

**Minutes of the Regular Meeting of the**

**STATE BOARD OF CAREER AND TECHNOLOGY EDUCATION  
HELD AT THE HODGE EDUCATION BUILDING, 2500 NORTH LINCOLN  
BOULEVARD, OKLAHOMA CITY, OKLAHOMA**

**July 21, 2022**

The State Board of Career and Technology Education began its regular meeting at 9:07 a.m., Thursday, July 21, 2022 at the Hodge Education Building, Room 1-20, Oklahoma City, OK; and the meeting was also streamed on Youtube. Notice was properly given, and the final Agenda was posted at 7:18 a.m., July 20, 2022, in accordance with 25 O.S. 2011, § 311(9).

Members of the State Board of Career and Technology Education present and all appeared in person:

Ms. Joy Hofmeister, State Superintendent of Public Instruction and Chair of the Board  
Dr. Lee Denney, Interim State Director, ex-officio nonvoting member  
Mr. Michael Brown, Lawton  
Mr. Peter Dillingham, Enid  
Ms. Shaelynn Haning, Tulsa  
Mr. Edward Hilliary, Elgin

Members of the State Board of Career and Technology Education not present:

Mr. Brian Bobek, Oklahoma City  
Mr. Randy Gilbert, Tecumseh  
Ms. Estela Hernandez, Oklahoma City

Attendees from the Oklahoma Department of Career and Technology Education and other guests:

See Attachment A.

### **CALL TO ORDER**

Superintendent Hofmeister called the meeting to order at 9:07 a.m. Ms. Angela Jones called the roll and ascertained there was a quorum.

### **SUPERINTENDENT'S COMMENTS**

Superintendent Hofmeister said it's very good to see everyone again. We're eager to get the meeting started so I'll go ahead and turn it over to Dr. Denney.

### **DIRECTOR'S COMMENTS**

Dr. Denney said welcome everyone.

The Oklahoma Department of Career and Technology Education has awarded our lottery funds of more than \$4.5 million dollars. CareerTech awarded \$2,064,816 dollars in grants to 26 technology centers for the 2022-2023 year and \$2,056,516 dollars in grants to our K-12 schools for the 2022-2023 year along with 388 scholarships worth a total of \$400,150 for the 2021-2022 school year.

Summer is a time when our CTSO's (CareerTech Student Organizations) go to national conferences. We had more than 150 Oklahoma FCCLA students compete in 91 events at the 77th FCCLA National Leadership Conference and they brought home over 50 contest honors. Oklahoma Family, Career and Community Leaders of America had a delegation of 317 people, 10 national champions, 5 runner ups, three 3rd place finishers along with 41 top 10 qualifiers. Our students did really well in addition our state chapter received an award for a membership increase. Oklahoma FCCLA broke its membership record with 14,700 members. State President, Aubrey Phillips of Westville FCCLA accepted the membership increase award.

Oklahoma SkillsUSA brought home honors from Atlanta, Georgia at the 58th National Leadership and Skills Conference. They won 74 medals (38 gold, 22 silver, 14 bronze) to place them second in the nation for number of medals earned. Oklahoma SkillsUSA had 177 competitors place in top 10 during the conference.

Oklahoma Technology Student Association (TSA) had their national conference in Dallas, Texas. They won the award for the Most Middle School Chapters and the Oklahoma chapter advisors of the year were recognized: Susan James of Santa Fe High School in Edmond and Paul Wollenberg from Purcell Junior High School. Oklahoma TSA students earned three 1<sup>st</sup> place awards, two 2<sup>nd</sup> place awards and three 3<sup>rd</sup> place awards. The first place awards went to teams from Stillwater Junior High, Edmond Santa Fe High School and Roland Middle School.

Oklahoma Health Occupations Student Association (HOSA) had their national conference in Nashville, Tennessee. They brought home more than 60 medals along with other honors. 225 students, advisors and guests represented 47 Oklahoma HOSA chapters. The students earned twenty-two 1<sup>st</sup> place gold medals, twenty 2<sup>nd</sup> place silver medals and nineteen 3<sup>rd</sup> place bronze medals. In addition, we had 23 students score in the top 10 in their competitions.

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I don't know if you've heard this story or not, but this is pretty exciting for our post-secondary students while in Nashville at the conference. The very first night two paramedic instructors and their students were approached by two severely injured victims that had been attacked by someone with a machete. The paramedic students immediately ran toward the victims to provide lifesaving first aid. Putting their training and their skills to work, they bandaged, applied a tourniquet and they attended to a severe neck wound. Although these individuals were critically wounded both are expected to survive, thanks to the quick and professional actions of the students. I got to meet one of the instructors, she is from the Kiamichi Technology Center, and she said you know it was great; these were post-secondary students and about ready to graduate, this was the last thing they did before graduation. The instructor said we stood back, gave instructions and the students performed beautifully. There was a policeman on site that came, and he only had a first aid bag. That's all the equipment they had, and they saved these two people's lives. So, I'm very proud of those students from Kiamichi Technology Center.

We've started a new editorial product called CareerTech Conversations and it's a video podcast series featuring the many ways CareerTech is helping our students and our businesses. I was fortunate enough to be one of the first people interviewed on the podcast and then Carter Merkel who's our program manager for OKPTAC. You can go to the bottom of our CareerTech page if you want to listen to these podcasts.

We've been hosting our new teacher academies in Stillwater and at Meridian Technology Center in Guthrie. We've been in the new Guthrie facility and that's been very nice and kind of a central location for teachers. New teacher academy is for first year and second year teachers if they missed the new teacher academy by being hired after it was over. It's been fun to see the excitement in these teachers as they prepare to take over classrooms this past week.

We underwent a crisis communication response training recently and it was handled very well. We're very excited that you know in this day and age being ready for anything that might happen is very important so we're taking it seriously.

The last thing I want to share is August 1st and 2nd we're going to have our 55th Annual Oklahoma Summit. This year we will be in Tulsa at the Cox Business Convention Center. The Summit is a joint summit between the agency and then our association, OKACTE, so we've been working very hard on all the final details. The conference hosts everyone associated with CareerTech, so we expect to have more than 4,000 people there. It's a great time to network through divisions and also, it's an opportunity for professional development for our teachers.

We've been very busy even though it's summer. We have had some people leave the agency so we're busy hiring new people to fill the different spots in the agency. I tell everybody at the agency summertime is when people in educational entities make the move and it's a normal situation. We're just looking forward to see who comes on board and we're wishing everyone who either retired or moved on to other jobs the best of luck and we will miss them.

### **1.05 MINUTES OF THE JUNE 16, 2022 REGULAR MEETING**

Mr. Hilliary moved to approve the minutes of the June 16, 2022 regular meeting. Mr. Brown seconded the motion. The motion carried with the following votes: Mr. Hilliary, yes; Ms. Haning, yes; Mr. Dillingham, yes; Mr. Brown, yes; Superintendent Hofmeister, yes. Motion carried. A copy of the minutes is on file at the Oklahoma Department of Career and Technology Education.

### **MANAGEMENT INFORMATION**

#### **2.01 PRESENTATION ON THE CAREERTECH FOUNDATION WITH MR. DWIGHT HUGHES, SUPERINTENDENT OF AUTRY TECHNOLOGY CENTER AND CAREERTECH FOUNDATION BOARD MEMBER**

Mr. Hughes said thank you Superintendent Hofmeister, Dr. Denney, thanks for having me. My name is Dwight Hughes, I get to serve as Superintendent of Autry Technology Center. Before I get started on the foundation just a quick comment if I can; I wanted to say thank you. I started my career at Meridian Technology Center and then went to Northwest Technology Center and I've been at High Plains Technology Center and to Autry Technology Center; I love Northwest Oklahoma. I did want to say to these, and I heard Dr. Denney say experts over here (speaking about the Sr. Leadership team at CareerTech) and we truly think that in the field. I want to say thank you to this group sitting over here; we truly rely on these folks at the technology center. I feel like it's just extra staff for us, that we can call on about any time and get the answers we need. I just want to say publicly to you guys thank you very much for all you do for the schools; you probably don't hear it enough, but I want you to know at Autry we do appreciate it and everywhere I've been it's always been great to have that group so thank you.

Now to what I was asked to do. You do have a folder at your places and I have a wonderful marketing department so shameless plug; the folders are Autry Technology Center (Autry) not CareerTech Foundation but you've got a pen from us also. We did want to kind of give some highlights and let you know that Oklahoma CareerTech has a wonderful foundation. I think sometimes it gets a little overshadowed because most every Technology Center has a foundation of their own; I know Autry does but we did want you, as our board, to know that we do have a foundation. It's an active foundation and we had a phenomenal Hall of Fame banquet. The information in your folder has the six inductees. I would say that all six are CareerTech champions, they all have given most of them 30 plus years some in the 40s to CareerTech. Also, I felt like this is a good cross-section of CareerTech; we had ag related, we had family and consumer sciences, we had a couple of technology center superintendents, we had folks from the agency, and we had folks in the field. I felt like that was a great representation this year. Because of COVID we were playing a little catch up with inductees; we usually don't have that many. I'm also proud to say that it was our largest attended hall of fame ever, I believe 340 attendees and that's a big thanks to a lot of the agency staff to help pull that off because we sure couldn't do it without them.

There's also a list in your folder of the Otha Grimes Scholarship besides the hall of fame banquet, which I think is a very important piece that the CareerTech foundation board does. I also gave you a list of our officers on the board and you can see the board itself and the officers is a good cross-section of some retirees but also some current folks and some industry folks. I feel like we have a really good board that does a really good job when we get together and talk about things that relate to the foundation.

The last sheet in the folder is the Otha Grimes Scholarships. I thought you might be interested in the amounts that have been given out and the one thing that I would draw your attention to is the Spring of 2022 and we've been rolling along at about \$380,000 to \$450,000 in requests and last year we went to \$900,000 in requests. The demand is there and so I was excited to see that our hall of fame actually made money this year, we cleared about \$18,000 and that money goes back into the foundation to help with these types of scholarships.

I want to invite any of you that want to come to Autry in Enid and maybe if Mr. Dillingham is willing, we can tag team a tour of Autry and of No Man's Land Beef Jerky. The next Hall of Fame Banquet is the Fall of 2024. I just want to say thank you to this board, we do appreciate you, we know you all have full-time jobs outside of here and we appreciate all you do for CareerTech.

Superintendent Hofmeister said thank you so much for all you do and the leadership is just so critical with those kinds of supports that you give to the communities of CareerTech and all those we serve. Thank you for your work in Enid.

**2.02 PRESENTATION ON JOBS FOR AMERICA'S GRADUATES (JAG) WITH DR. LEE DENNEY AND MR. H.L. BAIRD, STATEWIDE WORK BASED LEARNING LIAISON AND JAG-OK STATE DIRECTOR**

Mr. Baird said thank you for the opportunity to share our JAG (Jobs for America's Graduates) story. As Dr. Denney said I was asked to provide leadership for JAG starting at the very end of September, early October. This is more of a brief than it would be a presentation so I'm going to be cognizant of your time.

When asked to do the presentation I thought what is the real thing and for us it's serving more students. With JAG we're going to be able to serve more students. I want to talk about Why CareerTech is leading:

- we can reach more students that we're not currently reaching. It's a new audience.
- we're going to talk about dropout prevention and then
- we're going to talk about how JAG is more than dropout prevention

I want to talk about why we're creating a new model

- what we've learned in the time that we've had JAG
- we want to talk about the flexibility this new model creates for schools and therefore the students and then



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- more students at less cost

So why is CareerTech leading? one in every four students drop out. In the school week someone drops out every 26 seconds.

Why is CareerTech doing this?

- To reach more students. It's an additional opportunity for us to reach students and talk about workforce, about the world of work, how it's done, how to get there
- It's designed for students that struggle in the traditional classroom. We're going to talk a little bit about how they do it a little bit different and how we are doing it a little different in the JAGOK classroom and
- it can be delivered in most any high school in Oklahoma

Dropout prevention and drop out recovery

- the best dropout recovery is an effective dropout prevention program. It's a little bit of that old thing an ounce of prevention is worth a pound to cure

If you look at what CareerTech does we reverse engineer we start at skill centers and then we have adult basic education and we have dropout recovery and now if we have dropout prevention it's a comprehensive plan to engage some of the most challenged students we have. If we do this right, we can go from a potential dropout to a skilled employee for the workforce and the key is getting them before they drop out.

How we do this is the JAG advantage which is three elements that the model uses:

- trauma informed care; What JAG does is seek to find the right student and so we do what's an ACES score evaluation and I'd call it ACES-ish because we're not counselors but we want to identify what baggage or challenges that the student brings to high school and see if we can engage that. The specialists are trained in how to deal with students that have had trauma. Again, they're not counselors but there's continuous training on how to deal with a student that's had some abuses; they react differently in the classroom.
- project-based learning is where we're talking about how it's designed for people that don't typically succeed in a traditional classroom. Most all of the delivery is done through project-based learning and they also have another element called voice and choice where the student may choose from three different projects of how to prove mastery.
  - they could choose from a presentation that's stand up
  - they can choose from a paper if they wanted to do that and then
  - the last piece is they have what's called a voicing choice where they appeal to how they think they can prove mastery and so the student works with the instructor and say yes if you can do that you'll meet these competencies.
- another element on it the specialists are required to do is employer engagement to help the students get a job. The specialists stay connected to the students 12 months after graduation, which is unique and then the specialists are trained on how to do employer engagement.

It's critical that we get across that it's more than just dropout recovery. If we go to a school, one of the schools we have signed up is Watts, Oklahoma, it's a small school. Another small school is

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Wewoka, Oklahoma. Not all the students that are in JAG are dropout risk people, they're not, but they all can benefit from all the skills that JAG addresses. The 37 competencies that a senior does they're all the skills that employers identify that students need today. This is a little anecdotal but it's really my experience when we talk to employers and we ask them what you want in an employee we'll talk to three to five things that are soft skills/employability skills before they ever talk about welding. That's what shows that this is valuable.

JAG's whole purpose is to get the students to understand that the life that they want is connected to getting through that first step and that's graduation.

- It provides the why and the how. Why you need it using trauma-informed instruction, project-based learning and employer engagement. They provide the how to get there.
- We let them practice in a safe environment in other words they're new skills. We're going to get them out of their comfort zone but they're going to do it while we still have a connection with them even 12 months after they graduate.
- I've talked about that it elevates the importance of high school graduation. Prior to COVID the numbers we were seeing were 67,000 to 70,000 opportunity youth in Oklahoma. For those that may be listening online that don't know the term it's 16 to 24 year olds that are neither in school, nor at work. We believe this can have an impact.

This is the curriculum map. These are the major chunks that seniors or the first year JAG students will go through.

- Team Building
- Where I am Today
- Stress and Anxiety Management
- Time Management
- Budgeting
- Decision Making/Goal Making
- Career Exploration
- Community Service
- Getting the Job
- My Career Plan

My kids could use this map, my grandkids could use this map. They're not dropout risks, those are skills that all students can use.

We talked about early on that we were going to talk about how we're doing more students less money and that is by moving the model from where the JAG instructors are state employees to being school employees which provides much more flexibility at the implementation/execution level where the school has a lot of choice in how they do it. We ran into some challenges originally with state employees on the school calendar. That was one of the things that this fixed less cost per student more flexibility in school.

Mr. Baird said so that's the brief. Any questions?

Superintendent Hofmeister said I have a question. You just mentioned that you are spending less and serving more. So, what did you spend last year?

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Mr. Baird said last year we were around \$3,000 per student with the state employees and now if we do this new model we will be in line with what we spend in dropout recovery which is around \$1100 to \$1200 per student.

Superintendent Hofmeister said how many students? What was that total amount?

Mr. Baird said the actual budget for last year I would defer to Ms. Lisa Batchelder, Chief Financial Officer, for actual numbers.

Ms. Batchelder said for fiscal year 2022 JAG was budgeted at \$575,000

Superintendent Hofmeister said how many students were served?

Mr. Baird said roughly 200 students

Dr. Denney said how much did we spend? that's what we budgeted. That was what Superintendent Hofmeister asked.

Ms. Batchelder asked Mr. Baird do you have that?

Mr. Baird said I don't know how much we spent

Ms. Batchelder said it was considerably less than that

Superintendent Hofmeister said those 200 students were in how many schools or districts?

Mr. Baird said they were originally in four and halfway through the year we had a staffing issue that took us down to three

Superintendent Hofmeister so three schools

Mr. Baird that's why I need to provide you the number that we actually spent because when they come up with the 3,000 number that was the actual budget and I apologize I don't have that with me.

Superintendent Hofmeister said then this year what again is the student enrollment that you are going to serve?

Mr. Baird said we are starting over and we're doing six schools and depending on which school it is they can enroll anywhere from 35 to 60 per specialist.

Superintendent Hofmeister said we don't know obviously but they are targeting

Mr. Baird said they're targeting we don't know exactly what they will be



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Superintendent Hofmeister said then this year what are you budgeting?

Ms. Batchelder this year we have budgeted out of general appropriation \$388,440 and out of revolving funds \$45,000. As a reminder that \$45,000 is for Broken Bow which was a donation specifically for that program.

Dr. Denney said from Weyerhaeuser

Superintendent Hofmeister said from Weyerhaeuser. How then are you serving in six schools that you're starting? What then you are serving more students with less funds. Can you explain how you're doing that and also you have, that I just want to understand, this commitment that you're making I guess in the MOU (memorandum of understanding) that you're going to follow students, however many students this is, for a full year after graduation.

Mr. Baird said the teachers will be on a 12-month contract. Part of their charge and part of the metrics in which we do the MOU and this condition they have to meet the requirements of the MOU and so the specialists actually engage the student for 12 months after graduation. They go to the employer, they connect with the student in various ways, whatever way they can and try to say how are you doing and what can we do to help, are there are there new barriers, what can we do. Sometimes it's just guiding them to the right of other service provider instead of letting them kind of sit out there and languish. They direct them to another service provider whether it's WIOA (Workforce Innovation and Opportunity Act) whatever the situation might be.

Superintendent Hofmeister are their additional questions? I will have some.

Mr. Brown said who's the MOU between?

Mr. Baird said the Oklahoma Department of CareerTech and the school

Mr. Brown said the high school?

Mr. Baird said the high school

Mr. Brown said so 25% of high schoolers in Oklahoma drop out

Mr. Baird said that's the data we got from the State Department of Education

Mr. Brown said wow

Superintendent Hofmeister said it is true that the graduate so there's a difference between dropout and graduation rate. This is a very serious issue and very serious problem. This is where I run into my challenge with this program, the need is immense. This is serving at the very most 360 students. Every year we have about 42,000 to 43,000 somewhere in that ballpark that are set to graduate and so when you are seeing resources that are pretty significant you know close to half a million before or over half a million last year and now you're talking about easily \$425,000 on such a small number of students and such a large problem. I'm questioning whether or not this is

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actually good use of funds especially when I understand you're going into with one employee into a school and you're giving them a caseload of 35 to 60 people but we're committing the money. How do we know, I mean that, is there like a limit that they have to reach a certain amount of students to keep that program? Can you tell us more about your MOU? I'm glad you brought up the MOU. What are those deliverables that are expected for those funds and how do you evaluate? Is it also, is there an evaluation schedule throughout the year and how do you evaluate the success of that program? What is written in that MOU?

Mr. Baird said all good questions and I will tell you that I probably started out that way in October saying What are those metrics? and how do we know what we're doing? and that's part of the reason why we created the new model. The costs were pretty excessive the way that we were doing it and it didn't fit really well against state employees in the schools. The other part is the to answer your question about how do we know that it's performing well? as we do once every quarter we go in and we check their performance levels on their data; what they put in and see what their how they're doing. We don't wait a full year and then pay for it, we check them four times along the year to make sure that they're performing at a high level because you're right this is not a cheap program but I think we need to focus that if we're doing this right we're getting the most vulnerable in education. My experience has been you spend eighty percent of your time on twenty percent of your students a little bit like this here is a they're our most vulnerable and if we do the ACES score properly we should have the right students in there. The metrics is they've got to meet 90 percent graduation rate that sort of thing; there's a six of six, number of dropouts, the number of those is graduation but also number of suspensions, how many barriers are removed. I'd be happy to share the metrics with anybody.

Ms. Haning said you said a 90% graduation.

Mr. Baird said that's our target

Ms. Haning so the max potential 360, the target is 324 are actually going to graduate after participating in this program

Mr. Baird said yes

Mr. Brown so one of your last points was to help them with a career path

Mr. Baird said yes

Mr. Brown said so are they given a list of things or if I don't know what my career path is here's a suggested lists of you could be this or this; any number of careers or how do they figure that out if they don't know?

Mr. Baird said we incorporate things like our OK Career Guide which is a system where you go in and what are your interests? what do you want your life to look like? and then what your education plan is or it helps you generate the education plan. We use that tool we also use virtual job shadow which is another piece where they get to go look at what that job really is like through videos and more expansive experiential things so there is a deliberate plan. When we

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talk about their trauma-informed care what I like about JAG is it doesn't say what's wrong with you? It says what happened to you. We take all those things and we try to help them find out where they want to go and give them the plan to get there.

Mr. Brown said is the opportunity for military service in any of that?

Mr. Baird said it is much like our CareerTech evaluation system where on continuing higher education, post-secondary education, military that sort of thing.

Mr. Hilliary said what six schools are you looking at doing that in this year?

Mr. Baird said this year the schools that have signed up to have JAG are Watts, Wewoka, Broken Bow, Glenpool and Durant. It's really a diverse group it's rural and more urban.

Superintendent Hofmeister said how is this different than ICAP (Individualized Career and Academic Plan) because ICAP is now a requirement for all students and is also far more, from what you've described, robust in the platform that all schools already have now as a state requirement to implement what has been piloted for three years and this last year was the first year for full implementation and actually they were expecting only the 43,000 required in law to be a part of that and it was over 300,000 that have become part of tying into the OK Career Guide system all of the build out with Workforce Development with the Oklahoma Department of Labor, with the Oklahoma Department of Commerce and tying in with all of the higher education, military service, CareerTech all of that comes together in that system that the state's invested millions of dollars to do in all of common ed. I'm having a struggle here understanding why we're having duplicative, if you will, but at the same time a very expensive program for such few students. I'm not hearing other than we're going to look back at graduation rate was for those students. What are those metrics during the year that you will be able to share that this program is on track because that's where it's very easy it sounds like especially from last year and it's my understanding that there were even very very few students that were actually engaged in that program compared to that 200 number.

Mr. Baird said I can only tell you as far as the data comes that we had almost 200 students enrolled last year. Those are the numbers that I can share because those numbers are from the data system.

Superintendent Hofmeister said so those are students in a class. Is that how that comes it's like an elective class or how is it delivered?

Mr. Baird said it's delivered much like any other elective class. They show up at third period and they come into class and then they start their project-based learning, they do their workforce development training. It's much like any other class. Back to your question about how is it different from ICAP? I think it's very complementary to ICAP. CareerTech has embraced ICAP completely and so the major difference is if we do this right, we've got students that probably aren't going to be there to finish their ICAP. I don't contend that it cost more per student to do jag than a standard student; I don't have a conflict with that at all. If we do it right, we've got the students that probably wouldn't be there during their senior year. Dropout prevention in those

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schools, those small schools, you're providing services to them in workforce development, career development.

Superintendent Hofmeister said are you passing off any expense to districts? I'm curious.

Mr. Baird said it's a contract for services and so they have some skin in the game and we see that as a good thing. The school has to provide travel to the training, we talked about the trauma-informed project-based, it's very deliberate and purposeful training. Part of their role is to provide that travel, that commitment, to specialist development. There's also a CTOS and if they choose to participate in the CTSO the expenses of those are on the school.

Superintendent Hofmeister said and for those watching what is CTSO?

Mr. Baird said my apologies CTSO is a CareerTech Student Organization, and it is all about career development.

Superintendent Hofmeister is this coming out of the state appropriated agency budget?

Ms. Batchelder said yes, it is.

Superintendent Hofmeister said what is the total state appropriated agency budget? not pass through.

Ms. Batchelder said the agency budget

Superintendent Hofmeister said state appropriated

Ms. Batchelder said state appropriated operational budget \$21,778,201.

Superintendent Hofmeister, wow that how many employees in your state appropriated budget?

Ms. Batchelder said 212, I believe was what was presented.

Superintendent Hofmeister said I didn't realize how much larger the CareerTech state budget was than the Oklahoma State Department of Education. Ours has been \$15 million every year for 450 employees, wow that's amazing. We actually got \$19 million this year. So, you have a state appropriated budget somehow I was thinking it was closer to \$2 to \$3 million.

Ms. Batchelder said no.

Superintendent Hofmeister for the office, operationally?

Ms. Batchelder said this is field support, administration, things such as facilities you know everything \$21,778,201 and that supports all state agency employees including our skills centers.



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Superintendent Hofmeister said that's not what I mean. I'm saying your state agency budget here this is this is coming from, this not passed through.

Ms. Batchelder said right this is not pass-through. This is including our operational, how we have it budgeted includes our skills center's employees because they are agency employees, they are state employees.

Mr. Brown said do you pay dues, to like a national organization?

Mr. Baird said we have an affiliation fee of \$25,000 to National JAG. What we get for that is a data system that helps us track the, we're trying to get away from the term barriers, but the ACES score outcomes, it also helps us track where they are in their education, whether they need math, tutoring, everything and right down to how many hours they spend in community service, how many hours they spend at work. We get a pretty robust data system that's specifically designed for this. We also have two other platforms; one is a kind of a shared place where all the JAG specialists around the nation can share their project-based learning that worked for those trauma-informed care environments and then they just brought on a new one. That's one thing that we learned from COVID was that asynchronous and synchronous distance education is more powerful so we can create cohorts for training the specialists and so they've contracted with another company to again commit to the growing of the specialists and therefore the students.

Mr. Brown said is the specialist a full-time job?

Mr. Baird said yes, it's a 12-month contract and this new model with the schools.

Ms. Haning said what do they do in those months when students are not in class?

Mr. Baird said they're tasked with that 12-month follow-up going out and connecting with the students. That was another place, quite frankly, that we couldn't justify 40 hours a week for a state employee to do that and so many times the school ultimately would be the one that decides what that is. Again, we have the metrics in the MOU that says you need to be operating at this level, you have the freedom to do it however you can or however you see fit.

Mr. Dillingham said I know this program is in its infancy. What would you see it being five years or ten years from now and what would the success and the reach of schools be at that time and is the cost incremental or will you get some benefits of scale as it scales across more schools?

Mr. Baird said that's a great question and that is exactly how we're looking at what is? What do we want it to be? There are there are other elements right now we're doing just a multi-year program; they begin 9th grade through 12th grade. They have an out of school program for those that have dropped out that we were looking at. I see this going out and performing and we make those adjustments, we make those decisions based on this performance. I can tell you from other states you couldn't take it away from them. I'm a big fan of looking over the fence see what's working in other states, we're going to implement that and we're going to move forward i think



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foundationally in the 40-year history of JAG is pretty darn impressive in the number of students and the way the students will testify what JAG did for them it's worth giving it a commitment.

Mr. Brown said are the specialists paid by JAG or are they a school employee?

Mr. Baird said they're a school employee.

Mr. Brown said and then you reimburse the school?

Mr. Baird said yes.

Superintendent Hofmeister said was this a competitive grant then? How did you select or who has access to this? how did you select who is being awarded these grants?

Mr. Baird said quite frankly this was a first come first serve. We sent out to all the schools that had CareerTech programs and said we've got this program, we want to grow it, who's interested and quite frankly the timeline was so short that was the best way to do it in our mind, in our estimation. We were very pleased that it came back with a diverse group. Broken Arrow is a big city in my mind, I'm from Woodward so it's a big place. Watts is pretty small; Wewoka is pretty small and then we have Durant. We have a pretty diverse group that we're going to learn from, and we hope to absolutely leverage economies of scale as we move forward.

Mr. Hilliary said how many total schools applied for it?

Mr. Baird said I had 16 interested and through the conversation we ended up looking at how much money we could budget, and we settled on six. That's also Weyerhaeuser's commitment to JAG in all their communities helped us get this first year started with the \$45,000.

Superintendent Hofmeister so is Weyerhaeuser around all of these communities that are awarded this grant?

Mr. Baird said Weyerhaeuser is at the national level, a supporter of JAG national and they are looking at communities they want to expand. They're going to do it just like what we're talking about; we're going to take it to learn and grow. Broken Bow I cannot speak to how we got to that because I think that was determined before October when my involvement began.

Superintendent Hofmeister said I just have to say there are some red flags for me. Anytime you have a competitive grant it's already determined that certain districts get this or that; we heard in our last board meeting this was just a directive, we're doing, we're doing this and CareerTech is going to do this from an interest of the governor and yet I will tell you the history here. We also brought JAG in too when Oklahoma was evaluating JAG by Oklahoma Department of CareerTech, Oklahoma State Department of Education and the Oklahoma State Regents for Higher Education all went. Where 42 states applied to be a part of the JP Morgan Chase grant; only 10 states were selected. Oklahoma was selected through our joint efforts for ICAP and when we pitched this; what we would do with your \$2 million dollars if you award it to our state. We also considered a lot of different ways to use that and build out together a joint platform for

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ICAP that would have access to every single student in the state and this is coming in at a time where we brought JAG in at the Oklahoma State Department of Education; interviewed, went through their research, looked at it and what we found is that it's very expensive and it ends up having impoverished kids doing low wage skilled jobs at the end and we really want more for them. I'm concerned about the cost, I'm concerned about the replication, and the way that this landed here without a competitive bidding. I understand you're paying a fee because I understand that this is something that was pitched and it's here and there was funds that were given to OEQA (Office of Educational Quality and Accountability) to run and they realized they could not do that and it had to come over to CareerTech last year it didn't come before the board but I don't know how programs just transfer and money just transfers agency to agency.

Ms. Batchelder said we did not get money from OEQA.

Superintendent Hofmeister said you just got the program but it wasn't funded.

Ms. Batchelder said correct.

Superintendent Hofmeister said so then this agency how did you pay for that?

Ms. Batchelder said if we go back to FY22, kind of the history, I came before the board and presented a budget that included an increase of general appropriation of \$1,171,338 and a lottery increase of \$209,203 dollars. We did not know JAG had been transferred, if you will, to our agency at that time. We looked at our request in FY22 due to the economic conditions we said we just don't want to be cut, you know don't reduce our budget, we'll maintain prior year funding but if you do have money here's some considerations for our needs and so we looked at that list of our suggestions for FY22 increases and so we said okay right off is the statutory requirement for FBA (flexible benefit allowance) and that was \$800,541.

Superintendent Hofmeister said that's insurance for those who might not know.

Ms. Batchelder said right technology centers flexible benefit allowance that we're statutorily required to pay for that. Next, we looked on our list and said unfunded programs in our K-12 schools; so we took \$365,797 and funded some of the unfunded programs which were approved programs for CareerTech. We were able to fund some of those programs and then of course \$209,203 was the lottery increase and lottery has in the statutes certain requirements of what can and cannot be spent. That was what I presented and that was what was approved and then the very afternoon of that board meeting CareerTech was informed that the legislative intent was to fund that technology center FBA of \$805,541 but also \$575,000 for JAG and we did not know that. I believe the next month Dr. Mack brought that situation before the board and also I think in some email or phone correspondence prior to that even to make the board aware of that situation.

Superintendent Hofmeister said made us aware that there was a directive that this is coming now to CareerTech and you're going to pay for it.

Ms. Batchelder said yes, as anything when we do a program, when we do a project, we do it well

and we were going to implement it to the best of our ability. So, we used carry forward funds at that point you know you we couldn't go back and un-fund the programs that we had just funded so we took carry forward funds for FY22.

Superintendent Hofmeister said so really depleted some of the reserve, the cushion that inflation and rising costs in flexible insurance would be taken from. See that is my problem with this, one person has decided this is important without the consideration of what's happened historically. I understand everyone has their decision that they'll make and I appreciate that. The need is too great to use in a way that's not coordinated with the work, public funds for some individuals project and I understand the governor sits on the national JAG board so we're doing this here. This is being presented but it is about all kids graduating, all kids having that opportunity and I had I not known all what I do know the presentation sounds really great and compelling but there is much more here that needs to be considered and that is the proper way government should work. I'm very grateful for the work that you all have done with things that have just been directed for you to do. This is where some of the questions that I have and concerns that I have lie but no criticism of what you've tried to do. I am worried about your budget and the ability for you to actually take care of the mission of this and the obligations of this agency and this is a very large amount of cushion to be gone last year and you're looking at again. This is not that many students that are able to provide services to when the same amount of money could be invested in a way that actually reaches far more. That's all I have to say about that.

Mr. Baird said does anyone else have any questions? Thank you so much for your time.

This was a presentation only on JAG. There was an action item considered as Item 4.01, later in the meeting.

**3.01 UPDATE AND DISCUSSION ON ACTION PLANS ON THE EMPLOYEE  
ENGAGEMENT SURVEY – MR. RUSSELL RAY (CHIEF COMMUNICATIONS  
OFFICER), MS. MELISSA STURGEON (HUMAN RESOURCES MANAGER, AND MS.  
JESSICA VENTRIS (ACCREDITATION MANAGER)**

**MR. RUSSELL RAY (CHIEF COMMUNICATIONS OFFICER)**

Mr. Russel Ray said good morning. Good to see everybody. Thanks for having me. We have a pretty good system of communications at Oklahoma CareerTech both internal and external. There's always room for improvement and this is what this is all about.

Our communications committee has met several times to come up with some recommendations to improve both internal and external communications. We're going to wait until we have a new director, a new permanent director to implement those recommendations but we're pretty excited about the plan we've come up with. We do several things already to share ideas between divisions and senior leaders.

- The director does meet every Monday morning with the entire state agency both in person and virtually to discuss ideas, updates, things that are going on around the CareerTech system and the various technology centers.

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- We also have a weekly manager's meeting where we discuss policies, changes in policies, initiatives that the divisions are pursuing and we encourage those managers to disseminate that information to employees.
- We have a weekly staff update that we have greatly improved recently. It's a little more entertaining, has a lot more information about personnel changes and so that's been pretty welcomed and very effective.
- We have an outstanding newsletter; we call it the director's memo that goes out to several thousand people. So, if you're not subscribed to that I would encourage you to subscribe to our director's memo.

In addition to all of those things we've done several things to improve both external and internal communications.

- The new website; we have the largest state agency website. We launched the new website in January. It's much more user friendly. I think users are staying on the website longer, they're spending more time exploring the website and learning more about the CareerTech system and it's a whole lot prettier too. This has really improved our ability to share information and we tie back to the website through all of our social media efforts.
- One of the things that CareerTech did not have when I came here was an intranet site to share internal information, documents, human resources information, details about benefits, things like that. So, we created a sharepoint based intranet system we call it the CareerTech HUB and it's been tremendously successful and we can track the analytics around that as well.
- We are launching several new editorial products. One of those is CareerTech Conversations that Dr. Denney mentioned earlier. We'd love to feature some of the board members on CareerTech conversations.
- We do plan to launch a new CareerTech newscast hopefully very soon; three-to-four-minute video newscast about the things going on at technology centers and throughout the CareerTech system. We're pretty excited about that.
- Another editorial product is that we also have the director's column every month that we post on our website and is also published in the Journal Record. That's been very effective in getting the word out and sharing with readers the value and benefits of the Oklahoma CareerTech system which as we all know is one of the best CareerTech systems in the nation.

A few of the recommendations that we came up are:

- to establish a recurring cross-divisional meeting with senior leaders to discuss specific topics, determined by the divisions. the goal there is to improve communication between senior leaders and division staff about ongoing initiatives, important projects and current processes and key metrics. I think that of the recommendations that we've come up with I think that's the key recommendation for me.
- to improve the weekly staff update and we've done that.
- we may revamp the Monday morning chat depending on what the committee discusses in the future and what the new director is interested in.



That's essentially my report. I think we've got a great system for communications at CareerTech, it's pretty good in my opinion but there's plenty of room for improvement and our communications committee is really dedicated to improving that. With that I'll take any questions.

Mr. Hilliary said I do want to say I appreciate all that you do and the website and everything you've done over the last year revamping it and everything. It looks great.

Mr. Ray said thank you very much that's great and that means a lot. Karen Hart, our website manager, deserves all the credit for that.

Superintendent Hofmeister said thank you so much, great work.

**MS. MELISSA STURGEON (HUMAN RESOURCES MANAGER)**

Thank you I'm Melissa Sturgeon; I'm the HR manager for the agency. It's my pleasure today to share information with you about a benefits committee we formed recently. We had volunteers from about seven different divisions. We were excited to have that participation. Our goal was to review our current benefits, talk about what's positive, maybe see if there's any viability of changes or enhancements and then we have recommended action items.

For the positive benefits:

- I can attest, I've worked in private business, been with a K-12 and finally a state employee, we have the best benefits hands down especially our insurance package.
- We have a flex benefit that we can spend. Oftentimes it also covers the cost of dependent coverage and that is really hard to find these days. I am a champion definitely for our benefits.
- Another significant thing that we do is we pay the seven percent retirement contribution for employees as a benefit; not all agencies, not all K-12s do that. That is significant.
- We do have lots of options; PPOs, HMOs, dental, health, vision, life and disability options.
- Our EAP, employee assistance program, also offers discounts on pet insurance. This is one thing that someone brought up is that an option? can we add that to our benefits package? Unfortunately, in our package it's through the state so we can't make certain changes, but we can find positive things to promote. So this is one alternative we could provide.
- We also have different types of leave that we can use. Enforced leave, if you need to go take care of a family member you can use your sick leave. Shared leave, so if someone has exhausted all their leave and if they qualify, they can apply for donations of leave. That's another thing that I'm so proud of that we are able to offer.

A few new things:

- I know Jessica Ventris will also share that we had a telework committee. They did a lot of great work and we now can telework up to 40 hours per month so that's a great benefit.
- Thanks to Dr. Denney we have jeans day on Friday and sometimes it's the little things



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that really are morale boosters. We thank her and I think Russell might have been the one that planted that seed. We are always mindful though; we know that if we're going to be visiting the capitol then jeans day won't apply that day so it is administered correctly.

Then we talked about some action items. Really awareness is one of the things that we found that sometimes employees don't realize "oh, I have this; I have this benefit that I can use and I just don't know about it. One of our HR specialists now gives information weekly in our Monday morning chat; she shares both a discount and a benefit with staff just to keep that conversation going. We also put that in our HR newsletter and we highlight those and make sure everyone's aware.

Then, I have a personal commitment; I'll continue to monitor legislation. Even in this last session there was an opportunity to add one more day of leave for state employees; it didn't pass that time. Win some, you lose some but I'm happy to advocate for employees.

We also have some other perks and discounts. River Sport in Oklahoma City, for example, we can involve families and so it's not just our employees we focus on but we also have benefits for families. we have a focus on them and

Our success measures will be increased usage of these benefits and discounts sometimes that can be as simple as someone letting me know "hey, I saw that discount, I used it, thank you" and getting more feedback in our survey results and then like I said advocacy at the state level. So, this is an overview but overall, we have phenomenal benefits that I'm very proud of but we'll continue to monitor and see if there's anything that we can do to enhance them. Does anyone have any questions?

Mr. Brown said seven percent retirement is that matching?

Ms. Sturgeon said it is not matching. How it works is the base salary amount and the value of the Flex, we pay seven percent on that dollar amount and it's contributed to the retirement plan.

Mr. Brown said automatically?

Ms. Sturgeon said yes

Superintendent Hofmeister said that's part of the state program for teachers

Ms. Sturgeon said yes, teacher's retirement

Superintendent Hofmeister said that's in statute. Great benefit for all in public education service

**MS. JESSICA VENTRIS (ACCREDITATION MANAGER)**

Ms. Ventris said good morning. Melissa kind of mentioned what mine was about but I want to point out, I don't think Russell mentioned this, our senior leadership team looked at the state

employee engagement surveys. I think this was great that they did this. They looked at the top three items that staff wanted us to work on; communication, benefits and more telework options. I volunteered to chair the telework committee and we had 33 volunteers, so it was a big committee which showed quite a bit of passion about this topic that we saw people do pretty well with during COVID. We met three times and I had the committee members research different ideas, we put the information on the CareerTech hub, which Russell spoke about earlier, and their policy ideas. I presented the findings to our managers group and senior leaders to come up with a policy that is now in place. It is monitored by managers. We know that not every position will allow for telework, but all employees know that their if their position is available are allowed 40 hours a month. Managers can work with their divisions on what that looks like and monitor that, but we do have a policy in place. From what I know we don't really have matrix on this yet but divisions are using it and it seems to be going well. It's another one of those work/life family/life balances that employees seem to appreciate.

Mr. Hilliary so how many hours did y'all have before the policy was in place?

Ms. Ventris said there wasn't a policy in place, but we did have some employees could set a day of the week if they wanted to, there wasn't really an hour. It was more of a day a week and you could do that or AWS (alternate work schedule) which some employees do which is you work nine-hour days and you can have every other Friday off. AWS is another huge benefit at our agency we have some flex schedule opportunities as well. So, you could telework or AWS but not both and now it's available to all employees.

This was a report only item.

#### **MANAGEMENT ACTION ITEMS**

##### **4.01 DISCUSSION AND VOTE ON JOBS FOR AMERICA'S GRADUATE (JAG) PROGRAMS BUDGET TO BE INCLUDED INTO THE AGENCY FY23 BUDGET – DR. LEE DENNEY**

Superintendent Hofmeister said this is about the presentation we hear and now this is about your decision to direct the agency to spend their funds this way.

Dr. Denney said you want a motion and then discussion or discussion?

Superintendent Hofmeister said is there a motion to approve?

Mr. Hilliary said I'll make a motion to approve.

Mr. Brown said second.

Superintendent Hofmeister said all right motion and a second. Any questions or discussion?

Dr. Denney said I have a few comments to make. Thank you to HL Baird and Lisa Batchelder so much for coming today and giving that presentation. I just want everyone to know this was a

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directive. This isn't something we dreamed of, this was a directive that came to us and when we are asked to do something we show up and so we're very excited about this. We don't have the exact numbers we spent last year but we think it's in the area of \$310,000 instead of the almost \$600,000. Last time we talked about JAG being a vendor; this is not a vendor. The \$25,000 is below the vendor bidding for the agency so we did not need to go out and for bid. I want to remind you it's an affiliation fee. You have to start somewhere saving kids and we believe this is a place that we can start somewhere to start saving these kids and if we get, sorry Ms. Haning, 325 the number, the 90% if we save that many that's a start. The fee that we're paying, the amount we're paying for this program this next year is less if you do the math less than 1% of what our state allocations are. We're using dollars that have been assigned to us by the legislature for dropout recovery and dropout prevention. We're using the dollars in an appropriate manner. I want to remind you that the teachers have been hired because we had to go forward with the program. Now if the mood is not to approve this today those teachers will be unemployed but we will reimburse the schools for the training that they took last week in Nevada so the schools will not be out the dollars if you decide not to go forward this program. Again, I want to reiterate, in my mind, if we say one kid and we're teaching them skills. We hope that we will save these kids from not going into a life that is a dead end for them. We want to give them hope, we want to give them opportunity and we want to impact the graduation rate here in the state. That's mainly what I wanted to say and if anyone has a question of me, I'd be happy to answer.

Ms. Haning just a few questions just because I'm later in on this conversation. What does happen with the \$45,000 of the corporate donation if the proposed budget does not get accepted.

Dr. Denney said they will not have to spend those dollars. Is that right HL? Okay, we've already received those dollars. We'll reimburse Weyerhaeuser for that \$45,000

Ms. Haning said so it can't be used for other objectives furthering the dropout

Dr. Denney said no, Weyerhaeuser is a corporate partner, corporate sponsor of JAG and so they want those dollars to impact the students in their area so that they hopefully have jobs.

Ms. Haning said how long has JAG been in the State of Oklahoma regardless of whether it's been housed here or another department.

Dr. Denney said two years.

Ms. Haning said which years?

Dr. Denney said this past year when it was given to us and then the year before it was with OEQA.

Ms. Haning said so 2020 and 2021 this will be its third year, but we are halfway through this year.

Dr. Denney said I would say it's 2021, 2022 if you use the fiscal year and this will be FY23

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Ms. Haning said because that's the budget that we are talking about right now

Dr. Denney said yes ma'am.

Superintendent Hofmeister said so the first year OEQA had like \$600,000 if I recall somewhere around there, maybe that's that figure you're talking about that was \$575,000 is that the same or is that a separate year?

Ms. Haning said then 2022 has already closed. Why don't we know how much has been spent?

Dr. Denney said because it just closed the end of June and it takes a while to get all the figures together and then we will report that to you no matter what the vote is.

Ms. Haning said one last question regarding the ICAP program. Does the ICAP program have any type of component that's specifically geared toward dropout recovery or prevention.

Superintendent Hofmeister said yes and there's also a line item budget for alternative education that has been increased by the legislature for schools to be able to actually take that work, they hire certified teachers who have the training and support, not as an elective but this is like that's their role is to provide credit recovery. The work that is braided together with ICAP is actually more than this template.

Ms. Haning said and are those teachers funded at the local level through their schools?

Superintendent Hofmeister said yes.

Ms. Haning said and they are occurring in the same schools that the JAG teachers are occurring?

Superintendent Hofmeister said yes and these are six teachers sounds like that you're going to hire. The schools are going to get a grant.

Dr. Denney said they are already hired.

Superintendent Hofmeister said okay that's a problem. If we haven't started, if we haven't approved something and you've already obligated, I mean that's obviously there's, this was just something that I know was expected to happen last year and today we're realizing the train's moving regardless of what this board did.

Dr. Denney said I'd like to address that. The first obligation is not due until September. We are willing to reimburse any training that happens if this program is not approved but I want to tell you with ICAP we still have a 75% graduation rate. More needs to be done. We have to start somewhere.

Superintendent Hofmeister said yeah so remember ICAP has been a pilot in 300 high schools for over a three-year period. Last year is the first year where it is state mandated across all of our high schools, and it goes as low as sixth grade. It starts with OKCareerGuide and OK College



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Start which are the two online programs that JAG is going to use. The need is so great but that this is just I'm adding my editorial here and that's not answering your question, but the need is so great the actual graduation rate is has been around 20% that are not graduating. This is a crisis in our state and all of our kids deserve to have resources instead of a handful from six districts in a very expensive and it's been around a long time and there is a there is not to disparage their program. I go to the same national conferences and have these same people come forward which is part of how we did our digging and took the meeting and looked at the research.

Ms. Haning said it's not as high quality a national program?

Superintendent Hofmeister said no that is in legislation and ICAP is home grown through all of our systems working together to actually address this very significant need across the state and

Ms. Haning said who funds it?

Superintendent Hofmeister said it is through the legislature that puts in the funds that go to CareerTech, Higher Education and into the high schools and the common education that goes all the way down into our elementary school. The ICAP program, OK College Start that program is funded by OK College Start. OKCareerGuide is funded by CareerTech. OK College Start is funded by it's a digital platform, it is funded by the Higher Education Board of Regents and then the place it all lives and works together for the online digital platform that every school uses is funded through the State Department of Education so this is in addition and is duplicative and is serving far few kids but this is what is being told and directed.

Mr. Brown asked who's in charge of ICAP?

Superintendent Hofmeister said it is a state mandate, every school

Mr. Brown said there's somebody that runs it. Who's that? Who's the main person the major UDM (ultimate decision maker)?

Superintendent Hofmeister said the local school board. they hire their team, they have a capstone program in some of the schools. Enid is a great example of that where this is a many many years that you're building into. It streamlines into graduation, it takes care of those issues that are related to connecting with family, connecting with those who are key in helping our kids graduate, language barriers, all of that is a part of ICAP.

Mr. Brown said I just have some comments to make and basically is based on what I've been learning the last couple of months. I brought up the question how did we get this program and we didn't even really, as a board, know about it. I've been learning a lot more about it but sadly I don't know enough about ICAP to be able to make a comparison between JAG and ICAP except for what you're explaining today. One, I would love to hear more information, as a board, I think it's our responsibility because if we vote for this we're now providing funds that is comparative to potentially being in competition with another state program. The second piece that I'll say is this seems to me that we have an organization that is going after those most at-risk kids and so



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that's why at this particular juncture I'm willing to make that investment as a vote obviously I'm going to vote yes because I seconded the motion but that's why and so sometimes when we have measurements that are needed to be made people work towards those measurements. So, if we can affect 200 more kids okay so that's how I'm seeing it. We're getting to those most at risk because they have a personal interaction not with a website but with a person.

Superintendent Hofmeister said it's not with a website; that's a tool.

Mr. Brown anyhow I just wanted to kind of explain that's what my thoughts are on this. I would love to learn more and I think it would be great for us as a board to get a lot more information about the ICAP program.

Superintendent Hofmeister said yes

Mr. Dillingham said Dr. Denney you mentioned that we were appropriated by the state for dropout, a certain number of dollars what would the alternative use of those dollars be if we don't do this today?

Dr. Denney said I'm going to let Dr. Lockwood answer that because he works with dropout prevention with the agency.

Mr. Dillingham said and then just to add on part of that in future budgets if we do go forward with it how would we appropriate that going forward to grow the program to a scale that is truly meaningful?

Dr. Denney said you know in the future we would make a budget request which is what we've been working on at the agency for the fall to present to the legislature and so if we go forward with the program and we wanted to grow it, we would increase that budget request.

Mr. Dillingham said so this time next year or I guess a month ago when we're looking at the budget we would either be looking at an approved legislative appropriation or probably not continuing.

Dr. Denney said what we did last month was kind of show you what we got and how we're going to spend it. This fall we're working on our request for next year; it's just a rolling thing with the budget so we would work on deciding the programs that we want to look at and what's the most important for the agency going forward and then we do our request and then we present that to the legislature usually in January in their pre-budget meetings.

Dr. Lockwood said the agency hosts a program that is called dropout recovery. You're talking different terms. Dropout recovery programs we use appropriated dollars to operate programs within technology centers that they are essentially pulling sending school students that have not or would not and have not graduated. It's really addressing students that have already dropped out. They bring those students in to work on recovering. They're getting them so they are on track to get a diploma at the same time couple them with a skilled trained area. We presently have seven programs in the state enrollment ranges from 30 students to the largest having 247.

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Those programs have existed since the 90s and we continue to increase. We are adding because we received a million dollars extra for dropout recovery this year from the legislators; that money is adding new programs. We expect to increase funding to existing sites because they were cut the last several years as budgets have constricted, they were cut. We expect to replace those cuts plus an additional increase and probably three to four sites this year added in. We're still in the process of getting proposals in from schools. That's dropout recovery programs which is different and dropout prevention has dovetailed into that and that's where we're using some of that funding which we considered all the same intent. We don't think we were violating the legislative intent by using funds from that program to help support the JAG program and students in that program.

Ms. Haning said how many students are currently in that program?

Dr. Lockwood said a strict ballpark would be 500

Superintendent Hofmeister said the need every year for those who are not graduating, they're not finishing. That's the way you mark that; is your freshman year, every year, it's measured and back with who is that class that started their freshman year and do they graduate by the end of that. You're looking at these are people that have not made it across that finish line. Let's just take 20% as the ballpark here, you're talking about probably 8,000 students a year that is people who have dropped out. You're trying to because they're showing up saying I want a skill and they've got to get their credits built up to graduate or take a GED and so that credit recovery, that's a big need. These are like two different kinds of looking at where you are, kind of approaching it from two different sides right. That's where you're taking funds out of what is dedicated for that and saying okay we're going to do what I've been just saying is much more expensive for those outcomes that we don't even know if they're going to happen because we haven't had a full year of this yet; other than last year but you don't have any data about last year?

Dr. Lockwood said for JAG? That'd have to be HL Baird to address JAG. I'm sorry.

Superintendent Hofmeister said it's very important but two different aspects. One is those who are motivated and showing up saying I want to do something to get that contract.

Ms. Haning said how long has it been administered?

Superintendent Hofmeister said like it's a state law. I guess this would be, we're going on our fourth or fifth year but it's only been in certain schools piloting and growing. Then you have and developing the whole system around it. Last year was the first year that it's a graduation requirement for all freshmen that enter then you're going to see the results of ICAP by the time they graduate. Do you see how that works? Of course they're working right now all the way through but it's that year starting at the freshman year and so those kids that are under that state requirement are and we don't have enough funds for that; the partnership could have, could be really great.

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Dr. Lockwood said any other questions about dropout recovery? CareerTech has been doing dropout recovery since the 1990's.

Mr. Hilliary how many schools did ICAP start with?

Superintendent Hofmeister said in the first year of the pilot probably 150 to 300 in those years.

Mr. Hilliary said we have some of the numbers how those goals

Superintendent Hofmeister said profound yes because it's their first

Superintendent Hofmeister said and we have an entire office dedicated to that here at the Oklahoma Department of Education working with those individuals who are the representative within their school to keep and implement ICAP the school counseling corps as part of that all of that obviously is designed to work together.

Dr. Denney said you have some numbers?

Superintendent Hofmeister said yes and if you want Marissa Lightsey to give you a presentation it would be, we would love to do that. We've got a tremendous amount of data and that's required. That's why I'm asking those questions about deliverables.

Mr. Hilliary said I guess I just want to echo Mr. Brown said about the reason I'm for this is we're to try to reach more. If we can reach an additional 200 that is not paying attention in those classes I think it's worth giving the program a try to see if we can make a difference. Being only a year into it; not really even a year into starting over I guess is what we're doing I think it's those students are worth investing some money in to see if we can make a difference this way as well. Like you mentioned, working together from different angles at the same problem. I do understand it is an expensive program.

Superintendent Hofmeister said yeah, \$3,000 or a \$1,000 something every child the program will be this year right? Did you say fifteen hundred a child?

Mr. Baird said \$1100 a student. I did a little bit up front, I took a five year average on dropout recovery expenses spent divided by number of students served and it's about \$1150. We're writing the same cost per student as dropout recovery. I'm going to say cost investment, we're about the same investment. Absolutely agree that ICAP is a part of everything a student that's in a technology center, in a high school will have multiple avenues in which ICAP is served. In other words to meet the ICAP need for graduation they'll experience it everywhere. I agree it's a huge problem, we have lots of partners in the state trying to find ways to address specific audiences whether it's the Oklahoma Department of Rehabilitative Services (DRS), WIOA those sort of things. This is our way to target students that are specifically identified with the school maybe we keep them out of an alternative school to provide the services to get them to that finish line. We're supporting it, we believe in it.

Mr. Brown said does ICAP have a corporate partner or any corporate money

Superintendent Hofmeister said throughout the whole state but not the one investor that gave money and said I want these schools. That's different, we don't, I mean you've said that there was a donor that gave \$45,000 and said I'll give you \$45,000 for these particular, Broken Bow at least or particular schools to do

Mr. Baird said JAG National has tremendous sponsors, Boeing, Honeywell, the list that you would recognize immediately some of them that I didn't.

Mr. Brown said you could get other corporate sponsors

Mr. Baird said absolutely. This is a little bit different in the fact that Weyerhaeuser said we're committed to JAG in our communities; they see it as a value but so does Boeing, so does Honeywell and like I said I mention the ones that, I'm an aerospace nut so that's why you're going to see me hit those.

Ms. Haning said one more question. Is it a non-profit organization?

Mr. Baird said yes.

Superintendent Hofmeister said we've had a motion and a second, any other questions? all right please call the roll.

Mr. Hilliary moved to approve the Jobs for America's Graduate (JAG) Programs Budget to be included into the Agency FY23 Budget. Mr. Brown seconded the motion. The motion failed with the following votes: Mr. Brown, yes; Mr. Dillingham, yes; Ms. Haning, no; Mr. Hilliary, yes; Superintendent Hofmeister, no. Motion Failed 3-2. A copy is on file at the Oklahoma Department of Career and Technology Education.

**(Note: Every act of the Board shall be approved by a majority of membership of the Board. 70 O.S. Section 14-102. Thus, five votes are required for a motion to pass.)**

#### **4.02 DISCUSSION AND VOTE ON MID-YEAR PERSONNEL REPORT AND RATIFICATION OF PERSONNEL ACTIONS FROM JANUARY 1, 2022 TO JUNE 30, 2022 – MS. MELISSA STURGEON, HUMAN RESOURCES MANAGER**

Ms. Sturgeon said you should have a document in your packet and it represents all of our personnel actions between January 1, 2022 and June 30, 2022. We present this to the board for their review and as Superintendent Hofmeister said also ratification and a vote. As you look through if you have any questions just let me know.

Mr. Dillingham moved to ratify personnel actions from January 1, 2022 to June 30, 2022. Mr. Hilliary seconded the motion. The motion carried with the following votes: Mr. Hilliary, yes; Ms. Haning, yes; Mr. Dillingham, yes; Mr. Brown, yes; Superintendent Hofmeister, yes. Motion carried. A copy is on file at the Oklahoma Department of Career and Technology Education.



**4.03 DISCUSSION AND VOTE ON SOUTHERN TECHNOLOGY CENTER, DISTANCE  
EDUCATION ACCREDITATION – MS. JESSICA VENTRIS, ACCREDITATION  
MANAGER**

Ms. Jessica Ventris said ODCTE, the agency, is required to evaluate distance education programs and remember that's different than the institutional accreditations that we do every five years. We use the standards that this board has approved and then our accreditation division goes out and conducts the activities. The standards address program integrity, resources and technology, learning development and instruction, skill attainment and assessment, student support and services, marketing and recruitment, student engagement satisfaction and, program effectiveness and improvement. The examiner team is comprised of agency staff and our program specialists; that's who go out to do the distance education programs. Also during the visit we talked with instructors and administrators and certified staff. Due to distance education, remember being new for our technology centers, we will go out in January to all approved programs to make sure that everything's working properly and what we've approved today is what is happening in the schools.

On May 4, 2022 the accreditation division and program specialists went to Southern Technology Center in Ardmore. We looked at 16 programs that they are going to offer a percentage by distance education. You have those in your reports and we've actually continued to work with Southern and today we recommend that the board grant full accreditation to Southern Technology Center distance education programs. Are there any questions?

Mr. Dillingham said I am looking at the minimum standard band of 110 versus 180 is max there were three of the programs that were hugging the lower band. This is really just more of a question - when you see that kind of scoring I don't know whether to say oh we've got work to do in those three areas or yay we gotta you know. How do you look at that?

Ms. Ventris said I think the biggest thing to keep in mind is this is new for our system and for Career and Technology in general. Our program specialists do score that way and it's more of us like I said we will go back in January and make sure that that everything is working correctly and maybe they've taken some of the recommendations that you guys probably read, some of those in their comments from our program specialists it's just new.

Dr. Denney said can I add something Jessica? It's kind of like when you get your health report and your cholesterol is normal but it's just about to go over so you make adjustments and so we're going to go with the other end, if you're kind of low but you're in the normal range you realize that and then you work to get those numbers better.

Ms. Ventris said that's a great analogy. We have our program specialists give some recommendations but they are meeting our requirements as far as what our guidelines and our agency rules state. We do have a representative from the school here as well.

Superintendent Hofmeister said would you have anything you would want to address the board?



Dr. Stephanie Bills, Assistant Superintendent of Southern Technology Center said hi everybody. Dr. Ward, our superintendent, we have our board meeting going on so he could not make it. We are thrilled to be a part of this process and we are working on our cholesterol. We're in conversations with our program specialists and this is new and I think if anything one thing that COVID did it did tell us that education can be different. We're really leaning into the theoretical portions of CareerTech and allowing our students to do more shop work and do the theory online through distance education. We appreciate the support that we're getting from the state department, will continue to grow and make education better. Any questions?

Mr. Dillingham said thank you for you your dedication.

Mr. Brown moved to approve Southern Technology Center's distance education accreditation for the 16 programs.. Mr. Dillingham seconded the motion. The motion carried with the following votes: Mr. Brown, yes; Mr. Dillingham, yes; Ms. Haning, yes; Mr. Hilliary, yes; Superintendent Hofmeister, yes. Motion carried. A copy is on file at the Oklahoma Department of Career and Technology Education.

**4.04 PROPOSED EXECUTIVE SESSION TO DISCUSS UPDATES ON THE STATE  
DIRECTOR SEARCH – DR. LEE DENNEY (AUTHORITY: 25 O.S. 2011, § 301 (B)(1))**

Dr. Lee Denney, Interim State Director and Assistant Attorney General Glen Hammonds joined the Board in executive session.

Mr. Dillingham moved to convene into executive session at 10:48am. Mr. Brown seconded the motion. The motion carried with the following votes: Mr. Hilliary, yes; Ms. Haning, yes; Mr. Dillingham, yes; Mr. Brown, yes; Superintendent Hofmeister, yes. Motion carried.


Mr. Hilliary moved to return to open session at approximately 11:04am. Ms. Haning seconded the motion. The motion carried with the following votes: Mr. Brown, yes; Mr. Dillingham, yes; Ms. Haning, yes; Mr. Hilliary, yes; Superintendent Hofmeister, yes. Motion carried.


Nothing was decided while in executive session. The only items discussed were the topics that were on the agenda and no votes were taken.

**ADJOURNMENT**

There being no further business, the meeting was adjourned at 11:05 a.m.

The next regular meeting of the State Board of Career and Technology Education will be held on Thursday, August 18, 2022 at 9:00 a.m. The meeting will convene at Oliver Hodge Education Building, Oklahoma City, Oklahoma.

  
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Angela Jones, Executive Assistant  
to the CareerTech State Director and  
Secretary of the CareerTech Board

  
\_\_\_\_\_  
Joy Hofmeister, Chair of the Board