



# ‘Maker Space

A quarterly report of the Cairo High School College and Career Academy.

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“If 80% of the workforce of tomorrow is going to need some type of technical training, we need more students on a technical path of learning. A career academy is a partnership between the high school as well as the technical college and the business community and all three players need to be at the table, focused on the need of the individual student. This is about bringing relevance to education.”

Lt. Gov. Casey Cagle

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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.

**“employability skills, work ethic and a foundation for lifelong learning”**

## Partnerships

The partnership of the CHS/CCA consists of Grady County Schools, Southern Regional 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 new facility 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.





The architectural rendering above is the new facility that is being designed to help the Cairo High School College and Career Academy better meet the needs of its students and community. This 20,000 square foot facility will house a state-of-the-art Healthcare Sciences Lab and Classrooms, Engineering Drafting and Design Lab, Computer Lab and a new Mechatronics Facility. Additionally, there will be two classrooms, administrative space and an 80 seat auditorium to house Dual Enrollment courses with Southern Regional Technical College.

## Governance and Leadership

*“Leadership is the capacity to translate vision into reality.”*

**Warren Bennis**

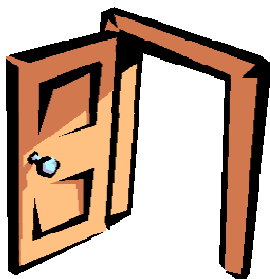
The CHS/CCA Board of Directors meets on the fourth Tuesday of every month. The Board of Directors consists of 11 members:

- Joint Development Authority appointee
- Chamber of Commerce Appointee
- Archway Partnership Appointee
- CEO Appointee

- Appointees form the three Post Secondary Partners
- Four members of the CHS/CCA faculty elected by the faculty.

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 representative and local business leaders. The boards meet twice a school year, once in the Fall and again in the Spring.



The doorway to success!

## Career and College Focus

The CHS/CCA currently offers the following programs of study/career pathways: 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, Ear-

ly Childhood Education, Engineering Drafting & Design, Nutrition & Food Science, JROTC – Navy, and Therapeutic Services-Nursing. CHS/CCA also offers Youth Apprenticeship and Work Based Learning. New for the 2015-2016 school year is Mechatronics.

Several dual enrollment opportunities exist on the

CHS/CCA campus as well as on our partners’ campuses.

The CHS/CCA is working toward 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 additional 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 1,150 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.

9th  
thru  
12th

## Enrollment and 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 plans to

extend the school day to accommodate students from out-of-district who wish to participate in dual enrollment on our campus.

Plans are also being developed to offer some first and second year Bio-Technology courses in the summer and then offer internships during

the regular school year. This will allow for out-of-district students to utilize the CHS/CCA for the course work, and continue through the internship process at their home schools. When this is in place CHS/CCA will be truly regional in its scope.

**“Great teachers focus not on compliance, but on connections and relationships.”**

PJ Caposey in Education  
Week Teacher

## 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).

The mission of Cairo High School College and Career Academy is to prepare all Cairo High School students to graduate and be fully prepared for post-secondary education and/or careers, as well as for their roles as responsible citizens.





## Standards and 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 part-

ners, 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 and 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 are available for all positions at the GCBOE HR office. Our CEO is a credentialed mentor of teachers who is quick to guide them into areas for growth, increased credentialing, and team teaching opportunities.

Last year CHS/CCA utilized the Ford PAS modules and protocols as a training regime for our faculty. As we migrate to a 4x4 block schedule this year, our faculty has been exposed to training to better prepare them for the migration. This training was completed this summer and was conducted by Dr. David Vawter.

Per the CHS charter, annual governing board training has been completed for this year, utilizing the services of the Technical College System of Georgia.



## 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. This course is a direct result of an industry recommendation from Grady General Hospital. Plans are underway to offer a drafting course in 2016 with embedded geometry standards.

Additionally, CHS/CCA is developing plans to begin the school-within-a-school concept. We anticipate the opening of small learning communities with in our

school and call them academies.

The plan is to open our first academy, The Ninth Grade Academy, in the 2017 school year. Additional academies will be developed and incorporated over the next several years.



ARCHBOLD  
**GRADY**  
GENERAL HOSPITAL

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## Charter School Law

The Cairo High School College and Career Academy was approved as a charter school by the Georgia Department of Education on February 5, 2013 and became the first school in Georgia to convert an entire high school to a College and Career Academy.

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