



TO: Members
State Board of Education

FROM: Sherri Smith, Ed.D.
Deputy Secretary
Pennsylvania Department of Education

DATE: 5/4/2022

SUBJECT: Report for State Board for Career and Technical Education

To streamline the delivery of information to the Board, I have provided an executive summary of each of the topics in this month's report. Following the executive summary is a more detailed explanation of each topic. Please feel free to contact the Pennsylvania Department of Education's Bureau of Career and Technical Education (BCTE) at any time should you require additional information about these or any other topics in the field of career and technical education.

Perkins State Determined Performance Levels (SDPL) - Each state is required to establish meaningful levels of performance. Pennsylvania engaged stakeholders in statewide sessions, stakeholders had an opportunity to review and submit comment to PDE on preliminary draft state determined performance levels (SDPLs) prior to finalizing levels of performance.

Programs of Study - In the Pennsylvania Perkins V State Plan, all Perkins-allocated postsecondary institutions must align at least three programs of study in three different career clusters, or secure local agreements to satisfy the requirements. As of March 31, 2022 BCTE holds 433 statewide agreements on the College Transfer site, [Course Equivalency Search Results from and to Schools \(collegetransfer.net\)](#).

Approved Program Evaluation Visits - To facilitate the approved program evaluations, staff established a Google Doc account for the career and technical centers (CTC) and school districts to start submitting their documentation in the 21-22 school year. We continue this use this format. Google Doc allows staff to review documents and identify and relay issues to the school administration prior to arriving onsite with a team. Staff will conduct visits at 56 school during the 22-23 school year.

Technical Assistance Program - Planning for the Technical Assistance Program (TAP) is underway. School year 2022-2023 will be the 15th year that the Department provides assistance to CTE instructors and administrators at CTCs and high schools. The purpose of the TAP is to improve student academic and technical achievement. Participation continues to be voluntary.

Conference on Integrated Learning: The School-to-Career Connection - The annual Department conference on Integrated Learning: The School-to-Career Connection is scheduled for November 2-4, 2022 at the Penn Stater Conference Center. The Conference goals are to improve career and technical education students' performance and to raise the interdisciplinary approaches of instruction to enhance learning opportunities. This year presentations on social/emotional health, diversity, instructional strategies, career development and counseling are a few of the topics.

Business Engagement - One of the greatest challenges school leaders face is identifying and enacting effective teaching methods to engage students. The cooperative education (co-op) method, developed in the early 1900s, aims to do just that – engage students by bridging the gap between classroom-based instruction and practical work experience. Today's co-op programs have evolved in practice since the teaching method emerged, the goal of providing students with a work-based learning experience and preparing them to meet workforce needs remains the same. Pennsylvania's career and technology centers currently offer innovative, cutting-edge programs. The Department released a guide that highlights several innovative co-op programs.

Temporary Nurse Aide - During the pandemic emergency, federal CMS offered a waiver that allows individuals to become employed in the job title temporary nurse aide (TNA). PA Act 138 of 2020 provides an opportunity for TNA who were hired into the TNA job title who meet specific criteria that includes being trained by their facility employer and pass both the written and skills portions of the state nurse aide examination to have their name enrolled on the PA Nurse Aide Registry. The TNA waiver applies to individuals hired into this role and is not related to or a substitute for PDE-approved NATCEP. As of April 13, 2022, 1,493 attestations were submitted, 1,079 were processed for testing and 414 were returned for edit.

Professional Personnel Development Centers - The Professional Personnel Development Centers located at Indiana University of Pennsylvania, The Pennsylvania State University, and Temple University continue to provide high-quality instructor certification preparation programs for career and technical instructors in the Commonwealth. They also provide career and technical administrator certification programs.

Nurse Aide Training and Competency Evaluation Programs (NATCEP) - In accordance with Federal Regulation, Section 483.151, states may not grant approval of a nurse aide training and competency evaluation program for longer than two years. To ensure compliance with this and other federal regulations and state statutes, the 203 PDE-approved nurse aide training programs are scheduled for compliance reviews at least once within a 2-year period.

**Pennsylvania Department of Education
Bureau of Career and Technical Education**

Goals: **Ensure equity in PDE approved CTE programs.
Expand career pathways that support multiple exit and re-entry opportunities.**

Perkins State Determined Performance Levels (SDPL)

Each state is required to establish meaningful levels of performance. Pennsylvania engaged stakeholders in statewide sessions, stakeholders had an opportunity to review and submit comment to PDE on preliminary draft state determined performance levels (SDPLs) prior to finalizing levels of performance. The development of the levels of performance considered how the levels:

1. Meet the requirements of the law;
2. Support the improvement of performance for all CTE concentrators including each subgroup of students and special population; and
3. Support the needs of the local education and business community.

During reviews of grant submissions, the Department ensures the grant application’s action plan demonstrates meaningful progress on performance indicators including all subgroups. Then during an onsite review, the Department ensures the actions were completed. A review of the end-of-year performance report demonstrates how the Perkins recipient achieved meaningful progress on performance indicators including all subgroups.

Indicators	Baseline Level	Performance Levels			
		PY 2020-21	PY 2021-22	PY 2022-23	PY 2023-24
Secondary Indicators					
1S1: Four-Year Graduation Rate	92.19	92.55	92.91	93.27	93.63
2S1: Academic Proficiency in Reading Language Arts	50.8	Zero	55.28	57.52	59.76
2S2: Academic Proficiency in Mathematics	41.8	Zero	47.1	49.75	52.40
3S1: Post-Program Placement	92.48	92.82	93.16	93.51	93.84
4S1: Non-Traditional Program Concentration	15.49	15.92	16.35	16.78	17.21

5S1: Program Quality – Attained Recognized Postsecondary Credential	65.56	67.13	68.70	70.27	71.84
5S4: Program Quality – Other Technical Skill Attainment	84.27	Zero	85.71	86.43	87.15
Postsecondary Indicators					
1P1: Post-Program Placement	93.11	93.42	93.73	94.04	94.35
2P1: Earned Recognized Postsecondary Credential	90.20	90.65	91.1	91.55	92.00
3P1: Non-Traditional Program Concentration	21.66	21.81	21.96	22.11	22.26

Programs of Study

In the Pennsylvania Perkins V State Plan, all Perkins-allocated postsecondary institutions must align at least three programs of study in three different career clusters to satisfy the requirements. As of March 31, 2022 BCTE holds 433 statewide agreements on the College Transfer site, [Course Equivalency Search Results from and to Schools \(collegetransfer.net\)](https://collegetransfer.net).

One hundred fourteen (114) new or updated statewide agreements were approved. Statewide agreements must award a minimum of nine (9) technical semester credits to meet the requirements of the Perkins V Statewide Articulation Agreement.

Students taking advantage of the statewide articulation agreement must:

1. Earn a high school diploma, achieve a minimum 2.75 grade point average on a 4.0 scale in the technical courses, and complete the Secondary School component of the approved PDE Program of Study.
2. Achieve competent or advanced level on the Secondary School end-of-program assessment that is aligned to the approved PDE Program of Study.
3. Achieve proficiency on all the tasks on the approved PDE Program of Study Secondary Competency Task List as evaluated by the appropriately certified instructor.
4. Furnish documentation necessary to the Postsecondary Institution prior to matriculation to the institution. Documents should be student specific and verify that the student meets all secondary requirements of the approved PDE Program of Study.

Approved Program Evaluation Visits

To facilitate the approved program evaluations, staff established a Google Doc account for the career and technical centers (CTC) and school districts to start submitting their documentation in the 21-22 school year. We continue to use this format. Google Doc allows staff to review

documents, and identify and relay issues to the school administration prior to arriving onsite with a team. Staff will conduct visits at 56 schools during the 22-23 school year.

Prior to the visits, BCTE provides each school with a self-assessment checklist. The checklist is an organizational tool for CTCs and school districts to prepare for an approved CTE program on-site evaluation. The document lists each of the Chapter 4 and 339 standards along with required and suggested documentation a school should or could provide for each of the standards.

According to Title 22, Chapter 339, all schools with approved CTE programs must seek reapproval once every five years. Due to the number of approved programs and staffing limitations, the reapproval process is separated by school type. During the 2021-2022 school year, school districts and charter schools with approved CTE programs are to seek reapproval.

The approval system normally opens mid-February and schools begin to submit for new program approval. The required information is due May 31 of each year. This current school year the school districts with approved programs will be required to enter reapproval information in the new Career and Technical Education Information System (CATS) portal for reapproval, which also allows documents to be uploaded. The CATS system has been unavailable to the schools for the usual February opening due to programming delays. An extended deadline date for reapproval will be necessary. New CTE program approval applications need to be submitted by the May 31st deadline. CTCs, which received reapproval last school year using the previous version of CATS are required to enter all CTE program information in new CATS by December 31, 2022. We have held several trainings and developed a how-to-guide on using the new system. Department staff have been testing the new system and will contact their assigned schools once the system opens.

Technical Assistance Program

Planning for the Technical Assistance Program (TAP) is underway. School year 2022-2023 will be the 15th year that the Department provides assistance to CTE instructors and administrators at CTCs and high schools. The purpose of the TAP is to improve student academic and technical achievement. Participation continues to be voluntary.

For the 2022-2023 school year, activities available through the TAP will be delivered in the same format as this year. This format has proven to be the most effective form of delivery. Each activity will be available on-site at each school that chooses an activity.

Each activity includes one or two days of training and four days of coaching. Each school must commit to one day of in-service professional development where a cohort of staff can participate in the activity. Schools will have the opportunity to determine if they will participate virtually or in-person.

Each school must submit an *Intent to Participate* form for each TAP activity chosen. Each school that indicates an interest in an activity must provide information on how the activity will improve performance on one or more of the Perkins indicators listed below.

- 1S1 Cohort Graduation Rate
- 1S2 Extended Graduation Rate

- 2S1 Keystone Literature
- 2S2 Keystone Algebra
- 3S1 Follow-Up
- 4S1 Non-Traditional Concentration
- 5S1 Recognized Postsecondary Credential
- 5S4 Technical Skill Attainment

Conference on Integrated Learning: The School-to-Career Connection

The annual Department conference on Integrated Learning: The School-to-Career Connection is scheduled for November 2-4, 2022 at the Penn Stater Conference Center. The Conference goals are to improve career and technical education students' performance and to raise the interdisciplinary approaches of instruction to enhance learning opportunities. This year presentations will include topics such as social/emotional health, diversity, instructional strategies, career development and counseling.

A request for conference presentations has been released. May 31, 2022 is the deadline for applications to be submitted. The request for applications is on the Department's website. [Request for Conference Presentation - Resource Center \(careertechpa.org\)](https://careertechpa.org)

Business Engagement

One of the greatest challenges school leaders face is identifying and enacting effective teaching methods to engage students. The cooperative education method, developed in the early 1900s, aims to do just that – engage students by bridging the gap between classroom-based instruction and practical work experience. Today's cooperative education programs have evolved in practice since the teaching method emerged, the goal of providing students with a work-based learning experience and preparing them to meet workforce needs remains the same. Pennsylvania's career and technology centers currently offer innovative, cutting-edge programs. The Department released a guide that highlights several innovative cooperative education programs.

- [Best Practices in Cooperative Education](#)

The Department also released a guide that schools can use to provide to local employers. The guide presents the benefits of cooperative education that an employer would receive by allowing a student to work part-time or full-time. The document outlines a number of common questions employers have when they consider hiring a student through cooperative education.

- [Pennsylvania's Employer Guide to Cooperative Education](#)

Employers can also find sample training plans, training agreement and a link to the child labor laws.

- [Prohibited Occupations Under the Child Labor Act](#)
- [Sample Training Agreement for Cooperative Education - PDE-4555](#)
- [Sample Training Plan for Cooperative Education - PDE-4617](#)

The Department developed a document that outlines effective practices for establishing, running and occupational advisory committees. The main purpose of an occupational advisory committee is to strengthen the career and technical education program by making recommendations for program improvement and providing technical assistance to assure the

most up-to-date curriculum content and resources. Title 22, Chapters 4 and 339 outline the requirements of the occupational advisory committee including the requirement that the majority of members are from business.

- [Effective Practices for Occupational Advisory Committees](#)

Goal: Ensure Quality Adult Career and Technical Education

Temporary Nurse Aide

During the pandemic emergency, federal CMS offered a waiver that allows individuals to become employed in the job title temporary nurse aide (TNA). PA Act 138 of 2020 provides an opportunity for TNA who were hired into the TNA job title who meet specific criteria that includes being trained by their facility employer and pass both the written and skills portions of the state nurse aide examination to have their name enrolled on the PA Nurse Aide Registry. The TNA waiver applies to individuals hired into this role and is not related to or a substitute for PDE-approved NATCEP. As of April 13, 2022, 1,493 attestations were submitted, 1,079 were processed for testing and 414 were returned for edit.

On April 7, 2022, CMS announced that the federal pandemic emergency would end in 60 days, or June 6, 2022. This is also the last day for licensed health care facilities to hire new TNA. From the June 6 end date, TNA may continue to perform nurse aide duties for four additional months. After those 4 months, the TNA must have either have passed the state nurse aide examination to have their name enrolled on the PA Nurse Aide Registry, or the TNA must be removed from performing nurse aide duties. Pennsylvania Departments of Health, Human Services, and Education are reviewing the April 7, 2022, CMS guidance to determine what impact this may have on the TNA pathway. Any updates will be posted on the PDE website TNA page.

Professional Personnel Development Centers

The Professional Personnel Development Centers located at Indiana University of Pennsylvania, The Pennsylvania State University, and Temple University continue to provide high-quality instructor certification preparation programs for career and technical instructors in the Commonwealth. They also provide career and technical administrator certification programs.

In addition to providing CTE teacher and CTE administrator certification preparation programs, each Center delivered the following activities:

1. General Workshops (as determined by needs assessment instruments in each region): Family and Consumer Science Workshop; and Teacher to Teacher Exchanges, which focus on common experiences, and the way such experiences are successfully solved. Professional Development Workshops: Praxis Mathematics Workshop, SOAR Programs of Study and Career and College Transition Resources Workshop, and Nontraditional Career Day.
2. Leadership Workshops: Director's Academy, focusing on pertinent topics for emerging leaders, such as Administrator Evaluation and Human Resources/Legal Issues.
3. New Teacher Workshops: Regional workshops held in the western, central, and eastern regions to provide information necessary for new teachers to be successful in the

classroom, and various teacher meetings to encourage sharing, learning, and networking in an interactive forum for new teachers who have not earned a Career and Technical Education Instructional I certificate. These workshops also include information about Approved Program Evaluations (Chapter 339), Programs of Study task grids, integration of academic standards into the Programs of Study, and statewide articulation agreements.

Each Center conducts a CTE Directors' Academy. The academies cover topics of interest for directors of career and technical centers and are designed to assist them in the administration of CTE systems.

BCTE reviews each Center annually to ensure the accountability and quality of the certification and pre- and in-service programs meets Department requirements. Reviews will be completed on site and virtually during 2022.

Nurse Aide Training and Competency Evaluation Programs (NATCEP)

In accordance with Federal Regulation, Section 483.151, states may not grant approval of a nurse aide training and competency evaluation program for longer than two years. To ensure compliance with this and other federal regulations and state statutes, the 203 PDE-approved nurse aide training programs are scheduled for compliance reviews at least once within a 2-year period.

In the February 1, 2022 - March 31, 2022, monitoring cycle, PDE reviewed 19 Nurse Aide Training Programs; 13 were approved. The remaining 6 programs reviewed were determined to be out of compliance with federal regulations—all programs were deficient in maintaining accurate and complete program records. These programs must submit methods of remedy that satisfy the deficiency. Programs that are found in non-compliance may not begin new classes until remedies are approved by PDE; however, any nurse aide training classes that were already in session at the time noncompliance was identified may continue and students will be permitted to test.

Four new NATCEP program applications were approved

- Shenango Presbyterian Sr. Care, 238 South Market Street, New Wilmington, PA 16142
- UPMC Cole Place, 1001 East Second Street, Coudersport, PA 16915
- Wesbury United Methodist Community, 31 N. Park Avenue, Meadville, PA 16335
- Central Susquehanna Intermediate Unit, 90 Lawton Lane, Milton, PA 17847

Three (3) facility-based NATCEP were terminated due to a substandard issue with the federal Centers for Medicare and Medicaid. Per federal regulation, a nursing facility may not be utilized for nurse aide training for at least the next two years. A desk audit was completed to review all class and student records for the classes that were conducted at these sites since the last compliance review.

An additional eight (8) clinical sites were terminated due to a substandard issue with the Centers for Medicare and Medicaid.

PDE recommends that all NATCEP have a second approved clinical site to allow the continuation of their NATCEP should a site be terminated due to CMS findings.

If a training program has an affiliation with only one clinical site, the students are not able to complete their training, or the program cannot be offered when CMS issues citations to the clinical site.

Three (3) nurse aide training program voluntarily inactivated their programs:

- #3951007 Belle Haven Healthcare and Rehab, 1320 Mill Road, Quakertown, PA 18951
- #3950766 Lancaster County CTC (adult), 1730 Hans Herr Dr., Willow Street, PA 17584
- #3950891 Venango Tech Center (adult), 1 Vo-Tech Drive, Oil City, PA 16301

During February and March 2022, a total of thirty-four (34) individuals completed a Teaching the Educator (TTE) workshop. Federal regulation requires all instructors of nurse aide programs to receive training on how to teach adults. Participants learn teaching methodologies which they can apply as instructors in nurse aide training programs. The TTE also offers guidance on the curriculum, operation, recordkeeping, and federal and state regulations governing NATCEP. Most participants are professional nurses in the long-term care setting who are transitioning into a secondary or adult learning environment. A few TTE participants serve in administrative positions of nurse aide training programs.

Major NATCEP changes that were reported and approved include: eleven (11) administrators, twenty (20) coordinators, twelve (12) primary instructors, two (2) assistant instructors and thirty (30) inactive instructors.

There were 26 requests for an FBI report for enrollment in a nurse aide training class and in compliance with Act 14 that were processed through IDEMIA.

One-hundred eighty-five (185) letters from Department of Health (DOH) or Centers of Medicare/Medicaid (CMS) were received in response to compliance visits, annual survey results, penalties and appeals. A Nurse Aide Training and Competency Evaluation Program must remain in compliance with CMS in several areas to qualify as a clinical site or active nurse aide training program. Due to lack of access to logs housed at Department of Human Services and DOH, PDE created and maintains a similar log of this information to ensure NATCEPs are in compliance with PA Departments of Health and Human Services.

During the pandemic emergency, a federal CMS waiver allows individuals to become employed in the job title temporary nurse aide (TNA). PA Act 138 of 2020 provides an opportunity for TNA who were hired into the TNA job title who meet specific criteria that includes being trained by their facility employer and pass both the written and skills portions of the state nurse aide examination to have their name enrolled on the PA Nurse Aide Registry. This TNA waiver applies to individuals hired and is not related to or a substitute for PDE-approved NATCEP. As of March 29, 2022, 1,311 applications were submitted, 928 were processed for testing and 383 were returned.