

Human Performance Enhancement Strategies

Problem: Scores on Fundamentals of Technology VoCats examination are averaging below 50% with an average of 10% student proficiency.

Organization and Environment			
Purpose of HPE Strategy	Cause of Gap	HPE Strategy	Implementation Action Plan
To make the VoCats examination a component of schools' ABC's to increase the general importance.	Core courses are the center of ABC's. Emphasis is placed on these courses because they are seen as the key ingredients for student achievement	<ul style="list-style-type: none"> Priorities, Standards, and Procedures Organizational structure and goals 	<p>The chances of making VoCats an actual determinant of school ABC's is very low, but using it as a supplement to the core ABC scores is essential in increasing the importance and ultimately the achievement on the VoCats.</p> <ul style="list-style-type: none"> When ranking schools based on scores, the VoCats scores can be used as a tie breaker In showing overall success of schools the VoCats should be supplemented to the ABC scores posted Should be a "competition" among schools in the county, state, nation with incentives (trophies, gift certificates, etc.) for schools, teachers, and students who perform well on VoCats Each school to recognize achievement on VoCats when recognizing core course performance (postings, announcements, awards ceremonies, etc.)
To increase funding for WDE courses in NC	Lack of Performance on VoCats and overall lack of importance of WDE courses	<ul style="list-style-type: none"> Tools and resources 	<p>Each county, school, and state should develop stronger relationships with local businesses. With these relationships, lobbying for funds in WDE departments will become easier and the community will recognize the importance of WDE courses.</p> <ul style="list-style-type: none"> Businesses relevant to each subject matter area build a tie including field trips, scholarships, funds for projects, donation of equipment, etc. WDE week in which representatives from local businesses visit schools to relate WDE coursework to real-life and show opportunities.
To increase effectiveness of required staff development for WDE faculty.	Licensure requirements for statistical purposes only. The courses are not relevant to the course materials taught.	<ul style="list-style-type: none"> Individual competencies, knowledge, skills Feedback and consequences 	<p>It is great that WDE faculty are required to attend certain amounts of staff development hours each year, but the effectiveness is very minimal. Two possible solutions are:</p>

		<ul style="list-style-type: none"> Organizational structure and goals 	<ul style="list-style-type: none"> Instead of simply attending generalized staff development sessions open to all WDE faculty, there needs to be courses offered by category/division (i.e. each area of study such as computers, business, architecture/construction/masonry, etc.) On top of the generalized staff development, WDE staff in each category/division should also have county/state meetings to discuss issues, gain advice/suggestions from those who are achieving (share strategies), and discuss the overall curriculum with one person designated as a chairperson to relate findings back to entire WDE department and Board of Education personnel.
To even-out the emphasis of “curriculum integration” (i.e. integrating WDE courses into core curriculum and vice versa)	Importance of core courses overshadows WDE.	<ul style="list-style-type: none"> Individual competencies, knowledge, and skills Tools, resources, work environment Organizational structure and goals 	There are already staff development sessions available that emphasize ways to integrate core courses into WDE curriculum, but it also necessary to offer ways of integrating WDE into core courses. This unified cross-training will provide a sense of “equal importance” among the curriculum areas within the eyes of the administration, faculty, and students.

Work Environment <i>TOPSAIL HIGH SCHOOL</i>			
Purpose of HPE Strategy	Cause of Gap	HPE Strategy	Implementation Action Plan
To instill the importance of the Principal’s expressed input/expectations of VoCats scores.	WDE courses seen as less important and generally “easy.”	<ul style="list-style-type: none"> Feedback and consequences Management Organizational Structure and goals 	<p>The Strategies in place for the Organization and Environment will ultimately effect the Principal’s input and expectations but will also require:</p> <ul style="list-style-type: none"> Principal making it clear of his expectations each semester to WDE faculty including mentioning at faculty meetings
To increase emphasis placed on WDE course performance (i.e. VoCats examination) in school plans, including faculty meetings, bulletins, and announcements.	Pressure placed on schools to perform well in core courses, not WDE.	<ul style="list-style-type: none"> Organizational structure and goals Management Priorities, Standards, and Procedures 	<p>The Strategies in place for the Organization and Environment will ultimately effect the emphasis on WDE course achievement but will also require:</p> <ul style="list-style-type: none"> More pressure from Principal for achievement including rewards and reprimand (3 strike...i.e. 3 semesters and you’re out) Resources for improving the delivery of material/suggestions for improvement based on evaluations Inclusion of WDE expectations in school goals

<p>To utilize the abundance of technology</p>	<p>Vision of having ample technology resources but no emphasis on use</p>	<ul style="list-style-type: none"> • Individual Competencies, knowledge, skills • Priorities, standards, and procedures • Organizational structure and goals 	<p>The abundance of technology is seen as having no affect on the school situation, but with the amount money spent to purchase the equipment and the emphasis placed on having technology in school, it needs to be utilized and prioritized in the schools plans.</p> <ul style="list-style-type: none"> • There needs to be a school requirement for computer lab use. Each teacher must use the computer lab an average of 2 times per nine weeks or a total of one class period. This will be monitored by the lab sign-up log • The administration’s evaluations should also include a separate school evaluation for which monitors use of technology in instruction and learning • Each teacher should be required to utilize the county provided web site creation site to post course descriptions, assignments, and other essential information. The web sites should also be regularly updated. <p>This emphasis on teachers’ technology use will trickle down to the students.</p>
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Work Environment *FUNDAMENTALS OF TECHNOLOGY CLASSROOM*

Purpose of HPE Strategy	Cause of Gap	HPE Strategy	Implementation Action Plan
<p>To create a system for rewarding success or deterring lack of success</p>	<p>Lack of importance of the course. School, instructor, student views of WDE courses.</p>	<ul style="list-style-type: none"> • Feedback and consequences • Management 	<p>Students who are achieving should be recognized each week on the announcements designated by the instructor where the students achievements can be addressed.</p> <p>With stronger relationships with local businesses, donated gift certificates and passes could be used as the tangible reward.</p> <p>And finally, the instructor can allow those who achieve based on his standards/criteria to have relieved duties or extra privileges in class.</p>

Work

Purpose of HPE Strategy	Cause of Gap	HPE Strategy	Implementation Action Plan
<p>To increase the amount of instruction in the classroom from</p>	<p>Instructor’s opinion of teaching style in the course</p>	<ul style="list-style-type: none"> • Individual attitudes and qualifications 	<p>The emphasis at the organization and work environment will aid in increasing the instructor’s attitude toward the</p>

20% to 50% and increase amount of hands-on application.	and overall attitude toward the course.	<ul style="list-style-type: none"> • Management • Tools, resources, and work environment. 	<p>course (increase motivation, incentive, perception of students' feelings about the course, etc.).</p> <p>The staff development efforts in which successful strategies will aid in increasing instructional time.</p>
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Workers			
Purpose of HPE Strategy	Cause of Gap	HPE Strategy	Implementation Action Plan
To increase the attitudes of the students in reference to Fundamentals of technology (they view it as unimportant)	The overall work environment; tradition of WDE courses being secondary and unimportant. No pressure from above	<ul style="list-style-type: none"> • Individual attitudes and qualifications • Individual competencies, knowledge, and skills • Feedback and consequences • Tools, resources, and work environment • Priorities, standards, and procedures • Management • Organizational structure and goals 	<p>No actual implementation plan is necessary at the worker level in reference to attitudes because the strategies in all other areas of the organization will aid in increasing the overall attitudes of the students.</p> <p>The pressure and emphasis from the county, state, and school administration will help students realize the importance of the course.</p> <p>Relationships with local businesses and the “WDE Week” will be a huge tool in increasing the importance of Fundamentals of Technology.</p> <p>It is up to the instructor to understand the importance from all the tools available and relay it to the students indirectly through his actions and lessons and directly through his statements and policies.</p>
To increase the effectiveness of the computer competency exam relevant to WDE courses.	Students are not learning the importance of using the technology properly although they are capable.	<ul style="list-style-type: none"> • Individual competencies, knowledge, and skills 	<p>There needs to be multiple forms of the computer competency exam based on student focus areas. In other words there should be a test for:</p> <ul style="list-style-type: none"> • Students in computer/technology focus • Business focus • Health professions • ETC. <p>The different exams will focus on the same competencies, but make them relevant to their elective focus. This way, they are not only capable of being proficient on the exam, but also gain something useful for their area of focus, which will also increase their success in the coursework because they see the importance of the course and understand how to apply the knowledge to real-life.</p>