

# September 19, 2018

## Patricia A. Hannaford Regional Technical School District Board of Directors' Meeting



### DEEP ROOTS FARM & MIDDSUMMER

I would like to extend an expression of gratitude to Devon Karpak for the positive collaboration that he contributed as the Deep Roots Farm Manager in helping us to execute another successful summer program with our partners at MidSummer Lunch and Recreation Program. Elementary and middle school students from around the area participated in the five-week program which culminated in a communal BBQ on Friday, July 27.

As I mentioned in my July report, The Career Center is proud to help offer opportunities for students in

grades four through seven to experience the value of agricultural programs and activities at the Deep Roots farm at North Campus. Students came to our farm on Mondays, Tuesdays and Thursdays from 10:00 to 11:30.



I was extremely impressed with their interest in agriculture, their knowledge about caring for animals and doing chores. I was particularly impressed with their interest in learning more about the variety of needs that must be addressed to promote a successful farm. I was also pleased to see their development in personal, technical and academic skills over the course of the program.

Once again, I would like to thank Devon Karpak for being flexible and creative while working with the children and the staff of the MidSummer Lunch and Recreation Program. We are very proud of our ongoing partnership with the MidSummer and its mission of helping “children grow healthy eating and exercise habits.”

### PRE-WEEK ACTIVITIES

---

---

During the days leading up to the start of school, the PAHCC staff members were very busy. New staff arrived on Wednesday, August 22 and received a comprehensive overview of our policies, procedures and protocols as well as an orientation to resources available, important information, guides and handbooks. Between August 23 and 28, the entire staff worked collaboratively on a number of important initiatives including (1) a training on equity (so that we can be sure to do our best in recruiting our non-traditional students and providing them a welcoming environment in which to learn and explore); (2) safety and security reviews and practices, mandatory reporting, universal precautions; (3) proficiency scale development, grading and training in reporting using our new online gradebook, JumpRope; and (4) NEASC preparation.

### **START OF SCHOOL (Student Count, Preliminary FTEs)**

On September 4, when Denise Senesac reviewed our student rosters for Main and North Campus, the total student count was 278. This number does not include students being served at our satellite program in Vergennes. By comparison, at the opening of school in the fall of 2017, we had approximately 235 students. These figures represent an approximate 17% increase in the number of students served.

Denise is still gathering information on the exact number of FTEs that our enrollment numbers represent, but her preliminary calculations, after accounting for Vergennes pre-tech students is approximately 137. By comparison, our fall FTEs for 2017 were 119. The difference represents an increase of approximately 15%. I hope to have more details available for you at the board meeting on Wednesday.

### **AOE STRATEGIC VISION FOR CTE**

On **Friday, September 14**, Jay Ramsey of the Vermont Agency of Education conducted three sets of interviews with groups of students in the second year of their programs at PAHCC to gather information about the agency's strategic vision for career and technical education. This series of interviews is part of a statewide initiative to gather information directly from students about how they access CTE, how they learned about offerings that are available and what they think is important about the role of CTE in their learning.

The draft strategic vision has five goals that strive to address high quality, integrated CTE career pathways, involve industry as full partners, develop and implement a career advising system to help all learners to successfully pursue a career pathway, promote greater collaboration and coordination to ensure equity in experiences, and improve the public perception of CTE.

### **ADVANCED MANUFACTURING MEETING**

On, Tuesday, September 11, representatives from three technical centers (PAHCC, Randolph and Stafford) met with members of the manufacturing community, Economic Development Corporations from our counties, and members of the Vermont Agency of Education to review the steps necessary to create a successful career pathway for advanced manufacturing as well as identify the specific elements of a competency based model including personal, academic, workplace, and occupation specific requirements.

During our breakout groups, we focused our energies on identifying the ideal candidate profile and identified three areas of skills that entry level employees would need: (1) Employability Skills; (2) Technical Skills; and (3) Academic Skills. The employers present ranked the skills in order of priority with employability skills being the most critical. Those skills include self-awareness, openness, inquisitiveness, the ability to listen, follow directions and be consistent. In addition, employers

---

emphasized aligning with the core values of the company, a willingness to cross train, display persistence, perseverance and a growth mindset. For Technical skills, employers want to see safety training and the ability to anticipate safety needs, the ability to navigate the web and web resources including H/R resources within their company. They want to hire individuals with competencies related to computerized tasks since so many machines use a computer or touch screen interface. They would also like to see employees who demonstrate readiness with critical decision-making.

Finally, employers highlighted some key academic skills such as language comprehension skills, the ability to read manuals and handbooks, and describe and analyze processes. With respect to reading, employers need people who can read to analyze information so they can demonstrate understanding and share information appropriately with others. In writing, employers seek workers who can communicate through a variety of written media, including emails, letters, work orders and reports related to customer needs and complaints. Being able to review work and correct errors before sending out communications is also a key attribute that employers are seeking in successful employees.

In addition to language arts skills employers are looking for a variety of competencies in math such as algebra, geometry, computational accuracy, facility with measurements and especially fractional reasoning. They especially emphasized the integrated nature of math and would like to see greater integration among the various topics in math across the continuum of learning.

### **WORKFORCE DEVELOPMENT SUMMIT**

On Wednesday, September 12, Addison County held a Workforce Development Summit at the Basin Harbor Club. The event was organized by Fred Kenney and his team at the Addison County Economic Development Corporation. The agenda included presentations from Michael Harrington, Deputy Commissioner of the Vermont Department of Labor, and Mat Brewicz, Chief of Economic and Labor Market Information for the Vermont Department of Labor. Michael emphasized the need to build public/private collaborative partnerships to foster economic development through strong community development projects. He underscored the need to first develop community in order to allow economic development to follow. He mentioned the success of Project Vision in Rutland County. In addition, Michael highlighted the need to have employer driven activities and the fact that you must create a formula where  $D \times V \times F > R$  where D is dissatisfaction, V is a compelling vision, F is the first steps and R is resistance. In order to create a change initiative that overcomes the odds of failure, you must need a reason to change (dissatisfaction), a very compelling vision of where you want to go, and a good understanding of the data that represents your landscape.

Mat, in his presentation, provided a variety of facts to help us in Addison County understand where we fit in compared to the State, the region and the U.S. as a whole. He presented a picture where we need to change some of the narratives that may falsely represent our current situation in Vermont. For example, on the whole, we have a balanced economy in Vermont; there are jobs in Vermont; we export a lot of 22 to 25 year olds, but we also serve as a massive importer of pre-college graduates. He suggested that we create a public narrative to attract those who would like to consider working in the State. He pointed out that there are many opportunities for middle level skills and jobs here. He also suggested that we look at creating apprenticeship programs. With respect to Addison County, Mat indicated that we might want to target areas of economic development that are underrepresented compared to the State as a whole. Those areas include professional businesses and technical services.

During the break-out group activity to respond to the Strength, Weaknesses, Opportunities, and Threats analysis, there was much productive discussion. Themes that emerged included:

- Creating greater access to internship opportunities as well as pre-internships,

- 
- Developing a catalog of trainings available/ extended learning for students,
  - Expanded work-based learning and connecting with Work-based Learning Coordinators
  - Emphasizing the promotion of an increased value in the trades,
  - Analyzing data (such as info from the McClure Foundation),
  - Greater integration of the Career Center into the opportunities to learn and explore practical learning experiences,
  - Closer connections between industry and training,
  - Looking at a new paradigm for learning which emphasizes career and technical education,
  - Reestablishing what CTE really is,
  - State support of Tax credits,
  - Focusing on WIOA funding for childcare training,
  - Consolidating administrative supports for providers and businesses, and
  - Developing a job referral system service for employers.

Many of these recommendations will be carefully examined for action by the Workforce Development Task Force that has been established as a subcommittee of Addison County Economic Development. PAHCC is proud to serve on this committee.

### **TRACTOR REPLACEMENT**

The PAHCC Agriculture Department will be upgrading their 1970 vintage tractors. We followed the appropriate procedures for selling used equipment and soliciting bids for a new tractor. As a result of coordinated efforts on the part of several PAHCC staff we have secured \$14,200 in revenue from the sale of used equipment towards the purchase of a new tractor.

Gibson facilitated the bid process for us and received four bids that we logged on Thursday, September 13. The equipment committee is recommending the purchase of a New Holland 60 hp Workmaster for the price of \$21,800 from Champlain Valley Equipment. The balance of \$7,600 will be covered by \$2,600 from the Ag Department budget lines and \$5,000 from the FY19 AOE Equipment Grant. There is an action item on the board agenda for accepting a tractor bid. I will be happy to answer any questions at the meeting on Wednesday.

### **NEW COPIER AGREEMENT**

The Business Office and the Technology Department have examined our costs for operating printers and copiers. The total expenditures for both of these services for last year was \$13,723.44 for copiers and \$3,399 for printers (\$17,122.44). This cost reflects the fact that we do not have a long-term agreement on some of our devices. Consequently, we have requested and received proposals for both printer services and supplies and new copiers, with service and supplies. We have already entered into an agreement for servicing our printers at a savings of \$400. In order to realize the best yearly savings possible for copying services, the Business Office and IT Department are recommending a proposal for a four-year installment plan to buy three new copiers to cover our centerwide needs. We have \$12,000 budgeted for copy expenses and have spent \$2,597 so far this year. Our remaining balance is more than \$9,400. After review of the solicited proposals, the committee reviewing this budget item is recommending that we accept a proposal from Conway Office Solutions for a comprehensive sale and service contract of \$4,701 annually. The savings will be approximately \$4,700 annually.

### **BERF BALANCE**

The Facilities Committee met on Monday, September 10 and reviewed the reconciled balance for the Building and Reserve Fund balance. Gibson has been updating the BERF spreadsheet, and we will be

---

presenting the details for acceptance at the meeting on Wednesday. The current balance for the BERF is \$94,900. After an encumbrance of \$17,000 for future North Campus construction, the unreserved balance is \$77,900. We will be happy to answer any questions at the meeting.

#### **OPEN HOUSE OCTOBER 4**

For future planning purposes, the Career Center's Open House will be held on Thursday, October 4 this year. We are hoping to combine the event with student demonstrations and build on the excitement generated last winter with our Open House and Maker Faire combined event.