

# Central North Carolina Pathways to Prosperity

Asheboro City Schools, Randolph County School  
System, and Randolph Community College

## Strategic Planning Team Final Report

January 2015



**Asheboro City Schools**  
*... 110 years of excellence!*  
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**Building Capacity and Sustainability in Central  
North Carolina**

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## Introduction to Pathways to Prosperity

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In February 2011, the Harvard Graduate School of Education released a report, [\*Pathways to Prosperity: Meeting the Challenge of Preparing Young Americans for the 21<sup>st</sup> Century\*](#). The report claimed the American education system was too narrowly focused on preparing all students for a four-year college or university degree after high school instead of helping students focus on other postsecondary routes to careers that might significantly impact the future of both the students and the community. While roughly 30 percent of the job openings predicted over the next ten years will require some education beyond high school, they will not necessarily require a four year degree.

The overall average student success in two and four year institutions in the US is still alarmingly low (29% for 2 year institutions and 56% for four year institutions). The *Pathways to Prosperity* Report contends that “too many students cannot see a clear, transparent connection between their program of study and tangible opportunities in the labor market (p.10-11).” Instead of our current practices, the Report calls for efforts to develop a robust pathway system with high school courses linked to community college and four-year career majors helping students stay the course and attain their career degree. The Report also calls on educational organizations to engage employers in helping to set standards and designing programs of study, advising young people, and providing opportunities for work-linked learning. Finally, the Report calls for educational organizations to use district Career & Technical Education (CTE) programs as a vehicle to align and begin the process of helping all students learn real-world work skills needed in 21<sup>st</sup> Century America beginning in middle school.

To create the type of pathways called for in *Pathways to Prosperity*, school districts are called to align CTE courses with area and state labor market demands and create a system of career-focused pathways that span the last years of high school and include at least one year of postsecondary education or training that lead to an industry-recognized certification or credential. In addition, students should receive guidance that helps them develop a plan that helps them focus their time in school on working toward their career and post-secondary goals. The work requires engaging educators, employers, and governmental leaders at the local and regional level in building both the infrastructure and vision needed to support the multi-organizational system needed to support regional pathways to increase both high school and post-secondary completion rates.

The following report chronicles the work of Asheboro City Schools, Randolph County School System, Randolph Community College, and their regional employers and governmental agencies and intermediaries, who began work on aligning regional resources and curricula for creating pathways for Randolph County students in the area of Advanced Manufacturing.

# NC Central Region Pathways to Prosperity

## Work Timeline

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In response to the allocation of Pathways to Prosperity Grant monies for both Randolph County School System (RCSS) and Asheboro City Schools (ACS) in the 2013-2014 fiscal year, Career & Technical Education (CTE) Directors, Elizabeth Standafer, RCSS, and Dr. Julie Pack, ACS, began initial conversations regarding a potential partnership between the two school systems in moving forward in the Pathways to Prosperity process. Asheboro City Schools was involved in that time in working with Randolph Community College in developing health sciences pathways, and Randolph County Schools was interested in developing advanced manufacturing pathways. Both directors documented their initial conversations and actions in their local strategic plans. For example, below is what was written in the Randolph County School Systems' local plan for 2013-2014:

The Pathways to Prosperity process began in the spring of 2013 for the Randolph County School System and Asheboro City Schools. We presented to the Business and Education Committee the framework for Pathways to Prosperity. In October of 2013, Randolph County School System Staff and Asheboro City Schools staff became certified in Pathway Leadership. The systems applied with Randolph Community College for a Pathway grant through DPI. We listed Trade and Industrial Education as the area we would like to explore. In early 2014, the asset mapping process of the framework will be implemented through the business and education committee which is comprised of members from all three institutions. The exact pathway that will be implemented will be determined after the assets are measured and announced by the end of March 2014.

The Randolph County School System has identified two pathways that are being developed to create a seamless transition from secondary to postsecondary and employment in the region. The CTE Department is active in the Piedmont Together initiative which is, "Think globally, participate regionally, act locally". There are two pathways that the district began to focus on in the fall of 2013: Advanced Manufacturing and Hospitality and Tourism. These pathways were determined through a thorough study of economic impact and job availability in the region.

In the 2014-2015 fiscal year, the Pathways to Prosperity monies were again available from the state for LEAs to continue to pursue work towards creating pathways. Ms. Standafer and Dr. Pack continued their talks regarding their potential partnership and work in Advanced Manufacturing. The following chronicles the meetings leading up to and the establishment of an official partnership between the three education entities for the purposes of the Pathways to Prosperity process:

- 11/2/13 Elizabeth Standafer, Director of CTE for RCSS, met with Mitchell Kiser and Garret Parker, Instructors (RCC) to discuss the ideas behind Pathways to Prosperity and equipment needs for implementing a pathway in Advanced Manufacturing.
- 2/12/14 Dr. Julie Pack and Elizabeth Standafer, CTE Directors, met to discuss preliminary work on Advanced Manufacturing pathway.
- 6/10/14 Elizabeth Standafer and Melinda Eudy, Dean of Curriculum Programs (RCC) met to discuss preliminary articulation for Advanced Manufacturing Pathway.
- 7/29/14 Dr. Shackelford, President of Randolph Community College; Dr. Stephen Gainey, Superintendent RCSS; Anne Hockett, Vice President of Instructional Services; Catherine Berry, Assistant Superintendent of Curriculum & Instruction for RCSS; Kim Johnson, Director of 9-12 Instruction and ESL; and Elizabeth Standafer met at the Randolph County School System main office to discuss the collaboration for an initial Advanced Manufacturing Pathway based on potential Advanced Manufacturing Local Course Option to be implemented Fall of 2015 at Randleman High School.
- 7/31/14 Dr. Pack, Director of Secondary/Career and Technical Education of Asheboro City Schools, contracted with ESL Consulting President, Mr. Eric Leazer to utilize the Pathways to Prosperity process as a means of conducting a comprehensive program review of the Career and Technical Education (CTE) programs in Asheboro City Schools. The Pathways to Prosperity model is recommended by the North Carolina Department of Public Instruction (NCDPI) as the preferred method of conducting the CTE Program review.
- 8/1/14 Elizabeth Standafer and Randolph County School System contracted with Mr. Eric Leazer to conduct a comprehensive program review of the Career and Technical Education (CTE) programs in the Randolph County School System.
- 8/4/14 Ms. Standafer and Dr. Pack met with Mr. Leazer to review the Asset Mapping data and determine next steps in the Pathways to Prosperity Process. Utilizing the data, it was verified that Advanced Manufacturing was the immediate need for both school systems' Pathways to Prosperity work. Ms. Standafer provided the framework for an Advanced Manufacturing Pathway she had begun in conjunction with Randolph Community College, which would provide a great start for our new collaborative effort. The decision was also made to set a meeting with the Superintendents of each school district as a next step toward the development of the Central Region Pathways to Prosperity consortium.

- 8/6/14 Dr. Terry Worrell, Superintendent of Asheboro City Schools, Dr. Pack, and Mr. Leazer met to discuss the Asset Mapping data and explain the Pathways to Prosperity process. Supporting evidence was provided to justify Advanced Manufacturing as the initial pathway, and a plan was developed for Dr. Worrell to contact Dr. Stephen Gainey, Superintendent of Randolph County School System, and Dr. Robert Shackelford, President of Randolph Community College, to establish next steps.
- 8/21/14 An overview of the Asset Mapping data for Randolph County and the Pathways to Prosperity process was provided to the leadership from the three partnered agencies by Mr. Leazer. The group came to consensus that it would form a Pathways to Prosperity Consortium in Randolph County, and it would be called the Central Region Pathways to Prosperity Consortium. The initial pathway focus area would be Advanced Manufacturing. The core group in attendance at this meeting agreed to serve as the Leadership Team for the consortium.
- 9/18/14 The Central Region Pathways to Prosperity leadership team met in order to select the members of the Strategic Planning Committee. Members were selected from the major Advanced Manufacturing businesses and industries in the region as well as intermediaries and educational professionals. Forty-nine potential members were identified. In addition, the individuals were divided into committees based on their strengths and professional experience. The following dates and locations were selected for the strategic planning sessions:
- 11/6/14- Professional Development Center (PDC), Asheboro City Schools.
  - 11/13/14- Continuing Education and Industrial Center, RCC
  - 12/4/14- Continuing Education and Industrial Center, RCC
  - 1/6/15- Continuing Education and Industrial Center, RCC
- All meetings would be held from 11:30 am until 1:00 pm with lunch provided.
- 11/6/14 At the inaugural meeting of the Central Region Pathways to Prosperity Strategic Planning Committee, forty-two members were in attendance representing nineteen businesses and organizations. The Strategic Planning Committee was exposed to the information previously shared with the Leadership Team by Mr. Leazer. The members then divided into each of four committees: Employer Engagement; Career Pathways; Career Information and Advising; and Intermediary Functions to begin their work on the strategic planning process.
- 11/13/14 At the second of the four scheduled meetings of the Central Region Pathways to Prosperity Strategic Planning Team, thirty-six members were in attendance. The meeting began with a short presentation reviewing the Pathways to Prosperity and strategic planning process. The assignment given to each group was to develop one goal and accompanying action steps to be implemented by the end of the 2014-15 school year.

- 12/4/14 At the third of the four scheduled meetings of the Central Region Pathways to Prosperity Strategic Planning Committee, thirty-seven members of the Strategic Planning team were in attendance. Following a brief overview and presentation by Mr. Leazer, the group divided into committees and spent the balance of the time developing the Central Region Pathways to Prosperity Strategic Plan.
- 1/4/15 At the fourth and final work session of the Central Region Pathways to Prosperity Strategic Planning Team, thirty-seven members were in attendance representing 14 businesses and organizations. The assignment for the day was to finalize the goals and strategies in each committee. Following the committee work each group provided a report of the goals and strategies they had developed (attached). There was discussion concerning the need for a facilitator to continue with the Pathways to Prosperity process to ensure follow-through with this particular pathway and future pathways. A motion was made that the decision on the facilitator would carry over to the Leadership Team meeting to be held on January 30, 2015. It was also discussed that the Leadership Team would report back to the Strategic Planning Committee after reading the final report submitted by Mr. Leazer. The group was thanked the group for their efforts in developing the Central Region Pathways to Prosperity Strategic Plan.

# NC Central Region Pathways to Prosperity Consortium

## Organization and Leadership

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**Consortium Members:** The partnership includes Asheboro City Schools, Randolph County School System, and Randolph Community College.

The NC Central Region Pathways Leadership Team will oversee the selection of the Strategic Planning Team members from the target industry sector(s), intermediaries (e.g. Workforce Development Board, Chamber of Commerce, local government), and educational personnel to assist in the Pathways to Prosperity process.

**Organization:** The NC Central Region Pathways to Prosperity Leadership Team’s primary task is to oversee the development of pathways identified as target industry sectors using asset mapping with current and emerging employment data. Using this data, the NC Central Region Pathways leadership Team identified Advanced Manufacturing as the focus of the first pathways of development. Once pathways for this business sector have been developed using the Pathways to Prosperity model, the NC Central Region Pathways to Prosperity Strategic Planning Committee will hold periodic meetings (annually or biannually) to assess implementation and develop strategies to strengthen and enhance:

- Employer Engagement
- Career and College Promise opportunities
- Career guidance and counseling strategies
- CTE course/concentration sequences
- Work-based learning opportunities
- Certificate opportunities

Additionally, the NC Central Region Pathways to Prosperity Leadership Team will continue to use regional market data to identify other business sectors for the development of future pathways. Regional partnerships of counties (LEAs) that share borders in the Central Region and have potential to be impacted by the identified business sector(s) will be recruited to develop pathways using the model developed by the consortium.

**Pathway Development:** The publication, “Developing High Quality CTE Programs through Business Engagement: Facilitator’s Guide,” developed by the NC Department of Public Instruction is the structure for the pathway development work. The NC Central Region Pathways to Prosperity Leadership Team may choose to modify the guidelines as needed to meet local needs.

# NC Central Region Pathways to Prosperity Organizational Chart

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## NC Central Region Pathways to Prosperity

### Leadership Team

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<b>Name</b>	<b>Position</b>	<b>Educational Organization</b>
Dr. Terry Worrell	Superintendent	Asheboro City Schools
Mrs. Jennifer Smith	Assistant Superintendent of Curriculum & Instruction	Asheboro City Schools
Dr. Julie Pack	Director of Secondary Education	Asheboro City Schools
Dr. Stephen Gainey	Superintendent	Randolph County School System
Ms. Catherine Berry	Assistant Superintendent of Curriculum & Instruction	Randolph County School System
Mrs. Kim Johnson	Director of 9-12 Instruction & ESL	Randolph County School System
Ms. Nancy Cross	CTE Administrator	Randolph County School System
Dr. Robert Shackelford	President	Randolph Community College
Mrs. Anne Hockett	Vice President of Instructional Services	Randolph Community College
Mrs. Melinda Eudy	Dean of Curriculum Programs	Randolph Community College

# NC Central Region Pathways to Prosperity

## Strategic Planning Team

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<b>Name</b>	<b>Position</b>	<b>Industry/Organization</b>
Rick Powell	CEO	PEMMCO Manufacturing Inc.
Timothy Draughn	Sr. Supplier Quality Assurance Analyst	The Timken Company
Kurt Sullivan	Quality Manager	The Timken Company
Natasha Dowdy	Director of Administration	United Brass Works, Inc.
Donald Yates	Global Maintenance Reliability Manager	Energizer Battery, Inc.
Todd Allen	President	Allen Machine & Fabrication, LLC
Michelle Harrell	Business Development	Sentry Fire Protection
Bonnie Renfro	President	Randolph Economic Development Corporation
Kevin Franklin	Business & Industry Coordinator	Randolph Economic Development Corporation
Linda Brown	President	Asheboro/Randolph Chamber of Commerce
Howie Snotherly	Operations Manager	Regional Partnership Workforce Development Board
Kathy Slovak	Director	Regional Partnership Workforce Development Board
Sheila Barnes	Local Office Manager	NC Division of Workforce Solutions (ESC)
David Smith	Mayor	City of Asheboro
Chuck Conrad	Trades & Industry Education	Randleman High School
David Posey	Trades & Industry Education	Randleman High School
Andy Hines	Career Development Coordinator	Randleman High School
Tom Jones	Electrical Systems Technology Instructor	Randolph Community College
Michael Fleming	Technology Education	Asheboro High School
Jim Rains	Parent Representative	Rains Studio, Inc.
Kim Hall	School Counselor	Providence Grove High School
Chris Atkins	Career Development Coordinator	Providence Grove High School
Gayle Higgs	School Counselor	Asheboro High School
Shea Setzer Grosch	Career Development Coordinator	Asheboro High School
Dr. Brian Toth	Principal	Asheboro High School
Eric Johnson	Principal	Wheatmore High School
Brian Saunders	Principal	Guy B. Teachey Elementary School
Brett Crisp	Public Relations	Asheboro City Schools
Elbert Lassiter	VP for Workforce Development & Continuing Education	Randolph Community College
Reynolds Lisk	Board of Trustees	Randolph Community College
Garret Parker	Dept. Chair, Computer Integrated Machining	Randolph Community College
Dr. Gerald Watson	Professor, Engineering	NC A & T University
Dr. Terry Worrell	Superintendent	Asheboro City Schools
Mrs. Jennifer Smith	Assistant Superintendent of Curriculum & Instruction	Asheboro City Schools
Dr. Julie Pack	Director of Secondary Education	Asheboro City Schools
Dr. Stephen Gainey	Superintendent	Randolph County School System
Ms. Catherine Berry	Assistant Superintendent of Curriculum & Instruction	Randolph County School System
Mrs. Kim Johnson	Director of 9-12 Instruction & ESL	Randolph County School System
Ms. Nancy Cross	CTE Administrator	Randolph County School System
Dr. Robert Shackelford	President	Randolph Community College
Mrs. Anne Hockett	Vice President of Instructional Services	Randolph Community College
Mrs. Melinda Eudy	Dean of Curriculum Programs	Randolph Community College

**NC Central Region  
Pathways to Prosperity  
Strategic Plan**

# NC Central Region Pathways to Prosperity Strategic Action Plan Committee Level: Intermediaries

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**Intermediary Functions:** Local or regional intermediaries serve as conveners, brokers and technical assistance providers to schools and employers engaged in building and sustaining career pathways. Intermediaries recruit business, non-profit and public employers and ensure vision is understood and supported by participating leaders.

**Enabling Conditions:**

1. Committed partners locally (school districts, community college, 5 Chambers of Commerce, the EDC, Workforce Development, and others)
2. Economic necessity

**Change Description (Goals):**

Goal 1—To integrate the local Advanced Manufacturing employers, school systems, and economic intermediaries through Randolph Community College's related Advising Committees so that 60% or more of the students following the Advanced Manufacturing pathway are employed locally following graduation.

Goal 2— To use the *Pathways to Prosperity* program evaluation to annually adjust curriculum and instruction at the area high schools and at Randolph Community College to ensure relevance with current industry needs.

**Expected Impact:**

Goal 1—

1. Provide the forum for area industry to inform Randolph Community College of the skills necessary to be highly effective in work positions that are available.
2. Serve students by increasing the number of apprenticeships that are available.
3. Provide the forum for industry leaders to network with other industry leaders.

Goal 2—

This program evaluation will provide high school teachers and RCC instructors the data they need to adjust their teaching to fit specific needs of local industry.

Strategic Action Steps	Person(s) Responsible	Timeline for Implementation	Current Status of Strategic Action Step
Lists provided to the workgroup members currently sitting on related Advisory Committees at RCC	Dr. Bob Shackelford	November 2014	Ms. Kelly Heath from RCC sent these lists out to group members on 11/25/14
The two school systems will decide who would be best to sit on the Advising Committees (preferably an administrator and a teacher)	Ms. Nancy Cross (RCSS) & Dr. Julie Pack (ACS)	February 2015	
The Chamber of Commerce will examine the Advising Committee lists to see that the proper industry leaders are indicated as members, ensuring a wide swath from across the county (versus just Asheboro)	Ms. Linda Brown	February 2015	
Representatives from the pertinent intermediary groups (EDC, Workforce Development, Employment Security Commission, etc.) will be selected to serve on the various Advising Committees.	Ms. Bonnie Renfro	February 2015	
<p>A data collection system to track students and their acquired skills will be developed.</p> <ul style="list-style-type: none"> <li>• Credential Data</li> <li>• Employer Survey</li> <li>• Input of Advisory Committees</li> <li>• Concentrator Feedback Surveys</li> </ul>	CDCs, Ms. Barnes, Ms. Evans, & Ms. Hockett (or Designee)	May 2015	
A timeline for the review of data will be created.	Ms. Setzer Grosch, Ms. Barnes, Ms. Evans, & Ms. Hockett (or Designee)	May 2015	
Curriculum will be adjusted in a timely fashion, based upon the completed program evaluation and data analysis.	Ms. Setzer Grosch, Ms. Barnes, Ms. Evans, & Ms. Hockett (or Designee)	May 2015	

**Outcomes Measurements/Results:**

- Short term - Integration of the various parties has taken place on the Advising Committees, as measured by the attendance rosters.
- Long term - an increase in the number of employed graduates in advanced manufacturing jobs as measured by tracking of the student cohort groups each year.
- Long term- a decrease in the number of businesses reporting a shortage of high-quality, employable graduates as measured by a survey of employers. This survey will be created by the Economic Development Corporation (EDC).

**Committee Members:**

**Facilitator**—Mr. Brian Saunders, Principal, Guy B. Teachey Elementary School, Asheboro, NC  
Ms. Michelle Harrell, Business Development, Sentry Fire Protection, Asheboro, NC  
Ms. Bonnie Renfro, President, Randolph County Economic Development Corporation, Asheboro, NC  
Mr. Kevin Franklin, Business & Industry Coordinator, Randolph Economic Development Corporation, Asheboro, NC  
Ms. Linda Brown, President, Asheboro-Randolph Chamber of Commerce, Asheboro, NC  
Ms. Gayle Higgs, School Counselor, Asheboro High School  
Ms. Catherine Berry, Assistant Superintendent for Curriculum & Instruction, Randolph County School System  
Ms. Anne Hockett, Vice President for Instructional Services, Randolph Community College, Asheboro, NC  
Dr. Robert Shackelford, President, Randolph Community College, Asheboro, NC

## NC Central Region Pathways to Prosperity Strategic Action Plan Committee Lever: Employer Engagement

**Employer Engagement:** Employers are committed to providing a continuum of learning opportunities at the workplace throughout the 9-14 career pathway. Employers collaborate with educators and are supported by intermediaries in structuring and managing workplace learning. Employers support students' transition into the local labor market.

**Change Description (Goals):**

Expose Randolph County and Asheboro City Schools 10th grade students to Advanced Manufacturing through student visits to local companies.

**Expected Impact:**

Increased awareness by participating students of the opportunities and working conditions that exist in Randolph County in the Advanced Manufacturing industry.

Strategic Action Steps	Person(s) Responsible	Timeline for Implementation	Current Status of Strategic Action Step
Leverage Randolph Community College's previously established relationships with Advanced Manufacturing companies to identify potential companies willing to participate in this collaborative effort.	Mr. Elbert Lassiter	Companies for first year selected - by end of January 2015	
Select companies for pilot program and determine contact person at the company (possibly HR Managers).	Employee Engagement Committee	Student visits- by end of 2014-2015 school year (target March 2015 when ACT tests are administered)	
Coordinate student visits to selected companies. 1st year- 25 students selected from each school based on teacher recommendations; 2-4 companies 2nd year- 50 students; 4-6 companies 3rd year - 75 students; 6-10 companies	Career Development Coordinators at each high school in cooperation with each district's Career and Technical Education Director	March of each school year (March 3, 2015—Year 1)	

**Outcomes Measurements/Results:**

- Agreements/meetings with industry partners
- Scheduled student visits
- Student survey/test to gauge increase in awareness by participating students

**Committee Members:**

**Facilitator**— Mr. Rick Powell, CEO, PEMMCO Manufacturing Inc. Asheboro, NC  
Mr. Howie Sotherly, Regional Partnerships, Regional Workforce Development Board, Asheboro, NC  
Ms. Kathy Slovak, Director, Regional Workforce Development Board, Asheboro, NC  
Mr. Michael Fleming, Technology Education Teacher, Asheboro High School  
Ms. Kim Hall, School Counselor, Providence Grove High School, Climax, NC  
Mr. Elbert Lassiter, Vice President for Workforce Development & Continuing Education, Randolph Community College, Asheboro, NC  
Mr. Brett Crisp, Public Relations Coordinator, Asheboro City Schools  
Dr. Terry Worrell, Superintendent, Asheboro City Schools

# NC Central Region Pathways to Prosperity Strategic Action Plan

## Committee Lever: Career Information and Advising

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**Career Information and Advising System:** Starting in the middle grades, students are exposed to a wide range of career options, information, and opportunities to learn about high school and post-secondary courses of study leading to careers. Students engage in a 9-14 continuum of work-based learning opportunities in their chosen career areas. Intermediaries, employers and community-based organizations help young people make informed choices throughout the 9-14 career pathways.

### **Change Description (Goals):**

- Create awareness in Randolph County about advanced manufacturing.
- Create a better understanding about modern day manufacturing and break the negative stereotypes about manufacturing.
- Make sure students are aware of the opportunities available in Randolph County. Our primary target will be students in Randolph and Asheboro City high schools.
- Middle school students will participate in career interest inventories that will help match their interests and hobbies with relevant careers and occupations. All 8th grade students will take tours of the different programs offered at the corresponding high schools. This will allow high school teachers to reach out and recruit students for their program areas.

### **Expected Impact:**

By increasing awareness about manufacturing, we will see a three phase improvement in these areas:

1. Enrollment in high school manufacturing classes will increase.
2. Enrollment in Advanced Manufacturing programs at RCC will increase.
3. An increase in employment in manufacturing jobs in Randolph County.

Impact will be measured with employment and enrollment data. Also, surveys for the students and teachers involved will be used to track data relating to increasing awareness.

Strategic Action Steps	Person(s) Responsible	Timeline for Implementation	Current Status of Strategic Action Step
<p>Hold an Advanced Manufacturing expo at RCC.</p> <ul style="list-style-type: none"> <li>• Encourage attendance from all school attendance zones: <ul style="list-style-type: none"> <li>○ October Date—8<sup>th</sup> Grade Focus</li> <li>○ April Date—10<sup>th</sup> Grade Focus</li> </ul> </li> <li>• Students will take a tour of the RCC manufacturing facility and programs.</li> <li>• Parents will be informed and have the opportunity to attend the expo as well.</li> <li>• Manufacturing representatives will provide employment data and earnings potential to the students.</li> <li>• Representatives from industries will also set up in the conference room to talk and inform students about opportunities with their companies and businesses.</li> </ul>	<p>Ms. Melinda Eudy, CTE Directors, Career Development Coordinators, Instructional Management Coordinators</p>	<p>Biannually (October and April coinciding with Manufacturing Day and Week)</p>	
<p>Create information pamphlet to be distributed to schools, colleges, and local business. Pamphlet will provide information about manufacturing and will be provided in English and Spanish.</p>			
<p>Implement another manufacturing program in a high school in Randolph County or Asheboro City.</p>			

**Outcomes Measurements/Results:**

- Increase enrollment in RCC manufacturing programs
- Implement another manufacturing program in the high schools. Recruit and market in middle schools to boost enrollment.
- Increase employment in entry level manufacturing careers.
- Increase overall awareness of Advanced Manufacturing in Randolph County and Asheboro City.

## **Committee Members:**

**Facilitator**— Mr. Andy Hines, Career Development Coordinator, Randleman High School  
Ms. Jennifer Smith, Assistant Superintendent for Curriculum & Instructions, Asheboro City Schools  
Mr. David Smith, Mayor, City of Asheboro  
Mr. Kurt Sullivan, Quality Manager, The Timken Company, Randleman, NC  
Ms. Natasha Dowdy, Director of Administration, United Brass Works, Inc., Randleman, NC  
Mr. Tom Jones, Electrical Systems Technology Instructor, Randolph Community College  
Mr. Jim Rains, Architect, Randolph County School System Parent Representative  
Mr. Chris Atkins, Career Development Coordinator, Providence Grove High School, Climax, NC  
Dr. Brian Toth, Principal, Asheboro High School, Asheboro, NC  
Mr. Reynolds Lisk, Member-RCC Board of Trustees, Randolph Community College  
Dr. Stephen Gainey, Superintendent, Randolph County School System

# NC Central Region Pathways to Prosperity Strategic Action Plan Committee Lever: Career Pathways

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**Career Pathways:** High schools and community colleges create 9-14 career pathways with clear structures, timelines, costs, and requirements linking and integrating high school and post-secondary curriculum and aligning both with labor market requirements.

**Enabling Conditions:**

"The current environment" What is needed in an entry level employee?-literacy, numeracy, statistics, measurement, ability to read blue prints, be on time, have soft skills, team work, trouble-shooting. Employers want to know if the candidate is trainable and if they have potential. What is the definition of Advanced Manufacturing?

**Change Description (Goals):**

***Long-Term Goals—***

Create a curriculum team consisting of industry leaders, RCC, and teacher from both systems to develop a Local Course Option Advanced Manufacturing Exploratory Course. This course will serve as a starting point prior to delving into a specific pathway within the Advanced Manufacturing field.

*[This goal has been addressed by a curriculum developed by the NC Department of Public Instruction, which is releasing an Advanced Manufacturing curriculum for implementation in 2015-2016. Therefore, the group has decided to table this goal until examination of the curriculum has taken place.]*

***Short-Term Goal—***

Create pathway documents to begin planning for the 2015-2016 registration at ACS/RCSS high schools. These documents will include a 6 year plan for students who want to be part of the various Advanced Manufacturing programs at RCC.

**Expected Impact:**

Students, parents, counselors and all other stakeholders will be intentional in high school course planning so that the outcome will be that students are equipped and prepared for a career in Advanced Manufacturing.

Strategic Action Steps	Person(s) Responsible	Timeline for Implementation	Current Status of Strategic Action Step
<p>Ms. Melinda Eudy and team (see below) will create a student friendly format to display the pathways by February in preparation for high school registration.</p> <p>Complete all pathways, including electrical, machining, welding and mechatronics</p>	<p>Ms. Melinda Eudy, CTE Directors, Career Development Coordinators, Instructional Management Coordinators</p>	<p>By January 6th meeting, finalize a pathway document</p> <p>Implement according to each school's registration schedule for the 2015-2016 school year</p>	<p>We have developed career pathways in electrical, machining and welding.</p> <p>Student friendly pathway documents have been created to get information into students' hands to inform them during the 2015-2016 registration period.</p>
<p>Host a joint counselors meeting at RCC to educate school counselors on the pathway options prior to registration to enhance student understanding.</p>	<p>M. Eudy, CTE Directors</p>	<p>February, annually</p>	

**Outcomes Measurements/Results:**

The major result will be an increase in students enrolling with advanced manufacturing courses at their high school and within the Career and College Promise program at Randolph Community College.

**Committee Members:**

- Facilitator*— Ms. Shea Setzer-Grosch, Career Development Coordinator, Asheboro High School
- Mr. Timothy Draughn, Sr. Supplier Quality Assurance Analyst, The Timken Company, Randleman, NC
- Mr. Donald Yates, Global Maintenance Reliability Manager, Energizer Battery, Inc., Asheboro, NC
- Ms. Sheila Barnes, Local Office Manager, North Carolina Division of Workforce Solutions (ESC)
- Mr. Chuck Conrad, Trades & Industry Education, Randleman High School
- Mr. David Posey, Trades & Industry Education, Randleman High School
- Mr. Eric Johnson, Principal, Wheatmore High School, Trinity, NC
- Ms. Melinda Eudy, Dean of Curriculum Programs, Randolph Community College, Asheboro, NC
- Dr. Julie Pack, Director of Secondary Education, Asheboro City Schools
- Ms. Kim Johnson, Director 9-12 Instruction & ESL, Randolph County School System, Asheboro, NC
- Ms. Nancy Cross, Administrator, Career and Technical Education, Randolph County School System

STUDENT NAME: \_\_\_\_\_ CTE Career Cluster: Manufacturing  
 Anticipated HS Graduation: \_\_\_\_\_ CTE Career Pathway: Production  
 Anticipated RCC Graduation: \_\_\_\_\_ RCC Program Area: Computer-Integrated Machining (CIM)

High School		Potential Careers
HIGH SCHOOL	<b>9th Grade</b> <input type="checkbox"/> English I <input type="checkbox"/> Math I <input type="checkbox"/> Earth/Env <input type="checkbox"/> WH  <input type="checkbox"/> Metals I <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<b>10th Grade</b> <input type="checkbox"/> English II <input type="checkbox"/> Math II <input type="checkbox"/> Biology <input type="checkbox"/> Civics  <input type="checkbox"/> Metals II (Can articulate as MAC 111, MAC 131, and MAC 151) <input type="checkbox"/> <input type="checkbox"/>
	<b>11th Grade</b> <input type="checkbox"/> English III <input type="checkbox"/> Math III <input type="checkbox"/> Chemistry or Physical Science <input type="checkbox"/> American History I  <b>Fall</b> <input type="checkbox"/> MAC 111A*^~ <input type="checkbox"/> MAC 124*^#~ <input type="checkbox"/> MAC 131*^@~ <b>Spring</b> <input type="checkbox"/> MAC 111B*^~ <input type="checkbox"/> MAC 122*^#@~ <input type="checkbox"/> MAC 151*^~ <b>NOTE:</b> MAC 111A and MAC 111B = MAC 111	
DUAL LEARNING (HS/RCC)		<b>Certificates/Certifications</b> <input type="checkbox"/> CIM Fundamentals Certificate (courses indicated with *) <input type="checkbox"/> CIM Certificate (courses indicated with ^) <input type="checkbox"/> CNC Turning Certificate (courses indicated with #) <input type="checkbox"/> CNC Milling Certificate (courses indicated with ")  <b>Summer</b> <input type="checkbox"/> MAC 143~ <input type="checkbox"/> MEC 231*^\$~
<b>Randolph Community College</b>		
RCC	<b>Year 13</b> <b>Fall</b> <input type="checkbox"/> ENG 111~ <input type="checkbox"/> ACA 111~ <input type="checkbox"/> S/BS <input type="checkbox"/> MAC 214 <b>Spring</b> <input type="checkbox"/> ENG 114~ <input type="checkbox"/> PHY 110 <input type="checkbox"/> H/FA <input type="checkbox"/> MAC 222*^\$~ <b>Summer</b> <input type="checkbox"/>	<b>Year 14</b> <b>Fall</b> <input type="checkbox"/> MAC 224*^\$~ <input type="checkbox"/> MAC 241\$~ <input type="checkbox"/> <b>Spring</b> <input type="checkbox"/> MAC 242\$~ <input type="checkbox"/> MAC 245 or WBL 111 <input type="checkbox"/>
	<b>Potential Work-Based Learning Sites</b>	<b>Postsecondary Certificates/Credentials</b> <input type="checkbox"/> NIMS 1 MMS <input type="checkbox"/> NIMS 2 JBL <input type="checkbox"/> NIMS 3 Milling <input type="checkbox"/> NIMS 4 Turning <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Programming Turning & Milling Certificate (courses indicated with @) <input type="checkbox"/> Advanced Machining Certificate (courses indicated with \$) <input type="checkbox"/> Diploma (courses indicated with ~) <input type="checkbox"/> Degree (all RCC courses listed above)

STUDENT NAME: \_\_\_\_\_ CTE Career Cluster: Manufacturing  
 Anticipated HS Graduation: \_\_\_\_\_ CTE Career Pathway: Maintenance, Installation, and Repair  
 Anticipated RCC Graduation: \_\_\_\_\_ RCC Program Area: Electrical Systems Technology (EST)

High School		Potential Careers
HIGH SCHOOL	<b>9th Grade</b> <input type="checkbox"/> English I <input type="checkbox"/> Math I <input type="checkbox"/> Earth/Env <input type="checkbox"/> WH  <input type="checkbox"/> Electronics I (Can articulate as ELC 111) <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
	<b>10th Grade</b> <input type="checkbox"/> English II <input type="checkbox"/> Math II <input type="checkbox"/> Biology <input type="checkbox"/> Civics  <input type="checkbox"/> Electronics II (Can articulate as ELN 133) <input type="checkbox"/> Electronics III (Can articulate as ELC 112) <input type="checkbox"/> <input type="checkbox"/>	
DUAL LEARNING (HS/RCC)	<b>11th Grade</b> <input type="checkbox"/> English III <input type="checkbox"/> Math III <input type="checkbox"/> Chemistry or Physical Science <input type="checkbox"/> American History I <input type="checkbox"/>  <u>Fall</u> <input type="checkbox"/> ELC 111*^#@ <input type="checkbox"/> ELC 112*#@ <input type="checkbox"/> ELC 113*#@ <input type="checkbox"/> ELC 115*#@	<b>12th Grade</b> <input type="checkbox"/> English IV <input type="checkbox"/> 4th Math <input type="checkbox"/> Physics <input type="checkbox"/> American History II <input type="checkbox"/>  <u>Fall</u> <input type="checkbox"/> ELC 125*^#@ <input type="checkbox"/> ELC 117@ <input type="checkbox"/> MAC 118#@ <input type="checkbox"/> ELC 128^@
	<b>Certificates/Certifications</b> <input type="checkbox"/> EST Wiring (courses indicated with *) <input type="checkbox"/> EST PLC (courses indicated with ^) <input type="checkbox"/> EST Certificate (courses indicated with #)  <u>Summer</u> <input type="checkbox"/> ELC 228^@	
<b>Randolph Community College</b>		
RCC	<b>Year 13</b> <u>Fall</u> <input type="checkbox"/> ENG 111@ <input type="checkbox"/> ACA 111@ <input type="checkbox"/> AHR 215 <input type="checkbox"/> ELC 116  <u>Spring</u> <input type="checkbox"/> ENG 114 <input type="checkbox"/> PHY 121@ <input type="checkbox"/> ELN 229  <u>Summer</u> <input type="checkbox"/> ELC 215 <input type="checkbox"/> ELN 131@	<b>Year 14</b> <u>Fall</u> <input type="checkbox"/> S/BS <input type="checkbox"/> ALT 120 <input type="checkbox"/> ELN 133  <u>Spring</u> <input type="checkbox"/> H/FA <input type="checkbox"/> ATR 212 <input type="checkbox"/> HYD 110 or WBL 111
	<b>Potential Work-Based Learning Sites</b>	<b>Postsecondary Certificates/Credentials</b> <input type="checkbox"/> ETA <input type="checkbox"/> CFC License <input type="checkbox"/> Fanuc <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Diploma (courses indicated with @) <input type="checkbox"/> Degree (all RCC courses listed above)

**STUDENT NAME:** \_\_\_\_\_ **CTE Career Cluster:** Manufacturing  
**Anticipated HS Graduation:** \_\_\_\_\_ **CTE Career Pathway:** Maintenance, Installation, and Repair  
**Anticipated RCC Graduation:** \_\_\_\_\_ **RCC Program Area:** Mechatronics Engineering Technology (MET)

High School		Potential Careers
HIGH SCHOOL	<b>9th Grade</b> <input type="checkbox"/> English I <input type="checkbox"/> Math I <input type="checkbox"/> Earth/Env <input type="checkbox"/> WH  <input type="checkbox"/> Electronics I (Can articulate as ELC 111) <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<b>10th Grade</b> <input type="checkbox"/> English II <input type="checkbox"/> Math II <input type="checkbox"/> Biology <input type="checkbox"/> Civics  <input type="checkbox"/> Electronics II <input type="checkbox"/> Electronics III (Can articulate as ELC 112) <input type="checkbox"/> <input type="checkbox"/>
	<b>11th Grade</b> <input type="checkbox"/> English III <input type="checkbox"/> Math III <input type="checkbox"/> Chemistry or Physical Science <input type="checkbox"/> American History I <input type="checkbox"/>  <u>Fall</u> <input type="checkbox"/> ELC 111*^ <input type="checkbox"/> ELC 112*^ <input type="checkbox"/> ELC 125*^ <input type="checkbox"/> ELC 128*^ <input type="checkbox"/> ISC 112*^	
DUAL LEARNING (HS/RCC)		<b>Certificates/Certifications</b> <input type="checkbox"/> MET Certificate (courses indicated with *) <input type="checkbox"/> <input type="checkbox"/>
Randolph Community College		
RCC	<b>Year 13</b> <u>Fall</u> <input type="checkbox"/> ENG 111^ <input type="checkbox"/> ENG 114 <input type="checkbox"/> ACA 111^ <input type="checkbox"/> MAT 121^ <input type="checkbox"/> ELC 213^ <input type="checkbox"/> DFT 119 <input type="checkbox"/> PHY 131^	<b>Year 14</b> <u>Fall</u> <input type="checkbox"/> MEC 130 <input type="checkbox"/> S/BS <input type="checkbox"/> H/FA  <u>Spring</u> <input type="checkbox"/> ELC 117 <input type="checkbox"/> HYD 110 <input type="checkbox"/> ELN 235 or WBL 111
	<b>Potential Work-Based Learning Sites</b>	
	<b>Postsecondary Certificates/Credentials</b> <input type="checkbox"/> <input type="checkbox"/> Diploma (courses indicated with ^) <input type="checkbox"/> Degree (all RCC courses listed above) <input type="checkbox"/>	

STUDENT NAME: \_\_\_\_\_ CTE Career Cluster: Manufacturing  
 Anticipated HS Graduation: \_\_\_\_\_ CTE Career Pathway: Production  
 Anticipated RCC Graduation: \_\_\_\_\_ RCC Program Area: Welding Technology

High School		Potential Careers	
HIGH SCHOOL	<b>9th Grade</b> <input type="checkbox"/> English I <input type="checkbox"/> Math I <input type="checkbox"/> Earth/Env <input type="checkbox"/> WH  <input type="checkbox"/> Welding Tech I (can articulate as WLD 110) <input type="checkbox"/> <input type="checkbox"/>	<b>10th Grade</b> <input type="checkbox"/> English II <input type="checkbox"/> Math II <input type="checkbox"/> Biology <input type="checkbox"/> Civics  <input type="checkbox"/> Welding Tech II (can articulate as WLD 121) <input type="checkbox"/> Welding Tech III (can articulate as WLD 122) <input type="checkbox"/> <input type="checkbox"/>	
	<b>11th Grade</b> <input type="checkbox"/> English III <input type="checkbox"/> Math III <input type="checkbox"/> Chemistry or Physical Science <input type="checkbox"/> American History I <input type="checkbox"/>  <u>Fall</u> <input type="checkbox"/> WLD 115* <input type="checkbox"/>  <u>Spring</u> <input type="checkbox"/> WLD 110* <input type="checkbox"/>	<b>12th Grade</b> <input type="checkbox"/> English IV <input type="checkbox"/> 4th Math <input type="checkbox"/> Physics <input type="checkbox"/> American History II <input type="checkbox"/>  <u>Fall</u> <input type="checkbox"/> WLD 141* <input type="checkbox"/>  <u>Spring</u> <input type="checkbox"/> WLD 121* <input type="checkbox"/>	<b>Certificates/Certifications</b> <input type="checkbox"/> Welding Certificate (courses indicated with *)  <u>Summer</u> WLD 151
<b>Randolph Community College</b>			
RCC	<b>Year 13</b> <u>Fall</u> <input type="checkbox"/> WLD 131 <input type="checkbox"/> <input type="checkbox"/>  <u>Spring</u> <input type="checkbox"/> ENG 102 <input type="checkbox"/> MAT 110 <input type="checkbox"/> WLD 116 <input type="checkbox"/> WLD 122 <input type="checkbox"/> WLD 132	<b>Year 14</b> <u>Fall</u> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>  <u>Spring</u> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
	<b>Potential Work-Based Learning Sites</b>		<b>Postsecondary Certificates/Credentials</b>
			<input type="checkbox"/> Diploma (all RCC courses listed above) <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

## Appendix A

### Acronyms Glossary

<b>Acronym</b>	<b>Meaning</b>
ACS	Asheboro City Schools
RCSS	Randolph County School System
RCC	Randolph Community College
CTE	Career & Technical Education
DPI	Department of Public Instruction
LEA	Local Education Administration
ESL	English as a Second Language
CEO	Chief Executive Officer
ESC	Employment Security Commission
EDC	Economic Development Corporation
CDC	Career Development Coordinator
HR	Human Resource
ACT	Test Given to determine College Readiness (not a true acronym)

## Appendix B Meeting Agendas

### Central Region Pathways to Prosperity November 6, 2014 Asheboro, Professional Development Center Presiding: Eric Leazer (704) 213-3699

#### Objectives:

- Receive information on Pathways to Prosperity
- Receive information on Asset Mapping
- Understand the Pathways to Prosperity process

### AGENDA

11:30	Welcome	Dr. Julie Pack
	Working Lunch	
11:45	Why Pathways to Prosperity	
11:50	Understanding Pathways to Prosperity	Eric Leazer
	Overview of Pathways to Prosperity process	Eric Leazer
	Asset mapping results	
	Industry target sector on which to focus	
	Questions	
12:15	Group Work	
12:45	Group Reports	
12:55	Preview of next meeting (November 6, 2014)	Eric Leazer
1:00	Adjournment	

**Pathways to Prosperity**  
**Central Region**  
**November 13, 2014**  
**RCC- Continuing Education and Industrial Center**  
**Presiding: Eric Leazer (704) 213-3699**

**Objectives:**

- Review information on Pathways to Prosperity
- Understand the Strategic Planning Process
- Participate in the strategic planning

**AGENDA**

- |              |  |                          |
|--------------|--|--------------------------|
| <b>11:30</b> | <b>Welcome</b>                                   | <b>Dr. Terry Worrell</b> |
| <b>11:35</b> | <b>Review and Focus</b>                          | <b>Eric Leazer</b>       |
| <b>11:40</b> | <b>Working Lunch (Strategic Plan Committees)</b> |                          |
| <b>12:50</b> | <b>Committee Reports</b>                         |                          |
| <b>12:55</b> | <b>Preview of next meeting (September 11)</b>    | <b>Eric Leazer</b>       |
| <b>1:00</b>  | <b>Adjournment</b>                               |                          |

**Pathways to Prosperity**  
**Central Region**  
**December 4, 2014**  
**RCC- Continuing Education and Industrial Center**  
**Presiding: Eric Leazer (704) 213-3699**

**Objectives:**

- **Review Pathways to Prosperity Process**
- **Review the Strategic Planning Process**
- **Participate in Pathways to Prosperity strategic planning**

**AGENDA**

- |              |  |                    |
|--------------|--|--------------------|
| <b>11:30</b> | <b>Welcome</b>                                   | <b>Eric Leazer</b> |
| <b>11:35</b> | <b>Review and Focus</b>                          |                    |
| <b>11:40</b> | <b>Working Lunch (Strategic Plan Committees)</b> |                    |
| <b>12:50</b> | <b>Committee Reports</b>                         |                    |
| <b>12:55</b> | <b>Preview of next meeting (January 6, 2015)</b> |                    |
| <b>1:00</b>  | <b>Adjournment</b>                               |                    |

**Pathways to Prosperity**  
**Central Region**  
**January 6, 2015**  
**RCC- Continuing Education and Industrial Center**  
**Presiding: Eric Leazer (704) 213-3699**

**Objectives:**

- **Participate in Pathways to Prosperity strategic planning**
- **Finalize Central Region Pathways to Prosperity Strategic Plan**

**AGENDA**

- 11:00 Welcome** **Eric Leazer**
- 11:05 Review and Focus**
- 11:30 Strategic Planning by Committee (working lunch)**
- 12:40 Strategic Plan Reports**
- 1:00 Adjournment**