

**COMPASS FOR CURRENT CRTC PARENTS AND GUARDIANS  
FROM PRINCIPAL STEVE ROTHENBERG**

[CORE VALUES & BELIEFS](#) [STUDENTS/FAMILIES IN NEED](#) [CRTC FACEBOOK](#) [FRIENDS OF CRTC FACEBOOK](#)

[CRTC HANDBOOK](#) [CRTC WEBSITE](#) [CRTC STUDENT FORMS](#) [CRTC CALENDAR](#)

[TEACHEREASE](#) (ACTIVE GRADEBOOK) [POWERSCHOOL](#) (TRANSCRIPT GRADES, ATTENDANCE, SCHEDULE)

CRTC DIRECT PHONE LINE 603.717.7654 [INFO@THECRTC.ORG](mailto:INFO@THECRTC.ORG)

## 15 March 2022 Quick (and Short!) Update

**NO SCHOOL DAY:** This Friday, March 18, 2022 is Professional Development Day in Concord.

**EMPLOYMENT PICTURE/FUTURE JOBS:** I could write a 5 page essay on the unique opportunities available to young people today. Simply put, the doors are wide open, or maybe I should say the doors are “blown off”. Opportunities are endless. Thus, the need to expose students to such diverse options in order for them to strategically create a path which they “own” and feel a sense of purpose about. Inevitably, this includes some form of post-secondary education. We receive numerous daily communications for companies that want to hire, yet this is not an area in which we don’t put priority efforts into; instead, our focus is long-term relationships where students and employers meet each other and engage in depthful experiences from class talks to internships. This strategy builds a foundation for both future employment and reputation building - that serves both parties. Of note, a recent trend working its way up from southern NH is “paid” internships. If you are an employer, or work for an employer who wants to explore a tiered long-term relationship with us, then please contact work-based learning coordinator [Amy Smith](#). We are eager to chat.

**CRTC ENGLISH COURSE (previously: CRTC Career Communications):** We offer a customized English semester class (.5 credit) available for all CRTC students. Most students take it during year II. The teacher, [Beth York](#), has made a considerable investment in learning how best practice communication works in numerous careers; in doing so she works to customize the course to the student’s particular career. All students have the opportunity to ALSO earn an additional .5 English credit by doing an extended (ELO) project. Feel free to contact her for more information. Contact us ASAP if interested in signing up for 22/23.

### ABOVE AND BEYOND:

- [Milton Cat](#)’s entire 16 member leadership team came down for three hours last Tuesday to talk about expanding our relationship. They met with Auto Tech students, but want a relationship that goes much deeper across many programs.
- U.S. Rep Custer was here Friday meeting with 20 CRTC students about work-based learning. Students shared their experiences and how they have helped them to refine their future vision.
- 56 Health Science students left this morning for their state HOSA competition.
- Auto Tech had their SkillsUSA engine competition yesterday and diesel is tomorrow.



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- Culinary students had their ProStart competition last Tuesday and their SkillsUSA this week.
- Education and Behavioral Science students competed yesterday and five students qualified for nationals in Washington DC this June.
- NHPR has a monthly BIG QUESTION. They are coming to the CRTC to talk with our students next month's question: "How has the pandemic changed the way you think about work?"

**REMOTE DAYS:** We need to, very rarely, to create off-site async remote days. They do not happen very often on a program-by-program basis. This week we had to do a few extra due to competitions.

**COMP "COMPLETER" NIGHT HOLD THE DATE:** CRTC version of graduation is June 1, 2022 at 6 pm. We will put out a call for speakers soon.

**CRTC BUSINESS PROGRAM:** We are "bringing back" a business program after a 17 year hiatus. We seek a few more students to sign up. Contact our office.

**SCHOLARSHIP AND PRIZES:** There are a handful of [scholarships](#) dedicated to the CRTC which means they are not limited to JUST Concord residents. See items on this page labeled with ↑.

**ENROLLMENT 22/23:** We are finishing our tallies, but it is clear that NEW (year I) requests are at their highest level of all time. Interestingly, more freshmen and non-traditional students (by gender) applied. Non-traditional, for example, means females in Auto Tech and males in Cosmetology. Students seeking a year II will be notified of their enrollment status in mid-April after Q3 SPURS.



**FACEBOOK:** If you are not doing so now, please check out our Facebook posts. We are consistently posting high-interest CRTC stories (and images) that will give you a vivid picture of our operation and values.

## 24 January 2022

**RETURN TO CRTC ALUMNI ASSEMBLY:** We hosted three rounds of assemblies in the McAuliffe Auditorium on January 12th for all CRTC students. On the stage were 25+ mostly alumni of the CRTC. The presenters completed CRTC no more than five years ago so the age difference between the audience and graduates was not expansive.



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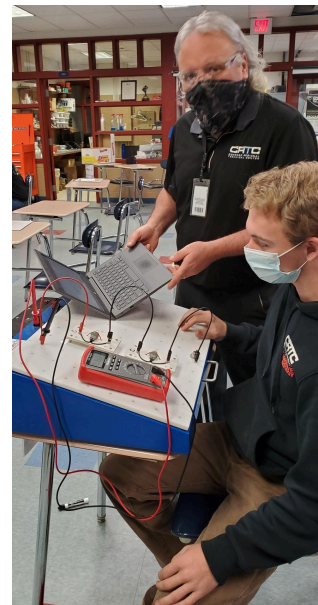
Students in the audience got to hear first hand what it's "really like out there" from many diverse and clearly candid perspectives.

Participants ranged from an oncology RN nurse to business-owning cosmetologist (who earned her license by apprenticeship) to a social worker to a Fratello's chef to a Construction Management major to a Bristol NH EMT. Many were still college students.

There were some students who were BOTH working and going to school full time as well as students who are tackling the cost of \$60K+ /year colleges. They spoke candidly on how to tackle these challenges. Our students absorbed a most powerful framework: success comes in many forms, but most-of-all it comes from being a lifelong and ACTIVE learner.

A theme was that post-secondary education can come in many forms based on your career choice and focus; your educational choice must serve more than your wants - but your needs. Earning credentials was also a theme. The event is about an hour and I would make no pretense of anyone watching the whole show, but it does provide the context to a potentially healthy and powerful parent/guardian-child conversation about planning for the future. [Here is the video from B Block.](#)

**FINALS / REMEDIATION WEEKS:** Each school has a different name for the past or coming week; regardless we will continue to be OPEN every possible day with our regular schedule in place. This consistent "keep it simple" approach is at the core of our strategy to eliminate vagueness. A student with a final or local school obligation is given leeway to NOT attend CRTC that day during this stretch. We expect students to attend CRTC at all times when it is possible, but we recognize the "juggle" and will not count absence(s) due to a conflict on a day when a home school has an altered school schedule.. We will be FULLY back to normal on January 31, 2022.



### UPCOMING DAYS WE HAVE ALTERED SCHEDULES:

- **We will NOT HAVE SCHOOL on Friday, January 28, 2022.** CHS is doing an inter-session day and we needed to shift. This is something I hate to do, but needed to do this round.
- **We will NOT BE OFFERING OUR REGULAR PROGRAM on February 8 and 9, 2022** to support our annual preview days. Only the 100 or so students who are ambassadors and representatives will be attending. All other students will be remote. This is an annual event and needed to support 900+ visitors (2020).

**WORK-BASED LEARNING (WBL):** We have a dedicated employee, WBL Coordinator [Amy Smith](#) committed to supporting the ability of our students (and efforts of our teachers) to get out beyond the walls of the CRTC. She has pushed her way through the Covid window and is getting more and more students out. We have made some terrific gains in our Construction Trades and Criminal Justice programs with Amy's efforts. Recently she opened up the door for a larger multi-program partnership with NH Hospital. Another highlight is a pre-apprenticeship relationship with Longchamp Electric. These WBL efforts are incredibly difficult despite the



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seemingly simple supply-demand logic of them. WBL in the state of NH is just too hard to orchestrate given legal (insurance, permission, age) and economic (under staffing) factors. We need to work to change this and some of us are doing so. Seeing life beyond the high school walls is a MUST for all youth especially those in 8th and 9th grade let alone CRTC so they can begin “seeing” their future. Feel free to contact Amy with questions or leads.

**YEAR II RETURN:** Year I students recently completed their non-binding intent to return survey. The enrollment status of current students for 2022/23 will be announced in mid-April after Q3 SPURS. If there was one message I would send, a student on the cusp who has demonstrated strong professional skills OFTEN get the nod to return. We know what our best employers seek - self-direction for example - is HUGE.

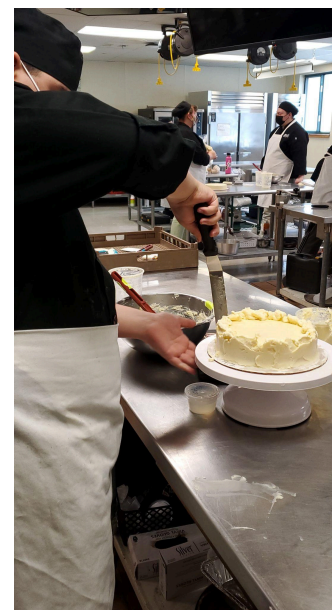
**KUDOS TO OUR THEATER AND FILM PROGRAM:** The CRTC, *Almost Maine*, its first ever complete internal production on Friday 1/13/22. Students in the program were the actors and the production technicians (sound, lights, set/scenic, costumes). The show was outstanding (I regret not bringing all of our CRTC students down). Of note, about a week before the premier, about 50 students engaged in a Zoom with the playwright, John Cariani. This experience provided insight and made the experience even more authentic.



**ISSUE - SENDING SCHOOL STUDENTS DRIVING:** We have had some recent instances of students driving to CRTC without permission; in addition some have pushed limits further and engaged in a 2nd violation by parking in the CHS senior/faculty lot which is clearly against the rules (and unfair - they are taking the spot of someone who belongs there). This is unacceptable on all accounts. We obviously respect the dedication of these students to attend, but this is an issue that needs to be nipped immediately. Effective immediately driving without permission from us will lead to: (1) a temporary suspension from the program and (2) demerit towards year I student returning for year II (the action will be linked to displaying poor [professional skills](#)). Students are expected to plan accordingly and travel to us on their sending school bus or be dropped off by a guardian. This is not debatable. Driving is ONLY allowed for specific contained purposes with advance permission through our official [form](#) (and related process).

It is a liability mandate that students cannot drive during the school day (between their first and last class). Please recognize that an email or call from a parent/guardian granting permission is NOT acceptable. I am aware of our global culture and where driving fits in, but in this case students and all involved must work on planning accordingly.

Our strong words reflect a sense of fairness within our organization. I will never allow one set of rules to be in place for some students and a different set for others. This is an expectation for all and likewise a common consequence for those who choose to break it. I am not in the mindset of lessening expectations due to Covid. Planning ahead and being prepared will always be a long-term trait valued by the CRTC as well as our industry and post-secondary educational partners.



## 20 December 2021

**OMICRON:** We will navigate to keep the CRTC open for on-site classes as long as we, cooperatively, can meet basic student and staff safety needs. Many of you know, but for those not aware, we stayed open throughout the entire 2020/21 school year. Providing students a personalized program so aligned to their post-secondary plans was thankfully recognized as a uniquely essential service by the Concord School Board and Office of the Superintendent. It was a remarkable run. We will keep you informed every step of the way (as we did last year) if a change is being considered. As I said last year, we are all in this together. Navigating these times is a shared effort.



Results of earlier preparation, for the "bigger" preparation to make chicken piccata in Culinary and Pastry Arts I

**ABSENCES:** Friday's threat to many NH and US schools was a lousy and stressful situation. The Concord School District remained open after consultation with law enforcement experts including Concord Police. A number of families, including some connected to the CRTC, felt anxious and students did not attend school to be cautious. We respect that decision completely and would never interfere.

These absences, like many others for various personal situations (travel, illness, dr. appointments, family events), lead to emailed and phoned-in questions by mostly parents/guardians (less so students) on *whether the missed day will count towards CRTC attendance limit* (max five per semester). I need to make clear that we count just about everything (except for school events and college/work visits). I say this not cold heartedly, rather considering the following:

- Our mission is to prepare students for increasingly more demanding worlds including college, training, military and the professional workforce. Each of these worlds accepts absences *within reason*. This is re-enforced by our industry partners regularly. Absences are expected to be

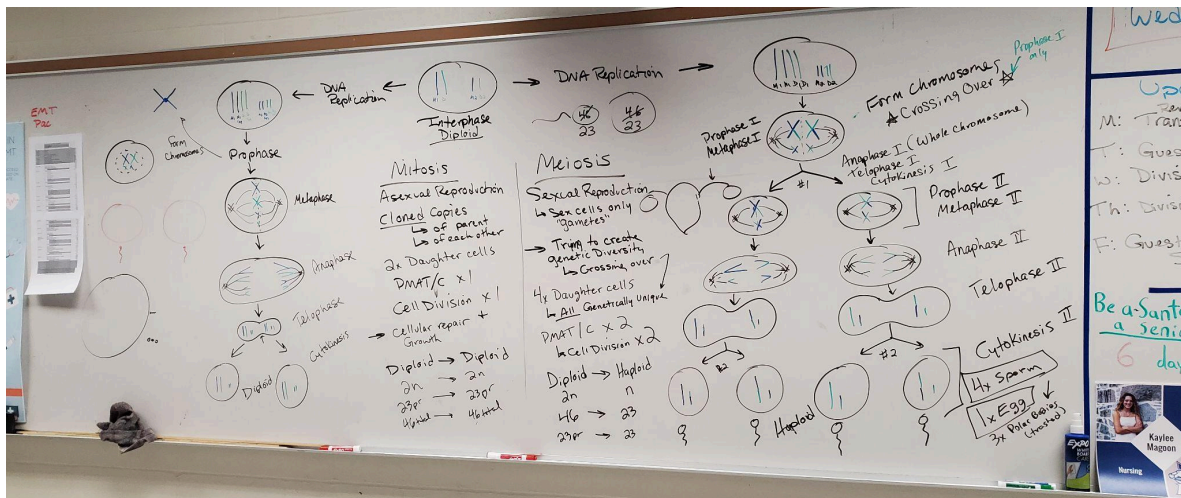
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taken in a judicious manner with purpose. A day out can be very disruptive to work especially in a team-driven and/or lab-type environment. Students need to be exposed to this interdependence mindset.

- Ultimately it is our mission to coach and prepare students (develop the muscle memory) to have candid conversations\*\*, balanced with personal privacy, with supervisors, professors, HR specialists and other officials about their health and other personal needs that may lead to absences. Our appeal process is built on this premise. (\*\* done via live conversations, not text)
- We allow five absences per semester (~one per month). This is our buffer. The data shows that this is enough for most students.
- Our office-run appeal process (once the limit is met) is reasonable. Students who care, who communicate, fix issues, and who demonstrate responsibility, almost always end up with a positive outcome and earn their credits. Those who don't - we leverage this system - to improve. We are never punitive.
- Our students are mature. They also get that the CRTC is different.

When doing an appeal, the “big” question I ask is, “when you were out (if able healthwise), did you communicate with your teacher that you would be out? If so, did you express a willingness to do all learning and work necessary to keep up? A “no” to that question is a moment for me to teach and prepare. A “yes” to the question, once confirmed, shows maturity. Ask your child - if out last Friday or any other day for that matter - did they communicate and were they proactive?

It is the CRTC's mission to do everything in our power to develop proactive traits in our students and every internal system we have must stay true to our mission. To be honest, some - like this one - can get some folks pretty upset with me (13+ years of calls!), but generally once we talk, things are quickly resolved. In fact, parents, guardians and I are generally on the same page after a very short chat.



White board notes in Mr. Beauman's Health Science II class

**\*\* Semester I appeal appointments are booked by students with our office staff. They take place in January and early February. Some take two minutes while others are more complicated. In general, a missed class (beyond five) must be met with 1.5 hours of outside work. In addition, an issue causing regular absenteeism, if still lingering, will require a plan to address.**



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**INTERVIEWING AND NETWORKING UNITS:** The majority of our classes, on the two days before Thanksgiving break, were focused on developing skills around the employment process. The major two units addressed were interviewing and networking skills. An overarching theme of the networking unit goes far beyond basic references; rather it focuses on reputation; specifically how actions taken in one realm of life may affect others including professional ambitions. Numerous industry and HR professionals joined us to share their hiring processes and approaches. Many mock interviews took place. Students seemed to appreciate the focus and newly gained knowledge, skills and abilities. Special thanks to coordinator David Moore for organizing. See the “Educational Model” menu on our website for more information.

**ALUMNI RETURN TO CRTC ASSEMBLY:** On Friday January 7, 2022, we will host our annual *Return to CRTC Assembly*. We generally have about 25 alumni from almost every program on the stage and they share their journey. There is huge diversity on the stage: 4-year college, 2 year-college, trade school, workforce, military, part-time, full-time, family pays, student pays, student loans, apprentices, scholarship winners live at home, live at school, live with friends, are just some of the many “real” themes. My experience is that once the event starts, you can hear a pin drop in the room of over 200+ audience members (we do three assemblies). It is one of those moments where students, especially those unsure or nervous about their future, see that they ALSO can be successful and overcome what seems like significant challenges now. Here are the assemblies from [2017](#) and [2016](#).



Team-based Python programming in Computer Engineering

**INTENT TO RETURN SURVEY:** Year I non-seniors will be taking a survey in early January to assess where they stand on their intent to return next year. This is the first stage of the process and answers are non-binding. Formal notification of enrollment status from our office takes place in mid-April after Q3 SPURS.

**CALENDAR:**

- The CRTC will have holiday recess with the last school day being on Wednesday, December 22nd until we return on Tuesday, January 4th. **We will be closed on Monday, January 3rd.**
- January Finals: This model is changing with competency-based education. It is our intention to be open for students every day. Some students won't be able to attend due to particular school schedules. Friday 1/28/22 may be an exception TBD.
- February 8 and 9, 2022: CRTC Preview Days (most classes will be async online and not in person to support hundreds of visitors). Ambassadors will be on-site.
- June 1, 2022: Comp Night (aka CRTC Graduation)



New American high school students share their immigrant and educational experiences with EBS II students.

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**HAPPY HOLIDAYS TO ALL!**  
**AFTER WE FINISH UP ON WEDNESDAY, SEE EVERYONE IN 2022!**

## 12 October 2021

**FIELD TRIPS:** It is vital to our mission to connect CRTC students to local post-secondary options and industry partners in “real time and place”. Field trips serve this purpose incredibly well and have always been a highlight of our overall program to help students refine their own pathway vision. We support these activities wholeheartedly. Regular CRTC field trips include students observing Concord Hospital’s Emergency Room or Banks’ Automotive Service Center; touring postsecondary cosmetology, welding or electrical programs; going to statewide career organization meetings/competition for future educators; and/or going to a courtroom. *All of this is in addition to off-site internships and job shadows, and on-site visits by colleges and employer leaders.* These field trips are truly purposeful, but are faced with challenges related to Covid restrictions. We are working to retain them this year.

**COLLEGE CLASSES/DUAL ENROLLMENT:** In the past, we sent every CRTC family a flashy mid-October postcard with a list of all dual enrollment classes. The goal was to create energy around this vital part of our model. It was ALSO a reminder to make sure ALL students signed up for these bargain deal college classes. Remarkably, and thanks to the state legislature and governor, there are now scholarships (max two classes per student) for up to two Running Start CCSNH STEM or CTE classes (with at least one exception in Graphic Design). Of note, SNHU dual enrollment classes still cost \$100 for tuition per class (+\$25 for lab courses). Please ask your CRTC student if they have signed up yet! This is a great family talking topic as students prepare for post-secondary. We will update the list and post to [Facebook today](#).



**PSATs:** All CRTC schools are holding PSATs on either 10/13 (today) and 10/26. The CRTC will be open for business both days. A student’s absence who took the test would NOT be counted against our semester totals aligned to credit; otherwise students should focus on their PSATs and not worry about the CRTC that day!



### CHS STUDENTS ONLY - EARLY

**RELEASE THIS FRIDAY 10/15/21:** We will be running our regular schedule for ALL students. For CHS students, the day is considered “CRTC Preference”. CHS students would attend their CRTC class and adapt the rest of their schedules according to [this chart](#) (viewed vertically by CRTC Block enrolled).

**SPUR:** The last week of October through the first week of November is our SPUR week. Each program has a different schedule to facilitate teachers meeting with each of their students on a 1:1 basis for 15 minutes. Please ask your student about this experience. It is very student centered.

# 23 September 2021

**BRIEF REFLECTION FROM THE CRTC PRINCIPAL [STEVE ROTHENBERG](#):** I want to thank everyone for a successful start to the school year. It has not been easy, but the hard work put in by our employees, students and families alike has made it possible. It is a humbling experience to be here.

When I step back - and consider our model, I reflect on the immense challenge for modern schools to be everything to everyone. This operational aim, which is very noble and aspirational, can unfortunately swallow up a school's identity. The CRTC, because we are a choice option, has more latitude to stay locked in on our core competencies (value proposition) and in doing so, not to spread ourselves thin. This makes us unique and [appreciated](#).

Your willingness to trust and invest in us is greatly appreciated every day. We will do everything in our power to make it a great year for every single CRTC student.



On a personal level, I've been hitting my 10,000 steps by about noon daily. It has been exciting for both myself and CTE Director Anne Fowler to greet students on entry, as well as see them in action in all of our classes. Our aspiration is for students to see us as a daily presence and for them to consider us assets to support their current success, as well as their future path.

I urge you to be friends with us on Facebook. We are making a few posts per week that capture through images the CRTC story. (*two images here from 2021 Middle School Summer Camp*)

**COMPETENCY-BASED EDUCATION (CBE):** I am sure, for many parents and guardians, the mere mention of CBE causes a bit of confusion. When it comes to schools - *we know, what we know* - because we've been there. Most of us grew up with a familiar grading system (REGULAR-BASED EDUCATION or RBE!?) and CBE is something new.

The CRTC has been a leader in adopting CBE in a manner that, because of hard work, students keenly understand, utilize to their benefit and genuinely appreciate. This fact shows itself in our survey, as well as focus groups done by the comprehensive high schools of our students. Why do students seem to appreciate CRTC's model? Take a look at these three random competency-based rubrics, and our center-wide professional skills rubric. Take a minute to notice their overall structure and content:

- [Costuming Competency in our Theater and Film: Production and Design](#)
- [Electrical Systems Competency in Auto Tech](#)
- [Classroom Management Competency in Education and Behavioral Science](#)
- [CRTC's Professional Skills Rubric \(all programs, all students\)](#)

I hope you notice:

CONCORD REGIONAL TECHNICAL CENTER, 170 WARREN STRE  
603.717.7654 [WWW.THECRTC.ORG](http://WWW.THECRTC.ORG) [INFO@TH](mailto:INFO@TH)  
STEVE ROTHENBERG, PRINCIPAL

Occupational Pathway	Construction Manager, Architect, Master Electrician
Practice Performance Indicators	<p>I can -</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Install and design an electrical circuit containing electrical sources, devices, and cables in a mockup with complete accuracy and code compliance and NEC specifications.</li> <li><input type="checkbox"/> Troubleshoot electrical work, identifying problems and applying solutions.</li> </ul>
Evidence	Electrical Workstation
Theory Performance	<p>I understand-</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> The evaluation of a wide variety of</li> </ul>

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- Consistent use of four basic levels of DOK (depth of knowledge) performance from Expanding (4) to Basic (1). DOK4 is very challenging and wide in scope. DOK3 reflects strong performance.
- Separation of theory and practice. For some students, performance in these two areas can differ considerably. Feedback is best when separating the two.
- Language is clear and has a student voice to it.

I could, and have written extensively about our performance assessment model called SPUR, but for now, please visualize one of these competency-based rubrics placed between a teacher and student, and the teacher asking, “how are you doing?”, on a particular competency or professional skill. This is the spark to CRTC grading. The resulting conversation is EVERYTHING to the CRTC ([here are some sample SPUR videos](#)). It is a pinnacle moment for us because if a student is able to fully understand criteria and self-assess in a *thorough, accurate and reflective* manner then our best-practice systems are working. The student needs to have a “body of evidence” to support their stance.

We have spent extensive time and research developing and training on these strategies. They are equally aspirationally and operationally designed. You will be hearing much more about this in the future.

### OTHER:

- **TEACHER EASE:** Students are just beginning to gain access to TeacherEase which is our online gradebook. September is a slow time for data. We will work with sending school families soon to get them logged in
- **FINANCIAL ASSISTANCE:** We offer financial aid for any CRTC expense except dual enrollment. To request, and access our form, go to our website - CURRENT STUDENTS - FORMS.
- **TOUGH WEEK - SPECIAL THANKS:** I want to thank the CRTC Crisis Team which includes our counselors and other mental health personnel, for their help last week. They did a phenomenal job helping our students navigate a very complex and sad situation.
- **FACEBOOK:** Please friend us on Facebook. There are some great stories being posted.
- **FIELD TRIPS:** They are back (within reason)! We do a handful of trips per year per program. Many are to local industry sites and post-secondary schools. We also attend industry events. Busing is very complex this year given the lack of drivers. Many trips will end up being a full day (~8 am to 2 pm) and involve personal transportation to the CRTC (parking at Memorial or being dropped off/picked up). We work to ensure that these events are worthwhile and impactful.
- **PHONE CALLS:** PLEASE use our direct line 603.717.7654 and avoid calling CHS at 603.225.0800

## 25 August 2021

### Greetings from the CRTC Principal [Steve Rothenberg](#)

Welcome to the CRTC for those of you who are new, and for the rest, welcome back!

This CRTC Compass Newsletter is targeted to serve the parents and guardians of our students. As the CRTC Principal, I know it is my job to provide essential CRTC



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information in the leanest manner possible. We know your time is valuable and are committed to serving you.

We publish this newsletter about twice per month with the newest information always posted at the top. We also publish the CRTC Compass Magazine containing more in-depth stories about six times per year.

Why is the CRTC a successful organization? Simply put, the CRTC has a value proposition that works. We frame it in three key realms: meaningful pathways, relevant learning, and strong relationships. If any of those areas are weak or even average, then students won't sign up for our programs. We are a choice option and must provide value.

We cannot wait to meet our new students. Right now our efforts are focused on providing a smooth opening transition to the CRTC. Some new students are coming from much smaller schools and it is a big jump to come to Concord. We know how important the first days are to a student's comfort and confidence. In the July 29th post I covered start times.

Congratulations to our returning students. This year will have a more targeted feel to it specifically because year II students have a more intense focus on refining, locking in, and moving forward on to their chosen pathway. We urge year II students to consider CRTC+, a sort of post-secondary pathway jumpstart program, which includes: college courses, our CRTC Career Communications English Class, and more in-depth work-based learning.



If you have not heard, I will be retiring from CRTC on June 30, 2022. Remarkably (with great appreciation) the Concord School District authorized hiring my replacement now. Anne Fowler, who started in mid-August, will be the CRTC Director this year and will become the CRTC Principal starting next July. An introduction article on her will be published very soon. I can assure you that the CRTC will be in excellent hands with Anne. I will be working all year to help empower her to be an outstanding CTE principal. I am confident that her performance will far outshine mine and am honored to work with her.

So.. please read the three date stamped postings below if you have not yet done so. They cover all start of the year information. Also note the essential links shared at the top of page one. THANKS Steve

## 20 August 2021 (start of the year information)

**MASKS:** As you are probably aware, the Concord School Board has established a mask mandate for this year. Modifying it is linked to the percentage of regional people vaccinated. This indoors expectation is joined with the CDC recommendation to wear masks on buses which is also expected. I know this is going to be a big change for many of us - employees and students alike - from the past two+ months. We need to work together and develop systems to help folks feel healthy and comfortable.



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**SENDING SCHOOL/BUSES:** Our 100% expectation for all sending school students is to take the bus. This includes schools that have changed their schedules and by doing so, made it a bit more complicated to attend the CRTC. This is a perennial challenge for us and we know it can be frustrating. Covid changed the playing field last year, but we are back to the bus model we've used for four decades. I need to reiterate that the ability for a sending school student to drive is only [pre-approved](#) for very specific reasons (homeschool) or only for very defined windows of time (car repair, internships).

### SCHEDULING MISC:

- If a schedule does not show CRTC then please let us help you. Oftentimes schedules are not prioritized and too much is added so that CRTC cannot be squeezed in. The school, a counselor and/or our office can assist. The solution may involve making a choice.
- You can confirm your CRTC schedule by using Concord's Powerschool (sending families - you should have received an email with login information). Feel free to contact our office.
- CHS ONLY : CHS changed its schedule slightly. CRTC students enrolled in C Block would leave their periods 3/4 a few minutes early to be on time for their CRTC C Block class (periods 5/6).
- CHS ONLY: CRTC students enrolled in B Block do NOT attend CHS advisory.
- **CRTC CAREER COMMUNICATIONS ENGLISH:** MONDAYS and THURSDAYS 11:10 AM - 12:40 PM; WEDNESDAYS 11:10 AM to 11:55 AM

## 30 July 2021 (start of the year information)

**FIRST DAY:** The one bit of information everyone wants to know: **We open up for ALL STUDENTS on Thursday, September 2, 2021.** We are closed on Friday and Monday, and reopen Tuesday, September 7, 2021 (also the day our preschool at Abbot-Downing opens).

**SENDING STUDENTS ENTRY:** Plan on entering at the CRTC Door where buses drop off. On GPS this is 1 North Fruit Street. Our office is right there to answer any questions as well as provide a warm greeting. We "walk" students to class (as needed) for the first few days - they are not left on their own to navigate!

## 29 July 2021 (start of the year information)

The summer is a surprisingly busy time of year for the CRTC as we work to refine and better the CRTC program, as well as generally get everything in order for the next school year. One task is writing our large federal grants and allocating those, and similar funds, to upgrade programs. This ranges from hiring a part-time counselor / therapist to be a part-time workforce instructor in our EBS (Education and Behavior Science) - to the purchase of simulated patients (Health Science) - to a \$40,000 soundboard for Theater and Film. This is in addition to regular upgrades of equipment, facilities (painting) and tools. We also continue to think about new programs to start.

Here are a few quick "dry" tidbits about the CRTC as we eagerly and excitedly prepare for the coming school year:

- **SENDING SCHOOL DRIVING - NOT ALLOWED:** We are NOW back to where we've been for four decades before one year of Covid regarding sending students driving to/from the CRTC. All



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sending students MUST come to the CRTC via school bus (or be dropped off) unless they have a special driving circumstance that is pre-approved using our permission to drive form. These circumstances ONLY exist when there is an extended field trip, a vehicle in the auto shop or some other unique reason. This is not an area which we can negotiate with students and something that needs to be fully settled before we start. Driving is not an option this year. We wish it were easier - there is simply no parking around CHS.

- **NEW SENDING SCHOOL STUDENTS MUST REGISTER:** All new sending school students MUST register (as a "new student") at <http://enroll2021.sau8.org> to finalize enrollment. The process (about 15 minutes) is a bit tedious. Be prepared with health provider and insurance information. Be sure to fill in all required information (skip the section that asks for details of your "past" school). We CAN help you through it - to do so, call our office (open part-time) between 7-1 at 717-7654 or email us with questions at [info@thecrtc.org](mailto:info@thecrtc.org)
- **OPEN SEATS:** We are on the very cusp of capacity right now with only a few random slots open. Contact our office for enrollment information at [info@thecrtc.org](mailto:info@thecrtc.org). The application is online.
- **WELCOME PROGRAM LETTERS:** On each program page within our website, you can find our opening letters that inform students of need-to-know information to start the year by program. They are linked as WELCOME LETTERS and appear at the bottom. 100% of our faculty is returning (normal for us).
- **WHAT 90-MINUTE PERIOD AM I ENROLLED IN (A=7:45 AM, B=9:30 AM (soft start at 9:20 AM), C=11:05 AM)?** This is a very common question this time of year:
  - Year I
    - MV, Pittsfield and Bow are in A Block (exceptions below)
    - JS, HD, Hopkinton, PA, Kearsarge are in C Block.
    - Concord and other (homeschool, Parker Academy, other) students are mixed in
  - Year II students are generally in B Block.
  - **The exceptions are:**
    - Emergency Services I
      - Sending students from MV, Pitts, Bow are in B Block.
      - All others students can be Block B or C
    - Computer Engineering I and II
      - Sending students from MV, Pitts, Bow are in B Block.
      - All other students can be Block B or C
    - Theater and Film:
      - Production and Design I and II students (mixed level class) are ALL in B Block.
      - Theater and Film: Acting I and II (mixed level class): Sending students from MV, Pitts, Bow at in A Block. Sending students from Kear, HD, Hopk, JS, and PA are in C Block. CHS are in either.
- **REMINDER:**
  - Attendance counts at the CRTC. Our daily attendance expectation goes beyond any school we serve. A student loses credit once they have more than five absences in a



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semester. An appeal is allowed to get credits back, but the issue driving the absenteeism must be addressed immediately to complete the contract. We empathetically work with students who have health issues, but the responsibility to continuously communicate and complete expectations, like in the working world, remains.

- Year II is NOT guaranteed. It is by mutual acceptance between the CRTC and the student. Students must demonstrate a self-drive and commitment in year I to be invited back. We take pride in not just measuring, but also helping students to develop these career valued skills.

- **KEEPING UP:**

- We post high interest photo-driven updates to Facebook regularly.
- Once school starts, we will use ParentSquare (short texts and emails) to remind families to read this Compass Newsletter containing timely and vital information.
- Our website has depthful information about the CRTC, but not news.
- Our public calendar is linked from the website.



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## SCHOOL YEAR 2020-2021 ARCHIVE

### 6 June 2021

**MONDAY JUNE 7 and TUESDAY JUNE 8:** Families should have received notice that CHS is closing early for these two days due to excessive heat.

**SENDING SCHOOL STUDENTS:** We are open for our regular schedule. If school buses can't adjust for an early end to C Block then we will remain open until 12:35 pm, our regular time.

**CHS STUDENTS:**

- **Block A:** Go at your normal time. You will be excused a bit early to attend Period 3.
- **Block B:** Level II classes ended Friday. Thus we only have: Emergency Services I, Theater and Film I, and Computer Engineering I. Go to your class as you would normally. We will work with you.
- **Block C (CHS ONLY):** Go to your CRTC class during Period 5 of the adjusted CHS schedule (9:45 to 10:40 am). **CHS STUDENTS in Mrs. Bean's C BLOCK HEALTH SCIENCE CLASS are excused from class just on Monday due to the LNA Pinning Ceremony.**

**JUST OFF THE PRESSES:** [Our last CHS Compass MAGAZINE for the year.](#) There are some great stories to explore. Many thanks to our editor [David Moore](#).

**LNA PINNING CEREMONY:** This event is still on for Monday at 9:45 am in the outside tent. Guests will not be allowed in the building.

**COMP NIGHT PHOTOS:** Photos will be posted this week via Facebook (link to folders). We estimate that between the two sessions there were over 600 people in attendance.

**(posted June 2) SENDING SCHOOL PARKING AT THE WALKER BUILDING:** At this time, the CRTC's relationship with the state for sending school student parking behind the Walker Building has ended (as they open up also). Today (JUNE 1) should have been the last day per our agreement, but it will be allowed today only as needed.

We owe a debt of gratitude to the state for their willingness to help us out in our time of need. Sadly, we faced some challenges over there with a small handful of students engaging in some behaviors that did not respect the guest relationship. These choices by students may limit any future use which we understand and respect.

Sending school driving will not be an option next year regardless. We will go back to our normal model.

### 14 May 2021

**ADDED LATE:** [Parent, Guardian, Student Survey Data from 3/21](#) (two page summary)

CONCORD REGIONAL TECHNICAL CENTER, 170 WARREN STREET, CONCORD NH 03301

603.717.7654 [WWW.THECRTC.ORG](http://WWW.THECRTC.ORG) [INFO@THECRTC.ORG](mailto:INFO@THECRTC.ORG)

STEVE ROTHENBERG, PRINCIPAL



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## 13 May 2021

**FREE \$\$ CCSNH ONE CCSNH COLLEGE CLASS (CLASS OF 2021):** There was an [announcement](#) on Wednesday for the Class of 2021 (statewide). Every NH graduate is eligible for ONE FREE CCSNH class next year. This is a savings of \$700+. This model is sponsored by the NH Charitable Foundation and the Foundation for NH Community Colleges. A similar model worked to increase long-term college enrollment in VT. I was speaking to one of our Auto Tech students on Wednesday who is going up to White Mountain Community College for their diesel program. She had not heard about this opportunity and was very excited to hear about it. It is a big savings. It is a generous act by those committed to student post-secondary success in NH.

**COMP NIGHT (May 26, rain date May 27):** COMP Night, our unique graduation / CTE completion event, will take place over two back to back shifts in the CHS Faculty Parking Lot (between Warren and Pleasant St). Invitations are going out this week to students.

As much as being in a parking lot does not sound exciting, last year's event was terrific. If you need to be uplifted, take a listen to [Pascal's four minute speech](#). It is something very special.

Students who have successfully completed two years with us are considered completers and celebrated on COMP NIGHT. A completer, unless special circumstances exist, must have scored a 2.5 on every active competency and professional skill this year. Teachers are actively supporting a handful of current students to make sure the evidence to show their competence.

**COMP NIGHT SESSION ONE: 5:30 to 6:30 pm (arrive 5 to 5:20 pm)**

Cosmetology  
Emergency Services  
Graphic Design and Creative Media  
Health Science  
Theater and Film - Acting and Production and Design

**COMP NIGHT SESSION TWO: 7 to 8 pm (arrive 6:40 to 7 pm)**

Automotive Tech  
Computer Engineering  
Construction  
Criminal Justice  
Culinary and Pastry Arts  
Education and Behavioral Science

We will, once we get closer to the event, share the specifics including parking, lawn chairs, and other items. The rain date is the following day using the same schedule. This event does not resemble the typical high school graduation, it has more of a personal feel unique to the CRTC. Ideally this is the last year of outdoor 50/50 ceremonies, and I do look forward to an event next year where 100% of our students are there; nonetheless - this will be enjoyable (and a reasonable length of time!).



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**DEPTH OF KNOWLEDGE:** Please take a minute to read this [overview](#) of our core vision of how we think about assessment in CTE.

**CRTC+:** Students are thinking about a larger vision for year II and year III (if they started as a sophomore). Here are some short 1-2 minutes videos of students talking about their CRTC+ experience this year. Listen to their sense of self-direction and discovery:

- [Olivia](#) - LRCC - Emergency Services - Fire Science
- [Josh](#) - MCC - Construction Trades - Welding Technologies
- [Carter](#) - NHTI - Graphic Design and Creative Media - GenEd courses at NHTI

## 19 April 2021 QUICK BASIC UPDATE

**CHECK OUT OUR NEW [WEBSITE](#).** Kudos to [David Moore](#), from our office, who has managed this project. We seek your feedback.

**LOGISTICAL CHALLENGES EMERGING WITH ALL SCHOOLS NOW OPEN:** We have new new challenges as all of our partner schools become "100% open for on-site business":

- CHS has reset its attendance expectations. A student cannot be "on-site" for CRTC and "remote" for the rest of their CHS classes. It's all or nothing. This is now an issue to resolve for a handful of CHS students. This change does not necessarily apply to sending students. CHS students can work with CRTC and their Commons to resolve.
- Parking during our transitions from A to B Block (~9:05 am), and B to C Block (~10:55 am) took on an entirely new dynamic today. There were ZERO spots at Memorial at 10:55 am and only about 15 spots at 9:25 am. It is very tight. CRTC sending parking involves three general options: Memorial Field (no pass required), The Walker Building (limited, pass required), and on the streets surrounding the high school. Parking in the CHS Faculty/Senior Lot is NOT allowed. CRTC has, in the past, never allowed sending school driving as we simply do not have the parking spaces to accommodate (I wish we did). We are bus-based. Self-transport was a Covid modification that will end this September, if not sooner. Consider:
  - SENDING BUSES are now running and must be considered an option. Some schools may insist upon it. We know this transition will be tough for many.
  - A and C BLOCK STUDENTS (B is all distributed) WALKER BUILDING SPOTS: We still have a few more spots behind the Walker Building for students. See [Ms.Smykil](#) in our office to get one of these limited 20/21 parking passes.
  - Parking either illegally or against expectations can result in a boot or a tow. Students must be aware.
  - A and B Block sending students who self-transport should leave their classes and proceed to their vehicles immediately to accommodate the next shift of students arriving. This is vital.

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**COMP NIGHT:** Continue to hold May 26, 2021 early evening for our outdoor COMP NIGHT.

**STATUS LETTERS FOR NEXT YEAR:** Status letters for next year will be going out tomorrow 4/20 in most classes (exception: Criminal Justice on 4/22). Students, if they have concerns, **MUST** start with their teachers to review performance, then I will get involved to hear them out.

## 12 April 2021

**SATs:** CHS, Kearsarge and Pittsfield are holding SAT's this week. This is an excused event for those CRTC students participating. They **CANNOT** attend CRTC that day. We are open for all other students.

**COMP NIGHT POSSIBLE CHANGE DATE:** This is our annual form of graduation. We asked students and families to tentatively hold early evening May 26, 2021 (rain date the following day). We **NOW** may need to adjust that date and will notify everyone ASAP of any change.

**WORK-BASED LEARNING (WBL):**

- **HEALTH SCI II:** We just started work-based learning at Havenwood and soon-to-be Concord Hospital. Our EMT program continues to do ambulance ride-alongs.
- **LOGO DESIGNS/DIGITAL T-SHIRTS:** Contact our teacher [Tom Mungovan](#) for your business and/or design needs. Of note, we have a direct to print digital t-shirt printer that can take any image and put it on a white or light colored t-shirt.
- **WORK-BASED LEARNING WEEK (Computer Engineering, Construction Trades, and Criminal Justice):** Despite hurdles, our WBL specialist [Amy Smith](#) plugged away and has created some quality WBL experiences for students in these three programs to complete during the week of April 19-23 (and over April Break).

**WELCOME CHEF ADAM PARKER:** Chef Bob McIntosh is retiring this June after 20 years of service at the CRTC. The SAU approved a short window of overlap (April 22-June) for his replacement to provide continuity. We are extremely pleased to announce that Chef Adam Parker is our new culinary and pastry arts teacher. *Chef Parker has been the Director of Operations and Corporate Chef for Fratello's for the past 5+ years. He is an award-winning chef who fosters a simple approach when it comes to food: Passion. He studied at the Culinary Institute of America earning his Bachelor's degree in Culinary Management as well as a Baking and Pastry certification. He has a number of videos online - check [this one](#) out to start.*



**YEAR II STATUS FOR 2021-22:** Students will be notified of their status next Tuesday, 4/20/21 via a discrete process in their classes (sealed envelopes). The reality is that some students who want to return will be *wait-listed*. In addition, some students will receive *conditional acceptance* which means they need to show immediate improvement to obtain a seat saved for them. The selection process is grounded in our SPUR model where students self-evaluate and receive feedback every quarter. Teachers make recommendations. I make the final decisions.



## BE PREPARED TO STAND OUT

**CRTC+ :** Here are three very short videos (1-3 min) of students reflecting on how they created an entirely different senior year. Listen to their sense of self-direction and discovery:

- [Olivia](#) - LRCC - Emergency Services - Fire Science
- [Josh](#) - MCC - Construction Trades - Welding Technologies
- [Carter](#) - NHTI - Graphic Design and Creative Media - GenEd courses at NHTI

**APRIL 19 CHANGE ON-SITE - REDUCING ZOOM:** The Governor's order to open schools creates a slightly new dynamic for the CRTC. Unless previously arranged for a specific verified (e.g. quarantine, illness) need, students are expected to be on-site. **We've had a strong attendance record so far, but this eliminates any fuzziness for a handful of students "choosing" to be on Zoom on a particular day for example.** Not being present in class, without a verified reason, will be considered a cut. I am authorizing our teachers to reduce the focus on Zoom so on-site learning is the priority. Zoom will continue to be a tool for us to (1) meet some student needs including for quarantine, (2) to serve a particular learning need where it is advantageous and (3) be a platform for teachers not on-site. Parents/guardians should be calling in, as well as students contacting their teacher, for verified absences.

**QUARANTINE TRAVEL REMINDER:** On March 16, the NH Division of Public Health Services updated its guidance on travel and quarantine. The District has consistently followed State guidelines on travel, and will continue to do so with the revisions. The new travel guidance no longer requires quarantine upon return to New Hampshire after domestic travel (regardless of Covid-19 vaccination status); this includes domestic travel to U.S. territories. People who travel internationally or on a cruise ship are still required to quarantine upon return to New Hampshire, unless diagnosed with Covid-19 in the prior 90 days or are fully vaccinated against Covid-19.

**PARKING CHALLENGES:** We have filled the lot (graciously offered by the State) up behind the Walker Building for Block B. **Sending school and CHS underclassmen CANNOT park in the CHS Faculty/Senior Lot and should focus on the Memorial Field Lot.** We simply don't have the parking capacity, but we have sort of "survived" because CHS was not in full operation - this changes next Monday. We will go back to normal next year with all students on buses.

**CRTC REGIONAL ADVISORY BOARD (RAB):** We seek a couple of parents/guardians, ideally with year 1 students in the program, to serve on our Board for a couple of years. This is a group made up of area representatives including superintendents. Meetings are twice per year. The next one is on 10 am on 5/6 on Zoom. [Contact me](#) if interested.

**MID-YEAR PARENT/GUARDIAN SURVEY:** Thanks for your incredible response to our feedback survey. A couple of weeks ago I pushed hard to get it done and we went from 43 respondents to 285. MUCH APPRECIATED! If you have not yet done it - [the survey](#) takes two minutes. Here is a [quick view of the results](#). To see the key data, do a mouse-over on the bar graphs from questions 5 and 6. This feedback is VERY HELPFUL.

## 30 March 2021



## BE PREPARED TO STAND OUT

**SURVEY:** Last week we asked you to help us by doing a two-minute parent/guardian quality of experience survey. **PLEASE PLEASE** if you could budget the time take [this survey](https://docs.google.com/forms/d/e/1FAIpQLSeKNKrPnqHAmSmdgyifVbY0HTxDvPITimrr3qG49ChR3fCG8g/viewform) - it would be immensely valuable to us. We take feedback very seriously. Think about all the surveys you may have done this year - did any ask - what you really thought about the program? This one does. We want (and need) your honest feedback. We change.

<https://docs.google.com/forms/d/e/1FAIpQLSeKNKrPnqHAmSmdgyifVbY0HTxDvPITimrr3qG49ChR3fCG8g/viewform>

**COMPASS MAGAZINE:** Here is our newest edition of the [CRTC Compass Magazine](#). There are some great stories in it.

**HOLD THE DATE COMP NIGHT - CRTC's GRADUATION:** EARLY EVENING MAY 26 (rain date MAY 27).

## 23 March 2021

### PARENT/GUARDIAN QUALITY OF EXPERIENCE SURVEY:

We only do this type of survey once per year. It would be great if as many parents/guardians as possible could do it. We estimate that it will take about three minutes to complete [this survey](#). The data will really help us to rethink and adjust our operations as well as help future parents/guardians better understand us. We are an operation that needs to quantify and we care about what you think.

### MILEAGE \$\$ FOR SENDING STUDENTS WHO DRIVE THEIR OWN CARS:

If a SENDING (not-CHS) student is self-transporting and driving their own vehicle (not a passenger), then there is a convoluted Covid-related method to get 25 cents per mile back based on days of *in person* attendance.

- Some students have notified their schools (per our past instructions in September) that they are self-transporting, but others have not. Please do so.
- To be eligible for funds, regardless of previous notice, a sending student must complete this [form ASAP](#). It takes two minutes at most.
- If you completed the above survey, please prepare a semester I travel log by the end of March. Payment may not possibly take place until next January.

### COMP NIGHT for YEAR II STUDENTS

Comp night is our version of graduation. Please hold Wednesday May 26, 2021 for an early evening event with a rain date on the following day.

### ENROLLMENT STATUS 2021-2022 FOR CURRENT YEAR I STUDENTS

The process to determine student enrollment status for next year is finalized after Quarter III SPURs which take place in early April. We privately share enrollment status with every student just before April



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Vacation. The overall process began with students completing a non-binding survey on their intentions for next year back in January. That data is in one bucket then the SPUR performance data is separated in another.

The following codes are generally used: Accepted, Conditionally Accepted, Waitlist and Not Accepted. The SPUR process, our quarterly 15+ minute 1:1 meetings between teacher and student is the foundation for this performance assessment process. Covid has made the rhythm of SPURs a bit more complicated this year.

Ultimately teachers make enrollment recommendations with me and I finalize. The reality is that a number of students will not be invited back next year. It is my experience that this is NOT a surprise to those students. Their performance, especially around [self-direction](#), was not sufficient to be invited to return. They understood this expectation from the start. 2020-2021 certainly has been a very different and challenging year, but the reality remains that our year II classes have limits. Year II is reserved for those students who have demonstrated a commitment and who stuck to it. Any student not accepted can review their status with me, but must talk to their teacher first.

Our enrollment requests for year I seats are the highest of all time. This is a remarkable statistic and we are indebted to our current students and families for word-of-mouth recommendations.

## FUTURE CRTC NEW PROGRAM IDEAS

We started seeding the idea of a BioMedical program almost 15 years ago. Here is [some information](#) about Salem's CTE program which certainly could be of interest to our community. Another new statewide program for us to consider is [Aviation](#) which is also in a number of NH CTE Centers. Another is Vet-Tech or Business.

A new program requires an exploratory committee to go through a process to fully assess the program including its feasibility and potential interest. The effort to start a new CTE program is immense and the volunteers on our past exploratory committees during my era (Cosmetology, Emergency Services, Theater and Film) have been incredibly helpful. If you have any thoughts, please send them along to me at [srothenberg@sau8.org](mailto:srothenberg@sau8.org).

## BLUE LINE FLAG in CRIMINAL JUSTICE

Many of you were made aware of a situation we've been working to resolve about the blue line flag in our Criminal Justice Program classroom. I have kept students and families in the program up-to-date on what has been going on, but less so the entire center's population.

I can assure you that our Criminal Justice students have a voice and are expressing their thinking in a civil and professional manner. The specific issue we dealt with has a very narrow focus. It is a Concord Board policy (also in place in many other districts) around limiting political speech by an employee at school. The focus is not, and never was, on students as they have considerable rights to express political speech per extensive case law.

I want to thank Mrs. Beaudoin for being a true professional as we work to sort this out. The flag obviously means a great deal to her profession and navigating this concern was unexpected. I can speak for our



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entire staff when I state that we embrace the obligation to serve diverse individuals and we always work to create a physically and emotionally safe environment for learning.

To summarize - new voices are being heard, and as a byproduct our students are getting some quality and timely real-life training to prepare them as future professionals - who may need to sort through similar issues when they are in the field.

## PATHWAYS

I recently gave a talk on Pathways. Here is the [slide deck](#) for those interested. The details contained in the slideshow was not overly explanatory as I explain topics thus it may be a bit confusing. Some of you may find it interesting.

## 16 February 2021

### Today 2/16/21 the CRTC is in synchronous remote

Due to the weather. Seems like more is coming!.

### Career Communications CRTC English = Off-site Remote/Sync

For the next stretch, Ms. York will teach remotely. This started yesterday.

### Quarter II (Q2) Grades

CRTC Q2 grades will be out this week. CRTC uses a rolling grade system therefore the Q2 grades run from the start of the year to the end of January. Q3 likewise will be September through March. We don't function in two+ month terms.

## 9 February 2021

### Snow Delay or Snow Cancellation in a Sending School

In today's case for example, CHS/CRTC is fully open while some sending schools (we count Deerfield Community School in the mix) are delayed or canceled. If a sending school closes or delays then those students are OK to be a remote off-site (sync) student for today's classes.

We are still open for regular on-site business for all other students (without school delay or cancellation). Sending students should consider riding the school bus versus driving themselves to play it safe (safer!).

There are days when this will work in reverse with Concord delaying or canceling.

CONCORD REGIONAL TECHNICAL CENTER, 170 WARREN STREET, CONCORD NH 03301

603.717.7654 [WWW.THECRTC.ORG](http://WWW.THECRTC.ORG) [INFO@THECRTC.ORG](mailto:INFO@THECRTC.ORG)

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In the past on these days we've had remarkable sending student attendance (once the roads are cleared). We insist NO MATTER WHAT that students play it safe and don't push it when it is not necessary. Obviously things are different this year with remote learning.

## 7 February 2021

### Preview Days This Week: Monday and Wednesday

The CRTC closes for regular business on two days this week, as we have done for years, to complete our annual Preview Days. Over 800 attended on-site in 2019 and almost 1,000 in 2020. This year we are all virtual, but the demands are the same. On Monday and Wednesday, most of our programs are asynchronous remote with students off-site. ONLY ambassadors are attending on-site both days and buses have been arranged. Some C Block classes will run on-site in their regular mode. In every case, teachers have been in touch with students to clarify plans. *Our office will be maxed out for those mornings so we apologize in advance if you get our voicemail or are slow to respond on a query.*

### CRTC "MY Turn" in the Concord Monitor

[Some thoughts about the CRTC and our educational model published Friday 1/29/21.](#)

### CRTC Intent to Return Survey

All year I CRTC students have been asked to "rate" (on a 5 point scale) their desire to return via an in-house survey completed over the past weeks. This data helps us to plan for next year. Enrollment offers are not made until mid-April after Q3 SPURS. A student's response can be changed by notifying his/her teacher.

Students need to be "invited" back year II; otherwise acceptance is not automatic (which is something we state from the start of the recruitment process let alone the school year). The SPUR process drives our decision making. This includes a heavy emphasis on students demonstrating "self-direction" ([bottom portion of the rubric](#) - highest rating to the left) and overall program performance.

## 1 February 2021

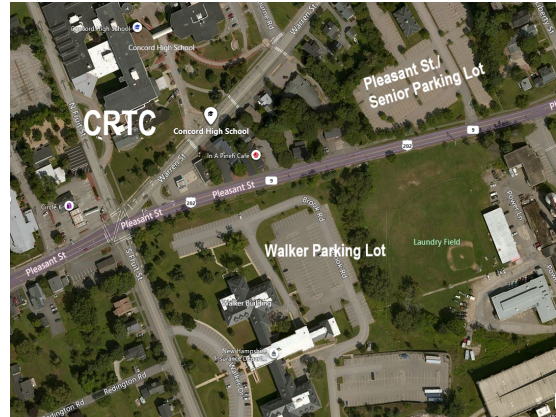
### Snow Day 2/2/21 (announced by the superintendent):

The Superintendent of Schools announced this afternoon: *The Concord School District will be closed due to weather conditions tomorrow, Tuesday, February 2, 2021. There will be no remote or in-person school, and no after school or evening activities. Please enjoy the snow! Superintendent Murphy*

## Snow Two-Hour Delays (Future Planning!):

The chance exists that we could have a day that parallels what we used to call a “two-hour delay”. The new iteration could be renamed as “two-hour on-site delay”. In this case, we would make BLOCK A online remote (sync or async decided by the teacher given his/her ability to get here) and then be open for regular on-site classes for B and C Blocks. Same time frame as always. We would announce through Parentsquare and Google Classroom.

For a delayed start, Concord buses would still run, but be delayed by two hours (a 7am pickup would now be 9 am). We cannot speak for sending schools as each has its own system.



## Parking:

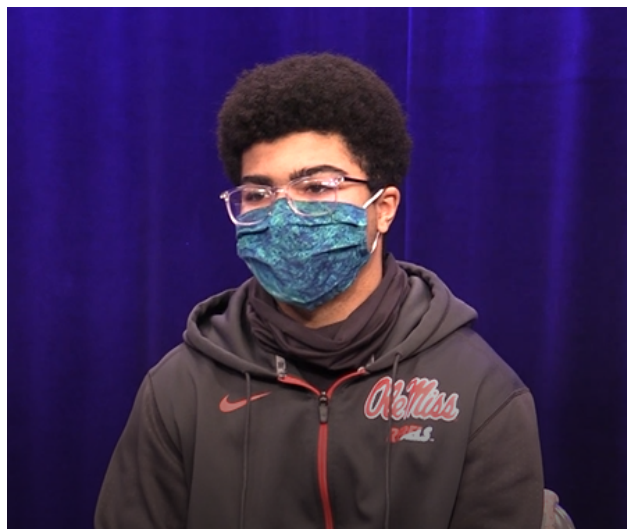
We now have some additional sending school student parking spots (**permit only**) available! These spots are not much better than Memorial Field, but they will help as CHS opens up and the Senior Lot is now no longer available by default. Stop by the CRTC office and/or contact [Ms. Smykil](#) for more information. To better understand, here is what we give to permit holders: [parking by Walker Building directions and map](#)

Thanks to Karen Rantamaki from the State of NH General Service for helping us out. She has been beyond helpful to the CRTC.

## Highlight: Emergency Services II Student D’Andre Mitchell

D’Andre, a PA senior, took Emergency Services I with us last year. The class gave him a firm taste of both EMT-Basic and Firefighter I by completing multiple full learning units selectively carved out from both programs.

Last year’s experience gave him the confidence to pursue both EMT and Firefighter this year. What is unique about the program is that both of these offerings are not CRTC-taught programs rather they are offered by colleges and the NH State Fire Academy. D’Andre took EMT-Basic this fall through LRCC and did well. He is now enrolled at the Fire Academy taking Firefighter I. He is enrolled through his active affiliation with



Allenstown Fire and the CRTC. All tuition is covered for him.

Interestingly, his firefighting program is filled with older adults as well as college students. His preparation has given him a head start and wherewithal to tackle this very challenging course. D'Andre, along with a few of our other ES students, will complete their high school education with two national first responder certifications under their belt, an accomplishment that is almost unparalleled on a national basis.

D'Andre is going off to St. Joseph's College in Maine to study nursing next year.

## 25 January 2021

### SCHEDULE UPDATE

- Today: Monday 1/25/21, is a teacher professional development. No school.
- Tomorrow: Tuesday 1/26/21, is PSAT day at Concord High School which takes up the entire morning. Most of our BLOCK A and C classes are remote/off-site or at least modified on-site (handful of students coming in). Most of our Block B classes are open on-site for a regular day. Teachers are communicating directly with students.

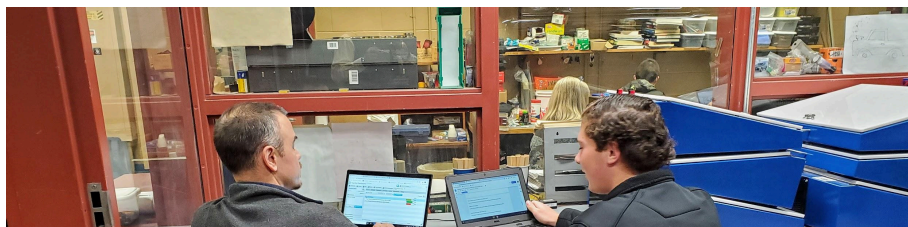
### CRTC COMPASS MAGAZINE JANUARY 2021

[For some in-depth stories about the CRTC \(link also shared last week\).](#)

### WHAT IS SPUR?

You may have heard your CRTC student mention the word SPUR referring to an upcoming CRTC event. Long title aside (SPUR = *Student Performance upon Understandings Review*), SPUR is a simple and beautiful CRTC-only system. We are very proud of it.

In a typical year, a student and their teacher have four, 15-minute SPUR meetings (each at the end of each quarter). The SPUR process is structured to maximize student agency and voice. Its vision is founded on the student clearly understanding criteria associated with success (far harder than it sounds!) and then being able to coherently express, with data and proof, their performance against that clear criteria.





## BE PREPARED TO STAND OUT

We use a 4-3-2-1 rating system which aligns to another system, called Depth of Knowledge. The “summary” score established for each competency overrides all other grades in that realm. If the competency is active in the next quarter, then the newest grade would override the past term completely (relative to the final grade).

A SPUR meeting requires preparation by both the student and teacher. Students need to know which competencies are active for the meeting, as well as whether all or some of our professional skills are being assessed that quarter. The first SPUR can be stressful despite us working with students to help them visualize and prepare.

The meeting starts with 1-2 minutes of chatting about the student’s general health and welfare. Competencies are covered next. The teacher shares the competency rubric (which the student had before) and then inquires how the student is performing in this particular area. Our teachers have worked on their self-discipline to be quiet thus allowing for uncomfortable “pauses” to push students to “jump in” and tell their best story with evidence. They get better and better at it.

This process has been in place at the CRTC since 2009/2010. It has grown more complex over the years and we have a tiered training model for new teachers. Our teachers invented the entire model and do work to refine it every year. Back then (and to some degree now) we saw the need to drive CRTC learning via competencies (which are far more natural to CRTC than to the “regular” high school model), but recognized that legacy grading techniques were flawed to maximize learning.

My goal of this brief overview is that you can ask your CRTC student about SPUR, and with this knowledge, have a decent conversation out of it. This year’s SPURs do not have the depth that we achieved in the past given COVID, but the process is just as meaningful, maybe more so.

- (most appropriate) [SPUR sample video links \(we share this with new students so they get a feel of SPUR and can prepare for their SPURs successfully\)](#)
- [Director’s links showing ALL aspects of SPUR \(lengthy, details and complicated\)](#)
- [Training guide for teachers \(updating when we hire\)](#)

## 13 January 2021

### CRTC QUICK SCHEDULE UPDATE

- The CRTC will re-open for on-site learning starting next Tuesday, January 19, 2021.



## BE PREPARED TO STAND OUT

- 1-2 programs (notification going out via direct student/family communication) will still be temporarily off-site, but the bulk will be active on-site. We will be running generally as we did from 9/8 to 12/17/20.
- We will be closed for a teacher professional day on Monday January 25, 2021.
- We are finalizing our plans around CHS PSAT day on Tuesday January 26, 2021. Tentatively we will ONLY be offering Level II classes on-site. We are working to understand needs and plans. More to come.
- Our semester closes on Friday, 1/29/21 and grades will be published in mid-February.
- We are doing our road shows (virtual) over the next week+ and our (virtual) preview days are the week of February 8th. Our [website](#) outlines what is up. We will have altered class schedules on some of those days as we do every year.
- We will post smaller on-going updates to our CRTC Facebook page.

## 6 January 2021

### CRTC QUICK UPDATE

I hope everyone had a restful holiday break. It certainly was different than those in the past with lots of hanging out.

Our family did what half of America seems to be doing - we got a new puppy. [Lulu](#) is a two-pound very active and charming border terrier who joined us on XMAS eve day. Life has changed!

I am still adjusting to CRTC students being off-site. I walked our classes three times on Monday morning to check things out and see what was going on. There were quite a few teachers on-site - but only a handful of students (all working on special projects).

For the next stretch, we will be operating in the following model:

- We will be all remote through January 15, 2021. We will be open to a limited number of students for invitation only. Teachers and students will collaborate to determine on-site needs. The focus for this window is to be on-site to: make up work, do specialized training health related, and complete projects.
- Monday, January 18th we will be closed for MLK Day.
- We will return to on-site learning, as we did from 9/8/20 to 12/17/20 on Tuesday, January 19, 2021.

### RECRUITMENT SEASON

We formally kick off our recruitment season this Monday with a virtual Pembroke Academy School "Road Show" Assembly. Our entire engagement model has been reformulated given the inability to do traditional face-to-face events. We have been focused on innovating and refining to capture what is most important. Our team has been plugging away.

As part of the process, I spent 5.5 hours hosting short recording sessions with CRTC student ambassadors yesterday. We held Q&A sessions to capture their reflections of their CRTC experience.

## BE PREPARED TO STAND OUT

Many of their answers were incredibly mature -- showing so much wisdom. I was truly humbled. Every student was asked at least one of the following two neutral questions:

- Are you looking forward to your future? What are your plans? What impact, if any, has the CRTC experience had on the formation of those plans?
- You were a prospective student 1-2 years ago and took the "leap" to sign up for the CRTC: What got you to do it? How has it been going for you? Is it going as expected?

The first question seems simple enough, but the opening line reflects a vision I've had for years: Never ask a student what college they are going to - rather ask the question in a manner that empowers and respects their personal vision - to allow a personalized answer. Personally I would rather start the conversation with optimism and energy - and get the details afterwards. In fact, based on national data, a greater percent of CTE students go on to college than do non-CTE students.

## PARENTS / GUARDIANS PLEASE HELP

Parents and Guardians - PLEASE help us with recruitment by taking a couple of minutes and post a reflective testimonial post to our [Friend of the CRTC Facebook](#). *These posts REALLY help because they are authentic.* Consider using one of these prompts if you are willing:

1. *Does the CRTC experience fit into your child's education and personal growth? How so? Has it met expectations?*
2. *Is your child/student looking forward to their future? What are his/her plans? What impact, if any, has the CRTC experience had on the formation of those plans?*
3. *Your child first formally considered the CRTC 1-2 years ago and took the "leap" to sign up: What was your view of them making the leap at that time? How has it gone from your perspective? Is the experience meeting expectations?*

The voices of current parents addresses, in the most authentic manner, the needs and feelings of prospective parents/guardians. This is going to be a complicated year for us and every little bit helps.

## 16 December 2020 update (based on December 15 notice below)

As mentioned, we are open for regular on-site business on Wednesday 12/16/20 then invitation only on-site for Thursday and Friday to complete lab work and engage in medical training only.

Remote learning, by default, starts Thursday for most students. Students will login at their regular class times.

Here is the tentative invitation "possible" list which will be finalized by teachers today (Wed). Many teachers are working to get as much done as possible today so this list, where applicable, can be minimized:

- Cosmetology - All - complete summative lab assessments -- invitation only
- Construction - B Block - complete summative lab assessment -- invitation only
- ~~Culinary - B Block - TBD (need to finalize with the Chef) - all set not needed~~
- Emergency Services: B and C Block - Training at Concord Fire Training Ground Friday only (no events at CHS) *students drive straight there*
- Health Science: B Block EMT (not ELO) practical training



## BE PREPARED TO STAND OUT

- Health Science: B Block LNA practical training
- Theater & Film - All - complete summative assessment -- invitation only

If Thursday is a snow day, then we are closed for all business given the schools we serve and calibrating expectations. A future snow day event will be different.

THANKS

## 15 December 2020

### URGENT COVID UPDATE: CRTC IS GOING REMOTE (FOR MOST STUDENTS) AFTER WEDNESDAY, DECEMBER 16, 2020

With a heavy heart, but clear mind, I am announcing that the majority of CRTC programming will be going into a remote mode early. Instead of starting off-site / remote learning on January 4, 2021 as planned, we will start this Thursday, December 17, 2020.

A small handful of students, on an invitation-only basis (approved by me), will be allowed on-site to wrap up lab work, applied exams and medical training. Those students will be notified by their teachers on Wednesday. It will be their option to attend.

Here is a quick FAQ:

- **Why are we going remote early?** Since Thanksgiving there has been an uptick in Covid cases. To be the best of our knowledge, we have had no transmission on site, but cases that started outside of school continue to multiply. Going remote is a preventive move to protect our students and employees.
- **Why didn't we just close up? Why delay it (to a small degree)?** We are seeing a trend, but there was no one event or anything similar to push us to close the doors suddenly. This allows us to ramp down safely.
- **What will the next stretch look like?** We will be doing remote classes through December 22, 2020, then the holiday break, then we will reopen remotely on January 4, 2021. We will not be on-site again until January 19, 2021, the day after MLK Day. Remote for us is synchronous classes. Students must login at their regular class time unless otherwise informed.
- **Will any students be attending while CRTC is remote?** Yes, a handful will still be able to attend between December 17, 2020 and January 15, 2021. It will not be for regular class, rather for VERY specific needs including lab work, applied exams and medical training mostly in the next few days. This group will be minimized significantly.
- **Can the CRTC be a remote off-site experience?** Yes, we certainly can on a limited basis. Our teachers have already been planning for the two-week remote window starting January 4, 2021. There will be a good deal of theory work. Students may need some extra TLC at home to get through it!

### COVID CASES:

As mentioned, there was an uptick over the past two weeks. In a past round of the Compass Newsletter I explained the investigative process (DHSS guidelines) which involves immediately doing contact tracing

CONCORD REGIONAL TECHNICAL CENTER, 170 WARREN STREET, CONCORD NH 03301

603.717.7654 [WWW.THECRTC.ORG](http://WWW.THECRTC.ORG) [INFO@THECRTC.ORG](mailto:INFO@THECRTC.ORG)

STEVE ROTHENBERG, PRINCIPAL

## BE PREPARED TO STAND OUT

and notifying students and families. This weekend we got a positive notification, but did not follow up until Monday first thing in the morning. The student and family notified others, but looking back I wish we got on it sooner. Our apologies. In the end, to the best of our knowledge, no person's health was compromised.

One frustrating aspect is that we notify those who had, or may have had, sustained contact. We don't contact those who did not have sustained contact (due to legal and privacy procedures). This can cause angst and anxiety especially when parents and guardians hear about the positive case through other non-school channels.

The Concord School District protocol is for the Office of Superintendent to notify the general public of COVID patterns and details. We don't do it at the CRTC or CHS level. Regardless, if you have any concerns, call our office. We will work to resolve whatever is on your mind within the parameters established.

## SNOW DAY (POSSIBLY THURSDAY):

This seems to be the least of our worries! If there is a snow day on Thursday, the CRTC will make the call for those FEW students who may be attending (invite only). For the rest of our students, the first snow day of the year will **NOT be a remote day**. It will be an old-fashioned day off from school. Throughout these crazy times - this is one little bit that is not changing - at least for now!

## 2 December 2020

*I keep wanting to share more great CRTC stories, but the world of Covid continues to dominate the conversation. I compensate by regularly sharing photos including some below and on Facebook (see site: Friends of the CRTC) to remind everyone that the "show goes on". One of our specialists, David Moore is working on a slew of feature articles and interviews to publish in the near future (with no mention of Covid!).*

## CONTACT TRACING PROTOCOLS

It is important, especially in this time after Thanksgiving, to remind everyone of contact tracing protocols.

Once a Covid positive case is confirmed, we begin the process of contact tracing within minutes. Via interviews, seating charts and even cameras (non-classroom), we assess who had sustained contact with the infected student starting two days before symptoms appeared. Currently *sustained (or "close") contact* is defined as net 10 minutes (CDC is 15 minutes) of contact 6' or less over a 48 hour window (masks or not). Once we establish a map, we contact those students and employees affected. Based on privacy laws, we do not share the name of the person who is Covid positive. Our role is to quickly "exclude" those who need to do so immediately.



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DHHS is the formal entity who actually does contact tracing and quarantines. If the system was working properly, our nurses would give them the names of the student we concluded on (whom we already contacted) and DHHS would contact those involved. The trouble is that they are overloaded right now; therefore we are striving to make our communications crystal clear so families and students know exactly how to proceed.

The last stage of the process is administration (the superintendent) sharing that we had a case. She gives an overview, but does not provide identifiable details with respect to legal privacy.

One critical understanding is that to the best of our knowledge, we have not had a single Covid transmission occur at CRTC or CHS. This is because of safety protocols and collaborative efforts. Students do get quarantined, but none have become Covid positive.

## NOT FEELING WELL?

Please take pause and don't come to school. I have the job of contacting tracing within CHS/CRTC and am seeing patterns. Most of all? A student who is not feeling well needs to consider their own health - and the health of others. This means not coming to school and getting tested instead. The trouble in our world right now is that testing can take five days which in my mind is unacceptable, but it is the reality we find ourselves in. A student in this "inbetween" protocol should focus on three core CRTC student responsibilities: (1) be active online, (2) communicate with their teacher and (3) keep up. Students should also communicate with our office so we know what is going on.



## CRTC OPEN ON-SITE FOR DECEMBER

A very small handful of people have contacted us about not feeling comfortable attending the CRTC for the window after Thanksgiving Break. We respect these concerns, but also want to emphasize that despite NH's uptick in cases, we have no known case of student to student transmission at the CRTC nor CHS. This is because we value: (1) social distancing; (2) fresh air and (3) mask wearing, but most of all, the environment here is safe because we have worked as a team, in tandem with our students and health professionals, to collaborate on what is important - safe and effective learning.

A student not attending will not gain the same education as the students attending. This is a reality despite efforts to integrate off-site students. Our programs, for the most part, are not built for off-site/remote learning.

My last point to reassure families is that CHS (proper) is now 100% remote. Thus we have a building that is 500,000 square feet with very few actual people in it. It is wide open.



## BE PREPARED TO STAND OUT

Ultimately I won't make any student attend and will always respect the difficult choices of families. This is a critical foundational premise based on my years of experience as an administrator.

From a student perspective, any student not on-site in the next stretch will be expected to maximize their efforts to attend, but if not they would be expected to: (1) be active online, (2) communicate with their teacher and (3) keep up. No absences will be waived toward our maximum count without these four efforts completed in a serious and professional manner.

**Lastly, we will be remote from January 4 to 15 and reopen on-site after MLK Day (1/18) on January 19, 2020. This gives students and employees some flexibility over December Break to pursue what is important in their lives.**

## BUSING AND PARKING

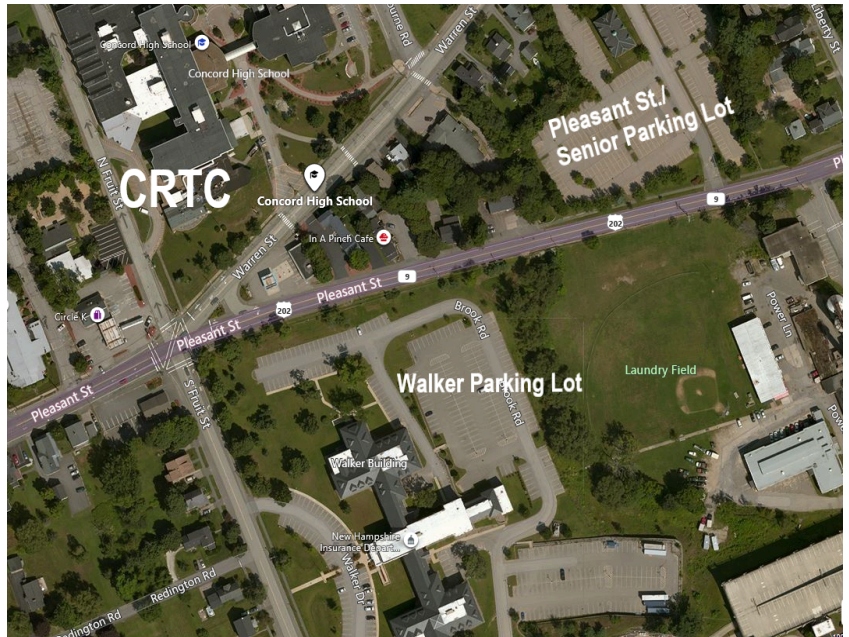
We have never been involved in busing from home to school, but this year we find ourselves working with districts to resolve these issues. The most recent issue involved Deerfield residents. We are using every tool and chit in our realm to help expedite the process to make buses to/from home available. Contact us to help.

It is OK for all CRTC students to park in the Pleasant Street/Senior parking lot ONLY during the month of December. This will change again on January 19, 2020. We still have space available in the Walker Building parking lot on South Fruit Street. Please submit a request [here](#) if you would like to reserve a spot.

## GREAT STORY - WORK-BASED LEARNING (WBL):

This has been a tough year for CRTC internships and job shadows which are normally a robust part of our experience. Students in our Education and Behavior Science class, especially in year two, typically do scores of hours in the field in classrooms and shadowing counselors.

We are proud to announce that beginning this week students in this program will be "student teachers" in remote classrooms (elementary to start) throughout our catchment area. They have been both trained and prepared to perform professionally for this "real" opportunity. The students will be actively supporting learning, including in breakout rooms on Zoom and Google Meet. This is an exciting adaptation for us. EBS students, at least to start, must be in school to do their field work. Their teacher, Val Koch, will be there to help in real time any situations that arise. To say the least, our students are very excited!



## 19 November 2020

*\*\* Photos displayed in this issue show “regular” classrooms in motion - sometimes the world forgets that CRTC does quite a bit of “theory” also! \*\**

### CRTC CALENDAR DECEMBER/JANUARY:

The CRTC will be open on-site through December vacation then we anticipate a short window of remote starting January 4, 2011 for 1-2 weeks (TBD soon). For the next month will be in the building while CHS (non-CRTC) will be 100% off-site/remote (as we were back in September). The overall building will be sparsely attended. Being open on-site with our feeder schools including CHS off-site/remote can, for some, make transportation a logistical challenge. We are here to help including working on better busing models. Our lounge model will also continue to be in place to facilitate a comfortable workplace for students who need to stay here for extra time.



### PARENT/GUARDIAN - TEACHER CONFERENCES - TONIGHT 11/19/20

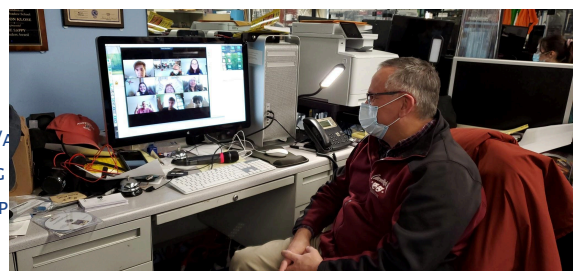
CRTC conferences are tonight from 4:30 to 8 pm. If you still want an appointment at this time then contact our CRTC teachers directly [via email](#) by 3 pm. Meetings are 10 minutes long over Zoom. CHS also holds conferences next Monday, but the CRTC's meetings are only tonight.

**Update:** Here is our list of Zoom meeting links and passcodes. Please note, these meetings are by appointment only. You can access the spreadsheet [here](#).

### 60% / 40% COURSE GRADE

The CRTC accepted full competency-based grading in 2010. We have, and continue to be a state and even national leader in how we have designed our student-led SPUR performance system.

The new CHS online gradebook, TeacherEase, is a very positive step forward. It structures and organizes data so it can be clearly understood. One last remnant of the past is providing a single course grade in either a 1-100 or 1-4 format. The more modern competency-based approach is to NOT produce a single course grade, rather “just” report scores (4-3-2-1) on each individual competency and professional skill.



## BE PREPARED TO STAND OUT

Since 2010, the CRTC has determined the course grade as 60% competencies (we call them technical skills) and 40% professional skills (CHS calls them work-study practices). We will continue to do this calculation which is now in contrast to CHS's course grade calculation which is 100% on competencies and 0% on work-study practices.

Industry puts SO much value on [professional skills](#) in the hiring, review and promotion process that we will continue using this model as it naturally fits our mission and core beliefs. One caveat, when the report card is viewed online in TeacherEase, the default grade calculator will be driven by 100/0%, but the actual CRTC course grade for transcripts will be 60/40%.

## CRTC OPEN FOR BUSINESS

John Stark Regional High School and Parker Academy announced this past weekend that they will be remote for a stretch. We will continue to serve students on-site from those schools (or any other school going remote) unless we hear otherwise. PA then announced they are remote, but a parameter is that all students will be off-site from the CRTC until Thanksgiving. Beyond entire school decisions, a very small handful of students may be restricted per DHHS and/or their school based on contact factors. One of our skilled administrative assistants, Lauren Vessels, tracks all this activity to ensure safety and clarity.



## ATTENDANCE EXPECTATIONS FOLLOW UP

In my last comments on juggling attendance, I used the logic that *fair is not equal*; for example, we have underclassmen without personal transportation living in Deerfield and Andover that have genuine challenges to get here every day. We also have students residing in Concord, Pembroke and Bow that are more than capable of being here every day (which is a basic value associated with work).

Students who cannot make it every day have an inherent learning disadvantage regardless of how we strive to mitigate the impact. For those students who find themselves in this predicament, we ask that you complete this [form](#) in the next week. The form is the initial request process to temporarily adjust attendance expectations from five days on-site to three days per week on-site (and two days per week off-site).



This opportunity is only available to a very small population of students who have transportation challenges beyond their control. It does not apply to students who are choosing not to come in, but who are more than capable to do so. Those students should refresh their understanding of our attendance expectations and the loss of credit that occurs around abuse. We recognize that this dialogue requires communication between all parties with teachers and students at the forefront, then parents/guardians and administration joining in as needed..

Loss of credit is serious business and something we surely do not want to do, but attending is very important. Communication, including around Covid, is vital. A lifelong skill for our students is not to assume, but rather to pursue communication with a focus on both clarity and resolution. This requires them to talk to us and make a plan.

## CRTC RECRUITMENT 2020/21

We have a complex challenge in front of us to recruit our new class of 2021/22 students without in-person events which historically are essential for us. We are actively working on new strategies; but the root of any campaign (as always) is testimonials and personal narratives about the CRTC by students, as well as parents/guardians and teachers. If you feel strongly about your experience with us, then feel free to email me (we will follow up with a short interview) or consider a testimonial post to the "Friends of the CRTC" Facebook page.



## 12 November 2020 COMPASS NEWSLETTER

### Will there be a window of time where the CRTC is predetermined to be off-site at some point between Thanksgiving and MLK day?

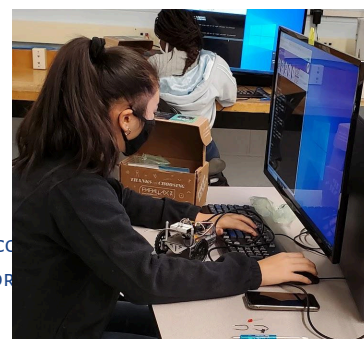
The Concord School Board's Instructional Committee reviewed this on Tuesday and voted 2-2 on their attempt to make a recommendation to the full Board for a meeting **tonight**. The superintendent's proposal is to remain open throughout and adjust to concerns by individual school sites. **If you have an opinion on whether we should remain open then I urge you to email/contact the Concord Board today.** It is very timely.

### Thoughts from the Director

When people ask me how I feel things are going at the CRTC, I respond consistently, "Remarkably well, but we are exhausted!"

This has been a year for the ages and a challenge at every possible level; nonetheless, it has been extremely satisfying. I am truly in awe of the dedication, commitment and energy displayed by our employees in their mission to best serve students. The students have been terrific.

This past July I spoke to Concord's Business Administrator Jack Dunn, I warned him that we could have a 50% decline in enrollment in 20/21 as herding nine schools to attend the CRTC was a daunting task. He informed the Concord School Board of this possibility. This potential decline was in contrast to a 10 year trend of increased enrollment every



## BE PREPARED TO STAND OUT

year (while overall enrollment in all schools we serve was declining). We report enrollment data every year on October 1st, and I am somewhat proud to say our enrollment went from an expected 703 in May's count (an increase of 15 from last year) to an actual 645 (October's count). As much as losing 58 mostly sending students (disproportionately from schools that grossly limited on-site options for CRTC students) is lousy, we far exceeded what was expected. Folks stood by us.

Now the challenge is to continue to provide a quality experience despite so many challenges. For those of you new to the CRTC, we regularly do surveys and collect data to measure how we are doing (shared here). This data is formative for us - as we adjust to the story it tells. In addition, we are an organization focused on development. We will start recruiting for 2021/22 very soon. It will be complicated as the ability to host in-person events will be highly restricted. Students seeking enrollment for 2021/22 will be a big metric for us.

As you have probably surmised, the CRTC is not a normal K-12 institution, nor do we aspire to be. We are an enterprise that is agile and constantly willing to prove its worth. In an odd twist, we've been sort of preparing our infrastructure for a challenging Covid-like event for years. Being a school driven by choice pushed us to build and solidify a strong value proposition that has weathered the storm.

## Attendance!

The CRTC is OPEN for on-site business every possible day because, simply, attendance matters to learning. Ask any of our teachers - the students regularly coming - are generally doing well.

At this time, we have a set of students who are showing up on our radar with attendance infractions. If I had to simplify the problem, it is students who are very much able to come in, but choose not to come out of convenience. This is something new for us and reflects, in those cases, questions about a student's self-direction.

We have a long established, very strict attendance policy whereby a student with more than five absences in one semester loses his or her credit. Loss of credit can be appealed (and is generally granted), but the student from that point on must improve drastically; in addition, the student must make up hours. Parents/Guardians are always in the loop.



With Covid, things are certainly more complicated and our enforcement has been justifiably compromised, but sadly we are seeing a handful of students making some poor choices. We are firmly committed to accountability and will be ramping up expectations in the coming stretch. Students will also be speaking to their teachers about attendance during SPURs (including assessing their performance against our self-direction [rubric](#)) this month. This effort may seem in contrast to the safety demands of Covid, but we think there is a reasonable space in between. The following three principles will be emphasized:

1. Students are expected to be here every possible day they can attend. *For example, a student without transportation in Andover or Deerfield, has different expectations than a Concord or Bow student (fair is not equal!). Of course, students who feel sick should NOT come in.*
2. Students who are not attending, must communicate with their teacher and our office ([info@thecrtc.net](mailto:info@thecrtc.net)) that day on their status and why they are not here. *This expectation mirrors industry. It prepares students for what is next.*

BE PREPARED TO STAND OUT

3. A student who is not present on-site is expected to be present online during class time when the opportunity is available. We make no pretense that online learning ever equals being “here”, but it keeps students connected so they are more prepared upon return ideally the following day.

## Classroom Technology

We have our first set of five [SWIVL CX5's](#) coming in this week. These devices use a robotic camera that follows the teacher, as well as incorporates five classroom microphones to fully fuse the students on-site and off-site into one working classroom in the best manner possible. There is a fine line, the Swivl is not being used to replace on-site attendance; rather as a supplement to allow students unable to attend on a particular day to participate synchronously.



## Parking

Parking load issues have not been as extensive as expected (right now) with sending students parking at Memorial Field and CHS at the Warren St. lot. We continue to monitor the situation. We did recently secure 30+ spots in the rear of the Walker Building which is on South Fruit Street across from us. These spots will be reserved for individual CRTC sending students. If you are interested in requesting a spot in the Walker Building lot, complete this [form](#). Feel free to [email us](#) with questions. Of note, we are guests on their property and there will be no tolerance for any poor decision-making by students.



## Commuter Club

Concord High School recently opened up more common space in the building for students to quietly do their work. This is forcing us to reconsider the use of the Commuter Lounge. We will continue to offer services to students, but the lounge schedule will be evolving and in doing so some students will use common areas that are underutilized. We will still have food and drinks in our office.



## TeacherEase Competency Gradebook

We are not doing formal Quarter 1 grades, but all teachers will have their gradebooks fully updated by 11/17/20. You should have received an email around October 20, 2020 from Assistant Principal “**Kaileen Chilauskas via TeacherEase**” with the login startup link to TeacherEase gradebook embedded in it.

## Contact Tracing

After a recent communication regarding a positive COVID case at CHS, a number of parents/guardians got in touch with me with questions about contact tracing. I want to assure you that contact tracing and related communication commence immediately upon us being made aware of a Covid positive diagnosis. We attack it with vigor in coordination with DHHS. The school may go remote following a positive case mainly to study the situation, but the communication and CHS/CRTC restriction have already been

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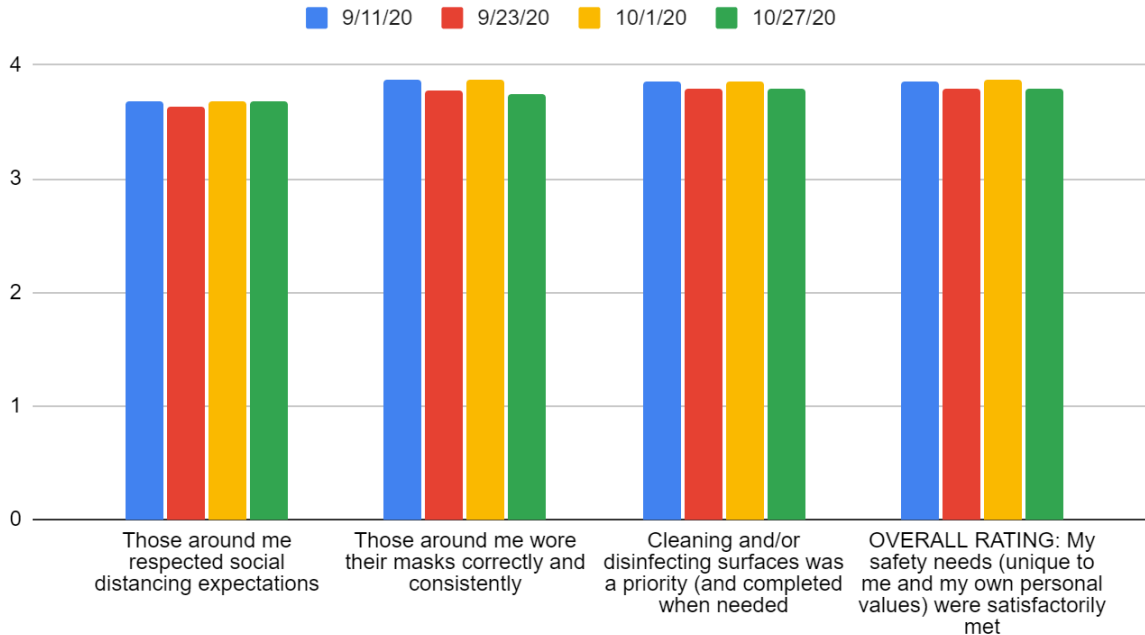
communicated. What also happens in that window is DHHS formally contacting student(s) who need to quarantine. That notification process can take longer than expected; regardless we would have already communicated with the student(s) and parents/guardians of the need to isolate. Students who are not told to isolate or quarantine per DHHS have regular attendance expectations.

## CRTC Parent/Guardian-Teacher Conference on Zoom - Thursday 11/19 4:30 to 8 pm (10 minute increments)

Sending school families should contact administrative assistant [Lauren Vessels](#) or the [teacher](#) directly to book a time. In the email, please give a preferred time window.

## Most Recent Safety Data

CRTC Safety Survey 4=agree, 1=disagree



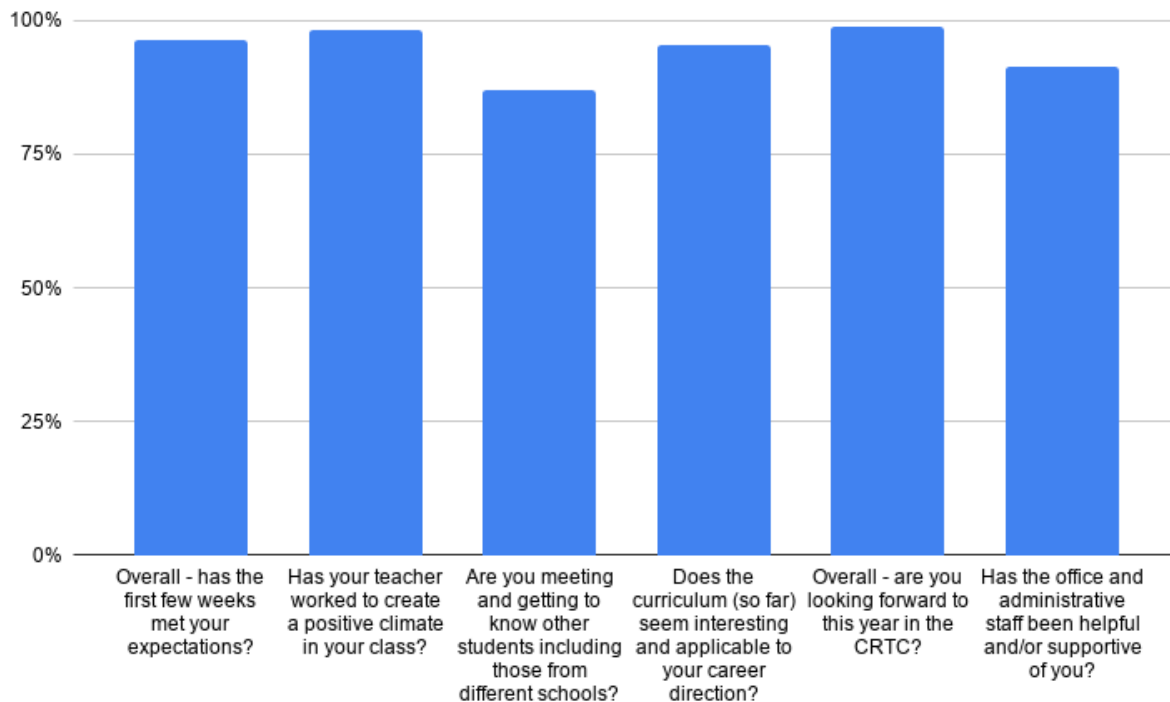
## 27 October 2020 COMPASS NEWSLETTER

Dear CRTC Families and Students:

I hope all is well. Here is the newest update from the CRTC.

**CRTC First Month Survey (annual event):** This graph shows six core questions and the percentage of students who answered: "Definitely" or "Yes" (other three answers: "to some degree", "not really", "not applicable"). There were 594 student responses.

## BE PREPARED TO STAND OUT



**Facebook:** First and foremost, we suggest you follow the *CRTC* on Facebook. We regularly post items of interest, images, videos and stories. In addition, consider also joining *Friends of the CRTC* which is more targeted towards a wider audience, beyond currently active parents/guardians and students.

**TeacherEase (Concord's brand new gradebook):** Students have their logins and parents/guardians (from CHS and sending schools) should likewise have received their login via an email from Asst. Principal Kaileen Chilauskas. The CRTC sees student performance in two realms: (1) Competencies (technical skills) and (2) [Professional Skills](#). Student grades are determined through our SPUR process. Contact our admin assistant [Lauren Vessels](#) via email with TeacherEase login questions.

**SPUR Conferencing:** I briefly mentioned our [SPUR process](#) in my update from earlier this month. MOST of our programs will be doing SPURs conferences over the next 2-3 weeks (in some cases with outside experts helping). Some programs will do an abbreviated version and wait a bit longer to do full SPURs. Hanging over our heads is the possibility that some schools will be 100% remote for at least the two weeks after Thanksgiving therefore some teachers want to "pack" in as much LAB on-site work as possible (therefore they are delaying SPURS for a month or so). Note: Q1 grades are a snapshot at this point rather than an official grade. All CRTC grades are "rolling" from day one and not quarter-based at all. Grades will be fully up to date by Tuesday, 11/17/20.

**Surveys/Exit Cards:** Student feedback is a regular part of our culture whether it is a simple quick three question private survey at the end of class (what did you successfully learn today? What did you struggle with? What can I - the teacher - do to help?) or larger CRTC surveys on Covid Safety or for example, our annual - "one month in" survey shared above in the graph. We see this data as actionable. Random CRTC student participation is regularly 85-90+% which ensures it is good data.



## BE PREPARED TO STAND OUT

**CRTC Student Lounge:** The CRTC Student Lounge is evolving. Our coordinator [Ms. Strong Rain](#) is carefully recording attendance every day so we can see patterns. The demand for the Lounge is decreasing while at the same time CHS has been opening up workspaces throughout the building (with more coming in the next two weeks) to allow quiet study. We need a sustainable and workable model for students who need it for one period per day and others who need it for a much longer period of time due to transportation limitations. In any case, when the CRTC Lounge closes for a portion of the day (which it will be doing from lunch to 2:45 pm), all students have access to comfortable and accommodating alternative locations, but they just may not be CRTC-only. We will continue to offer food and TLC, but it may be in a different form including out of our office.

**On-Site Learning/Attendance:** We want to remind everyone, CRTC programs are designed to serve students on-site in our building. This has been a consistent message for us. To do so, we are fully open most every day. If we are forced to go off-site for a short or long period, then our teachers are ready to do so, but until then students are expected to make **every possible reasonable effort to attend on-site on days** without explicit class conflicts (for example: John Stark Mondays). **We understand that there are personal travel challenges. It is important for CRTC students to review those matters with their CRTC teacher and/or office, as well as with their home school teachers and office.** Our program is not designed to serve students who “choose” not to attend for reasons that are not substantial and have not been talked through. We feel this approach demands strong communication skills which is exactly what is required in the best workplaces (PRACTICE!). This fits into our overall vision of student readiness for success after high school. For specific questions, contact admin assistant [Lauren Vessels](#) (who supports Sheila Morris, our program assistant for attendance) or Director [Steve Rothenberg](#) for larger level challenges.

### Calendar:

- **Election Day 11/3/20:** We are closed
- **Parent Teacher Conferences 11/19:** CRTC Parent/Guardian-Teacher Conference Night is Thursday November 19, 2020 from 4:30 to 8 pm. Each conference is 10-15 minutes over Zoom. CHS parents will receive a login to book it online, while sending parents should call or [email](#) our office (717-7654) with a preferred time range and we will book it for you.
- **Thanksgiving Break:** No school 11/25-11/27. We return Monday 11/30.

### News Tidbits: By Program

- **Health Science:** We are proud to announce Mr. Beauman will be joining us on-site at the CRTC (which now makes it 100% of all teachers) on a daily basis. The next 1-2 weeks will be "soft" where he will be working to balance serving students both here and at home, but effective November 9, 2020, he will be fully on-site for primary learning. We want to help students to plan accordingly. Ms. Bean and Mr. Beauman realize that students, especially in level I, are struggling with what seems to be two separate courses. This shift will allow us to improve in that area and we are working to refine an approach. Feel free to contact [Ms. Bean](#) and [Mr. Beauman](#).
- **Theater and Film:** We are on the cusp of purchasing a commercial grade drone for recording purposes.
- **Construction Trades:** We continue to work on a pre-apprenticeship partnership/model with Longchamps Electrical and potentially commercial large-scale masons.



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- **Emergency Services:** Our instructors and students will be doing a live-training day at the Fire Academy this Wednesday.
- **Auto Tech:** We received [a nice donation](#) of tools from Harbor Freight to support off-site learning! Much thanks to Mr. Mayotte who is a national advisor for the Harbor Freight foundation.

### News Tidbits: By School

- **MV:** Much thanks to MV's administration to adjust schedules and allow students to come on Mondays. This is a relief.
- **PA:** PA is making a change of schedule and Mondays will be more complicated to balance. We are learning more. We've reached out to PA to try and clarify.
- **Kearsarge:** Kearsarge was the first school to announce they are going 100% remote for the two weeks after Thanksgiving. Again, we appreciate Kearsarge administration making the CRTC model better for students earlier this month. Some students who dropped, came back.
- **CHS (Concord residents):** Students are adapting to the new cohort schedule which brings new twists for CRTC students (challenges on non-cohort and remote days). We continue to offer an 11 am bus as well as a 12:45 pm bus ONLY on Wednesdays. Contact admin assistant [Lauren Vessels](#) with questions.
- **CHS (Deerfield residents):** No new news on bus adjustments.

## 4 October 2020 COMPASS NEWSLETTER

Dear CRTC Families and Students:

We are about a month into school. My amazement continues on how we have turned an entirely messy and layered situation into a healthy stable environment. I am proud of how we stuck to a vision and made this year possible. I owe a heartfelt debt of gratitude to our teachers, staff, students and families who gave us their trust.

If this were a normal year, I would be using this forum to begin to tell aspects of the CRTC that reinforce our value proposition. I am itching to tell these stories, while at the same time grounded to keep you informed of ever changing "regular" business. So, indulge me, and enjoy these three snippets of CRTC stories with red headings (which we will tell you about more thoroughly in the near future) while the regular business at-hand starts in the middle of page 2. - SR

### THE CRTC STORIES (NOT COVID RELATED!):

- **SPUR Process:** CRTC grades are determined through SPUR, a very human system based on a complex mostly misunderstood one, competency-based education. Every quarter our students do a SPUR 1:1 meeting with their teacher for 15 minutes. It is a highly structured conversation around their performance on both technical skills/understandings and professional skills. The model is grounded in a student being able to accurately assess their performance and advocate

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for the appropriate performance rating. We believe in a very simple organizational vision: if criteria for successful learning is (1) not tiered by the teacher (see DOK below), and (2) not fully understood by students - then simply put, the best possible learning will not be achieved. In 2018, when asked to rate their agreement (=4) or disagreement (=1) with the statement, [I felt that my voice, and my explanations, were heard and seriously considered to calculate my grade during SPUR] - 552 CRTC students gave on average, a 3.60 rating. For more information, here is a [2014 national article](#) about SPUR and some 2018 [sample CRTC SPUR videos](#).

- **CRTC+:** This week I met with seniors John Mazgelis (Year II Auto Tech 2019-20) and Josh Blye (Year II Construction Trades current). Both are spending the bulk of their high school senior years at Manchester Community College (MCC) taking college classes in commercial welding, their chosen pathway. Each has BOTH CHS and college classes this fall -- and both are extremely happy ("we can do college classes - no problem" - was the quote from last week). We have a number of other students doing similarly. In the old days, students chose to graduate high school early. Today, students remain full-time high school students, get huge financial breaks for taking college classes, and participate in all the benefits of full time seniors. We have students doing similar work in Health Science, Emergency Services, and Graphic Design right now. This expansion of the high school design allows students to jump on their career pathway with purpose and momentum and thus senior year has an entirely new energy to it. To get a better idea see this Concord Monitor [Article February 2020](#)
- **Depth of Knowledge (DOK):** Over the past few years, our faculty began a partnership with Karin Hess, a national specialist around assessments. With Karin's help, we've adopted the [DOK](#) model. One aspect is rating every assessment as DOK level 4,3,2 or 1 and ensuring that performance opportunities exist at all levels for students (over an extended period of time) for each competency. We want students to articulately contextualize, and then rate their performance (using evidence) against each specific DOK level. For example, a student may say they have mastered level 2 (basic systems and connectivity), but is not yet there for levels 3 (application) and 4 (inventing/creative). We NEVER merge performance using one rating; otherwise a test score would never be reported as one grade, rather performance would be separated and reported by the specific DOK levels (there may be more than one embedded in an assessment). [Here are some examples](#) of competency-based rubrics (aligned to DOK) used by students to assess their performance. Each DOK level builds on the previous. (Note: a minimum of 2.5 on every competency to earn course credit.) We have also tied DOK to occupational paths through classroom posters ([Graphic Design example](#)).

## REGULAR TIMELY BUSINESS AT HAND:

- **CRTC COMMUTER CLUB (previously considered CRTC Student Lounge users):** Students who need to stay at school for extended periods of time due to logistics will now be designated as **CRTC Commuter Club members**. The profile of these students are that they ~~do not self-transport and~~ need extra time at the CRTC BEFORE and/or AFTER their CRTC classes due to transportation and/or scheduling challenges. If you (student) or your child fits this category, please complete this [survey](#) so we can contact you directly (we do have emails of most of the students participants right now) to keep everyone involved aware of changes. Overall, our lounge model needs to change as CHS opens up. Previously we were the main players in the building, now things are expanding and more structure needs to be in place including checking in to a



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location and potential limitations as to location. The upside is that we can also provide more benefits directly to CRTC Commuter Club members including special meals (homemade pizza, fresh desserts) and services. We intend to also start a commuter club privilege model (good standing in class required) whereby students, with parent/guardian permission, can walk from the campus during lunch to go to two local food businesses very close to CHS.

- **ONLINE GRADES:** The parent portal, for our new online tool TeacherEase will be coming online in the coming two weeks.
- **GENERAL ATTENDANCE:** Attendance has been mostly very good so far (for example, Mr. Mayotte, one of our Auto Tech teachers, proudly told me last Friday that his B Block class regularly has 100% attendance). Our office team has been working to establish new norms for attendance, but students and families must be aware that we deeply value daily attendance and participation. Covid certainly does make it more complicated, but students will never be relieved of their need to do the most they possibly can to (1) attend every day, (2) communicate their status and (3) participate off-site as needed. These skills are essential for workplace success and we also value them. We will begin to ratchet up our attendance systems in the next few weeks and will follow up with students (and families) who are not meeting expectations.
- **PARKING/TOWING!:** CHS is beginning to open up which will cause further challenges for parking. **The “Senior Lot” between Pleasant and Warren, effective Monday 10/5/20 is closed without a CHS parking permit.** CRTC sending students MUST park at Memorial or on the streets east of CHS. We are working to get more spaces including behind the Walker Building (last building on South Fruit St. closest to CHS).
- **SUPPORTING OFF-SITE SYNCHRONOUS LEARNING:** We continue to aspire to effectively serve the small handful of students who are syncing off-site (on select days when they cannot possibly get here) with the bulk of students who are here on-site. We want to fuse the experience to the greatest extent possible. Our strategy is to implement [SWIVLs](#) robotic cameras in all our classrooms. The Swivl will allow us to merge on-site and off-site audio with all students (here and home); in addition to also broadcast the teacher at the white board ([technical](#) configuration visual). Teacher Val Koch is testing it now and another teacher will start up trials this week. In any case, Zoom will continue to be the online collaboration tool. The reality is that we are compromised right now with a lack of equipment availability and targeted training. Without good technology, the off-site sync model just does not work. Swivls, and other similar hardware, are not presently available (backordered), but we’ve been on Ebay buying and should have everything here in a month.
- **CALENDAR:** We have no school this Friday 10/9 (teacher PD) and Monday 10/12 (holiday). We will be 100% remote with no students on-site on Wednesday 10/14 (SAT day). Odd stretch. We prefer being open!
- **SPECIFIC BY HOME SCHOOL:**
  - **CHS (Concord resident):** The new challenge, similar to the old challenge for CHS students, is when CHS goes hybrid, what will off-site (two days) and Wednesdays look like for CRTC students? The schedule still aligns (all days) and we will be, as we have

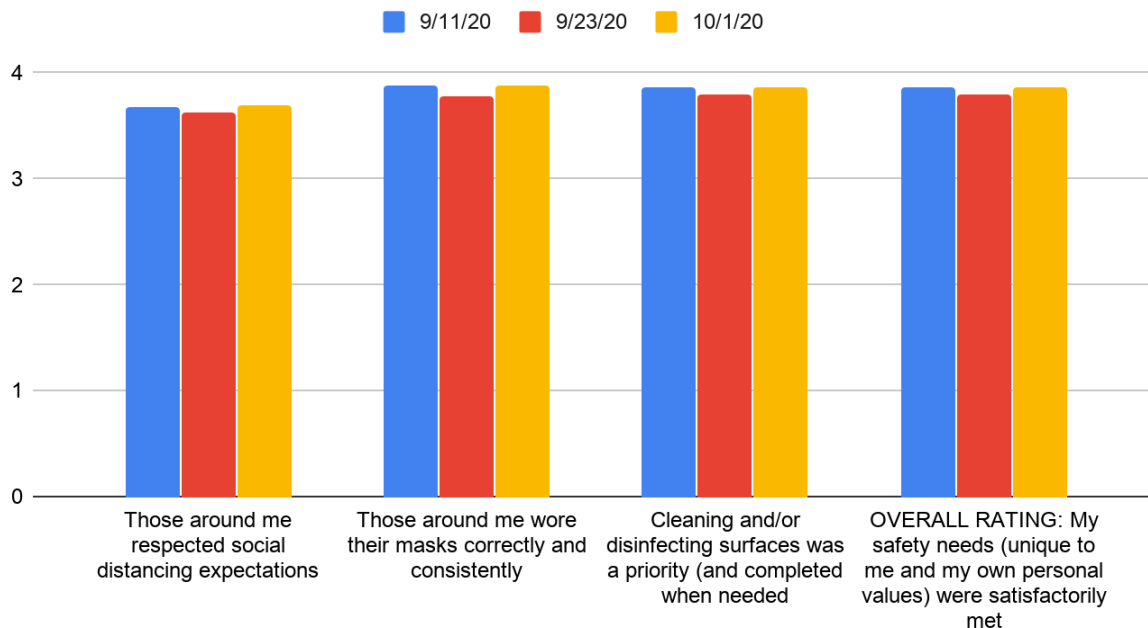
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been, open every day. The mid-day bus will be available, but the 12:50 pm bus will go back to its regular 2:45 pm slot.

- **CHS (Deerfield resident):** Deerfield students have been toughing it out and we appreciate their dedication. The model will remain the same. Like CHS students, the challenge is off-site days and Wednesdays. The schedule still aligns (all days) and we will be, as we have been, open every day.
- **John Stark:** There was a change to Monday expectation per Principal Dempsey. Students should not be attending, but target to come to the CRTC from Tu-Fr.
- **Kearsarge:** Effective last week, with the help of Asst. Principal Ms. Downing, CRTC-Kearsarge students can now be on the KHS campus and take their regular bus to/from home to KHS. The hard part is the conflicts that emerged with the new KHS schedule. We continue to explore opening up CHS classes to KHS students, but it is a challenge as we get further into the year. Feel free to contact me directly.
- **Merrimack Valley:** The challenge right now, for some, is MV's off-site days (two per week) and students getting here as much as possible. Students are not allowed to be in MVHS on their off-site days, but can use the bus system (home, CRTC).

● **SAFETY SURVEY GOOD NEWS (average 500+ student participants each round):**

CRTC Safety Survey 4=agree, 1=disagree



Regards, Director Steve Rothenberg [srothenberg@sau8.org](mailto:srothenberg@sau8.org) and [info@thecrtc.net](mailto:info@thecrtc.net)

**13 SEPTEMBER 2020**

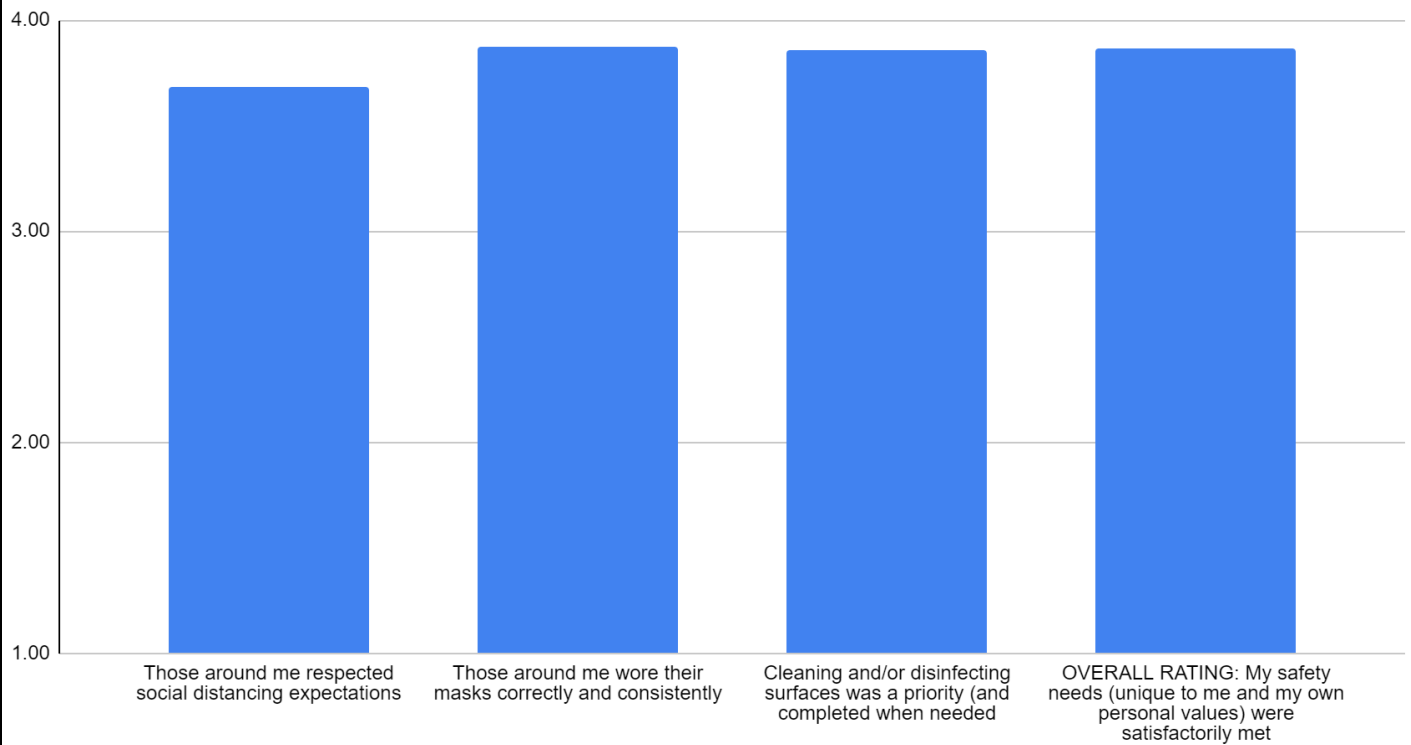
BE PREPARED TO STAND OUT

All:

Good afternoon! We successfully made it through the first week of school and now we are working to support every student in their effort to settle in. Here is a quick update:

1. **THANKS!:** We are humbled by the tremendous support provided to us by our students and families. Our enrollment has basically remained steady despite so many hurdles thrown our way. We will continue to meet needs.
2. **KUDOS:** To our teachers, staff and bus drivers. So much effort has been put in by our team to open. It is remarkable.
3. **SAFETY SURVEY:** Originally we intended to do this survey daily, but instead we will do it on at least one random day per week. We were pleased with the results from Friday.

Survey 9/11/2020: 521 responses (mostly students, some employees) - 4 questions answered on a 4 point scale (4 = agree - 3 - 2 - 1=disagree)



This intent to this survey is to allow everyone in our community to have a voice. If the data shows a negative pattern, then we will gather more data immediately.

4. The CRTC Student Study Lounge, mostly located in the CHS Student Center/Cafeteria, opened this week and was well utilized by a mix of students from all of our schools. Our support team, [Ms. Strong-Rain](#) and Ms. Catenza supported students to get acclimated. We provide free snacks, drinks and general support; in addition, Concord Food Service also offers free meals at this time. Students are welcome to arrive before and/or stay after their CRTC class. Students use



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the study lounge to sync with their non-CRTC classes and get work done. The socially distanced lounge is open from 7:15 am to 2:45 pm.

5. Beyond their core CRTC classes, about 25-30 students (from all nine schools) are taking advantage of the CRTC Career Communications English Class taught by teacher [Beth York](#). There are still openings (11:15 am to 12:45 pm, 2x per week). In addition, we've opened up access for a small handful of sending school students with special circumstances to take Semester I CHS English, Social Studies or Science classes. Taking 1-2 of these classes, for a sending student trying to juggle their CRTC and home school schedule, is a huge opportunity to make life a bit smoother. Contact Coordinator [Kate Amrol](#) with questions. There is very limited space.
6. SPECIFIC SCHOOL UPDATES (red is TIMELY FOR THIS WEEK):

MV	<p>Reminder: MV administration asked us to remind students that they are not to attend the CRTC on Mondays at least for this opening stretch.</p> <p>MV buses leave 10 minutes before our classes end. If a student self-transported and it is their off-site MV day, then that student should not leave early. Students should be making every effort to attend on their two weekly off-site MV days.</p>
John Stark	<p>JS has another ONE-TIME hurdle. This Tu-Fr are orientation days with only one grade attending JS on-site each day. Students can attend the CRTC three, and even four of these days. CRTC students can take the morning bus from home to JS (arrive at JS before 8 am) then travel to CRTC on the first JS to CRTC bus. For orientation week ONLY, buses taking students from JS to home are running at noon and 1:30 pm (van for CRTC students).</p> <p>On Mondays (remote days) JS students are expected to sync with their JS classes, but are allowed to attend CRTC if they can work it out with all involved. Students should be making every effort to attend on their two weekly off-site async JS days. Students can use our CRTC Student Study Lounge before or after classes. Buses leave CRTC for JS at 11:05 am and 12:50 pm daily.</p>
CHS	The CRTC is open for regular classes every Wednesday.
CHS-Deerfield	Dail Bus Company seems to be communicating with families. We are here to help. Deerfield students are using our CRTC Student Study Lounge.
Hillsboro Deering	A number of HD students dropped their CRTC classes last week due to scheduling concerns. Please feel free to contact us if we can help in any way.
Bow	Bow administration has requested that students leave Block A at 9:05 am, 10 minutes before class ends, effective this Monday.

7. We've been working to get sending school Chromebooks functioning on our network and it has not been easy. As a "PLAN B", we have more than enough loaner Chromebooks in every classroom. The challenge is that the sending school devices are configured to only serve students engaging in their "home" school work and therefore do not allow personal or any other account access (including our @sau8.org login necessary for CRTC work). We are working to

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resolve this issue with each of the sending schools.

8. WELCOME COMPUTER ENGINEERING students to the CRTC campus. They were all remote last week and the program opens up on-site on Monday.
9. WORK-BASED LEARNING OPPORTUNITIES: Our team is working to define what can be done beginning in a few weeks. We will know more over the next two weeks. Contact WBL specialist [Amy Smith](#) with questions.
10. Reminder to sending school students who are self-transporting - please complete your [transportation form](#) this week. Parking is available at Memorial Field and on the streets east of CHS (notice parking restriction signs!). No parking is allowed in the spots or streets directly next to the school.

Sorry for the length of this update. We have been working to refine communication, but so much is happening at once. Please keep an eye on the CRTC Facebook site for further vital updates. Thanks!

Regards,



CRTC Director Steve Rothenberg, [srothenberg@sau8.org](mailto:srothenberg@sau8.org)

## 17 August 2020

### [Presentation to the Concord School Board](#)

Including our value proposition simplified:

- The CRTC has three noteworthy elements in its core value proposition that are not part of the regular high school program:
  - Relevant, rigorous, and applied learning
  - Quality relationships
  - Career pathways experience