



# CONSTRUCTION CAREERS CENTER

October 2008



## 2008 Annual Report

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### Message from the Chairman of the Board of Education

The Construction Careers Center just finished seven years of operation in July, 2008. The school's growth and progress has exceeded all our stakeholders' expectations. Each graduate has received the basic skills, mentoring, guidance, confidence and nurturing needed to be successful. That support comes from the remarkable teachers and leadership at the CCC, and from the St. Louis construction industry who collectively have invested millions of dollars and even more hours in making CCC a success.



Rich Ledbetter

The 2007-08 school year started with Mrs. Gina Washington accepting the challenge to lead the school. Mrs. Washington has been a part of CCC since the beginning; first as a history teacher, then assistant principal and now principal of the school.

Dr. Aaron Butler accepted the assistant principal position for curriculum and instruction and Mr. Gregory Wilson was named assistant principal for student services. The CCC has benefited greatly from the individual strength of each of these leaders and from their commitment to working as an effective team.

This year's highlights include our LEA status designation on July 1, 2007. The LEA (Local Education Agency) status allows the school to receive funds directly from the Missouri Department of Education as well as other federal funds to improve instruction. Also during this year student enrollment reached an all time high of 450 students. Our excellent teachers focused on curriculum and are working on an integrated Understanding by Design approach that will reinforce construction concepts across academic subjects. Our successes are real and we must recognize and celebrate them, but the Construction Careers Center faces many stern challenges in the coming years. We must continue to work together and to work effectively towards providing our students and their larger community with not only an outstanding education, but the fulfilling opportunities in the construction industry.

Together we can make it happen.

### Message from the Principal

I have served the CCC since the inception in 2001. The school offers students a unique opportunity to prepare for challenging careers of their choice.



Gina Washington

Focusing on Math and English instruction during the regular and after-school programs has helped students improve academic achievement as measured by MAP and WorkKeys scores. Industry support with mentoring programs like the Career Coaching, Big Brothers/Big Sisters, ACE, JAG and FIRST Robotics has helped connect students and encourage them to achieve excellence. Parent partnerships and involvement with the school is critical for student success. This has been a great year!



# STUDENT ACHIEVEMENT

Student Achievement continued to be a top priority at Construction Careers Center Charter High School for the 2007-2008 school year. A renewed commitment to curriculum alignment, teacher growth through professional development, and the use of multiple assessments to track student progress assisted the school in reaching the goal of providing our students with the best career and technical education in St. Louis.

## Missouri Assessment Program (MAP)

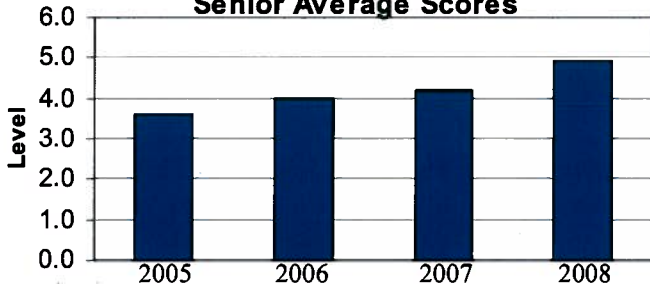
The most widely reported measure of student achievement is the annual MAP test. The results of the spring 2008 MAP tests saw the largest percentage of students scoring at the Proficient level in mathematics (17.3%) in the history of CCC. This score was higher than all regular high schools and four magnet schools in the St. Louis Public Schools. The communication arts scores remained competitive as they were higher than three of the four regular high schools in the St. Louis Public Schools.

	School	Math (% Proficient)	School	Comm Arts (% Proficient)
1	<b>CCC</b>	<b>17.3%</b>	Gateway High	24.3%
2	Gateway High	13.9%	Miller Career	20.1%
3	Roosevelt	7.2%	Beaumont High	18.4%
4	Miller Career	6.4%	<b>CCC</b>	<b>9.8%</b>
5	Sumner High	5.5%	Roosevelt High	7.2%
6	Beaumont	5.1%	Sumner High	6.2%
7	Vashon High	1.8%	Vashon High	3.3%

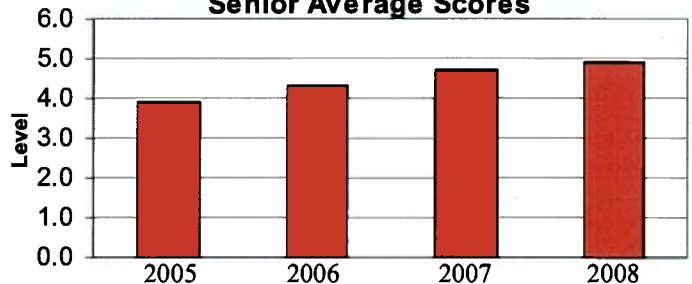
## WorkKeys

In addition to the state mandated assessments, CCC administers the WorkKeys Applied Mathematics and Reading for Information assessments to all students every spring. The purpose of this assessment is to show academic growth in students over their four years at CCC. The June 2008 WorkKeys assessment continued to raise the academic achievement bar as a new standard for success was set by the senior class.

**WorkKeys Applied Mathematics  
Senior Average Scores**



**WorkKeys Reading for Information  
Senior Average Scores**



## Curriculum Mapping

The foundation of a successful school begins with a curriculum that is both rigorous and relevant to the real world. During the 2007-2008 school year, CCC took the first steps in creating curriculum maps for all subjects and purchased an online software program, Curriculum Mapper, to assist in the process. This program will enable teachers to monitor the topics that they are teaching along with viewing the maps of other staff members in search of potential subject integration.

## Professional Development Partnerships

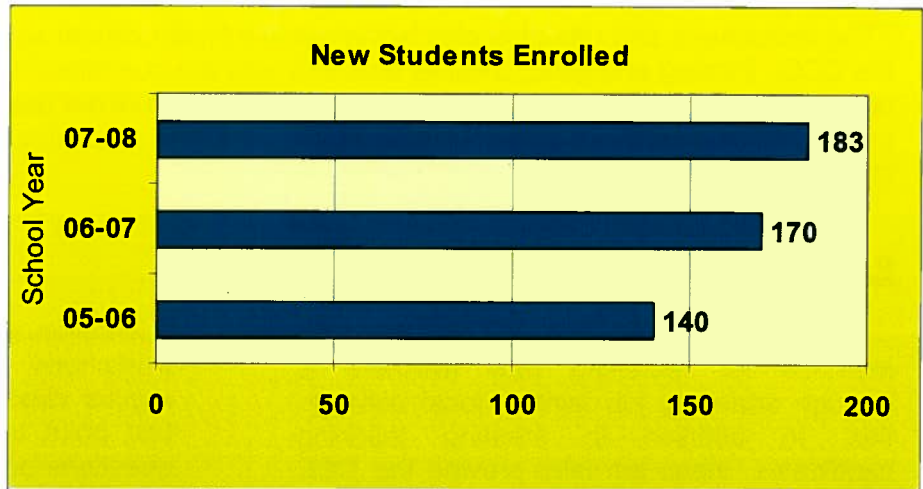
In order to sustain the momentum that was created over the past year, a partnership has been created with the Missouri Center for Career Education (MCCE) at the University of Central Missouri. This collaboration has been beneficial for CCC in that it has allowed the school to develop a model curriculum development process. The next phase of this partnership will include ongoing professional development for staff members in curriculum review and revision, classroom management, and effective instructional strategies.

# STUDENT RECRUITMENT AND RETENTION



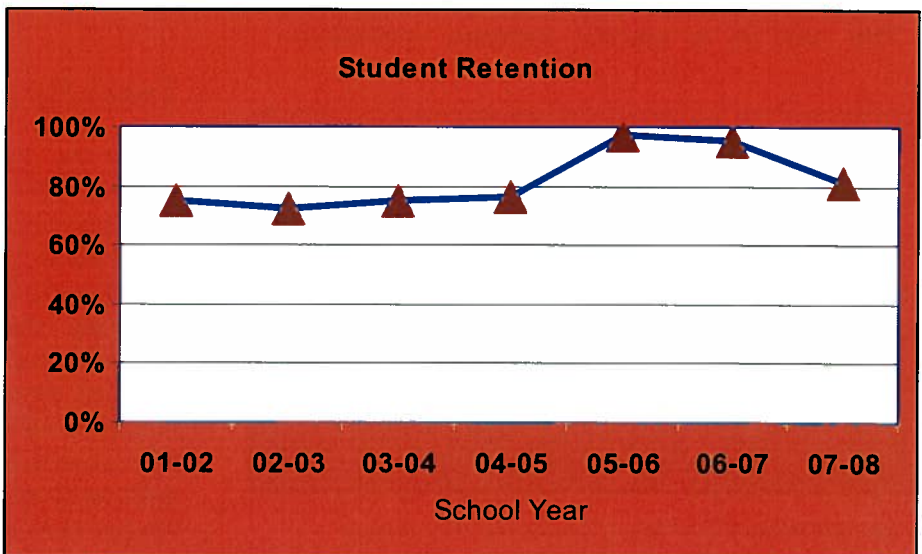
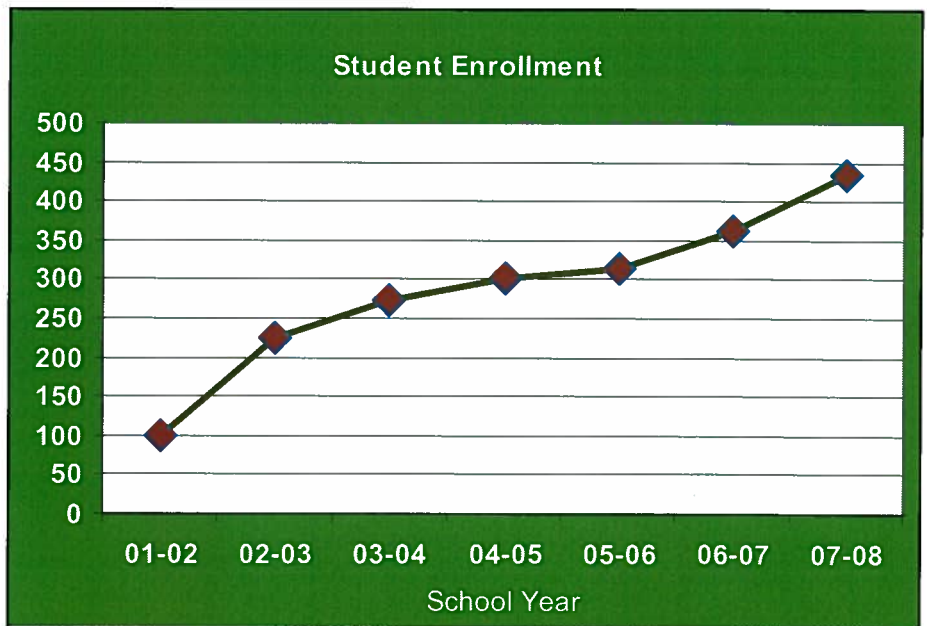
## Recruitment

The continued positive working relationships that we enjoy with the St. Louis Public, Charter and Parochial Middle Schools ensured the 2007-2008 recruitment year would be remarkable. The recruitment team more than exceeded the goal of 425 students set in the previous school years. Additionally, a student waiting list of over 100 was established for the first time in the school's history.



## Retention

The restructuring and implementation of effective school-based interventions among all grade levels has encouraged our parents and students to set realistic short and long term goals. Linking academics with real world expectations has encouraged our students to focus on taking advantage of all opportunities presented. This is evident in the number of students who took advantage of parent nights, participated in construction related mentoring programs and before and after-school tutorial programs to enhance their skills. Offering the freshman transition experience during our fifth term has enhanced our recruitment efforts by exposing our new students to the high school experience. This additional attention to the students' academic success has encouraged conversation with their peers who were undecided on their choice of school while giving the staff and students an opportunity to demonstrate and assess skills they have obtained. Actively involving students, parents and staff in the educational planning process, along with the development of additional experiential learning opportunities, will continue to improve our retention efforts.



# STAFF RECRUITMENT AND RETENTION



The recruitment and retention of a highly qualified instructional staff is central to the continued success of the CCC. Finding energetic, creative teachers who are committed to the mission and vision of the school is only the first step. Once new staff members become part of our team, it is the responsibility of the school to provide an appropriate balance of support and incentive to continuously develop the teaching and leadership skills of every colleague.

## Education Job Fairs

One of the most efficient and effective methods for recruiting new teachers is through attending job fairs at local universities. In addition to meeting teaching candidates, these job fairs provide the CCC with an opportunity to network with local institutes of higher education and form partnerships that might lead to student/teacher observations and placements or potential post-secondary options for CCC students. The teacher recruitment staff attended several job fairs during the spring and summer of 2008, including fairs at the University of Missouri–Columbia, University of Missouri–St. Louis, Southern Illinois University–Edwardsville, and Harris–Stowe State University.

## Mentoring Program

The CCC Board of Education will be allocating resources for professional development for the 2008-2009 school year. It is imperative that the New Teacher Mentoring Program be well planned and led by veteran staff members who are committed to assisting and developing our new teachers. The role of a mentor includes attending

orientation meetings and classroom management workshops with the new teachers, conducting regular classroom observations, and serving as a first point of contact for new teachers with any questions or concerns they might have throughout the year. The new teachers are introduced and required to keep an updated portfolio throughout their two year mentoring program that will show how they are helping CCC meet our five strategic goals.



New Teachers: Front Row: Steve Amrein and Ryan Kamp Back Row: Adam Gutschenritter, Michelle Oyola, Kelsey Willems, Melinda Rotramel, Tyler Linder



New staff mentors Bob Prost, Kathy Bishop, Mike Meehan

## Teach For America

For the 2008-2009 school year, the CCC will partner with Teach For America (TFA) to add three new instructional staff members to the faculty. TFA is a national corps of recent college graduates and professionals of all academic majors and career interests who commit two years to teach in urban and rural public schools and become leaders in the effort to expand educational opportunity. The TFA program continues to improve and expand across the country and this partnership provides the CCC with another tool in recruiting first-class teachers for our students.



# PARENT INVOLVEMENT

Construction Careers Center has a continued goal to increase and intensify parents' involvement in student learning and school operations. In order to meet this goal, we have implemented specific events during the 2007-2008 school year: the annual Back-to-School night, parent/teacher conferences (held each semester), Freshman/Sophomore Parent Night, Junior/Senior Parent Night, Multicultural Month parent participation, field trip volunteers, Black History Month volunteers, and much more. The attendance at the Back-to-School Night and parent/teacher conferences were phenomenal! When parents are involved in their student's education at home, the students do better in school. When parents are involved in school, students achieve even greater success.



L-R: Bennie Riddle and daughter Antoinette Oden



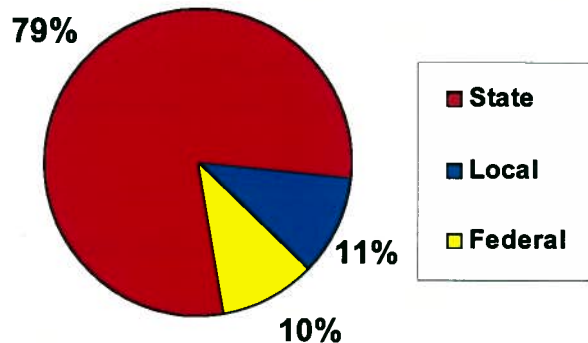
L-R: Phyllis Hill and son Brian Allen with CCCP Coach Terrence Hampton of Simms Building Group

# FINANCIAL INFORMATION

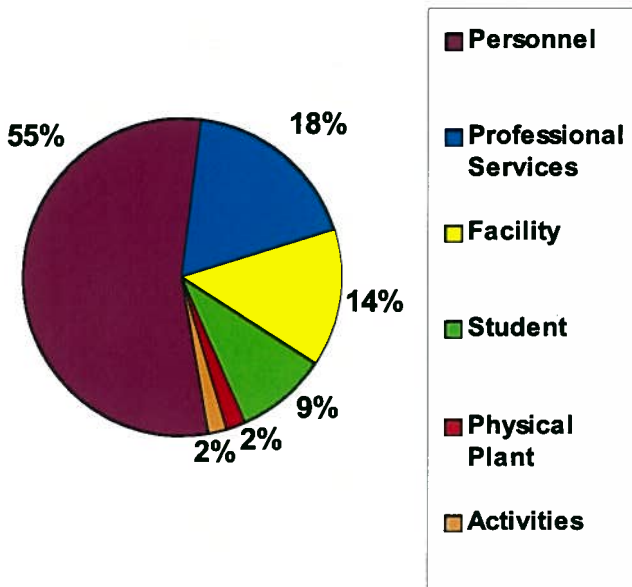


The CCC receives revenue from local, state and federal sources to operate the school. The Construction Training Advancement Foundation (CTAF) contributed \$500,000 for debt retirement during this year. The following charts provide statistical information regarding the CCC's revenues and expenses for the period of July 1, 2007 to June 30, 2008.

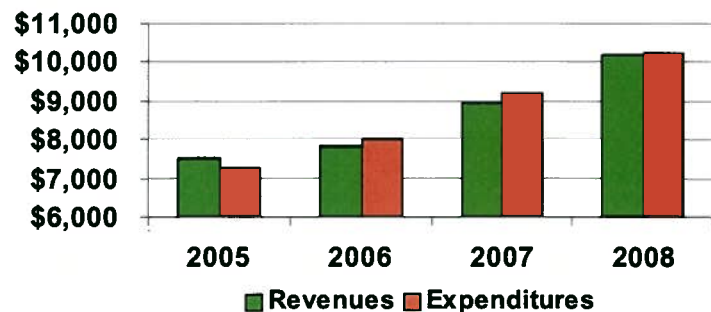
## CCC Revenue \$3,869,489



## CCC Expenditures \$3,894,686



## Revenue & Expense per Student



## Where are the students of CCC Classes of 2005, 2006, 2007 and 2008 (185 Graduates)?

93% of graduates are employed, are continuing education or have joined the military

16% of graduates are employed in construction related jobs

34% of graduates are employed in non-construction related jobs

11% of graduates are continuing education related to construction

29% of graduates are continuing education not related to construction

2% of graduates are serving in the military not related to construction

6% of graduates are not employed

1% of graduates are deceased

## Student Program Involvement

### **Architecture, Construction & Engineering (ACE) Mentor Program**

- Twenty-two students met with eight mentors from various professional and supporting contractors

### **Ameren Skilled Craft Education Program**

- Three program coordinators worked with 20 participants

### **Big Brothers/Big Sisters**

- Fifty matches with Bigs and Littles were made

### **Construction Career Coaching Program sponsored by the Regional Business Council**

- Twenty-five students have completed the program

### **Driver's Education Program**

- To date 40 students have completed the program

### **Historically Black College and University (HBCU) Tour**

- Three seniors visited schools with degree programs in Architecture, Construction Management and Engineering

### **Mers Goodwill WIA (Workforce Investment Act) Program**

- Ten students participated in the program



Scott Wilson, SM Wilson and scholarship recipient Gabrielle Fields

### **Scholarship**

- Twenty-six graduates have received scholarships that range from \$1000-\$2500

### **Wheels-to-Work**

- Seven juniors have been identified for the pilot program