



CAREER & TECHNICAL EDUCATION

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SALEM
HIGH SCHOOL



Salem High School CTE

MEETING AGENDA

General Advisory

1. **Welcome and Introductions**

Mario Sousa, CTE Director

Glenn Burns, SHS Principal

Rinus Oosthoek, GAC Chair

2. General Program Updates

3. 2023-2004 Goals

4. New Programs

5. New Business/Recommendations

6. Program Advisory Meeting [Agenda](#) (Program space)

7. Wrap Up



Salem High School CTE

What is the Program Advisory Committee (PAC), and what does it do?

The PAC is the **foundation** of Career Technical Education (CTE) programs.

PACs can provide feedback on frameworks updates, equipment, and more via <http://macareerconnectedlearning.org/>





Salem High School CTE

Who serves on the Program Advisory Committee?

Business and Industry

Postsecondary
(colleges,
apprenticeship,
etc.)

Parents,
Guardians, and
Caretakers

Students

Race and
Ethnicity

Multilingual

Disability

Gender

School staff and school committee members may not serve on the committee. The committee shall appoint a facilitator who in most cases would be a program teacher or a program supervisor/director. PACs shall meet at least twice a year. For regulatory information/language visit: [603 CMR 4.03\(1\)\(c\)1](#)



CTE Numbers

School Year 22/23	School year 23/24
Scholars in CTE	
606/894	594/953
Exploratory Participation	
209	221
Four Year Graduation Rate	
85%	95%
Postsecondary Placement	
91%	87%
Non-Traditional Program Enrollment	
9%	21%



Enrollment by Gender Race/Ethnicity

Program: Oct 22	Non Trad	ENROLLED 376	F	M	Non Trad	Program: Oct 23	Non Trad	ENROLLED 376	F	M	Non Trad
Automotive	F	40	6	34	15%	Automotive	F	38	3	35	8%
BPM	F	38	5	33	13%	BPM	F	30	3	27	10%
Carpentry	F	35	7	27	20%	Carpentry	F	36	7	29	19%
Culinary	F	100	50	50	50%	Culinary	F	85	43	42	49%
EEC	M	29	28	1	3%	EEC	M	53	48	5	9%
Electrical	F	40	1	39	3%	Electrical	F	36	1	35	3%
Medical	M	56	46	10	18%	Medical	M	39	4	35	11%
Programming & Web	F	38	4	34	12%	Programming & Web	F	35	7	28	20%
GDVC						GDVC	M	24	0	15	20%

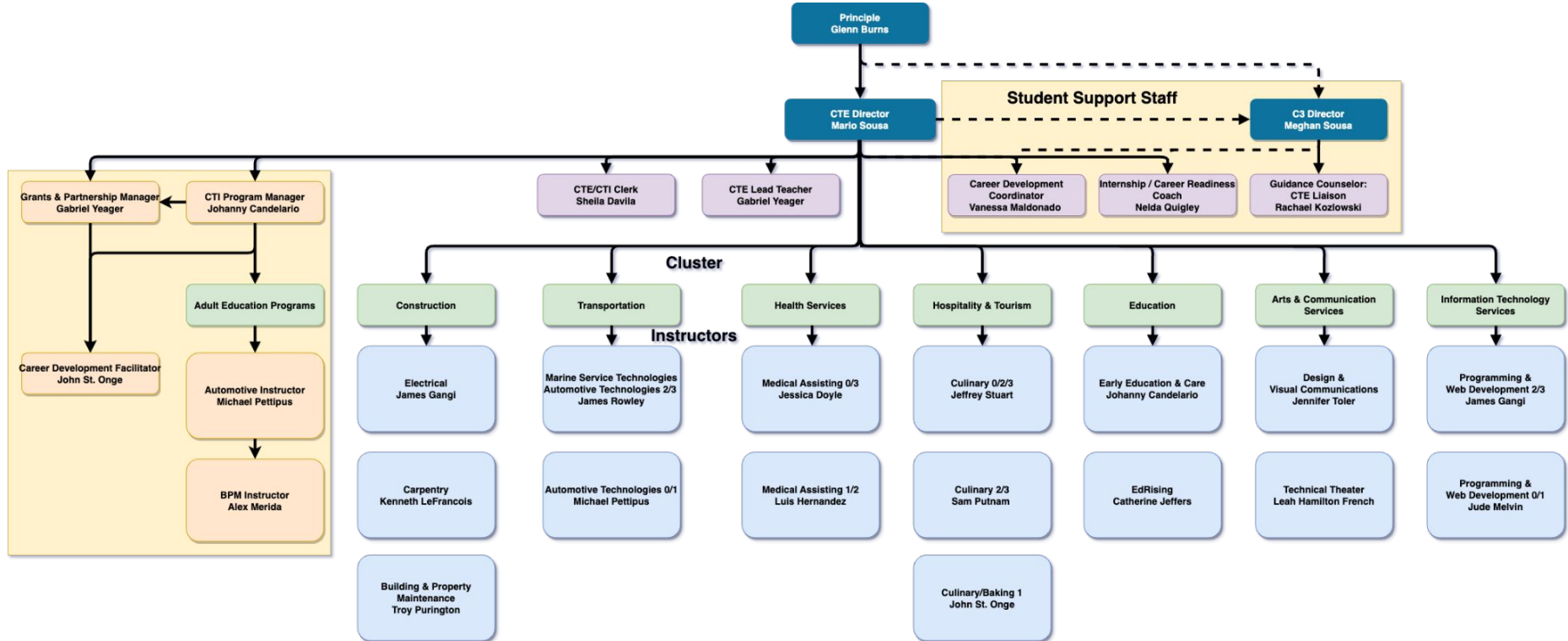


CTE GOALS

Challenges:	Evidence:	Action plan:
Technology Use in Educational environment	<ul style="list-style-type: none"> CTE educators are subject matter experts in their field but often struggle to leverage technology for classroom engagement and organization. Scholars lack the knowledge of accepted technology use in education or employment setting. 	<ul style="list-style-type: none"> CTE PD plan for accessing and navigating district technology and using technology in the CTE classroom. Exploratory Career Development rotation will educate scholars on acceptable technology use
Non-Traditional Enrollment & Retention	<ul style="list-style-type: none"> CTE enrollment (42% Female - 58% Male) Not all programs resemble the overall gender demographics of CTE 	<ul style="list-style-type: none"> Ensure that all scholars have better access to CTE programs that they traditionally are not well represented in as a group either by race, gender, or any other demographic.
Retention	<ul style="list-style-type: none"> CTE as elective courses Dropping CTE for other mass core requirements 	<ul style="list-style-type: none"> Update program of studies & Counselor PD (<i>Course trajectory and CTE requirements</i>) Implement stronger tier one strategies
Post Graduate follow-up	<ul style="list-style-type: none"> 2020 - 55% responded - 90% positively placed 2021 - 56% responded - 87% positively placed 2022 - 63% responded - 64% positively placed 2023 - 94% responded - 87% positively placed 	<ul style="list-style-type: none"> Senior exit survey (<i>collect up to date contact information from scholars</i>) Program exit certification process (<i>Educators complete Quality Data Sheet. Enrollment-Partnerships-Placements-Certifications</i>)



CTE Department Structure





New Initiatives for 2023-2024

- **Chapter 74 Filings:**

- Programming & Web Development
- Carpentry



- **Partnerships:**

- Afterdark with Beverly High School



- **Salem Technical Institute (CTI)**

- Automotive Technology
- Building & Property Maintenance

- **Pearson VUE / CompTIA**

- Pearson Testing Center
- CompTIA Partner Site



Industry Recognized Certificates

CTE Scholars Industry Recognized Certificates

- OSHA 10

- OSHA 30 Construction

- ServSafe

- Hot Works

- First Aid

- CPR/AED

- CCMA



- Adobe

- CompTIA Security+

- ISC2 Certified in Cyber

- Google Data Analytics

- Work Based Experience

- Ch. 74 Certificate of Attainment



Curriculum Advancements

New Initiatives for 2023-2024

- **Simulations**

- Offshore Wind Maintenance
- Light & Heavy Equipment
- Welding
- Information Security

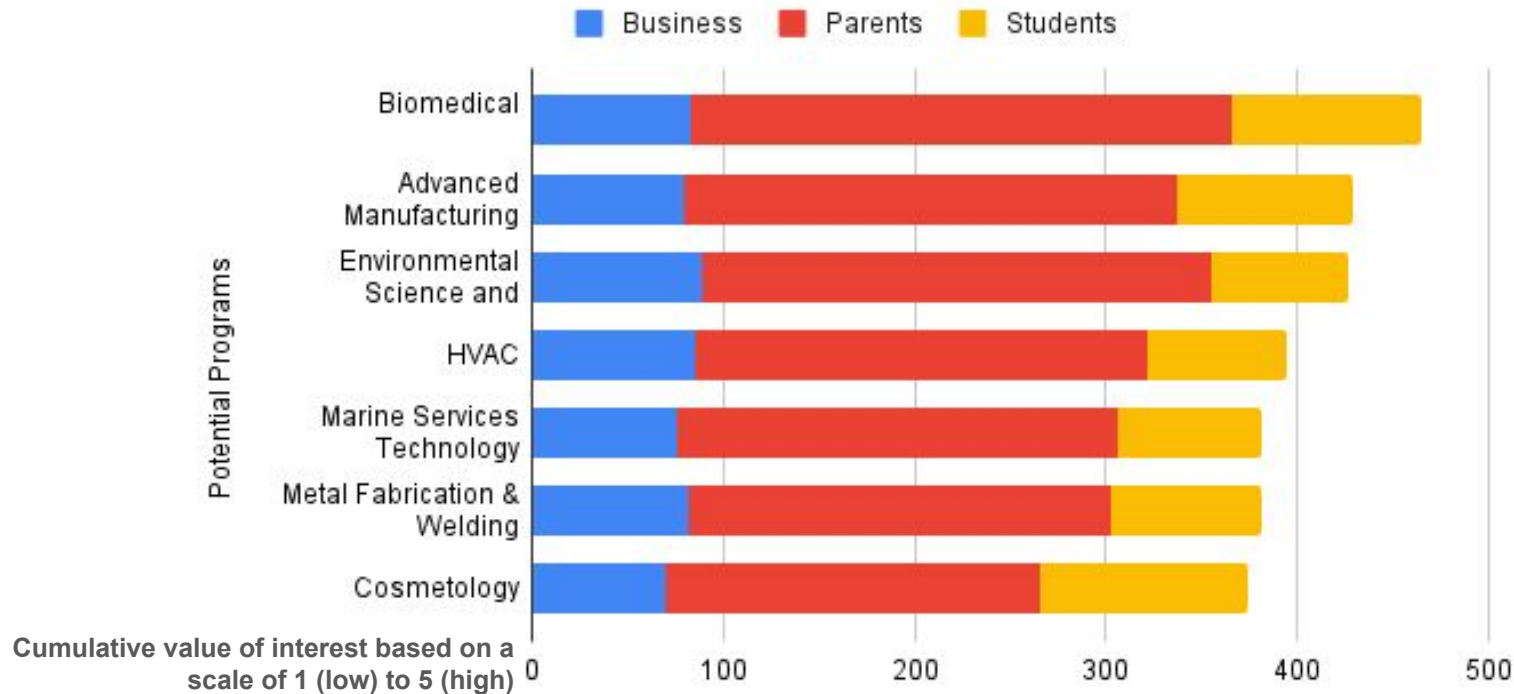
- **New Curriculum:**

- Career Connections
- Google Partner
- HBI
- Pre-Apprenticeship
- HotWorks



Opportunities in a New Space

Interest in Programs by Stakeholders





Important Dates

- **CTE Month - February**
- **CTE Open House - March 2nd, 2024**
- **Advisory Meeting - April 4th, 2024**
- **Career Fair - April 25th, 2024**
- **CTE Awards Ceremony - May 22nd, 2024**
- **Graduation - June 7th, 2024**



**CELEBRATE TODAY,
OWN TOMORROW!**



How You Can Help

- ✓ **Guest Speakers**
- ✓ **Demonstrations on Tools & Technology**
- ✓ **Panelist for Career Conversations**
- ✓ **Mock Interviews**
- ✓ **Participate in the Career Fair**
- ✓ **Host Field trips**
- ✓ **Host Internships or Cooperative Education**





New Business

Open Floor

- **Comments & Recommendations**
 -





Meeting Adjournment

SAVE THE DATE

NEXT GENERAL MEETING ON:

April 4th, 2024

*Thank
You*



Program Advisory Meeting

In your program room, please complete the following

Program Advisory Meeting Agenda