

Beck Area Career Center

School Improvement Plan

School Profile

- School History
 - Beck Area Career Center (BACC) is located on a twenty three acre tract of land located at 6137 Beck Rd., Red Bud, IL in Monroe County. The Center utilizes eight instructional building and a cafeteria that total approximately 45,000 sq. ft. The original buildings on the site were constructed in the late 1950s and originally were the site of Nike Missile Base SL-40. In the late 1960s the site was abandoned by the government and thirteen local school districts presented a proposal to utilize the site as an area career center. The proposal was accepted and in 1972 the first vocational classes were held. In 1974 an addition was added to the structure used as the automotive and welding shop and the LPN building was constructed. The LPN building houses the adult nursing programs for the LPNs and CNAs and the Child Care High School Program.

School Profile

- School Organizational Structure
 - The BACC currently operates under the structure of a joint agreement with nine member school districts: Chester, Columbia, Dupo, Marissa, New Athens, Sparta, Red Bud, Valmeyer and Waterloo. The Board of Control meets monthly with members being the nine superintendents of member districts, or their designee, and the two Regional Superintendents of Education (one from Monroe/Randolph Counties and one from St. Clair County). The Regional Superintendent of Schools from Monroe/Randolph counties serves as the centers administrative and fiscal agent.

Program Offerings

- The center currently operates three types of programs:
 - Adults – The adult programs currently offered are Certified Nurse Assistant and Licensed Practical Nursing.
 - Two Hour High School Career and Technical Education Programs for 11th and 12th grade students – Auto Body, Auto Mechanics, Child Care, Electronics/Electricity, Law Enforcement, Health Occupations, HVACR, and Welding.
 - An all day Alternative Education program for high school students ages 16-20. In this program students receive academic instruction as well as Career and Technical Education classes. The program offers a full curriculum including math, english, science, social studies and health.

Enrollment History and Concerns

- Enrollments have fluctuated over the years. There has been an increase in the adult LPN and CNA enrollments due to industry demands. However, the expansion of nursing programs at other colleges and postsecondary training facilities has created a shortage of clinical sites making it difficult to expand our program beyond our current capacity.
- The two hour high school CTE enrollments have declined primarily due to increased state academic graduation requirements which limit the amount of time students have for electives such as CTE courses. Also, state financial issues and lack of transportation payments to local school districts have caused the school districts to reevaluate their financial ability to send students to the Center.
- The alternative education program normally has between 120 – 140 students enrolled, however, in the fall of 2009 enrollments were down because of the large number of students who graduated during the 2008/2009 school year. By the end of the 2010/2011 school year, enrollments were increasing again.

Demographics

- **Adult Students 2009-2010**
 - Sex: 91% Female – 9% Male
 - Ethnic Group: 70% White, 18% African American, 1% Asian, 7% Misc.
 - Median Age: 25-29 with youngest 18-19 and oldest 50-64
 - Student-to-faculty ratio: 16 to 1
- **Adult Students 2010-2011**
 - Sex: 89% Female, 11% Male
 - Ethnic Group: 67% White, 21% African American, 2% Asian, 1% American Indian, 1% Hispanic, 2% Two or more races, 6% Misc.
 - Median Age: 25-29 with youngest 18-19 and oldest 50-64
 - Student-to-faculty ratio: 16-1

Demographics

- High School Enrollment 2009-2010
 - Sex: 44% Female – 56% Male
 - Ethnic Group: 94% White, 2% African American, 1% Hispanic, 1% American Indian, 2% Misc.
 - Median Age: 17-18 with youngest 15 and oldest 20
 - Student-to-faculty ratio: 11 to 1
- High School Enrollment 2010-2011
 - Sex: 29.5% Female – 70.5% Male
 - Ethnic Group: 96.5% White, 1% African American, 1% Hispanic, 1% American Indian, 1% Misc.
 - Median Age: 17-18 with youngest 15 and oldest 20
 - Student-to-faculty ration: 13 to 1

Mission Statement

- The mission of the Beck Area Career Center is to provide integrated and relevant career and technical education, as well as employability and academic skills for junior and senior students from area high schools, for adults from surrounding communities, and for “at risk” students. We believe that learning must take place in a nurturing, safe environment that recognizes the diversity of individuals while promoting equity for all.

Instructional Goals

- To prepare both youth and adults to function effectively in their careers and personal lives
- To adopt curricula to current vocational requirements
- To upgrade facilities and equipment continually to maintain state-of-the-art levels
- To raise enrollment by active recruitment
- To increase program offerings as enrollment warrants
- To provide placement services for students who complete their programs successfully
- To emphasize and teach employability skills
- To expand in-service professional development of the staff
- To seek input from former students, parents, employers, community leaders, and member districts on ways to expand and improve programs
- To provide positive public relations through a variety of media resources
- To work towards articulation with post-secondary institutions

Postsecondary Goals

Student Achievement Data	2010-11 Established Requirement	2009-10 Submitted Data (10-11 School Year)	2010-11 Submitted Data (11-12 School Year)	School Year 2011-12 Beck Goals
Completion Rate	74.57% of enrolled students complete their program within 150% of the time designated for completing the program	60%	73%	75%
Placement Rate	73.23% within two years of completion of the program	94%	92%	90%
Licensure/Exam Pass Rate	78.28% of students within two years of completing their program	94%	97%	90%
Student Loan Default Rate	Below 25%	6.9%	4.5%	5%

Action Plan

- The Beck LPN Director and faculty have been working on retention strategies since the April 2010 NCA Visit and especially in view of the NCA Annual Report.
- It is our belief that two major factors contributed to the deficiency:
 - The downturn in the economy has created situations where students' family issues have caused a financial hardship on them and necessitated they leave the program to concentrate on those issues or to return to work.
 - Several years ago our NCSBN/NClex pass rates decreased. To improve this we required students who failed at the end of the program to repeat the entire program rather than just the last semester. This has made a significant improvement in our pass rate. However, this made it impossible for students who failed in the last semester to complete within 150% of the program.

In addressing the attrition/retention rate for continued NCA CASI accreditation, the nursing program has implemented the following strategies:

Strategy	Result	Continued Plan
Tutoring has always been available. However, we made it more available with set dates and times.	Students do not take advantage of it.	Continue to offer tutoring to all the students on Tues., Wed., and Thur. at 2:30-3:30.
Student “buddies”, or mentors: The senior students were each assigned an incoming student with the idea the senior student could assist with questions, problems, support, etc.	Some pairings seemed successful, others not.	Discontinued when students did not give positive feedback on its continuation.
We assigned each student a faculty advisor. Each meeting with a student is documented. The LPN Director and /or Financial Aid Counselor are notified of potential issues students are experiencing which may impact their ability to complete, so that early interventions and assistance can be implemented.	Students seem to like this, and we are continuing the practice.	Continue.
All exiting students must have a personal “exit” interview with the nursing director.	Each and every student interviewed has stated the reason he or she is dropping from the program was due to family, health or financial issues. The students have been asked if there was anything Beck could have done differently to help them be successful. All students stated that Beck was very helpful, but that their personal issues took precedence. Beck has institutional scholarships available for students with special financial needs. However, some students who were offered the scholarship assistance if it would have helped them stay in school did not accept it.	Will continue to monitor & document reasons for non-completion.

Nursing Strategies Cont.

Strategy	Result	Continued Plan
Decrease the time for an applicant to complete the application process from six months to three months. Perhaps this will help determine the applicant's "motivation" to complete tasks, and therefore complete school.	Just implemented and haven't had enough time to measure any impact.	Continue and measure
Survey graduates, asking for their suggestions.	Surveys have been very positive.	Continue surveys.
Due to our NCSBN/NClex pass rates being low, a change was implemented in July 2008 which require students who failed at the very end of the program to restart from the beginning of the program, thus making it impossible to complete the program in 150% of the allotted time. However, this did increase our NCSBN/NClex pass rate in 95%. Our last graduating class in December 2011 is currently at 100% pass rate.	Changed the policy to require the student who has failed to only repeat the semester or half of the program that the failure occurred in.	Too soon to measure, but will continue this practice.
Compared our attrition/retention rates with other nursing schools in Illinois.	This document is available to public at the Illinois Center for Nursing website: http://nursing.illinois.gov/PDF/LPN_AdmissionGrad_Data_Web.pdf	Continue to monitor other schools, and perhaps visit them for ideas/strategies.
Shared our efforts with our Board of Control.	Received positive feedback and encouragement.	Will continue this practice.
Continuing education for our staff in NCA/CASI standards.	Encourage and support our staff to be involved in NCA/CASI workshops and webinars by providing available resources for their continuing education and involvement in the accreditation process.	This is an ongoing activity.

We are very aware of our retention/attrition rate, and are working hard and implementing ideas to improve. However, our NCA visit was in April 2010, the data provided was from the 2009-10 fiscal year. Beck needs time to have the implemented strategies take hold and begin to work.

Secondary Goals

Auto Body

- Based on analysis of the 2010-2011 NOCTI results the goals are:
 - The class average in Safety & Fundamentals will improve 10% by the end of the 2011-2012 school year
 - The average in Non-Structural will improve by 10% by the end of the 2011-2012 school year.
 - The average in Structural will improve 5% by the end of the 2011-2012 school year.
- Activities:
 - The class will spend more time removing damage from parts using different methods to accomplish this. The teacher will also spend more time demonstrating the different methods to ensure understanding.
 - The class will spend two extra weeks on non-structural during the 2011-2012 school year to help with understanding on this topic. They will remove non-structural parts and replace them to better see the process in detail.
 - During the 2011-2012 school year, the class will spend two extra weeks on Safety & Fundamentals to ensure the students understand how to perform tasks and handle equipment properly.

Secondary Goals

Automotive Technology

- Based on analysis of 2010-2011 NOCTI results the goals are:
 - On the 2011-2012 post-test the class average will meet the national average in brakes.
 - On the 2011-2012 post-test the class average will meet the national average in electrical systems.
 - On the 2011-2012 post-test the class average will increase by 5%.
- Activities:
 - The teacher will work to achieve these goals by emphasizing diagnosis and not part replacement during all units. The teacher will spend two days at the beginning of the year covering a lesson on why problems must be fixed and not just parts replaced and how to perform this in a shop. These lessons will get the students' minds set on diagnosis during the first week of school that can be referred back to throughout the year. Diagnosis is a part of engine performance so this will help the scores in that area too.
 - The teacher will switch the brake unit to spring and teach the electrical system from basic circuits to sensors diagnosis on a live vehicle using shop equipment (digital multi-meter, O-scope, scan tool) during the second part of fall semester for six weeks. Electrical is a large part of engine performance so this will help improve the score in that area as well.
 - The teacher will teach brakes the first part of the spring semester for eight weeks. This should also give the time that is needed to cover electrical systems effectively during the fall.

Secondary Goals

Child Care

- Based on analysis of 2010-2011 NOCTI results the goals are:
 - The Culturally Relevant Care and Education score will increase to no more than 10% below the national average by the end of the 2011-2012 school year.
 - The class average in Physical Development will rise 10% by the end of the 2011-2012 school year.
 - The class average in Positive Relationships with Children and Families will rise 10% by the end of the 2011-2012 school year.
 - The class average in Social and Emotional Development will rise 10% by the end of the 2011-2012 school year.
- Activities:
 - To increase the Culturally Relevant Care and Education score the teacher will modify student teacher lesson plan worksheets to reflect at least weekly multicultural activities. The teacher will also emphasize a classroom environment rich with ongoing multicultural curricula. Families will be encouraged to share their heritage with the class. More lessons from *Teaching Tolerance: Starting Small* curriculum will be included.
 - To increase the Physical development score the teacher will improve clarity of instruction, rather than spending extra time. Student teacher lesson plan worksheets will be modified to reflect more detailed gross motor planning both indoors and outdoors.
 - To increase the Positive Relationships with Children and Families score the teacher will modify student teacher lesson plan worksheets to reflect more opportunities for including activities to connect the family and school.
 - To increase the class average in Social and Emotional Development the teacher will spend two more weeks at the beginning of the year on this content.

Secondary Goals

Electrical Trades

- Based on analysis of the 2010-2011 NOCTI results the goals are:
 - By the end of the 2011-2012 school year, the class average in DC circuits will raise 10%.
 - By the end of the 2011-2012 school year, the class average in AC circuits will raise 10%.
 - By the end of the 2011-2012 school year, the class average in Technical related Mathematics will raise 5%.
- Activities:
 - All students will receive more hands-on training (i.e.), experiments, removal and replacement of parts and more in depth parts identification.
 - More time will be spent on mathematics to provide a broader background for technical mathematics.

Secondary Goals

English

- Based on TABE results for the 2010-2011 school year, goals are:
 - Raise TABE Reading level by one year for every year spent at Beck.
- Activities:
 - Incorporate the teaching of effective reading strategies into classroom instruction.
 - Involve students in individual discussions of TABE scores and how to raise them.
 - Add the Cambridge curriculum to our existing curriculum by using their pre-test analysis to develop lesson plans and then using their post-test evaluation to measure success.

Secondary Goals

Health Occupations

- Based on analysis of the 2010-2011 CNA testing results the goals are:
 - By the end of the 2011-2012 school year, the overall class mean average will be above 80%.
 - The 2011-2012 school year pass rate will increase by 10%.
 - Test Content Cluster average mean percent scores will remain above 75% in all areas.
- Activities:
 - The teacher will spend more class/lab/state test review time on the specific content areas where 46% or more of the students missed that particular type of question. The areas of increased focus will be on calculating, reporting and recording output, reporting unsafe conditions, collecting 24-hour urine specimens, following RACE guidelines to protect residents from fire, measuring and recording temperature, use of transfer/safety belt properly, and maintaining confidentiality of resident information according to HIPPA guidelines.
 - The teacher will work more closely with each student that has an IEP and also with the student's case worker. Together they will continue to reinforce what has been taught throughout the entire CNA program so the state competency information will be retained more easily for the student.

Secondary Goals

HVAC

- Based on analysis of the 2010-2011 NOCTI results the goals are:
 - Improve the Installation and Service average by 10% by the end of the 2011-2012 school year.
 - Surpass the national average in Pipefitting and sheet Metal and Duct Work by the end of the 2011-2012 school year.
 - Improve the Heat Pumps and Electric Heat scores by 10% by the end of the 2011-2012 school year.
- Activities:
 - More time will be spent on teaching the use of work orders, material lists, and purchase orders. Throughout the year students will have the opportunity to fill out these forms and will be graded on both neatness and accuracy. Also, the class will spend more time reading and working with installation and owner's manuals. Students will be expected to be able to explain portions of the manuals.
 - The unit on sheet metal will concentrate on actual duct fittings, especially for the second year students.
 - Second year students will be presented with more challenging sections of the world of HVAC. Included will be units on heat pumps, geothermal systems, and refrigerant recovery.

Secondary Goals

Law Enforcement

- Based on analysis of the 2010-2011 NOCTI results the goals are:
 - By the end of the 2011-2012 school year, the class average in Communication will increase by 10%.
 - By the end of the 2011-2012 school year, the class average will meet National Standards in Corrections: Concepts and Skills will increase 10%.
 - By the end of the 2011-2012 school year, the overall NOCTI class average will increase 10%.
 - By the end of the 2011-2012 school year, the class average in Criminal Law & Procedure will increase 10%.
- Activities:
 - The 2011-2012 class will be engaged with more effective communication exercises, activities, and games to put emphasis on the value of communication.
 - In the 2011-2012 school year some of the Criminal Law & Procedure lessons will be incorporated into activities and hands-on projects which will help the subject matter come alive to the students.
 - The 2011-2012 class will take a field trip to a correctional institution and participate in.
 - National Correction Officers Week.

Secondary Goals

Mathematics

- Based on the 2010-2011 TABE results goals are:
 - The 2011-2012 TABE exit test will result in an average grade level increase in mathematics of 1.5.
- Activities:
 - All mathematics classes will participate in various activities and worksheets pertaining to basic mathematic skills, logic questions, algebraic manipulations, geometric manipulations, and straight computations one class period a week.
 - All mathematics classes will participate in test taking and test preparations skills coursework one class period a week.
 - The Principles of Algebra and Geometry classes will spend one class period a week dedicated to the Cambridge ACT prep materials.

Secondary Goals

Welding Technology

- Based on analysis of the 2010-2011 NOCTI results goals are:
 - By the end of the 2011-2012 school year, the class average will meet the NOCTI National average in Safety of 75.1%.
 - By the end of the 2011-2012 school year, the class average will raise 10 points in the NOCTI Oxy-fuel and Arc cutting processes. Oxy-fuel will be above National average.
 - By the end of the 2011-2012 school year, the Gas tungsten, Gas metal, Shielded metal, and Flux core arc welding process areas will raise 10 points each in NOCTI averages.
- Activities:
 - During the 2011-2012 school year, the students will take a hands-on test each quarter with the air carbon arc cutting process. This will ensure all students understand this form of cutting.
 - During the 2011-2012 school year, students will continue to do hands-on machine setup with all of the arc welding processes. Students will also be taught part identification. The students will be tested on machine setup and part identification which will increase the students understanding and knowledge.
 - During the 2011-2012 school year, the students will be using the new books and literature that was received at the end of the 2010-2011 school year. More hands-on demonstrations are also planned.

School Improvement Initiative

- During the 2009/2010 school year a school wide initiative began to develop an updated school improvement plan. This process began with the internal self study in preparation for the North Central accreditation visit, a strategic planning session with stakeholders, school-wide committee meetings and final recommendations from the North Central team. During the 2010-2011 school year, the Center organized a High School CASI team comprised of the principal, counselor, and two teachers to attend workshops, collect data, monitor, work with the rest of the staff, and revise the existing School Improvement Plan. CASI stands for Comprehensive and Systemic Improvement and takes a continuous look at improvement. As a result of the combination of these efforts the following goals and action plans have been developed.

Goals

Goal 1A Facilities: Establish a small ad-hoc committee to begin discussions and explore the possibility about looking to the future in another facility more centrally located and less isolated.

Action Plan	Staff Responsible	Date Initiated	Date Completed
Present concept at Monroe/Randolph Superintendent Council meeting	Dian Albert, Director Dr. Marc Kiehna, ROE Mike Reed, SWIC	Jan. 2010	Feb. 2010
Hold a Strategic Planning Meeting involving all stake holders	Dian Albert Dr. John Washburn	Jan. 2010	Jan. 2010
Establish committee	Dian Albert, Dr. Marc Kiehna, Mike Reed, Jim Helton, Waterloo Supt.	Feb. 2010	Feb. 2010

Goals

Goal 1A Facilities: Establish a small ad-hoc committee to begin discussions and explore the possibility about looking to the future in another facility more centrally located and less isolated

<p>Conduct Stakeholder Meetings</p>	<p>Dian Albert, Dr. Marc Kiehna, Mike Reed</p>	<p>Jan. 28, 2011</p>	<p>Jan. 21, 2010 June 8, 2010 Sept. 17, 2010 Nov. 15, 2010 Dec. 8, 2010 Jan. 11, 2011 March 1, 2011 March 15, 2011 April 7, 2011 June 7, 2011 Oct. 6, 2011 Jan. 10, 2012 Jan. 23, 2012 Jan. 27, 2012 Feb. 23, 2012</p>	<p>May 13, 2010 July 27, 2010 Nov. 5, 2010 Dec. 2, 2010 Jan. 4, 2011 Jan. 28, 2011 March 3, 2011 March 22, 2011 April 19, 2011 Sept. 1, 2011 Dec. 16, 2011 Jan. 20, 2012 Jan. 24, 2012 Feb. 2, 2012 Feb. 29, 2012</p>
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Goal #1B: Improve the existing facility and equipment to provide a comfortable and safe learning and work environment for students and employees.

Action Plan	Staff Responsible	Date Initiated	Date Completed
Replace Modular Building 4 after Fire of Oct. 2010	Dian Albert	Nov. 2010	Summer 2011
<p>Doors on storage areas need to be fire rated.</p> <p>Eight panel and solid wood doors need replaced with fire rated doors.</p> <p>Six doors remain to be purchased and can be replaced as funds allow.</p>	<p>Zeno Birkner</p> <p>Zeno Birkner</p> <p>Zeno Birkner, Dian Albert</p>	<p>Jan. 2011</p> <p>Jan. 2011</p> <p>Jan. 2011</p>	<p>April 2011</p> <p>April 2011</p> <p>Dec. 30, 2011</p>
Paint the LPN classrooms to improve work environment for students and employees	Zeno Birkner LPN Instructors	Jan. 2011	Jan. 2011

Goal #2 Marketing: Develop a more comprehensive and structured approach to marketing the center and its programs that will address, 1) Image, and 2) attract students to the Center

Action Plan	Staff Responsible	Date Initiated	Date Completed	
Develop posters to advertise our CTE programs to home schools using current student pictures.	Patti Miles Kim Wolf	Dec. 2010	Feb. 2011	
Put newspaper articles in local papers promoting nursing and high school programs.	Patti Miles Jan Augusting Julie Flemming	Aug. 2010	Sept. 13, 2010 Nov. 26, 2010 Feb. 28, 2011 Aug. 17, 2011 Oct. 25, 2011 Dec. 23, 2011 Feb. 23, 2012 Mar. 8, 2012 Apr. 3, 2012	Sept. 15, 2010 Feb. 23, 2011 Aug. 1, 2011 Aug. 24, 2011 Nov. 2, 2011 Feb. 1, 2012 Mar. 7, 2012 Mar. 12, 2012

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Cont.

Have Counselor attend Career Fairs	Patti Miles Jodi Jones	March 24, 2011	March 10, 2010 March 24, 2011 March 21, 2012
Bring sophomores out for a tour of our CTE programs	Dian Albert	November, 2009 December, 2010 December, 2011	March, 2010 March, 2011 March, 2012
Have CTE teachers go to other schools and promote their programs.	Dian Albert Greg Baird	January 12, 2011	January 12, 2011
Advertise on local radio station WHCO	Dian Albert	January 2011	January 2011
Develop a quarterly newsletter	Patti Miles, Dian Albert	August 2011	Fall 2010 Winter 2011 May 2011 Fall 2011 Winter 2012
Have Drama Troupe Perform at local elementary schools their anti-bullying program.	Deborah Forsythe	August 2010	May 2010 May 2011 December 2011

Goal #3 Joint Relationships: consider opportunities for the Center and its students to benefit from enhanced relationships with Southwestern Illinois College, Perandoe Special Education District, Human Service4 Center, etc.

Action Plan	Staff Responsible	Date Initiated	Date Completed
Develop an agreement with the Perandoe Special Education District to have their students attend our CTE programs.	Dian Albert Patti Miles Jodi Jones	May 2010	August 2010
Add additional Dual Credit program for Auto Collision II ACRT 131	Patti Miles Brian Lohman	August 2010	January 2011
Change Clinical Sites to meet needs	Jan Augustine and LPN Instructors	Memorial Hospital clinical site changed to Atrium in Cahokia.	June 2011
Meet with SWIC to add ACRT 141 to Auto Mechanics	Patti Miles Greg Baird	March, 2012	
Meet with Human Support Service Center to add another counselor	Patti Miles Dian Albert	December, 2011	February, 2012

Goal #4A Curriculum: Expand curricular offerings for high school students and adults: Explore the expansion of adult offerings, and offering specialty programs that smaller districts cannot offer on their own and expand CTE offering in satellite programs.

Action Plan	Staff Responsible	Date Initiated	Date Completed
Collect supply/demand information	Dian Albert, Patti Miles, Janice Augustine, Curriculum Committee	4/10/10	
Develop satellite programs for high school CNA and curriculum and obtain required program approval	Dian Albert, Kelly Jany	August 2010	April 2011

Goal #4B Curriculum: Develop each program curriculum matching lesson plans to state standards.

Action Plan	Staff Responsible	Date Initiated	Date Completed
Find state standards and assessments for all High School CTE programs	Patti Miles CTE teachers	Nov. 2010	Dec. 2010
Create lesson plans for all High School CTE programs matched to state standards including assessments and goals	CTE teachers	Nov. 2010	May 2011
Develop Curriculum binders with weekly lesson plans. See Curriculum binders	Patti Miles High School Teaching Staff	August 2009	May 2011

Goal #5 Expand professional development activities for staff working with OEP and CTE programs.

Action Plan	Staff Responsible	Date Initiated	Date Completed
Conduct teacher/staff professional development need survey	Patti Miles	March 14, 2011	March 25, 2011
Hold various staff trainings on site	Dian Albert & Patti Miles	May 2010, AED Training, American Red Cross December 3, 2010 Suicide/Aids Training, Human Support Services March 9, 2011, ADD/ADHD Training, Perandoe Special Ed Services	August 16, 2010 December 3, 2010 March 9, 2011
Purchase On-Line Training for teachers to work on professional development on line.	Dian Albert Patti Miles	June 2011	June 2011

**Goal #5 Expand professional development activities for staff working with OEP and CTE programs
Cont.**

Date	Activity	Attendee
Oct. 4, 2010	CASI	Baird, Forsythe, Jones, Miles
Oct. 7-8, 2010	North Central Conference	Trout, Augustine, Prest, Diemert
Oct. 19, 2010	Kingore Workshop	Eichelberger
Dec. 7, 2010	Prenatal Nursing Conference	Szopinski, Warren, Augustine
Dec. 15, 2010	CASI	Baird, Forsythe, Jones, Miles
Jan. 12, 2011	Job Fair @ Gibault	Baird
Mar. 20, 2011	ICEARY	Floarke, DeGroot
Mar. 14-17, 2011	Nursing Conference	Augustine, Riebeling, Trout, Kinney, Stout, Rodemich
Mar. 16, 2011	Classroom Behavior Management	Harmsen, Krebel
Mar. 17, 2011	ICAIA	Lohman, Baird
Mar. 22, 2011	CASI	Jones, Baird, Forsythe
Apr. 15, 2011	CNA Instructor Conference	Jany
May 10, 2011	CASI	Miles, Forsythe, Baird

Goal #5 Expand professional development activities for staff working with OEP and CTE programs.**Cont.**

Sept. 30, 2011	Illinois History Conference	Fahey
Oct. 6, 2011	ICAIA	Baird, Lohman
Oct. 7, 2011	Using Data for Program Improvement	All teachers (except DeGroot)
Nov. 3, 2011	English Teacher Conference	DeGroot
Nov. 15, 2011	Enhancing Professional Practice: A Framework For Teaching	Miles
Nov. 17-18, 2011	ACTE	Albert
Nov. 18, 2011	ACTE	Jones, Lohman, Prather, Miller, Jany, Porter, Harmsen, Baird, Floarke
Nov. 21, 2011	SWIC Joint Services	Jones
Feb. 7, 2012	“Using Technology Projects to Strengthen Student Learning”	Fahey
Feb. 9, 2012	Cahokia Conference Industrial and Agricultural Education Round Table Discussion	Miller, Harmsen
Mar. 8, 2012	ICEARY	Eichelberger, DeGroot, Krebel, Forsythe
Mar. 14-16, 2012	HOSA	Jany, Prather
Apr. 20, 2012	Nursing Conference	Prather, Jany

Goal #6 School Safety: Develop and maintain procedures and systems to ensure a safe learning environment of students and employees.

Action Plan	Staff Responsible	Date Initiated	Date Completed
Explore funding or partnerships to provide School Resource officer	Dian Albert	August 2010	Continuing
Annual review and updating of emergency plans	Safety Committee and Administration	August 2010	August 2010 March 2012

Goal #7 Staff Retention and Recruitment: Improve recruitment and retention of teachers and support staff.

Action Plan	Staff Responsible	Date Initiated	Date Completed
Participate in the ROE induction and mentoring program.	Patti Miles	August 2006	2006, 2007, 2009, 2010, 2011
Analyze retention based on data collected from the induction and mentoring program	Patti Miles Rosie Gardner	July 28, 2010	March 14, 2011

Goal #8 School Finances: Establishing fiscal procedures and activities to increase the financial stability of the center.

Action Plan	Staff Responsible	Date Initiated	Date Completed
Addition of programs to generate additional revenues	Dian Albert Board of Control	Developed a satellite CNA program at Waterloo H.S. August 2010	April 2011
Increase LPN Tuition and Vocational Fees	Dian Albert Jan Augustine	July 2008 January 2010 July 2010 January 2011	July 2008 January 2010 July 2010 January 2011 March 2012
Sale of Silo Property	Dian Albert Board of Control	August 23, 2005	
Silo Property released by EDA	Dian Albert Board of Control	February 2011	February 2011
Title clearance of silo property	Dian Albert Board of Control	June 2011	August 2011

Goal 9A Develop a systematic data collection, analysis, and communication process to assure school improvement goals and strategies are driven by data.

Action Plan	Staff Responsible	Date Initiated	Date Completed
Collect Entrance Data from all HS students through TABE testing	Jodi Jones	August 2009 August 2010	May 2010 May 2011
NOCTI test all HS CTE students upon entry and exit of all programs	Patti Miles CTE Teaching Staff	August 2010	May 2011 See Attachment
HESI test all LPN students	LPN Instructors	2005	December 2010 May 2011
CNA students take the state Competency Exam	Kelly Jany	April 2010 April 2011	April 2010 April 2011

Goal #10 Improvement: Develop, implement, and continually evaluate a formalized continuous improvement plan through strategic planning and creation of action plan timelines.

Action Plan	Staff Responsible	Date Initiated	Date Completed
Develop a school improvement plan with action plan timelines.	Patti Miles SIP Committee	August 2009	March 2012