Argo Community High School
District 217
Recruitment and Retention Plan

District 217 will address four key issues for our Recruitment and Retention Plan. These key points are as follows:

1. Provide equitable access for all students beginning in with incoming 8th graders, and continuing throughout their schooling with career exploration, career preparation, and academic and social support.

   Collaborate with feeder districts –
   - On career exploration initiatives, as available.
   - Develop file transfer for student career activities form feeder districts upon graduation.
   - 8th Grade Parent Night in January each year, with hands-on displays of all CTE areas. Students and parents meet with CTE teachers to learn about programs and careers related to each area.

   Career Exploration
   - Career Counselor meets with students to discuss career choices or interests in selected career clusters. Students take career assessment in Naviance to build their individualized career plan.
   - Career exploration activities are held throughout the year, including career fairs, guest speakers, career-based field trips, and team competitions.
   - Career guides are provided by the MACS office and distributed in all CTE classrooms.

   Career Preparation
   - The student's individual counselor and the career counselor meet with the students to identify post-secondary goals based on their career interests. With this, the students receive further information about schools and colleges, scholarship and financial aid information, or prospective employment opportunities. The students also receive information on related elective courses and required academic courses.
   - Dual credit opportunities are available to students who concentrate in one or more CTE areas.
   - Career internship opportunities are available to students who complete their career-based coursework in a particular area.

   Academic Support
   - Supply SPED co-teachers in CTE classrooms as needed.
   - Develop intervention plan/support each year based on Perkins Portal data for subgroups not meeting standards.
   - Provide students with after school resource opportunities for CTE, Math, Science and Reading.

   Social Support
   - When a request is received for a student to drop a course, identify the reason and seek possible solutions.
   - Share the information from request-to-drop reasons with CTE department Chair.

- Each year all teachers are required to attend professional development meetings regarding implicit and explicit bias.
- Professional development is offered to all faculty regarding social issues the students may be having, and how to address them.

2. Provide targeted support services, informed by evidence-based practice, for special populations.
    - Include appropriate approaches form “Super Strategies” documents and NAPE Roots and Causes Report.
    - All incoming freshmen are part of a mentoring program which helps students bridge the gap between 8th grade and freshman year.
    - Hands-on learning is offered in every CTE program.
    - Students from special populations are encouraged to explore CTE programs as a viable career choice.

3. Participate in evidence-based professional learning and resources to support Member programs in collecting and using data to improve activities and services for those who are Members of special populations, which will benefit all students.
    - MACS will supply information from CTE Program Improvement Group to our schools to encourage participation.
    - District 217 will arrange time & support for participation.

4. Collaborate with community-based organizations, the workforce development system, business partners and families to build partnerships that support students, create programs that ensure equitable access and supports, create opportunities for work-based learning and ensure access to high quality programming.
    - Students will participate in team-based challenges in each of the CTE curricular programs, where partners from local businesses are involved in some aspect.
    - CTE faculty will meet with advisory councils within their program.
    - Dual enrollment opportunities are offered in several areas by MVCC.