



Georgia Career Academies Project VII
Cairo High School College and Career Academy

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Quarterly Report

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Mission and Goals:

The main vision of the Cairo High School College and Career Academy (CHS/CCA) is to prepare students to graduate from high school ready for college (if that is their interest), but also equip them with employability skills, work ethic, and a foundation for lifelong learning. CHS/CCA's planners also intend for all students to be able to contribute as accomplished citizens of their community, with leadership and communication skills.

Partnerships:

The partnership of the CHS/CCA consists of Grady County Schools, Southwest Georgia Technical College, Thomas University, Bainbridge State College, The University of Georgia Archway Partnership, Cairo/Grady County Chamber of Commerce, and the Grady County Joint Development Authority.

We are now seeking to partner with more and more of our local industries to form a partnership for our school that will last into the foreseeable future.

Budget:

The CHS/CCA will be built using funds from multiple sources including General Obligation Funds, SPOLST funds, state funding, CTAE Construction Related Grants, local government/industry grants and donations, and the GCCAP grant. Once the construction is complete, state FTE earnings and local funding at the same per pupil level as other schools in the district will provide operational funding for CHS/CCA. A majority of these funds are allocated to the school system as a part of the building program and supported by the partners.

Governance & Leadership:

The CHS/CCA Board of Directors meets on the fourth Tuesday of every month.

A key component of the Governance and Leadership process is the role that our Program Advisory Committees play in keeping our instructors abreast of the latest trends in skills needed in today's workforce. Our Advisory Committees are comprised of a parent representatives and local business leaders. The boards meet twice a school year, once in the Fall and again in the Spring.

Career & College Focus:

The CHS/CCA currently offers the following programs of study/career pathways: Construction (carpentry, plumbing, masonry, and electrical), Architectural Drawing and Design, Welding Technology, Basic Maintenance and Light Repair, Plant Science/Horticulture, Forestry/Natural Resources, Agricultural Mechanics, Administrative/Information Support, Interactive Media, Small Business Development, Early Childhood Education, Engineering Drafting & Design, Nutrition & Food Science, JROTC – Navy, and Therapeutic Services-Nursing. CHS/CCA also offers Youth Apprenticeship and Work Based Learning.

The CHS/CCA is working towards finalizing plans for a new building and concentrating on what pathways and classes will be offered. The CHS/CCA Board of Directors have been meeting to discuss possible new pathways.

Grade Levels:

CHS/CCA is very unique in the fact that we are a total school conversion to a CCA, the first of its kind in Georgia. As a total school conversion, CHS/CCA will serve all students in grades 9 through 12. With a total high school enrollment of approximately 1,200 each year, CHS is a medium-sized high school; however, our school serves as the capstone experience in a vertically-integrated school system (seamless transitions from upper elementary to middle to high to college to careers) that credibly serves 4,700 students daily in an impoverished county of more than 25,000 people that has a workforce of 11,400, according to the 2010 US Census.

Enrollment & Student Focus:

CHS plans to become a regional CCA for Southwest Georgia. Plans are underway now for our local Board of Education to approve a waiver for out-of-district tuition for students enrolling in CHS/CCA from neighboring counties to pursue a career pathway. In addition, CHS/CCA will extend the school day to accommodate students from out-of-district who wish to participate in dual enrollment on our campus.

Student Support:

Counseling and advisement encourage support for taking CTAE electives with embedded academic standards, Move on When Ready, ACCEL, Hope Grant, Work-Based Learning, and internships. After completing a battery of nationally recognized assessments, middle school students will develop graduation career plans (GCP's) with counselors and parents. Each GCP is intended to carry a student from 6th grade through college and into a career for which that student is thoroughly prepared. CHS will enhance and extend its Georgia DOE "Growing Leaders Advisement Program" to create and nurture a thriving leadership culture, challenging students to think and act like lifelong leaders. The advisement program will also encourage students to pursue career and academic goals. The goal ratio of Growing Leaders student-to-advisor will be 16-to-1 (far better than the 400-1 ratio some high school counselors experience).

Standards & Curriculum:

CHS/CCA will continue to enhance relationships with post-secondary institutions and local business and industry that have always worked well, and through the charter's goals and objectives, these "good" relationships and results will become "great." All Work-Based Learning (job shadowing, internships, and apprenticeships) will be extended into new areas with new partners building on the existing strengths of the program. Currently, CHS has 28 Work-Based Learning (WBL) business partners, but the charter's goals will require that number to increase annually. CHS/CCA will also create a new professional development program designed to encourage and promote team planning and teaching, interdisciplinary cooperation, cross-disciplinary cooperation, and work ethic grades (Georgia BEST).

To further enhance the standards and curriculum, CHS/CCA and our partners will excel in preparing students with skills necessary to be successful in the 21st century workplace. The Georgia BEST curricula and other WBL programs reinforce work ethics, and allow teachers the opportunity to establish a work ethics grade. Since many of our senior high students will be taking core academics at the same time they are taking CTAE electives and WBL, they will become "carriers" of these 21st century workplace skills into all classes throughout the school.

Faculty & Staff:

CHS/CCA's teachers will be selected based on their qualifications and credentials, including the capacity to provide instruction and learning based on the application of rigorous content to real world situations and problem solving. Over the years, our Academy will be inclined toward hiring and/or training practitioners with true business experience. As often as possible, CHS/CCA will allow Subject Matter Experts (SMEs) to offer instruction in the classrooms (especially CTAE) to cover very specific content for specific industries in the area. Professional development opportunities will be offered in the summers and throughout the school year. These opportunities will

encourage teacher collaboration with peers and with partners. Teachers will be evaluated on their focus on networking, the inclusion of SMEs in their planning, and their professional development. Job descriptions and general job evaluation targets will be maintained and available for all positions at the GCBOE HR office, and our CEO is a credentialed mentor of teachers who is quick to guide them into areas for growth, increased credentialing, and team teaching opportunities.

CHS already has a plan to train faculty on Ford PAS modules and protocols. The CHS Charter Implementation Grant will designate \$20,000 for Ford PAS training and implementation. This initial exposure will be reinforced with CCA visits to Rockdale and/or Floyd in the spring to Benchmark their Ford PAS implementations. Per the CHS charter, annual governing board training is required.

Cycle of Improvement:

Additionally, CHS is very proud of the integration of academic standards into CTAE electives through team planning and teaching, and the increased amount of interdisciplinary team-teaching between core academic teachers. Highly qualified math and science teachers are working with language arts, foreign language and social studies teachers – and then with CTAE instructors – to compare standards, experiences and goals. As allowed by House Bill 186 and our charter contract, CHS is currently offering a course titled Spanish for the Medical Profession where standards for Spanish and Healthcare Science are merged in one class. This will allow students to earn both a CTAE and a Foreign Language credit. Plans are underway to offer a drafting course in 2014 with embedded geometry standards.

Charter School Law:

Cairo High School was approved as a conversion charter school by the GADOE on February 5, 2013.