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FLORIDA DEPARTMENT OF
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MEMORANDUM

TO: District Career and Technical Education Directors
District Technical Center Directors
Florida College System Workforce Administrators

FROM: Henry Mack, Chancellor, Division of Career and Adult Education

DATE: July 15, 2020

SUBJECT: Career and Technical Education Staff Training Opportunities Through the National Alliance for Partnerships in Equity

A key focus of Perkins V is ensuring that Career and Technical Education (CTE) opportunities are available to all students, including those who are members of Perkins-defined "special populations". One of the groups identified by Perkins as a "special population" are students preparing for non-traditional fields. Non-traditional fields are defined in the Perkins Act as "occupations or fields of work, such as careers in computer science, technology, and other current and emerging high skill occupations, for which individuals from one gender comprise less than 25 percent of the individuals employed in each such occupation or field of work."

In support of efforts to increase non-traditional student engagement, the Florida Department of Education (FDOE) Division of Career and Adult Education (DCAE) has partnered with the Florida Association of Career and Technical Education (FACTE) and the National Alliance for Partnerships in Equity (NAPE) to provide a menu of training and materials for district and state college counselors and CTE instructors and administrators. The NAPE-developed training and materials cover a variety of topics related to ensuring that all students, particularly those identified in Perkins V as "non-traditional" and members of other "special populations", have equal access and opportunity for success in CTE. All training and materials are provided without charge to local agencies or participants.

Henry Mack
Chancellor of Career and Adult Education

Training and materials are provided in three ways:

- <u>Online Courses</u>: Recorded training providing the ability to review at one's own pace and schedule, with a limited window of time to access them. These are one hour in length.
- <u>Webinars</u>: Live, interactive sessions at a set date and time hosted by a staff member from NAPE. These would last from one to two hours and training materials are provided.
- <u>Toolkits</u>: Digital copies of materials without an online component that you would be able to download.

FACTE has established registration for the online courses at facte.coursestorm.com. Descriptions of the available online courses are included at the end of this memo, and the deadline for registration is July 21, 2020.

Webinar and tool kit availability will be announced by FACTE soon.

Questions should be directed to Leslie Boyd Blanton of FACTE at lboyd@facte.org.

<u>Online Course Descriptions:</u>

MICROMESSAGING TO REACH AND TEACH EVERY STUDENT
Culture shapes our biases and beliefs about people based on their age, gender, race, language, (dis)ability, or income level, often without our realization. We communicate our biases in our world, often unknowingly, through micromessages. The accumulation of micromessages over time impacts a person's belief in his or her own ability to be successful in a course, class, college, and career. Through interactive and reflective activities on the power of culture on our interactions with students, this online module will equip educators with specific strategies to support student participation, persistence, engagement and success.

PROGRAM IMPROVEMENT PROCESS FOR EQUITY
Changing the culture of a school is both an exciting time as well as a daunting challenge. It's often hard to know where to begin as well as who needs to be engaged in the process. NAPE has worked with secondary schools and community colleges to develop and implement a comprehensive, practical, and research-based process for program improvement focused on equity and closing achievement gaps. This one hour course introduces the Program Improvement Process for Equity. A simulation is woven throughout the activities of this course. In this simulation, you'll lead the PIPE team at a fictional school district and community college as they complete each step of the process. During PIPE, organizations use an Implementation Plan to document their decisions and strategies. In the simulation, you'll be able to download a sample Implementation Plan as it is updated for each stage of the process.

STEM FOR EVERY STUDENT
The online module will equip you with tools and strategies to improve student access to and awareness of STEM Careers, and will help you to improve how you communicate and reach out to students about promising careers in Science, Technology, Engineering, and Mathematics (STEM). This is particularly important considering erroneous perceptions and stereotypes that students may have adopted over the course of their educational careers.

NONTRADITIONAL STUDENT SUCCESS: PERKINS BASICS AND BEYOND
This module will help you work towards improving your Perkins Core Indicators, especially as they pertain to participation and completion of students who are nontraditional by gender. If you don't know much about the Perkins Core Indicators, don't worry, because we'll start with some background information. The module will then assist you in identifying root causes that are affecting the success of your CTE classroom, program, department, and/or school, especially programs focused on science, technology, engineering and mathematics (STEM). You will receive a plethora of research-based strategies and resources to address the root causes.

INSPIRING COURAGE TO EXCEL THROUGH SELF-EFFICACY
Self-efficacy and self-confidence are student attributes that teachers and faculty can influence through micro-affirmations. Research has shown that people who maintain a high degree of self-efficacy are more agreeable in trying new tasks and persist with hard work when attempting to tackle difficult problems. In addition, they have greater interest, motivation, and engagement. This online course will prepare educators to build student self-efficacy through intentional micro-affirmations, provide actionable strategies for implementation in the classroom, and offer a turn-key coachable model for helping students build their own self-efficacy. Ultimately, this course empowers and enables educators to inspire courage in their students to excel.

REALIZING POTENTIAL WITH MINDSET
This course is designed to assist educators in transforming their practice to foster a growth mindset in themselves, and in their students. Using a growth-mindset approach in teaching is especially effective in developing equitable learning environments that support every student. This online course provides an overview of growth mindset, including key characteristics, benefits, and strategies to employ in the classroom.

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