



3 YEAR STRATEGIC PLAN – 2021-2024

Mission of the Institution:

South Dade Technical College's mission is to guide and prepare learners in attaining their highest academic goals and competency levels to qualify them for initial employment and/ or career advancement.

Vision of the Institution:

We are committed to providing quality educational programs and services for adult learners.

Technical College Leadership Team

Name	Title
Dr. Erika Caldwell-Clinch	Principal
Mr. Scott Parker	Vice Principal
Mr. Modesto Gutierrez	Assistant Principal
Mr. Phaion Hicks	Assistant Principal
Mr. Oscar De Leon	COE Liaison
Mr. Derek Bostick	CTE Department Head

Institutional Advisory Committee

Name	Title
Ericka Caldwell-Clinch	Principal
Scott Parker	Vice Principal
Nora Hentschel	ESSAC Chairperson
Nigel Bullard	Teacher
Jacqueline Chavarria	Financial Aid Officer
Joyce Griffiths	Teacher
Dereck Bostick	Teacher
Oscar De Leon	COE Liaison
Derek Bostick	Teacher
Dolores Pedraza	Educational Support Employee
Angela Fennema	Educational Support Employee
Ines Mendez- Med. Asst.	Student
Otoniel Martinez- Automotive Tech.	Student
Maria Nodarse- High School	Student
Angel Ortiz	Community Business Partner
Horst Bellingrodt	Community Business Partner
Eddie Garza	Community Business Partner
Carlos Salgado	Community Business Partner
Rocio Salgado	Community Business Partner

COE Annual Report Trend Data (Standard 3)

Element	2014	2015	2016	2017	2018	2019	2020	2021
Total Completion Rate	73%	89%	85%	90%	87%	100%	100%	100%
Total Placement Rate	83%	79%	92%	90%	89%	87%	87%	97%
Licensure Exam Pass Rate	88%	92%	100%	100%	100%	100%	100%	100%

OBJECTIVE 1

By December 2024, the CTE student completion rate will meet or exceed the required 60% as evidenced by the technical college’s 2022 Council on Occupational Education (COE) Annual Report.

Individual Responsible of Objective Completion

Name	Title
Scott Parker	Vice Principal

Anticipated Barriers

Student-related barriers may include the following:

Poor attendance. Poor language and Vocabulary Skills

Teacher-related barriers may include the following:

Teachers unversed in basic reading instruction. Lack of differentiated instruction

Operational-related barriers may include the following:

Multiple functional levels in one class

Strategy components

Strategy 1

Utilize common planning to assist teachers with disaggregation of performance data to drive instruction both large and small group

Strategy Rationale	TABE score reports will help teachers plan for individualized instruction during Differentiated Instruction.
Strategy Purpose	During common planning and department meetings, analyze students' TABE score reports to determine student progress on TABE benchmarks. Teachers will also discuss how to monitor student performance data and conduct Data Chats.
Name and Title of person responsible for monitoring this strategy	Scott Parker, Vice Principal
Data that will be collected to determine effectiveness	08/17/2022 to 08/01/2023
Evaluation of Progress	Walk throughs and common planning monitoring.
Date Achieved/Completed	08/01/2023
Current Financial Resources	(1) General Funds
Current Financial Amount	\$7000.00
Projected Financial Resources	
Projected Financial Amount	
CARES Act Rapid Credentialing Grant funds to be used	
CARES Act Emergency Relief Funds - Institutional Allocation to be used	\$20,000.00

Strategy 2

Utilize technology-based programs to enhance classroom instruction and student learning

Strategy Rationale	TABE score reports will help teachers plan for individualized instruction during Differentiated Instruction.
Strategy Purpose	Students will utilize the Edgenuity Program "My Plan" Component to review Basic Skills as prescribed from the TABE Score reports. Students will also utilize simulation technology to support instruction.
Name and Title of person responsible for monitoring this strategy	Scott Parker, Vice Principal
Data that will be collected to determine effectiveness	08/17/2022 to 08/01/2023
Evaluation of Progress	Walkthroughs and monitoring technology usage reports
Date Achieved/Completed	08/01/2023
Current Financial Resources	(1) General Funds
Current Financial Amount	\$7000.00
Projected Financial Resources	
Projected Financial Amount	
CARES Act Rapid Credentialing Grant funds to be used	
CARES Act Emergency Relief Funds - Institutional Allocation to be used	\$20,000.00

Strategy 3

Strategy: During common planning, develop and deploy whole group and differentiated lessons

Other: Transient Population

Strategy Rationale	Reviewing requirements will help provide students with instruction on targeted skills/standards prior to testing.
Strategy Purpose	Use common planning and department meetings to analyze review requirements for completion, including attendance and mastery of concepts.
Name and Title of person responsible for monitoring this strategy	Scott Parker, Vice Principal
Data that will be collected to determine effectiveness	Monthly, from 08/17/2022 to 08/01/2023
Evaluation of Progress	Lesson Plans will reflect the Instructional Focus Calendars and Pacing Guides
Date Achieved/Completed	08/01/2023
Current Financial Resources	(1) General Funds
Current Financial Amount	\$7,000.00
Projected Financial Resources	
Projected Financial Amount	
CARES Act Rapid Credentialing Grant funds to be used	
CARES Act Emergency Relief Funds - Institutional Allocation to be used	\$20,000.00

Objectives 2

By December 2024, the CTE student job placement attainment rate will meet or exceed the required 70% as evidenced by the technical college’s 2022 Council on Occupational Education (COE) Annual Report.

Individual Responsible of Objective Completion

Name	Title
Scott Parker	Vice Principal

Anticipated Barriers

Student-related barriers may include the following:

Limited soft skills (problem solving, adaptability, communication, teamwork)

Teacher-related barriers may include the following:

Lack of data-driven instruction

Operational-related barriers may include the following:

Effective student retention

Strategy components

Strategy 1

Monitor job placement utilizing the District's application

Strategy Rationale	Job Placement specialists are responsible for researching, screening, interviewing and placing job candidates in various positions within their area of study.
Strategy Purpose	To ensure that students meet or exceed the employability skills to ensure job placement on or before graduation.
Name and Title of person responsible for monitoring this strategy	Scott Parker, Vice Principal
Data that will be collected to determine effectiveness	Monthly meetings, from 08/17/2022 to 08/01/2023 to ensure that job alerts and student conferences are held.
Evaluation of Progress	Job Placement Student Sign in Logs
Date Achieved/Completed	08/01/2023
Current Financial Resources	(1) General Funds
Current Financial Amount	\$7000.00
Projected Financial Resources	
Projected Financial Amount	
CARES Act Rapid Credentialing Grant funds to be used	
CARES Act Emergency Relief Funds - Institutional Allocation to be used	\$20,0000

Strategy 2

Provide Students with Job Fairs to promote employability opportunities

Strategy Rationale	Job Placement Specialist will coordinate Job Fairs at the school site to bring employment opportunities for the students.
Strategy Purpose	To ensure that students meet or exceed the employability skills to ensure job placement on or before graduation.
Name and Title of person responsible for monitoring this strategy	Scott Parker, Vice Principal
Data that will be collected to determine effectiveness	Monthly, from 08/17/2022 to 08/01/2023 Job Fairs will take place at least twice a year to ensure student exposure to employment opportunities.
Evaluation of Progress	Job Fair Sign in Sheets and communication logs with employers.
Date Achieved/Completed	08/01/2023
Current Financial Resources	(1) General Funds
Current Financial Amount	\$7000.00
Projected Financial Resources	
Projected Financial Amount	
CARES Act Rapid Credentialing Grant funds to be used	
CARES Act Emergency Relief Funds - Institutional Allocation to be used	\$20,000.00

Strategy 3

Job Placement Specialist will conduct Work Readiness sessions with all CTE Students.

Strategy Rationale	Job Placement specialist must educate candidates fill out and submit their resumes and provide instruction on interview skills and elaborate on proper attire for interviews.
Strategy Purpose	To ensure that students are prepared for a job interview.
Name and Title of person responsible for monitoring this strategy	Scott Parker, Vice Principal
Data that will be collected to determine effectiveness	Monthly Sign in Sheets, 08/17/2022 to 08/01/2023
Evaluation of Progress	Local Placement Data forms submitted for COE Annual Report
Date Achieved/Completed	08/01/2023
Current Financial Resources	(1) General Funds
Current Financial Amount	\$7000.00
Projected Financial Resources	
Projected Financial Amount	
CARES Act Rapid Credentialing Grant funds to be used	
CARES Act Emergency Relief Funds - Institutional Allocation to be used	\$20,000.00

Objectives 3

By December 2024, the CTE student industry licensure(s) attainment rate will meet or exceed the required 70% as evidenced by the technical college’s 2022 Council on Occupational Education (COE) Annual Report.

Individual Responsible of Objective Completion

Name	Title
Derek Bostick	CTE Teacher
Joyce Griffiths	CTE Teacher
Carmen Saez	CTE Teacher
Verushka Torres	CTE Teacher

Anticipated Barriers

Student-related barriers may include the following:

Lack of good study skills

Teacher-related barriers may include the following:

Lack of understanding of how to disaggregate data to plan and drive instruction

Operational-related barriers may include the following:

Multiple functional levels in one class

Strategy components

Strategy 1

Monitor industry certification utilizing the District's application

Strategy Rationale	The attainment of an industry-recognized certification or credential ensures that students graduate from a CTE program and are globally competitive for work and postsecondary education.
Strategy Purpose	To ensure that the student has met or exceeded the requirements for a licensure/certificate to obtain employment in the field.
Name and Title of person responsible for monitoring this strategy	Scott Parker, Vice Principal
Data that will be collected to determine effectiveness	08/17/2022 to 08/01/2023
Evaluation of Progress	Copies of Licensures/Certifications 8/20/2021 to 08/02/2022
Date Achieved/Completed	08/01/2023
Current Financial Resources	(1) General Funds
Current Financial Amount	\$7,000.00
Projected Financial Resources	
Projected Financial Amount	
CARES Act Rapid Credentialing Grant funds to be used	
CARES Act Emergency Relief Funds - Institutional Allocation to be used	43,000.00

Strategy 2

Ensure teachers prepare students for the industry certification/licensure through classroom instruction.

Strategy Rationale	Curriculum should reflect the requirements needed to ensure passing rate for students.
Strategy Purpose	Industry certifications allow students to demonstrate mastery of knowledge and/or skills. They can increase job prospects, marketability to employers and employability, as well as options for postsecondary education.
Name and Title of person responsible for monitoring this strategy	Scott Parker, Vice Principal
Data that will be collected to determine effectiveness	Assessments and Reviews for Industry Certification/Licensure 08/17/2022 to 08/01/2023
Evaluation of Progress	All licenses and certifications are uploaded to the District Site and reported on the COE Annual Report.
Date Achieved/Completed	08/01/2023
Current Financial Resources	(1) General Funds
Current Financial Amount	\$7,000.00
Projected Financial Resources	
Projected Financial Amount	
CARES Act Rapid Credentialing Grant funds to be used	
CARES Act Emergency Relief Funds - Institutional Allocation to be used	\$43,000.00

Strategy 3

Utilize technology-based programs to enhance classroom instruction and student learning

Strategy Rationale	Technology based programs should reflect the requirements needed to ensure passing rate for students.
Strategy Purpose	To ensure preparation for industry certification exams
Name and Title of person responsible for monitoring this strategy	Scott Parker, Vice Principal
Data that will be collected to determine effectiveness	Assessments and Reviews for Industry Certification/Licensure 08/17/2022 to 08/01/2023
Evaluation of Progress	All licenses and certifications are uploaded to the District Site and reported on the COE Annual Report.
Date Achieved/Completed	08/01/2023
Current Financial Resources	(1) General Funds
Current Financial Amount	\$7,000.00
Projected Financial Resources	
Projected Financial Amount	
CARES Act Rapid Credentialing Grant funds to be used	
CARES Act Emergency Relief Funds - Institutional Allocation to be used	\$43,000.00