

Southeast Region Career & Technical Education Center (SRCTC) Program of work 2024-2025

Our Vision

To be the leader in best practices of Career & Technical Education in North Dakota.

Our Mission

The Southeast Region Career & Technology Center will:
Be a progressive leader in Career & Technical education recognized for outstanding customer service.
Deliver opportunities that maximize levels of achievement in an environment that motivates and excites students.
Develop leaders and outstanding citizens through participation in Career & Technical Youth Organizations.
Maintain a positive climate for teaching and learning and cultivate a sense of fair play, hard work, and excellence.

Our Motto

Educational Opportunities Through Cooperation and Technology



Strategic Overview

The Southeast Region Career and Technical Education Center (SRCTC) is committed to provide career and technical education (CTE) for the benefit of students and our community. This strategic plan outlines the mission for a dynamic and innovative CTE network, serving multiple school districts. Our vision will prepare our students with the knowledge and skills to be competitive for career, college, public service, and life. In an era marked by technological advancements, shifting workforce demands, and global connectedness, high quality responsive CTE can close the gap in educational outcomes for learners to explore and graduate. CTE is not only a pathway to careers; it is a gateway to individual and community success. Our commitment is to provide students with robust CTE opportunities that will equip them for lifelong learning and future careers. The program of work will serve as a road map to communicate the organizations' mission, vision, beliefs, strategic priorities, goals, objectives, and measures of success. The plan will strengthen operations as member school districts work toward common goals, focused strategies, and desired results. Strategic priorities will be monitored annually, with realignment every three to five years.

Our Why

Planning is an essential strategic process for an organization as it sets the course for the journey and embraces the mindset of inevitable change. The collective process creates a proactive approach to ensure the organization is relevant and visionary to meet its intended results for success today and into the future.

The tenets of the SRCTC network organization are board governance, strategic planning, operational planning, and annual work plan. The following definitions clarify the roles each play in a strategically aligned system.

Board Governance

The Center is governed by a 16-member Governance Board, appointed as representatives of their local school district. The Board is tasked with CTE Director guidance, overseeing policy, finances, and monitoring results. North Dakota area center boards may differ in governance, yet are bound by N.D.C.C. 15-20.2.

The Governance Board annually approves policy and the Center budget, aligned with local district input. Finances will be monitored monthly, along with strategic plan updates. The administration executes the annual work plan to carry out the strategic initiatives and operation plan.

Strategic Planning – Long Term Goals

A strategic plan is used to communicate the organization's priorities needed to achieve goals and evidence used to assess progress. A focused strategic plan strengthens operations and ensures that educators, board members, and stakeholders are all working toward common goals. Strategies will be reviewed annually with strategic updates every three to five years, depending on shifts in the career and technical education ecosystem.

Operational Planning – Short Term Goals

An operational plan focuses on the work during one school year and is the mechanism used to execute the strategic plan. It is directly aligned and includes evidence to assess the progress of the strategic plan. The operational plan outlines objectives, strategies, and leader assignments. The operational plan emphasizes both academic and operational aspects. The balance between planning and acting will ensure forward movement to desired results. Goals align with CTE Without Limits principles, actions, and local school district goals.

Annual Work Plan – Everyday Goal

The annual work plan includes annual meetings with member school districts, board orientation, quarterly governance and principal meetings, strategic plan review, results review, CTE Director feedback, and governance policy monitoring. The annual work plan will ensure the Center creates a systemic process to guide its work. Objectives and indicators of success will be monitored using Quality CTE Framework indicators.

Our Program of Work

The Southeast Region Career and Technical Education Center program of work was developed with input from all board members, and staff. The committee to draft our program of work consists of the CTE Director and Assistant Director, two board members, and one staff member.

Principles of Quality CTE and a Vision Without Limits

Our strategic vision is built on the principles of the new [Advance CTE- National Career Clusters Framework](#), [CTE Without Limits: A Shared Vision for the Future of Career Technical Education](#), [ACTE Quality CTE Program of Study Framework](#), and aligned to SRCTC school district strategic plans:

- **Comprehensive Program Development:** We will diversify CTE offerings, ensuring that students have access to a wide range of programs to align with interests and future careers. This will involve strengthening existing programs and partnering with industry to ensure curricula are relevant and cutting-edge.
- **Engaging Instruction:** The CTE network will maintain a commitment to excellence in teaching. We will recruit talent, provide on-going professional development for educators, facilitate, and coach best teaching practices, and create a culture of innovation within our classrooms.
- **Access and Inclusion:** We are committed to creating an inclusive CTE environment that ensures equitable learner access to programs, resources, and opportunities, regardless of background or circumstances.
- **Community Partnerships:** Collaboration with local businesses, industry leaders, colleges, community organizations are essential. We will foster meaningful partnerships to enhance our students' learning experiences through real-world projects, work-based learning, mentorships, and college connections.
- **Student Leadership and Success:** We aim to nurture well-rounded, competent, and motivated individuals who are prepared with professional skills to lead, empowered to make informed decisions about their future, and contribute as productive citizens.
- **Facility and Resources:** Our physical infrastructure, curriculum, and technological resources will meet the demands of modern CTE. This includes state-of-the-art laboratories, classrooms, equipment, and materials.
- **Data-Driven Decision-Making:** Our strategic plan will focus on progress and results. We will assess the effectiveness of our programs and identify key indicators to improve outcomes for our students.
- **Sustainability and Adaptability:** We will maintain a long-term perspective and visionary lens, guaranteeing our CTE network remains agile and adaptable to emerging industries and technologies.

We invite you to delve deeper into our program of work, it encompasses our goals for long, short and everyday activities. Thank you for your support and commitment to the future of CTE through the Southeast Region Career and Technical Education Center network.



**Program of Work
2024-2025 School Year**

I. Curriculum


- Meet with Center superintendents with a primary focus on Perkins V local needs assessment, ITV & CTE needs- **Need 2 Meetings.**
- Develop precision ag curriculum for use by all 13 Agriculture instructors – **Training in Summer of 25**
- Host a Small Engines training for Agriculture instructors – **Training in Summer of 25**
- Host a EV training for our Auto Instructors, Implement a plan for EV trainers in our Auto Programs. – **Fall of 2024**
- Coordinate advance manufacturing curriculum, Torchmate training, and Meats Lab training for use in all Ag programs – **Training in Summer of 25**
- Finalize Re-Branding our Cooperative work experience to enhance - offerings for summer opportunities including summer Construction Technology, SAEP and Cooperative Work Experience, have a link on our website with all the resources and Curriculum for students to utilize – **Fall 2024**
- Reflect on the NDSCS CNA Coursework and implement any shortfall areas - **January 2025**
- Look at NDSCS course offerings to see what hybrid options we could offer for future years – **Fall of 2024**
- Ensure all teachers curriculum aligns with the state standards – **Spring 2025 – Summer 25**
- Identify additional Dual credit opportunities for all programs, including Ag – **Spring 2025**



**Program of Work
2024-2025 School Year**

II. Board and Fiscal


- Develop budget proposal options for 2025-2026 for Center Board - **April 2025**
- Attend and present SRCTC update at all member school board meetings – **Jan - May 2025**
- Support member school special or regular school board meetings at the Chef Training facilities in Oakes and Wahpeton - **During 24-25 School year**
- Work with SRCTC staff and submit at least 20 grant applications this school year for various educational enhancement activities - **During 24-25 School year**
- Finalize the Capital Projects in Hankinson / Edgeley– **Fall of 2024**
- Add Lamoure school district as a full SRCTC member –**Lamoure is a work in Progress**
- Work with North Dakota State CTE Office on proposed funding model changes
- Ensure Board resources are sent in a timely fashion. – **Throughout the school year**
- Meet with stake holders on a regular basis to ensure funding is available. – **Jan 2025**



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III. Capital Improvements/Equipment Investments


- Finish construction of Edgeley / Hankinson facility - Branding
- Identify additional equipment needs for the Edgeley CTE facility.
- Implement the precision ag, advance manufacturing, and health rotational units.
- Finalize updating the Hankinson addition / greenhouse.
- Update AC in Oakes Culinary – **Fall of 2024**
- Replace entrance doors in Wahpeton Culinary- **Fall 2024**
- Replace glazing on the Richland 44 school greenhouse. – **Fall 2024**
- Complete Perkins V Local Plan and related equipment purchases.
- Wrap and brand our mobile labs.
- Purchase a communication tool for safe communication between buildings in Wahpeton.



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IV. Personnel


- Develop staffing model for 2025-2026 including succession planning & mentorship for all staff for retention.
- Recommend at least one staff member for annual PDC NDACTE Award
- Recommend at least one program for the ND State CTE Directors Award of Excellence
- Develop individual growth plans for staff members including administrative coaching and integration of personal and professional goals by Mr. Spellerberg and Mr. Brockman - **November 2024**
- Support SRCTC award winners from PDC to attend ACTE VISION & Region V – **Fall of 2024**
- Provide SRCTC recognition item to Board and staff members
- Work with SE Superintendents on Regional Staff Development opportunities
- Update emergency manual and entrance system protocol at Oakes in cooperation with the Oakes Public School



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V. Public Relations & Legislative

- Find new corporate sponsor for electronic marquee in Wahpeton
- Administration to send direct mailings/e-mail messages to all parents two times during the 2024-2025 school year.
- Meet with local legislators to ensure they understand what we do at SRCTC. – **All year long**
- Meet with business and industry stakeholders through chamber meetings or other opportunities to identify what our communities in demand needs are. – **All year long**
- Showcase - Work based Learning, Educate parents, community, and employers – **All year long**
- Educate students & parents about dual credit options for our CTE offerings
- Host a Ribbon cutting for our new facility in Edgeley – **Fall 2024**
- Host several adult ed, community groups and school board groups in the Chef Training building in Wahpeton and DRN-ReadiTECH room in Oakes, and our new CTE satellite site in Edgeley.



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VI. Student Services & Adult Education

- Improve publicly recognizing Student Award of Excellence recipients with media
- Utilize social media to help showcase work-based learning opportunities.
- Host annual National Technical Honor Society reception including Chef Training class meal preparation in Wyndmere
- Host adult ed classes in Oakes, Edgeley and Wahpeton, primarily in the Chef Training/Foods, Health, Construction and Agriculture areas
- Expand Career Ready Practices process to include skill development activities and two formal student assessments and expanded parent information
- Facilitate work-based learning experiences and SAE with either counselors or staff, facilitating these experiences for students in all CTE program areas