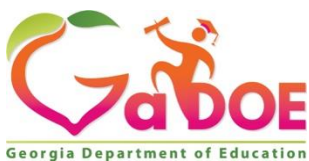


2021 Georgia College and Career Academy Annual Report

**The Georgia Department of Education's District Flexibility
and Charter Schools Division's 2021 Annual Report
submitted on behalf of the State Board of Education to the
Georgia General Assembly**



December 31, 2021



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Georgia College and Career Academies

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

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

The number of College and Career Academies in the state continues to grow. Currently there are 48 operating or proposed College and Career Academies. Forty-Five (45) are operating and 3 are pending operations. Of the 45 operating College and Career Academies, 13 were created by a locally approved three-party charter school contract, 21 are incorporated Charter System contracts, and 11 are incorporated into Strategic Waivers School System contracts.

Today, more than 32,508 students are enrolled in Georgia's 45 operating College and Career Academies. Plans are in place for more school systems to receive grants each year, making it possible for Georgia to achieve the goal set by Former Lieutenant Governor Cagle so that by the year 2022 every single student in Georgia will have access to a College and Career Academy.

Below is a list of the 48 operating or proposed College and Career Academies, with the district(s) served, post-secondary partner and type of contract to create a College and Career Academy.

Georgia College and Career Academies Operating, 2021

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

# All	College and Career Academies	District Served	Post-Secondary Partner	CCA Type
1.	Academy for Advanced Studies	Henry County	Clayton State University Gordon State College Southern Crescent Technical College	CSY
2.	Athens Community and Career Academy	Clarke County	Athens Tech, UGA	CSY
3.	Atlanta College and Career Academy	Atlanta Public Schools	Atlanta Technical College	CSY
4.	Baldwin College and Career Academy	Baldwin County	Central Georgia Technical College Georgia Military College Georgia College and State University	CSY
5.	Bartow College and Career Academy	Bartow County	Chattahoochee Technical College and Georgia Highlands College	SWSS
6.	Broad River College and Career Academy	Madison County	Athens Technical College, Emmanuel College, University of North Georgia, Georgia Military College, Toccoa Falls College	CSY
7.	Cairo High School and College and Career Academy	Grady County	Southern Regional Technical College, Thomas University	C
8.	Calhoun City College and Career Academy	Calhoun City	Georgia Northwestern Technical College, Chattahoochee Technical College, and Shorter University	CSY
9.	Central Educational Center	Coweta County	West Georgia Technical College	S
10.	Chattahoochee Valley Academy	Chattahoochee County	Columbus Technical College; Ga Military College; Columbus State University	CSY
11.	Commodore Conyers CCA	Dougherty County	Albany Technical College and Albany State University	S

Georgia College and Career Academies Operating, 2021

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# All	College and Career Academies	District Served	Post-Secondary Partner	CCA Type
12.	Decatur Career Academy	Decatur City	Georgia State University (Early College) Georgia State University Georgia Piedmont Technical College Oglethorpe University	CSY
13.	Douglas County College and Career Institute	Douglas County	West Georgia Technical College, Georgia Highlands College	SWSS
14.	Effingham College and Career Academy	Effingham County	Savannah Technical College, Georgia Institute of Technology Georgia Southern University	S
15.	Empower CCA	Jackson County	Lanier Tech	SWSS
16.	Fitzgerald High School CCA	Ben Hill County	Wiregrass Technical College, Abraham Baldwin Agricultural College, South Georgia State College, and Valdosta State College	CSY
17.	Floyd County College and Career Academy	Floyd County	Shorter University Berry College Georgia Northwestern Technical College Georgia Highlands Community College	CSY
18.	From HERE to Career	Catoosa County	Northwest Tech	CSY
19.	Golden Isles Career Academy	Glynn County	Coastal Pines Technical College College of Coastal Georgia	SWSS
20.	Gordon College and Career Academy	Gordon County	Georgia Northwestern Technical College Georgia Highlands College Dalton State University	CSY

Georgia College and Career Academies Operating, 2021

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

# All	College and Career Academies	District Served	Post-Secondary Partner	CCA Type
21.	Greene County CCA	Greene County	Athens Tech	SWSS
22.	Griffin Area College and Career Academy	Spalding County, Butts County, and Pike County	Southern Crescent Technical College Gordon State College University of Georgia-Griffin Campus	S
23.	Hart College and Career Academy	Hart County	Athens Technical College Emmanuel College	CSY
24.	Heart of Georgia College and Career Academy	Dublin City and Laurens County	Oconee Fall Line Technical College Georgia Military College Middle Georgia and State University	CSY
25.	Houston County College and Career Academy	Houston County	Central GA Technical College and Middle GA State University	SWSS
26.	Ignite CCA	Sumter County	South GA Tech	SWSS
27.	Jones County CCA	Jones County	Central Georgia Technical College Middle Georgia State University	SWSS
28.	Jordan Vocational High School CCA	Muscogee County	Columbus Tech, Columbus State	SWSS
29.	Lanier Charter Career Academy	Hall County	Lanier Technical College, Gainesville, GA University of North Georgia, Oakwood, GA	SWSS
30.	Liberty College and Career Academy	Liberty County	Savannah Technical College Georgia Southern University	CSY
31.	Marietta City CCA	Marietta City	Chattahoochee Tech	CSY
32.	Morgan County CCA	Morgan County	Athens Technical College Georgia Military College	CSY
33.	Newton College and Career Academy	Newton County	Georgia Piedmont Technical College Point University	S
34.	Northwest Georgia College and Career Academy	Whitfield County and Murray County	Dalton State and Georgia Northwestern Technical College	S

Georgia College and Career Academies Operating, 2021

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

# All	College and Career Academies	District Served	Post-Secondary Partner	CCA Type
35.	Paulding County CCA	Paulding County	Chattahoochee Tech	SWSS
36.	Polk County College and Career Academy	Polk County	Georgia Highlands College and Georgia Northwestern Technical College	S
37.	Putnam County College and Career Academy	Putnam County	Central Georgia Technical College Georgia Military College Georgia College and State University Helm's College	CSY
38.	Rockdale Career Academy	Rockdale County	Georgia Piedmont Technical College, Point University, Clayton State University, Georgia Military College	S
39.	Sims Academy of Innovation and Technology	Barrow County	Lanier Technical College	CSY
40.	Southeastern Early College and Career Academy	Vidalia City and Toombs, Montgomery, and Treutlen Counties	Southeastern Technical College Brewton Parker College	S
41.	ThINC College and Career Academy	Troup County	West Georgia Technical College, Point University, LaGrange College	S
42.	Warren County Career Academy	Warren County	Oconee Fall Line Technical College	CSY
43.	William S. Hutchings College and Career Academy	Bibb County	Central Georgia Technical College, Mercer University, Middle Georgia State University, Fort Valley State University	C
44.	Wiregrass Regional College and Career Academy	Coffee County	Wiregrass Georgia Technical College and South Georgia State College	CSY
45.	Worth County CCA	Worth County	Southern Regional Technical College (SRTC)	SWSS

Georgia College and Career Academies Planned

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

# All	College and Career Academies	District Served	Post-Secondary Partner	CCA Type
46.	Appling Regional CCA	Appling County		SWSS
47.	Evans County CCA	Evans County		SWSS
48.	Union County CCA	Union County		CSY

The following pages include detailed information, in alphabetical order, on each of the Georgia College and Career Academies in operation for the 2020-2021 school year, including progress towards meeting the academic goals within the CCA contract.

Academy for Advanced Studies:

GCAA Type: Charter System Contract

District (s) Served: Henry

2020-2021 Enrollment: 1,200

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

Business, Industry, and Community Partners:

- Central Georgia EMC
- Georgia Power
- Georgia United Credit Union
- Henry County Development Authority
- Henry County Schools
- Henry County Fire Department
- Snapping Shoals EM
- Piedmont-Henry Hospital
- Alpha
- Tricon Tool
- US Cold Storage

Please describe any significant accomplishments for the 2020-2021 school year.

Establishing meaningful partnerships with community businesses. Providing space on the AAS campus for community business to operate, making it easy to support students in several pathways.

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

Waivers support the hiring process, bringing professionals in the field of study into the academy as employees.

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

The Academy for Advanced Studies is pairing academic and CTAE courses together to increase rigor, as well as, supporting student understanding related to theory and practical application.

Number of college credits earned via dual enrollment: Not Available

Number of students in work-based learning programs: 18

Number of employer sites participating in work-based learning programs: Not Available

Number of blocks of work-based learning successfully completed by students: Not Available

Number of students in work-based learning that is aligned with their pathway: 18

Number of apprenticeship students participating in dual enrollment: 1

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 5

Graduation rate, as measured for Perkins funding accountability: 100

Number of students who earn Technical Certificate: 0

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 0

Number of Technical Certificates earned: 0

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: Not Available

Athens Community and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Clarke

2020-2021 Enrollment: 317

Post- Secondary Partners: Athens Technical College

Business, Industry, and Community Partners:

- ABB
- Piedmont Healthcare
- The Classic Center
- Pilgrim's Pride
- GA Power
- Carrier
- Athens Chamber of Commerce
- Northeast GA Regional Commission
- Athens Technical College

Please describe any significant accomplishments for the 2020-2021 school year.

- Student Attendance Goal Achieved that at least 80% of our student had 80% or better attendance.
- Seniors earned 2,507 total college credits from Athens Technical College and 70 TCCs were earned.
- Summer Welding program produced 11 students who earned their American Welding Society Certification.
- Student Support Specialist position implemented.
- Professional Learning Community implemented.

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

Waiver usage includes:

- Teacher Certification
- Schedule
- Seat Time

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

- ACCA pathways are unique and not offered at the feeder high schools.
- Ability to house all Athens Tech dual enrollment options in a single school district location.
- Ability to work with B/I to align curriculum to local economic needs.
- CTAE/Academic interdisciplinary lessons.
- New Teaching as a Profession pathway offers unique opportunity to "grow our own".
- Transportation is provided to all students from each of the feeder high schools.

Number of college credits earned via dual enrollment: 2,475

Number of students in work-based learning programs: 23

Number of employer sites participating in work-based learning programs: 22

Number of blocks of work-based learning successfully completed by students: 46

Number of students in work-based learning that is aligned with their pathway: 15

Number of apprenticeship students participating in dual enrollment: 20 - WBL students in Dual Enrollment classes / 0 - YAP students

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 98.6%

Number of students who earn Technical Certificate: 56

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 16

Number of Technical Certificates earned: 69

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: N/A

Atlanta College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: APS

2020- 2021 Enrollment: 336

Post- Secondary Partners: Atlanta Technical College

Business, Industry, and Community Partners:

- Atlanta Committee for Progress
- Holder Construction
- Metro Atlanta Chamber
- Tempus Digital Media Group
- Salesforce
- Delta Airlines
- Georgia Center for Nursing Excellence

Please describe any significant accomplishments for the 2020-2021 school year.

- Opened APS facility ACCA at the Dr. Michael S. Maze Campus.
- Hired 13 instructors and staff for the facility.
- Implemented a robust Employability Skills Program for all enrolled students (GA BEST).
- Developed a Culminating Project for all pathways including resume building, portfolio development, etc.
- Hosted a mock interview for all ACCA students with over 100 industry professionals.
- Hosted three YouScience events for all APS high School students to support college and career planning.

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

- Seat time - all ACCA CTAE pathways are completed in one school year (accelerated model and curriculum)
- Hiring - recruit industry professionals that may not have traditional teacher certification

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

- Employability Skills Focus throughout the school year
- Preparing student for post-secondary pursuits through job training, resume building, portfolio development and mock interview participation.
- EOPA preparation for all pathways to allow students to graduate with credentials

Number of college credits earned via dual enrollment: N/A

Number of students in work-based learning programs: 18

Number of employer sites participating in work-based learning programs: N/A

Number of blocks of work-based learning successfully completed by students: N/A

Number of students in work-based learning that is aligned with their pathway: 18

Number of apprenticeship students participating in dual enrollment: 1

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 5

Graduation rate, as measured for Perkins funding accountability: 100

Number of students who earn Technical Certificate: 0

Number of students in Technical Certificate programs who earn more than one Technical Certificate: N/A

Number of Technical Certificates earned: 0

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: N/A

Baldwin County College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Baldwin

2020- 2021 Enrollment: 1,165

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

Business, Industry, and Community Partners:

- Milledgeville/Baldwin Chamber of Commerce
- City of Milledgeville
- Sinclair Marina
- Ag Pro
- Duckworth Seed
- Sally's Beauty Supply
- Adams, Jordan, and Herrington

Please describe any significant accomplishments for the 2020-2021 school year.

Continuation of wall-to-wall career academy implementation

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

Waiver of teacher certification allows for industry experts to serve as instructors.

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

Wall-to-wall career academy serves students in 3 career-themed academies focused collaboration and application of standards.

Number of college credits earned via dual enrollment: approximately 150 (specific to CCA)

Number of students in work-based learning programs: 179 (including duplicates for BHS)

Number of employer sites participating in work-based learning programs: 25

Number of blocks of work-based learning successfully completed by students: 149 students earned WBL credit (including duplicates)

Number of students in work-based learning that is aligned with their pathway: 60

Number of apprenticeship students participating in dual enrollment: Approximately 2

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 96%

Number of students who earn Technical Certificate: 10 (specific to CCA)

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 0

Number of Technical Certificates earned: Approximately 25

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 3 (specific to CCA)

Bartow County College and Career Academy:

GCAA Type: Strategic Waiver System

District(s) Served: Bartow

2020-2021 Enrollment: 648

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

Business, Industry, and Community Partners:

- **Small Business:** Fleetwood Security, A New Dimension Graphic Designs, GI Designs, The Daily Tribune, Bartow Neighbor, Mary Kay Cosmetics.
- **Manufacturing:** Gerdau, Anheuser-Busch InBev, Georgia Power, Toyo Tire North America Manufacturing, Shaw Industry, Beauflor USA, Heatco, Inc. Vista Metals, Constellium Automotive, Trinity Rail, Vestalpine Automotive, Yanmar America
- **Retail:** Taylor Farm, Georgia Bank and Trust, United Community Bank
- **Sports and Entertainment:** Lake Point Sports, Bartow History Museum, Hilton Garden Inn, Tellus Science Museum, WBHF Radio
- **Government Agencies:** Cartersville County Government & Chamber of Commerce, Bartow County Government, Bartow County Recreation, US Department of Labor
- **Healthcare:** Cartersville Medical Center, Georgia Bone and Joint, Floyd Urgent Care

Please describe any significant accomplishments for the 2020-2021 school year.

Due to COVID restrictions it was status quo.

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

It has allowed the Bartow County College and Career Academy (BCCCA) to utilize CTC instructors on campus to provide a wide array of technical certificates, as well, modifications to the Georgia Department of Education (GaDOE) standards based on industry needs.

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

Our site is considered to be a satellite campus for CTC.

Number of college credits earned via dual enrollment: 2,486

Number of students in work-based learning programs: 276

Number of employer sites participating in work-based learning programs: 177

Number of blocks of work-based learning successfully completed by students: 621

Number of students in work-based learning that is aligned with their pathway: 180

Number of apprenticeship students participating in dual enrollment: 31

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: N/A

Graduation rate, as measured for Perkins funding accountability: 98.5%

Number of students who earn Technical Certificate: 59

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 43

Number of Technical Certificates earned: 108

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: Unknown at this time.

Broad River College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Madison

2020-2021 Enrollment: 940

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

Business, Industry, and Community Partners:

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

Please describe any significant accomplishments for the 2020-2021 school year.

We returned to in-person instruction and completed the school year. We modified and offered an in-person College and Career Fair. We recruited enough students to offer Early Childhood Education and Welding dual enrollment courses taught by BRCCA instructors.

Working with the Madison County Chamber of Commerce, we implemented two MADICOMADE Job Shadow days and held a Career Signing Day at the end of the school year.

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

The waiver that has been most helpful is the certification waiver. We used this waiver to hire our healthcare, construction, and audio-video technology and film instructors. While they initially did not meet certification requirements, these instructors have had a great impact on these programs and the performance of our students.

We have utilized high school math teachers to teach dual enrollment math courses. We have also credentialed our CCA agriculture, welding, and early childhood education teachers to teach dual enrollment coursework. We utilize flexibility in scheduling.

We offer block periods of culinary arts to allow students to earn two courses in an academic year. In regard to accountability, we utilize a work ethic/employability skill grading policy for all CCA classes.

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

All of our programs focus on building partnerships with local and regional businesses. We have a very strong connection with the Madison County Chamber of Commerce. Our CEO serves on the Chamber's Workforce and Education Committee and the Chamber Director serves on the BRCCA Governance Team.

This alignment has resulted in new programs and opportunities for BRCCA students. One example is our new MADICOMADE Student Entrepreneurship Program which is a joint effort between the BRCCA and the Chamber of Commerce. Students have the opportunity to learn about career opportunities through guest speakers, field trips, and hands-on learning experiences.

Our annual college and career fair provides our students with the opportunity to learn about a wide variety of postsecondary educational and career opportunities.

Our job shadowing days provide students with the opportunity to spend a day with business representatives to learn about possible career options. We hold a Trades Fair that allows students in our construction and ag mechanics programs to hear presentations from local employers and earn on-site interviews with these employers.

Number of college credits earned via dual enrollment: 210

Number of students in work-based learning programs: 63

Number of employer sites participating in work-based learning programs: 43

Number of blocks of work-based learning successfully completed by students: 124

Number of students in work-based learning that is aligned with their pathway: 48

Number of apprenticeship students participating in dual enrollment: 8

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 95.3%

Number of students who earn Technical Certificate: 0

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 0

Number of Technical Certificates earned: 0

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 0%

Cairo High School College and Career Academy:

GCAA Type: Locally-Approved Charter School (Conversion)

District(s) Served: Grady

2020-2021 Enrollment: 1,287

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

Business, Industry, and Community Partners:

- Ameris Bank
- Anderson Manufacturing
- Big Bend Agri-Services, Inc.
- Grady EMC
- JTEKT/Koyo
- New Hire Solutions

Please describe any significant accomplishments for the 2020-2021 school year.

We considered being able to have school all school year without any shutdowns due to COVID19 to be a significant accomplishment. Along with this we concentrated on our seniors to ensure that they were doing what they needed to in order to graduate on time. This paid great dividends as our graduation rate for our four-year cohort reached 92.28%.

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

By utilizing our flexibility waivers as it pertains to teacher certification, Cairo High School College and Career Academy has been able to hire at least two teachers out of industry that do not meet current teacher certification requirements.

One of these teachers is our Dance instructor and the other is our Construction Instructor. By bringing these teachers in based on their industry credentials we are offering classes that, otherwise, would not be available. Students who traditionally would not be able to experience dance training outside of the school environment now have those opportunities.

The same goes with construction, students with that interest now want to come to school to learn that trade and since they desire to be successful in the construction area the students tend to be more successful in their academic learning as well. Additionally, we desire all of our staff to be “Highly Qualified” and both of these instructors are pursuing full teacher certification.

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

The biggest innovation provided at the Cairo High School College and Career Academy is the use of wall-to-wall academies. We currently have four academies, one Ninth Grade Academy and three thematic academies. The thematic academies are our School of Fine Arts which includes band, chorus, theatre, dance, and the visual arts.

The School of Healthcare and Human Services includes our health care sciences, early childhood education, culinary arts, business, and our Navy JROTC program.

Our final thematic academy is the School of Agriculture, Trade, and Industry. In this school are horticulture, animal science, forestry and wildlife, construction, drafting and design, welding and automotive. We have assigned academic teachers to thematic academies and these teachers along with our CTAE instructors collaborate and strive to come up with common lesson plans within the academy to help the academic teachers make meaning of what they are teaching.

For example, our construction teacher collaborates with our geometry teacher when laying out rafters. This is where the geometry teacher would instruct on Pythagoreans Theorem. We have similar collaborations going on in all of the academies.

Our Ninth Grade Academy concentrates on the ninth graders transition into the high school setting. They learn about the Carnegie Units required to graduate and learn how to be high schoolers through their academy and this helps keep them “hooked” on their education. We have discovered that if we can keep a student through the ninth grade into the tenth grade their chances of graduation increase dramatically.

Number of college credits earned via dual enrollment: 1843

Number of students in work-based learning programs: 76

Number of employer sites participating in work-based learning programs: 67

Number of blocks of work-based learning successfully completed by students: 150

Number of students in work-based learning that is aligned with their pathway: 41

Number of apprenticeship students participating in dual enrollment: 1

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: N/A

Graduation rate, as measured for Perkins funding accountability:

- Perkins Funding Graduation Rates – 2020 school year are the latest available statistics.
- 1S1 – Four-Year Graduation Cohort – 98.9%
- 1S1 – Four-Year Graduation Cohort by Gender
 - Female – 98.8%
 - Male – 99.0%
- Actual Graduation Rate vs Target – 98.9% vs 90.0%
- 1S1 – Four Year Graduation Cohort by Subgroup
 - Black – 97.6%
 - Hispanic – 100%
 - White – 100%
- 1S1 - Four Year Graduation Cohort by Barriers Economically
 - Disadvantaged – 98.9% Students with Disabilities – 96.0%95.3%

Number of students who earn Technical Certificate: 13

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 4

Number of Technical Certificates earned: 18

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: N/A

Calhoun City College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Calhoun City

2020-2021 Enrollment: 1,219

Post- Secondary Partners: Georgia Northwestern Technical College; Chattahoochee Technical College; and Shorter University

Business, Industry, and Community Partners:

- GNTC
- Thatcher BBQ & Grill
- Speakcheesy Food Truck
- 7 Hill Supper Club
- Sunflour Community Bakery
- Crowdaddy Restaurant
- Cargill BioIndustrial Global Operations Leader
- Advent Health Gordon & Murray
- Floyd Emergency Medical Services - Board Chair
- Halstead International
- City of Calhoun
- Calhoun High School
- CCS
- Dalton College
- GNTC
- Professional Association of GA Educators
- Bee Kids Academy
- Boys and Girls Club
- Advance Rehab
- Morning Pointe Assisted Living
- Calhoun Drug Company
- Homespun Hospice
- Advent Health Gordon
- AOSM
- Dental Office
- Gordon County Chamber of Commerce
- Synovus Bank
- Lyles Wealth Management
- Evco Plastics
- GA Northwestern Technical College
- GNTC Construction
- Construction IT
- Shaw Industries Group, Inc.
- Mohawk Industries
- Charbonneau Marketing & IT
- Calhoun Times or Gordon Gazette
- Royal Thai
- Calhoun Design Co.
- Gordon County Sheriff's Office
- GNTC Law Enforcement Academy
- Gordon County E9-1-1
- Calhoun Fire Department
- Calhoun Police Department
- Shaw Industries
- Learning Labs, Inc.
- Mohawk Industries, Inc.
- Mannington Mills, Inc.
- Dean of Department of Engineering
- GBTC
- Vocational Rehab
- The George Chambers Resource Center, Inc.
- Film Production Assistant,
- Georgia Highlands
- Hunt Turf Farms
- UGA Department of Animal Science
- Calhoun Pet Care
- LCI-Landscape Creations & Belwood Nursery
- Thomason Cattle Farm and Eggs
- Williams Angus Farm / Calhoun Stockyard
- Dalton State Computer Science Program
- Image (Quality Staffing), Retired
- Thomas Kitchen and Baths
- Chadwick Construction
- Weaver Plumbing

Please describe any significant accomplishments for the 2020-2021 school year.

- Graphics and Design student who placed 2nd in Nationals for her design.
- Three student groups qualified for nationals in FCCLA.
- Esports team placed 8th in the state.
- Offered 17 pathways in 9 program areas.
- Opening of an onsite Urgent Care Clinic that supports students/families during the pandemic and partners with our WBL program.
- Continuation of the Junior Jacket Mobile Learning Lab- classroom on wheels (school bus) that visits neighborhoods in our community and is utilized by our ECE program.

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

As a charter system, we waive expenditure controls, certification requirements where needed based on industry experience, class size, seat time, and scheduling constraints to help maximize our resources and access of our programs to all students.

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

The Calhoun CCA operates with a school within a school model so that we can serve a higher number of students onsite.

- We provide access to select CTAE introductory classes to 8th graders for high school credit.
- We have a system level College and Career programs director leading efforts P-12
- We share staff across our district to provide a wider variety of offerings to our students.
- We house an onsite urgent care (in partnership with our local hospital) that provides patient care to staff and students but also provides WBL opportunities.
- We continue to utilize our mobile learning lab that operates as a classroom on wheels in a redesigned school bus that provides hands on learning experience to our youngest community members.

Number of college credits earned via dual enrollment: 2,283 total hours (1147 in fall / 1136 in spring)

Number of students in work-based learning programs: 112

Number of employer sites participating in work-based learning programs: 78

Number of blocks of work-based learning successfully completed by students: 236

Number of students in work-based learning that is aligned with their pathway: 85

Number of apprenticeship students participating in dual enrollment: 15

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 100%

Number of students who earn Technical Certificate: 18

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 0

Number of Technical Certificates earned: 18

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: Unknown

Central Education Center:

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

District(s) Served: Coweta

2020-2021 Enrollment: 2,200

Post- Secondary Partners: West Georgia Technical College

Business, Industry, and Community Partners:

- 346 Work-Based Learning Employer Sites
- Members of Program Specific Advisory Committees
- GA Consortium for Advanced Technical Training (GA CATT) Employer Participants
- Other GA CATT Stakeholders include the following:
- German-American Chamber of Commerce
- Technical College System of Georgia
- GA Department of Education
- Georgia Tech (GA Manufacturing Extension Partnership)
- West Georgia Technical College
- Coweta County School System

Representatives on the CEC Board identify partnerships critical to CEC success.

- 700 members of The Newnan-Coweta Chamber of Commerce represented on the CEC Board by Newnan Utilities.
- Coweta County government and economic development interests represented on the CEC Board by The Coweta County Development Authority.
- Non-Profit Corporations represented on the CEC Board by Coweta Community Foundation.
- Technology Companies represented on the CEC Board by NuLink/WOW!
- Healthcare Companies represented on the CEC Board by Encompass Health and Coweta Samaritan Clinic.
- Advanced Manufacturing Companies represented on the CEC Board by PWT Advisory and E.G.O. North America.
- AT Large businesses represented on the CEC Board by Coweta-Fayette EMC.

Other organizations represented on the CEC Board:

- Parents from each of East Coweta H.S., Newnan H.S. and Northgate H.S.
- Senior Leadership from each of the Coweta County School System and West Georgia Technical College
- Faculty Leadership from each of the Coweta County School System and West Georgia Technical College
- Counselors from the Coweta County School System

Please describe any significant accomplishments for the 2020-2021 school year.

1. Significant increase in employer sites participating in work-based learning (298 to 346)
2. 96.36% of interns/apprentices were perfect (meets or exceeds) on work ethic ratings provided by employers.
3. 53% of all high school grads in the School System participated in CEC during their Grades 8-12.
4. Based on reporting, continued to be a state leader in number of Dual Enrollment Graduation Option B students.
5. Successfully secured a competitive grant and expanded a new way to induct more students as potential apprentices into the Advanced Manufacturing Technician program. This is now allowing more students to enter the program per year regardless of apprenticeship positions available. And, we have more employers who want to hire these students as apprentices. Apprentice grads are beginning to complete international certification.

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

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

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

- Teacher Certification-We must have teachers with industry knowledge and experience. This often requires that we recruit industry experts who may not have a degree and who may not have taught. We induct these experts with mentor teachers. As we experience retirements, we continue to recruit industry experts to be teachers. The use of this waiver has become a part of our processes and those of our school district.
- Schedule-We must utilize flexibility in scheduling (seat time) in order to collaborate with the three high schools in the Coweta County School System who share with us the bulk of our students. This flexibility allows students to choose both CEC opportunities and traditional high school opportunities. We seek to collaborate, rather than compete, with base high

schools. That feature was captured in a Florida State University dissertation by Dr. Anthony Chow.

- Graduation requirements-the flexibility we sought led us to support the creation of Dual Enrollment Graduation Option B in order to accomplish the flexibility we needed to meet our mission ("ensure competitive talent for current and future careers"). Dual Enrollment Graduation Option B allows us to focus on the more individualized graduation plan that our local business community has desired, and that leads to higher wages at younger ages for our students. We now have evidence that Dual Enrollment Graduation Option B grads are highly recruited by employers AND also exercise options to continue post-secondary education. This option increases the early economic success for our grads that also provides for their further acquisition of education and skills post high school.

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

CEC provides Dual Enrollment, in particular, technical dual enrollment, through its partnership with West Georgia Technical College. CEC houses the bulk of the technical labs in Coweta for West Georgia Technical College. CEC was intentionally designed to do this so that dual enrolled Coweta students could easily access those programs. Now, the Coweta County School System and West Georgia Technical College are collaborating to plan an expansion of CEC that will add additional capacity for existing technical programs and will allow the opportunity to add a new technical program. These programs are utilized, first by our dual enrolled students, and also by adults in our community.

CEC is the subject matter expert for the School System for Dual Enrollment Graduation Option B, and has built into CEC the academic classes and technical programs that allow Coweta County School System students a one-stop location to complete Dual Enrollment Graduation Option B. A full-service Dual Enrollment Graduation Option B opportunity allows more students in the School System a different and valuable path to success. CEC has worked with GaDOE and TCSG to increase the number of approved Dual Enrollment Graduation Option B programs available to Coweta County School System students.

CEC, through an initiative of the CEC Board, created the first 8th Grade Charter College & Career Academy in Georgia. This lottery-driven program serves students from all seven middle schools in the Coweta County School System. One goal, per the Board, was to help 8th graders become inducted into the technical opportunities that lead directly to great jobs and careers in Coweta, via completion of programs at CEC. We now have 8th graders who earn high school technical and academic course credits during their 8th grade experience. CEC enrollment now includes a significant number of freshmen and sophomores, from our School System's high schools, because the 8th Grade Academy leads to further enrollment at CEC. CEC is noticing, through analysis of data, that a significant number of 8th graders take advantage of CEC programs throughout their high school careers.

The CEC Board, itself, adds value to the Coweta County School System. This group of business and education leaders provides expertise to the School System regarding needed programs, among other value added contributions. The CEC Board has become a key part of our local

community effort, through the Newnan-Coweta Chamber of Commerce, to focus on a more intentional "Talent Development Initiative" that builds on the foundation provided by CEC and the Coweta County School System.

CEC programs add value to the Coweta County School System. CEC audio/video/podcasting/graphics provide opportunities for the School System to reach parents, students, and the entire community electronically, with our students producing the electronic programming. CEC programs such as dental assisting allow the School System to partner with local service providers, like the Coweta Samaritan Clinic, and to provide the Coweta Samaritan Dental Clinic a new service for uninsured patients, while growing the School System's community outreach. Our dental assisting dual enrollment students assist local volunteer dentists to improve the dental health of those unable to access such care otherwise. The CEC Work-Based Learning Program, that serves all of the Coweta County School System, has attracted more employers as partners during the pandemic.

Number of college credits earned via dual enrollment: 3824 per West Georgia Technical College

Number of students in work-based learning programs: 852 duplicated/583 unduplicated enrolled

Number of employer sites participating in work-based learning programs: 346

Number of blocks of work-based learning successfully completed by students: 1,262

Number of students in work-based learning that is aligned with their pathway: 48

Number of apprenticeship students participating in dual enrollment: 35

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 18 youth apprenticeship students via a Dual Enrollment Graduation Option B

Graduation rate, as measured for Perkins funding accountability: 95.5%

Number of students who earn Technical Certificate: 122

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 16

Number of Technical Certificates earned: 138

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 97.58%

Chattahoochee Valley College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Chattahoochee

2020-2021 Enrollment: 126

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

Business, Industry, and Community Partners:

- ESE Health
- Magnolia Manner Nursing Home
- WRBL Media
- Rivertown Toyota
- Smith Metal Works
- Perry Brothers
- TIYA
- Fort Benning

Please describe any significant accomplishments for the 2020-2021 school year.

Initiated a partnership with Rivertown Toyota. Rivertown Toyota assessed the automotive program and assisted with the recommendations for equipment to meet industry standards.

Additionally, Rivertown has partnered to provide additional PL to the automotive teacher to ensure a seamless transition for students into the Work Base Learning program with Rivertown.

AV students, Level III, were student interns and were responsible for items on the system YouTube site.

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

Waivers in seat time and certification have allowed the CVA to meet the unique needs of the transient, military students that attend the school and participate in the academy. By working closely with Columbus Tech, we initiated a "stacking" of courses (initially began with healthcare science- CNA) to ensure students would finish with a certificate.

Because of this success, additional pathways/programs are being reviewed and revised to allow for stacking (3 courses within the year so that a transient student will finish with credentials).

Additionally, being flexible to determine transfer courses has allowed us to meet the individual needs of the highly mobile, military, transfer students

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

By working closely with Columbus Tech, we initiated a "stacking" of courses (initially began with healthcare science- CNA) to ensure students would finish with a certificate. Because of this success, additional pathways/programs are being reviewed and revised to allow for stacking (3 courses within the year so that a transient student will finish with credentials)

Using CNA students in our school-based Health Clinic has allowed the district to serve more students for acute care.

Number of college credits earned via dual enrollment: 327

Number of students in work-based learning programs: 53

Number of employer sites participating in work-based learning programs: 8

Number of blocks of work-based learning successfully completed by students: 70

Number of students in work-based learning that is aligned with their pathway: 35

Number of apprenticeship students participating in dual enrollment: 0

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 93.6%

Number of students who earn Technical Certificate: 25

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 38

Number of Technical Certificates earned: 18

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 75%

Commodore Conyers College and Career Academy

GCAA Type: Charter System Contract

District(s) Served: Dougherty

2020-2021 Enrollment: 610

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

Business, Industry, and Community Partners:

- Phoebe Putney Memorial Hospital
- Procter & Gamble
- MCLB
- NEOS Technologies
- Oxford Construction
- LRA Constructors SAM Service
- Outdoor Network
- Pelicanno Construction
- Safe Aire
- United Way
- McCleskey Cotton
- MadLAB Marketing
- Adams Exterminators
- Albany CEO
- Albany Area Primary Health Care
- Flint Ag and Turf and others
- Albany Area Chamber of Commerce
- Flint River Fresh, among other
- Albany Dougherty Economic Development Commission

Please describe any significant accomplishments for the 2020-2021 school year.

The 2020-2021 school year a challenging year with COVID. We started the year in a "virtual only" mode which created some instructional barriers. Using technology, we were able to deliver the classroom, instructor led discussions. For the more hands-on instruction, several of our teachers created kits for students to pick up and complete at their homes.

Our mobile produce stand was out in the neighborhoods, our nursing students were creating personal care kits, our construction students continued to build garden boxes and work on community projects. Our work-based learning students were able to return to work, make some money and gain valuable experience.

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

We continue to use our seat-time waivers to allow for significant project-based learning opportunities for our students. On Fridays, students spend most of their time working on community projects where they are able to develop their problem solving skills, critical thinking skills, collaboration skills and communication skills. In addition, we use our flexibility to attract instructors directly from the workforce.

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

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

Our project-based learning, GroupUp, program is unique and innovative. We have dedicated Fridays at the Academy for students to focus on community projects where they learn how to solve problems, collaborate, and communicate while working on meaningful, student-driven projects.

Number of college credits earned via dual enrollment: 180

Number of students in work-based learning programs: 48

Number of employer sites participating in work-based learning programs: 15

Number of blocks of work-based learning successfully completed by students: 2

Number of students in work-based learning that is aligned with their pathway: 48

Number of apprenticeship students participating in dual enrollment: N/A

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 100%

Number of students who earn Technical Certificate: 22

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 22

Number of Technical Certificates earned: 22

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 12%

Decatur College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Decatur City

2020 - 2021 Enrollment: 1045

Post- Secondary Partners: Georgia State University (Early College), Georgia State University
Georgia Piedmont Technical College, Oglethorpe University

Business, Industry, and Community Partners:

- Style Counsel Atlanta
- Wellspring Chiropractic
- Decatur Prevention Initiative
- GUIDE
- The Hines Agency, American Family Insurance

Please describe any significant accomplishments for the 2020-2021 school year.

- CEO presented at Georgia Association for Career and Technical Education Summer Conference Presenter - **July 2020**
- CEO presented at Beacon Hill Black Alliance - Student Leadership Series - **September 2020**
- Received two Computer Science Grants for \$25K Georgia Department of Education 85% for Professional Learning - September 2020 and for \$14K Georgia Power Foundation - December 2020
- Career Field Trips - **February 2021**
- CEO Attended the Decatur Downtown Development Authority Meeting - **March 2021**
- Developed Career Talks as a Partnership with Decatur High School to bring virtual guest speakers to all seniors during advisement covers all 17 career clusters over six weeks - **March/April 2021**
- 12 Graphic Design Students earned Adobe Certifications in Photoshop or Illustrator - **May 2021**
- Arranged over 81 virtual mock interviews for pathway completers - **May 2021**
- Work with the Decatur Downtown Development Authority on a Job Fair on the Square in which Decatur Career Academy students had priority access from 9am-10am - **June 2021**

- Computer Science Externship in Nashville, Tennessee in which the CEO, Work-Based Learning Coordinator, two high school and two middle school teachers participated over two days with other teachers from around the county- **June 2021**

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

The DCA has several teachers that are not traditionally certified that can instruct due to our use of flexibility related to certification.

**What innovations or unique features does your school provide that adds value to the school system(s) your College and Career Academy serves?
What changes, if any, have you implemented during the pandemic to ensure operational excellence?**

- Implementation of the Georgia State University Early College Program to ensure the Decatur Career Academy's demographics participating in dual enrollment reflects the school's demographics overall.
- Implementation of the International Baccalaureate (IB) Career Program in Grades 11-12, creating a seamless IB education for grades 4-12.
- Extending foreign language learning for all students participating in IB Career Program
Implementation of criterion-based grading.
- As part of the IB Career Program, students complete a reflective project directly tied to their completed pathways in their senior year.
- Students in the Education Pathway are assigned to City Schools of Decatur's middle school and elementary schools throughout the district as the third level of their pathway. Students participate in these placements for one period each day.

Number of college credits earned via dual enrollment: 712

Number of students in work-based learning programs: 130

Number of employer sites participating in work-based learning programs: 81

Number of blocks of work-based learning successfully completed by students: 146

Number of students in work-based learning that is aligned with their pathway: 34

Number of apprenticeship students participating in dual enrollment: 0

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 98%

Number of students who earn Technical Certificate: 0

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 0

Number of Technical Certificates earned: 0

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 100%

Douglas County College and Career Institute:

GCAA Type: Strategic Waiver System

District(s) Served: Douglas

2020-2021 Enrollment: 319

Post- Secondary Partners: West Georgia Technical College, Georgia Highlands College

Business, Industry, and Community Partners:

- Greystone Power
- Dr. Eric Leithner, DDS
- POSolutions, Inc.
- TransAmerica Computer Consulting, LLC
- Connally & Jordan CPA

Please describe any significant accomplishments for the 2020-2021 school year.

After the pandemic, we were able to bring students back on campus face to face to participate in multiple dual enrollment programs. We had both virtual and face-to-face recruiting meetings. The majority of our students completed at least 2 TCCs over the course of the year with some completing more than that.

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

Due to the waivers in place, we are able to have students complete their Health and personal fitness classes in an online format. We also offer smaller class sizes and have some flexibility when it comes to teaching in field by using an online platform.

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

We offer a significant amount of dual enrollment opportunities for our students.

Number of college credits earned via dual enrollment: 2,960

Number of students in work-based learning programs: 6

Number of employer sites participating in work-based learning programs: 6

Number of blocks of work-based learning successfully completed by students: 9

Number of students in work-based learning that is aligned with their pathway: 6

Number of apprenticeship students participating in dual enrollment: 0

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 1

Graduation rate, as measured for Perkins funding accountability: 96%

Number of students who earn Technical Certificate: 155

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 155

Number of Technical Certificates earned: 177

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 60%

Effingham County College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Effingham

2020-2021 Enrollment: 1077

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

Business, Industry, and Community Partners:

- GA Ports
- Georgia Pacific
- Effingham Health
- Aerodynamic Aviation
- Thomas & Hutton
- Georgia Power
- Effingham Chamber of Commerce
- Effingham IDA
- Effingham BOE

Please describe any significant accomplishments for the 2020-2021 school year.

- Started a program called "Workforce PhD"
- Started a program called "Careers and Experts"
- 89 Seniors from ECCA were offered \$4,043,720 in scholarships

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

- Employed a Culinary Teacher from Industry to teach Culinary Arts
- Continue with LEAP program through GT
- Continue with Dual Enrollment program

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

- Dual Enrollment program has increased over time, largely due to partnership with Savannah Tech and sharing the same campus with ST.
- Students of Effingham County have an opportunity to participate in the STEM program here at ECCA.
- Staff members with industry experience teaching authentic, hands-on, inquiry-based, and project-based learning.

Number of college credits earned via dual enrollment: 273

Number of students in work-based learning programs: 22

Number of employer sites participating in work-based learning programs: 13

Number of blocks of work-based learning successfully completed by students: 124

Number of students in work-based learning that is aligned with their pathway: 36

Number of apprenticeship students participating in dual enrollment: 3

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 98.83%

Number of students who earn Technical Certificate: 30

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 3

Number of Technical Certificates earned: 44

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 10%

Fitzgerald High School College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Ben Hill

2020-2021 Enrollment: 846

Post- Secondary Partners: Wiregrass Technical College, Abraham Baldwin Agricultural College, South Georgia State College, and Valdosta State College

Business, Industry, and Community Partners:

- Fitzgerald Automotive Group
- Fitzgerald Water Light and Bond
- Electric Cities of Georgia
- Community Bank,
- Modern Dispersions
- Southern Physical and Occupational Therapy
- Southern Veneer
- Polar Beverages
- Covered Wagon
- The Raynor Company
- Irwin EMC
- Mana Nutrition
- Ben Hill County Sheriff's Office
- City of Fitzgerald,
- Lippert Components
- Golden Boy Foods

Please describe any significant accomplishments for the 2020-2021 school year.

- Completing the first "FLEX" Fitzgerald Leadership and Entrepreneur X-perience Competition
- Community Job Fair
- Updating Academy/Pathway Marketing Material
- State Football Team Runner Up
- Competed in our first TSA Robotics Team Events
- Audio Video Pathway live streams many school events
- CTAE Pathway Graduation Rate with 98.29%
- FHSCCA Graduation Rate was 90%

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

During COVID, our Culinary Department taught virtually but had students come to pick up ingredients and prepare dishes at home just as they would have done in class.

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

All students in the Ben Hill County School District have one-to-one devices.

We were able to teach more effectively with students being able to log on to their class.

Number of college credits earned via dual enrollment: 253

Number of students in work-based learning programs: 71

Number of employer sites participating in work-based learning programs: 66

Number of blocks of work-based learning successfully completed by students: 196

Number of students in work-based learning that is aligned with their pathway: 66

Number of apprenticeship students participating in dual enrollment: 17

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 98.29%

Number of students who earn Technical Certificate: 67

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 9

Number of Technical Certificates earned: 77

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 80%

Floyd County College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Floyd

2020-2021 Enrollment: 755

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

Business, Industry, and Community Partners:

- Floyd Medical Center
- Redmond Regional
- Harbin Clinic
- Dr. Hunt Riverside Oral and Facial Surgery
- Dr. Vargo
- Dr. Naguszewski (Coosa Medical Group)
- Dr. James Douglas Family Practice
- Culbreath, Carr, and Watson Animal Clinic
- OTR Engineering
- Thermal Seal Duct
- Carlsen Precision Manufacturing
- CSC Fabrications
- Grace Manufacturing
- David Gurley Welding Shop
- Tim Lewallen Mobile Welding
- Newberry Paint and Body

- Pridemore and Cox Orthodontics
- Hortman and Carney Dentistry
- Dr. Hulsey Rome Diagnostics
- Foundations Orthodontics
- Performance Physical Therapy
- Renaissance Marquis
- Rome Orthopedic Center (ROC)
- Rome Fire Department
- Oglethorpe Power
- Georgia Power
- Profile Extrusions
- Packaging Products Corp.
- Brugg Wire
- C & L Cylinder and Machine
- Foss Manufacturing
- Southern Bracing Systems
- Georgia Power
- High Voltage
- CISCO Computer Networking
- Floyd Medical Center (IT)
- Redmond Regional (IT)
- Floyd County Board of Education
- Phelps Transportation
- Candor Insurance
- Harbin Clinic (Maintenance)
- Source Electric
- Ronnie Sharpe Trucking
- Alarm Systems
- S. Mullen Construction
- Crider Plumbing
- Sike Storey Lumber Co.
- Horticulture/Forestry
- Grace Farms
- Tittle Farms
- Joe Hill Lawnmower Shop
- Tucker Farms
- Watters and Associates Landscaping
- Animation & Digital Media
- High Tech Signs
- Sara Hightower Library
- Lt. Governor Casey Cagle Campaign
- Garden Lakes Elementary
- Armuchee High School
- SuperKids Early Learning Center
- Garden Lakes Baptist Pre-School
- Rome City Police Department
- Stewart Bratcher – Attorney

Please describe any significant accomplishments for the 2020-2021 school year.

- The Floyd County CCA was open and teaching the entire 2020-2021 calendar year. All numbers were down due to COVID-19. We are proud to say we continued to have students in WBL opportunities. We continued to market our programs to students and community stakeholders. This in turn resulted in better numbers across the board for 2021-2022.
- Also, the Floyd CCA offered an On-line learning opportunity for students' unable to physically attend. We were able to again increase Dual Enrollment numbers from 414 in 2020 to 420 in 2021.
Floyd CCA was accepted into the DOE Economic Development Partnership Designation - 2021-2022.
- Floyd CCA hosted, on December 1, 2020, the Lt. Governors Business and Education Summit.
- Floyd CCA Students presented a COVID-19 Arduino Programmable Digital Scanner Door at the Lt. Governors Business and Education Summit, December 1, 2020

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

- We have used numerous waivers when hiring individuals from business and industry. If we did not have the ability to waive some of the DOE requirements, we would not be able to get quality individuals.
- We also pay teachers that come to us from business and industry credit for years experience in their respective industry.

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

Floyd CCA Students presented a COVID-19 Arduino Programmable Digital Scanner Door at the Lt. Governors Business and Education Summit, December 1, 2020.

The Floyd CCA is a STEM school with math and science classes on campus. Our charter status allows us flexibility to teach using innovative strategies. All academic classes are required to collaborate with the CTAE pathways. This allows the academic disciplines an opportunity to make learning relevant to students.

Number of college credits earned via dual enrollment: 3,535

Number of students in work-based learning programs: 102

Number of employer sites participating in work-based learning programs: 60

Number of blocks of work-based learning successfully completed by students: 99

Number of students in work-based learning that is aligned with their pathway: 85

Number of apprenticeship students participating in dual enrollment: 2

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 2

Graduation rate, as measured for Perkins funding accountability: 98%

Number of students who earn Technical Certificate: 149

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 95

Number of Technical Certificates earned: 339

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 26%

Golden Isle Career Academy:

GCAA Type: Strategic Waiver System

District (s) Served: Glynn

2020-2021 Enrollment: 822

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

Business, Industry, and Community Partners:

- Golden Isles-Brunswick Chamber of Commerce
- Golden Isles Development Authority
- King & Prince Seafood
- Rich's Products
- Southeast Georgia Healthcare System
- Gulfstream
- International Auto Processing
- Haven Industries
- Sea Island
- Georgia Power
- Georgia-Pacific

Please describe any significant accomplishments for the 2020-2021 school year.

- Increased GICCA enrollment in spite of the pandemic.
- Established a MOU with McIntosh County so that high school students from Darien HS attend GICCA.
- Increased the number of students taking the End of Pathway Assessment (from 192-290)
- Increased the number of students who passed the EOPA (from 65% to 72%)
- Implemented dual enrollment course (from CPTC) in healthcare services and culinary arts.
- 50 students earned 193 college credits in S2

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

- Teacher credentials
- Amount of time students spend in class

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

- Included DE credit opportunities in healthcare services and culinary arts
- Received NCCER certification for welding
- Implemented THIS GIRL CAN workshops to introduce 8th & 9th grade girls to nontraditional occupations women
- Implemented "A Taste of Career Success: Take & Bake" fundraiser (5x); our culinary arts students prepared meal kits at \$40/kit making meals for over 1,200 people

Number of college credits earned via dual enrollment: 193

Number of students in work-based learning programs: 126

Number of employer sites participating in work-based learning programs: 81

Number of blocks of work-based learning successfully completed by students: 3,315

Number of students in work-based learning that is aligned with their pathway: 121

Number of apprenticeship students participating in dual enrollment: 8

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 59

Graduation rate, as measured for Perkins funding accountability: 98%

Number of students who earn Technical Certificate: 0

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 0

Number of Technical Certificates earned: 0

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: We do not have a system in place to track this data.

Gordon College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Gordon

2020-2021 Enrollment: 324

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

Business, Industry, and Community Partners:

- Fox Systems
- Mohawk Industries
- Shaw Industries
- Advent Health
- Engineered Floors
- Georgia Power
- Vista Metals
- Mannington Mills
- Calhoun First Bank

Please describe any significant accomplishments for the 2020-2021 school year.

A dual enrollment pathway was added for Drafting Assistant.

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

Certification flexibility has been utilized in order hire instructors that have industry credentials.

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

Mohawk Industries provides a part-time instructor to the Career Academy to teach the Industrial Maintenance pathway.

Number of college credits earned via dual enrollment: 63

Number of students in work-based learning programs: 9

Number of employer sites participating in work-based learning programs: 9

Number of blocks of work-based learning successfully completed by students: 16

Number of students in work-based learning that is aligned with their pathway: 9

Number of apprenticeship students participating in dual enrollment: 0

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 99%

Number of students who earn Technical Certificate: 2

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 1

Number of Technical Certificates earned: 3

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 25%

Griffin Regional College and Career Academy:

GCAA Type: Locally-Approved Charter School (Start-up) **District(s) Served:** Spalding, Butts, Pike

2020-2021 Enrollment: 358

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

Business, Industry, and Community Partners:

- Norcom
- Rinnia
- Hoshizaki
- Brightmoor Health Systems
- G+S Chamber of Commerce
- Beck, Owen, & Murphey Law Group

- Caterpillar
- Newton Crouch
- WellStar Spalding
- Caremasters
- American Wookmark
- Development Authority.

Please describe any significant accomplishments for the 2020-2021 school year.

Completed Aircraft Hangar on campus to be used in the Aviation, Maintenance, & Pilot program. It is the only Aircraft Hangar on a Georgia High School campus. Began the Unmanned Aircraft program with students sitting for their FAA Part 107 Unmanned Aircraft Pilot certification.

One of our students, Ana Giddings, completed the German Apprenticeship Program, earning her US DOL Apprenticeship Certification with over 1250 hours, earned her AA Degree in Precision Manufacturing, and became the first black female to pass the German Certification exam in Maintenance Mechanics. She is continuing her work with her host company, Norcom, and is completing her degree in Mechanical Engineering. She will then return full time to Norcom and take over the world!

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

Using waivers such as hiring industry instructors for key programs such as Aviation. This has allowed the students to gain not only the academic part of the pathway, but also the real world work in the industry. Hiring a FAA Flight Instructor, retired A&P Mechanic, and a retired pilot has definitely resulted in student success.

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

All pathways lead to either Technical Certificates of Credit (TCC), Technical Diploma, AA Degree, or an industry recognized credential such as FAA Certification in the Aviation program. The Aircraft Hangar in our Aviation program grants the students the GRCCA serves an opportunity no other Georgia high school student has at this time.

We continue to connect programs to business/industry opportunities, thus adding value to the three school systems we serve. These connections include internship opportunities and/or employment with companies such as Georgia Power, Delta, Rinnia, Hoshizaki, Norcom, and many others. Impacting the cycle of poverty in each school district's community, by matching students to career options that will be life changing.

Number of college credits earned via dual enrollment: 645

Number of students in work-based learning programs: 36

Number of employer sites participating in work-based learning programs: 33

Number of blocks of work-based learning successfully completed by students: 70

Number of students in work-based learning that is aligned with their pathway: 19

Number of apprenticeship students participating in dual enrollment: 9

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 2

Graduation rate, as measured for Perkins funding accountability: 93.33%%

Number of students who earn Technical Certificate: 89

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 38

Number of Technical Certificates earned: 158

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 83%

Hart County College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Hart

2020-2021 Enrollment: 1,054

Post- Secondary Partners: Athens Technical College, Emmanuel College

Business, Industry, and Community Partners:

- Terri Partain
- Chamber Director
- Dwayne Dye
- Lake Foods
- MedLink
- HTC
- Grayson Williams
- Bibb
- Eric McAllister
- Fun Spot Manf.
- Dustin Chambers
- Haering Precision
- Lee Adams
- Fabritex
- Jason Ford
- Debra Redmond
- Linde+Wiemann
- Bobbie Busha
- UGA Archway
- Trae Jones
- RITZ Transformers
- Downtown Development Director
- HCMS representative
- Jennifer Fleming
- Rosanna Cruz
- Wyndee McKinnon
- Jason Craft
- Royston LLC
- Michele Petee
- Athens Technical College
- Christine Blomberg
- Tammy Demchak
- Robert Kesler
- McGee Heating & Air
- Keegan Dye
- Mary Elizabeth Jackson - Student Advisor
- Leadership HART & Chairman of the Hart College & Career Academy
- Community Relations Director
- Winston Silva - Nestle Purina
- Industrial Building Authority
- Kevin McCraney
- Georgia Power

Please describe any significant accomplishments for the 2020-2021 school year. How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

- 96.2% Graduation Rate
- 100% Pathway Completer Graduation Rate
- 6 students completed their Technical College Certificate in arc welding
- 19 Healthcare Science students received their Certified Nursing Assistant certifications
- 31 WBL students
- 14 Certified CTAE pathways offered
- Implementation of Industry Day signings
- 10 TSA & SkillsUSA State Champions
- Back to Back National Champions in Video Game Design
- Added a pathway for Law, Public Safety, and Corrections (Criminal Justice) based on YouScience data
- Use of YouScience at both the middle and high school levels

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

Hiring from local business and industry has been a great thing for us. Before we were a charter system, new hires had to have proper certifications and credentialing before you could hire them. We now have flexibility as a charter system to go out and recruit highly qualified personnel who are skilled at what they do. One example is the Criminal Justice teacher that we hired this summer. He doesn't have a teaching degree in education however, he has served in our community as a police officer, lawyer, and judge over the last 27 years.

When the new pathway was opened, he was the first person to apply. He brings nearly three decades of experience to the classroom, and this is just one example of how we have been able to use our charter waiver on hiring to ensure that students receive the best instruction possible.

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

Our welding lab is very impressive! We have been able to use extra funds to purchase even more welding equipment which means that we are able to add more students into our dual enrollment welding program through Athens Technical College. Our audio / video program pathway is also thriving with new innovative technology. Our students are having so much success both here and at the collegiate level due to being trained on the proper equipment here at the HCCA.

Number of college credits earned via dual enrollment: 165

Number of students in work-based learning programs: 28

Number of employer sites participating in work-based learning programs: 13

Number of blocks of work-based learning successfully completed by students: 50

Number of students in work-based learning that is aligned with their pathway: 28

Number of apprenticeship students participating in dual enrollment: 24

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 24

Graduation rate, as measured for Perkins funding accountability: 96.2% HCHS and 100% for Pathway Completer Graduation Rate

Number of students who earn Technical Certificate: 24

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 0

Number of Technical Certificates earned: 24

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 18%

Heart of Georgia College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Laurens, Dublin City

2020-2021 Enrollment: 135

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

Business, Industry, and Community Partners:

- YKK ap
- Flexsteel
- WildBore Machine Tool
- Dublin Construction
- Dublin Laurens Chamber
- Dublin Development Authority
- Erdrich USA
- WestRock Southeast
- Morris Bank Gay Co.
- Carl Vinson Medical Center
- Georgia Department of Labor
- Fairview Park Hospital
- Dublin City Schools
- Laurens County Schools
- Farmers State Bank

Please describe any significant accomplishments for the 2020-2021 school year.

We were able to provide a multifaceted approach to our curriculum this past year. We did provide face to face classes for the Laurens County School System and were virtual most of the year with most of the students for the Dublin City Schools System.

We were able to have our Summer Youth Works program and placed 10 students in industry to gain valuable experience during the summer. We were able to add a new program. We added an Emergency Medical Responder and Emergency Medical Technician pathway for our students to participate.

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

We are able to provide students with the opportunities to take classes that we could not provide at our individual high schools without the flexibility of the career academy.

We can pool our schools resources. Programs such as: Cosmetology, EMR/EMT, Public Safety (Criminal Investigations) and Welding. We use seat time waivers to allow for the travel time to and from the career academy.

We also use teacher certification waivers to find employees in all of our programs. This helps us find instructors that would have industry knowledge. In some of these areas it is very challenging to hire a certified instructor in our programs. All of our instructors at HGCCA are out of industry and bring their experiences that have garnered over years working in the field of choice.

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

One of our new partners is the Laurens County EMS. They use our facility to provide an EMT night program utilized by the community to meet the needs of EMS workers in the area. Through this program our students can earn certification to become a registered EMT. We Partner with WildBore Machine and Tool, Dublin Construction Company and Morris Bank in our welding program to provide equipment and financial support so we can offer the welding program for our students. Without the input from our industry partners, we would be unable to provide welding to our students and the ability to pool these resources to one location allows industry to be a partner.

We have worked with Oconee Fall Line Technical College to articulate our welding courses so students can earn welding credits at OFTC after completing our courses. We have created a Summer Youth Works program in partnership with our local chamber, the City of Dublin, and local industries to provide opportunities for employment during the summer for our students.

We were able to place students this past summer as part of the program after having to take a summer off because of COVID (we placed 10 students). Students can work in an area of interest to provide valuable understanding of a career and learn work ethics habits by being on the job. We also work closely with the chamber to sponsor a program we call Students In Business.

We visit local industries every year so students can see industry and employment opportunities in our local area. We are working with VA to set up a program to provide students with the opportunity to work in areas of need at the VA so they can gain valuable job skills. This process has been slowed because of COVID but we are moving forward with meetings and preparation. With the VA we also host a Career Day where students can go to the VA to see the many types of careers that they offer.

Number of college credits earned via dual enrollment: 1,091

Number of students in work-based learning programs: 17

Number of employer sites participating in work-based learning programs: 13

Number of blocks of work-based learning successfully completed by students: 19

Number of students in work-based learning that is aligned with their pathway: 37

Number of apprenticeship students participating in dual enrollment: 14

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 96%

Number of students who earn Technical Certificate: 3

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 1

Number of Technical Certificates earned: 4

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 2%

Houston County College and Career Academy:

GCAA Type: Strategic Waiver School System

District(s) Served: Houston

2020 - 2021 Enrollment: 367

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

Business, Industry, and Community Partners:

- Robins Air Force Base
- Frito Lay
- Houston Development Authority
- Houston Healthcare
- WorkSource GA
- Houston Sheriff Department
- Perry Police Department
- Houston County Board of Education

Please describe any significant accomplishments for the 2020-2021 school year.

Although many of our students choose virtual school, our school system was in session the entire year. Students reporting for face to face learning earned both high school and college credit.

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

The majority of our pathways are dually enrolled with Central GA Technical College. We have been able to employ teachers directly from industry.

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

An inaugural internship began with Robins Air Force Base, Software Engineering group. Twenty five high school graduates with little to no computer programming experience were hired as entry level employers. Students will be able to return each summer to continue their work.

Number of college credits earned via dual enrollment: 2,298

Number of students in work-based learning programs: 53

Number of employer sites participating in work-based learning programs: 47

Number of blocks of work-based learning successfully completed by students: 90

Number of students in work-based learning that is aligned with their pathway: 46

Number of apprenticeship students participating in dual enrollment: 48

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 89.6%

Number of students who earn Technical Certificate: 174

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 31

Number of Technical Certificates earned: 236

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 50%

Jones County College and Career Academy:

GCAA Type: Strategic Waiver System Contract

District(s) Served: Jones

2020 - 2021 Enrollment: 1,649

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

Business, Industry, and Community Partners:

- BASF
- Rotary Club of Jones County
- FLEX Fitness
- Stone Brooke Assisted Living
- Kuhmo Tire
- Atrium Navicent
- CW Matthews Construction
- Speir Electrical
- Sheridan Construction
- Gray Feed and Seed
- Prince Precision and Manufacturing
- McDuffie's Lawn and Firewood

- Piedmont
- Serenity Adult Daycare
- Elite Fitness
- Land Nerd LLC
- Elliott Machine Shop
- Vulcan
- Team Sports
- Gray Drugs,
- Piedmont Orthopedic
- 13WMAZ
- Reeves Construction
- Jones County School System
- Jones County Government
- City of Gray
- LE Schwartz Roofing
- Jones County Sheriff's Office
- GEICO
- Morris Bank
- Chambers Dairy
- Gadd's Animal Hospital
- General Steele
- Lightwood Plantation
- Merle Norman
- Spivey Insurance
- Woodard Farms
- Primary Pediatrics
- Women's Specialty Group,
- Gateway Development
- Midstate Synthetic Walls
- Gray/Jones County Chamber of Commerce
- Community Foundation of Central Georgia
- Delong's Gizzard Equipment Co.
- Ingram and Associates Engineering
- Jones County Family Connection
- Jones County Nutrition Department
- Operation Early Intervention
- Autumn Lane Health and Rehabilitation
- Jones County Development Authority
- Lynn Haven Health and Rehabilitation
- Piedmont Animal Hospital
- Gray Library
- Magnolia State Bank

Please describe any significant accomplishments for the 2020-2021 school year.

- Completed initial GCCAN Certification.
- Recognized partner, BASF for "Business Partner of the Year"

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

Hiring of instructors from industry to meet the needs of demanded career fields.

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

As a single high school district, our CCA considers all students to be college and career academy students, as they all should one day be employed, regardless of their respective path. Our CCA offers students many DE options on our campus, both occupational and academic, which allows students to enjoy a high school experience while beginning their post-secondary pursuits still fully.

Additional innovations include career-centered events and pathway promotional activities such as Rising Ninth Grade Registration Night at CCA, Mock Interviews, Senior Pathway Recognition Night, College and Career Fair, Reality Check events, Mentor Sessions, career speakers for academic courses, Senior Retreat with "adulthood" workshops, etc.

Number of college credits earned via dual enrollment: 616

Number of students in work-based learning programs: 59

Number of employer sites participating in work-based learning programs: 50

Number of blocks of work-based learning successfully completed by students: 94

Number of students in work-based learning that is aligned with their pathway: 9

Number of apprenticeship students participating in dual enrollment: 40 (WBL and YAP)

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 87%

Number of students who earn Technical Certificate: 104

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 25

Number of Technical Certificates earned: 137

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: Unknown

Lanier Charter Career Academy:

GCAA Type: Strategic Waiver System

District(s) Served: Hall

2020-2021 Enrollment: 761

Post- Secondary Partners: Lanier Technical College, Gainesville, GA
University of North Georgia, Oakwood, GA

Business, Industry, and Community Partners:

- Kubota Manufacturing
- Lowe's
- Regions Bank
- Cargill
- Wilheit Packaging
- CEFGA
- Signs by Tomorrow
- Builders First Source
- Goodwill
- Workforce Strategies
- Greater Hall Chamber of Commerce
- Scott's on the Square
- Workforce North GA
- Carroll Daniel Construction
- Performance Food Group
- Habitat for Humanity
- Lanier Islands, Margaritaville
- IMS Gears
- King's Hawaiian
- Lawson Heating and Air
- ZF Industries
- JEMC
- Olive Garden
- Kennon Heating and Air
- Georgia Power
- Milwaukee Tools
- Gainesville Mechanical

Please describe any significant accomplishments for the 2020-2021 school year.

Additional business partners; grew Dual Enrollment; additional certifications added for students; and our certification visit for the College and Career Academy; rebranding and additional marketing efforts of programs

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

Teacher certification has allowed us some flexibility for the hiring our new Culinary chef and HVAC instructor. We were able to hire skilled personnel and bring them into the classroom. This ensures students are being taught what skills industry say they need.

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

The authentic experiences we are able to give our students through our school-based enterprises. Each program has an experience tied to it (Bistro, Corner Cafe, Get Gifted, Reflections, Design 360, Meetings and Events, MetalWoods). Also, tying Dual Enrollment to the high school pathways offered.

Number of college credits earned via dual enrollment: 140

Number of students in work-based learning programs: 46 (does not include part-time students)

Number of employer sites participating in work-based learning programs: 35 (does not include part-time students)

Number of blocks of work-based learning successfully completed by students: 92 full time students.

Number of students in work-based learning that is aligned with their pathway: 37 (only full time students)

Number of apprenticeship students participating in dual enrollment: 4 (only full time students)

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 94.9% (includes full-time and part-time students)

Number of students who earn Technical Certificate: 21

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 2

Number of Technical Certificates earned: 23

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 95%

Liberty County College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Liberty

2020-2021 Enrollment: 871

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

Business, Industry, and Community Partners:

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

Please describe any significant accomplishments for the 2020-2021 school year.

- Economic Development Partnership Designation Cohort
- Implemented Patient Care Technician pathway, received \$25,000 workforce grant
- Implemented Logistics/Warehousing Fast Track Program
- Developed Online Canvas Courses
- Virtual Job Shadow Day
- Virtual Career Day
- Virtual Mock Interview Day
- Virtual Guest Speakers

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

- Seat time
- Flexibility in scheduling to offer Technical Certificate of Credit in one semester
- Flexibility in hiring teachers from industry without teacher certification
- Hold firefighting class at local Fire Department taught by Fire Chief

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

- Work Place ethics training
- District Work Based Learning Coordinator housed at LCCA
- One to One iPad provided
- Added Fine Arts pathways: Photography, Animation, Esports
- Implemented Manufacturing Fasttrack Program to meet the workforce needs of local industry
- Virtual Job Shadow Day
- Virtual Career Day
- Virtual Mock Interview Day
- Transportation provided for all Savannah Tech Dual Enrollment cohort students, LCCA, and clinical internships
- Transportation provided for Esports team to return to LCCA
- Culture and Climate of high expectations, creating a work environment for associates and program specialists

Number of college credits earned via dual enrollment: 1,562

Number of students in work-based learning programs: 130

Number of employer sites participating in work-based learning programs: 76

Number of blocks of work-based learning successfully completed by students: 176

Number of students in work-based learning that is aligned with their pathway: 120

Number of apprenticeship students participating in dual enrollment: 0

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 98%

Number of students who earn Technical Certificate: 65

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 12

Number of Technical Certificates earned: 77

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 2018 Graduating Class of 608 students: 9.2 % working in TCC area, 53.9% enrolled in post-secondary education

Morgan County College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Morgan

2020-2021 Enrollment: 980

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

Business, Industry, and Community Partners:

We are partnered with many through our Work Based Learning/Youth Apprenticeship Program.

Please describe any significant accomplishments for the 2020-2021 school year.

We were able to maintain in-person learning for the entire year. The vast majority of our WBL sites still accepted students, which helped them tremendously. We posted a 94.3% graduation rate.

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

The typical waiver use of flexibility with hiring non-traditional faculty and staff is our absolute favorite use because it allows us to easily bring in experts from industry. We have also been able to create a few different types of classes that work well with our pathways and academy courses.

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

By offering a wide variety of dual enrollment courses and others that lead to certifications, we are preparing students to jump into the workforce more quickly or head into other post-secondary options with a better understanding of what direction they will take, saving time and money. A great many of our partnerships have also resulted in community service opportunities as well.

Number of college credits earned via dual enrollment: 809

Number of students in work-based learning programs: 102

Number of employer sites participating in work-based learning programs: 77

Number of blocks of work-based learning successfully completed by students: 234

Number of students in work-based learning that is aligned with their pathway: 87

Number of apprenticeship students participating in dual enrollment: 50

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 93.4%

Number of students who earn Technical Certificate: 15

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 0

Number of Technical Certificates earned: 15

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 70%

Newton County College and Career Academy:

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

District(s) Served: Newton

2020-2021 Enrollment: 915

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

Business, Industry, and Community Partners:

- Arbor Equity
- Piedmont Newton Hospital
- General Mills
- Nisshinbo
- Newton County Farm Bureau
- Newton County Arts Association
- EMC Snapping Shoals
- SRG Global
- Covington-Newton County Chamber of Commerce
- Michelin North America-Tred Technology
- Georgia Piedmont Technical College

Please describe any significant accomplishments for the 2020-2021 school year.

- Being the first Georgia College and Career Academy to participate in a virtual certification visit.
- Flexible Days Scheduling Model
- STEM Institute
- The new Sports Medicine Pathway in partnership with Piedmont Newton Medical Center.
- The new Welding Pathway in partnership with Michelin, Nisshinbo, and Benton Welding Supply.

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

NCCA leadership and staff work to provide updated CTAE pathways that meet local business and industry needs through enriched academics through inquiry, hands-on and project-based learning. State and local district requirements for academic credit are achieved as well as the standards for industry certification. Through collaboration with our district CTAE leadership, Industrial Development Authority, business, and community partnership NCCA is working towards creating career cluster collaborative communities within NCCA.

In creating this model all CTAE pathways will be subject to review that includes strategic partnerships working within the collaborative communities focused on providing industry desired

skills in the areas of our district Portrait of a Graduate model. Additional work will include the emphasis of integrating academics through collaboration with NCCA academic trainers and CTAE trainers.

NCCA in the 2020-2021 has worked with the BOE to include adding professional/work ethic skills within all subjects that accounts for ten percent of an associate's final grade for full implementation during the 2021-2022 school year. NCCA has increased its Dual Enrollment opportunities by partnering with Point University to offer courses at the career academy.

Lastly, the STEM Institute that is housed at NCCA will continue its work on offering innovative curriculum in STEM areas for grades 9-12 focused in PBL and the current CTAE pathways Biotechnology and Engineering Drafting and Design. The innovative features listed are an ongoing process at NCCA and will continually be reviewed to ensure we are meeting the needs of our associates and that of our local business, industry, and community partners.

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

- Flexible Days Scheduling Model
- STEM Institute
- Flexible Hiring Practice
- Interdisciplinary Project Based Learning
- Professional Skills across all subjects

Number of college credits earned via dual enrollment: 649.5

Number of students in work-based learning programs: 65

Number of employer sites participating in work-based learning programs: 28

Number of blocks of work-based learning successfully completed by students: 83.5

Number of students in work-based learning that is aligned with their pathway: 33

Number of apprenticeship students participating in dual enrollment: 7

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 8

Graduation rate, as measured for Perkins funding accountability: 97%%

Number of students who earn Technical Certificate: 25

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 0

Number of Technical Certificates earned: 25

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 7%

Northwest Georgia College and Career Academy:

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

District(s) Served: Murray & Whitfield

2020-2021 Enrollment: 604

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

Business, Industry, and Community Partners:

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

Please describe any significant accomplishments for the 2020-2021 school year.

Continued to navigate the COVID-19 pandemic, with periods complete virtual or hybrid scheduling. Worked the results of a comprehensive needs assessment and identified new initiatives for program alignment to workforce and economic development needs.

- Began to develop a postsecondary advisory initiative that will lead to individual post-secondary transition plans.
- Negotiated a job shadow program for Healthcare Students at Hamilton Health Medical Center.
- Raised \$101,000 for Siemens Mechatronic Certification Partner School Project, achieved Siemens Partnership School Status.
- Engaged major Tennessee Manufacturer.
- Added complete Manufacturing Pathway to the CCA. Awarded 2021 GCCA of the year.

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

Implement Apprenticeship program in manufacturing and have expanded to other programs. We use a seat time waiver allowing students flexibility on how they manage their academic course work. This also has provided for the opportunities for students to utilize online options when available.

We collect and utilize local economic data to drive advanced manufacturing programs. This allows us to determine different curriculum to utilize in our manufacturing cluster.

Also, all teacher at the CCA have been hired out of industry utilizing certification and salary schedule waivers. This enables our students to be exposed to real-world examples in the classroom providing rigor and relevance.

We have also used a Public / Private Partnership for an EMT student. We did not offer an EMT program, so we gave a student flexibility in instruction deliver which allowed him to attend a private program for EMT certification.

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

Electronic Instructional Delivery. The CCA houses Whitfield County Schools online academy. The students served by the CCA have direct access to a full catalog of online opportunities.

The CCA hosts and is part of the planning team for the Design, Engineering and Manufacturing Camp. This camp is free to students in grades 6,7, and 8. It introduces students to a wide array of opportunities in manufacturing that are specific to the Norwest Georgia Region. Apprenticeship program in multiple areas of industry, that include a registered apprenticeship in a unique partnership with Mohawk. Direct connection to Georgia Northwestern Technical College.

The CCA shares the same campus footprint. Students at the CCA have access to all courses that are offered on the GNTC campus and not just the ones that are offered in partnership with the CCA. Transportation to Georgia Northwestern Technical College is provided by Whitfield County Schools. Shuttles run three times a day providing transportation to the CCA and GNTC.

The Northwest Georgia College and Career Academy is the only program that provides students access to the Georgia Northwestern Technical College through dual enrollment. Each home school only offers dual enrollment through Dalton State.

Additionally, using charter flexibility, all program teachers at the CCA are credentialed to teach Dual enrollment with GNTC. Teachers were recruited from industry and received time for years' experience on the salary chart. And ¼ of GCCA teachers are on a certification waiver.

Number of college credits earned via dual enrollment: 316

Number of students in work-based learning programs: 374

Number of employer sites participating in work-based learning programs: 220

Number of blocks of work-based learning successfully completed by students: 644

Number of students in work-based learning that is aligned with their pathway: 102

Number of apprenticeship students participating in dual enrollment: 26

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 92%

Number of students who earn Technical Certificate: 7

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 4

Number of Technical Certificates earned: 11

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 100%

Polk County College and Career Academy:

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

District(s) Served: Polk

2020-2021 Enrollment: 2,051

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

Business, Industry, and Community Partners:

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

Please describe any significant accomplishments for the 2020-2021 school year.

- 21 PCCCA students graduated with an Associate Degree from Georgia Highlands College.
- Received Two SkillsUSA State Champions.
- Received second place at SkillsUSA National Competition in CPR and First Aid.
- Implementation of Fire Science Pathway in 2020-2021 in response to recognized need for firefighters in Polk County.
- Worked with local healthcare industry to plan for implementation of the Diagnostics/Phlebotomy Lab Pathway to be offered in the 2021-2022 school year.
 - This collaboration recognized the immediate need for phlebotomists in the local health industry. Currently being offered.
- 475 GaDOE Career Seals were earned by PCCCA students.
- All 9th grade PCCCA students completed the YouScience Assessment.

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

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

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

- Operate dual campus school with-in-a-school model, that allows students to stay at their base high schools while maximizing their opportunities with PCCCA.

- WBL Coordinators at each high school work with students and businesses to place students in jobs that correlate with the students pathway. WBL Coordinators also conference with each 10th grade student in the district. The coordinators utilize a School to Career Advisement Sheet that guides the discussion that includes student career interest and the students YouScience scores. The result of the meeting ends with the students creating a career plan of action.
- Developed a successful dual enrollment program that includes College and Career Transition Coordinators at each location to individually serve students in college and career planning.
 - The primary role of the Transition Coordinator is to recruit students for DE courses, and assist the students navigate the registration process that includes GA Futures and college applications.
 - Serve as the liaison between high school and college.
 - As a result, Polk School District has graduated over 50 students with an associate degree and a high school diploma over the past 3 years.

Number of college credits earned via dual enrollment: 2,06510

Number of students in work-based learning programs: 204

Number of employer sites participating in work-based learning programs: 121

Number of blocks of work-based learning successfully completed by students: 685

Number of students in work-based learning that is aligned with their pathway: 145

Number of apprenticeship students participating in dual enrollment: 3

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 97.9%

Number of students who earn Technical Certificate: 0

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 0

Number of Technical Certificates earned: 0

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 32%

Putnam County College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Putnam

2020-2021 Enrollment: 856

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

Business, Industry, and Community Partners:

- Putnam-Eatonton Chamber of Commerce
- Development Authority
- Stair South
- Putnam Health Department
- Shoppers Pharmacy
- Putnam General Hospital
- Parrish Construction
- The Ritz Carlton
- Georgia Writer's Museum
- Rock Eagle
- Putnam Fire Department
- Chick-Fil-A
- Parrish Construction
- Titan Films
- Legacy's Nursing Home

Please describe any significant accomplishments for the 2020-2021 school year.

Putnam County College and Career Academy hired a new leadership team at the high school, and a new CTAE Director.

In spite of the challenges, the College and Career Academy continues to move forward and provide real-world, authentic experiential learning opportunities for students. Several students participated in dual enrollment opportunities and earned industry recognized credentials.

Our Work-Based Learning Program is booming, and we restarted the apprenticeship program. Several of our students work locally in areas related to their pathways/career goals. We really began to ramp up our marketing presence to let people know about us. All of our pathway offerings were featured in our local newspaper, and we had quarterly write-ups in local magazines while also increasing our presence on social media.

We successfully completed a Perkins review last September and completed the CLNA process to identify our overarching needs.

We also had several students within our CTSO Chapters continue to compete and successfully place, even though the competitions were in a virtual setting. We all learned new ways to adapt and overcome, including teachers teaching both virtual and face to face students at the same time!

The CTAE Director completed Leadership Putnam with the local Chamber of Commerce, which really helped with networking, rebuild the partnerships with business and industries. The networking made it possible to meet many people who want to be involved with our programs and serve on our board.

We have been embraced by our Chamber of Commerce President, our local Economic Development Director, and many others. We have created a Governance Board since there was not one established and we have begun the work of coming together. We have been able to meet a couple of times virtually, including one time with Frank Pinson and Debbie Phillips. We look forward to going through board training with them soon. 2020-2021 was a busy, yet exciting year! I spent a lot of time laying a foundation for the future and I am excited! We have so much support on the school district level and within the community. And, although a smaller

district, I am very honored to be the CTAE Director, working directly with the CCA, because there is nothing that is not possible if it is the right work for kids!

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

We are able to use waivers to design scheduling that personalizes learning for students and aligns their programs of study with their goals. We can utilize dual credit opportunities when necessary. We utilize business and industry partners to ensure that our classrooms are equipped, and instruction is aligned with their needs. We have the ability to incorporate learning that is relevant to local needs into our classrooms.

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

We have a great partnership with Central Georgia Technical College, and we are supported on a local level to ensure our labs are innovative and up to date. Central Georgia provides DE instructors while we support the lab and supply needs. Because of this partnership, coupled with our district leadership thinking outside the box, we are able to offer many opportunities through career-related education to students.

We also really believe in experiential learning opportunities that might take place within the school or offsite. We believe in providing students with relevant and engaging learning. We have also begun conversations with regional academies to provide some joint opportunities for students in order to better meet regional employer needs.

Number of college credits earned via dual enrollment: 1,220

Number of students in work-based learning programs: 170

Number of employer sites participating in work-based learning programs: 64

Number of blocks of work-based learning successfully completed by students: 510

Number of students in work-based learning that is aligned with their pathway: 100

Number of apprenticeship students participating in dual enrollment: 21

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 3

Graduation rate, as measured for Perkins funding accountability: 94%; 100% for those taking CTAE Pathway

Number of students who earn Technical Certificate: 200

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 100

Number of Technical Certificates earned: 316

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 30%

Rockdale County College and Career Academy:

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

District(s) Served: Rockdale

2020-2021 Enrollment: 2,028

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

Business, Industry, and Community Partners:

- Conyers Rockdale Economic Development Council
- Conyers Rockdale Chamber of Commerce
- Piedmont Rockdale Hospital
- City Of Conyers
- Conyers Police Department
- Development Authority of Rockdale County
- Rockdale Fire and Rescue
- Rockdale County Government
- Rockdale County Sheriff's Office
- Conyers Animal Hospital
- Great Southern Wood Preservation
- Kliklok Corporation/Syntegon
- Honda of Conyers
- Rotary Club of Conyers
- United Way
- Warner Brothers
- National EMS
- Ashley Capital
- Snapping Shoals EMC
- Pratt
- Green River Builders, Inc
- Platinum Key Realty

Please describe any significant accomplishments for the 2020-2021 school year.

- Successfully completed Charter Renewal
- Over 300 students took part in Dual Enrollment
- Over 100 students participated in Work Based Learning
- 21 students received 29 TCCs
- Successfully navigated a Virtual and Hybrid learning by providing students with virtual lab options as well as take home kits in CTAE courses
- Secured \$85,000 in donations over the next 5-10 years from business partners

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

Certification Requirements: By waiving certification requirements, we are able to hire instructors with real world and industry experience. Those instructors provide invaluable insight to the students and provide connections to the working world.

Organization of school/schedule: By modifying our schedule to shorten the periods, we are able to transport students from the three traditional high schools and operate on the same schedule as the high schools. Without this waiver, we would not be able to serve the number of students that we do.

Graduation requirements: This waiver allows us to start students in Dual Enrollment earlier and substitute some of the college coursework for high school requirements where there is not an exact match.

Educational Programs: This waiver allows us to be flexible and responsive to industries in our CTAE and Academic programs. Examples of our networking pathway, that is taught through

CISCO and Construction pathway has been adjusted to add Design elements to meet local industry needs.

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

- Ability to house the majority of CTAE and Dual Enrollment opportunities in one facility allows for equal access for all RCPS students.
- Housing the Early learning center provides ability for students lab and work experience for ECE and TAP pathways.
- Welding program allows for easy access to an Option B program for students to graduate.
- Centralized Work Based learning including numerous school based enterprises, location and reputation have attracted new partners for dual enrollment and post-secondary education (Clayton State and Independent Electrical Contractors)

Number of college credits earned via dual enrollment: 3,879

Number of students in work-based learning programs: 104

Number of employer sites participating in work-based learning programs: 77

Number of blocks of work-based learning successfully completed by students: 187

Number of students in work-based learning that is aligned with their pathway: 89

Number of apprenticeship students participating in dual enrollment: 18

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 1

Graduation rate, as measured for Perkins funding accountability: 94%

Number of students who earn Technical Certificate: 21

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 9

Number of Technical Certificates earned: 29

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 33%

Sims Academy of Innovation and Technology:

GCAA Type: Charter System Contract

District(s) Served: Barrow

2020- 2021 Enrollment: 222

Post- Secondary Partners: Lanier Technical College

Business, Industry, and Community Partners:

- Kubota
- Caterpillar
- Akins Ford
- Rotary Club of Winder
- Lanier Technical College
- Northeast Georgia Health System
- Barrow Community Foundation
- Barrow County Economic Development

Please describe any significant accomplishments for the 2020-2021 school year.

Sims Academy launched its first "career cohorts" in partnership with Lanier Technical College, Kubota, and Akins Ford.

We also hosted nine virtual focus groups that featured business and educational leaders in critical industries such as healthcare, IT, and welding.

Finally, we purchased a new Forklift Simulator to ensure that every student has access to such training.

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

We are utilizing BCSS staff, funded through QBE, to provide dual enrollment instruction for students. The instructors are credentialed from LTC to provide this service.

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

We focus on being responsive to the needs of our regional industry partners. For example, Kubota expresses a need for 20 welders, we work with them to find 20 students who are interested, develop the cohort schedule with LTC, and Kubota provides the needed equipment and supplies.

Kubota visits on Fridays (when the dual enrollment classes are not meeting) for mock interviews, relationship building, and even provides factory tours. We are working together with business and post-secondary to create specific pipelines for our workforce.

Number of college credits earned via dual enrollment: 40 at Sims; 656 as a district

Number of students in work-based learning programs: 191

Number of employer sites participating in work-based learning programs: 173

Number of blocks of work-based learning successfully completed by students: 469

Number of students in work-based learning that is aligned with their pathway: 118

Number of apprenticeship students participating in dual enrollment: 50

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 94.2%

Number of students who earn Technical Certificate: 5 at Sims; 14 in district.

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 5

Number of Technical Certificates earned: 10 at Sims; 19 in district

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: N/A

Southeastern Early College and Career Academy:

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

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

2020-2021 Enrollment: 422

Post- Secondary Partners: Southeastern Technical College, Brewton Parker College

Business, Industry, and Community Partners:

- Georgia Power
- Oxford Industries
- Trane
- Robin Builders
- Savannah Luggage
- Advanced Fabrication
- 4-H
- Greater Vidalia Chamber of Commerce
- Family Connections
- Altamaha EMC, Truax Veneer

Please describe any significant accomplishments for the 2020-2021 school year.

- Expansion of Work-Based Learning
- Addition of 6 business partners involved in instruction
- 95% pass rate on Energy Industry Fundamentals certification test
- Collaboration with Greater Vidalia Chamber and Carl Vinson Institute to lead workforce development initiative

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

- Seat time waivers make it possible for students attending Treutlen and Montgomery County high schools to participate in SECCA courses.
- Instructor credentialing waivers make it possible SECCA to employ skilled practitioners as teachers in their respective fields.

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

Two of our school systems would not have any Work Based Learning or apprenticeship opportunities without the provision of both through SECCA.

None of the following pathways would be available in any of our 4 member school districts without SECCA:

- JROTC
- Auto Tech
- Cosmetology
- Energy
- Unmanned Flight
- Career Technical Instruction for Students with Disabilities

- Teaching as a Profession
- Manufacturing

Number of college credits earned via dual enrollment: 1990

Number of students in work-based learning programs: 277

Number of employer sites participating in work-based learning programs: 180

Number of blocks of work-based learning successfully completed by students: 510

Number of students in work-based learning that is aligned with their pathway: 164

Number of apprenticeship students participating in dual enrollment: 2

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 92.4%

Number of students who earn Technical Certificate: 17

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 0

Number of Technical Certificates earned: 17

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: Information not available

ThINC College and Career Academy:

GCAA Type: Strategic Waiver System

District(s) Served: Troup

2020-2021 Enrollment: 603

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

Business, Industry, and Community Partners:

- | | |
|-------------------------------------|--------------------------------------|
| • Kia of Gorgia | • Synovus |
| • BCBS | • Constagy |
| • Mando America | • Brooks & Smith |
| • PowerTech | • Mobis |
| • Development Authority of LaGrange | • Development Authority of Wes Point |
| • City of LaGrange | • Hyundai-Transys |
| • WellStar | • Milliken |
| • Georgia Power | |

Please describe any significant accomplishments for the 2020-2021 school year.

Navigating through Hybrid school during the pandemic with one teacher per course of study proved to be a challenge was overcome by our instructors. Implementing new technology to facilitate the process was critical.

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

The flexibility to forego annual state testing allowed instructors to focus on course basics and become creative with hands-on learning opportunities.

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

Our Expeditions (intern / extern) program provides unique opportunities with our business partners for students throughout the district. What started as "THINC Expeditions" has now been rebranded as "Expeditions" because all three base schools may now participate while have THINC serve as the facilitator of the process.

Number of college credits earned via dual enrollment: 960

Number of students in work-based learning programs: 138

Number of employer sites participating in work-based learning programs: 78

Number of blocks of work-based learning successfully completed by students: 317

Number of students in work-based learning that is aligned with their pathway: 46

Number of apprenticeship students participating in dual enrollment: 14

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: N/A

Number of students who earn Technical Certificate: 6

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 26

Number of Technical Certificates earned: 6

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: N/A

Warren College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Warren

2020-2021 Enrollment: 57

Post- Secondary Partners: Oconee Fall Line Technical College

Business, Industry, and Community Partners:

- ACM Georgia, LLC
- Warren County Family Connections
- Georgia Pacific
- Poppas' Finest BBQ

Please describe any significant accomplishments for the 2020-2021 school year.

Our career academy has improved in enrollment since last year during the height of COVID-19.

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

The flexibility has allowed our academy to provide more opportunities for our students with the best instructors we can find.

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

Being a rural impoverished community, we are able to provide opportunities equitable to surrounding school systems.

Number of college credits earned via dual enrollment: 97

Number of students in work-based learning programs: 0

Number of employer sites participating in work-based learning programs: 0

Number of blocks of work-based learning successfully completed by students: 0

Number of students in work-based learning that is aligned with their pathway: 0

Number of apprenticeship students participating in dual enrollment: 0

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: Number of college credits earned via dual enrollment: N/A

Number of students who earn Technical Certificate: 21

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 10

Number of Technical Certificates earned: 19

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 85%

William S. Hutchings College and Career Academy:

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

District(s) Served: Bibb

2020-2021 Enrollment: 375

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

Business, Industry, and Community Partners:

- Perdue Farms
- Geico
- Atrium Health
- Piedmont Healthcare
- Embraer
- Midsouth Federal Credit Union
- ICB Construction
- 1. Irving Tissue
- 2. Kumon Tires
- 3. Elliott Machine Shop
- 4. Macon-Bibb Industrial Authority
- 5. Georgia Power
- 6. Macon-Bibb Chamber of Commerce
- 7. Coca-Cola

Please describe any significant accomplishments for the 2020-2021 school year.

Lt. Governor Student of the Year, Signed MOU with Coca-Cola, CCA Staff completed Sigma Yellow-Green Belt Training, established partnership for new Sport Medicine Pathway, Culinary Arts established meal kits since they could not open restaurant

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

The flexibility has allowed us to continue to build a future-ready workforce pipeline prepared for the 3Es.

1. Implement an educational program that offers a preparatory curriculum with career-related themes that include high interest industry pathways.
2. CCA Industry Salary Scale.
3. Embedded Academic Credit for each Pathway.

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

4. Implement an educational program that offers a preparatory curriculum with career-related themes that include high interest industry pathways.
5. CCA Industry Salary Scale
6. Embedded Academic Credit for each Pathway
7. Work-Based Learning opportunities within the school
8. Partnership with WorkSource Georgia

Number of college credits earned via dual enrollment: 4,500

Number of students in work-based learning programs: 175

Number of employer sites participating in work-based learning programs: 32

Number of blocks of work-based learning successfully completed by students: 2 or 3 periods

Number of students in work-based learning that is aligned with their pathway: 110

Number of apprenticeship students participating in dual enrollment: 25

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 97.83%

Number of students who earn Technical Certificate: 250

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 175

Number of Technical Certificates earned: 250

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 45%

Wiregrass College and Career Academy:

GCAA Type: Charter System Contract

District(s) Served: Coffee

2020-2021 Enrollment: 191

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

Business, Industry, and Community Partners:

- PCC Airfoils
- Southwire
- Optima Chemical
- Premium Water
- Coffee Regional Medical Center
- Wal-Mart Distribution
- First National Bank of Coffee County
- City of Douglas
- Douglas-Coffee County EDA

Please describe any significant accomplishments for the 2020-2021 school year.

WRCCA has a graduation rate of 95.2%. We are one of only 98 schools in the state of Georgia with this accomplishment. We also have one of the highest numbers of Option B graduates.

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

Flexibility is key to how our academy operates. We use seat time waivers and individualized scheduling to accommodate all students. We offer day and evening dual enrollment classes for a more flexible schedule.

We have also employed a teacher who is a Registered Nurse and had her credentialed through WGTC to teach our Healthcare Pathway.

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

We are preparing students to be career ready and fill a need in our community. We want all students to have a credential when they graduate.

We are conveniently located on the Wiregrass Georgia Technical College campus and use Option B to graduate at risk students.

Number of college credits earned via dual enrollment: 384

Number of students in work-based learning programs: 77

Number of employer sites participating in work-based learning programs: 37

Number of blocks of work-based learning successfully completed by students: 107

Number of students in work-based learning that is aligned with their pathway: 27

Number of apprenticeship students participating in dual enrollment: 0

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 10

Graduation rate, as measured for Perkins funding accountability: 100%

Number of students who earn Technical Certificate: 62

Number of students in Technical Certificate programs who earn more than one Technical Certificate: 24

Number of Technical Certificates earned: 98

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: 74%

Worth County College and Career Academy:

GCAA Type: Strategic Waiver System Contract

District(s) Served: Worth

2020-2021 Enrollment: 653

Post- Secondary Partners: Southern Regional Technical College

Business, Industry, and Community Partners:

- Phoebe Worth Medical Center
- Worth County EDA
- Shipp Shape Lawn Service
- Best Friends Humane Society
- The Sylvester Local
- Sylvester-Worth County Chamber of Commerce
- PB2 Foods
- Scales
- Systems, and Automation
- Worth County Family Connection

Please describe any significant accomplishments for the 2020-2021 school year. How has flexibility allowed you to improve the performance of your students? Please provide examples of waivers you may utilize to ensure student success.

The 2020-2021 school year presented unique challenges as we continued to adapt best practices for functioning during a pandemic. Our district provided a virtual option which opened up additional virtual CTAE elective opportunities, such as Principles of Accounting.

For virtual students still wanting to participate in our hands-on laboratory courses (Automotive, Healthcare, Welding, etc.), those students were allowed to come to campus for the CTAE class or fine arts/extracurricular activity in which they were enrolled. We were able to keep lab sizes low due to the necessity of social distancing.

Despite the challenges, we were still able to host an in-person RamTech Recruitment Fair, as well as in-person 8th grade tours and registration events. We were proud to complete our CCA Pre-Certification Visit in February.

We were awarded the America's Farmers Grow Rural Education Grant, which is a \$15,000 STEM grant. Our team of Science, Agriculture, and CTAE leaders began work on the Black Soldier Fly Project to use Black Soldier Fly larvae as a sustainable protein for animal feed. We also completed a rebranding of WCHS-CCA.

We transitioned from a whole school model to a school within a school model. We branded our CCA as RamTech and have new logos and ad campaigns

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

At this time, we mostly utilize our waiver regarding certification requirements.

We have been able to hire a highly effective school counselor, Food/Nutrition and Textiles instructor, and Audio/Video and Digital Media instructor straight from classroom or industry. Two of the three have completed their certification process since coming on board.

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

We are a single high school district, and proud that all WCSD students have access to the options available through RamTech CCA at WCHS.

Our school district implemented a local course that is required for graduation called Talent Development. This locally created course addresses local labor market needs in regard to soft skills. Students use the Georgia BEST standards and a book study of Seven Habits of Highly Effective People to help them understand the best way to secure and retain gainful employment. YouScience data is also a vital curriculum component for career and competency exploration.

Number of college credits earned via dual enrollment: 418

Number of students in work-based learning programs: 61

Number of employer sites participating in work-based learning programs: 45

Number of blocks of work-based learning successfully completed by students: 125

Number of students in work-based learning that is aligned with their pathway: 10

Number of apprenticeship students participating in dual enrollment: 1

Number of SB 2 (Post-Secondary Graduation Opportunity) students participating in work-based learning: 0

Graduation rate, as measured for Perkins funding accountability: 86.41%

Number of students who earn Technical Certificate: 55

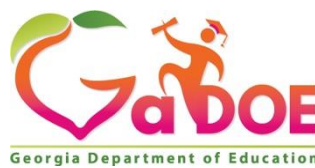
Number of students in Technical Certificate programs who earn more than one Technical Certificate: 20

Number of Technical Certificates earned: 83

Percentage of students who are employed in a job directly related to Technical Certificates received, or who are enrolled in additional post-secondary education, or both, within six months of graduation: Data not available at time of report

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