitions need to increase the number of students going on to some type of post-secondary education. More students need to graduate with certificates and a clear plan in place. A greater focus on career counseling could help help middle school integrate more seamlessly into high school.

CTE Report Card data must be tapped to evaluate and improve local programs. Research over the last 30 years shows that CTE graduation rate is higher than non-CTE students, but these numbers cannot be directly compared, which is misleading. Integration of academic skills and employer requested soft skills need to be reinforced by teachers in CTE Courses.

In summary:

- Greater advocacy is needed for CTE programs: class size needs to remain limited to ensure safety, deep content knowledge, and skill development.
- Use local workforce data to review local level programs to determine which programs to phase in and which to phase out.
- There need to be direct links between middle and high school programs and local employers.
- In order to help business engagement with programs, we need to have teacher externships, employers need to be in the classroom to discuss challenges, be mentors, or serve as co-teachers. We also need opportunities to have classrooms at the worksite.
- Career Counselors need support from state level. Currently there is not a contact person at state level.
- In order to appropriately prepare students for the workforce we need current equipment. Perkins funding may get programs up and running but they may run out of money in midstream forcing them to seek more grant money. (For example, Karen's 15-16 budget is \$90,000 less than the 14-15 budget.)

9:55 a.m.

Revitalizing Work-Based Learning in Tennessee

Chelsea Parker, Executive Director, Work-Based Learning
Karen Pitts, CTE Director, Clarksville-Montgomery County Schools

Trail-blazing work is being done in Tennessee. 55-65% of students will need postsecondary education to be eligible for the jobs being created in TN. WBL and CTE curriculum lays a strong foundation for the progressive learned academic, technical and social/soft skills. WBL needs to be braided into course content to increase industry awareness and reinforce key learned skills. It is an effective strategy to prepare for the workforce and postsecondary education.

Capstone WBL experiences are cumulative, require a portfolio, and are student-directed. Karen Pitts talked about her Health Academy, where EMS students trail the ambulance and experience real-world emergency response. When they arrive at the scene the students are supervised and drilled on protocols during the incident. The students have learned they must be able to work with anyone and in any situation and that teamwork is essential. All 12 students sat and passed their First Responder Exam.

Derryberry: Commented that we need more collaboration with organized labor to expand successful models of apprenticeship. Most programs have a requirement the student be 18 years old. We must develop a way to allow the younger students the opportunity to participate.

10:30 a.m. **Pathways to Prosperity Network Convening Recap**
Tim Spires, President & CEO, Tennessee Association of Manufacturers

Tim Spires attended the National Pathways conference in California with Chelsea Parker and Nick Hansen, Program Director for Pathways Tennessee. They started a STEM high school in the Southeast one of the first two in the state and then a STEM hub which reaches out to all 17 counties in that part of the state. Their top priority was education and workforce development. They joined Pathways in 2012 and discovered it was a great opportunity for manufacturing industry in general, and are working to also involve IT and Healthcare.

WBL has always been critical to a Pathways approach to community development. Companies have an “I can’t” attitude and take for granted that they can do more than they think. Harvard School of Education is looking throughout the nation to share best practices in this area and Tennessee has been a leader in this area. The key is finding a champion to promote it and bring others to the table.

Tennessee’s goal is to have organized Pathways in every region of the state. This is an area that the council should get more involved in promoting.

Parker: The Pathways work has been a joint effort between TDOE, DOLWD, TNECD and TBR. It is housed in the department of Education and driven by the Department of Education. There are four key topics that need to specifically be addressed by the WBL Task Force to see continuing progress: (1) Clarifying child labor laws (myths vs. facts) so they can be easily understood. (2) Tax incentives – Delaware is moving to create incentives for employers to provide WBL. (3) Identify key statewide champions who will model WBL and show that it is possible. (4) Create and promote a joint communications strategy for TDOE, DOLWD, TNECD, and TBR. We’re also exploring an opportunity to develop a Tennessee model for Youth Apprenticeship which can be integrated into high school programs and replicated across the state.

10:50 a.m. **CTSO Student Presentation**
Megan Gentry, 2015-16 FCCLA First Vice President
Elizabeth Armistead, 2014-15 FBLA State President
Shelby Day, 2014-15 FFA
Lucy Baldwin, 2015-16 SkillsUSA State President
Sarah G. Williams, CTE Specialist for DECA and FBLA, Tennessee Department of Education

Baldwin: Being a CTSO state officer has helped her become a more well-rounded individual. It taught her leadership, teamwork, and networking skills. Community service is her favorite activity. Her school does a prom for special education students.

Day: CTSOs push the students outside of their comfort zone. She was put in an Agriculture class by accident. By the end of the year she discovered she truly loved agriculture. She wants to be a lobbyist and advocate for the agriculture industry. She also developed respect for local and state government.

Williams: CTE specialists are always looking for industry related specialists/judges, workshop presenters, exhibits, vendor booths, and guest speakers for CTSO competitions. She asked that the TCCTE advocate and promote these engagements.

11:30 p.m. **Break for Lunch**

11:50 p.m. **Lunch Discussion: Tennessee Department of Education Restructuring**
Heather Justice, Executive Director, Career & Technical Education

Tennessee has the fastest growing NAEP scores of any state and a rapidly growing graduation rate. ACT scores have also shown consistent growth.

The department is focusing on five strategic priorities:

- All means all
- Supporting educators
- Early Foundations
- Bridge to Postsecondary
- Empowering districts

Derryberry: Asked if data was divided by career cluster. Heather stated this information wasn't available in 2007, but she will be back to present this new data when it comes available. Heather also stated they were looking at ACT by CTE cluster as compared to general population. Heather reported the ACT data was not pulled from self-reported information.

12:15 p.m. **TCCTE Discussion**
Initiatives and Discussion, Chelsea Parker

Parker: Drafted two-year calendar was provided and will be updated and next meeting. Presented on Senate Bill 855, promoted by Southerland, which didn't make it out of committee, but may come up again next legislative session.

12:45 p.m. **Council Business**

Derryberry: Vote for TCCTE Chair – Guy opened nominations for this position and nominated Adren Crawford, Nicole Cobb seconded the nomination. Tim Spires was nominated and Terri 2nd the nomination. There was no discussion.

Roll call vote:

Derryberry – Crawford
Blevins – Crawford

Carter – (absent)
Cobb – Crawford
Crawford - Crawford
Daisley – Crawford
Kirk – (absent)
Lewis – Crawford
Messer – Spires
Miller – (absent)
Nash – Spires
Robinson – (absent)
Spires – Spires

Derryberry: Nominated Blevins for Vice Chair. The motion was 2nd and approved.

TCCTE Recommendations & Talking Points were discussed and edits recommended. Approved pending changes.

Discussion in support of officially aligning with the WBL Task Force. Crawford recommended, Spires seconded. Approved.

1:30 p.m. **TCAT Student of the Year**
Miriam Becerra, Dental Assisting, TCAT Nashville

Miriam Becerra's parents came from Mexico. She wanted to make her parents proud. She saw how hard they worked and wanted to change her life. TCAT Nashville provided everything she needs to prepare for a real job in Dental Assisting. Although she was at the top of her class and an Academy Ambassador in high school, she was not eligible for additional funding because she was not born in this country and her parents were here on work visas. She worked as waitress to help pay for college. A business partner working with the school was so impressed with her that they donated half her tuition money. The challenge, Becerra explained, is that so many of her classmates in high school honors classes were also ineligible for any funding assistance, so they're now working at McDonald's, mowing grass, washing dishes etc. It broke her heart to see the wasted talent and asks that something be done to give these young people opportunities to use their skills and abilities to be more productive citizens.

3:00 p.m. **Adjourn**