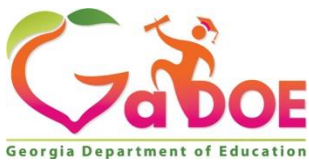


2020 Georgia College and Career Academy Annual Report

**The Georgia Department of Education's District Flexibility
and Charter Schools Division's 2020 Annual Report
submitted on behalf of the State Board of Education to the
Georgia General Assembly**



December 31, 2020





Georgia General Assembly
State Capitol Building
Atlanta, GA 30334

December 31, 2020

Dear Members of the Georgia General Assembly,

Georgia law established a college and career academy certification process by the Technical College System of Georgia (TCSG) in partnership with the State Board of Education [see O.C.G.A. § 20-4-37]. Certification requirements include submission of annual report information to TCSG through the Department of Education.

While the State Board of Education is required to report to the General Assembly each year on the status of the college and career academies created through charter school contracts [see O.C.G.A. § 20-2-2067.1(c) and § 20-2-2070], college and career academies are now incorporated into Charter System contracts and Strategic Waivers School System contracts [see O.C.G.A. § 20-2-326].

On behalf of the State Board of Education, the Department has compiled the most recent college and career academy data available into the 2020 College and Career Academy Annual Report that is before you now.

Thank you for your continued support of Georgia's public schools.

Sincerely,

Scott Sweeney, Chair
State Board of Education

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Georgia College and Career Academies

In 2007, newly elected Lieutenant Governor Casey Cagle established Georgia's College and Career Academy Network to offer high school students access to accredited college-level courses and technical certification programs. College and Career Academies represent a community partnership between a local school system, a technical college or post-secondary institution, and business leaders represented on the academy's governing board, to ensure the fulfillment of its workforce development mission specific to each community. This was based on the Central Education Center model created in 2000 in Coweta County.

Each year, the General Assembly appropriates funds in the state budget to facilitate a competitive grant process that helps school systems build College and Career Academies. In 2007, five systems started construction on the first Georgia College and Career Academy Project-funded academies.

The number of College and Career Academies in the state continues to grow. Currently there are 49 operating or proposed College and Career Academies. Forty (40) are operating and 9 are pending operations. Of the 40 operating College and Career Academies, 21 were created by a locally approved three-party charter school contract, 16 are incorporated within Charter System contracts, and 4 are incorporated into Strategic Waivers School System contracts.

Today, more than 35,000 students are enrolled or participating in Georgia's 40 operating College and Career Academies and plans are in place for more school systems to receive grants each year.

Below is a list of the 49 operating or proposed College and Career Academies, with the district(s) served, post-secondary partner and type of contract to create a College and Career Academy.

2020 Georgia College and Career Academies (in Operation)

Key: LCS(C)=Locally-Approved Conversion, LCS(S)=Start-up Charter school, CSY=Charter System, SWSS=Strategic Waiver System

# All	College and Career Academies	District Served	Post-Secondary Partner	CCA Type
1	Academy for Advanced Studies	Henry County	Clayton State, Gordon State and Southern Crescent Tech	LCS(S)
2	Athens Community and Career Academy	Clarke County	Athens Tech, UGA	CSY
3	Atlanta College and Career Academy	Atlanta Public Schools	Atlanta Tech	CSY
4	Baldwin College and Career Academy	Baldwin County	Central Georgia Tech	CSY
5	Bartow College and Career Academy	Bartow County	GA Highlands, Chattahoochee Tech	LCS(S)
6	Broad River College and Career Academy	Madison County	Athens Tech	CSY
7	Cairo High School and College and Career Academy	Grady County	Southern Regional Tech	LCS(C)
8	Calhoun City College and Career Academy	Calhoun City	GA Northwestern Tech	CSY
9	Central Educational Center	Coweta County	West GA Tech, Bainbridge State, Thomas Univ.	LCS(S)
10	Chattahoochee Valley Academy	Chattahoochee County	Columbus Tech, Columbus State	CSY
11	Commodore Conyers CCA	Dougherty County	Albany Tech, Albany State, Darton State	LCS(S)
12	Decatur Career Academy	Decatur City	Devry, GA Piedmont Tech	CSY
13	Douglas County College and Career Institute	Douglas County	West Georgia Tech	LCS(S)
14	Effingham College and Career Academy	Effingham County	Savannah Tech	LCS(S)
15	Floyd County College and Career Academy	Floyd County	Georgia Highlands, GA Northwest Tech, Berry College	LCS(S)
16	Golden Isles Career Academy	Glynn County	Coastal Pines Tech, College of Coastal GA	LCS(S)
17	Gordon College and Career Academy	Gordon County	GA Northwestern Tech, Dalton State, Georgia Highlands	CSY
18	Greene County CCA	Greene County	Athens Tech	SWSS
19	Griffin Area College and Career Academy	Spalding County, Butts County, and Pike County	Southern Crescent Tech, UGA, Gordon State	LCS(S)
20	Hart College and Career Academy	Hart County	Athens Tech	CSY

2020 Georgia College and Career Academies (in Operation)

Key: LCS(C)=Locally-Approved Conversion, LCS(S)=Start-up Charter school, CSY=Charter System, SWSS=Strategic Waiver System

# All	College and Career Academies	District Served	Post-Secondary Partner	CCA Type
21	Heart of Georgia College and Career Academy	Dublin City and Laurens County	Oconee Fall Line Tech, Middle Georgia State, GA Military College	LCS(S)
22	Houston County College and Career Academy	Houston County	Central GA Tech	LCS(S)
23	Jones County CCA	Jones County	Central GA Tech	SWSS
24	Lanier Charter Career Academy	Hall County	Lanier Tech	SWSS
25	Liberty College and Career Academy	Liberty County	Savannah Tech	CSY
26	Morgan County CCA	Morgan County	Athens Tech	CSY
27	Newton College and Career Academy	Newton County	GA Piedmont Tech	LCS(S)
28	Northwest Georgia College and Career Academy	Whitfield County and Murray County	GA Northwestern Tech, Dalton State	LCS(S)
29	Paulding County CCA	Paulding County	Chattahoochee Tech	SWSS
30	Polk County College and Career Academy	Polk County	GA Northwestern Tech, GA Highlands	LCS(S)
31	Putnam County College and Career Academy	Putnam County	Central GA tech, Georgia College, GA Military College	CSY
32	Rockdale Career Academy	Rockdale County	GA Piedmont Tech	LCS(S)
33	Sims Academy of Innovation and Technology	Barrow County	Lanier Tech	CSY
34	Southeastern Early College and Career Academy	Vidalia City and Toombs, Montgomery, and Treutlen Counties	Southeastern Tech	LCS(S)
35	ThINC College and Career Academy	Troup County	West Georgia Technical College, LaGrange College	LCS(S)
36	Tift County CCA	Tift County	Southern Regional Technical College	CSY
37	Warren County Career Academy	Warren County	Oconee Fall Line Tech	CSY
38	William S. Hutchings College and Career Academy	Bibb County	Central GA Tech, Mercer, Helms College	LCS(C)
39	Wiregrass Regional College and Career Academy	Coffee County	Wiregrass GA Tech	CSY
40	Worth County CCA	Worth County	Southern Regional Technical College	SWSS

Georgia College and Career Academies (Proposed)

Key: C=Conversion Charter School, S=Start-up Charter school, CSY=Charter System, SWSS=Strategic Waiver System

# All	College and Career Academies	District Served	Post-Secondary Partner	CCA Type
41	From HERE to Career	Catoosa County	Northwest Tech	CSY
42	Empower CCA	Jackson County	Lanier Tech	SWSS
43	Ignite CCA	Sumter County	South GA Tech	SWSS
44	Appling Regional CCA	Appling County		SWSS
45	Evans County CCA	Evans County		SWSS
46	Union County CCA	Union County		CSY
47	Jordan Vocational High School CCA	Muscogee County		SWSS
48	Fitzgerald High School CCA	Ben Hill County		CSY
49	<i>Marietta City CCA</i>	Marietta City	Chattahoochee Tech	CSY

The following pages include information, in alphabetical order, on each of the Georgia College and Career Academies in operation for the 2019-2020 school year. Additionally, each College and Career Academy responded to the following questions included in their 2020 Annual Report pursuant to O.C.G.A 20-2-2067.

- Who are your Post- Secondary Partners?
- Who are your Business, Industry, and Community Partners?
- Please describe any significant accomplishments for the 2019-2020 school year.
- How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.
- What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?
- What changes, if any, have you implemented during the pandemic to ensure operational excellence?

Academy for Advanced Studies:

GCAA Type: Locally-Approved Charter School (Start-up)

District(s) Served: Henry

2020-2021 Enrollment: 1,403

Post- Secondary Partners: Southern Crescent Tech, Clayton State University and Gordon State College

Business, Industry, and Community Partners:

- US Cold Storage
- Tricon Tool
- DirtCarLift.com
- The Blocton Agency
- Hector Javier Romero, CHB
- Summit Racing Equipment
- Sign Craft
- Swofford Construction

Please describe any significant accomplishments for the 2019-2020 school year.

AAS has expanding the Board of Directors to include more business/industry members. Students are able to practice hands on learning during remote learning for the Cosmetology Pathway. AAS will host its first dual enrollment course for Cosmetology. New hires from the workforce in the following pathways:

- AVTF
- Cosmetology
- Healthcare

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

The ability to hire staff with industry experience/directly from the workforce provides students with connecting knowledge related to state standards as well as on the job insight. Also, hire personnel with industry credentials creates opportunities for students. Hire a registered nurse gives the academy to offer CNA certification to students.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

The academy has Clayton State University and Gordon State College on campus, offering dual enrollment. The academy also has a functioning credit union on campus, offering WBL opportunities.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

The district CTAE department has purchased site license for heavy lab simulation software to support virtual learning.

Athens Community and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Clarke

2020-2021 Enrollment: 311

Post- Secondary Partners: Athens Technical College

Business, Industry, and Community Partners:

- United Way of Northeast Georgia
- Caterpillar
- Carrier Transicold
- Athens Council on Aging
- Athens-Clarke County Unified Government
- Classic Center
- Georgia Power
- Athens Area Chamber of Commerce

Please describe any significant accomplishments for the 2019-2020 school year.

Added Two New High School Pathways: Advanced Manufacturing and Teaching as A Profession

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Our Culinary Pathway is taught by Chef Stone whom we hired using our flexibility provision. Students benefit from being taught by an expert with years of experience in the field.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

- Waived teacher certification
- Seat time
- Removal of bells- change of school bell schedule
- Work Ready Assessments
- Short-term training programs
- Externship Program
- Semi-open campus to allow for a college-like atmosphere and self-determination
- AccuClass electronic classroom tracking attendance system to reinforce time as an employability skill
- Hiring an instructor experienced in advanced manufacturing via contracted services

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

Digital Learning Professional Learning
Weekly Student Communication Via Email

Creating new virtual organizational structures to allow for:

Weekly whole-school staff meetings

Bi-weekly faculty-share time for collegial collaborations and learning

Bi-weekly one-on-one protected meeting times with individual faculty members and evaluator to discuss progress toward teacher improvement goals and administrator support

Virtual celebrations and appreciations

Drive-through boxed lunches for faculty and staff as a show of appreciation

Drive-through Back-to-School bash for students with free school T-shirts and ice cream

Atlanta College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: APS

2020- 2021 Enrollment: 147

Post- Secondary Partners: Atlanta Technical College

Business, Industry, and Community Partners:

- IBM
- Delta Airlines
- Holder Construction
- Metro Chamber
- Atlanta Committee for Progress

Please describe any significant accomplishments for the 2019-2020 school year.

August 2029, Atlanta Public Schools began construction on the new ACCA facility on the campus of the old Parks Middle School located at 1090 Windsor Street Atlanta, GA 30310 (about 2 miles away from Atlanta Technical College). The campus officially opened August 24, 2020.

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Time - We are using an accelerated schedule which allows students to complete one CTAE pathway in a school year. Students will also complete intensive employability skills training that will grant them the Georgia DOE Employability Skills diploma seal upon graduation. During one school year students will complete three CTAE pathway courses and an additional elective.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

Employability skills is a main focus for the Atlanta College and Career Academy. Students enrolled in ACCA will participate in intensive training that will prepare them for the world of work. Students will receive a credit for the training on their transcript.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

All courses are taught virtually. Teachers plan innovative lessons to teach the curriculum to the students using various virtual platforms. The APS CTAE department provided students with materials for home use to ensure the hands-on learning. These items were mailed and delivered to students.

Baldwin County College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Baldwin

2020 - 2021 Enrollment: 1,184

Post- Secondary Partners: Central Georgia Technical College

Business, Industry, and Community Partners:

- Food Service Partners
- Georgia War Veterans Home
- Sinclair Marina
- The Cottages
- Milledgeville Chamber of Commerce
- City of Milledgeville

Please describe any significant accomplishments for the 2019-2020 school year.

Began wall-to-wall transformation

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

- Teacher Certification
- Seat time
- Class size

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

Wall-to-wall academy model with pathways embedded into each academy

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

In person and virtual learning options

Bartow County College and Career Academy:

GCAA Type: Locally-Approved Charter School (Start-up)

District(s) Served: Bartow

2020-2021 Enrollment: 722

Post- Secondary Partners: Chattahoochee Technical College, GA Highlands College

Business, Industry, and Community Partners:

- Georgia Power
- Constellium
- Toyo Tires
- Cartersville Medical Center

Please describe any significant accomplishments for the 2019-2020 school year.

Industry certified students:

38 phlebotomy

10 EKG Technician

7 Certified Nursing Assistants

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

The BCCCA utilizes an employability skills grading component that scores students on a rubric based on skills needed by employers in the community. This grading category is in addition to the standard grading categories established by the school system and aligns with the mission of the Academy to provide students with a competitive advantage in their post-secondary pursuits.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

The Academy offers both academic and career/technical dual enrollment opportunities for Bartow County Students, with transportation provided. We offer industry certifications in various areas such as Private Security, Automotive, HVAC, CNA, State Cosmetology, Phlebotomy, Welding, and EKG.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

Implementation of distance learning programs in all career pathways. Modifications for distance learning students to continue to obtain the necessary training in the career pathways (i.e., cosmetology kits, virtual learning, etc.).

Broad River College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Madison

2020-2021 Enrollment: 817

Post- Secondary Partners: Athens Technical College, Emmanuel College, University of North Georgia, Georgia Military College, Toccoa Falls College

Business, Industry, and Community Partners:

Agriculture community, Caterpillar, Georgia Agribusiness Council, Georgia Cattlemen's Association, Madison County Commission, Georgia Farm Bureau, Madison County Chamber of Commerce-IDA, Clarke/Elbert County School Districts

Please describe any significant accomplishments for the 2019-2020 school year.

We were awarded two CTAE Opportunities Equipment grants to purchase new equipment for the ag mechanics/welding and construction programs. Hired a full-time instructor for the Audio-Video Technology & Film pathway by utilizing our certification waiver. We worked with Athens Technical College to get our ag mechanics and early childhood education instructors credentialed to teach dual enrollment coursework. We offered our first ever Trades Fair for students in our construction and ag mechanics programs.

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

The waiver that has been most helpful is the certification waiver. We used this waiver to hire our healthcare, construction, and audio-video technology and film instructors. While they initially did not meet certification requirements, these instructors have had a great impact on these programs and the performance of our students. We have utilized high school math teachers to teach dual enrollment math courses. We have also credentialed our CCA agriculture, welding, and early childhood education teachers to teach dual enrollment coursework. We utilize flexibility in scheduling. We offer block periods of culinary arts to allow students to earn two courses in an academic year. In regards to accountability, we utilize a work ethic/employability skills grading policy for all CCA classes.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

All of our programs focus on building partnerships with local and regional businesses. Students have the opportunity to learn about career opportunities through guest speakers, field trips, and hands-on learning experiences. Our annual college and career fair provides our students with the opportunity to learn about a wide variety of postsecondary educational and career opportunities. Our job shadowing days provide students with the opportunity to spend a day with business representatives to learn about possible career options. We hold a Trades Fair that allows students in our construction and ag mechanics programs to hear presentations from local employers and earn on-site interviews with these employers.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

When the pandemic began, our district realized we needed to initiate a one-to-one initiative. At the beginning of this school year, all students were issued a chromebook. We began utilizing Canvas as a learning management system to facilitate virtual and blended learning. Teachers are receiving ongoing professional development to help them use these digital tools to deliver instruction more effectively. We have mandated mask wearing when social distancing is not possible and adjusted traffic flow in our hallways. Fortunately, our COVID infection rates have remained low and we have been able to stay open up to this point.

Cairo High School College and Career Academy:

GCAA Type: Locally-Approved Charter School (Conversion)

District(s) Served: Grady

2020-2021 Enrollment: 1,311

Post- Secondary Partners: Southern Regional Technical College, Thomas University, ABAC-Bainbridge, GA

Business, Industry, and Community Partners:

Maryland's Fried Chicken, Mr. Chick, CSRA Probation Services, Dairy Queen, Cox Pharmacy, Cole Prince Farms, Arby's, Palmer Performance & Machine, South GA Ballet, Blough Tech, Secure Records Solutions, Zaxby's, HomeSlice, Cairo FUMC, Hibbetts, Miller's Plumbing and Electric, Cairo Physical Therapy, Quality Painting, Hobson Chevrolet, Bowen Day Care, Ag Pro Cairo, Ridley's Automotive, B & S Concrete, Sunstop Grocery, Miss Myrt's, Harvey's Havana, Little Cesar's, U-Save-It Pharmacy, Whataburger, April Ansley Dispatching, Drew Oil Company, New Hire Solutions, South Georgia Outdoors, Grady EMC, Koyo, Pioneer, Monrovia Growers, Flowerwood Nursery, Nivel, Center Drugs, Bishop's Jewelry, United Structures, GT Metal Works, Cairo Auto Supply, McDonald's, Hardee's, Taco Bell, Pizza Hut, Badcock & More, South GA Tractor, Animal Medical Center, Dental Associates of SW Georgia, The Cairo Messenger, The Ridley Firm, First National Bank, United National Bank, Ameris Bank, Big Bend Agriservices, Inc., PFG _ Powell, Parker's Heating and Cooling, Auntie Anne's, Cairo Fire Department, Automotive Collision Center, Cairo Fitness Center, 3 Squares Diner, Baypole Farms, Cairo Paint and Body, Clark Funeral Home, Delicious Delights, Dollar General, Weston's Funeral Home, Triple H, Stallings' Motors, O'Reilly Auto Parts, R & S Steel, LLC, Grady County tax Commissioner, Here We Grow Children's Place, UGA Extension Office, Domino's

Please describe any significant accomplishments for the 2019-2020 school year.

We were able to purchase a Food Trailer for our Culinary Arts program. this will enable students from all pathways to work on a collaborative project in 2021. We completed the addition of 8,658 square feet of Building space for our NJROTC program. We hosted a career related event for our C.L.I.M.B. program, Center for Lineworker Instruction, Mentorship and Basics. this event was a coordinated effort with many of our Energy related business partners; City of Cairo, Grady EMC, Georgia Power, Electric Cities of Georgia, MEAG and others. The Energy Expo hosted about 200 students from Grady County and surrounding areas. In collaboration with SRTC, we have added a dual enrollment course of study for an Entry Level Lineworker. We have 9 students currently in this program and expect it to grow as time moves forward. We have also converted our Construction program from part time instructor to a full time instructor and program.

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Flexibility has allowed us to hire instructors who may not be your typical certified instructor, but they bring worlds of experience to the table. By using our certification waivers, we are able to bring in industry subject matter experts as instructors, their vast current business knowledge leads our students to a better understanding of the needs and requirements in today's work environment. these subject matter experts are equipped to lead our students into the world of work in a successful manner.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

As Cairo High School (CHS) was the first public high school to convert an entire school to a college and career academy, we have been able to upgrade all of our CTAE spaces into the 21st century. We have just completed a seven-year construction program that has given us nearly 100% new spaces for all of our CTAE programs. Collaboration is an innovation that we utilize widely at CHS. Our Welding Program and our Art program have worked together to produce a small business model that creates and sells metal wall art. Drafting, welding, automotive, construction, culinary arts, agriculture and business areas are all collaborating on the development of the Culinary Arts Food trailer. Drafting is doing the design work, welding, automotive and construction are doing the trailer modifications and installations. Business

and Culinary Arts are developing a business plan for the trailer. Ag and Culinary arts a developing a Farm to Table type business model to work in conjunction with the use of the trailer.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

We are now offering a fully virtual option to our College and Career Academy. this gives students whose parents are hesitant to send their children back to our brick-and-mortar school the opportunity to continue their student in the CCA. However, the CTAE offerings are limited due to the lack of the ability to have a hands-on portion of the classes that are offered.

Calhoun City College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Calhoun City

2020-2021 Enrollment: 1,255

Post- Secondary Partners: Georgia Northwestern Technical College; Chattahoochee Technical College; Dalton State College; Georgia Tech; Berry College

Business, Industry, and Community Partners:

AdventHealth

Please describe any significant accomplishments for the 2019-2020 school year.

The addition of a state-of-the art urgent care clinic supported and operated by both AdventHealth and our healthcare program locally.

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

We have utilized flexibility to waive class size, to consolidate funds, and to provide increased accessibility to our students for career pathways.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

We provide an urgent care service at our own on-site clinic in addition to many community benefits through our technical programs.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

We modified our CTAE courses to be delivered online while students are quarantined or experiencing a closure.

Central Education Center:

GCAA Type: Locally-Approved Charter School (Start-up)

District(s) Served: Coweta

2020-2021 Enrollment: 2,374

Post- Secondary Partners: West Georgia Technical College

Business, Industry, and Community Partners:

- Newnan-Coweta Chamber of Commerce
- Coweta County Development Authority
- Coweta Samaritan Clinic
- NuLink/WOW
- 298 employer sites in work-based learning

Please describe any significant accomplishments for the 2019-2020 school year.

1. Significant increase in employer sites participating in work-based learning
2. 94.87% of interns/apprentices were perfect (meets or exceeds) on work ethic ratings provided by employers.
3. 51% of all high school grads in the School System participated in CEC during their Grades 8-12.
4. Based on reporting, continued to lead state in number of SB 2(2015) Dual Enrollment Option B students.
5. Created a new way to induct more students as potential apprentices into the Advanced Manufacturing Technician program. This will allow more students to enter the program per year regardless of apprenticeship positions available.

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Flexibility has allowed CEC to increase the level of simulation with the workplace. According to Dr. Joe Harless, the world-renowned psychologist who helped our community to design and create CEC, increasing the level of simulation with the workplace allows for better learning, greater retention of knowledge and skills, and for increased ability to transfer (apply) the knowledge and skills learned.

Examples of waivers utilized that help to ensure CEC capacity to increase the level of simulation with the workplace, thus improving student performance, include, among others, the following.

1. Teacher Certification-We must have teachers with industry knowledge and experience. This often requires that we recruit industry experts who may not have a degree and who may have not taught. We induct these experts with mentor teachers.
2. Schedule-We must utilize flexibility in scheduling (seat time) in order to collaborate with the three high schools in the Coweta County School System who share with us the bulk of our students.
3. Graduation requirements-the flexibility we sought led us to support the creation of Dual Enrollment Graduation Option B in order to accomplish the flexibility we needed to meet our mission ("ensure competitive talent for current and future careers"). Dual Enrollment Graduation Option B allows us to focus on the more individualized graduation plan that our local business community has desired, and that leads to higher wages at younger ages for our students.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

1. CEC provides Dual Enrollment, in particular, technical dual enrollment, through its partnership with West Georgia Technical College. CEC houses the bulk of the technical labs in Coweta for West Georgia Technical College. CEC was intentionally designed to do this so that dual enrolled Coweta students could easily access those programs.

2. CEC is the subject matter expert for the School System for Dual Enrollment Graduation Option B, and has built into the school the academic classes and technical programs that allow Coweta County School System students a one-stop location to complete Dual Enrollment Graduation Option B. A full-service Dual Enrollment Graduation Option B opportunity allows more students in the School System a different and valuable path to success.
3. CEC, through an initiative of the CEC Board, created the first 8th Grade Charter College & Career Academy in Georgia. One goal, per the Board, was to help 8th graders become inducted into the technical opportunities that lead directly to great jobs and careers in Coweta....via completion of programs at CEC. We now have 8th graders who earn high school technical and academic course credits during their 8th grade experience. CEC enrollment now includes a significant number of freshmen and sophomores because the 8th Grade Academy leads to further enrollment at CEC.
4. The CEC Board, itself, adds value to the Coweta County School System. This group of business and education leaders provides expertise to the School System regarding needed programs, among other value-added contributions.
5. CEC programs add value to the Coweta County School System. CEC audio/video/podcasting/graphics provide opportunities for the School System to reach parents, students, and the entire community electronically. CEC programs like dental assisting allow the School System to partner with local service providers, like the Coweta Samaritan Clinic, to provide the Coweta Samaritan Dental Clinic and grow the School System's community outreach.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

1. CEC can accomplish much broader reach by utilizing the technology that allows virtual interaction.
 - a. CEC has more faculty and SBLT meetings than ever by utilizing the technology.
 - b. CEC interacts more regularly with its partners by utilizing virtual technology.
 - c. CEC has allowed the School System to create exemptions allowing in-person instruction for technical dual enrollment, and for work-based learning, even when almost all instruction was virtual.
 - d. CEC has expanded the use of virtual interaction technology to grow the number of students who can work with employers in a rigorous work-based learning experience.
2. CEC safety and health protocols mimic those used in the School System.
 - a. CEC protocols have allowed CEC to re-purpose its use of space....we have created more uses for the same amount of space.
 - b. CEC protocols have allowed CEC to re-purpose the ISS function....now including a "teacher coaching function" and a "data collection and data coaching" function.
 - c. CEC protocols have allowed CEC to re-purpose the "permanent substitute teacher function" to accomplish a wider variety of tasks

Chattahoochee Valley College and Career Academy:

GCAA Type: Locally-Approved Charter School (Start-up)

District(s) Served: Chattahoochee

2020-2021 Enrollment: 315

Post- Secondary Partners: Columbus Technical College, Columbus State University

Business, Industry, and Community Partners:

Goodwill of Georgia, Greater Columbus Chamber of Commerce, Sumter EMC, Care Connect, Magnolia Manor, Chattahoochee County Government Offices, Chattahoochee County Sheriff Department, Ft. Benning Army Base, and Pratt & Whitney

Please describe any significant accomplishments for the 2019-2020 school year.

Healthcare pathway students who were in the CNA cohort had a 100% pass rate on the National Nurse Aide Assessment Program

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

School Day and School Year for Students and Employees: By implementing a hybrid model and using select calendar days for virtual allows teachers to personalize the learning needs of students. In addition, implementing flexibility in the school calendar provided for significant training and professional learning for teachers. We are continuing to increase the number of Google certified teachers through this training and flexible schedule.

Professional Learning Unit (PLU) Program Approval: creating a culture with job-embedded professional learning has allowed us to create teacher leaders and has increased the offerings and timeliness of professional learning because job-embedded PLCs are regularly scheduled throughout each month over a range of continuing topics with coaching and follow-up

Class Size: Waiving the required class size has allowed courses that are not assessed to have more students. When balancing the schedule, the goal is to create the most personal learning environment for critical content classes required for graduation, SAT proficiency, Career exploration, and testing

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

Operating a full medical clinic on the campus of all schools provides meaningful work experience for students in the HealthCare pathway and the CNA certification program.

Operating a birth to age 3 DayCare on the school campus provides meaningful work experience for students in the Early Childhood Care and Education certification program. We are using this as a catalyst for students who are interested in Teaching as a Profession.

As part of our strategic vision of becoming a K-12 College and Career System, the JROTC program has expanded to offer a Junior Cadet Leadership Program as a connection for 8th grade.

As part of Work-Based Learning, select students are offered internships with the county government and the local school district to gain applicable employment skills in their career of study (technology, 911 center).

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

Operating on a hybrid schedule to reduce cross-contamination and ensure the ability to social distance has required us to be very flexible in our collaboration with the on-campus Dual Enrolled courses. The schedule has shifted to ensure that a content facilitator is in person on the day that a CTC instructor has not been assigned to the district. By doing this, every child has one day of face-to-face instruction

with a CTC instructor, has at least one day with a facilitator, and then has one day with a live virtual class.

Individualized remediation and acceleration times have been scheduled for students on select Fridays to ensure mastery of the content.

Commodore Conyers College and Career Academy:

GCAA Type: Locally-Approved Charter School (Start-up)

District(s) Served: Dougherty

2020-2021 Enrollment: 580

Post- Secondary Partners: Albany Technical College, Albany State University

Business, Industry, and Community Partners:

Procter & Gamble, Phoebe Putney Memorial Hospital, Georgia Pacific, SRJ Architects, AWest, MetroPower, Oxford Construction, Georgia Power, Pelicano Construction, LRA Constructors, MCLB Albany, SafeAire, MillerCoors, McCleskey Cotton, WebstaurantStore, NEOS Technologies, Albany Green Energy, Albany Area Chamber of Commerce, Albany Dougherty Economic Development Commission, The City of Albany, Dougherty County, Flint River Fresh, Chehaw Park, FlintRiverQuarium, etc.

Please describe any significant accomplishments for the 2019-2020 school year.

We had student interns from our Industrial Operations Technician Program land full time employment upon graduation. One was hired at P&G and two were hired by other local industry.

We successfully implemented GroupUp, a project-based learning initiative that turned Fridays into "project days" where students collaborated in teams to complete 10 community projects.

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Our flexibility has allowed us to find time (seat time) in student schedules to allow us to complete high school pathways in 3 semesters (block schedule), attain industry certifications through WBL and have time in the senior year to participate in 1/2 internships with local industries.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

One of our most successful innovations is our GroupUP initiative. We turned Friday's at the 4C Academy into Project-based Learning Days. There are no formal classes on Fridays. We have 10 community projects where students are engaged in solving community problems. A few examples of projects: 1) Robotics team focused on litter eradication by designing and building a robot that picks up trash in parking lots - autonomously. 2) A team focused on having a positive impact on food insecurity and built 40 raised bed gardens, provided irrigation, planted and harvested over 7500 lbs of food that went back into our community. 3) A construction team partnered with Chehaw Animal park and built animal feeders that were destroyed during recent hurricane.

Each of these projects had academics imbedded that were implemented and discussed during weekly meetings of full staff.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

Our school district, DCSS, is 100% virtual. We appealed to the district to bring back our advanced students on a rotational basis so that they could participate in hands-on activities and instruction. Instructors also developed kits that students could pick up and take home to build/complete over Zoom.

Decatur College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Decatur City

2020 - 2021 Enrollment: 933

Post- Secondary Partners: Georgia Piedmont Technical College, Georgia State University

Business, Industry, and Community Partners:

- Wellspring Chiropractic
- Style Counsel Atlanta
- Emory University

Please describe any significant accomplishments for the 2019-2020 school year.

Early Childhood Education

Jenna Black - National Spirit of Advising Award
a Family and Consumer Sciences (FCS) teacher at Decatur Career Academy, is one of 25 Family, Career and Community Leaders of America (FCCLA) advisers nationwide who will be honored with a Spirit of Advising Award. Ms. Black has been an FCCLA adviser for 34 plus years FCCLA's Spirit of Advising Award is an honor bestowed to only one adviser from each state association. The Spirit of Advising Award recognizes FCCLA advisers who consistently demonstrate excellence in modeling FCCLA character and integrity to ensure their classroom and career success.

Architecture Pathway

Gold Medalist - Architecture in the DeKalb County NAACP ACT-SO program
1st Place - Aspiring Architecture Competition - Baldwin Architecture Design Group

Audio-Video Technology and Film (Convergence Media)

A student joined the staff of Vox Atlanta and has been named to their Board of Directors
Students produced the Carpe Diem magazine and distributed to their subscribers during quarantine in Spring 2020

Electronics Pathway

Student accepted to the Governor's Honors program for Electronics Engineering

Graphic Design

Students produced signage for Career Academy, World Languages department, and the IB Design Cycle for use in the school

JROTC

A student admitted to the United States Military Academy West Point
Program scored a 96% on the JROTC Program for Accreditation (JPA)
Award top JROTC program at the 2019 Veteran's Day Parade in Atlanta

FCCLA State

Nutrition and Food Science Foundation - 2nd Place Team

FCCLA Nationals (7 student qualifiers)

Environmental Ambassador
Hospitality, Tourism, and Recreation
Applied Math in Culinary Management
Early Childhood Education
Food Innovations

SkillsUSA State

3rd Place in the Mathematical Concepts
3rd Place in the Related Technical Math

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

We have not used any waivers in the 2019-2020 school year.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

Implementation of the Georgia State University Early College to ensure the Decatur Career Academy's demographics participating in dual enrollment reflects the school's demographics overall.

Implementation of the International Baccalaureate (IB) Career Programme in Grades 11-12, creating a seamless IB education for grades 4-12;

Extending foreign language learning for all students participating in IB Career Programme

Implementation of criterion-based grading.

As part of the IB Career Programme, students complete a reflective project in their senior year directly tied to their completed pathways.

Students in the Education Pathway are assigned to City Schools of Decatur's middle school and elementary schools throughout the district as the third level of their pathway. Students go on these placements every day for a block period.

IB Design is a two-year course offered as an elective or requirement for students participating in the IB Diploma or Career Programmes.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

The district moved to an asynchronous work model to complete the 2019-2020 school year after transitioning to virtual learning. All students could request a Chromebook if they needed access to technology to complete the 2019-2020 school year.

We conducted our parent meetings online to continue students in the dual enrollment application and registration process.

We have surveyed students and teachers at the school level to refine the instructional periods and school day to serve the entire school community better.

Culinary Arts instructors have created a system to distributed needed cooking supplies to students so that basic labs can be done in the home kitchen.

The Fine Furniture and Cabinet making instructor acquired kits from Home Depot for students to complete assignments in their homes.

Douglas County College and Career Institute:

GCAA Type: Locally-Approved Charter School (Start-up)

District(s) Served: Douglas

2020-2021 Enrollment: 357

Post- Secondary Partners: West Georgia Technical College

Business, Industry, and Community Partners:

Chamber of Commerce, DCSS, Connally & Jordan CPA, Dentist, Computer Consulting, Country Financial, Engineering, ACRA Printing & Signs, Sheriff Department, Greystone Power

Please describe any significant accomplishments for the 2019-2020 school year.

Welding competed and placed 2nd and 3rd in competition
2 Associate degrees earned
Over half of Academy student participated in DE and earned TCC's
9 th Lit EOC-all students passed
Doubled enrollment for full day students-taking in 120
Hired 4 new staff members to accommodate expansion
High School teacher of the year for county is on staff

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Percentage of students dual-enrolled in a technical college program will increase by 2%
90% of students will earn at least one technical college certificate
Full time Program beginning with 9th graders in 2015- Academy at CCI
Learning Expeditions- Academy
Online Courses
Genius Time- Academy--Remediation/Acceleration /Creative Thinking
Internship/Apprenticeship for Dual Enrollment Advanced Programs
Data Team Meetings
Mock Interviews
Snack N Learn-Professional Development for all staff

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

The CCI has 11 dual enrollment programs for all 5 base schools AND students that choose to attend the academy at the CCI. We focus heavily on DE here at the CCI.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

Our teachers have been trained in Edgenuity and all have been Google level 1 Certified. Our staff has moved all content online for the high school courses. The college has moved some courses to online, however the hands on courses must still meet face to face.

Effingham County College and Career Academy:

GCAA Type: Locally-Approved Charter School (Start-up)

District(s) Served: Effingham

2020-2021 Enrollment: 990

Post- Secondary Partners: Savannah Technical College, Savannah State University, University of Georgia, Georgia Southern University, Georgia Institute of Technology

Business, Industry, and Community Partners:

- Georgia Ports Authority
- Effingham County Department of Public Health
- Cargo Group
- AeroDynamic Aviation, LLC
- Georgia Pacific Savannah River Mill
- Thomas & Hutton Engineering
- Effingham Health System
- Effingham Chamber of Commerce
- Effingham Industrial Development Authority
- Effingham County Board of Education

Please describe any significant accomplishments for the 2019-2020 school year.

Acquired one new business partner, Thomas & Hutton Engineering.

Significant increase in the EOPA pass rate for Logistics & Distribution to 83.78% from 74% in 2018-2019.

Graduated ECCA's first four-year cohort of STEM students.

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Partnership with Georgia Southern University (GSU) to have GSU professors teach dual enrollment courses on the ECCA campus to increase the number of college credits earned by students 5% or more.

Seat time flexibility allowed ECCA to offer the Georgia Institute of Technology LEAP program to logistics and distribution students.

Seat time flexibility allowed ECCA to offer the logistics and distribution pathway to students from the district's alternative school, Crossroads Academy.

Employed a registered nurse to teach the healthcare science pathway to provide more authentic, hands-on learning experiences.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

Opportunity to acquire dual enrollment credits in the ECCA facility from Savannah Technical College and Georgia Southern University.

Opportunity for students to participate in the district's 9-12 STEM program which is housed at ECCA.

Staff members with industry experience teaching authentic, hands-on, inquiry-based, and project-based learning.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

Students are allowed to participate in face-to-face or virtual learning environments.

Adopted standard operating systems (ie. Google Meet, Zoom, Google Classroom, and Schoology) to ensure all students learn regardless of their chosen learning environment.

Issued Chromebooks to all students to better facilitate technology at home for virtual learning.

Purchased classroom furnishings that enhance our ability to social distance students in the classroom.

Purchased hand sanitizing stations, stancions, and directional signage to facilitate safe movement throughout the ECCA building.

Floyd County College and Career Academy:

GCAA Type: Locally-Approved Charter School (Start-up)

District(s) Served: Floyd

2020-2021 Enrollment: 860

Post- Secondary Partners: Georgia Northwestern Technical College, Berry College, Shorter University, Georgia Highlands

Business, Industry, and Community Partners:

Work Based Learning Partners /Business Partners: Medical, Floyd Medical Center,,Redmond Regional, Harbin Clinic, Dr. Hunt Riverside Oral and Facial Surgery, Dr. Vargo, Dr. Naguszewski (Coosa Medical Group), Dr. James Douglas Family Practice, Culbreath, Carr, and Watson Animal Clinic, Pridemore and Cox Orthodontics, Hortman and Carney Dentistry, Dr. Hulsey Rome Diagnostics, Foundations Orthodontics, Performance Physical Therapy, Renaissance Marquis, Rome Orthopedic Center (ROC), Rome Fire Department

Engineering: Oglethorpe Power, Georgia Power, Profile Extrusions, Packaging Products Corp., Brugg Wire, C & L Cylinder and Machine, Foss Manufacturing, Southern Bracing Systems, OTR Engineering, Thermal Seal Duct, Carlsen Precision Manufacturing

Welding/Metals: CSC Fabrications, Grace Manufacturing, David Gurley Welding Shop, Tim Lewallen Mobile Welding, Newberry Paint and Body

Construction: Harbin Clinic (Maintenance), Source Electric, Ronnie Sharpe Trucking, Alarm Systems, S. Mullen Construction, Crider Plumbing, Sike Storey Lumber Co.

Horticulture/Forestry: Grace Farms, Tittle Farms, Joe Hill Lawnmower Shop, Tucker Farms, Watters and Associates Landscaping

Animation & Digital Media: High Tech Signs, Sara Hightower Library, Lt. Governor Casey Cagle Campaign, High Voltage, CISCO Computer Networking, Floyd Medical Center (IT), Redmond Regional (IT), Floyd County Board of Education

Business: Phelps Transportation, Candor Insurance

Education: Garden Lakes Elementary, Armuchee High School, SuperKids Early Learning Center, Garden Lakes Baptist Pre-School

Criminal Justice: Rome City Police Department, Stewart Bratcher – Attorney

Employability Skills Development: Kroger, Publix, Little Caesar's Pizza, Zaxby's, Hobby Lobby, Olive Garden, Chick-fil-a Dwarf House, Russell B. Regional Airport, Cook Out, Lee's Wrecker and Automotive Center, Rabbit's Nest of Rome, Shane's Rib Shack, Walmart, Wendy's

Please describe any significant accomplishments for the 2019-2020 school year.

Increase in Partnerships with Business & Industry

Increase in Post-Secondary Partnerships

Increase in Enrollment

Increase in Dual Enrollment

Increase in Work Based Learning

Increase in Technical College Certificates

Increase in Graduation Rate

Increased the percentages of students employed directly or enrolled in post-secondary school

Worked closely with community business partners to better align our curriculum to meet the needs of our local business and industry

Worked with our Chamber of Commerce to help recruit business and industry

Worked with our CCA Board of Directors and business and industry to offer career pathways that meet local economic need

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

With the use of a wavier we better aligned our Engineering curriculum to become Dual Enrollment with our Technical College and more readily meet local economic demand.

Also, developed a partnership with two local HVAC companies to embed HVAC curriculum in our Construction pathway. This allowed students work-based learning opportunities with HVAC companies.

Partnered with Pruitt Healthcare to develop and certify our CNA Pathway.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

The ability to work with Business and Industry to align curriculum to local economic need.

We work very close the Chamber of Commerce and the Office of Economic Development to help recruit new Business and Industry to our community.

Collaboration between career pathways and math and science for innovative STEM projects.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

Students are allowed to participate in face-to-face or virtual learning environments.

Adopted standard operating systems (ie. Google Meet, Zoom, Google Classroom, and Schoology) to ensure all students learn regardless

Golden Isle Career Academy:

GCAA Type: Locally-Approved Charter School (Start-up)

District(s) Served: Glynn

2020-2021 Enrollment: 418 now; 542 for the spring semester.

Post- Secondary Partners: Coastal Pines Technical College, College of Coastal Georgia, Troy University

Business, Industry, and Community Partners:

Ameris Bank, Pinova, Richs Products, King & Prince Seafood, Georgia Power, Georgia Pacific, Southeast Georgia Health Systems, Sea Island, Thaw's Electric, International Auto Processing, PaR Marine, Edward Jones, Golden Isles/Brunswick Chamber of Commerce, Golden Isles/Brunswick Development Authority, United Ways

Please describe any significant accomplishments for the 2019-2020 school year.

GICCA students taking the EOPA in 2019-2020 passed at a 72% overall rate; for the same time period, 2018-2019, the pass rate was at 62%. In one year, there was a 10% increase in the number of students who passed the EOPA!

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

The ability to waive teacher certification/qualification standards to hire the most qualified and experienced instructors directly from industry has enabled us to place the most knowledgeable instructors in the classroom.

The ability to waive seat time and shorter class periods has enabled us to compensate for the travel time needed between the base high schools and GICCA.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

- Industry certification in welding and construction
- Starting in the spring of 2021, offering three dual enrollment courses (9 credits) with a 3-year plan to increase this to 8-10 courses with the potential for students to earn 6+ credits per pathway.
- Work-based learning opportunities aligned to all of the 20 career pathways offered at GICCA.
- Off-site experience opportunities such as those at the hospital or the Club strength the skills learned in the GICCA classroom.
- OSHA-10 certification training offered free-of-charge to 25-40 students (and 1-2 staff members) twice per school year.
- Brunswick High School and Glynn Academy WBL is facilitated through GICCA.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

- Before the start of the school year, teachers were trained in how to use Google classroom to support teaching and learning.
- The School Board delayed the start of school by 11 days to allow teachers additional time to prepare for instruction during the pandemic.
- ALL staff and ALL students wear masks.
- A new hallway traffic pattern was implemented to ensure social distancing of 6' within the school.
- There is staggered arrival and departure time from and to the base high schools.
- Visitors are extremely limited and must receive approval by the principal to enter the building.
- Students are learning how to effectively use Google classroom in case schools close and must go to 100% online learning.
- Placing hand sanitizer stations at entrances/exits as well as all restrooms. Installation of a touchless water bottle station
- Guest speakers provided using virtual meetings.

- WBL is serving both virtual and face-to-face students.
- Students systemwide are sent home for 14 days for exposure/showing symptoms.

Gordon College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Gordon

2020-2021 Enrollment: 412

Post- Secondary Partners: Georgia Northwestern Technical College, Dalton State College

Business, Industry, and Community Partners:

Shaw Industries, Mohawk Industries, AdventHealth, Georgia Power, Engineered Floors, Fox Systems, Thai Americas, Mannington, Vista Metals, 1st Bank of Calhoun

Please describe any significant accomplishments for the 2019-2020 school year.

Gordon County College & Career Academy hosted a virtual STEM camp and provided materials for students to complete activities at home during the shutdown.
ICEV curriculum was purchased as an online platform for Welding

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

GCCCA waives certification of teachers to ensure the system finds the most qualified individual with the most pertinent experience for the students.
GCCCA also has an MOA with Mohawk Industries to provide a part-time instructor

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

DE Partnerships with Georgia Northwestern Technical College, industry credentialed teachers that provide real world and relevant classroom experiences for students

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

Increased usage of Schoology, development of lessons that can be provided virtually

Griffin Regional College and Career Academy:

GCAA Type: Locally-Approved Charter School (Start-up)

District(s) Served: Spalding, Butts, Pike

2020-2021 Enrollment: 438

Post- Secondary Partners: Southern Crescent Technical College, Gordon State College, University of Georgia - Griffin

Business, Industry, and Community Partners:

Wellstar Spalding Hospital; Norcom, Inc.; American Woodmark; Hoshizaki America; Rinnia; Griffin Police Department; Exchange Club of Griffin; Griffin Rotary Club; Daybreak Rotary Club of Griffin; Griffin+Spalding Chamber of Commerce

Please describe any significant accomplishments for the 2019-2020 school year.

Named by Lt. Governor Geoff Duncan, Georgia's Top College & Career Academy 2019-2020. Completed Certification in February 2020, 6 Commendations, 0 Needs Improvement, & 0 Required Actions.
Completed Aircraft Hangar on Campus for Aviation Program.

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

We utilize using industry experienced instructors to teach many of our technical classes, such as: Manufacturing, Healthcare, and Aviation: Flight Operations, Maintenance, and Drones.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

Over 75% of our programs are dual enrollment programs where students can earn a TCC (Technical Certificate of Credit), Technical Diploma, or AA Degree, and our high school CTAE programs housed at the GRCCA, have industry recognized certifications as the EOP exam. For example, in the Flight Operations Pathway, students sit for their FAA Ground Private Pilot Certification.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

We moved many classes to virtual or remote, but we did open our labs up following CDC guidelines on social distancing, required a mask, and limited the number of students. This was implemented to ensure that students could complete hands on lab time in order to complete courses/programs.

Hart County College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Hart

2020-2021 Enrollment: 1,036

Post- Secondary Partners: Athens Technical College, Emmanuel College

Business, Industry, and Community Partners:

Fabritex, McGee Heating & Air, Hearing, Linde + Wiemann, RITZ, Pharma-Tech, Royston LLC, Georgia Power, Chamber of Commerce, Wakefield Farms, Hart Telephone Company, Nestle-Purina, Lake Foods, UGA Archway, Fun Spot Manufacturing, AnMed

Please describe any significant accomplishments for the 2019-2020 school year.

Our CTSO student numbers continue to rise as do our pathway completer numbers. We are continually finding ways to be even better though. Our Video Design team also won their 2nd consecutive National Championship. COVID19 had us shut down on March 13, 2020 so we missed doing many of the year end activities last year. Our welding program really accelerated and are looking forward to continuing to grow that program! We also had 11 girls pass their Certified Nursing Assessment exam!

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Being able to waive teaching certifications for teachers has been big for us in the hiring process. Hiring non-traditional experts from local industry and job fields related to pathways has been great for us to be able to hire the right person for the job. We then work with the PSC to attain the proper certifications required by the state and our local BOE.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

Our Engineering pathway has a flight simulator that we purchased with our Georgia Power grant. Our 4th level engineering students love it! Our dual enrollment welding classes have given many of our students the opportunity to attain a Technical College Certificate before they even graduate from high school!

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

We have arranged our classrooms in a way that allows for more social distancing and we have given all students to go virtual if they chose to. Right now, we have around 20% of our students who are learning through virtual experiences. Face coverings are also highly recommended while students learn in small group settings.

Heart of Georgia College and Career Academy:

GCAA Type: Locally-Approved Charter School (Start-up)

District(s) Served: Laurens, Dublin City

2020-2021 Enrollment: 152

Post- Secondary Partners: Oconee Fall Line Technical College, Middle Georgia State University, Georgia Military College

Business, Industry, and Community Partners:

Dublin-Laurens Chamber of Commerce, Dublin-Laurens Development Authority, Wild Bore Mechanical, Dublin Construction Company, Morris Bank, YKK AP America, Erdrich USA, Flexsteel Industries, Westrock Southeast, Carl Vinson VA Medical Center, GaDOL, Georgia Power, Fairview Park Hospital

Please describe any significant accomplishments for the 2019-2020 school year.

The school year was cut short, so we did not get to have our Summer Youth Works program, but we did host our annual Students in Business with the Dublin-Laurens Chamber and our VA Career Day. Both are opportunities for students to sign up and see the work environment firsthand. Our FIRST Robotics team competed in an event before shutting down and improved to finish in the Top 15 in competition - a huge goal for them. We started the process of opening two new pathways for the 2020-21 school year (Cosmetology and Culinary). We completed our review process for the charter renewal and began working on the suggested and required comments from the exit interview with our Superintendents.

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

We are able to provide students with the opportunities to take classes that we could not provide at our individual high without the flexibility of the career academy. We can pool our school's resources. Programs such as: Cosmetology, EMR/EMT, Public Safety (Criminal Investigations) and Welding. We use seat time waivers to allow for the travel time to and from the career academy. We also use teacher certification waivers to find employees in our all of our programs. This helps us find instructors that would with industry knowledge. In some of these areas it is very challenging to hire a certified instructor in our programs.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

This year one of our new partners will be the Laurens County EMS, to provide an EMR/EMT program. We provide the facilities and Laurens County EMS provides and instructor. Through this program our students can earn certification to become a registered EMT. We also partner with the Laurens County EMS to provide night classes for adults and students to take classes. We Partner with Wild Bore, Dublin Construction Company and Morris Bank in our welding program to provide equipment and financial support so we can offer the welding program for our students. Without the input from our industry partners, we would be unable to provide welding to our students and the ability to pool these resources to one location allows industry to be a partner. We have created a Summer Youth Works program in partnership with our local chamber, the City of Dublin and local industries to provide opportunities for employment during the summer for our students. Students can work in an area of interest to provide valuable understanding of a career and learn work ethics habits by being on the job. We also work closely with the chamber to sponsor a program we call Students in Business. We visit local industries every year so students can see industry and employment opportunities in our local area. We are working with VA to set up a program to provide students to have the opportunity to work in areas of need at the VA so they can gain valuable job skills. With the VA we also host a Career Day where students can go to the VA to see the many types of careers that they offer.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

We have lowered the number of students that participate in the in-face instruction component by providing virtual classes. We are exploring offering lab times to students that are virtual but still need lab time for skill certifications. All students and staff must sign off on temperature checks and health questions each day. All staff and students are required to mask and to socially distance when at all possible. An administrator works with our safety coordinators to provide timely feedback of any issues that arise. We implemented CDC and Department of Health protocols. We offer in person and virtual classes. We offer evening classes through our EMT program as well.

Houston County College and Career Academy:

GCAA Type: Locally-Approved Charter School (Start-up)

District(s) Served: Laurens, Dublin City

2020 - 2021 Enrollment: 712

Post- Secondary Partners: Central Georgia Technical College

Business, Industry, and Community Partners:

Robins Air Force Base, Frito Lay, Houston Healthcare, Houston Development Authority, Comfort Heating and Air, Serenity Healthcare Services

Please describe any significant accomplishments for the 2019-2020 school year.

Houston Healthcare hired 14 interns (New)
Hosted Aerospace Summit at Robins Air Force Base (Inaugural event)
Hosted Healthcare Summit with Houston Healthcare
Co-hosted Reality Check with Robins Chamber of Commerce

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Teachers at the Career Academy are hired based on professional qualities- for example, our Chef has 3 years of industry experience, but no formal teacher education training.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

Through the Career Academy's collaboration with local business and industry partners we are developing a workforce pipeline for Houston County. New skilled trade programs for the district are channeled through HCCA because of our direct link to the high schools and business partners.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

Limited visitors in the building, all water fountains are turned off, installed barriers in the classrooms, every classroom is misted and wiped down between classes, major cleaning at the end of the day, assigned seating on the bus and in classrooms, constant communication with all of the high schools, students are required to wear masks, faculty and staff are required to complete health screeners, Zoom faculty meetings, virtual guest speakers, assigned area for bus drivers, social distancing throughout the building, propping the entrance doors to receive students, and limited number of students in the restrooms.

Jones County College and Career Academy:

GCAA Type: Strategic Waiver System Contract

District(s) Served: Jones

2020 - 2021 Enrollment: 1,622

Post- Secondary Partners: Central Georgia Technical College, Middle Georgia State University

Business, Industry, and Community Partners:

Some examples include BASF, GEICO, Speir Electrical, Autumn Lane Health and Rehabilitation, Lynn Haven Health and Rehabilitation, Jones County/Gray Chamber of Commerce, Morris Bank, CW Matthews Construction, DeLong's Gizzard Equipment, Prince Precision Manufacturing, Jones County Family Connection, Jones County School System (Various Departments and Schools), Middle Georgia Economic Alliance.

Please describe any significant accomplishments for the 2019-2020 school year.

410 Dual Enrolled students
80 Students Earned post-secondary diploma, degree, or TCC
27 Pathways offered (several new)
4 Occupational DE Offerings on campus
17 Academic DE Offerings on campus
Continuous growth of WBL over 5 years (up to 60)
Consistent growth of WBL Employer sites over 5 years (up to 32)
Implementation of Skilled Trade Mock Interviews (in addition to general Mock Interview event)
Implementation of "Reality Check" for sophomore students in partnership with Chamber of Commerce
Grand Opening celebration of our academy
Addition of Distance Learning Lab in partnership with CGTC for STEM courses not offered on campus

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Certification waivers allowed us to hire industry professionals for various programs.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

Our new Teaching as a Profession Pathway has created a unique opportunity to "grow our own educators" as we strive to do for our industry partners in other areas. Our new AVT program now serves the school system in various projects in addition to their work with industry partners and their weekly newscast. Our construction program built protective shields for other schools within the system.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

There are a number of safety measures that have been established (required mask, directional hallways, grab and go lunch, etc.) Specifically, to our programs, we exercised limited lab waivers to allow students and instructors to enter the building during closure in order to complete those lab courses for which there was no simulation in order for students to finish their TCC's (Welding, CNA, and EMR).

Liberty County College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Liberty

2020-2021 Enrollment: 817

Post- Secondary Partners: Savannah Technical College, Georgia Southern University

Business, Industry, and Community Partners:

STC, Chick-Fil-A, Brown's BBQ, IHOP, LCSS Nutrition Dept., Wynn Army Hospital, Mrs. S. Perry, Mr. Bennett LCHS, Georgia Power, Coastal Electric, Nine Line Apparel, Catalyst, VIP Office Supplies, Coastal Manor Nursing Home, Diversity Health, Magnolia Manor, Liberty Regional Medical Center, Liberty County Fire Services, Walthourville Fire Department, Liberty County Commissioners Office, Liberty County Sheriff's Office, City of Hinesville Court House, City of Hinesville Inspector, CEFGA, Dees Electric, Mike Allen Builders, AireServe Heating & Air, Dryden Builders, Savannah College of Art & Design, Wayne County Film Instructor, Various Animation Instructors, Rayfield Gilyard Photography, Savannah Arts Museum, Mrs. Coral Coon Photography, C.E. Smith Photography, STC, Worksource Coastal, Liberty County Development Authority, Dept. of Labor, Liberty County Chamber of Commerce, Liberty County School System

Please describe any significant accomplishments for the 2019-2020 school year.

Recognized by Lt. Governor for Career Academy Certification, Implemented a Fire Science Program (Dual enrollment), Students earned 119 Technical Certificates of Credit (highest), 82.4 % students passed the End of Pathway Assessment (highest), Increased Work Based Learning Participation for the District, Increased Business Partners and Work Based Learning Work Sites, 98.1% 2019 LCSS CTAE GRADUATION RATE (96.5% State of Georgia), Increased CTSO Student Participation and Awards Started an ESPORTS Team, Recognized as the 2020 Business of the Year, 16-35 Employees, by the Liberty County Chamber of Commerce.

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Seat time, Class scheduling flexibility, Staff compensation & certification flexibility

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

Workplace Ethics training utilizing Georgia Best, CTAE Graduation rate is 98%, College & Career Readiness - Technical Certificates of Credit and Industry Credentials earned by students, Technology integration and state of the art labs/classrooms, Collaboration of Business, Industry, and K-12 Education, Stakeholder engagement, Internship & Work based learning availability, Flexible schedule to maximize students earning industry credentials and completing a TCC/pathway with in one semester. Student enterprise opportunities

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

Moved course work to an online learning management system: Canvas, Brought students back over the summer in a limited lab setting so they could finish their TCC program, Offering mainly introduction courses for Fall 2020 which are more conducive to online classes, Collaboration with Savannah Technical College to accommodate class offerings for virtual and in-person learning, Changes to class set up to accommodate social distancing, Online certifications implemented for some classes.

Morgan County College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Morgan

2020-2021 Enrollment: 970

Post- Secondary Partners: Athens Technical College, Georgia Military College

Business, Industry, and Community Partners:

Madison-Morgan Chamber of Commerce members, Morgan Medical Center, Mannington Manufacturing, BARD, and countless others.

Please describe any significant accomplishments for the 2019-2020 school year.

We were certainly glad to end the school year as best we could during Covid. Our career academy courses have continued to grow.

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Our primary (favorite) waiver allows us to hire teachers who are not traditionally certified. We are able to bring in business and industry professionals to teach our students.

Seat Time Waiver

(Grades K-12)

Class Size Waiver

(Grades K-12)

§160-5-1-.02

School Day and School

Year for Students and

Employees

§160-4-2-.48

High School Graduation

Requirements for

Students Enrolling in the

Ninth Grade for the First

Time in the 2002-2003

School Year and

Subsequent Years

160-4-7-.14

Personnel, Facilities, and

Caseloads

160-5-2-.05

Experience for Salary

Purposes

§ 20-2-984

Professionals Standards

Commission

§ 20-2-211.1

Clearance Certificates

24

§160-1-3-.02

Suspension of Rules and

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

Our CCA is a wall-to-wall model and we are able to do activities across CTAE and academic courses with ease. Our feeder schools often benefit from these activities and PBLs (project-based learning) and activities.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

We were fortunate to have already completed our recruitment and registration before March, so we had minimal disruption in scheduling and preparing for this school year. We have been Face to Face since August 6th. We have applied for some grant funding through Georgia Power to purchase CTAE lab supplies that can be sent home with students who have been quarantined or that can be used in the event of absences due to future closures.

Newton County College and Career Academy:

GCAA Type: Locally-Approved Charter School (Start-up)

District(s) Served: Newton

2020-2021 Enrollment: 926

Post- Secondary Partners: Georgia Piedmont Technical College, Point University, Georgia State University

Business, Industry, and Community Partners:

Covington Newton Chamber of Commerce, Arbor Equity, Benton Welding Supply, Berry's Tree Farm, Covington Veterinary Clinic, Newton County Farm Bureau, Piedmont Cattlemen's Association, Snapping Shoals EMC, Sundowner of Georgia, Michelin Tread Technologies Nisshinbo, Piedmont Newton Hospital, FiberVision, General Mills, Verescence, SRG Global, Right at Home Healthcare, Covington Fire Department, Newton County Community Partnership, NEGRC Workforce Development, Action Incorporated

Please describe any significant accomplishments for the 2019-2020 school year.

In May 2020, NCCA was the first Georgia College and Career Academy to participate in a virtual certification visit.

No Place for Hate Certification- 2018-2019 + 2019-2020

In July 2020, The United States Department of Agriculture (USDA) Food and Nutrition Service (FNS) selected Newton County Schools to receive a Farm to School Implementation Grant for \$99,971.38. The Grant was submitted on behalf of the Newton College and Career Academy, competed against hundreds of applicants across the country, and demonstrated a strong readiness to conduct farm to school initiatives.

NCCA STEM Institute Associates applied for and received a Facebook Grant for the STEM Extension Project (STEM Bus).

NCCA FFA Chapter was the Georgia State Winner in the Outstanding Secondary Agricultural Education Program award area for the National Association of Agricultural Educators.

Newton County Young Farmers was the Region 5 (Southeastern United States) winner in the Outstanding Post-Secondary Agricultural Education Program award area for the National Association of Agricultural Educators.

All five German Apprentices in cohort 1 graduated high school. Four of the five were offered full time jobs by their companies

2 NCCA students completed the first class of Covington Fire Department Fire Cadet Program
107 Georgia BEST certificates awarded to seniors / 10 Georgia BEST@Work certificates

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Certification Requirements waiver provides the flexibility to hire key industry personnel to teach CTAE course. The School Day and Year for Students and Employees waiver allows us to have a shared-use facility and gives us programming flexibility, for example it provides for STEM Flex Days. The STEM Institute Flex Day allows our students a flexible scheduled day once a week to work collaboratively on both project and time management skills via self-scheduling.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

STEM Institute is a selective program that recruits rising freshmen with a strong interest in engineering and biotechnology as a future career choice.

Entrepreneur Business Incubator

Attendance at the Business and Industry Network Luncheon and Aspiring Young Professionals events

German Apprenticeship and SB2 (Senate Bill 2) students participate in dual enrollment programs with GPTC (Georgia Piedmont Technical College) and local manufacturing companies to simultaneously complete high school and receive 2 TCCs (Technical College Certificates) in Industrial Systems Maintenance.

Home to the Newton County Young Farmer (adult agricultural education program) for Newton County. Fire Cadet Program for students with Covington Fire Department

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

Google Voice- Talk + Text lines to provide support for students.

SignUp.com- Platform for students to schedule virtual zoom appointments with their counselor.

Virtual College Visits- Hosted in person and via zoom

Counselor virtual office + virtual calming rooms for student and teacher access.

Academic Mission

Professional Learning Communities become technologically based and teacher-driven. They requested Screencastify, Canvas, Zoom and how to support SEL, etc.

Promoted virtual learning and certification opportunities for students and community members through the Newton County Young Farmers program.

Northwest Georgia College and Career Academy:

GCAA Type: Locally-Approved Charter School (Start-up)

District(s) Served: Murray & Whitfield

2020-2021 Enrollment: 644

Post- Secondary Partners: Georgia Northwestern Technical College, Dalton State College

Business, Industry, and Community Partners:

Shaw Industries, Mohawk, Hamilton Health, Engineered Floors, Greater Dalton-Whitfield Chamber of Congress, McKee Foods, Q-Cells, Joint Development Authority, Georgia United Credit Union, Dalton Utilities, Addis Farms, Arol of America, Whitfield County Schools, The Northwest Georgia Community Foundation.

Please describe any significant accomplishments for the 2019-2020 school year.

Navigated the COVID-19 shutdown. Conducted a comprehensive needs assessment and identified new initiatives for program alignment to workforce and economic development needs. Negotiated a job shadow program for Healthcare Students at Hamilton Health Medical Center. Raised \$101,000 for Siemens Mechatronic Certification Partner School Project, Engaged major Tennessee Manufacturer. Added complete Manufacturing Pathway to the CCA . Increased enrollment by over 100 students.

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Implement Apprenticeship program in manufacturing and have expanded to other programs. We use a seat time waiver allowing students flexibility on how they manage their academic course work. This also has provided for the opportunities for students to utilize online options when available. We collect and utilize local economic data to drive advanced manufacturing programs. This allows us to determine different curriculum to utilize in our manufacturing cluster. Also, all teacher at the CCA have been hired out of industry utilizing certification and salary schedule waivers. This enables our students to be exposed to real-world examples in the classroom providing rigor and relevance. We have also used a Public / Private Partnership for an EMT student. We did not offer an EMT program, so we gave a student flexibility in instruction deliver which allowed him to attend a private program for EMT certification.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

Electronic Instructional Delivery. The CCA houses Whitfield County School's online academy. The students served by the CCA have direct access a full catalog of online opportunities. The CCA hosts and is part of the planning team for the Design, Engineering and Manufacturing Camp. This camp is free to students in grades 6,7, and 8. It introduces students to a wide array of opportunities in manufacturing that are specific to the Norwest Georgia Region. Apprenticeship program in multiple areas of industry, that include a registered apprenticeship in a unique partnership with Mohawk. Direct connection to Georgia Northwestern Technical College. The CCA shares the same campus footprint. Students at the CCA have access to all courses that are offered on the GNTC campus and not just the ones that are offered in partnership with the CCA. Transportation to Georgia Northwestern Technical College is provided by Whitfield County Schools. Shuttles run three times a day providing transportation to the CCA and GNTC. The Northwest Georgia College and Career Academy is the only program that provides students access the Georgia Northwestern Technical College through dual enrolment. Each home school only offers dual enrollment through Dalton State. Additionally, using

charter flexibility, all program teachers at the CCA are credentialed to teach Dual enrolment with GNTC. Teachers were recruited from industry and received time for years' experience on the salary chart.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

The CEO / CTAE Director ensured that every program had an online platform that was specific to their program. Whitfield County Schools ensured that every teacher had and was trained on Google Classroom. This allowed teachers to use this online classroom as launch pad to their online curriculum. All teachers use screen Screencastify to record lectures and lab instructions. Program teachers use them to demonstrate skills needed to be successful in the program. all CTAE teachers have an online curriculum.

Paulding County College and Career Academy:

GCAA Type: Strategic Waiver System Contract

District(s) Served: Paulding

2020-2021 Enrollment: Students who completed courses at PCCA:

Cybersecurity-81;

Energy - 40;

Mechatronics- 51;

Health Care - 63.

Some of these students completed more than one pathway.

Post- Secondary Partners: Chattahoochee Technical College, Georgia Highlands College, Kennesaw State University, Emory Riddle

Business, Industry, and Community Partners:

American Engineers Inc., Carroll EMC, Chattahoochee Technical College, Cobb EMC, Code Ninjas, Dallas Mill Works, E Dennis, Embry-Riddle, Georgia Highlands, Georgia Power, Greystone, I Luv My Geek, Kennesaw State University, Manor Lake Assisted Living, MembersFirst Credit Union, Metromont, Paulding Chamber of Commerce, Paulding County Government, Paulding County Sherriff's Office, Paulding Economic Development

Please describe any significant accomplishments for the 2019-2020 school year.

PCCA opened for students in August 2019. We received a \$50,000 grant from Greystone Power, in-kind donation of an Energy training yard from Carroll EMC, in-kind donation of transformers and safety equipment from Cobb EMC, donation of \$10,000 from Georgia Power to support the Energy program. We graduated our first class of Dual Enrollment CNA students, even though they were forced to complete their clinicals in-house due to the COVID-19 restrictions. Some of those students received full certification. Top Flight manufacturing conducted training modules with our Mechatronics students. Cybersecurity established a very involved advisory committee that is constantly providing support and feedback to strengthen the program.

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

To date, we have utilized seat-time waivers (OCGA 20-3-690.2) so that we have time to transport our students from their high schools each day. We have also used certification waivers so that we can hire instructors from industry without an education degree. This was especially important for our Energy program where we were able to hire an instructor with 30+ years of experience in the field (OCGA 20-2-184.1). The other waiver we use is Innovation in Curriculum (OCGA 20-2-142, 20-2-151, 20-2-160). This provides flexibility within our curriculum so that our business partners/advisory committees are able to help plan the instruction to meet the needs of industry.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

- * Pathways at PCCA are unique to the district and are not offered at any other high schools.
- * Transportation is provided to all students from each of the five high schools twice daily.
- * We have a full Energy training yard for students to practice hand-on skills.
- * We have a Solar Sunflower that teaches students about solar energy.
- * We have drones for detection of power for student use.

- * We have obtained machinery for the Mechatronics program that will provide hands on experience for students.
- * Dual Enrollment courses are offered on the PCCA campus. This is the only campus in the District that has DE courses.
- * PCCA and the Bartow County College and Career Academy have an MOU that provides access for students to attend programs at each CCA for programs not offered at their home Academy.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

- * We have put all courses on our Canvas Learning Management system so that students have access to instruction whether they are face-to-face, virtual, or on a hybrid schedule.
- * We have made arrangements to provide lunches to students who are on our campus all day due to the hybrid schedules at their home high schools.
- * Our transportation department has extended bus schedules so that the students who are attending schools who are on hybrid schedules (four out of the five schools) can attend PCCA on Fridays when they have Digital Learning Days at their home high school.
- * We have arranged to do CNA clinicals in-house so that the students still have the hours they need to qualify for certification with assistance from WellStar and Chattahoochee Tech.
- * We have made technology available to students for check-out so that they can participate in their courses even when they have been required to quarantine or have digital learning days.
- * CTAE adjuncts for online courses.

Polk County College and Career Academy:

GCAA Type: Locally-Approved Charter School (Start-up)

District(s) Served: Polk

2020-2021 Enrollment: 1,968

Post- Secondary Partners: Georgia Northwestern Technical College, Georgia Highlands College, Shorter University

Business, Industry, and Community Partners:

Floyd Medical Center, Georgia Department of Labor, City of Cedartown, Northwest Georgia Staffing, Miura America, Gildan, Family Savings Credit Union, Coosa Valley Credit Union, Jefferson Southern Corporation, Redmond Emergency Medical Services, State Farm Insurance, Georgia Farm Bureau, Polk Medical Center, Polk Water Authority, Shaw Hankins, Blossman Gas, Polk County Chamber of Commerce, HON, Georgia Power, Oglethorpe Power, Willowbrooke, Development Authority of Polk County

Please describe any significant accomplishments for the 2019-2020 school year.

21 PCCCA students graduated with their Associate's Degree from Georgia Highlands College

3 SkillsUSA State Champions

Worked with local business/industry/government to plan for implementation of Fire Science Pathway in 20-21 in response to recognized need for firefighters in Polk County

Increased Work-Based Learning participation

Implemented a tiered employability skills certification in all pathway courses

Recognized as a Certified College and Career Academy at the Lt. Governor's Conference

Hosted AGC Georgia's Regional Workforce Development Alliance Skills Challenge

585 GaDOE Career Seals were earned by PCCCA students

All PCCCA students completed the YouScience Assessment

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

We utilize the certification waivers to hire instructors straight from business and industry. This has been extremely beneficial to our students and programs.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

Dual campus, school with-in-a-school model that allows students to stay at their base high schools while maximizing their opportunities with PCCCA. Successful dual enrollment program that includes College and Career Transition Coordinators at each location to individually serve students in college and career planning.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

Lab safety procedures have been updated to reflect district COVID-19 safety measures. Online learning opportunities have been offered to students across all PCCCA pathways.

Putnam County College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Putnam

2020-2021 Enrollment: 765

Post- Secondary Partners: Central Georgia Technical College, Georgia Military College, Georgia College and State University

Business, Industry, and Community Partners:

Interfor, Georgia Power, Eatonton Performing Arts Plaza, Kiwanis, Williams Dairy LLC, Putnam General Hospital, Glenhaven Rehab, Walkers Construction, Reynolds Plantation, Ritz Carlton, Eatonton Health and Rehab

Please describe any significant accomplishments for the 2019-2020 school year.

Hosted State-wide heifer show at Putnam High School Ag Barn, Culinary students won 1st place in State-wide Food and Nutrition competition, 28 students graduated with associate degrees from post-secondary partners, 16% of students in work-based learning, Middle School TSA student organization established, Elementary School construction program built picnic tables that were given to President Jimmy Carter

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Seat-time, industry professionals as teachers, work-based learning flexibility, dual enrollment provided all students opportunities to earn college credit and post-secondary credentials

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

Work-based coaching, Putnam provides real-world authentic learning, employment skills training, mock interviews, career fair, industry tours, overnight college tours/stays, provide transportation and registration fees for credentialing exams, Albany State Freshman experience

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

College and Career students moved to one-to-one initiative, Virtual and Face-to-Face learning environments, all virtual students received breakfast and lunch during the school year and during the summer

Rockdale County College and Career Academy:

GCAA Type: Locally-Approved Charter School (Start-up)

District(s) Served: Rockdale

2020-2021 Enrollment: 1,823

Post- Secondary Partners: Georgia Piedmont Technical College, Georgia State University – Newton, Premier Medical Careers, Point University, Georgia Military College

Business, Industry, and Community Partners:

Conyers Rockdale Economic Development Council, Conyers Rockdale Chamber of Commerce, Piedmont Rockdale, City of Conyers, Conyers Police Department, National EMS, Rockdale Fire and Rescue, Rockdale County Government, Rockdale County Sheriff's Office, Conyers Animal Hospital, Great Southern Wood Preservation, Kliklok Corporation/Syntegon, Honda of Conyers, Rotary Club of Conyers, United Way, Warner Brothers

Please describe any significant accomplishments for the 2019-2020 school year.

Underwent and passed GCCA Certification visit
Addition of Flight Operations pathway focused on Drones
Over 500 students took part in Dual Enrollment
Over 140 students participated in Work Based Learning
15 students received two TCCs in Welding
11 students completed EMT training
28 Students completed CNA and EKG training
Successfully navigated a change to virtual learning while adding additional resources and supports for career classes

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Certification Requirements: By waiving certification requirements, we are able to hire instructors with real world and industry experience. Those instructors provide invaluable insight to the students and provide connections to the working world. Organization of school/schedule: By modifying our schedule to shorten the periods, we are able to transport students from the 3 traditional high schools and operate on the same schedule as the high schools. Without this waiver, we would not be able to serve the number of students that we do. Graduation requirements: This waiver allows us to start students in Dual Enrollment earlier and substitute some of the college coursework for high school requirements where there is not an exact match. Educational Programs: This waiver allows us to be flexible and responsive to industry in our CTAE and Academic programs. Examples are our networking pathway that is taught through CISCO and Construction pathway which has been adjusted to add Design elements to meet local industry needs.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

Ability to house the majority of CTAE and Dual Enrollment opportunities in one facility allows for equal access for all RCPS students, Housing the Early learning center provides ability for students lab and work experience for ECE and TAP pathways, Welding program allows for easy access to an Option B program for students to graduate, Centralized Work Based learning including numerous school based

enterprises, location and reputation have attracted new partners for dual enrollment and post-secondary education (Clayton State and Independent Electrical Contractors)

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

- Transitioned all classes to Virtual for Fall Semester 2020 via the use of ItsLearning and Microsoft Teams
- Worked with Dual Enrollment partners to ensure that students would be able to participate in DE virtually
- Worked with WBL partners to ensure safe placements in order for students to participate in WBL
- Purchase of online software/simulators as a substitute for hands on labs during virtual learning
- Ordering of supplies and lab kits distributed to students to complete labs from home
- Change of schedule to allow for 4 days of instruction during the week with remediation/enrichment on Fridays
- Scheduling of virtual tutorial hours
- Scheduling of virtual Professional Learning and PLCs to bolster staff's virtual instruction skills
- Scheduling of Virtual meetings for CTSOs as well as creation of additional online social activities for students
- Streamlining of communication via RCA website
- Creation of videos for virtual open house
- Online Meet and Great sessions for parents and students to meet staff
- Creation of virtual tour, recruitment videos, and online registration process
- Virtual meetings and training for RCA Board of Directors

Sims Academy of Innovation and Technology:

GCAA Type: Charter System Contract

District(s) Served: Barrow

2020- 2020 Enrollment: 1,759

Post- Secondary Partners: Lanier Technical College,

Business, Industry, and Community Partners:

Solvay, Akins, Chick-fil-A, Jackson EMC, Northeast Georgia Medical Center, BankOZK, Zaxby's, Bethlehem Church, Caterpillar, Kubota, Georgia Power, Workforce Innovators of America, Charles Black Construction

Please describe any significant accomplishments for the 2019-2020 school year.

In the 2019-20 school year, we completed our implementation of the manufacturing pathway, substantially increased enrollment, and navigated distance learning challenges. We also began offering dual enrollment courses on campus.

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

We utilize the seat time waiver to stay nimble with class offerings. We also have several teachers who joined us straight from industry through our waiver of the teacher certification requirements.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

We add value to our school system in numerous ways, including by offering programs on one shared campus that cannot be offered at each high school due to the cost of entry (mechatronics and culinary arts, for example). We also have a unique educational environment here that resembles that of a college or career atmosphere.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

We have implemented distance learning and social distancing into all of our classrooms and lab spaces. This has been more challenging from some programs than others. For example, our Marketing classes can be facilitated much more easily than our Culinary Arts. However, even in those difficult-to-convert programs we have made strides. Our Culinary Arts teacher recently created kits for our digital learners to pick up so they can prepare the dishes at home. We have had to be more innovative and creative than ever. We've also had to prioritize what is most important during this critical time.

Southeastern Early College and Career Academy:

GCAA Type: Locally-Approved Charter School (Start-up)

District(s) Served: Toombs, Montgomery, Treutlen, Vidalia City

2020-2021 Enrollment: 477

Post- Secondary Partners: Southeastern Technical College, Georgia Southern

Business, Industry, and Community Partners:

DOT Foods; Truax Manufacturing; Robin Buildings, Chicken of the Sea; Toombs-Montgomery Chamber; Kilgore Animal Clinic, Chick-Fil-A, Georgia Power, Southern Nuclear, Altamaha EMC, GA Pine Straw, Peoples Bank

Please describe any significant accomplishments for the 2019-2020 school year.

Opened Energy Pathway with 93 students; WBL Regional Coordinator of the Year; TAP Pathway completer was STAR student; Student with disabilities won GADOE Award of Excellence

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Seat time waiver allows for travel from home high schools to and from SECCA (5 minutes to 25 minutes each way)

Certification waiver allows hiring of instructors with field experience and expertise rather than traditional education degrees

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

SECCA provides areas of study that are not available in home high schools, thereby significantly expanding learning opportunities for students: JROTC; Energy; Auto Tech; Cosmetology; Unmanned Flight; Health Services; Work-Based Learning; Youth Apprenticeship; Career Tech Instruction; Teaching as a Profession

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

Training for all teachers in virtual instruction and blended learning; staggered schedule for face-to-face assessments

THINC College and Career Academy:

GCAA Type: Locally-Approved Charter School (Start-up)

District(s) Served: Troup

2020-2021 Enrollment: 771

Post- Secondary Partners: West Georgia Technical College, Point University, LaGrange College, Georgia Military Academy

Business, Industry, and Community Partners:

KMMG (Kia), Milliken, Duracell, Mando, HyundaiTransys, Mobis, City of LaGrange, West Point Development Authority, Synovus Bank, Colony Bank, Wellstar

Please describe any significant accomplishments for the 2019-2020 school year.

Induction into NCAC (National Career Academy Coalition) as a Model Academy and the first in the state of Georgia; Issued a Master Instructor through NCAC for one of our teachers - the first ever to be awarded through NCAC in the US.

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Virtual proved to be a challenge since it was brought on so abruptly. Fortunately, our instructors were able to pull in unique ways to engage students because of pre-COVID relationships that had been developed. The main waiver utilized was the removal of EOC testing and EOP testing.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

THINC provides three unique pathways that are utilized by all three base schools in the district. Healthcare, Mechantronics and Game Design are offered only at THINC and affords students the opportunity to experience industry utilized equipment, methodologies and practices within their curriculum. Students are given the opportunity to participate in Expeditions (an internship with our partner community occupations) to experience hands-on practice of the skills learned in the classroom which often lead to long-term employment.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

We have implemented various methods of virtual learning. One example is the introduction of Tooling U. This is simulation software that industry uses to train its maintenance and engineering personnel. It is a virtual platform and can be accessed through the cloud. Each student was provided a license.

Tift College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Tift

2020 - 2021 Enrollment: 2,350

Post- Secondary Partners: Southern Regional Technical College, Abraham Baldwin Agricultural College, University of Georgia

Business, Industry, and Community Partners:

Southwell Health Systems, South Georgia Banking Company, Ameris Bank, Georgia Power, Tift County Sheriff's Department, Tift County Board of Education, City of Tifton, Tifton/Tift County Chamber of Commerce, Andy Marzen Home Repair and Remodeling

Please describe any significant accomplishments for the 2019-2020 school year.

We created a multi-level Audio/Visual/Film Technology Program
We utilized our flexibility and hired a Sports Medicine professional to teach Sports Medicine and create a Student Sports Medicine/Trainer Team.

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Flexibility has allowed us to make unique, specific hires that give our students a more complete educational experience.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

Our LSGT stepped in to support our AVFT program. The result has been a first class program that produces quality videos that support and promote our school and CCA

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

We have expanded our virtual capabilities and instituted flex scheduling to accommodate all students and keep everyone comfortable and safe

Warren College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Warren

2020-2021 Enrollment: 38

Post- Secondary Partners: Oconee Fall Technical College

Business, Industry, and Community Partners:
ACM & Georgia Pacific

Please describe any significant accomplishments for the 2019-2020 school year.

Continually offer 6 different pathways despite being a small rural highly impoverish system.

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Flexibility has enabled us to provide our students with the strongest instructors who can reach and improve our student's skill set although their certification may not be in that particular area.

Waivers such as certification requirements, personnel requirements, and direct classroom expenditures have been utilized to ensure student success.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

Middle school students within our system are able to take Spanish and earn a high school credit. Also, we are able to provide 1:1 ratio of device and students through grants to offer our students the most updated software and resources of larger school systems.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

We have realigned courses to allow students the optional of online courses, with the support of an instructor so that we can allow our students to participate safely in courses.

William Hutchings College and Career Academy:

GCAA Type: Locally-Approved Charter School (Start-up)

District(s) Served: Bibb

2020-2021 Enrollment: 345

Post- Secondary Partners: Central Georgia Technical College, Mercer University, Middle Georgia State

Business, Industry, and Community Partners:

Geico, Perdue Foods, Bibb-Macon Chamber of Commerce, All Care, Carlyle Place, Irving Tissue, Sheridan Construction, Volumatic, Inc., Yancey, Coca-Cola, L.H. Thompson, MidSouth Federal Credit Union, Middle GA Freightliner, Five Below, Carrabba's Italian Restaurant

Please describe any significant accomplishments for the 2019-2020 school year.

Perdue Food Partners (Hiring of two students full-time)

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

- *Competencies and Core Curriculum, Online Learning
- *School Attendance, Compulsory Attendance as it relates to the attendance protocol
- *Graduation Requirements for the purpose of substitution of equivalent or higher level requirements which will assist students in acquiring the knowledge and skills necessary to be successful as they continue their education at the postsecondary level and/or enter the workforce
- *Salary Schedule Requirements
- *Class-size and Reporting requirements
- *Personnel Required
- *Certification Requirements

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

- *Collaborative planning among CTAE and core teachers
- *Integration of CTAE standards and core academic standards across the curriculum
- *Train the Trainer professional development for industry professional to CTAE teachers
- *Business and Industry Partners will provide work-based learning and one-on-one career mentoring, creating a path for students to in-demand industries and occupations.
- *Students complete a CTAE pathway -utilizing tri-semesters.
- *Students receive academic embedded credits for each pathway

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

- *Moving several events including the Ready to Work Job Fair to virtual
- *Virtual Engineering Camp

Wiregrass College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Coffee

2020-2021 Enrollment: 208

Post- Secondary Partners: Wiregrass Georgia Technical College, South Georgia State College

Business, Industry, and Community Partners:

Premium Water, Optima Chemical, PCC Airfoils, Coffee Regional Medical Center, Southwire, and First National Bank of Coffee County

Please describe any significant accomplishments for the 2019-2020 school year.

We are very proud of our increase in Option B students. We had 14 students graduate with an Option B diploma.

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

We use the seat time waiver to allow students the flexibility to take dual enrollment classes. We individually schedule every student around their dual enrollment preference.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

We have had an increase in the system-wide graduation rate. WRCCA is a second high school option. Due to our flexible schedule, we have most of the Option B students for the county.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

Our classes have been modified to ensure students can easily transition to online learning if needed. We have printed material available for students without internet.

Worth County College and Career Academy:

GCAA Type: Strategic Waiver System Contract

District(s) Served: Worth

2020-2021 Enrollment: 863

Post- Secondary Partners: Southern Regional Technical College, Abraham Baldwin Agricultural College, Albany State University

Business, Industry, and Community Partners:

Sylvester-Worth County Chamber of Commerce, City of Sylvester, Scales, Systems, and Automation (SSA), Shipp Shape Lawn Service, Piggly Wiggly, Phoebe Worth Medical Center

Please describe any significant accomplishments for the 2019-2020 school year.

- 1) We were awarded the America's Farmers Grow Rural Education Grant which is a \$15,000 STEM grant. Our team of Science, Ag, and CTAE leaders wrote the Black Soldier Fly Project proposal to use Black Soldier Fly larvae as a sustainable protein for animal feed.
- 2) We also completed a rebranding of WCHS-CCA that is very exciting. We transitioned from a whole school model to a school within a school model. We branded our CCA as Ram Tech and have new logos and ad campaigns.

How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

Because our district is a Strategic Waiver district rather than Charter, the use of our waivers is limited. Our leaders do not utilize waivers unless it is absolutely necessary to do so.

What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?

Our school district implemented a local course that is required for graduation called Talent Development. This course was created by our CTAE Director and CEO to address local labor market needs with regard to soft skills. Students in this course use the GeorgiaBEST standards and a book study of the Seven Habits of Highly Effective people to help students learn the best way to secure and retain gainful employment.

What changes, if any, have you implemented during the pandemic to ensure operational excellence?

N/A

Contact Information

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