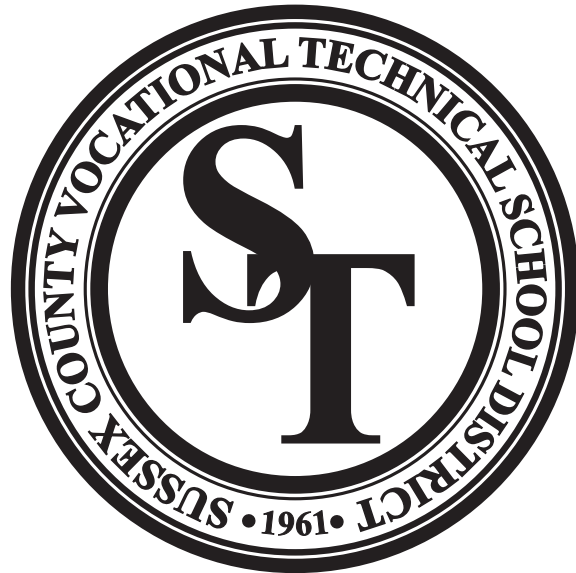


**Sussex County
Vocational Technical School District**



**Success
Strategic Plan
2024-2027**



Board of Education

Mr. Gary W. Brittingham, *President*
Ms. Markishia C. Wise, *Vice President*
Mr. Marcel E. Hayes
Mr. Gregory N. Johnson
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Mr. Wilbur L. Kernodle, III
Dr. Kevin E. Carson, *Executive Secretary*

Administrative Staff

Dr. Kevin E. Carson, *Superintendent*
Mr. J. Hud Athey, *Director of Administrative Services*
Dr. J. Jason Peel, *Director of Human Resources and Support Services*
Dr. Matthew B. Donovan, *Director of Curriculum and Instruction*
Mrs. Kristen R. Hatfield, *Business Manager*
Mr. John D. Baugher, *Principal, Sussex Technical High School*
Dr. A. Daniell Bullock, *Assistant Principal, Sussex Technical High School*
Mr. Clarence P. Giles, *Assistant Principal, Sussex Technical High School*
Dr. Holly J. Langley, *Assistant Principal, Sussex Technical High School*
Mrs. Kelly Whaley, *Director Sussex Tech Adult Education*

Mission:

Preparing technical students for their future.

Vision:

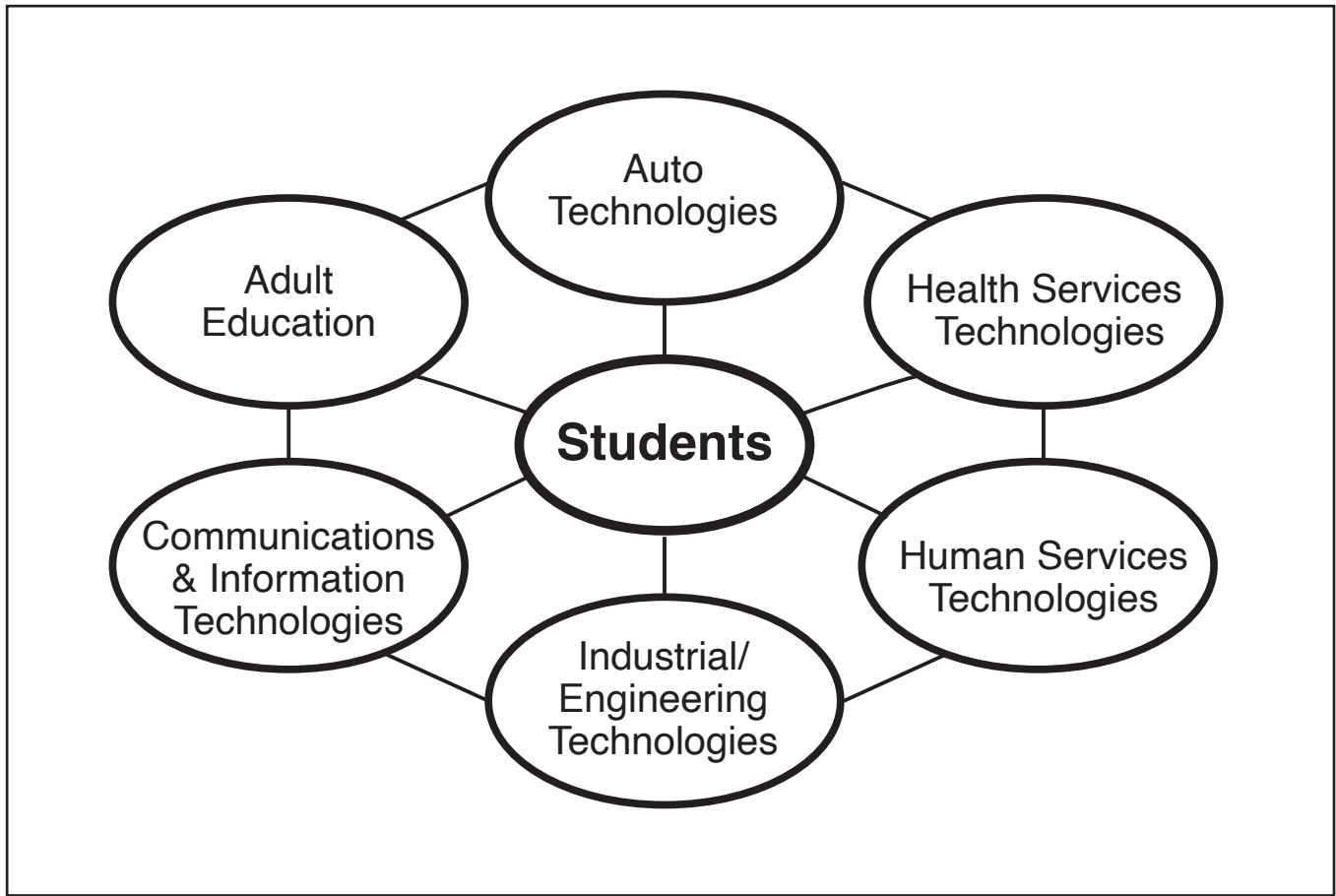
To become a premier vocational/technical learning community and to be recognized regionally for student excellence.

Goals:

- Goal 1-** Sussex County Vocational Technical School District will provide high-quality vocational/technical instruction which is academically rigorous.
- Goal 2-** Sussex County Vocational Technical School District will provide modern, safe facilities.
- Goal 3-** Sussex County Vocational Technical School District will have a well-qualified, professional staff and provide them with the tools to enhance their abilities to meet student needs.
- Goal 4-** Sussex County Vocational Technical School District will build and strengthen partnerships and communications among families, the school system and our community.
- Goal 5-** Sussex County Vocational Technical School District will be considered the centralized county location for the delivery of quality Adult Basic Education services including Apprenticeships, James. H. Groves, Specialized Vocational Training and English Second Language (ESL).

*Update reports to Sussex County Vocational Technical School District
Board of Education-November 2024 and April 2025.
These goals are in accordance with Delaware Administrative Code 2200*

Sussex County Vocational Technical School District Academies



CTE Programs

Architectural Engineering Technologies
Automotive Technologies
Business, Finance, and Marketing (BFM) Technologies
Carpentry and Construction Management Technologies
CISCO/Mastery Coding Technologies
Collision Repair Technologies
Cosmetology Technologies
Dental Services Technologies
Digital Publishing and Graphic Design Technologies
Early Childhood Teacher Academy Technologies
Electrical and Green Energy Technologies
Health Professions Technologies
Heating, Ventilation, Air Conditioning, and Refrigeration Technologies
Landscape Management and Environmental Technologies
Legal Support Services and Criminal Justice Technologies
Media Production Technologies
Medical Assisting Technologies
Physical Therapy and Athletic Health Care Technologies

2024-2025 School Year Calendar

- 5 Fall Sports Begin (Football)
- 12 Fall Sports Begin (All Others)
- 13-14 New Teacher In-service
- 19-22 Professional Development
- 20 District Welcome
- 23 Freshman only
- 26 Professional Development
- 27 First Day All Students
- 30 Labor Day Observed

Student Hours 26

AUGUST '24						
S	M	T	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Teacher - 9 Student - 4

SEPTEMBER '24						
S	M	T	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Teacher - 20 Student - 19

- 2 Labor Day
- 4 Open House (2 hrs.)
- 10 Professional Dev. State-wide

Student Hours 123.5

- 10 Homecoming
- 11 Professional Development
- 14 Professional Development
- 19 8th Gr. Open House (3.5 hrs)
- 29 Marking Period 1 Ends

Student Hours 136.5

OCTOBER '24						
S	M	T	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Teacher - 23 Student - 21

NOVEMBER '24						
S	M	T	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Teacher - 15 Student - 15

- 4 School Choice App. Open
- 5 Election Day
- 7 Return Day
- 11 Winter Sports Begin
- 11 Veterans Day
- 27-29 Thanksgiving Break

Student Hours 97.5

- 23-31 Winter Break

Student Hours 97.5

DECEMBER '24						
S	M	T	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Teacher - 15 Student - 15

JANUARY '25						
S	M	T	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Teacher - 21 Student - 20

- 1 New Year's
- 8 School Choice App. Close
- 17 Prof. Dev. (No Paras)
- 20 M.L. King Jr. Holiday
- 21 Marking Per 2 Ends

Student Hours 130

- 14 Prof. Dev. (No Paras)
- 17 Presidents' Day
- 24 Spring Sports Begin

Student Hours 117

FEBRUARY '25						
S	M	T	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

Teacher - 19 Student - 18

MARCH '25						
S	M	T	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Teacher - 21 Student - 20

- 14 Professional Development
- 21 Choice Acceptance Deadline
- 26 Marking Per 3 Ends

Student Hours 130

- 18 Good Friday
- 21-25 Spring Break

Student Hours 104

APRIL '25						
S	M	T	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Teacher - 16 Student - 16

MAY '25						
S	M	T	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Teacher - 21 Student - 21

- 23 Last Senior Day (1066)
- 26 Memorial Day
- 27 Senior Awards
- 29 Graduation (Rain date 30th)
- 30 Marking Period Ends
- 30 Last Student Day (1098.5)

Student Hours 136.5

- 2-10 Professional Development
- 11 Prof. Dev. (No Paras)
- 12 Groves Graduation
- 19 Juneteenth

JUNE '25						
S	M	T	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Teacher - 8

Total Student Hours: 1098.5
Total Student Days: 169
Total Teacher Days: 188
Total Para Days: 185

Board Approved: 4/10/2024
 *Revised 5/7/2024
 *Revised 7/29/2024

Sussex County Vocational Technical School District Profile

School Enrollment – Sussex Technical High School

2022-2023 1292
2023-2024 1323
2024-2025 1365

School Enrollment – Sussex Technical Adult Education

2022-2023 1299
2023-2024 3583

Student Race/Ethnicity – Sussex Technical High School

	2022-2023	2023-2024
% American Indian	0.62	0.76
% African American	18.34	16.86
% Asian American	0.77	1.28
% Hispanic	22.68	27.14
% Caucasian	52.94	49.51

Student Race/Ethnicity – Sussex Technical Adult Education

	2022-2023	2023-2024
% American Indian	1	1.7
% African American	44	45.3
% Asian American	0.5	1
% Hispanic	38	40
% Caucasian	54.5	52

Other Characteristics – Sussex Technical High School

	2022-2023	2023-2024
% Limited English Proficient	4.64	6.88
% Low Income	21.98	21.32
% Special Education	12.46	12.70

Other Characteristics – Sussex Technical Adult Education

	2022-2023	2023-2024
% Limited English Proficient	28	32
% Low Income	80	80

Retention Rate

	2021-2022
District	99.5%

Staffing Ratio for Instructional Staff – Sussex Technical High School

Teachers	1 to 13.7
Pupil Support	1 to 247.8
Instructional Support	1 to 177

Staffing Ratio for Instructional Staff – Sussex Technical Adult Education

Teachers	1 to 25
Pupil Support	1 to 359.2
Instructional Support	1 to 239

Information about Instructional Staff – Sussex Technical High School

Gender	
% Female	55.17
% Male	44.83

Information about Instructional Staff – Sussex Technical Adult Education

Gender	
% Female	68
% Male	32

Staff Race/Ethnicity – Sussex Technical High School**2021-2022**

% African American	4.60
% Hispanic	1.15
% Caucasian	93.10

Staff Race/Ethnicity – Sussex Technical Adult Education**Most recent year**

% African American	8
% Hispanic	8
% Caucasian	84

Sussex Technical High School Building Information

Year Opened	1961
Latest Remodeling	2013

GOAL 1

Sussex County Vocational Technical School District will provide high-quality vocational/technical instruction which is academically rigorous.

Narrative Statement

Throughout our school, plans will focus on improving our vocational/academic instructional programs. The objective of goal one is to support these school efforts.

The primary aim is to give students of all academic levels the opportunity to reach their full potential.

Objectives were identified by the committee as needs for the district, school, and academies. They effectively guide district-level decision making to enhance the educational program while allowing for the unique needs of the building to be met.

Effectiveness of the plan will be measured by routine and annual evaluation of target goals. The target goals set by the district are indicated in the chart below.

Accountability Goals

Year	Reading Targets ERW	Math Targets	Technical Certifications Received*	Work-Based Learning Placements	Military Placements	Career Placements After Graduation	Post-Secondary Placements
2023 Baseline	55%	33%	76%	51%	6	24	56%
2024 Goal	58%	36%	81%	52%	7	30	
2025 Goal	61%	39%	87%		8	40	
2026 Goal	65%	45%	88%		9	50	
2027 Goal	68%	50%	90%		10	60	

*Technical certifications percentages equals # of technical certifications passed divided by # of technical certifications eligible.

Measurable Goal	Activity	C = Cont N = New	Measurement Tool	Who	Target 2025	Progress Point 1	Progress Point 2	Objective Met?
Improvement of instruction in all classes to meet accountability goals: Reading Targets, Math Targets, Certifications Received, as determined by our target points	The staff and teachers will examine the curriculum maps for all content and CTE courses and adjust as needed based on the feedback from the DTGSS Observation Model, the expansion of the Administration and Peer walkaround process and the Professional Learning Community (PLC)	C	DTGSS observations, Walkaround data analysis and PLC meeting minutes	Matt Donovan & John Baugher	100%			
	Staff will continue collaboration with adult education and post-secondary to define and refine articulations and post-secondary courses for Sussex County high school students	C	Articulation agreements and data of completers	Matt Donovan & John Baugher	100%			
	Staff will continue collaboration and integration between all staff. Academy Leaders will increase their capacity and influence on Academy Teams to continue to develop stronger integration projects throughout Sussex Technical High School in conjunction with the Southern Regional Education Board (SREB)	C	Number of lessons executed	Matt Donovan & John Baugher	100%			
	Staff will be introduced to AI (Artificial Intelligence) as a teacher resource.							
To achieve higher than state average performance in literacy and math results	Teachers will use the approved lesson plan as a guide for daily teaching and collaboration. PLC groups to analyze teaching and alignment with DTGSS and system utilization of the 6 + 1 Writing Process	N	Quarterly Report-outs	ALL	100%			
	Staff will work to create WBL opportunities through advisory committee members and will work with school counselors to match WBL opportunities to student interest	N	Observable Implementation	Matt Donovan & John Baugher	100%			
To steadily increase the number of work-based learning (WBL) placements for our students	Implement a 9th grade interview model for entry into a selected technical area. Report out by December 1, 2024 for implementation for September 2025	N	Interview Template and Observational Implementation	Matt Donovan & John Baugher	100%			
To provide appropriate instruction to limited English proficient students (where the medium of instruction is English) so they will have success in a mainstream classroom and improve their test scores	Increase personnel dedicated to serving MLL students to implement "new comer" curriculum and provide instructional support for general education teachers	N	WIDA testing scores	Matt Donovan & John Baugher				
To continually infuse information on diverse cultural groups throughout the 9-12 curriculum in order to equip students with the knowledge and skills necessary to participate productively in a culturally diverse society	Ensure the implementations of Black History Education per HB 198	N	Curriculum review to ensure inclusion of diverse cultural groups in the curriculum	Matt Donovan & John Baugher				

GOAL 2

Sussex County Vocational Technical School District will provide modern, safe facilities.

Narrative Statement

The Sussex County Vocational Technical School District will continue to address the needs of our facilities and the safety of our school environment.

Measurable Objective	Activity	C = Cont N = New	Need(s) Addressed	Funding Needed	Measurement Tool	Timeline	Who is Responsible?	Present Level of Performance	Target 2025
Safety and Security									
The Sussex County Vocational Technical School District will communicate with all stakeholders and practice all mandated safety/security drills	Conduct tabletop exercises and fire, hold, secure, and lockdown drills	C	Ensure safety, security and emergency response procedures and programs are in place and communicated	Current levels	• State mandates and data entry/ reporting system	Monthly and Annually by school year as required for each type of drill	HS Admin and security personnel/ committee	100%	100%
The Sussex County Vocational Technical School District will develop, implement, communicate, and practice a campus-wide emergency response plan	Develop/revise/ communicate emergency response plan and conduct training exercises and drills as described/required	C	Ensure safety, security and emergency response procedures and programs are in place and communicated	\$5,000 estimate to maintain replace necessary items for training and drills	• State mandates and data entry/ reporting system • Feedback from all stakeholders and cooperating departments	• Retain/Re-fresher Training Winter 23-24 through Fall 24-25 • Drill variety and implementation ongoing	HS Admin and security personnel/ committee	100%	100% Implementation (with ongoing edits to plan as needed and drills/practice ongoing)
The Sussex County Vocational Technical School District will develop, implement, and revise a Constable-based safety/security program	<ul style="list-style-type: none"> • Retain and/or hire high quality constable candidates to work as a team and in conjunction with the SRO and school/district admin. • Assign said Constables/ personnel so as to best cover the building(s) and campus while rotating locations and times/schedules/routes to best avoid predictability 	C	Ensure efficient and effective safety, security and emergency responses are provided for both the Day and Evening programs while fostering a climate of safety, security and respect for all stakeholders	Approx. \$10,000 for equipment, uniforms and annual training/ qualification(s) (above/ beyond personnel costs, OECs, and initial required trainings/ certification(s))	<ul style="list-style-type: none"> • Staff/ Personnel incident reporting with data back-up (State/ Local/ District) • Annual survey to various stakeholders regarding climate • Personnel evaluations and feedback 	Fall SY24-25 ongoing	HS and District Admin, Chief Constable, Constables, safety/security personnel	<ul style="list-style-type: none"> • 100% available positions filled or candidate recommended with certified Constable or Constable in-training • 100% safety/security compliance and monitoring 	<ul style="list-style-type: none"> • 100% open positions filled with certified Constables/ Constables in-training • 0 safety/ security breaches
Existing Facilities									
The Sussex County Vocational Technical School District will continue to address the needs of the existing facilities to provide and maintain a safe learning and working environment for all students, staff and the community	• Custodial/Maintenance/Grounds crews will perform daily routines and respond to/report additional needs as they arise	C	Maintain safe facilities until a new facility is occupied	\$250,000 -\$2.5M annually	Building and personnel evaluations in conjunction with Tech Desk Ticket and larger repair response/ close-outs	Fall SY24-25 through Fall 27-28	Building Chief, Turf Manager and custodial/ maintenance crews	0 outstanding minor tickets - all tickets in system are in-process	• 0 outstanding minor tickets older than 4 business days - all known and addressable major repairs accounted for and in-process within 4 business days
New Facility									
The Sussex County Vocational Technical School District will ensure safety, security and emergency response considerations are top priorities when planning, designing and constructing the new facilities	<ul style="list-style-type: none"> • Communicate early and often with all stakeholders regarding progress and alerts as we transition from design to construction • Ensure grounds/ maintenance/ custodial crews, construction teams, and safety/ security personnel implement proper precautions and safety measures 	C	Ensure all required and additional reasonable safety measures, systems, and communications plans are in place and adjusted as needed during all phases of construction.	Major Cap Amount (State + Local total) + market pressure funding	Current State/Federal guidelines and mandates	Summer SY24-25 through move-in	Design Team(s) and various focus/stakeholder groups	100%	<ul style="list-style-type: none"> • 100% safe work zone • 0 incidents

GOAL 3

Sussex County Vocational Technical School District will have a well-qualified, professional staff and provide them with the tools to enhance their abilities to meet student needs.

Narrative Statement

One of the areas of focus for this goal is on recruiting and retaining high quality employees in the district.

Four areas of focus are:

1. Increase the retention rate of employees
2. Provide professional development opportunities
3. Provide Academy support
4. Maintain programs in accordance with Delaware Administrative Code 220 regarding diversity

Effectiveness of the plan will be measured by achieving target goals and the results of an annual employee survey.

Measurable Objective	Activity	C = Cont N = New	Need(s) Addressed	Funding Needed	Measurement Tool	Timeline	Who is Responsible?	Present Level of Performance	Target 2025	Progress Point 1	Progress Point 2	Object. Met?	
The Sussex County Vocational Technical School District will retain teachers and support staff.	Support recognition programs and ensure that all workgroups receive recognition.	N	Teacher and staff attrition.	Funding to support recognition items.	Recognition events, awards, etc ...	2024-2025	Dr. Peel						
	Promote further education and training. Provide prompt and fair course reimbursement and incentives.	N	Professional Growth	None	Reimbursement Ledger	2024-2025	Dr. Peel						
	Review evaluation tools and provide timely and meaningful evaluations.	N	Quality of Evaluations	None	Evaluation Data Review	2024-2025	Dr. Peel						
	Review and amend policies to create clear and fair procedures and practices. Update and produce single district wide personnel handbook.	N	Outdated policies and procedures.	None	Updated Board Policies	2024-2025	Dr. Peel						
	Develop and implement new teacher mentoring program.	N		None - State funded	State Mentoring program Audit/Review	2024-2025	Dr. Peel						
The Sussex County Vocational Technical School District will recruit qualified teachers and support staff reflective of the diversity in the school community.	Create connections with local and regional colleges and universities.	N	Recruit teachers from diverse backgrounds.	None	Contact List	2024-2025	Dr. Peel						
	Begin Resident Teacher Program	N	Recruit teachers from diverse backgrounds.	State grant funding and local match	Successful completion of teacher residency	2024-2025	Dr. Peel						
	Attend job fairs, promote jobs through advertising, and search for new avenues to promote vacancies.	C		Registration fees, advertising fees, etc ...	Fair attendance records and advertising	2024-2025	Dr. Peel						
	Ensure hiring processes and procedures do not create barriers for candidates from a diverse background.	N	Outdated hiring procedures and processes.	None	Updated hiring documents and procedures.	2024-2025	Dr. Peel						
The Sussex County Vocational Technical School District will develop a Multi-tiered System of Support (MTSS) for students.	Create MTSS Leadership Team inclusive of building principals and staff.	N	State requirement met.	None	Meeting agendas and minutes	2024-2025	Dr. Peel, Dr. Donovan, and Mrs. Wothers						
	Provide professional development for teachers for implementation of Tier I strategies to support students.	C	State requirement met.	Professional development fees.	Attendance records	2024-2025	Dr. Peel, Dr. Donovan, and Mrs. Wothers						
	Merge SEL and Academic student success process into one system that ensures support for the whole student and attends to the needs of diverse populations.	N	Meet state requirement.	None	Meeting agendas and minutes	2024-2025	Dr. Peel, Dr. Donovan, and Mrs. Wothers						
	Develop Tier II and Tier III strategies school-wide to support students and train staff to implement strategies.	N	Meet state requirement.	None	Attendance records	2024-2025	Dr. Peel, Dr. Donovan, and Mrs. Wothers						
	Ensure that SEL curriculum is provided at all grade levels.	N	Meet state requirement.	Curriculum materials	Class Observations	2024-2025	Dr. Peel, Dr. Donovan, and Mrs. Wothers						
Examine school data to determine gaps in learning. Data will help identify the 20% of students who may need MTSS supports.	N	Meet state requirement.	None	Data review documents.	2024-2025	Dr. Peel, Dr. Donovan, and Mrs. Wothers							

GOAL 4

Sussex County Vocational Technical School District will build and strengthen partnerships and communications among families, the school system, and community.

Narrative Statement

To accomplish this goal:

1. Plan activities in the areas of communication, outreach, and opportunities.
2. Increase opportunities through expanded Sussex Tech Adult Education opportunities.
3. Increase communication and public relations to foster relations within the community.
4. Establish and maintain social media accounts to provide timely and meaningful communication.

Effectiveness of the plan will be measured by achieving target goals.

Measurable Objective	Activity	C = Cont N = New	Funding Needed	Measurement Tool	Timeline	Present Level of Performance	Target for Completion	Progress Point 1	Progress Point 2	Objective Met?
One publication for all Sussex Tech Info	Create a comprehensive District guide for potential employees, families, etc. Collaborate with Adult Ed	N	\$4,000	Completed publication on website	June 2024 - Nov 2024		Nov-24			
Develop Alumni Association	Create Annual Fundraiser Increase Membership Alumni Spotlight videos for social media Alumni guest table for CTE Week	N		Funds in account. # of members Postings Guest Table at event	July 2024 - June 2025		May-25			
Revise 8th Grade Open House to Include a Community Component	Add to existing open house to include information about Sussex Tech for potential students as well as showcase the school to the Sussex County community	C	\$5,000	Number of attendees from last year to this year	July 2024 - October 2024		Oct-24			
Foundation Internal Fundraising Campaign	Campaign to run through the year to encourage staff participation in payroll deduction support for the foundation	C		Number of participants from beginning to end of school year	August 2024 - June 2025		Jun-25			
WBL public information updates	Update information and letters and re-design policy manual. Create brochure to share with potential business partners	C & N	\$3,000	Complete and in use	June 2024 - Sept 2024		Sep-24			
CTE Video Campaign on Social Media	Social media posts of students working in CTE areas	C		When all have been posted	Sept 2024 - May 2025		May-25			

GOAL 5

Sussex County Vocational Technical School District’s Adult Division will be considered the centralized county location for the delivery of quality Adult Education. Services include Apprenticeship, James H. Groves, Specialized Vocational Training, and English Second Language (ESL).

Narrative Statement

The focus of Sussex Tech Adult Education is to meet the educational needs of adult learners in Sussex County. To do this we will provide high quality instruction that meets or exceeds state and federal goals while increasing the community’s awareness of our programs. Increased community awareness will help us reach more students and assist them in meeting their own educational and career goals.

Accountability Goals

Year	Groves Graduates	ABE/ESL Students Educational Functioning Level Gains	Health Professions Graduates	Apprenticeship Graduates	Skill/Trades Certificates
2024 Baseline	50/158 state goal is 20% we are at 32%	state goal is 65.2% of enrollment we are at 69.61%	136	71	176
2025 Goal	35%	72%	170	81	194
2026 Goal	37%	74%	187	93	212
2027 Goal	39%	76%	205	107	233

Measurable Objective	Activity	C = Cont N = New	Funding Needed	Measurement Tool	Timeline	Present Level of Performance	Target 2025	Progress Point 1	Progress Point 2	Objective Met?
To improve instruction in all Adult Education programs to meet state and federal outcome goals: NRS Adult Basic Education, NRS ESL, Apprenticeship, Groves, and Health Professionals / Nursing. To exceed the state average in all outcomes	<ul style="list-style-type: none"> • Staff will continue to revise and update curriculum as needed to meet the standards of high quality instructional materials in all programs • Staff will participate in Statewide committees (Post-secondary cadre, Groves Curriculum committees, Groves Leadership Team, and Adult Basic Education Admin) 	C		Perkins Performance targets, NRS goals, course completion and graduation rate	7/1/23-6/30/24	60%	100%	3rd Qtr state report card - 9/15 goals met		
	Staff will increase collaboration with secondary and post-secondary institutions as a component of ConnectEd to define and refine articulations and post secondary courses for Sussex County High School students, including James H. Groves High School students	N		Articulations created	7/1/23-6/30/24	25%	50%	New articulations established with STHS, articulations with Cape are in progress; would like to pursue articulations with Laurel and SCHS and DelTech		
To increase opportunities for students to earn advanced standing, credit for prior learning, and dual enrollment credits	Staff will continue to meet with students at Sussex County High Schools to increase awareness of Adult Education programs and opportunities	C		Enrollment numbers	7/1/23-6/30/24; ongoing	100%	100%	At least one visit to each Sussex County HS has been made this year		
Hire and retain well-qualified professional staff	We will continue to offer a competitive hourly rate for our staff	C	\$300,000 outside or our grants for FY25	Salary schedules	7/1/23-6/30/24; ongoing	92%	92%	For FY 24, we are \$37/hr. Competing instruction is a \$40/hr		
	We will continue to utilize social media, community events, our website, and local publications to recruit well-qualified staff	C		Advertisements and event attendance	7/1/23-6/30/24; ongoing	100%	100%	We have participated in – community events this year, and make social media posts at least weekly		
	We will continue to provide the essential materials and tools to allow our staff to meet the needs of our students	C		Instructional needs survey and teachers’ plans	7/1/23-6/30/24; ongoing	100%	100%	Staff survey results		
	We will continue to create a positive work environment	C		Salary schedules	7/1/23-6/30/24; ongoing	100%	100%	Staff survey results		

Adult Education Outcome Targets

Perkins V Annual Goals		
	State Performance Goal	STAD Performance Goal
Post Program Placement	88%	90%
Earned Recognized Post-Secondary Credential	81%	82%
Non-Traditional Program Concentration	23%	24%
NRS Outcome Targets (Adult Basic Education)		
	State Performance Goal	STAD Current Progress (FY24)
ABE Level 1	70%	53%
ABE Level 2	63%	71%
ABE Level 3	63%	53%
ABE Level 4	62%	52%
ABE Level 5	71%	47%
ABE Level 6	70%	30%
ESL Level 1	61%	62%
ESL Level 2	72%	71%
ESL Level 3	76%	77%
ESL Level 4	67%	71%
ESL Level 5	67%	69%
ESL Level 6	68%	68%
Groves Adult High School		
	State Performance Goal	STAD Current Progress (FY24)
Graduates	20% of enrollment	22 grads (14% of enrollment)

Definition of Terms:

A&E	Architect and Engineering
Academy	Educational programs built around a specific academic or career theme.
Accountability	Federal and state program which holds schools responsible for the academic achievement of all students.
Activity	Describes the work to be done to accomplish the objective.
Adult Literacy	Term commonly used to refer to programs that teach adults how to read.
Advanced Placement (AP)	Curriculum that engages students in a college-bound, rigorous curriculum. If students successfully pass a test at the end of the year, they earn college credit.
Agency Approval	A written document issued by the council authorizing a business entity or an institution to engage in the recruitment of students or enrollment in private post secondary and vocational institutions approved under the chapter.
Apprenticeship	An arrangement in which someone learns an art, trade, or job under another.
Artificial Intelligence (AI)	Technology which enables computers and machines to simulate human intelligence and problem-solving capabilities.
Balanced Scorecard	A type of strategic planning process for outlining the district's priorities and focusing on making sure those priorities are met.
Certifications	The action or process of providing someone with an official document attesting to level of achievement.
Consolidated Grant	Grant submitted to the state to receive funding from various grant sources, both state and federal. Includes goals and objectives for the district.
CM	Construction Management
CMA	Certified Medical Assistant-medical assistants who have completed training and met the requirements to earn certification.
CNA	Certified Nursing Assistant- an entry-level role that provides vital support to both patients and nurses.
Crisis Intervention	Planned method of dealing with numerous emergency situations in schools, including armed intruders, natural disasters, and bomb threats.
CTE	Career and Technical Education

Curriculum	Course of study offered by the school.
DECA	Distributive Education Clubs of America-a career and technical student organization.
DOE	Delaware Department of Education
DTGSS	Delaware Teacher Growth Support System. Teacher evaluation system.
ELA	English Language Arts
Elevations	A high place or position.
ESSER	Elementary and Secondary School Emergency Fund
Fidelity	Adherence
GED	General Educational Development also referred to as a General Education Diploma, is a set of tests when passed certify the test taker has met high-school level of academic skills.
Graduation Rate	The percentage of students who start school in ninth grade and receive a diploma in four years.
Groves	James H. Groves Adult High School is a state approved adult secondary school designed to provide adults and out-of-school youth with an opportunity to complete a high school education and earn a State of Delaware High School Diploma. The school is accredited by the Middle States Association of Colleges and Schools.
HOSA	Future Health Professionals, formerly known as Health Occupations Students of America, is an international career and technical student organization endorsed by the U.S. Department of Education and the Health Science.
IEP	Individualized Education Plan
Integration	The action or process of combining two or more things in an effective way.
Licenses	A permit from an authority to own or use something, do a particular thing, or carry on a trade.
Major Cap	Capital projects having a cost of \$1,000,000 or more.
Minor Cap	Capital expenditures for rebuilding or major repairs to the facility <\$1,000,000.
MLL	Multilingual Learner
Modular	Temporary classroom facilities, i.e. trailers.
MOU	Memorandum of Understanding-Agreement between agencies regarding services provided by each.
New Castle County Vo Tech	Vocational Technical High School serving New Castle County, DE.
NRS	National Reporting System

Objective	Measurable statement describing what the district wants to achieve in a particular area of focus. The objective should further define the intent of the goals.
OT	Occupational Therapy
PD	Professional Development
PLC	Professional Learning Communities
Polytech	Vocational Technical High School serving Kent County, DE.
PT	Physical Therapy
SCVTSD	Sussex County Vocational Technical School District
SkillsUSA	A United States career and technical organization serving college, high school, and middle school students and professional members enrolled in trade, technical, and skilled service occupations.
Specialist	A person highly skilled in a specific and restricted field.
SREB	Southern Regional Educational Board
STEA	Sussex Tech Education Association
STHS	Sussex Technical High School
STSEA	Sussex Tech Support Employee Association
Strategic Plan	A document outlining the district's priorities and focusing on making sure those priorities are met.
Technical Area	Courses devoted to a particular study.
Technology	Computers, presentation technology, and other electronic devices used to assist teachers with instruction and data.
Wellness Center	A school-based health center which provides school-aged youth with comprehensive physical, mental and preventative health services. Wellness Center services are provided by Beebe Healthcare.
WIDA	World-class Instructional Design and Assessment
Work-Based Learning (WBL)	An educational strategy that provides students with real-life work experiences where they can apply academic and technical skills and develop their employability.



Sussex County Vocational Technical School District

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Sussex Technical High School

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