

reVISION

Action Grant

2021-2022

Application

Submitted by:



Doniphan-Trumbull Public School

Michaela Goracke - 7-12 Principal

Nikki Sjuts - 7-12 Counselor

Laurel Rader - Health Sciences Instructor

Olivia Hoppe, Carter Schultz, Codi Obermeier – Student Collaborators



OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION

NEBRASKA DEPARTMENT OF EDUCATION

500 S. 84th Street, Lincoln, NE 68510



Section 1: Application Overview

The purpose of this grant application is two-fold. First, Doniphan-Trumbull, a small rural school in Central Nebraska, is committed to creating new pathways in our CTE programs of study in the areas of Health Sciences and Human Services. Second, our purpose is to expand students' CTE opportunities by adding the classes of Introduction to Internship and Internship/Work-Based Learning (WBL) which will focus on *all* students in grades eleven and twelve. We are also adding other opportunities for *all* of our students by introducing Lunch and Learns, Career Tours, and on-site Career Fairs held at Doniphan-Trumbull as well as implementing a 7-12 career exploration segment. These activities will support all CTE programs at Doniphan-Trumbull as well as focus on building knowledge and capacity of possible career fields as well as build communication, collaboration and critical thinking skills.

Doniphan-Trumbull has chosen the career fields of Health Sciences and Human Services to expand CTE experiences and educational opportunities based on areas of need from our local communities. These career fields are identified areas of shortage in the H-3 career areas in both the Grand Island and Greater Nebraska Area as well as identified through discussions with the Doniphan-Trumbull CTE Advisory Board in 2019.

Doniphan-Trumbull is making tremendous changes with the structure of our schedule to a modified block to accommodate the new class offerings in the WBL opportunities as well as dramatically increasing our pathway options from four pathways in 2019-2020 to twelve for the upcoming 2021-2022 academic year! The Doniphan-Trumbull school mission statement is to be "committed to actions that embrace progressive opportunities, advanced achievement, genuine respect, and personal integrity through active community partnerships." These transformative changes provide evidence that we are living the Doniphan-Trumbull mission statement.

The Doniphan-Trumbull community is committed to building and continually supporting the endeavors of the school in developing CTE programs. In 2019, the Doniphan-Trumbull school district held a Community Engagement meeting. Over 20 business owners from our communities attended and shared their excitement. Over 90% of those in attendance committed to building mentorships, offering scholarships or coming and speaking to students about careers and certifications needed for specific jobs. Claudia Krueger specifically stated, "I would like to come present to classes about Health Information Management career opportunities".

A very important group that supports the aims and goals of developing the CTE programs at DT, is the Doniphan-Trumbull School Board. An educator and current treasurer, John Schultz said, "I am excited for the future educational opportunities for *all* the students at Doniphan-Trumbull. This all-inclusive opportunity allows students to find a path that suits each of them and to find their niche." Zach VanDiest, a health care professional and board member points out that, "As someone who works in the medical field, I know how important it is to be able to see what an average day looks like in any chosen field. With DT going to career pathways, our students are getting to do just that. Just as important though, is this isn't for just students who want to go to a four year college. It works for *all* students, whether they want to go to a trade school or a community college. The block scheduling that we have chosen to go to will make this all possible as students can tailor their classes to their possible career. I could not be more excited for *all* of our students."

DT Advisory Board

Jaime Kreutz, School Nurse/CNA Instructor
Laurel Rader, Health Sciences Pathway
Tyler Mogilefsky, Education Pathway
Dave Johnson, WBL Coordinator
Nikki Sjuts, Counselor
Michaela Goracke, Secondary Principal
Kristen Slechta, ESU 9
Amy Schultz, Parent
Cristi Engel, Mary Lanning Business Partner/Board Member
Jamey Peterson-Jones, CCC Partner
Pam Pohlenz, CHI Business Partner
Health Sciences Pathway Student Representative
Education Pathway Student Representative



Section 2: Key Objectives

The overall goal of this grant directly relates to several of Nebraska CTE's Perkins V strategic priorities. The following table outlines the main four outcomes that specifically speak to this grant request.

Key Objective	Explanation/Alignment
<p>Outcome 1: To Align CTE programs with workforce needs and economic development</p>	<p>Health Science and Human Services are two areas in high demand in our region. Rural schools, hospitals, and clinics are experiencing a shortage of teachers and medical personnel. According to the <i>Bureau of Labor Statistics and Nebraska's Next Economy</i> report, Health Services account for 11% of Nebraska's economy, coming in third to Business (18%) and Education (16%). "Nebraska is expecting an increase of 13,272 jobs in this cluster between 2014 and 2024." Almost 50% of our student population has expressed interest in one of these high demand areas and introducing them to different options in these fields will help close the demand gap currently happening in our area.</p>
<p>Outcome 2: To Expand our Systematic Career Development</p>	<p>Currently, Doniphan-Trumbull does some career exploration with <i>all</i> grades and has a specific class in 8th grade dedicated to career exploration. Doniphan-Trumbull has overhauled their Career Development plan into a much more sustainable, systematic approach that will no longer be hit/miss. Starting in 7th grade students will have opportunities to explore careers with the option of being involved in Lunch and Learns, taking career interest surveys during their Advisory Period, attending career tours organized by career clusters of interest, post-secondary tours for <i>all</i> grades, and through hosting a career fair at Doniphan-Trumbull each year. Doniphan-Trumbull will continue to expand our Careers 8 course offering to integrate additional career awareness activities. Career Awareness and Career Readiness Skills will become an organized component into our Mentor Advisory Period for <i>all</i> students. This systematic approach has built in experiences and opportunities for <i>all</i> students each year to explore possibilities for the future that include, workforce, trade school, 2 and 4-year institution options (see chart in section 4).</p>
<p>Outcome 3: Develop Work-Based Learning</p>	<p>Doniphan-Trumbull has created Introduction to Internship and Internship courses that <i>all</i> students have the option of taking as upperclassmen. These courses will focus on real-world experiences in a work setting that students can learn and develop soft (career readiness) and hard skills needed to be successful in the workforce. Doniphan-Trumbull has a list (see Community Support document) of individuals and businesses that have already volunteered to be mentors and work sites for students. Once this program is implemented this list will continue to grow! An Internship Student Handbook has already been created (see supplemental documents) and approved by the Doniphan-Trumbull School Board at the March 2021 Board Meeting.</p>
<p>Outcome 4: Strengthen and Improve Professional Development and Instructor Recruitment and Retention</p>	<p>A well-developed program that consists of industry-grade equipment with continuing opportunities for professional development will help Doniphan-Trumbull attract Highly Qualified teachers, as well as retain them. With the expansion of the Health Sciences pathway, we have already hired a full-time nurse who will teach the Nurse Assistant course. She will need ongoing training and support that this grant will help fund. The newly established Health and Human Services pathway instructors will also need time to create and develop curriculum and have opportunities to improve their craft as educators through professional development opportunities. The Doniphan-Trumbull advisory board would love to have our WBL instructors participate in National Conventions that would provide them with the professional development they need to grow these programs.</p>



Section 3: Project Activities

Activity 1: Acquiring Equipment and Space for Certified Nursing Assistant (CNA) Program

This activity will prepare the space and equipment necessary for implementing the CNA program in order to extend the Health Science Careers pathway according to Doniphan-Trumbull’s reVISION goal to increase CTE programs by “size, scope, and quality.” (Perkins V Application) A building has been purchased in order to create a space specific to the CNA program that will offer *all* students an exceptional hands-on experience. As the building is prepared, equipment will be purchased that will allow students to be fully engaged in the learning process while becoming certified CNA’s. Two hospital bays, along with technology and a twenty-first century classroom will be needed in order to provide a work-based learning environment by providing “skills and credentials necessary to continue their education and find employment” (Perkins V, Element 2).

Evaluation Process:

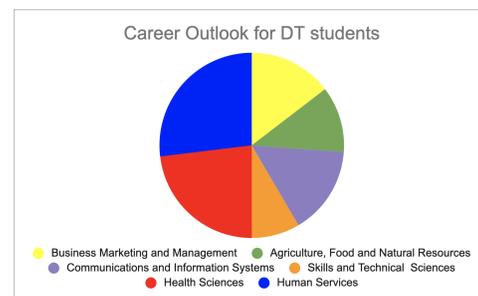
This activity will be evaluated for success based on the number of students who enroll and complete the class with their CNA certification as well as using the School District Assessment of Career Development. Both the career development assessment data and the enrollment data will be collected by Nikki Sjuts, Doniphan-Trumbull’s Career Guidance Counselor. Both data sets will be analyzed by our Advisory Board on an annual basis.

Justification	Sustainability
<ul style="list-style-type: none"> ● Allow <i>all</i> students access to equipment and technology in order to be career ready (Perkins V, Element 1) ● Provide opportunities that are not currently available to Doniphan-Trumbull students in a rural community (Perkins V, Element 3) ● Offer experiences that cannot be found in the general classroom ● Expands CTE 	<ul style="list-style-type: none"> ● Professional development and educator specific certifications will be renewed as needed (Perkins V, Element 5) <ul style="list-style-type: none"> ○ CPR/AED Red Cross Instructor ○ CNA Red Cross Instructor ○ Babysitter training Red Cross ● Equipment will be accessible to <i>all</i> students involved in the program ● Once equipment is purchased, it will be maintained by Doniphan-Trumbull staff

Activity 2: Curriculum Collaboration and Course Expansion to Create the Health Science and Human Services Career Clusters

This activity will prepare teachers, and the curriculum needed, to expand the CTE programs of Health Sciences and Human Services. These career clusters were identified after review of student interest and Nebraska Department of Labor Top Ten H3 (High demand, High wage, and High skill) data. For the 2021-2022 school year, Doniphan-Trumbull has identified the following courses to add to course offerings:

- Introduction to Internship
- Internship Experience
- Health Sciences: Health Sciences 2 and Nurses Assistant
- Human Services: Adult Living (Life & Career Readiness), Families in Crisis, Introduction to Education and Training, Foundations of Education and Training





Nebraska Career Education Programs of Study
offered at
Doniphan-Trumbull High School



Business, Marketing and Management Career Field			
Program of Study	Introduction Course	Intermediate Course	Capstone Course
Accounting Advanced	Business 9	Accounting 1 (two semesters)	Accounting 2 (two semesters)
Accounting	Accounting 3 (two semesters)	Accounting 4 (two semesters)	Internship
Entrepreneurship	Business 9	Accounting 1 or Marketing* or Economics*	Entrepreneurship*
Finance	Business 9	Accounting 1	Statistics/Probability or Economics
Culinary Arts	FCS 9	Nutrition	Culinary Skills
Agriculture, Food and Natural Resources Career Field			
Program of Study	Introduction Course	Intermediate Course	Capstone Course
Agribusiness Systems	Ag 9	Ag 4 (Ag Business)	Ag 4 (Advanced Ag Business)
Animal Systems	Ag 9	Ag 3 (Animal Science)	Ag 2 (Animal Health)
Diversified Agriculture Systems	Ag 9	Ag 3 and Ag 2 or Ag 4, Welding or Woodwork	
Health Sciences Career Field			
Program of Study	Introduction Course	Intermediate Course	Capstone Course
Therapeutic Certified Services	Health Sciences 1	Health Sciences 2 or Medical Terminology	Certified Hearing Assistant
Human Services Career Field			
Program of Study	Introduction Course	Intermediate Course	Capstone Course
Education and Training	Intro to Education	Best Practices in Education	Internship
Child, Youth and Family Studies	FCS 9	Child Development	Adult Living
Counseling and Mental Health	FCS 9	Families in Crisis	Psychology* or Sociology*

*Offered every other academic school year

Adding these courses to the Doniphan-Trumbull course offerings expands the current CTE Programs of Study at Doniphan-Trumbull from four to twelve, spread across four career cluster areas. Current staff assignments have been shifted to provide these additional course offerings without an increase in staffing. Serious consideration was taken to utilize staff within our current course offerings to better meet student needs and demand for training and exposure into career fields identified as areas of need in our area.

Outside of the equipment and space needed for the Certified Nurse Assistant course, the financial cost of adding these courses lies mainly in curriculum and staff training. In order to provide students with high quality experiences and instruction, it is important that Doniphan-Trumbull support these CTE instructors with appropriate professional development, including the opportunity to attend work-based learning conferences and time allotted to create course content.

Evaluation Process:

This activity will be evaluated for success based on the number of students who enroll and complete the added CTE classes as well as using the School District Assessment of Career Development. Both the career development assessment data and the enrollment data will be collected by Nikki Sjuts, Doniphan-Trumbull's Career Guidance Counselor. Both data sets will be analyzed by our Advisory Board on an annual basis.

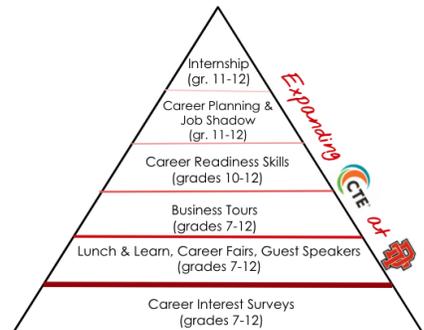
Justification	Sustainability
<ul style="list-style-type: none"> Teachers need to be trained in specific areas in order to provide students with high quality experiences (Perkins V, Element 3) Collaboration and training will encourage teacher retention in order to build programs successfully (Perkins V, Element 5) Increasing course offerings will allow students more opportunities to "get to know their strengths and interests." (Perkins V, Element 1) Adding Introduction to Internship and Internship/Work Based Learning will help students "(shift) from awareness to exploration to implementation" (Perkins V, Element 6) in their potential career options 	<ul style="list-style-type: none"> Professional development and educator specific certifications will be renewed as general professional development (Perkins V, Element 5) <ul style="list-style-type: none"> CPR/AED Red Cross Instructor CNA Red Cross Instructor Advisory board will consist of community volunteer, students and staff with an interest in the success of the programs Currently allotted professional development time will be used for affected teachers to focus on CTE skills Doniphan-Trumbull will use the support of ESU 9 for professional development opportunities School schedule has been changed to accommodate work based learning through the use of a modified block schedule. Relationships with local businesses will be encouraged and developed to ensure positive experiences for both patrons and students



Activity 3: Align Career Exploration Across Grades 7-12

Doniphan-Trumbull will create a systematic approach to support *all* 7-12 students in career exploration and career planning. Currently, career exploration activities are a bit sporadic and disjointed. Creating a timeline of activities, to include the additional opportunities of courses offered, will ensure that *all* students have access to *all* CTE programs at Doniphan-Trumbull. The focus of this systematic approach to career exploration will be on building knowledge and capacity of possible career fields using the areas of self-awareness, career exploration, and career planning and management. Activities that will be provided for *all* students in grades 7-12 will include Lunch and Learns of guest speakers in career areas of interest, an on-site Career Fair, tours of area opportunities in career areas of interest, and post-secondary tours of a variety of options. The Doniphan-Trumbull school district values these experiences for *all* students and are committed to funding these activities in order to continue their sustainability.

The cost of implementing the 7-12 continuum will be curriculum based with some teacher training. Teachers will be provided with inservice opportunities in order to ensure that all teachers will be involved in the career exploration program at some level, 7-12. Each teacher will support this program through our Mentor Advisory Period (MAP) already established at Doniphan-Trumbull by facilitating these activities and supporting students along their path of career exploration.



Evaluation Process:

This activity will be evaluated for success based on the completed career based activities by *all* students in grades 7-12 each year. The School District Assessment of Career Development will also be used and analyzed annually. Both the career activity data and development assessment data will be collected by Nikki Sjuts, Doniphan-Trumbull’s Career Guidance Counselor. Both data sets will be analyzed by our Advisory Board on an annual basis.

Justification	Sustainability
<ul style="list-style-type: none"> • Creating a continuum of career exploration from grades seven through twelve will give students the most comprehensive CTE experience as possible • By beginning CTE experiences in the seventh grade, students will have more opportunities to become self-aware of their skills, abilities, and interests. 	<ul style="list-style-type: none"> • By reallocating a specific time already set aside in the school day, career exploration will require no extra designated curricular time in the day • By organizing a formal career exploration plan to begin in 7th grade and implementing it in grades 7-12, a continuum will naturally be created. • Career exploration activities will be supported using general funds in order to provide these opportunities to <i>all</i> students in grades 7-12, including as many in-person visits as possible.



Section 4: Commitment & Capacity

In 2019, Doniphan-Trumbull conducted reVISION community meeting to gather information. After the reVISION process meeting, the findings clearly identified that Human Services and Health Sciences were not only areas of need but areas of interest for our student population. After surveying our student population in October 2020, 50% of our student population in grades 9,10, and 11 were interested in Human Services or Health Sciences.

After learning the results of the study and interest surveys, the Doniphan-Trumbull School Board committed to growing the CTE program. In November, the School Board went under contract for a building that is a block away from the current school. This will house the CNA portion of our CTE program. The school district will take possession of the building May 5, 2021 and will immediately begin planning the construction of the classroom and lab portion of the building.

As Health Sciences was a leading interest category, Doniphan-Trumbull applied for and was awarded a \$2000 grant from Farm Credit Services. This grant was written to supply the Health Science classes with the manikins needed to teach CPR. The Farm Credit Services grant paid for 2 sets of adult manikins and AED machines and one set of the infant manikins needed to teach a whole class.

Doniphan-Trumbull High School has developed an Advisory Board that will help drive the project. The program will primarily be managed by Secondary Principal, Michaela Goracke, Secondary Counselor, Nikki Sjuts, and Dave Johnson, Doniphan-Trumbull's Ag teacher and WBL certified instructor. All of these individuals with the assistance of Shawna Williams, the District bookkeeper, will act as the fiscal team. The remaining members of the DT Advisory Board will consult and provide feedback and help carry out the goals of the project. The Doniphan-Trumbull team will ensure that the funds are spent according to the grant specifications.

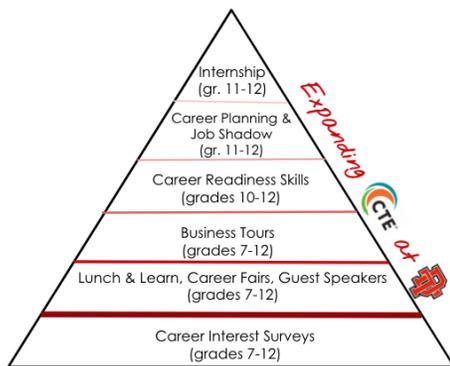
This request meets the Perkins V local application in many ways. First, Local Workforce Alignment (Perkins V, Element 2) as it is an area of need in our economic region. According to the *Bureau of Labor Statistics and Nebraska's Next Economy* report, Health Services account for 11% of Nebraska's economy, coming in third to Business (18%) and Education (16%). While the scope of this request does not reach business, it does request assistance for both Education and Health Sciences.

The Size, Scope & Quality of Implementing CTE Programs of Study (Perkins V, Element 3) is clearly a priority of the project. Doniphan-Trumbull has expanded our pathways from 4 in 2019 to twelve for the 2021-2022 school year (see attached). Funds will be spent to purchase industry-grade equipment for the CNA program that can also be used in the Health Sciences classes. With the granted funds, we will also purchase curriculum for the Adult Living, Families in Crisis, Introduction to Education, and Foundations in Education which are courses that we have added to expand our Human Services Pathway. Finally, we would like to provide a stipend for teachers for time during the summer to develop the Introduction to Internship and the Internship courses, which have been added to our course listings.

These courses lay the foundations for *all* students to be able to direct their learning in career opportunities and will ultimately help them focus their career and education choices for their futures.

Element 5 of the Perkins V Strategies speaks to Recruitment, Retention and Training of Faculty and Staff. It is important that school districts have quality programs that Highly Qualified teachers want to be a part of and help grow. Doniphan-Trumbull's advisory team believes that the expansion of our CTE programs will help us attract and retain Highly Qualified teachers.

Finally, Work-Based Learning (Element 6, Perkins V) was the impetus for the decision to expand the CTE offerings at Doniphan-Trumbull. *All* students in grades 11 and 12 will have the opportunity to participate in



BOTH job shadowing and student-chosen internships. The Work-Based Learning program will culminate in the senior high, but it will be cultivated throughout *all* grades in 7 - 12 through a systematic approach of career exploration and planning.

Section 5: Budget Proposal

Activity Budget: Activity # 1		
Expenditure	Unit Cost	Total
Supplies— including Operational Equipment - (Object Code 600)		
10-Tympanic Thermometer	\$24	\$240
10-Blood Pressure Cuff/Stethoscopes	\$50	\$500
2- Soiled Linen Containers	\$5	\$10
2- Wash basin	\$3	\$6
2- Gait Belt	\$25	\$50
1- Scale with handle for elderly	\$1,200	\$1,200
10- Tape measure	\$10	\$100
2- Foley Kit	\$88	\$176
1- Wheel Chair	\$415	\$415
2- Commode	\$51	\$102
2- Teaching stethoscope	\$220	\$440
10- Oral Thermometer	\$10	\$100
2- Hospital Bed	\$4,500	\$9,000
4- Over Bedside table	\$73	\$292



1- Pathway CNA Package - includes 2 geriatric simulators, geri sensory impairment kit, 3 geriatric nursing mankins, adult nursing manikin, geriatric skin conditions kit, pressure injury kit, male catheter trainer vinyl, female catheter trainer vinyl, blood pressure simulator, hemiplegia simulator, geriatric medication management simulation kit, geriatric foot care kit, diabetes education kit, employability skills program, geriatric patients scenario cards	\$22,000	\$22,000
2- Call light	\$100	\$200
2- Bed Pan	\$20	\$40
4- Infant CPR Manikins	\$113	\$452
2 - side tables for bed	\$100	\$200
2- Hospital Recliner	\$2,000	\$2,000
1- Printer for CNA facility	\$500	\$500
4- iPads	\$750	\$3,000
3- Flat screen smart TV for above beds and classroom	\$500	\$1,500
	<i>Subtotal</i>	\$42523
	ACTIVITY TOTAL	\$42523



Activity Budget: Activity # 2		
Expenditure	Unit Cost	Total
Professional & Technical Services – (Object Code 300)		
National Convention (ACTE) 4 teachers, counselor, principal		\$18,000
Professional & Curriculum Development: 4 Teachers @ \$150/day for 30 days		\$18,000
First Aid/CPR training for coaches 2 nurses @ \$150 a day for 4 days (2 years)		\$1200
First Aid/CPR Instructor Training 1 nurse @ \$150/day for 10 days		\$1,500
MedAid Certification: 1 nurse @ \$150/day for 10 days		\$1,500
Recertification: CPR/FA/Babysitting 1 nurse @ \$150/day for 15 days		\$2,250
	<i>Subtotal</i>	\$42,450
Supplies— including Operational Equipment - (Object Code 600)		
Curriculum for Health Sciences	2,000	\$2,000
Curriculum for Human Sciences (Sociology)	\$1800	\$1800
4-Student ADAM software	106	\$424
1- Teacher ADAM software	400	\$400
CPR Instructor Kit	745	\$745
Babysitter Instructor Training Kit	45	\$45
15- Adult Living Curriculum Books	109	\$1,635



15- Families in Crisis Curriculum Books	115	\$1,725
12- Teaching with Love and Logic	50	\$600
12- Teach like a Pirate	22	\$264
Health Center 21 Curriculum Modules (Applied Educational Systems)		\$1,500
	<i>Subtotal</i>	\$11,138
	ACTIVITY TOTAL	\$53,588



Section 6: Supplemental Documents

Data Search TOPIC:	Link:
Nebraska Teacher Vacancy Report 2020-2021	https://cdn.education.ne.gov/wp-content/uploads/2021/02/USDE.2020_TVS_Final_Nebraska.pdf
US Bureau of Labor and Statistics	https://www.bls.gov/
NE Department of Labor	https://www.dol.nebraska.gov/ http://h3.ne.gov/searchResultsDetail.xhtml?soccode=312021
Nebraska H3 Jobs	http://h3.ne.gov/welcome.xhtml
Doniphan-Trumbull Career Pathways	https://drive.google.com/file/d/182g02539WVI1NX-9Df84xSyejyq52phY/view?usp=sharing
Community Support Partners	https://docs.google.com/document/d/1aUotyPrZQuEjL1oS3VIKOGWGwGtHeSBxDMWdHC6dHY/edit
Intro to Internship and Internship Handbook	https://docs.google.com/presentation/d/1UNC3BE1TuO3G2fh6Ave0iO0UOE0gPmkXACLuauwFO_/edit#slide=id.p



