

## **ERIE COUNTY TECHNICAL SCHOOL**

8500 Oliver Road

Comprehensive Plan | 2022 - 2025

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### **MISSION STATEMENT**

Mission Statement: The Erie County Technical School delivers career success to Northwest Pennsylvania through: • Employ-Ability • Career Planning • Technical Education • Supporting Academics

### **VISION STATEMENT**

The Erie County Technical School will support all students in achieving their career and educational goals. Students will come to our school because we offer programs that help them pursue their career paths, lead them to respected occupations, and emphasize the need for lifelong learning. We will serve as the hub for career development of all students in our service area. All students will participate in a coordinated career development program so that they make informed career decisions. In support of this career development program and our overall mission, we will work to demonstrate to students, their families, and the community the value of career and technical education. (Updated and approved, August, 2021)

## **EDUCATIONAL VALUE STATEMENTS**

### **STUDENTS**

The expectations for the students involved with the stakeholder group are to review the Mission and Vision Statements, articulate in their own words their understanding of the Mission and Vision Statements, and to provide their perspective if the Mission and Vision Statements are actually accomplished. All ECTS students will reflect upon the mission and vision annually through the professional skills courses. Students are expected to actively engage in their career major to attain the skills and knowledge to become employable or to continue with post-secondary training. Students may also use the knowledge acquired to venture on to new career paths. Students expectations will be acknowledged in the adoption of the ECTS Student Be-Attitudes: Be Passionate, Be Respectful, Be Involved, Be Disciplined, Be Employable. Students will also be asked for their feedback annually by completing the student satisfaction survey and post-graduate questionnaires.

### **STAFF**

The expectations for the staff involved with the stakeholder group are to review the Mission and Vision Statements, articulate in their own words their understanding of the Mission and Vision Statements, provide their perspective how the Mission and Vision Statements are actually accomplished at the Erie County Technical School, provide examples of instructional daily activities incorporated that provide evidence of their support of the Mission and Vision Statements. Staff members are responsible for implementing the five core principles: Ensure the safety and welfare of our students, Provide opportunities for learning, Protect the public trust, Provide for the transition from school to work, additional education, or military service, Embrace diversity and inclusion. Staff expectations will be acknowledged in the adoption of the ECTS Staff Be-Attitudes: Be Welcoming, Be Genuine, Be Considerate, Be Knowledgeable, Be Involved.

### **ADMINISTRATION**

The expectations for the administration involved with the stakeholder group is to review the Mission and Vision Statements with the sub-groups, guide the sub-groups through a thoughtful discussion of the Mission and Vision Statements, provide their perspective on how the Mission and Vision Statements are actually accomplished at the Erie County Technical School, provide examples of administrative activities incorporated that provide evidence of their support of the Mission and Vision Statements. The administrative team will provide the support

and structure for the staff and students to be successful in the delivery and acquisition of skills and knowledge. The Erie County Technical School is committed to providing career and technical education that exceeds the expectations of our stakeholders while continually measuring our progress to improve our programs and services.

## **PARENTS**

The expectations for the parents involved with the stakeholder group are to review the Mission and Vision Statements, articulate in their own words their understanding of the Mission and Vision Statements, and to provide their perspective if the Mission and Vision Statements are actually accomplished. Parents will support their child's career and technical education by supporting the instructional and administrative staff expectations that will prepare their child for employment, additional training, and/or military service. Parents will be provided with access to grades, attendance information and other ECTS communications. Parents will also be asked for their feedback annually by completing the parent satisfaction survey.

## **COMMUNITY**

The expectations for the community members involved with the stakeholder group are to review the Mission and Vision Statements, articulate in their own words their understanding of the Mission and Vision Statements, and to provide their perspective if the Mission and Vision Statements are actually accomplished. Key community stakeholders include sending school representatives, employers, post-secondary partners, and various community agencies with a vested interest in career and technical education. These partners will participate in our local advisory committee, occupational advisory committees for each career major, and stakeholder meetings for various initiatives. ECTS will collect stakeholder input to improve the services and education we provide.

## STEERING COMMITTEE

Name	Position	Building/Group
Joseph A Tarasovitch	Administrator	Erie County Technical School
Sandy Carr	Administrator	Erie County Technical School
Lesa Scalise	Administrator	Erie County Technical School
Mary Foulkrod	Staff Member	Erie County Technical School
Lisa Sorensen	Staff Member	Erie County Technical School
Kelly Schoullis	Staff Member	Erie County Technical School
Joseph Salorino	Staff Member	Erie County Technical School
Matthew Walter	Staff Member	Erie County Technical School
Kayla Noonan	Staff Member	Erie County Technical School
Mariea Sargent	Staff Member	Erie County Technical School
Heidi Crane	Staff Member	Erie County Technical School
Amy Nichilo	Staff Member	Erie County Technical School
Sam Ring	Board Member	Northwestern School District

<b>Name</b>	<b>Position</b>	<b>Building/Group</b>
David Mahoney	Board Member	Fairview School District
Richard Emerick	Community Member	Fort LeBoeuf Superintendent
Neil Donovan	Community Member	Pennsylvania Department of Education
Gayle Gollmer	Community Member	Northwestern High School
Pam Chodubski	Community Member	Harbor Creek High School
Ed Petrunak	Community Member	Post-Secondary; Precision Manufacturing Instituteenn State-Behrend
Janet Anderson	Community Member	Workforce Investment Board
Cameron Baniewicz	Student	McDowell High School/ECTS
Tish Bartlett	Parent	Fort Leboeuf High School/ECTS
Lucy Lenhardt	Community Member	Post-Secondary; Penn State-Behrend
Garrett Bartlett	Student	Fort Leboeuf High School/ECTS
Lori Baniewicz	Parent	McDowell High School/ECTS
Julie Price	Other	NW Workforce Investment Board
Dr. Thad Urban	Community Member	Out of School Youth Rep; Iroquois SDIM
Edward Nientemp	Community Member	Out of School Youth Rep; Millcreek SD

<b>Name</b>	<b>Position</b>	<b>Building/Group</b>
Ann Andrews	Other	IUP CTC - Instructional Support
Andrew Foyle	Community Member	H&H Machine Product - President
Phil Pinzok	Community Member	Bianchi Honda - Service Manager

## ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Continue utilization and improvement of on-line application system to encourage parent engagement. Improve the social media and on-line presence of ECTS news, opportunities, and accomplishments. Encourage staff use of communication tools with parents/families.	Parent and family engagement
The administration will create reports to identify the populations and related scores. The priority of the school will be to improve NOCTI written and performance test scores for the special populations. The school will utilize a PDE-recognized NOCTI analysis program in conjunction with existing NOCTI analysis reports to build remediation and improvement plans for all populations.	Industry-Based Learning

## ACTION PLAN AND STEPS

Evidence-based Strategy	
NOCTI Data Analysis	
Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
NOCTI Performance Improvement	By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Creation of NOCTI reports in Infinite Campus that identify special populations.	2022-07-11 - 2022-08-05	Sandy Carr/Supervisor of Instructional Support and Michael Miller/Supervisor of Information Technology	NOCTI Downloaded information, Infinite Campus set up and reporting.
Analysis of senior (written and performance) and junior pre-test data for all populations and preparation of reports (annually) comparing special populations with general populations data to share with staff.	2022-08-05 - 2025-08-22	Julie Aiken/Principal	NOCTI pre-test and post-test data, Infinite Campus Reports
Consult with Todd Luke (Max Teaching) for individual career major NOCTI test data analysis.	2022-06-13 - 2022-06-30	Sandy Carr/Supervisor of Instructional Support	NOCTI data exports
Collaborate with Todd Luke (Max Teaching) to conduct professional development with staff to introduce new NOCTI data analysis reports including special populations reports.	2022-08-04 - 2022-08-26	Julie Aiken/Principal	Todd Luke, In-Service Schedule, NOCTI data analysis reports, special populations reports

**Anticipated Outcome**

Special populations reports NOCTI data analysis reports from T. Luke ECTS-generated summary reports

**Monitoring/Evaluation**

Weekly administration meetings Survey staff to determine effectiveness of reporting.





## Evidence-based Strategy

NOCTI Focus in CTE-360 Unit Plans

## Measurable Goals

### Goal Nickname

### Measurable Goal Statement (Smart Goal)

NOCTI Performance Improvement

By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Educational leadership will determine format/design of NOCTI focus in CTE-360 lesson plans and communicate expectations with instructional staff (annual reflection to reassess)	2022-07-06 - 2022-08-26	Julie Aiken/Principal and Sandy Carr/Supervisor of Instructional Support	CTE-360, NOCTI reporting
Staff training to incorporate the NOCTI focus expectation as a part of CTE-360 unit plans.	2022-08-26 - 2023-04-21	Julie Aiken/Principal and Sandy Carr/Supervisor of Instructional Support	CTE-360, NOCTI reporting
Quarterly inspection of NOCTI focus components in CTE-360 unit plans	2022-10-12 - 2023-04-07	Julie Aiken/Principal and Sandy Carr/Supervisor of Instructional Support	CTE-360, Administrative time line for due dates

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
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### Anticipated Outcome

CTE-360 unit plans inclusion of NOCTI focus for applicable units

### Monitoring/Evaluation

Quarterly inspection of NOCTI focus components in CTE-360 unit plans Reflected in formal observation of Domain 1 and Domain 4

### Evidence-based Strategy

NOCTI Improvement Action Plan

### Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
NOCTI Performance Improvement	By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Utilize data from Action Step 1 to determine program specific NOCTI areas of weakness.	2022-08-26 - 2022-10-11	Julie Aiken/Principal and Sandy Carr/Supervisor of Instructional	NOCTI Data

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
		Support	
Create a bank of best practice strategies to support NOCTI test preparation	2022-11-13 - 2026-06-13	Julie Aiken/Principal	Instructional Staff, NOCTI Action plans, one-drive repository
Incorporate best practice strategies into CTE-360 unit plans	2023-01-13 - 2026-06-13	Julie Aiken/Principal and Sandy Carr/Supervisor of Instructional Support	CTE-360, Instructional Staff, Best Practice Repository

**Anticipated Outcome**  
 Repository of NOCTI best practice strategies. CTE-360 unit plans with NOCTI best practice strategies.

**Monitoring/Evaluation**  
 Inspection of repository and CTE-360 unit plans.

**Evidence-based Strategy**  
 Social media presence

**Measurable Goals**

Goal Nickname	Measurable Goal Statement (Smart Goal)

Goal Nickname	Measurable Goal Statement (Smart Goal)		
Increased social media presence	By year 3, the Erie County Technical School Community Engagement and Enrollment Coordinator will post ECTS news and updates weekly using in-house tools and various social media platforms.		
Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Determine platforms to be used for communicating with ECTS community.	2022-08-29 - 2022-09-30	Joe Tarasovitch/Director and Lisa Sorensen/Community Engagement and Enrollment Coordinator	Michael Miller/IT Supervisor, Recruitment and Retention Plan, School Calendar, technology, social media platforms
Develop a schedule of events to communicate and identify appropriate platforms to be used.	2022-09-01 - 2026-06-30	Joe Tarasovitch/Director and Lisa Sorensen/Community Engagement and Enrollment Coordinator	Michael Miller/IT Supervisor, Recruitment and Retention Plan, School Calendar, technology, social media platforms
Implement effective communication according to the established goals.	2022-09-01 - 2026-06-30	Joe Tarasovitch/Director and Lisa Sorensen/Community Engagement and Enrollment Coordinator	Michael Miller/IT Supervisor, Recruitment and Retention Plan, School Calendar, technology, social media platforms
Quarterly review of communication progress towards goals.	2022-11-01 - 2026-06-30	Joe Tarasovitch/Director and Lisa Sorensen/Community Engagement and Enrollment Coordinator	Michael Miller/IT Supervisor, Recruitment and Retention Plan, School Calendar, technology, social media platforms
Anticipated Outcome			
Improved community communications highlighting the ECTS events and activities.			

## Monitoring/Evaluation

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Quarterly and annual review of communications.

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## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Data Analysis	Analysis of senior (written and performance) and junior pre-test data for all populations and preparation of reports (annually) comparing special populations with general populations data to share with staff.	08/05/2022 - 08/22/2025

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Data Analysis	Collaborate with Todd Luke (Max Teaching) to conduct professional development with staff to introduce new NOCTI data analysis reports including special populations reports.	08/04/2022 - 08/26/2022

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI	Staff training to	08/26/2022
	Focus in	incorporate the	-
	CTE-360	NOCTI focus	04/21/2023
	Unit Plans	expectation as a part of CTE-360 unit plans.	



## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI	Educational	07/06/2022
	Focus in CTE-360 Unit Plans	leadership will determine format/design of NOCTI focus in CTE-360 lesson plans and communicate expectations with instructional staff (annual reflection to reassess)	- 08/26/2022

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Improvement Action Plan	Utilize data from Action Step 1 to determine program specific NOCTI areas of weakness.	08/26/2022 - 10/11/2022

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Improvement Action Plan	Create a bank of best practice strategies to support NOCTI test preparation	11/13/2022 - 06/13/2026

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Improvement Action Plan	Incorporate best practice strategies into CTE-360 unit plans	01/13/2023 - 06/13/2026

## APPROVALS & SIGNATURES

### Assurance of Quality and Accountability

### Assurance of Quality and Accountability

The Building Administrator, Superintendent/Chief Executive Officer and President of the School Board will affirm the following statements.

We affirm that our school has developed a School Improvement Plan based upon a thorough review of the essential practices to advance educational programs and processes and improve student achievement.

We affirm that the action plans that we will be implementing address our specific school needs, include strategies that provide educational opportunities and instructional strategies for all students and each of the student groups, increases the amount and quality of learning time, and provides equity in the curriculum which may include programs, activities, and courses necessary to provide a well-rounded education. These plans address the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

We, the undersigned, hereby certify that the school level plan has been duly reviewed by the Building Administrator, Superintendent of Schools and formally approved by the district's Board of Education, per guidelines required by the Pennsylvania Department of Education.

We hereby affirm and assure that this plan:

- Addresses all the **required components** prescribed by the Pennsylvania Department of Education
- Meets **ESSA requirements**
- Includes **at least one evidence-based strategy that meets one of the three highest levels of evidence outlined in ESSA**
- Has a **high probability of improving student outcomes**
- Has sufficient **LEA leadership and support to ensure successful implementation**

**With this Assurance of Quality & Accountability, we request the Pennsylvania Department of Education grant formal approval to implement this plan.**

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School Board Minutes or Affirmation Statement

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**Signature (Entered Electronically and must have access to web application).**

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Chief School Administrator

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School Improvement Facilitator Signature

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Building Principal Signature

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## ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

### Strengths

N/A

N/A

N/A

Foster a culture of high expectations for success for all students, educators, families, and community members to improve the attendance rate of students. Build upon the quarterly attendance recognition plan to capture student improvement.

Build leadership capacity and empower staff in the development and successful implementation of initiatives that better serve students, staff, and the school with recruitment. Develop a process with the Enrollment and Engagement Coordinator to address the low enrollment of the perennial majors that struggle for enrolment - CUA, DDE, GRA, PMT and THM.

For 2018-2019 NOCTI testing, 15 of the 19 programs had 86% or more students testing at competent or advanced levels.

NOCTI data is reviewed annually to create NOCTI improvement plans specific to each program.

### Challenges

N/A

N/A

N/A

Collectively shape the vision for continuous improvement of teaching and learning to address any programs struggling NOCTI performance. Collaborate with the program instructors to identify Best Practices utilized in the most successful majors in terms of NOCTI performance.

Implement evidence-based strategies to engage families to support learning of the opportunities in the majors that are struggling with enrollment.

For 2018-2019 NOCTI testing, 4 of the 19 programs had less than 70% of students testing at competent or advanced levels.

Due to COVID, ECTS review of pre-test NOCTI scores indicates that 7 of 17 programs have displayed a decrease in average written testing scores.

Increasing industry-recognized certifications beyond safety

### Strengths

All programs with enrolled students offered industry recognized certifications in the 2020-2021 school year.

Our students earned a total of 1,386 industry recognized certifications from 2018-2021.

Continued administrative concentration on NOCTI improvement with instructor analysis of data and plan preparation.

NOCTI pre-test administration to the juniors at year-end to assess and plan remediation and focus for senior year.

Regular Attendance

Industry Based Learning

### Challenges

certifications.

Accurately assess the special education population's NOCTI written pre- and post-test performance.

Remediation plans for special populations.

Regular Attendance

Industry Based Assessment

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### Most Notable Observations/Patterns

The Erie County Technical School must examine additional recruiting practices to improve the enrollment in the struggling programs, but as entire school model.

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**Challenges****Discussion Point****Priority for Planning**

Collectively shape the vision for continuous improvement of teaching and learning to address any programs struggling NOCTI performance. Collaborate with the program instructors to identify Best Practices utilized in the most successful majors in terms of NOCTI performance.

The root cause varies from year-to-year and by program. Review of NOCTI evaluators for programs with low performance scores.

Implement evidence-based strategies to engage families to support learning of the opportunities in the majors that are struggling with enrollment.

Inaccurate paradigms of parents of opportunities available in struggling majors. The paper-copy application did not provide family engagement/discussion of the application process. Underutilization of communication tools to promote opportunities and updates to career majors.

## ADDENDUM B: ACTION PLAN

### Action Plan: NOCTI Data Analysis

Action Steps	Anticipated Start/Completion Date	
Creation of NOCTI reports in Infinite Campus that identify special populations.	07/11/2022 - 08/05/2022	
Monitoring/Evaluation	Anticipated Output	
Weekly administration meetings Survey staff to determine effectiveness of reporting.	Special populations reports NOCTI data analysis reports from T. Luke ECTS-generated summary reports	
Material/Resources/Supports Needed	PD Step	Comm Step
NOCTI Downloaded information, Infinite Campus set up and reporting.	no	yes

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**Action Steps****Anticipated Start/Completion Date**

Analysis of senior (written and performance) and junior pre-test data for all populations and preparation of reports (annually) comparing special populations with general populations data to share with staff.

08/05/2022 - 08/22/2025

**Monitoring/Evaluation****Anticipated Output**

Weekly administration meetings Survey staff to determine effectiveness of reporting.

Special populations reports NOCTI data analysis reports from T. Luke ECTS-generated summary reports

**Material/Resources/Supports Needed****PD Step****Comm Step**

NOCTI pre-test and post-test data, Infinite Campus Reports

yes

yes



**Action Steps****Anticipated Start/Completion Date**

Consult with Todd Luke (Max Teaching) for individual career major NOCTI test data analysis.

06/13/2022 - 06/30/2022

**Monitoring/Evaluation****Anticipated Output**

Weekly administration meetings Survey staff to determine effectiveness of reporting.

Special populations reports NOCTI data analysis reports from T. Luke ECTS-generated summary reports

**Material/Resources/Supports Needed****PD Step****Comm Step**

NOCTI data exports

no

yes



**Action Steps****Anticipated Start/Completion Date**

Collaborate with Todd Luke (Max Teaching) to conduct professional development with staff to introduce new NOCTI data analysis reports including special populations reports.

08/04/2022 - 08/26/2022

**Monitoring/Evaluation****Anticipated Output**

Weekly administration meetings Survey staff to determine effectiveness of reporting.

Special populations reports NOCTI data analysis reports from T. Luke ECTS-generated summary reports

**Material/Resources/Supports Needed****PD Step****Comm Step**

Todd Luke, In-Service Schedule, NOCTI data analysis reports, special populations reports

yes

yes

**Action Plan: NOCTI Focus in CTE-360 Unit Plans**

**Action Steps****Anticipated Start/Completion Date**

Educational leadership will determine format/design of NOCTI focus in CTE-360 lesson plans and communicate expectations with instructional staff (annual reflection to reassess)

07/06/2022 - 08/26/2022

**Monitoring/Evaluation****Anticipated Output**

Quarterly inspection of NOCTI focus components in CTE-360 unit plans Reflected in formal observation of Domain 1 and Domain 4

CTE-360 unit plans inclusion of NOCTI focus for applicable units

**Material/Resources/Supports Needed****PD Step****Comm Step**

CTE-360, NOCTI reporting

yes

yes



**Action Steps****Anticipated Start/Completion Date**

Staff training to incorporate the NOCTI focus expectation as a part of CTE-360 unit plans.

08/26/2022 - 04/21/2023

**Monitoring/Evaluation****Anticipated Output**

Quarterly inspection of NOCTI focus components in CTE-360 unit plans Reflected in formal observation of Domain 1 and Domain 4

CTE-360 unit plans inclusion of NOCTI focus for applicable units

**Material/Resources/Supports Needed****PD Step****Comm Step**

CTE-360, NOCTI reporting

yes

yes



**Action Steps****Anticipated Start/Completion Date**

Quarterly inspection of NOCTI focus components in CTE-360 unit plans

10/12/2022 - 04/07/2023

**Monitoring/Evaluation****Anticipated Output**

Quarterly inspection of NOCTI focus components in CTE-360 unit plans Reflected in formal observation of Domain 1 and Domain 4

CTE-360 unit plans inclusion of NOCTI focus for applicable units

**Material/Resources/Supports Needed****PD Step****Comm Step**

CTE-360, Administrative time line for due dates

no

yes

**Action Plan: NOCTI Improvement Action Plan**



**Action Steps****Anticipated Start/Completion Date**

Utilize data from Action Step 1 to determine program specific NOCTI areas of weakness.

08/26/2022 - 10/11/2022

**Monitoring/Evaluation****Anticipated Output**

Inspection of repository and CTE-360 unit plans.

Repository of NOCTI best practice strategies. CTE-360 unit plans with NOCTI best practice strategies.

**Material/Resources/Supports Needed****PD Step****Comm Step**

NOCTI Data

yes

yes



**Action Steps****Anticipated Start/Completion Date**

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Create a bank of best practice strategies to support NOCTI test preparation

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11/13/2022 - 06/13/2026

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**Monitoring/Evaluation****Anticipated Output**

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Inspection of repository and CTE-360 unit plans.

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Repository of NOCTI best practice strategies. CTE-360 unit plans with NOCTI best practice strategies.

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**Material/Resources/Supports Needed****PD Step****Comm Step**

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Instructional Staff, NOCTI Action plans, one-drive repository

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yes

yes

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**Action Steps****Anticipated Start/Completion Date**

Incorporate best practice strategies into CTE-360 unit plans

01/13/2023 - 06/13/2026

**Monitoring/Evaluation****Anticipated Output**

Inspection of repository and CTE-360 unit plans.

Repository of NOCTI best practice strategies. CTE-360 unit plans with NOCTI best practice strategies.

**Material/Resources/Supports Needed****PD Step****Comm Step**

CTE-360, Instructional Staff, Best Practice Repository

yes

yes

**Action Plan: Social media presence**

**Action Steps****Anticipated Start/Completion Date**

Determine platforms to be used for communicating with ECTS community.

08/29/2022 - 09/30/2022

**Monitoring/Evaluation****Anticipated Output**

Quarterly and annual review of communications.

Improved community communications highlighting the ECTS events and activities.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Michael Miller/IT Supervisor, Recruitment and Retention Plan, School Calendar, technology, social media platforms

no

yes



**Action Steps****Anticipated Start/Completion Date**

Develop a schedule of events to communicate and identify appropriate platforms to be used.

09/01/2022 - 06/30/2026

**Monitoring/Evaluation****Anticipated Output**

Quarterly and annual review of communications.

Improved community communications highlighting the ECTS events and activities.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Michael Miller/IT Supervisor, Recruitment and Retention Plan, School Calendar, technology, social media platforms

no

yes



**Action Steps****Anticipated Start/Completion Date**

Implement effective communication according to the established goals.

09/01/2022 - 06/30/2026

**Monitoring/Evaluation****Anticipated Output**

Quarterly and annual review of communications.

Improved community communications highlighting the ECTS events and activities.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Michael Miller/IT Supervisor, Recruitment and Retention Plan, School Calendar, technology, social media platforms

no

yes



**Action Steps****Anticipated Start/Completion Date**

Quarterly review of communication progress towards goals.

11/01/2022 - 06/30/2026

**Monitoring/Evaluation****Anticipated Output**

Quarterly and annual review of communications.

Improved community communications highlighting the ECTS events and activities.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Michael Miller/IT Supervisor, Recruitment and Retention Plan, School Calendar, technology, social media platforms

no

yes



## ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Data Analysis	Analysis of senior (written and performance) and junior pre-test data for all populations and preparation of reports (annually) comparing special populations with general populations data to share with staff.	08/05/2022 - 08/22/2025
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Data Analysis	Collaborate with Todd Luke (Max Teaching) to conduct professional development with staff to introduce new NOCTI data	08/04/2022 - 08/26/2022



Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		analysis reports including special populations reports.	
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Focus in CTE-360 Unit Plans	Staff training to incorporate the NOCTI focus expectation as a part of CTE-360 unit plans.	08/26/2022 - 04/21/2023
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Focus in CTE-360 Unit Plans	Educational leadership will determine format/design of NOCTI focus in CTE-360 lesson plans and communicate expectations with instructional staff (annual reflection to reassess)	07/06/2022 - 08/26/2022
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or	NOCTI	Utilize data from	08/26/2022

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	Improvement Action Plan	Action Step 1 to determine program specific NOCTI areas of weakness.	- 10/11/2022
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Improvement Action Plan	Create a bank of best practice strategies to support NOCTI test preparation	11/13/2022 - 06/13/2026
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Improvement Action Plan	Incorporate best practice strategies into CTE-360 unit plans	01/13/2023 - 06/13/2026

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## PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
NOCTI Analysis In-Service	Instructional Staff	NOCTI Data Analysis and Special Populations

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Identification of improvement areas Identification of special population score discrepancies	08/26/2022 - 08/29/2022	Julie Aiken/Principal, Sandy Carr/Supervisor of Instructional Support, Lesa Scalise/Supervisor of Student Support

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
4a: Reflecting on Teaching  1b: Demonstrating Knowledge of Students  1c: Setting Instructional Outcomes  3d: Using Assessment in Instruction	Teaching Diverse Learners in an Inclusive Setting

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Professional Development Step	Audience	Topics of Prof. Dev
NOCTI focus in CTE-360 Lesson Plans	Instructional Staff	Integration of NOCTI content into CTE-360 unit plans

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Implementation of NOCTI content into CTE-360 unit plans	08/26/2022 - 04/21/2023	Julie Aiken/Principal, Sandy Carr/Supervisor of Instructional Support

**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

1e: Designing Coherent Instruction

1c: Setting Instructional Outcomes

4d: Participating in a Professional Community

1c: Setting Instructional Outcomes

1e: Designing Coherent Instruction

Teaching Diverse Learners in an Inclusive Setting

Teaching Diverse Learners in an Inclusive Setting

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**Professional Development Step**

**Audience**

**Topics of Prof. Dev**

NOCTI Improvement Action Plan

Instructional staff

NOCTI data, Best Practice Strategies, CTE-360 unit plans

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**Evidence of Learning**

**Anticipated Timeframe**

**Lead Person/Position**

Bank of best practice strategies, incorporation of best practice strategies into CTE-360 unit plans, observed use of best practice strategies in classroom instruction

08/26/2022 - 06/13/2026

Joe Tarasovitch/Director, Julie Aiken/Principal, Sandy Carr/Supervisor of Instructional Support

**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

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1e: Designing Coherent Instruction

Teaching Diverse Learners in an Inclusive Setting

3d: Using Assessment in Instruction

1d: Demonstrating Knowledge of Resources

3c: Engaging Students in Learning

1c: Setting Instructional Outcomes

1b: Demonstrating Knowledge of Students

4a: Reflecting on Teaching

1a: Demonstrating Knowledge of Content and Pedagogy

1f: Designing Student Assessments

3e: Demonstrating Flexibility and Responsiveness

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## ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Data Analysis	Creation of NOCTI reports in Infinite Campus that identify special populations.	2022-07-11 - 2022-08-05
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Data Analysis	Analysis of senior (written and performance) and junior pre-test data for all populations and preparation of reports (annually) comparing special populations with general populations data to share with staff.	2022-08-05 - 2025-08-22
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Data Analysis	Consult with Todd Luke (Max	2022-06-13 - 2022-06-

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Improvement)		Teaching) for individual career major NOCTI test data analysis.	30
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Data Analysis	Collaborate with Todd Luke (Max Teaching) to conduct professional development with staff to introduce new NOCTI data analysis reports including special populations reports.	2022-08-04 - 2022-08-26
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Focus in CTE-360 Unit Plans	Staff training to incorporate the NOCTI focus expectation as a part of CTE-360 unit plans.	2022-08-26 - 2023-04-21
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or	NOCTI Focus	Quarterly	2022-10-12

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	in CTE-360 Unit Plans	inspection of NOCTI focus components in CTE-360 unit plans	- 2023-04-07
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Focus in CTE-360 Unit Plans	Educational leadership will determine format/design of NOCTI focus in CTE-360 lesson plans and communicate expectations with instructional staff (annual reflection to reassess)	2022-07-06 - 2022-08-26
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Improvement Action Plan	Utilize data from Action Step 1 to determine program specific NOCTI areas of weakness.	2022-08-26 - 2022-10-11



Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Improvement Action Plan	Create a bank of best practice strategies to support NOCTI test preparation	2022-11-13 - 2026-06-13
By year 3, ECTS will increase the special populations NOCTI achievement by 3% or more from the 2019 NOCTI overall performance baseline. (NOCTI Performance Improvement)	NOCTI Improvement Action Plan	Incorporate best practice strategies into CTE-360 unit plans	2023-01-13 - 2026-06-13
By year 3, the Erie County Technical School Community Engagement and Enrollment Coordinator will post ECTS news and updates weekly using in-house tools and various social media platforms. (Increased social media presence)	Social media presence	Determine platforms to be used for communicating with ECTS community.	2022-08-29 - 2022-09-30
By year 3, the Erie County Technical School Community Engagement and Enrollment Coordinator will post ECTS news and updates weekly using in-house tools and various social media platforms. (Increased social media presence)	Social media presence	Develop a schedule of events to communicate and identify appropriate platforms to be used.	2022-09-01 - 2026-06-30

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By year 3, the Erie County Technical School Community Engagement and Enrollment Coordinator will post ECTS news and updates weekly using in-house tools and various social media platforms. (Increased social media presence)	Social media presence	Implement effective communication according to the established goals.	2022-09-01 - 2026-06-30
By year 3, the Erie County Technical School Community Engagement and Enrollment Coordinator will post ECTS news and updates weekly using in-house tools and various social media platforms. (Increased social media presence)	Social media presence	Quarterly review of communication progress towards goals.	2022-11-01 - 2026-06-30

## COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
ECTS reports	ECTS administration and faculty	NOCTI assessments results; comparison of general population vs. special populations

  

Anticipated Timeframe	Frequency	Delivery Method
08/26/2022 - 06/22/2026	Annual in-services and ongoing faculty sessions	Presentation

**Lead Person/Position**

Julie Aiken/Principal, Sandy Carr/Supervisor of Instructional Support, Lesa Scalise/Supervisor of Student Support

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**Communication Step**

**Audience**

**Topics/Message of Communication**

Consultant Reports

ECTS administration and faculty

Consultant provided NOCTI data analysis protocols

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**Anticipated Timeframe**

**Frequency**

**Delivery Method**

06/13/2022 - 06/30/2026

Annually

Presentation

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**Lead Person/Position**

Julie Aiken/Principal; Todd Luke/Consultant

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**Communication Step**

**Audience**

**Topics/Message of Communication**

CTE-360 Integration

Instructional Staff

Expectations for incorporation of NOCTI focus into CTE-360 unit plans; inspection (quarterly in the first year) and assessment (annually)

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**Anticipated Timeframe**

08/26/2022 - 06/30/2026

**Frequency**

Once/as needed

**Delivery Method**Presentation  
Memorandum**Lead Person/Position**

Julie Aiken/Principal, Sandy Carr/Supervisor of Instructional Support

**Communication Step**

NOCTI Improvement Action Plan

**Audience**

Instructional Staff

**Topics/Message of Communication**NOCTI data analysis, best practice strategies,  
CTE-360 unit plans**Anticipated Timeframe**

08/26/2022 - 06/13/2026

**Frequency**

Once/as needed

**Delivery Method**Presentation  
Other**Lead Person/Position**

Julie Aiken/Principal, Sandy Carr/Supervisor of Instructional Support

**Communication Step****Audience****Topics/Message of Communication**

Social Media Presence

Community Stakeholders

achievements, announcements, events,  
recruitment, reminders**Anticipated Timeframe****Frequency****Delivery Method**

08/29/2022 - 06/30/2026

ongoing/as needed

Other

**Lead Person/Position**

Lisa Sorensen/Engagement and Enrollment Coordinator; Joe Tarasovitch/Director, Julie Aiken/Principal



## **ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS**

**Communication Step**

**Topics of Message**

**Mode**

**Audience**

**Anticipated Timeline**

