

Join us for

NEXT LEVEL LEADERSHIP WEBCAST

JULY 20th • 1PM-4PM





Georgia College & Career Academies

CEOs and State Business Partners

AGENDA:

1:00 > Welcome

*Introduction of Special Guest(s) from the Golden Dome
Ian Caraway (Office of Governor Kemp)
Tyrel Dale (Office of Lt. Governor Duncan)

*Introduction of State GCCAN Business Partners

Address COVID Effects on Your Business

Brian Cooksey (Shaw Ind.)
Randall Fox (Fox Systems Inc.)
Jamal Jessie (GA Power)

1:15 > GCCAN "Silver Lining" COVID comments

1:30 > High Functioning CCA Boards

Frank Pinson / Chad Walker / Marisa Brower

2:00 > Connecting the Dots

Cathy Myers / Eric Waters / Katie Thomas

2:30 > Maximizing Board Member Engagement

Debbie Phillips / Cassandra Washington / Mark Whitlock

3:00 > GCCAN Business

*By-Laws & FY21 Election of Officers

4:00 > Adjourn



THE JOY OF OBSTACLES

Celebrating
the Silver
Lining in
Difficult
Days

A graphic with a rainbow background and mountains in the distance. The text "THE JOY OF OBSTACLES" is at the top, and "Celebrating the Silver Lining in Difficult Days" is below it.

High Functioning CCA Boards

Frank Pinson – Chad Walker – Marisa Brower





Using Data to Drive Towards **SUCCESS**

NEWTON COLLEGE & CAREER ACADEMY

CTAE Programs

- Ag Mechanics
- Allied Health
- Animation *new FY19*
- Audio Video Technology & Film
- Biotechnology
- Carpentry
- Computer Science
- Culinary Arts
- Early Childhood Education
- Engineering Drawing & Design
- Fashion Marketing
- Graphic Arts
- Manufacturing
- Power & Energy
- Programming & Gaming
- Sports & Entertainment Marketing
- Sports Medicine *new FY20*
- Veterinary Science
- Web Design
- Wildlife Management
- Work Based Learning
- Automotive Technology (Dual Enrollment)
- Certified Nursing Assistant (Dual Enrollment)
- Cosmetology (Dual Enrollment)
- Criminal Justice (Dual Enrollment)
- Welding (Dual Enrollment) *new FY21*



GOAL
AHEAD

NCCA EOPA Historical Data

End of Pathway Assessments	2019		2018		2017		
Pathway	# Tested	# Passed	# Tested	# Passed	# Tested	# Passed	Exam
AG Mechanics	15	7	15	5	8	3	NOCTI 2102
Audio Video Technology	18	17	20	15	12	11	NOCTI 3427
Biotechnology	14	14	13	13	34	32	NOCTI 4075
Carpentry	9	3	2	0	3	3	Skills Career Essentials
Culinary Arts	24	23	26	22	33	25	NOCTI 4536
Non Invasive Diagnostics	18	1	12	10	32	6	EKG
Early Childhood Ed	43	42	35	35	38	38	NOCTI 4016
Energy & Power	1	1	1	0	1	1	NOCTI 7773
Engineering Drafting *	28	28	36	19	36	34	AutoCAD *
Marketing	31	24	34	21	19	11	MBA Research
Forest Mechanical	13	5	38	2	23	17	AG Science I, Precision
Graphic Design	17	15	12	10	11	8	NOCTI 3425
Manufacturing	8	8	3	3	5	3	Manufacturing, Precision
Personal Care Nails	6	2	0	0	0	0	Nail Care Tech, Skills
Programming	6	4	13	2	13	0	MTA Software Dev
Support Services	36	9	22	5	0	0	NCHSE
Vet Science	21	1	23	0	25	10	Vet Asst, Precision
Web Design	12	9	12	9	9	6	MTA HTML 5

* New Exam for 2019

Mathematics: Historical EOC Data

Algebra I	NCCA 2017	NCCA 2018	NCCA 2019
Level 1 - Beginning Learner	7%	0%	4.3%
Level 2 - Developing Learner	43%	69%	47.8%
Level 3 - Proficient Learner	43%	23%	43.5%
Level 4 - Distinguished Learner	7%	8%	4.3%

FY 2019, level 2's were reduced and level 3's increased

Geometry	NCCA 2017	NCCA 2018	NCCA 2019
Level 1 - Beginning Learner	10%	20%	10.9%
Level 2 - Developing Learner	44%	34%	35.6%
Level 3 - Proficient Learner	35%	30%	41.4%
Level 4 - Distinguished Learner	11%	15%	12.1%

FY 2019, level 1's were reduced and level 3's increased



How We Added Value To Alcovy High School Spring 2019

Overall AHS	American Literature and Composition	9th Grade Literature and Composition	Geometry	Physical Science	Algebra I	Biology	US History	Economics
AHS 2,3, and 4's without NCCA	67.02%	80.25%	54.48%	67.27%	46.54%	63.34%	62.50%	79.15%
AHS with NCCA	69.900%	81.200%	58.900%	70.100%	47.600%	65.100%	67.000%	80.500%
value	2.88%	0.95%	4.42%	2.83%	1.06%	1.76%	4.50%	1.35%
AHS 3 and 4's without NCCA	26.18%	44.86%	22.07%	28.61%	11.46%	32.18%	26.86%	49.55%
AHS with NCCA	30.600%	47.500%	25.200%	32.200%	12.200%	35.000%	30.300%	48.100%
value	4.42%	2.64%	3.13%	3.59%	0.74%	2.82%	3.44%	-1.45%
AHS + NCCA total	450	510	495	441	427	515	452	414
NCCA	68	24	60	53	8	24	76	83
AHS without NCCA	382	486	435	388	419	491	376	331

How We Added Value To Eastside High School Spring 2019

Overall EHS	American Literature and Composition	9th Grade Literature and Composition	Geometry	Physical Science	Algebra I	Biology	US History	Economics
EHS 2,3, and 4's without NCCA	89.00%	88.81%	75.59%	75.70%	66.67%	70.85%	87.26%	85.21%
EHS with NCCA	89.800%	89.300%	76.600%	77.900%	66.900%	71.900%	88.300%	85.300%
value	0.80%	0.49%	1.01%	2.20%	0.23%	1.05%	1.04%	0.09%
EHS 3 and 4's without NCCA	56.33%	61.80%	47.35%	40.24%	23.42%	46.21%	56.69%	58.75%
EHS with NCCA	57.800%	63.200%	49.000%	45.200%	23.800%	47.900%	57.500%	59.400%
value	1.47%	1.40%	1.65%	4.96%	0.38%	1.69%	0.81%	0.65%
EHS + NCCA total	353	426	359	281	339	437	341	274
NCCA	53	15	19	30	6	15	27	17
EHS without NCCA	300	411	340	251	333	422	314	257

How We Added Value To Newton High School Spring 2019

	American Literature and Composition	9th Grade Literature and Composition	Geometry	Physical Science	Algebra I	Biology	US History	Economics
NHS 2,3, and 4's without NCCA	68.54%	78.35%	44.77%	43.21%	38.73%	52.37%	59.28%	60.08%
NHS with NCCA	72.000%	78.900%	51.100%	49.200%	39.600%	53.500%	63.400%	63.400%
value	3.46%	0.55%	6.33%	5.99%	0.87%	1.13%	4.12%	3.32%
NHS 3 and 4's without NCCA	28.86%	38.77%	10.64%	11.11%	8.80%	25.47%	22.75%	28.48%
NHS with NCCA	31.500%	40.300%	16.900%	17.500%	9.200%	27.000%	27.400%	31.100%
value	2.64%	1.53%	6.26%	6.39%	0.40%	1.53%	4.65%	2.62%
NHS + NCCA total	607	635	638	549	576	648	606	579
NCCA	108	16	93	63	8	16	105	98
NHS without NCCA	499	619	545	486	568	632	501	481

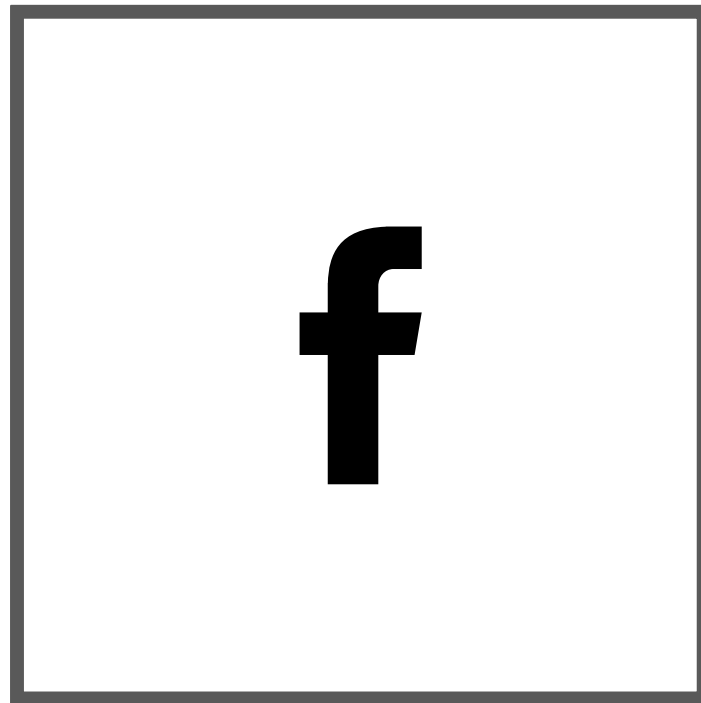
THANK YOU!

CONNECT WITH ME!

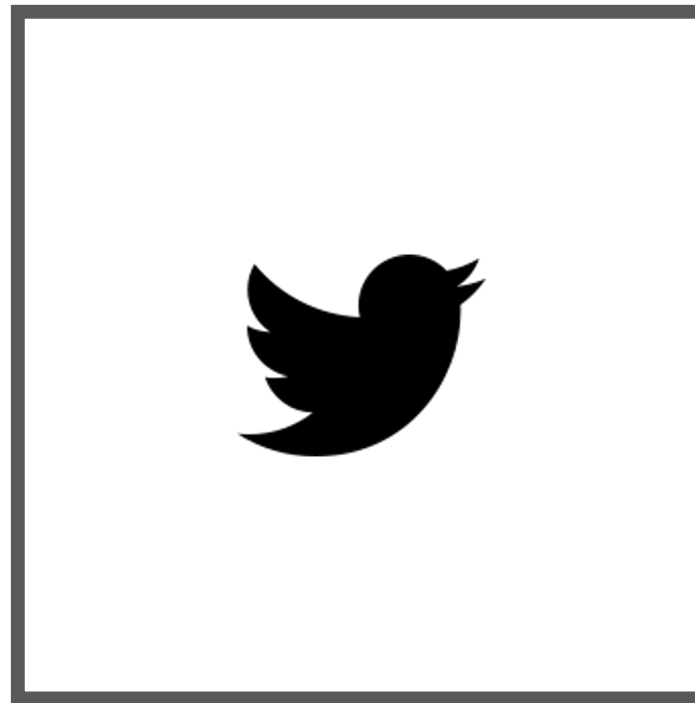
Chad W. Walker

Walker.chad@newton.k12.ga.us

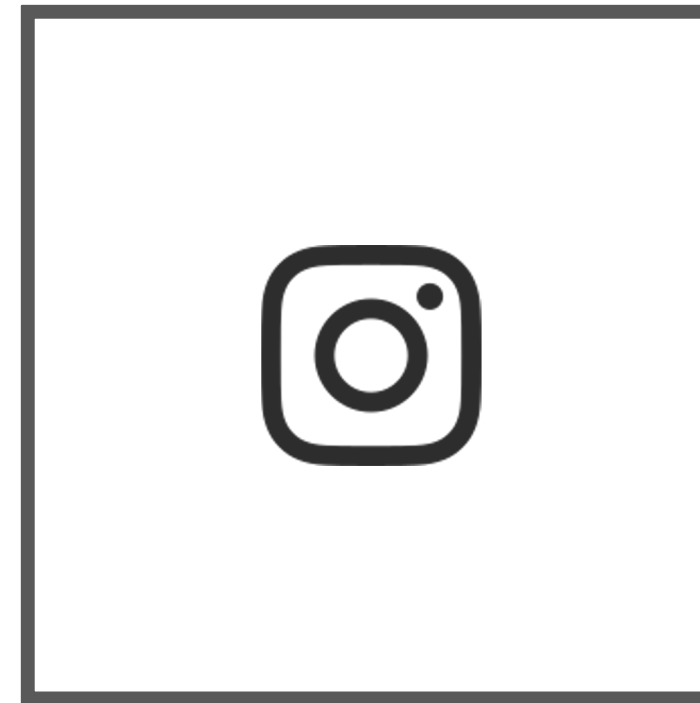
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@Newton College and
Career Academy

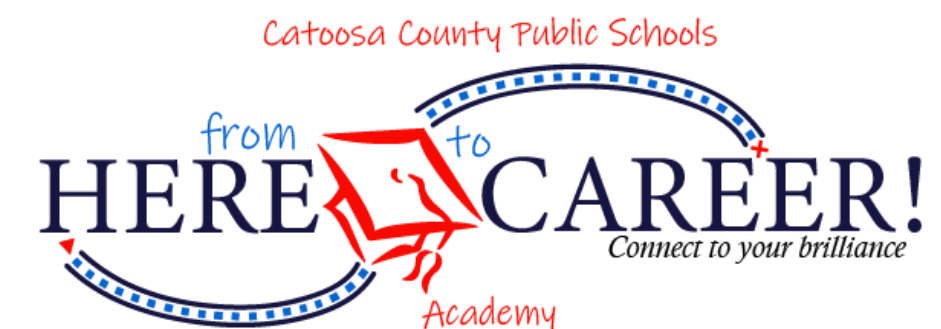


@ncca_covington



@ ncca_covington

PATHWAYS	PARTNERS
Healthcare	1) Angie Hullander / CHI Memorial, Administrator 2) Becky Farmer / Chattanooga Sports Medicine, CEO 3) Sandy Matheson / Primary Healthcare, Development Officer
Information Technology	1) Phil Erli / RTC Communications, EVP 2) Rick Partain / First Bank, North Georgia President ... <i>also Catoosa EDA, Chair</i>
Architecture & Construction	1) Ray Boaz / DHW Architects (DESIGN) 2) Steven Henry / SMH Construction, Owner (CONSTRUCTION)... <i>also Catoosa Board of Commissioners, Chair</i>
Welding & Machine Tool Tech	1) Roger Nelson / Interstate Machine Works, Owner
Law & Justice, Energy Management & Response, Cybersecurity	1) Gary Sisk / Catoosa County Sheriff
Industrial Systems Tech, Mechatronics, Robotics	1) Mark Hartline / Shaw Industries, Senior HR Director 2) Michael Roberson / Propex, HSE & HR Coordinator
Logistics-Distribution-Supply Chain	1) Jonathan Connell / MedSTAT, Owner
Education	1) Dr. Heidi Popham / GNTC, President 2) Dr. Randall Griffus / DSC, Dean of Science, Technology & Math 3) Denia Reese / CCPS Superintendent
Community-Business	1) Jeff Mullis / Senator 53 rd District... <i>also NWGA Joint Development Authority</i> 2) Keith Barclift / Catoosa Economic Development Authority, Director 1) Amy Jackson / Chamber of Commerce, President 2) Shirley Smith / Catoosa Citizens for Literacy... <i>also TCSG State Board Member</i>



BUSINESS ENGAGEMENT OPPORTUNITIES

Pathway Partners

> *Medium Engagement*

*Meet 2-4 times per year

*Limited to 20-30 participants

- *Ensure Program Relevance: **Review and make suggestions*** on curriculum, competencies, lab experiences, workplace skills, and evaluations for current and future workforce needs to ensure a highly skilled talent pipeline;
- *Ensure Program Quality: **Review and comment*** on program data, student performance, teacher competencies, and capstone projects to ensure that pathways are aligned with business and industry expectations and needs;
- *Ensure Program Rigor: **Review*** program annually and **suggest** improvements to align instruction to industry expectations;
- *Ensure Development of a Highly Skilled Talent Pipeline: **Participate*** in pathway programs by providing guest speakers, presentations, field trips, and internships/apprenticeships;
- *Ensure Highly-Skilled Pathway Completers and Graduates have Industry-Specific Career Opportunities: **Participate*** in workforce readiness activities (resume reviews/mock interviews), provide career opportunities/interviews, and consider hiring highly-skilled high school graduates.

Benefits

- Opportunity to contribute to an excellent public education and quality of life in the community;
- Opportunity to review curriculum and real-world experiences (labs) specific to their industry;
- Opportunity to impact economic development in the community;
- Opportunity to access a highly skilled talent pipeline;
- Opportunity to experience student work ethic in the workplace setting through paid and unpaid internships and apprenticeships;
- Opportunity to positively impact students' lives.

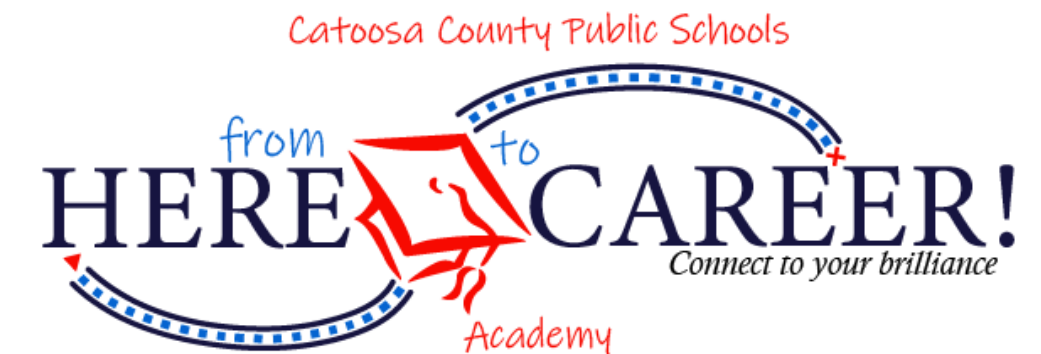
BUSINESS ENGAGEMENT OPPORTUNITIES *cont.*

Pathway Support

- *Ensure program relevance and quality:* Participate in annual surveys and pathway meetings/events
- *Ensure Development of a Highly Skilled Talent Pipeline:* Provide guest speakers, presentations, field trips, and real-world work experiences
- *Ensure Highly-Skilled Pathway Completers and Graduates have Industry-Specific Career Opportunities:* Participate in academy programs/events (e.g. career fairs and pathway activities)

Benefits

- Opportunity to contribute to an excellent public education and quality of life in the community;
- Opportunity to impact economic development in the community;
- Opportunity to access a highly skilled talent pipeline;
- Opportunity to positively impact students' lives.



CCA Board Chair Perspective

(Jonathan Connell)

Why Board Engagement?

- ✓ *Listen to Challenges*
- ✓ *Research Options*
- ✓ *Involvement in Decision-Making*
- ✓ *Deliver Results*
- ✓ *Do what's right for kids*



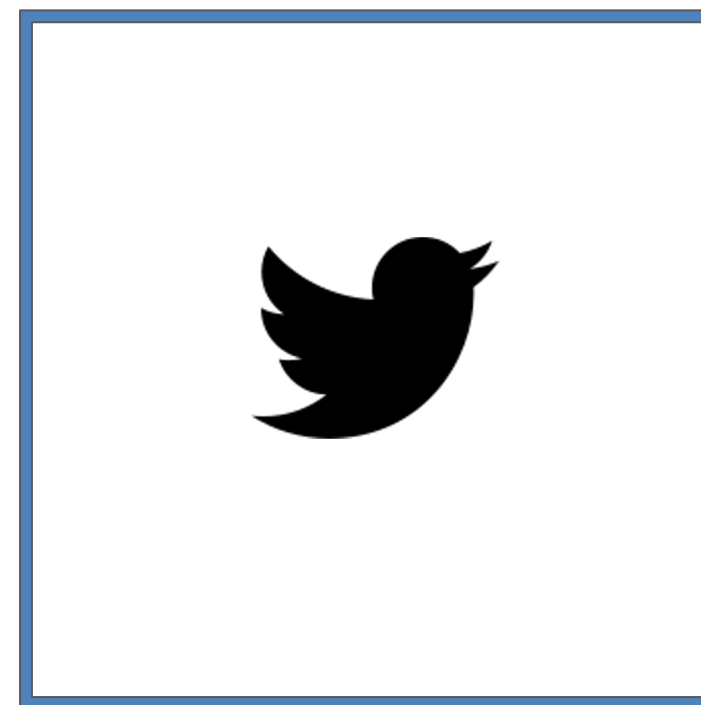
THANK YOU!

CONNECT WITH ME!

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423-635-2434



@HeretoCareer

Connecting the Dots

Cathy Myers – Eric Waters – Katie Thomas





Today's Focus is to . . .

Better understand the interconnectivity of reporting that drives the continuous improvement of College and Career Academies.

Interfacing of Academy Reporting





Using Perspective To Plan

*When reviewing your CCA reports,
what information can be best used
to drive future growth and
continuous improvement of the
Academy?*

The Annual Report

- Includes FIVE TABS
 - CCA Information
 - Partners Roles and Responsibilities Chart
(tied to certification standards)
 - Board Training
(also tied to standards)
 - Innovations**
 - Academic Mission**
- } Today's Focus



Innovative Practices

Important Questions for Planning Ahead

If not fully implemented, what steps will you take to fully implement and when?

Which features should be deleted from your new charter contract and why?

Which should be added and how will they be used to further your CCA's mission?

** And, are you aligning standards to your innovative features?

PCCCA Innovative Practices

In the spaces below, is the list of the <u>Essential and Innovative Features included in your charter system contract.</u>	Indicate in this column whether each Innovation is <u>Fully, Mostly, Partially, or Not Yet</u> implemented.	Enter YES if you need to use any <u>waivers</u> to implement it
Will implement project-based, technology-integrated instruction	Mostly	YES
Will offer secondary courses dictated by student interests, and business and industry needs	Mostly	YES
Will offer dual enrollment courses dictated by student interests, and business and industry needs	Mostly	YES

**Examples:
Aligned Standards**

→ **S3-A13**
Teaching & Assessing for Learning

WHAT ADDITIONAL INNOVATIONS OR UNIQUE FEATURES DO YOU CURRENTLY OR PLAN TO IMPLEMENT?		
HON Project Success Program	Fully	YES
Graduate Polk: Student Success Centers	Fully	YES
You-Science/Career Coach	Mostly	YES
Full Associates Degree from GHC	Mostly	YES
Technical Certificates from GNTC	Mostly	YES

→ **S4-A9**
Economic & Workforce Development

Instructions: Please enter any additional Pathways your CCA has created, is creating, or plans to create.	Indicate in this column whether each Innovation is <u>Fully, Mostly, Partially, or Not Yet</u> implemented.	Enter YES if you need to use any <u>waivers</u> to implement it
Dental Science - we deviate slightly from GaDOE sequence	Fully	YES



FCCCA Innovative Practices

In the spaces below, is the list of the <u>Essential and Innovative Features included in your charter system contract.</u>	Indicate in this column whether each Innovation is <u>Fully, Mostly, Partially, or Not Yet</u> implemented.	Enter YES if you need to use any <u>waivers</u> to implement it
Complete 5 Year Strategic Plan with Ford NGL and Community Stakeholders and become designated as a Ford Next Generation Learning Community.	Fully	Yes
Will emphasize inquiry, hands-on, and project based learning.	Fully	Yes
Will utilize an autonomous governing board.	Fully	Yes
Will comply with state and federal regulations where wavier are not permitted.	Fully	Yes
Bring Academics, specifically Math and Science to Career Academy to allow for STEM opportunities.	Fully	Yes
Maintain a graduation rate of over 90% or better at the CCA	Fully	No
Increase enrollment at CCA and Dual enrollment at CCA	Fully	No
Increase EOPA credentialing pass rate.	Fully	No

**Examples:
Aligned Standards**



S2-A1

Strategic Planning & Sustainability

WHAT ADDITIONAL INNOVATIONS OR UNIQUE FEATURES DO YOU CURRENTLY OR PLAN TO IMPLEMENT?		
Partnership with an HVAC Comapany to help teach HVAC Modules	Not Yet	Yes
Partnership with Nursing Home to help teach CNA Program	Partially	Yes



S4-A9

Economic & Workforce Development

Instructions: Please enter any additional Pathways your CCA has created, is creating, or plans to create.	Indicate in this column whether each Innovation is <u>Fully, Mostly, Partially, or Not Yet</u> implemented.	Enter YES if you need to use any <u>waivers</u> to implement it
Animation and Digital Media	Mostly	Yes
Dual Enrollment Engineering with Technical College	Fully	Yes
Dual Enrollment Welding with Technical College	Mostly	Yes
HVAC Technologies	Not Yet	Yes
Investigating Aviation Maintenance Pathway	Not Yet	Yes

**NEXT LEVEL
LEADERSHIP**



Academic Mission

(reporting components)

- College Credits via Dual Enrollment
- Work-based Learning Participation
- Employer Sites for WBL
- WBL Blocks Successfully Completed
- WBL Aligned to Career Pathways
- Apprenticeship Students in Dual Enrollment
- SB2 Students in WBL
- Graduation Rate, per Perkins Accountability
- Technical Certificates Earned
- Students Employed with TCs or enrolled in Postsecondary Ed within 6 months of HS graduation

PCCCA Academic Mission

Examples:
Aligned Standards

S3-A13



S4-A4



S4-A5



S3-A6



S3-A13



Academic Mission	2018-19	2019-2020
Number of college credits earned via dual enrollment	2895	1417
Number of students in work-based learning programs	129	212
Number of employer sites participating in work-based learning programs	109	103
Number of blocks of work-based learning successfully completed by students	209	343
Number of students in work-based learning that is aligned with their pathway	76	133
Number of apprenticeship students participating in dual enrollment	16	20
Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning.	0	0
Graduation rate, as measured for Perkins funding accountability	97.6	97.6
Number of students who earn Technical Certificate or the number of students in Technical Certificate programs who earn more than one Technical Certificate	51	80
Number of students who who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation from high school	42	66

NEXT LEVEL
LEADERSHIP



FCCCA Academic Mission

Academic Mission	2018-19	2019-2020
Number of college credits earned via dual enrollment	995	1601
Number of students in work-based learning programs	207	220
Number of employer sites participating in work-based learning programs	69	87
Number of blocks of work-based learning successfully completed by students	186	220
Number of students in work-based learning that is aligned with their pathway	175	181
Number of apprenticeship students participating in dual enrollment	15	23
Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning.	3	4
Graduation rate, as measured for Perkins funding accountability	97	98
Number of students who earn Technical Certificate or the number of students in Technical Certificate programs who earn more than one Technical Certificate	65	90
Number of students who who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation from high school	70%	72%

**NEXT LEVEL
LEADERSHIP**



Certification Outcomes

Interface with Reporting and Strategic Planning

How are you using the outcomes

(any required action or suggestions)

in your annual reporting and strategic planning?



The Dr. Joe Harless
Georgia College and Career Academy
CERTIFICATION PROCESS
Manual FY 20



Strategic Planning



- Determine what is working and what needs to change;
- Establish a process to engage stakeholders to effect change;
- Leverage effective practices to implement a plan;
- Use data to monitor and make timely adjustments to improve outcomes.

Source: <http://gladstone.k12.or.us>

Strategic Planning

What is the status of your process and how are you using the certification outcomes and annual reporting data in your strategic planning work?

Floyd County School Next Generation Learning Community

March 30, 2015



**Floyd County School System
Career, Technical and Agricultural Education
2015 – 2020 Master Plan**



**Polk County College and Career Academy
Strategic Plan Summary
2018-2019**

Mission and Vision:	Goals:	PSD Prioritized Challenges:	Targets:																				
<p>PCCCA Mission: The mission of Polk County College and Career Academy (PCCCA) is to prepare students with advanced academic knowledge, 21st century technical skill, and desired work ethic of local business and industry to ensure success in a dynamic global economy.</p> <p>PSD Vision: Polk School District will be a collaborative system working to achieve state and national standards, where every person is a stakeholder. The district will embrace cultural diversity, fiscal responsibility, and will continue dedication to preparing every student for future success.</p>	<ol style="list-style-type: none"> Increase the graduation rate. Increase student achievement by demonstrating proficiency and/or improvement on the CCRPI. Practice fiscally responsibility and economic sustainability. Ensure that the Governing Board Members and PSD Board collaborate effectively. Promote a positive school experience that engages students, parents, teachers, and business/industry. Create a positive perception of education and workforce development as measured by stakeholder input. 	<ol style="list-style-type: none"> Providing a learning experience and environment for all students to advance student learning as indicated by student achievement measures. Meeting the unique academic, resource, and support needs of all schools. Attracting and retaining effective teachers, leaders, and professional personnel to meet the projected student growth for Polk, the aging workforce, and current staffing deficits. Ensuring the financial stability of Polk School District schools despite the unstable and unpredictable revenue growth. Ensuring the safety and security of all students and employees. 	<p><i>Target '17 '18</i></p> <table border="1"> <tr> <td>Grad Rate (4yr.)</td> <td>83</td> <td>82</td> <td>81</td> </tr> <tr> <td>Grad Rate (5 yr.)</td> <td>83</td> <td>82</td> <td>83</td> </tr> <tr> <td>Literacy High</td> <td>55</td> <td>NA</td> <td>56</td> </tr> <tr> <td>Gap (High)</td> <td>75</td> <td>NA</td> <td>78</td> </tr> <tr> <td>College and Career Ready</td> <td>65</td> <td>NA</td> <td>63</td> </tr> </table>	Grad Rate (4yr.)	83	82	81	Grad Rate (5 yr.)	83	82	83	Literacy High	55	NA	56	Gap (High)	75	NA	78	College and Career Ready	65	NA	63
Grad Rate (4yr.)	83	82	81																				
Grad Rate (5 yr.)	83	82	83																				
Literacy High	55	NA	56																				
Gap (High)	75	NA	78																				
College and Career Ready	65	NA	63																				

Actions (3-7 years)	Timeline	Department Responsible
Pursue innovative course design, digital resources, and advance learning opportunities that accounts for the varied paces of student learning and interests.	2015-2022	Academic and Technology
Align spending priorities with the needs identified in the strategic/improvement plan and individual school plans.	2015-2022	Academic and Finance
Prepare schedules to meet the individual needs of the students; allowing time for dual enrollment, remediation, acceleration, job-related opportunities, and transitional classes without having to meet seat time requirements.	2015-2022	Operations
Establish means for school leaders to utilize allotments to meet school needs.	2015-2022	Finance

<p>Strengths</p> <ul style="list-style-type: none"> Talented Staff Members Strong Community Support District Commitment to Students Grad Polk Student Success Center 	<p>Weaknesses</p> <ul style="list-style-type: none"> Rural Area Scheduling 	<p>Opportunities</p> <ul style="list-style-type: none"> Technology Integration Business/Community Partnerships Charter Waiver Wrap-Around Services Expanded Economic Development 	<p>Threats</p> <ul style="list-style-type: none"> Possible decreases in funding Poverty
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Next Steps

How will you use reporting outcomes to ensure your Academy plans effectively?

Your Road Map

"If you don't know where you are going, you'll end up somewhere else."

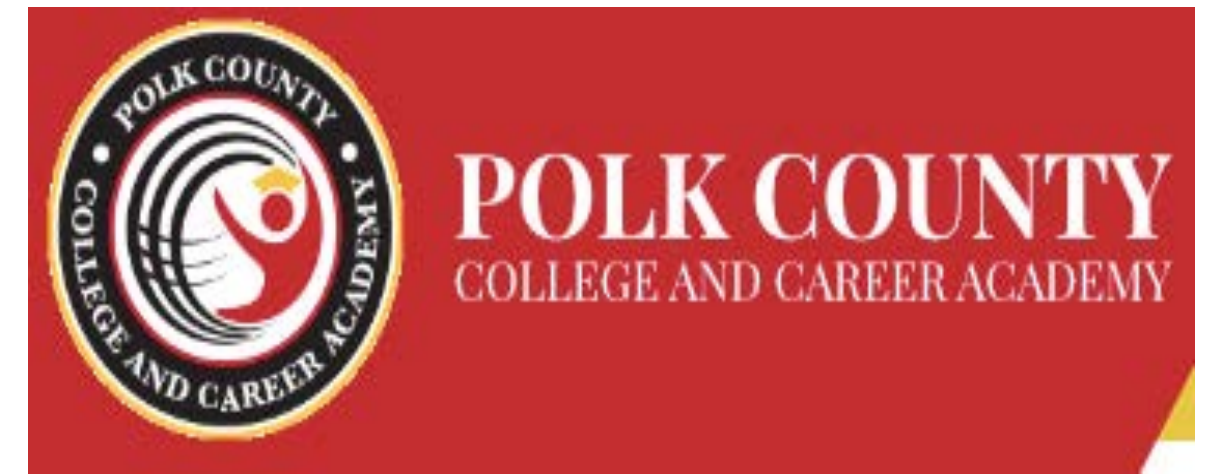
Thank You for Joining Us Today!



Eric Waters, CEO
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Katie Thomas, CEO
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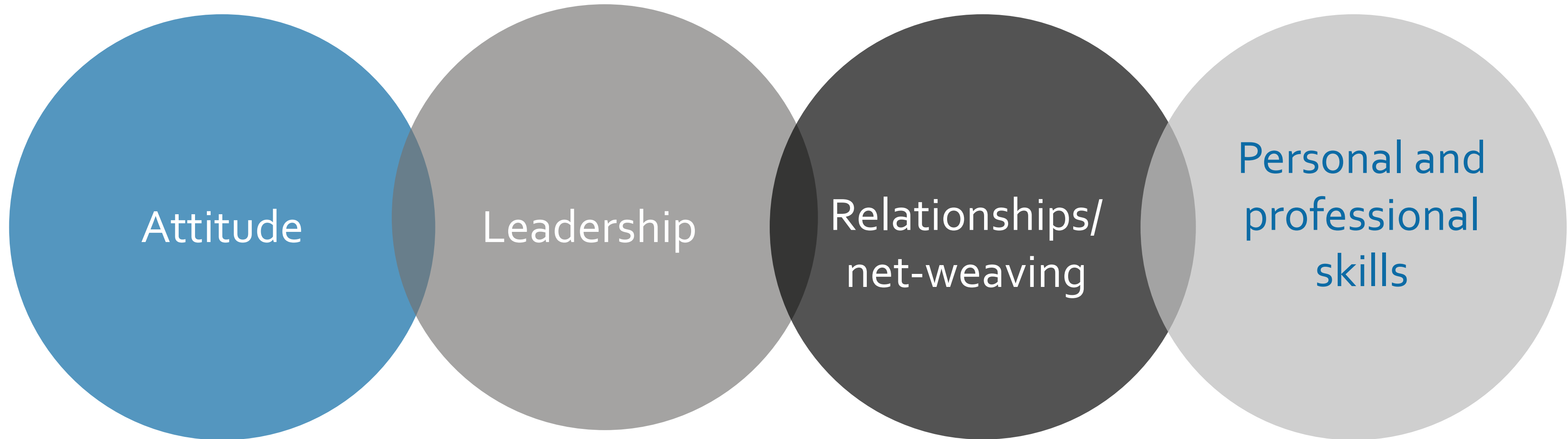
Maximizing CCA Board Engagement

Debbie Phillips – Cassandra Washington – Mark Whitlock



**"ALWAYS REMEMBER
THAT LEADERSHIP IS A
PRIVILEGE. WHEN YOU'RE
IN A LEADERSHIP ROLE,
YOUR INFLUENCE MAY
AFFECT THE
TRAJECTORIES OF
PEOPLE'S ENTIRE
CAREERS (AND, OFTEN,
THEIR LIVES!)."**

The Power of Intention



“A positive thinker does not refuse to recognize the negative; he refuses to dwell on it. Positive thinking is a form of thought which habitually looks for the best results from the worst conditions.”

-Norman Vincent Peale



Measuring ROE – Return on Engagement

Engagement is involvement and participation in an organization for the welfare of all stakeholders.

How do we create a “triple win” in today’s environment?



Is Your Governance Board Engaged?

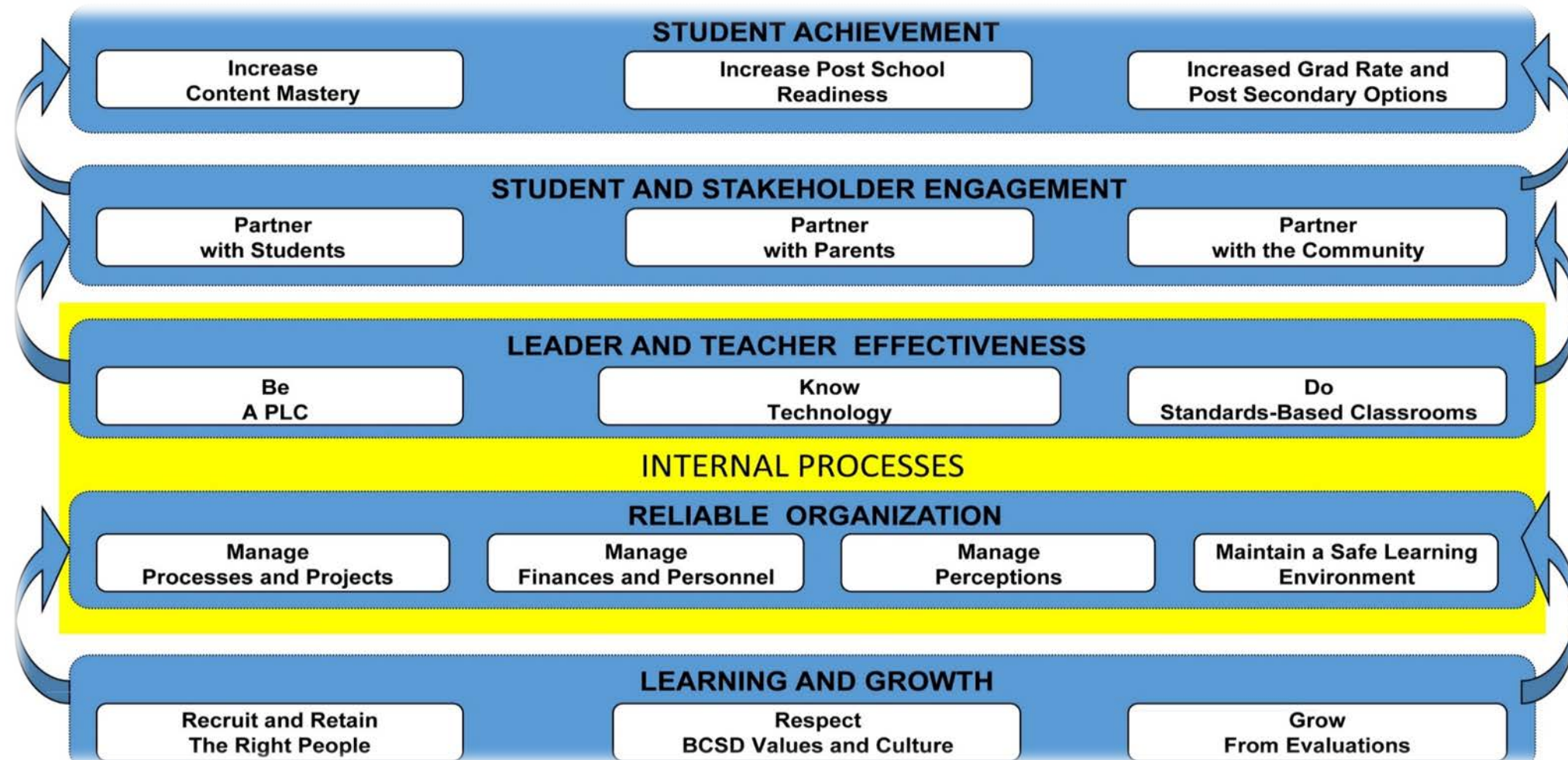
Adjusting
Expectations
and
Protocols

Evaluating
the Impact

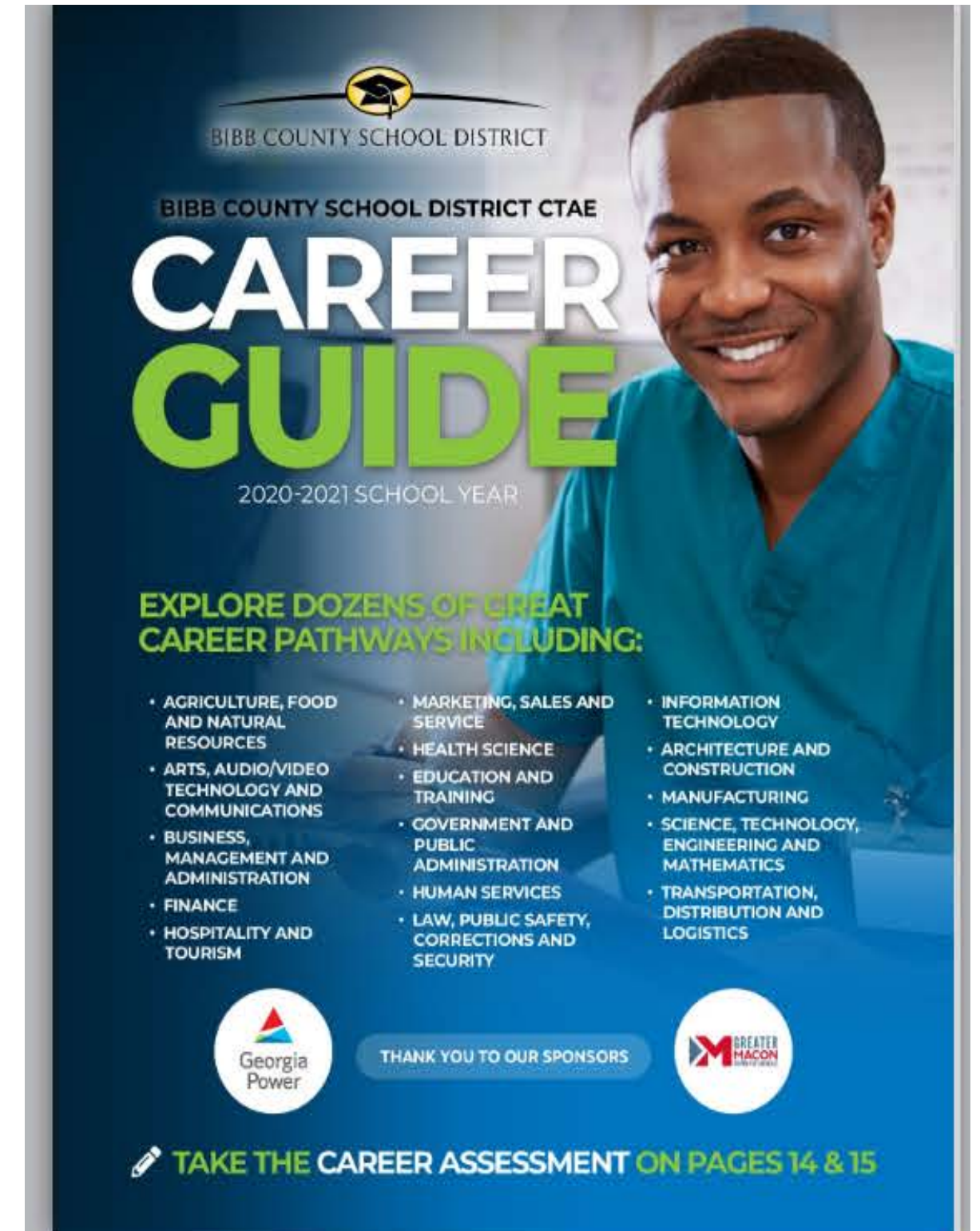
Supporting
Engagement

Leveraging
Resources

- **Strategic Plan**
 - District/Community Alignment
- **District Partnerships**
 - Perkins V
- **Community Industry/Partnerships**
 1. Workforce Pipeline
 2. Funding
 3. College and Career Ready



2020-2021 CTAE Career Guide
9th and 10th graders
<https://tinyurl.com/yc2km2y5>



Early Economic WIN=Lifetime Success QOL

Point 1-CCA Board focused on special talent/workforce mission

Point 2-CCA Board develops processes that yield mission success

Point 3-CCA Board evidences “joint venture”

Point 4-CCA Board reflects ownership by ALL in the joint venture

Point 5-CCA Board “Governs” via focus/process/joint venture/ALL

Trust the Process=Outcomes of Engagement

Point 1-**CHANGE** REQUESTED by BUSINESS-"TALENT"

Point 2-**CHANGE** DRIVEN by CCA BOARD

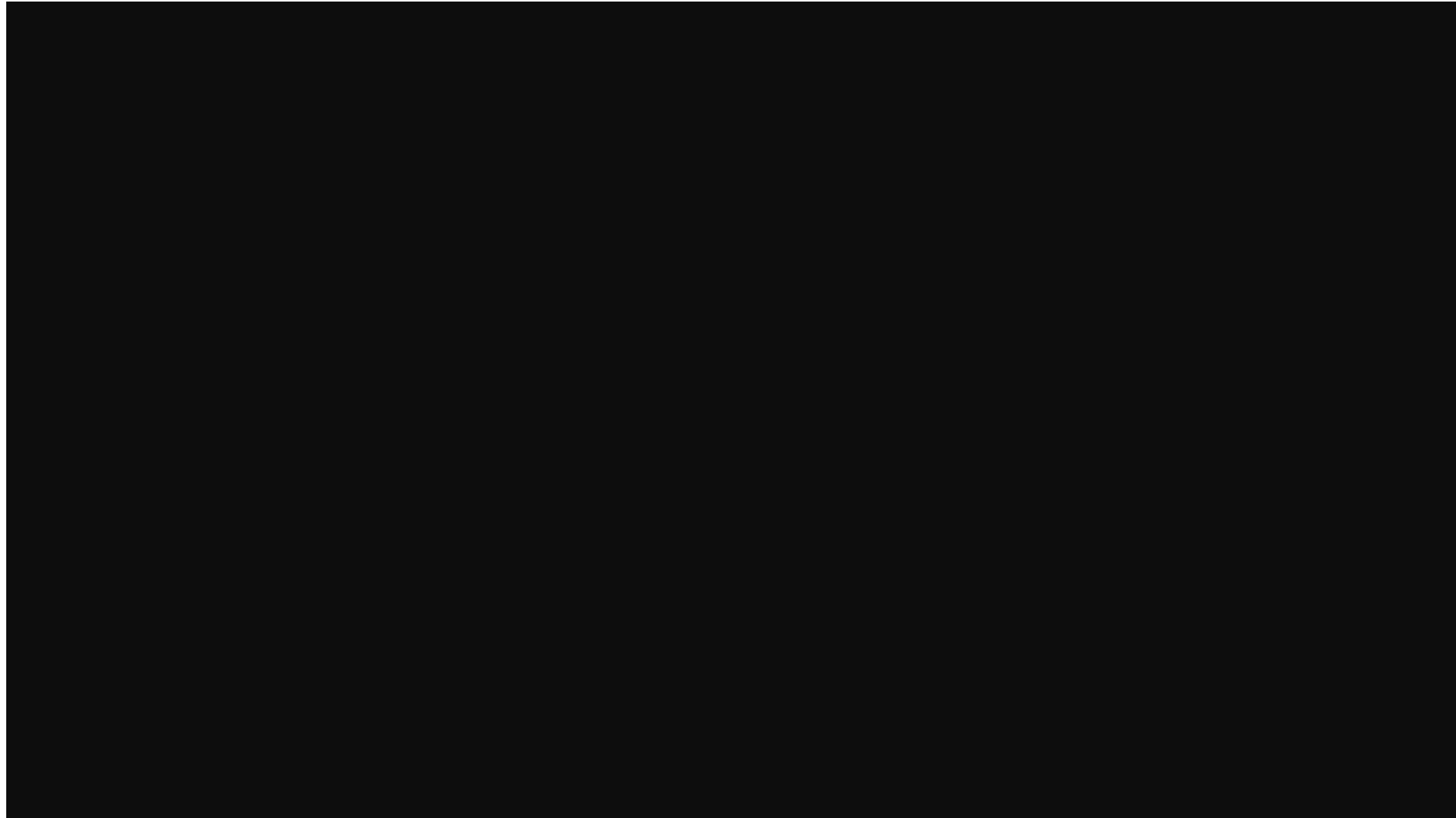
Point 3-**CHANGE** IMPLEMENTED/DELIVERED by ALL OWNERS

Point 4-**CHANGE** = BUSINESS SUCCESS

Point 5-**CHANGE** = EARLY ECONOMIC WIN

Dual Enrollment Option B Panel

<https://vimeo.com/374266604/792718b8a7>



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GCCAN BUSINESS

BY-LAWS

> Election of Officers



"I'm thankful
for my struggle
because without it,
I wouldn't have
stumbled upon
my strength."

- Alexandra Elle

THE HEALTH SESSIONS

THANK YOU FOR YOUR PARTICIPATION

Please take time to complete our survey:

<https://www.surveymonkey.com/r/LCBBXTK>



**NEXT LEVEL
LEADERSHIP**