



Wayde Sick, Director  
Mark Wagner, Assistant Director

December, 2022

# Newsletter

## Welcome Rebecca Duben to CTE

Welcome Rebecca Duben to Career and Technical Education. Rebecca is the administrative assistant for Agricultural Education.

Rebecca began her career as an administrative support specialist for the Department of Public Instruction in 2001. In 2002, she took a job at the North Dakota University System, where she worked for 14 years, assisting various senior-level staff members, including three university system chancellors. Recently, she served six years at the North Dakota School Boards Association as the Director of Policy Services prior to this position.

Rebecca is a North Dakota native, graduated from Hazen High School, and a 20+ year resident of Bismarck. She received her bachelor's degree from Dickinson State University (ND). Her daughter, Taylor, graduated from Bismarck State College in May and her son, Caine, is a junior at Legacy High School. When not working, Rebecca enjoys traveling and spending time with her family and friends along with various outdoor activities such as hiking with her dog Otis, kayaking, camping, and hunting.



## In-Demand Workers: The Need for Skilled Childcare Workers Grows

- Ann Dietchman, Supervisor, Family and Consumer Sciences Education

According to the US Department of Labor, employment of childcare workers is projected to grow 6% from 2021 to 2031, about as fast as the average for all occupations. About 170,100 openings for childcare workers are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire. The lack of childcare workers has become a concern not only in North Dakota but across our nation. Family and Consumer Sciences programs have the opportunity to introduce students to this career path and help prepare them for entry level positions prior to leaving high school. Educated childcare workers are more than glorified babysitters. This article will help you understand what childcare workers do, what type of childcare workers is needed, education and licensing requirements, and how family and consumer sciences classes can help to solve some of the workforce needs in this area.

**What do early childcare workers do?** Duties include but are not limited to: supervise and monitor the safety of children, prepare and organize mealtimes and snacks for children, help children keep good hygiene, change the diapers of infants and toddlers, organize activities or implement a curriculum that allows children to learn about the world and explore their interests, develop schedules and routines to ensure that children have enough physical activity, rest, and playtime, watch for signs of emotional or developmental problems in children and bring them to the attention of the parent, keep records of children's progress, routines, and interests. *(continued on page 4)*

## Dates of Interest

**December 19, 2022**

State Board for CTE meeting

**January 23-26, 2023**

Bismarck Public Schools  
Program Vision Visit

**January 24-25, 2023**

Central Region Area CTC  
(virtual)  
Program Vision Visit

**February 6-8, 2023**

CTE in Memorial Hall  
North Dakota Capitol Building

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# CTE Around the State

Agronomy has been busy in their soils unit. Students in the Agricultural Education Program at **Hope-Page High School** are learning about soils. Texturing soils brought from home, representing soil horizons with sweet treats, soil sampling with play-dough, and exploring the web soil survey. Who says soils has to be boring?



Check out these students from **Rugby High School** Family Living class where they enjoy “Family Fun Fridays.” During this time they either learn or participate in a variety of activities that a family can do together to have authentic quality time. They learned how to make homemade play dough— they had some communication barriers thrown at them and all came out successful!



**Dickinson High School** Mrs. Sadowsky and Mrs. Rhode's Health Science 1 class transformed their classrooms into sterile operating rooms with the help of **CHI St. Alexius Health Dickinson** Surgical Scrub Tech Cheryl Wanner.



Wanner guided the students through the responsibilities of maintaining sterility and specific roles and job duties in an operating room.

At **North Valley Career and Technology Center in Grafton**, Mrs. Shuley's Financial Literacy class had the privilege to have Mr. Tim O'Keefe, philanthropist and Chair of the Theodore Roosevelt Medora Foundation speak to her two classes about being generous and how important philanthropy is to our society. The Fifth Foundation with Dave Ramsey Curriculum is to “Build Wealth and Give.” Students learned first-hand the importance of giving even at the high school level.



Thanks to MDU Resources Group, Inc. for hosting the Energy event at the **Bismarck Public Schools Career Academy!** Students explored natural gas, welding, electricity, gas transmission, rebar tying, quality control and more. As proclaimed by Governor Doug Burgum, October was Energy Awareness Month in North Dakota.



# Students Participate in CTSO Leadership Experiences This Fall

There are opportunities in each of the Career and Technical Student Organizations for members each year, including the past three months. There is evidence that students who participate in CTSOs demonstrate leadership, teamwork, and service learning. Although these activities are complete for the year, we hope that administrators, parents, and teachers will encourage students to participate in the opportunities that are available for the rest of the school year.



**TSA**



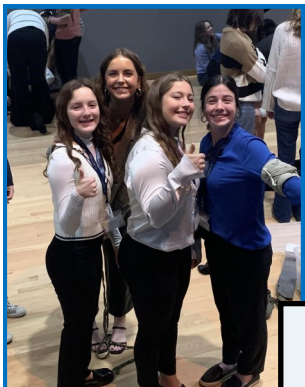
**FCCLA**



**DECA**



**FFA**



**HOSA**



**FBLA**



**SKILLSUSA**



## In-Demand Workers *(continued from page 1)*

- Ann Dietchman, Supervisor, Family and Consumer Sciences Education

### What type of childcare workers are needed?

**Childcare center workers** work in teams in childcare centers including programs that offer Head Start and Early Head Start. They often work with preschool teachers to teach children through a structured curriculum. They prepare daily and long-term schedules of activities to stimulate and educate the children in their care. They also monitor and keep records of the children's progress. **Family childcare providers** care for children in the providers' own homes during traditional working hours. They need to ensure that their homes and staff they employ meet the regulations for family childcare providers.

### What type of education do childcare workers need?

Childcare workers must meet education and training requirements, which vary by state. Some states require these workers to have a high school diploma or equivalent, but many states do not have any education requirements for entry-level positions. However, workers with postsecondary education or an early childhood education credential may be qualified for higher level positions. Employers often prefer to hire workers with at least a high school diploma and, in some cases, postsecondary education in early childhood education. Workers in Head Start programs must at least be enrolled in a program in which they will earn a postsecondary degree in early childhood education or a child development credential.

### What types of licenses, certifications, and registrations are needed for childcare workers?

Many states require childcare centers, including those in private homes, to be licensed. To qualify for licensure, staff must pass a background check, have a complete record of immunizations and meet a minimum training requirement. Depending on the state, staff are required to have certifications in cardiopulmonary resuscitation (CPR) and first aid. Some states and employers require childcare workers to have a nationally recognized credential. Most often, states require the Child Development Associate (CDA) credential offered by the Council for Professional Recognition. Obtaining the CDA credential requires coursework, experience in the field, and a period during which the applicant is observed while working with children. The CDA credential is valid for 3 years and requires renewal. The National Association for Family Child Care (NAFCC) offers a nationally recognized accreditation for family childcare providers. This accreditation requires training and experience in the field, as well as a period during which the applicant is observed while working with children.

### How can high school students interested in this career path prepare themselves for these jobs?

Family and Consumer Sciences programs can offer introductory courses that can set students on the right path to become certified. Courses in child development, parenting and family living provide the necessary curriculum to engage students in how children develop from pregnancy to age 5. The course Early Childcare Services and Education is an industry-based course that provides introductory work-based learning experiences for students working with young children in a variety of settings including but not limited to family daycare, PreK, kindergarten, and head start situations. Two courses specific to students interested in being teachers, teaching professional and educational methodology, can help students move towards teaching degrees in a variety of program areas as well as Cooperative Work Experience. All of these courses can provide ample opportunities to help students become prepared for entry-level childcare careers and some are provided with dual credit options. For more information, contact your local school's family and consumer sciences teacher.

## CTSO Leadership Perspective

"I am a student at Dickinson High School enrolled in the welding program. Before joining SkillsUSA, I was super quiet and never spoke. After joining and going to events like Mid-America and Fall Leadership my leadership skills and overall confidence has grown. I became comfortable speaking in front of others and sharing my thoughts. SkillsUSA has also helped me grow my name and skills in the industry I am going into. I have been able to go on industry tours and connect with people in the trade that I am going into. Overall, SkillsUSA has been super beneficial to me. It has helped me grow and gain skills that I can use my entire life."

*Justin Wardell is a senior at Dickinson High School. He serves as the treasurer of North Dakota SkillsUSA.*



# State Director's Column

-Wayde Sick, Director, North Dakota Career and Technical Education

## 2022 in Review

Happy Holidays from the staff at North Dakota Career and Technical Education. As we close out 2022, I would like to thank everyone involved in CTE for a great year. It is imperative that we all work together to promote CTE programs, work with our local communities and business partners, and provide the best education for our students.



I want to thank our staff for their hard work in providing assistance to local CTE programs throughout the year.

*We have had some great accomplishments and highlights this year including:*

- ⇒ 13 new and expanding CTE Center Capital Projects Grant applications approved.
- ⇒ 31 new and expanding CTE programs approved by the CTE Board.
- ⇒ 83 new CTE instructors started in the fall of 2022.
- ⇒ 17 new career development counselors and career advisors started in 2019.
- ⇒ 1 new CTE Director started in 2022.
- ⇒ 4 new members to the State Board for Career and Technical Education, appointed by Governor Burgum: Lyndsi Engstrom (Westhope), Pat Bertagnolli (Bismarck), Mike McHugh (Mandan), and Eric Nelson (Williston)
- ⇒ 9 Team Vision Visits for CTE programs and several individual visits.
- ⇒ 52<sup>nd</sup> Annual North Dakota CTE Conference was held in August, with over 600 participants.
- ⇒ Expansion of Work-Based Learning, including creation of a WBL Coordinator.
- ⇒ Endorsement and expansion of RUReadyND, to include a WBL module.
- ⇒ 24 WBL Coordinators were trained in the summer of 2022.
- ⇒ Dr. Alyssa Martin started as the North Dakota Center for Distance Education Director in August 2022.

As we look to 2023, we know that there are great things ahead. We will continue the great work that CTE is doing in North Dakota.

For any questions, please feel free to contact me at [wasick@nd.gov](mailto:wasick@nd.gov).

Wayde Sick  
State CTE Director

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Wayde Sick

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State Director

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North Dakota CTE

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## North Dakota CTE Board Members

**Kirsten Baesler**  
**Dept of Public Instruction**  
**Bismarck**

**Lyndsi Engstrom**  
**Westhope**

**Dr. Mark Hagerott**  
**ND University System,**  
**Bismarck**

**Burdell Johnson**  
**Tuttle**

**Josh Johnson, Vice Chair**  
**Valley City**

**Patrick Bertagnolli**  
**Job Service ND, Bismarck**

**Mike McHugh**  
**Bismarck**

**Sonia Meehl, Chair**  
**Oakes**

**Eric Nelson**  
**Williston**

# School Counselor? Career Development Counselor? Career Advisor?

- Kelly Pearce, Supervisor, Career Development and Career Advisors

So many terms are floating around out there, and I think it is time once again to try to clarify the differences between these titles and who should be using them in their schools. Oh, and what MIS03 codes go with each of these positions.

In North Dakota, all schools are now required to have one *school counselor* for every three hundred students in kindergarten through twelfth grade. Previously, that ratio was only applied to grades seven through twelve. This is creating a greater need for qualified *school counselors*. To be considered qualified, one has to have a master's degree in counseling, education, or a related human service field and specific graduate core counseling coursework content ([see the ND Department of Public Instruction's FAQ page for more information](#)).

*Career development counselors* are *school counselors* who are part of a funded career development program through the ND Department of Career and Technical Education (CTE). Another difference *career development counselors* face is the paperwork they are required to submit to CTE for their school to receive funding for their program. One of the documents is the Program of Work, which outlines the work these *school counselors* do related to career exploration and planning with their students. They are also required to work with local business and industry through their advisory committees.

*Career advisors* are individuals who work in schools to help enhance the career exploration and planning process for students. These people can come from any background but need to have a bachelor's degree and complete a fifteen-week training through CTE ([see the ND CTE Career Advisors FAQ page for more information](#)).

When it comes time for the school to report the highly qualified staff employed through the MIS03 submission, both school counselors and career development counselors should be coded the same way. Career advisors should be coded with a separate set of codes. Administration should check to see what codes are listed on the Professional Educator License to ensure counselors and advisors have the appropriate codes.

School Counselor or Career Development Counselor		
Major Assignment		
Pos. Title	Area of Resp.	Time
37	516	100

Career Advisor		
Major Assignment		
Pos. Title	Area of Resp.	Time
18	515	100

School Counselor/Career Development Counselor: Use 37 (School Counselor) and 516 (Counseling Services)

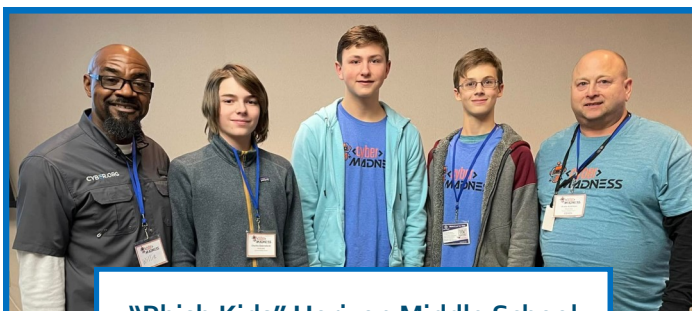
Career Advisor: Use 18 (Career Advisor) and 515 (Career Advisor)

All three of these roles can help meet the counselor ratio needs of schools in North Dakota. If you have any questions, please feel free to contact Kelly Pierce ([kpierce@nd.gov](mailto:kpierce@nd.gov) or 701-328-3103).

## Horizon Wins Middle School Cyber Madness Tournament

The North Dakota Cyber Madness Tournament for middle school students was held in November on the Minot State University Campus. Eleven teams competed in the final tournament with competitions like "Capture the Flag" as well as determining "ciphers" - things that would apply to cybersecurity in the real world.

- 1st Place- Horizon Middle School - Phish Kids
- 2nd Place- Fairmount Public School - 344 Jarvis AI
- 3rd Place- St. John's Academy - Code Crackers



"Phish Kids" Horizon Middle School



Mark Wagner, Assistant Director,  
North Dakota Career and  
Technical Education

## Assistant Director's Corner

### Have You Ever Conducted a Student Survey?

- Mark Wagner, Assistant Director

We can learn many things from our students that can improve program quality, access to, and enhance the experiences in our CTE programs. CTE learners are the most important stakeholders in any CTE program. They are the experts in their own education and career pathways, and they are the ones who must live with the impact of decisions that are all too frequently made without their input.

We can learn from our CTE learners by getting answers to questions such as:

### Mission of CTE

The mission of the State Board for Career and Technical Education is to work with others to provide all North Dakota citizens with the technical skills, knowledge, and attitudes necessary for successful performance in a globally competitive workplace.

- How did you learn about this CTE program? Why did you decide to enroll?
- How should we enhance our outreach efforts to reach more prospective CTE learners?
- What opportunities do you have to continue your learning in your CTE program?
- What has made you feel uncomfortable, marginalized or discriminated against in your CTE program?
- What has made you feel welcome, supported or valued in your CTE program?
- What aspect of your CTE education has helped you the most? What has felt like the largest stumbling block?
- In what ways does your CTE program feel connected or relevant to your long-term goals?
- Does the content you learn in your CTE program feel relevant to you personally?
- In what ways do you see yourself as a driver of your own career exploration and planning?
- What types of work-based learning have been or would be the most valuable to you?
- Which individuals or organizations do you turn to for career-related support?
- How has CTE positioned you for your future?
- If you could change one thing about your CTE program, what would it be?
- What supports or services would make participating and being successful in CTE easier for you?
- How could I, as an educator or administrator, improve your CTE experience?

This list of questions was compiled by Advance CTE (A toolkit for Elevating Learner Voice in CTE) which you could modify and add your program specific questions for your students to aid you in how to improve and take your program to the next level. Thank you CTE for all you do!

## NDACTE Updates

- Carla Hixon, NDACTE Executive Director



### NDACTE receives Quality Association Standards Award

For the fifth year in a row, ND Association for Career and Technical Education (ACTE) will be recognized with the Quality Association Standards (QAS) Award at the **State Association Leadership Breakfast on Saturday, December 3, during the ACTE VISION Conference**. The purpose of the QAS is to provide benchmarks for state associations to determine levels of performance and satisfactory service to their members and prospective members. QAS recognized states for implementing policies, procedures and structure that demonstrate a high level of service and attention to member value. William Fritz, NDACTE President, said "NDACTE takes pride in meeting or exceeding the nonprofit organizational best practices and to have those efforts recognized by ACTE for the fifth year in a row."



### Professional Learning Communities Available

Are you the sole teacher in several classes at your school? Need options to join a Professional Learning Community? CTE Learn can help you! The Career Ed Lounge (<https://nd.ctelearn.org/lounge>), a free service provided through your CTE Learn portal. The Career Ed Lounge provides peer-to-peer learning and sharing opportunities for CTE professionals. Over 220,000 career education professionals across the nation have joined the lounge to connect and collaborate with their peers. Lounge members can join any public community group to engage with their peers on topics of interest or they can create their own group(s), public or private, and choose the engagement tools they want for their group(s) such as discussions, blogs, bookmarks and files. Also, the newly launched Community TV in the lounge features 2-minute video responses to community questions from CTE professionals. Members can submit video responses to questions, suggest their own questions, leave comments, or simply watch and learn!

Start sharing your talent and learning from other talented teachers from across the state and nation today. <https://nd.ctelearn.org>

## Registration is now open! ACTE Region V Leadership Conference CTE: A World of Opportunity Delta Hotels, Fargo, ND April 12-15, 2023

Go to [www.NDACTE.com](http://www.NDACTE.com) to register now! \*Rates before March 1, 2023, \$475. \* Rates March 1, 2023 and later \$550

**Tours:** RDO Equipment, Marvin Windows, Gate City Bank, Butler Machinery, Healing with Hyperbarics of ND, Aldevron, EPIC Companies – The Lights, Grand Farm, Microsoft, John Deere Electronics, and one TBD!

**Graduate Credit:** 1 credit available for \$50 from VCSU. More details will be available at the conference.

**Friday Murder Mystery Dinner Event:** Be prepared for a Murder Mystery Dinner where you will work together to solve a fake murder! The mystery will take place throughout the course of the dinner and Region V Awardee announcements! Attendees may choose to dress to the theme of the event. Murder Mystery theme to be announced soon!

**Call for Presentations:** The Region V Conference Committee is seeking presenters. Share your knowledge and program highlights with attendees Deadline for submission is January 27, 2023. Follow the link to fill in your submission: <https://forms.gle/YahvQdZoq35SicSw6>.

**Hotel Rates and Reservations:** Delta Hotels Fargo is offering ACTE Region V a special group rate: \$119 USD - \$139 USD per night - Rates available Saturday, April 8, 2023 - Monday, April 17, 2023  
Click here to [Book your group rate for ACTE Region V Conference](#)