

Delaware Area Career Center

PLAN FOR STRATEGIC PLANNING

The DACC Strategic Plan is approved annually by the Institutional Advisory Committee for the Adult Education Department. It is reviewed, edited and updated by the Adult Operations Director, Financial Aid Coordinator, and program coordinators before being presented for further review by the Adult Education Department Institutional Advisory Committee. Ultimately it is approved by the Board of Education. It is included as an attachment to this Plan and can be found elsewhere in the Self-Study. The Vision, Mission and Core Values are listed below.

DACC Vision

The Delaware Area Career Center is the resource for multi-generational career enrichment and educational opportunities.

DACC Mission

The Delaware Area Career Center, in partnership with community, is an innovative model for developing lifelong learners, quality leaders, and critical thinkers for the dynamic and global environment.

DACC Core Values

- Assisting students and workers with transition into the workplace
- Relationship, collaboration, and teamwork
- Quality recruitment and hiring processes
- A highly qualified staff
- Opportunities to be responsive to our communities' expressed needs
- Relevant courses that prepare graduates to meet workforce needs
- Good work ethic, professional, and the opportunity to model both
- Open, honest and clear communication
- Our ability to be good stewards of taxpayers' money
- A safe and nurturing environment for students
- Diversity both in student population and in courses offered
- The acquisition, use, and maintenance of the most current technology

DELAWARE AREA CAREER CENTER GOALS/DESCRIPTIONS/STRATEGIES

IMAGE

Goal Statement: DELAWARE AREA CAREER CENTER will project an image of progressive education and development that reflects a culture of excellence, respect and opportunity.

DESCRIPTION:

- The DELAWARE AREA CAREER CENTER exterior and interior facilities visually communicate our mission, vision and values progression, cohesion, organization, technology, dynamic spirit and sophistication in design, materials and supplies.
- The DELAWARE AREA CAREER CENTER website includes interactive opportunities and active and static images represent the dynamic and active nature of our curriculum.
- The entire DELAWARE AREA CAREER CENTER staff acknowledges dress impact on our goals and strives to meet our professional challenges through the visual communication of our workplace attire.

Strategies to accomplish this goal:

1. Implement a Facilities Assessment Plan to address improvement of opportunities and Image through the design and use of the campuses.
 2. Study plans for near future facility renovations and exterior Improvement of feeder schools and assess live of Impact on DACC.
 3. Review and update student school attire policies and align dress policies with workplace and professional standards.
 4. Redefine and restructure business and community advisory committees and consultants, including purpose and expectations, job descriptions, processes for recommendations and boundaries.
 5. Implement a new and Improve district website that provides user friendly access to Information and interaction and reflects the DACC dynamic and active nature.
- Conduct a district wide assessment of technology AV presentation and Instructional equipment for current and emerging educational and workplace needs, placement, consistency of opportunity and efficiency.

DACC
STRATEGY EVALUATION
JANUARY 16, 2009

IMAGE

<p>HOW TO EVALUATE YOUR GOAL-CENTERED STRATEGIES: 1) ASK, "If this strategy was implemented, would it have a significant positive impact on the vision and mission? On each of the five goals? 2) Assign each strategy a number based on your answer: HIGH=9 MEDIUM=6 LOW=3</p>	VISION/MISSION	IMAGE	RELATIONSHIPS/PARTNERSHIPS	COMMUNICATION	INSTRUCTION	CURRICULUM	TOTALS
Implement a Facilities Assessment Plan to address improvement of opportunities and image through the design and use of the campuses.							0
Study plans for near future facility renovations and exterior improvement of "feeder" schools and assess level of impact on DACC.							0
Review and update student school attire policies and align dress policies with workplace and professional standards.							0
Redefine and restructure business and community advisory committees and consultants, including purpose and expectations, job descriptions, processes for recommendations and boundaries.							0
Implement a new and improved district website that provides user-friendly access to information and interaction and reflects the DACC's dynamic and active nature.							0
Conduct a district-wide assessment of technology, AV, presentation and instructional equipment for current and emerging educational and workplace needs, placement, consistency of opportunity and efficiency.							0
<p>VISION STATEMENT The Delaware Area Career Center is the resource for multi-generational career enrichment and educational opportunities.</p> <p>MISSION STATEMENT The Delaware Area Career Center, in partnership with community, is an innovative model for developing lifelong learners, quality leaders, and critical thinkers for the dynamic and global environment.</p>							

COMMUNICATION

Goal Statement: Connect students, staff alumni and community through a dynamic and accessible exchange of information.

Description:

- The DELAWARE AREA CAREER CENTER uses a variety of communication vehicles, including the most current and emerging technologies, to communicate with staff, students, alum and community targeting their unique communication needs.
- The DELAWARE AREA CAREER CENTER website takes visitors from information to action helps students navigate from interest to application.
- There is a structured and comprehensive process in place to communicate positive news to media and other audiences regularly.
- The Career Center serves as a catalyst for networking locally and globally.
- The DELAWARE AREA CAREER CENTER has visibility within a broad community.
- All employees are expected to have superior communication skills and a positive and professional attitude.

Strategies to accomplish the goal:

1. Utilize creative visual displays for general public viewing at strategic points in the broader community.
2. Create a Comprehensive Internal Communication Plan that includes: Redesigning internal communication forms, requirements and processes for key decisions, i.e. field trips, Creating a process for gathering and using testimonials of employers, parents, and students; Tracking graduates beyond the first year, using highlights of their successes to communicate with potential and current students; Tracking data to help make informed decisions about communication needs and services we provide; Developing consistent communication vehicles for staff announcements.
3. Create a Comprehensive External Communication Plan that: Employs telemarketing and other creative vehicles as a way to communicate with external audiences; Offers networking services to alum and community; Develops consistent communication vehicles for public announcements and media releases; Tracks data to help make informed decisions about communication needs and services we provide.
4. Redesign the Delaware Area Career Center website that: Aligns with mission, vision, core values and goals; Employs "hot words" to increase GOOGLE importance; Integrates CCRC services as a website component; Includes links to key organizations whose visitors can access our site.
5. Establish for each lab, its own micro communication system to communicate with students, parents and alum that is linked to district website.

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COMMUNICATION

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<p>Redesign the Delaware Area Career Center website that; Aligns with mission, vision, core values and goals; Employs 'hot words' to increase GOOGLE importance; Integrates CCRC's services as a website component; Includes links to key organizations whose visitors can access our site. (Links to Strategy #5 – Image)</p>							0
<p>Establish for each lab, its own micro-communication system to communicate with students, parents, and alum that is linked to the district website.</p>							0
<p style="text-align: center;">VISION STATEMENT The Delaware Area Career Center is . the resource for multi-generational career enrichment and educational opportunities.</p> <p style="text-align: center;">MISSION STATEMENT The Delaware Area Career Center, in partnership with community, is an innovative model for developing lifelong learners, quality leaders, and critical thinkers for the dynamic and global environment.</p>							

INSTRUCTION

Goal Statement: DELAWARE AREA CAREER CENTER will provide an innovative instructional environment that inspires learners to think critically, creatively, collaboratively and technologically.

Description:

- DELAWARE AREA CAREER CENTER is focused on recruiting, developing and retaining the highest quality staff.
- Instructors are placed in positions that match their skill sets and are provided the time, space and other resources needed to build the capacity to perform at the highest level.
- Student learning styles are assessed and cutting-edge instruction is differentiated to meet individual student needs.
- Instructors make learning relevant through gaining knowledge of current and world events and by constantly improving their teaching techniques.
- Staff is expected to collaborate and have the capacity to do so.
- Contracts support teaching and learning and maximize the use and effectiveness of time, human and material resources.
- Professional development activities provide opportunities for specific staff discussion on relevant classroom issues or teaching topics.
- Staff stays current in knowledge and skills and has opportunities to be involved in the development of curriculum and instruction across the state.

Strategies to accomplish the goal:

1. Design an improved Professional Development Program that includes peer-to-peer review and collaboration and training opportunities that are current, timely and relevant.
2. Build systemic capacity in the Human Resources area to study workload, redesign a recruitment and retention plan and to regularly evaluate placement and program needs and the contract issues that impact the needs. (*Links to Curriculum goal*)
3. Design a student learning style assessment and provide a mechanism to share results with instructors for development of instructional strategies.
5. Create an organized student and staff exchange program with career and technology centers across the country and world for virtual and in-person information sharing. (*Links to Strategy #5 - Curriculum goal*)
6. Identify an "ambassador to the employment community" to improve job placement opportunities, determine employer needs and promote DELAWARE AREA CAREER CENTER students and services.

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INSTRUCTION

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CURRICULUM

Goal Statement: Offer a diverse and relevant curriculum to prepare learners for career opportunities, post-secondary advancement or individual enrichment.

Description:

- DELAWARE AREA CAREER CENTER offers a wide range of academic courses to meet the needs of a diverse student population and meets State of Ohio Competencies
- At DELAWARE AREA CAREER CENTER curriculum is streamlined by career. Courses have an academic component tied to each of the career fields. Duplication of classes and course work is minimal.
- Curriculum links to post-secondary pathways and Career/Tech Student Organizations (CTSO) are built in.
- Meaningful electives are available to learners in the area of science.
- There is academic involvement with labs whenever possible.
- Core classes maintain content rigor.
- Partnerships with colleges and industry bring the work world into the classroom and internships bring students to the workplace. Both are an integral part of all programs.
- Full and part time students are served through an expanded curriculum, creative use of time and space and a schedule that is flexible and inviting.
- Students have a strong desire to attend school and are rewarded for attendance, hard work and involvement in curricular and extra-curricular activities.
- Processes are in place to evaluate the effectiveness of existing programs and to investigate and implement new programs.

Strategies to accomplish the goal:

1. Develop an Alternative School or GOALS type program that would provide academics to students who are credit deficient or have attendance/behavior issues.
2. Assess the current school day configuration. Explore optional configurations, i.e., 0 period for post-secondary options and college readiness courses.
3. Create a student/teacher curriculum council to study curricular issues.
4. Offer summer enrichment classes.
5. Create an organized student and staff exchange program with career and technology centers across the country and world for virtual and in-person information sharing.
(Links to Strategy #5 - Instruction and Strategy # 4 - Communication)
6. Create an institutional Development Department to seek out creative funding.
7. Add Financial Education as part of the curriculum.
8. Offer college credits on campus or increase articulation agreements.
9. Establish a tiered level of instruction for an increased number of curricular areas. (Use automotive and early childhood programs as models)

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RELATIONSHIPS AND PARTNERSHIPS

Goal Statement: DELAWARE AREA CAREER CENTER will engage in relationships that stimulate growth, collaboration and resources.

Description:

- DELAWARE AREA CAREER CENTER has an ongoing relationship with community leaders and government officials at all levels.
- The community is aware of the DELAWARE AREA CAREER CENTER's mission, values and goals.
- DELAWARE AREA CAREER CENTER is responsive to the needs of the community.
- When a business has a job to fill, the FIRST call they make is to us.
- DELAWARE AREA CAREER CENTER projects an environment of trust and professionalism between administration, staff and students.
- All DELAWARE AREA CAREER CENTER programs, including adult and secondary education programs, are linked through common learning opportunities and facility use.
- DELAWARE AREA CAREER CENTER employees are competent, professional, eager to do business and easy to do business with. Staff exhibits behavior that is beyond the expectations we hold for students and families.

Strategies to accomplish the goal:

1. Create an organized and systemic process for two-way and consistent interaction between DELAWARE AREA CAREER CENTER instructors and community business/industry representatives that will bring business and industry representatives into DELAWARE AREA CAREER CENTER facilities and send DELAWARE AREA CAREER CENTER instructors out into the community.
2. Implement a comprehensive awareness campaign to assure that partner schools have an accurate and complete understanding of the DELAWARE AREA CAREER CENTER programs, mission, vision and values.
3. Create a facility use plan that builds bridges between and improves program opportunities and at the same time maximizes operational efficiency. (*Links to strategy #1 - Image Goal*)
4. Revisit policies, job descriptions, contracts, evaluation processes and performance accountability expectations for alignment and consistency of implementation.