

**Erie County Technical School
Strategic Plan 2007 to 2012**

Goal: 1. Play an integral role in creating a regional career and technical education system

Strategy 1: Identify services to be delivered by the system

Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
1. Conduct a survey of potential partners on their interest to collaborate on a list of potential services.	Aldo Jackson	N/A	\$0	A community college was being considered
2. Contact regional career and technical centers to solicit their interest in cooperating on group purchasing, staff development and vocational student organizations.	Aldo Jackson	3/3/2008	\$0	

Strategy 2: Convene Partners

Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
1. Schedule and conduct partnership meetings based on services selected in Objective A.	Aldo Jackson	N/A	\$0	
2. Identify lead partner to facilitate ongoing participation and effectiveness.	Aldo Jackson	N/A	\$0	

Strategy 3: Build partnerships around consortium services

Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
1. Design cooperative agreements around services selected in Objective A.	Aldo Jackson	N/A	\$0	
2. Solicit approval from partners on cooperative agreements.	Aldo Jackson	N/A	\$0	
3. Monitor progress and effectiveness of agreements for continuous improvement and expansion.	Aldo Jackson	N/A	\$0	

Goal: 2. Elevate the public perception of the value and opportunity of technical education

Strategy 1: Develop and fund a marketing campaign that attracts students

Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
1. Establish a campus marketing committee which provides guidance to the marketing process.	Aldo Jackson	9/3/2007	\$0	
2. Secure the resources of a marketing coordinator that manages the marketing effort.	Committee Marketing	N/A	\$150,000	
3. Develop a marketing plan that utilizes a variety of media to reach prospective students, parents, sending school personnel, business and industry, and the community as a whole.	Committee Marketing	N/A	\$35,000	
4. Enhance the effectiveness of faculty as key players in the marketing process through staff development.	Aldo Jackson	10/8/2007	\$2,500	
5. Build relationships and activities with our sending school districts that enable them to play a more effective role in our marketing plan.	Committee Marketing	N/A	\$20,000	

2012-2013 Review Designations

Deferred	Accomplished	Still in Progress	Not In Progress/Not Achieved
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Strategy 2: Create a program that connects ECTS to its graduates

Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
1. Survey employers to locate ECTS graduates.	Elaine Shaffer	7/1/2007	\$7,500	Resources to carry out were not available
2. Establish ECTS Alumni connection on ECTS website.	Jeff Smith	N/A	\$0	Attempted, but unable to sustain
3. Research professional publications related to ECTS technologies-local, regional, national.	Committee Marketing	N/A	\$0	
4. Analyze the ECTS family connection.	Committee Marketing	N/A	\$0	
5. Establish a professional mentor program with ECTS graduates and current students.	Patricia Palo	N/A	\$6,000	Some investigation, online service questionable
6. Develop a speaker's bureau of ECTS graduates.	Committee Marketing	N/A	\$6,000	

Goal: 3. Develop programs that provide opportunities for students to meet needs.

Strategy 1: Create a Program Development System and implement programs based on employer needs, student interest, financial support, facilities availability and partnerships

Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
1. Establish a 'new program approval' criteria.	Administrative Staff	8/1/2007	\$0	Program performance matrix
2. Develop a program approval check sheet and approval process.	Administrative Staff	8/1/2007	\$0	
3. Acquire JOC approval, through policy, of a new program approval process.	PAC	7/1/2008	\$0	
4. Survey employers' needs and students' interests for new programs.	Administrative Staff	7/1/2008	\$0	
5. Procure resources for new programs.	JOC	7/1/2009	\$200,000	

Strategy 2: Enhance professional development plans for faculty and staff

Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
1. Continue to participate in site safety training including but not limited to Right to Know	Natalie Fatica	9/11/2007	\$0	
2. Continue to participate in workshops and learning experiences that instruct teachers in "best practice" methods of delivery instruction.	Natalie Fatica	9/12/2007	\$0	
3. Continue to utilize the observation and assessment process to obtain information regarding the strengths and needs of the ECTS faculty.	Aldo Jackson	6/11/2007	\$0	
4. Create a professional growth team to recommend professional development options including pedagogy and occupational specific topics.	Natalie Fatica	8/1/2007	\$0	
5. Each of the 19 Programs will establish and maintain an Occupational Advisory Committee.	Natalie Fatica	9/11/2007	\$0	
6. ECTS Faculty and Staff will receive training on relevant software used	Administrative Staff	9/6/2007	\$0	Implementation of SchoolDESX

2012-2013 Review Designations

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Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
7. ECTS staff encouraged to expand their computer and necessary work skills by attending RCTC or regional post-secondary institution.	Administrative Staff	9/6/2007	\$5,000	Available, not necessarily utilized; IUP
8. Identify gaps in current processes identified in the professional development plan.	Prof. Dev. Comm.	8/1/2007	\$0	State requirements 'trump' staff development
9. Review and update professional development plan.	Natalie Fatica	N/A	\$0	Limited development time used for NOCTI, literacy and satisfaction planning.
10. Start processes and appoint personnel to implement the induction plan.	Prof. Dev. Comm.	8/7/2007	\$0	
11. Start processes to implement the professional development plan.	Prof. Dev. Comm.	7/1/2009	\$0	
12. Use the developed database to make decisions regarding professional development and in-service offerings for ECTS faculty.	Natalie Fatica	N/A	\$0	
13. Workplace visitations based on the most current technology in the specific area of instruction.	Natalie Fatica	9/12/2007	\$0	

Strategy 3: Build Career Pathways

Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
1. Research model career pathway programs that match with ECTS programs.	PAC	7/2/2007	\$2,500	
2. Adopt and publish career pathways for use by prospective students, parents and others.	Aldo Jackson	7/2/2007	\$5,000	
3. Engage relevant agencies to build or modify career pathways.	Aldo Jackson	7/2/2007	\$2,500	
4. Align curriculum to career pathways.	Jan Kennerknecht	7/1/2008	\$0	Pathways created; limited use by students/faculty
5. Create a career pathway diagram for each ECTS program.	Administrative Staff	7/1/2008	\$0	

Goal: 4. Provide student services and support to ensure success

Strategy 1: Provide academic programs that meet the needs of students

Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
1. Analyze results from the PSSA and other assessments to identify areas for improvement in mathematics, reading and writing.	Patrick Holland	8/1/2007	\$0	
2. Research and adopt improvement programs that address PSSA mathematics standards (i.e. online programs, remediation, tutoring, applied instruction, etc).	Aldo Jackson	7/2/2007	\$25,000	Programs and practices implemented
3. Research and adopt improvement programs that address PSSA reading standards (i.e. online programs, remediation, tutoring, applied instruction, etc).	Aldo Jackson	7/1/2008	\$35,000	Programs and practices implemented
4. Research and adopt improvement programs that address PSSA writing standards (i.e. online programs, remediation, tutoring, applied instruction, etc).	Aldo Jackson	7/1/2008	\$35,000	Programs and practices implemented
5. Conduct curriculum development to create cross-program classes in mathematics and technical writing.	Jan Kennerknecht	7/1/2008	\$10,000	

2012-2013 Review Designations

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Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
6. Investigate and implement minimum academic requirements as a pre-requisite for admission to ECTS.	PAC	7/1/2008	\$0	
7. Grant graduation credit for academic courses at ECTS.	PAC	7/1/2008	\$0	

Strategy 2: Implement a career development system to facilitate student success

Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
1. Convene a committee to research district graduation requirements and revise ECTS portfolio procedures to establish benchmarks leading to authentic assessment.	Patricia Palo	7/2/2007	\$0	
2. Implement an ECTS presentation/recruiting program for middle school students, parents, faculty and administration.	Lisa Sorensen	7/2/2007	\$5,000	Some interaction with middle schools
3. Develop procedures for promoting articulation agreements and dual enrollment options to ECTS students.	Jan Kennerknecht	8/27/2007	\$0	
4. Develop Associate Degree plans for students.	Jan Kennerknecht	7/2/2007	\$0	
5. Create advisory teams of faculty and staff as mentors in career guidance.	Administrative Staff	7/1/2008	\$1,000	STAY Teams
6. Identify career academies/clusters within ECTS and develop plans for collaboration and cross-training of students	Jan Kennerknecht	7/1/2008	\$0	
7. Develop a plan for district guidance personnel to visit and explore ECTS academies/clusters.	Patricia Palo	7/1/2008	\$2,200	
8. Investigate the barriers that discourage students from continuing their enrollment at ECTS	Patricia Palo	7/1/2008	\$0	Withdrawal analysis, CIR/OFI
9. Work with school districts to develop a career awareness program for elementary school children, parents, faculty and administration.	Patricia Palo	7/1/2009	\$5,000	

Strategy 3: Develop student success services (i.e. counseling, placement, articulation, etc.)

Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
1. Improve the current pre-vocational assessment and placement procedure to assist students with special needs in choosing the Career and Technical program for which they are most suited.	Patrick Holland	8/1/2008	\$0	
2. Identify the Study /Organizational Skills needed for success for students to be able to learn and retain the theory and procedural knowledge of their chosen Career and Technical Program.	Patrick Holland	8/7/2007	\$0	
3. Develop a plan and forum to implement support program for students to get assistance in the Study/Organizational Skills Develop a basic routine to review steps in organization that aide could use to cover daily, weekly, quarterly planning.	Patrick Holland	8/1/2008	\$0	
4. Workshop for teachers on simple, effective time management and organizational tools emphasizing multi-tasking and practical methods. These methods would also be applicable to students of all levels.	Patrick Holland	8/1/2008	\$2,500	

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Goal: 5. Provide and update facilities, equipment and technology to meet current and future needs

Strategy 1: Provide technology that maximizes student learning

Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
1. Develop technology plans in each lab to address emerging and changing technology emphasizing business practices, program collaboration, and resource sharing.	Administrative Staff	7/2/2007	\$400,000	
2. Implement a digital classroom model that enables computer based instruction.	Jeff Smith	7/1/2008	\$160,000	
3. Educate students, faculty and staff on use of current technology assets.	Aldo Jackson	N/A	\$10,000	
4. Utilize technology solutions to engage students with interactive learning techniques in all labs.	Jeff Smith	7/1/2009	\$25,000	

Strategy 2: Adapt physical space and location of programs to enhance program delivery

Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
1. Develop an RFP and enter into a contract for ongoing architectural services and then conduct a feasibility study of space and infrastructure needs impacting programs and services with known issues.	Administrative Staff	7/1/2008	\$20,000	
2. Design and then complete renovations and alterations determined from Step 1 through service and program driven building projects.	Administrative Staff	7/1/2009	\$1,950,000	
3. Assist districts in building a Special Needs Transition Center	PAC	7/2/2007	\$200,000	
4. Complete a feasibility study to determine alternate sites for existing and expanded program delivery that would move training into the community.	Administrative Staff	7/1/2008	\$20,000	
5. Examine the strategic planning action steps determined by Organizational Growth committee for new or discontinued training programs.	Administrative Staff	7/1/2009	\$25,000	
6. Review the feasibility studies and cost projections for Objective B.1 to B.5 and consider a complete renovation of the High School and Skill Center Building.	PAC	7/1/2008	\$21,000,000	

Strategy 3: Update facility, equipment and technology annually to keep pace with changing needs

Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
1. The annual budgets for lab equipment, technology and facilities is developed and approved after needs requests are solicited from ECTS/RCTC instructors and staff.	JOC	7/1/2007	\$600,000	
2. Capital funding requirements will utilize State/Federal/Local Grants to supplement district funding.	Administrative Staff	7/1/2007	\$500,000	
3. Develop a multiple year plan to grow the Capital Reserve fund balance and then maintain an accumulated fund balance equal to 15% of the annual operating budget.	JOC	N/A	\$1,000,000	

2012-2013 Review Designations

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Goal: 6. Mathematics

Strategy: 1. Provide programs and services to improve Student performance on PSSA Mathematics

Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
1. Analyze results from the PSSA and other assessments to identify areas for improvement in mathematics.	Principal	7/1/2007	\$0	
2. Research and adopt improvement programs that address PSSA mathematics standards.	Principal	7/1/2007	\$0	
3. Conduct curriculum development to create cross-program classes in mathematics.	Principal	7/1/2007	\$0	
4. Investigate and implement minimum academic requirements as a pre-requisite for admission to ECTS.	Principal	7/1/2007	\$0	

Goal: 7. Reading

Strategy: 1. Provide programs and services to improve student performance on PSSA Reading

Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
1. Analyze results from the PSSA and other assessments to identify areas for improvement in reading.	Principal	7/1/2007	\$0	
2. Research and adopt improvement programs that address PSSA reading standards.	Principal	7/1/2007	\$0	
3. Investigate and implement minimum academic requirements as a pre-requisite for admission to ECTS.	Principal	7/1/2007	\$0	

Goal: 8. Student Attendance

Strategy 1: Monitor

Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
1. Annual Evaluation	Aldo Jackson	N/A	\$0	
2. Quarterly Monitoring	Aldo Jackson	N/A	\$0	

Goal: 9. Meet State Standards for Participation in Assessments

Strategy 1: Coordinate Participation with Affiliate Districts

Activity	Assigned To:	Start	Resources	2012-2013 Update Notes
1. Calendar Coordination	Aldo Jackson	1/4/2008	\$0	

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