

A-TECH GOVERNANCE BOARD MEETING

Meeting Minutes
September 23, 2020
4:30 PM

MEETING WAS HELD VIA GOOGLE MEET

Mission

The Appleton Technical Academy graduates students who possess the knowledge and skill necessary for successful entry into the career pathways of modern advanced manufacturing.

Opening

The regular meeting of the A-Tech Board was called to order at 4:30 pm.

Roll Call - Present

Ryan Scherer, Board President, Director of Operations - Miller (ITW)
Scott Ascher, Board Member, VP, Business Development, Werner Electric
Jon Schloesser, Board Member, Training Center - Oshkosh Corp. (Pierce)
Jerimiah Janssen, VP, First Business Bank
Mark McQuade, Principal A-Tech
Paul Endter, Lead Teacher, A-Tech

Not Present

Ron Buchinger, Board Member, Director of Operations - CMD Corp.
Steve Haas, Board Treasurer, North American PMC Controller - Asten Johnson
Steve Meyer, Manager STEM Education & Development

Approval of Minutes

The minutes of the previous board meeting were unanimously approved as distributed.

Welcome: Guests Kristin Comerford (Career and Technical Education Coordinator, AASD) and Dave Buss, parent of A-Tech student

- 1) Board introductions
- 2) Dave introduced himself. He has been identified as A-Tech's new parent representative with a junior son in A-Tech. Dave is in his 13th year at Thrivent and prior to that spent 10 years in HR with Budweiser. His wife works at Einstein Middle and his daughter is in 7th grade there.
- 3) Kristin introduced herself. She is in her 19th year with AASD. She was a former principal and started in District as Family & Consumer Science teacher. Her role is supporting teachers and ensuring the curriculum meets needs of students and our community. Pathways include direct to workforce, technical school/training and college. Priority is to meet the needs of all learners, offer programs needed in the workforce and evaluate courses to ensure on target. She has begun working with Paul in A-Tech's virtual setting on how to support and grow the program. Kristin

stated her goals in her role are driven by the Carl D. Perkins Career and Technical Education Act of 2006 (Perkins or Act). Additionally goals include Equity (ensure reaching all student populations for example females in manufacturing; Awareness (families know what is offered); Reviewing offerings (certificates, dual credits earned in high school); Funding (local needs assessment done last spring with predecessor Rita O'Brien and is done every two years with help of community members to complete this data that drives the courses offered).

Ryan indicated there is a person in a similar role to Kristin's within Miller and he will connect with this person. Perhaps there are similar roles in other businesses. Ryan highlighted the need to tap into other non-board members to help execute what is needed here at A-Tech.

Board Members

- 1) Welcome New Parent Board Member – Roll Call Vote - Dave Buss voted in
- 2) One vacant position is still open. Keep networking. Someone with an HR background is preferred. Ideally not from the same company as other board members; however, Mark noted there is nothing in bylaws that prevents this. Dave asked about the desired geographic area for board members and Mark and Ryan indicated the Fox Cities per Mark as eventually the Board will meet at West in person post COVID.

Staff/AASD Updates

Principal Report: Mark reported that teachers are working hard. It is especially difficult for A-Tech teachers who have to re-conceptualize in virtual learning, but is grateful for Paul's leadership and emotional labor as he meets the needs of staff. Mark indicated that Steve Meyer is working on funding for some intro programming kits, which will definitely help students to engage. Steve also joined West High's business advisory board, which benefits all students at West. When asked about the key metric to get students back in school, Mark summarized: 1) Board of Education voted to go all virtual in August and may pivot when community spread reaches 3 weeks of declining numbers; 2) Virtual+ and Hybrid: the hybrid cohort was found to be larger than what the City Health Department and AASD was comfortable with. For West, how do we bring freshmen in so they can access A-Tech classrooms and teachers? We were set to go with that and then high level to widespread in our community. When we get there, we can go to the virtual+ model and learn lessons from having smaller group of students in building, before hybrid, which is about half of the students in building. Have been close to closing our doors even with bouts of influenza.

Lead Teacher Report: Paul indicated that staff is doing the best job they can and noted the difficult conversations with kids who want to be back in building who signed up to be part of this charter school. How do we keep them motivated? Seniors still need youth apprenticeships. There is more flexibility in the current schedule so more room for opportunity. Call for help. Paul indicated just being exposed to a business is an important bottom line. Job shadows would be great. New model might look like a mini immersion for a week followed by a youth apprenticeship. That would help ensure fit. Need a door to open up to expose students -- especially seniors -- to assembly, piece work, other areas in order to see all aspects of that business.

GOAL: 4 hours a day for about 20 hours a week to qualify them under categories of the apprenticeship certificate. 450 hours for the year would also mean eligibility for some dollars back to A-Tech to help grow the program. Paul has identified students in certain buckets including drafting, electronics, manufacturing, mechanics. Stressed now is the time to reinvent this model and realize opportunity.

Mark indicated that a mentor handbook is being worked on by the Business Advisory Board at West and A-Tech can piggyback on that.

New Business

- 1) Develop functioning sub-committees (teams) for 2020-2021 Action Plans
 - a) Enrollment: 120 students is goal
 - b) Hands on learning outside classroom
 - c) Student success rate (100 grad rate, then students' success post-grad) - this will help drive #11 and affect #2 to help students be more successful)
 - d) Social media presence

- 2) Ryan shared and walked through a spreadsheet/continuous improvement tool that he uses at Miller for each team to try them drive action. Board agreed they are willing to try it. Agreement on need to act, get results and bring about some change.

- 3) Meet as a team at least once between meetings. This spreadsheet is a working, living document. Identify 1 goal and 1 lagging indicator to help stay focused on goals for this year.

- 4) Assignment of Teams (Ryan will check with Steve H., Steve M. and Ron)
 - a) Enrollment: Scott Asher, Lead; Jerimiah, _____
 - b) Hands on learning outside classroom: Paul, Lead; _____
 - c) Student success rate: Jon, Lead; _____
 - d) Social media: Mark, Lead; Dave, Jon, Amy

Motion to Adjourn

First: Jon

Second: Second

Board Officers:

President: Ryan Scherer

Vice President: Jerimiah Janssen

Secretary: Steve Meyer

Treasurer: Steve Haas

Next meeting October , 2020 @ 4:30 pm