

**SUPPORT,
WELLNESS, AND
ACCOUNTABILITY,
THE STORY OF
NEWAYGO COUNTY
CAREER-TECH
CENTER**

**MI CAREER CONFERENCE
9:30 – 10:30**



**WHO WE
ARE**

Over 600 Juniors &
Seniors (53%)

16 CTE Programs

College credit &
Industry credentials



TEAM MEMBERS

Treasa Dunn – Business Instructor

Jason Baldus – Information Technology Instructor

Heidi Vissia– Math and AP CSP Instructor

Bernard Brown – Principal / Director of Secondary Learning Services

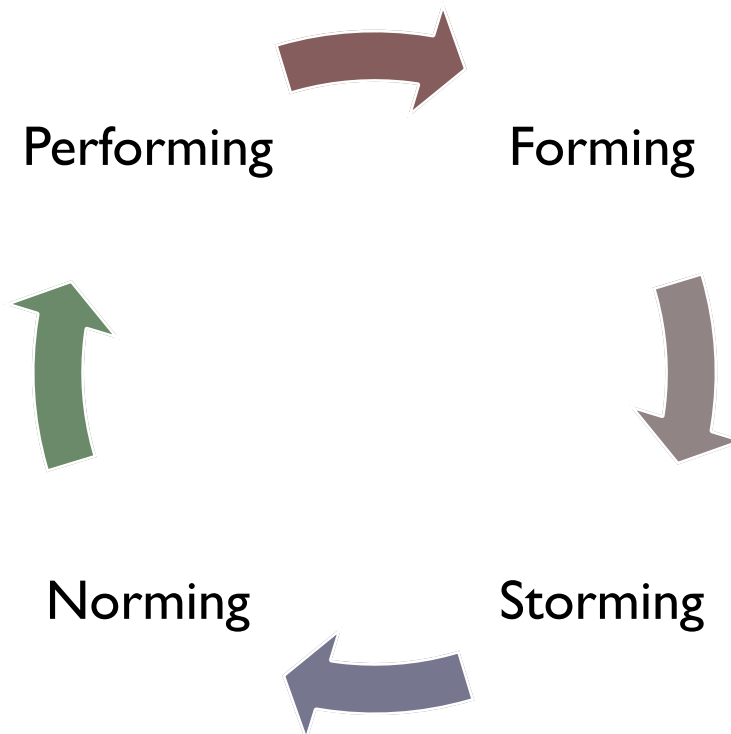


ALL THINGS NEW ...

- 2016-17: “Year of Learning”
 - New CEPD Director
 - New Part-time Chief Instructional Officer
 - New Principal
 - (4th building principal in 4 years)
 - New Evaluation System



GROUP FORMATION:





FIRST YEAR - FORMING

**FIRST YEAR –
INSTRUCTIONAL
STAFF
PERSPECTIVE**

Lack of continuity

Felt “on-edge”

Level of trust was low

Apprehensive to more
changes

FIRST YEAR – ADMINISTRATOR PERSPECTIVE

- Our Learning:
 - 4 yrs. of Inconsistent Curriculum and Instruction
 - “Culture of Uncertainty & Unease”
 - Beginning stages of a “Toxic Culture”
 - Staff isolated and self-protective due to perceived lack of transparency
 - Minimal written systems and procedures
 - Little Collaboration: Individual Self-ID’d Priorities
 - Focus: TRUANCY
 - 55% of students truant
 - with 8 or more “non-valid” absences





SECOND YEAR - STORMING

SECOND YEAR – INSTRUCTIONAL STAFF PERSPECTIVE

- Started “buying in” to ideas from new administration
- Felt our concerns were being addressed – truancy
- Trust was building amongst each other
- Perspective of administration was evolving
- Stress level was still high
- Feeling of impending doom - “when will this change again?”
- Unsure of where we stood



SECOND YEAR - ADMINISTRATOR PERSPECTIVE

- Our Plan:
 - “Attendance Matters” Plan
 - Curriculum and Instruction
 - Academic Continuous Improvement Team FORMATION
 - Employability
 - Employability Team: launch PBIS focused on CTE Employability standards
 - Consistency
 - Develop Norms for procedures and expectations for communications, events, and daily interactions in our Center



SECOND YEAR - OUTCOMES

- **Our Learning and Impact:**
 - Attendance Matters Plan
 - **12.8%** reduction - 8 or more non-valid absences
 - Curriculum and Instruction
 - Developed Classroom Learning Lab process
 - Employability
 - **CELEBRATIONS:** Attendance & Employability matrix
 - Consistency
 - Professional Learning Calendar followed & adjusted





THIRD YEAR – STORMING TO NORMING

THIRD YEAR – INSTRUCTIONAL STAFF PERSPECTIVE

Beginning of Year

- Fully supportive of Attendance Matters plan
- Unsure of what we were doing still
- Shifted focus of academic team
- Appreciative of option to choose what our focus would be

End of Year

- Committed to process
- Ready to move forward

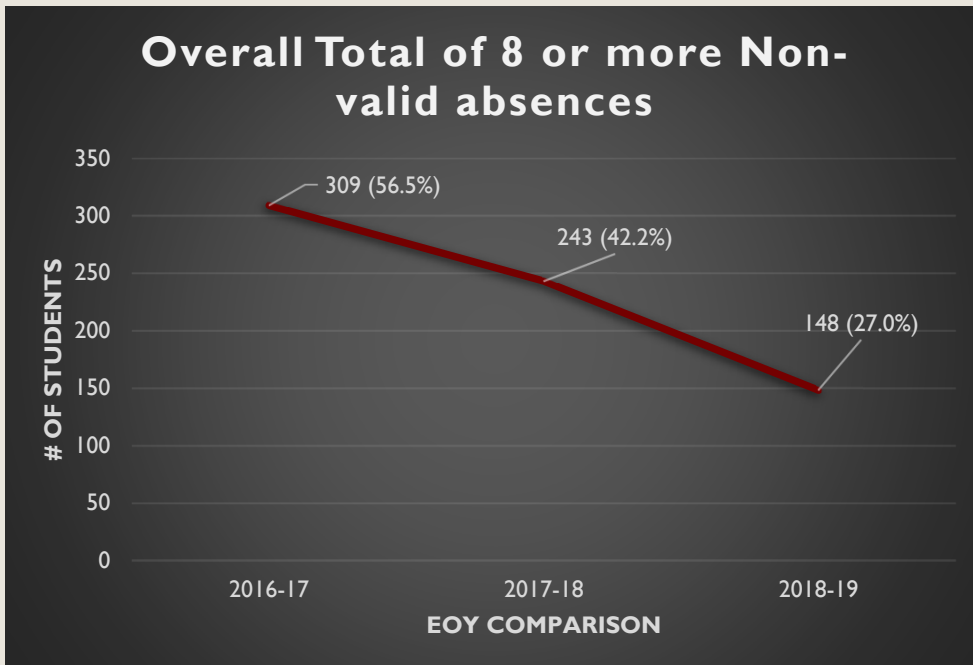
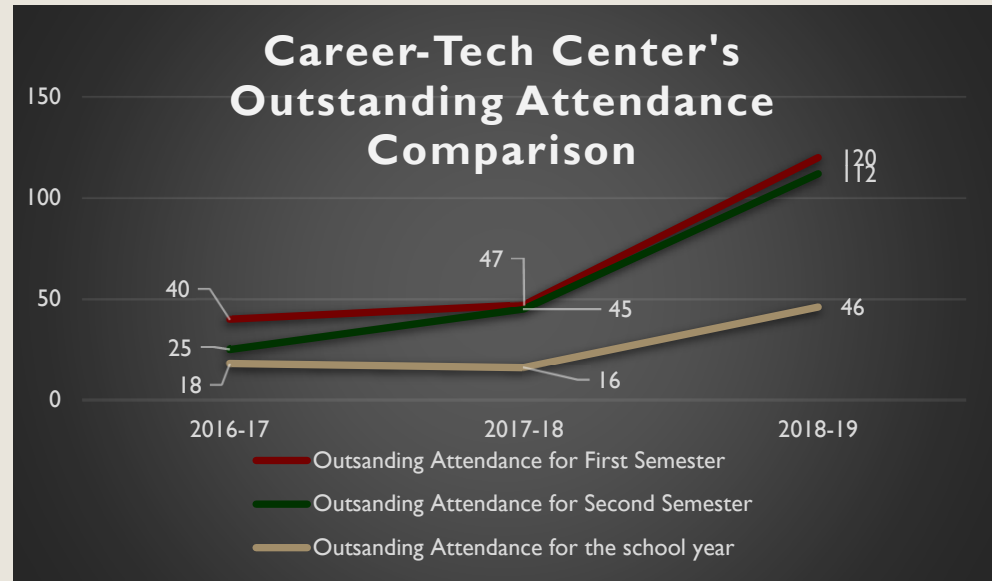


THIRD YEAR – ADMINISTRATOR PERSPECTIVE

- Our Plan:
 - Attendance Matters Plan
 - Tier-2 Supports In Place
 - PARTNERSHIPS created to develop Tier-3
 - Curriculum and Instruction
 - Academic Continuous Improvement Team’s CHOICE
 - Focus shifted to Traverse Bay Area CTC Model
 - Employability
 - Sustain Official PBIS launch
 - Professionalism, Attitude, Integrity, Dependability (P.A.I.D.)
 - Consistency & Focus on Climate
 - Staff Connections
 - Implementation of Experiential Learning as adult learners



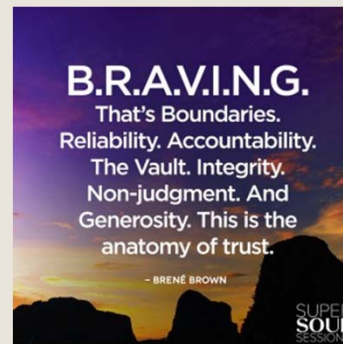
THIRD YEAR - OUTCOMES





FOURTH YEAR – NORMING TO PERFORMING

WHERE WE ARE TODAY:



KEY TAKE-AWAYS

TRUST (Validated
Literacy Review)

PEDAGOGY

Content

LET GO of
perfection

There's a REASON-
offer support,
offer grace

Leaders take
RISKS!



Q & A

**WHAT
QUESTIONS DO
YOU HAVE?**

**THANK YOU FOR
SHARING IN
OUR STORY**

