

Wayde Sick, Director
Mark Wagner, Assistant Director

September, 2023



Newsletter

North Dakota Association of Career and Technical Education Teacher of the Year Announced

Kathy Walsh, Family and Consumer Sciences Education teacher and FCCLA Advisor, has been a teacher at Harvey High school for the past 26 years. She received her bachelor’s degree from North Dakota State University. She has been a NDEA/NDU, ACTE, and NATFACS member through her career. Kathy also served as the NDATFACS president in 05-06. The Harvey FCSE department, under her direction, won the ND CTE Director’s Award of Excellence in 2015. She and her husband Dennis have three sons and daughters-in-law and nine grandchildren. They live on a farm south of Harvey along the Sheyenne River and raise Angus cattle.



Congratulations Kathy Walsh, North Dakota ACTE Teacher of the Year.

2023-24 Career Resources Network (CRN) Workshops

Teachers play a key role in finding ways to guide students through career exploration and educational planning to help them make informed decisions about their career path. Career exploration and work-based learning are making major headlines across the nation and in North Dakota and play a critical role for students throughout high school.

To facilitate this, NDCTE’s Career Resource Network has invested in a systematic way of doing this work using RUPReady.ND.gov and Golden Path Solution’s Compass for work-based learning. Join us this fall/winter to learn about RUPReady.ND.gov and the Work-based Learning Module. This online tool assists students in career exploration and planning including connections to work-based learning experiences. It is a on-stop “shop” that will help ND students find their career path and make WBL connections.

The CRN is offering four workshops this school year:



- RUPReady.ND.gov Basics
- Take RUPReady to the Next Level
- Data-Informed Career Decision Making (Virtual)
- Career Professional In-Service

To Learn more and register today Visit www.cte.nd.gov/crnworkshops.

DATES OF INTEREST

Program Vision Visits

September 12-13

United Tribes Technical College
Bismarck

September 18-19

Harvey High School
Harvey

September 26-28

Valley City High School and
Sheyenne Valley CTC
Valley City

October 2-4

Grand Forks Public Schools and
Grand Forks Area Virtual CTC
Grand Forks

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CTE Around the State

Students at **Southeast Region Career and Technology Center in Oakes** have become entrepreneurs after determining needs in the community. Brianna operates her own business—Gluten free cupcakes.



Denise Jonas, CTE Director for Fargo and West Fargo Public Schools was honored in August with the Governors Award for Innovation in Education. The Fargo Moorhead and West Fargo Chamber of Commerce said that Denise is an unwavering advocate for the Ignite Initiative and her role as the director of CTE at the Cass County CTE Center speaks volumes about her commitment to shaping the future of education. Denise has proved to be a true champion for empowering students on their journey toward meaningful careers.



FFA members from **Edgely-Kulm** completed their first ever Land Judging CDE in August.



Thank you to the ICON Architectural Group and MAK Construction for making the groundbreaking ceremonies at **Grafton and Cavalier** a success. Demolition started in Grafton in August. There were many contributors to the Capitol Projects expansion.



North Dakota CTE has a New Brand - New Logo

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

If you were unable to attend the 2023 Career and Technical Education Professional Development Conference, you may have missed a big announcement. NDCTE is rebranding itself!!!

This is work that has been going on for almost a year. The department's communication committee started discussing a refresh logo about a year ago and leading into this year's PDC, we accelerated the work to reveal it at the conference.

The purpose for that discussion is that Career and Technical Education continues to gain momentum, but we still felt we had an identity issue. We weren't being noticed. A refresh and big splash were needed. Our current logo has been used for about 20 years and has served us well, but there are issues that only a rebrand could address.

- **Colors are hard to work with.**
- **Shape of the logo can be challenging to use and work with.**
- **We don't have original artwork or digital files.**
- **The lower-case lettering was not as bold as it should be, considering the last two legislative session brought more momentum.**

CTE is ready for something fresh and updated.

The new logo and tagline give North Dakota CTE an updated and refreshed look.

- **First, in the new logo, we attempted to develop an icon that could be used with multiple wordmark variations. The icon features an abstract person holding a star. It appears the person is constantly moving forward, striving to reach a goal. The person represents all of us who make North Dakota CTE what it is, the students we serve, and the workforce we are helping build.**
- **The star is representative of the North Star. For centuries the North Star has been a symbol of guidance and direction. North Dakota CTE prides itself on guiding students toward a career pathway they can be proud of.**
- **The tagline, "Preparing tomorrow's workforce," is a simplified version of the mission of North Dakota Career and Technical Education: 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.**
- **Next, the blue color scheme. Blue is seen as trustworthy, dependable, and committed. The color combination works well with each of the CTSO color schemes and is a more straightforward combination to help create North Dakota CTE branded documents, social media, and other marketing and informative pieces.**
- **The lower-case lettering of the old logo is eliminated, and we are not using fonts that are bolder and stand out.**
- **Finally, it is adaptable for the need at the time. Different variations can be used for printing, placing on apparel, etc. based on the need.**



The next step is for the agency to create brand guidance, that will dictate how the logo and its variations can be used.

The goal is for that to happen this fall.

I am proud of the work the staff at the agency did and happy to have this as the brand of NDCTE. You will see in the weeks following a rebranding of our communications, website, etc. This is just the first step in the process.

Promoting Career Exploration Resources & Tools for All Educators

Julie Hersch, Career Resource Network Supervisor

Some fun and exciting events took place this year at the North Dakota Career & Technical Education Professional Development Conference in August. Patrick Mineer, Golden Path Solutions, was awarded the ACTE Impact Award – Champion for CTE 2023 in recognition of all his hard work and efforts in supporting RUPrepare.ND.gov, Work-based Learning, and Career and Technical Education in North Dakota. Also, Patrick and I had a fantastic time showcasing RUPrepare.ND.gov, the Work-based Learning Module, and Golden Path Solution’s Compass Profile during the Day 2 General Session.

We shared that after 40 years of a printed publication the Career Outlook magazine is now going to be digital and coming soon to www.cte.nd.gov/careeroutlook. Check this out and use it in your CTE classroom.

Career Outlook



www.cte.nd.gov/careeroutlook

Prepare for your future! The **Career Outlook** is a resource to help you achieve your academic and career goals.

Following the General Session 2 (at PDC) and over the next couple of days, Patrick and I provided multiple sessions for conference attendees to take a deeper dive into RUPrepare.ND.gov, WBL, and the Compass Profile. It was great to share best practices and highlights with the entire group during the general session, and details during subsequent sessions. Our presentations focused on promoting the resources that the Career Resource Network provides to **all** educators across the state, including the Career Outlook, RUPrepare.ND.gov. and the WBL Module, and the Compass Profile. Patrick and I showcased how these resources will help educators efficiently run a work-based learning program and connect students to WBL opportunities. We also wanted to stress that RUPrepare.ND.gov is a tool for **all education** professionals, not just counselors and career advisors.

We all know that career exploration plays a critical role for students while in school and provides thoughtful reflection and self-examination as students choose their life path. Counselors, career advisors, **and educators** play a key role in finding ways to embed innovative practices to help students explore possible careers, learn about a much broader set of potential career options, and receive sufficient time and guidance to use the information and tools to help them make informed decisions about their career paths.

Many schools and districts offer students annual or semi-annual career days and career fairs as a primary channel for career exploration. Often these events highlight individuals in the most common career roles or representatives from local businesses. Though these activities are important, they do not, on their own, impactfully engage students in an ongoing process of exploration throughout high school. High-quality career exploration in high school helps give meaning to the learning students are doing, provides focus for their decision-making, promotes motivation and enthusiasm, and inspires hope for where their learning and hard work can take them.

As they say, “It takes a village....”. Let’s all do our part to help our students navigate their career path!

WBL: Feel Good Foods Opened by Student Entrepreneur

Oakes Chamber of Commerce, Oakes, North Dakota

The Oakes Area Chamber of Commerce would like to congratulate Feel Good Foods on becoming the newest Chamber member. Feel Good Foods is owned and operated by mother daughter duo - Elle & Nicole Cline. Feel Good Foods officially opened June 9th in the former Cline Café building.

It has been a family effort to renovate the café part of the building into a space for that could operate the current business. Elle's dad, Lucas, is to be credited for making not only the outside look amazing but also for the updated look of the inside, and Elle stated that everyone, including her siblings, got to help make the space look fun, inviting, and fresh. Elle says her family has always loved making and eating smoothies and bowls especially since they have issues with gluten and dairy.

Two years ago, they tried the bowls that are currently being served at Feel Good Foods and loved them! From there it was a matter of how do we do this in Oakes... and so the dream began. The mom/daughter dream transpired into a business so that they could share their love for healthy good food with the rest of us. Elle is the one behind the counter on a daily basis; as her mom, Nicole Cline, has been a business owner for the last 15 years operating Back to Health Chiropractic in the same building. Elle is a senior at Oakes High School taking business and economics classes as well as being involved in HOSA, DECA, 4-H, volleyball, and basketball. Feel Good Foods has three sizes of bowls which you can order from, including the eight classic bowl options or create-your-own with the crushed fruit ice base and added toppings of honey, chia seeds, hemp hearts, coconut flakes, shaved almonds, granola, almond butter, peanut butter, bananas, strawberries, or blueberries. If you are looking for a smoothie that is made with real fruit, you need to try one from Feel Good Foods, or maybe try the banana boat which looks like a banana split just a healthier option.

With school starting shortly, Feel Good Foods operating hours will be different, but you can find those hours on social media as well as on the business door. Feel Good Foods is located at 419 Main Ave. You can contact Feel Good Foods by phone at 701-210-0338, find them on Facebook Feel Good Foods, or on Instagram Feel.Good.Foods. Welcome to the Chamber business community, and we look forward to your continued success which makes Oakes a better place to live and shop. Congratulations!



Upcoming Dates for Transition to Teaching Program

Here is the schedule of meetings for Transition to Teaching for this year. Check www.cte.nd.us for more information.

SECONDARY

September 29: ND Heritage Center
October 27: ND CTE Conference Room
November 3-December 3: Complete online
November 17: Virtual Meeting

January 19: Virtual Meeting
February 9-March 31: Complete online
March 15: ND Heritage Center
May 3: ND Heritage Center

POST-SECONDARY

September 8: VCSU Campus
September 29-October 27: Check In Virtual
October 2-December 3: Book Study
November 3: Virtual Meeting

January 26: Virtual Meeting
February 5—April 7: Book Study
February 23: ND Heritage Center
April 26: VCSU Campus

Directors Awards Presented at 2023 CTE Conference

Congratulations to the following CTE Programs who received the Directors Award at the 2023 Professional Development Conference in Bismarck on Tuesday, August 8, 2023.



*Business Education
Glen Ullin*



*Family & Consumer Sciences
Lisbon*



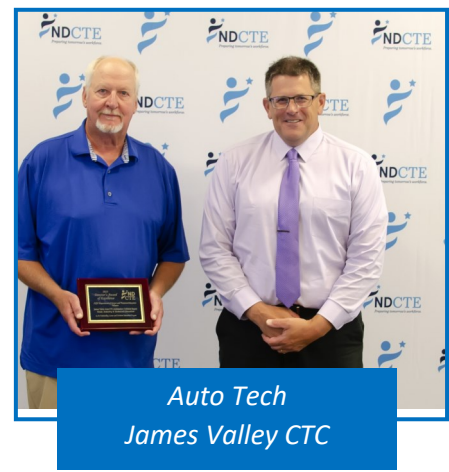
*Information Technology
Grand Forks Red River*



*Career Development
Williston*



*Marketing Education
Grand Forks Red River*



*Auto Tech
James Valley CTC*



*Health Science Education
Williston*



**NDCTEA Administrator of the Year
Pam Stroklund, CTE Director
Minot Public Schools**

NDACTE New Teacher of the Year Award Winners

Congratulations to the New Teacher of the Year award winners for NDACTE.



Cora Huss
Ag Education New Teacher



Melora Buchholz
FCS New Teacher



Joe Weigel
T & I New Teacher

2023-24 Program Vision Visit Schedule

See below for this year's schedule. It is also located at <https://www.cte.nd.gov/educators> under Program Vision Visits.

- September 12- 13, 2023 United Tribes Technical College, Bismarck
- September 18-19, 2023, Harvey High School, Harvey
- September 26 – 28, 2023 Valley City High School and Sheyenne Valley, Valley City
- October 2-4, 2023, Grand Forks Public Schools and Grand Forks Area Virtual CTC, Grand Forks
- October 10, 2023, United High School, Des Lacs
- October 11, 2023, Nedrose High School, Minot
- October 24-26, 2023, Williston State College, Williston
- November 29, 2023, Wishek High School, Wishek

CTSO Leadership Perspective

I am a four-year member of DECA and three-year member of SkillsUSA. Career and Technical programs have taught me how to become an emerging leader and motivates me to keep striving for success. Student organizations have educated me on how to communicate and connect effectively, handle and delegate responsibilities, listen to and deliver constructive feedback, establish SMART (specific, measurable, attainable, realistic, timely) goals and objectives, and become a leader. I view myself as having leadership qualities. Being a leader has allowed me to empower others and guide them to success just as others have done for me. I encourage every student to get involved in a student organization. This will assist you in recognizing, understanding, and advancing your abilities as an emerging leader and your career opportunities. Let's all Experience the Difference this year with CTE and CTSOs!

Mattyson Ertelt is a senior at Devils Lake High School and a student at Lake Area Career and Technology Center in Devils Lake. She served as ND DECA Vice President in 2022-2023 and President in 2023-2024. She is also a member of SkillsUSA.



How Ag Education Has Been Addressing WBL since 1908

- Nikki Fideldy-Doll, Supervisor, Agricultural Education

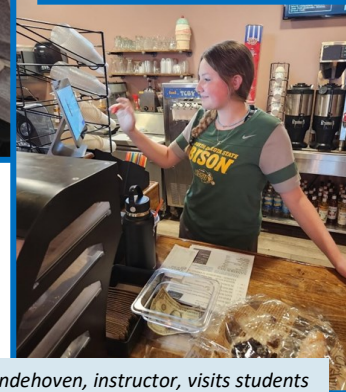
Agricultural Education has been a home for work-based learning long before it became a buzz word.

In 1908, Rufus Stimson was appointed the first director of the brand-new Smith Agricultural School in Northampton, Massachusetts. At the time, agricultural education consisted mainly of lecture and recitation, as well as some labor on the school's farm. Stimson was frustrated because he believed vocational agriculture students spent more time observing others' work than working themselves (Stimson, 1920). Seeking a more ideal learning environment, Stimson introduced a new method at Smith Agricultural School called the project method where students applied classroom knowledge by working on their home farm operations. Though the name has changed several times, the concept of project-based learning in agricultural education has been around for more than 100 year (Ag Ed Magazine, 2023).

Now we know this 'project method' as Supervised Agricultural Experiences (SAE). SAE is a student-led, instructor-supervised, work-based learning experience that results in measurable outcomes within a predefined, agreed upon set of Agriculture, Food and Natural Resources (AFNR) Technical Standards and Career Ready Practices aligned to a student's Career Plan of study (SAE for All, 2023).

North Dakota agricultural education instructors help students explore careers, refine their career choice, meet real-world career expectations, and develop specific skills to be career ready through SAE's. SAEs are unique to each student and are based on their career interests, even if they are in a career path other than agriculture.

While SAEs may look different today than they did 100 years ago, they are paving the way to students' future careers, one work-experience at a time.



Photos courtesy of Agricultural Education Program in Medina, North Dakota. Jenny Vandehoven, instructor, visits students SAEs and documents the skills they are learning, helps them take records and apply these skills to a future career pathway.

Agricultural Education Assistant Supervisor Hired



Breanna Mueller has been hired for the Assistant Supervisor position for Agricultural Education for Career and Technical Education. Breanna grew up in Winona, Minnesota and found her love for agricultural education and FFA in high school. She decided to become an Ag Teacher because she wanted to make an impact on the lives of students like her advisor impacted her. She attended SDSU for her Bachelors and is currently working towards her Masters Degree in Agricultural Education from NDSU. She taught agricultural education and served as an FFA Advisor in both South Dakota and Minnesota. She lives on an acreage near Fargo with her husband, Shane, who works for Northern Crops Institute, their 5 month old daughter, and two dogs. She is very excited to work with all the students, ag teachers and supporters in North Dakota and help students find success through agricultural education!

NDACTE Update: Membership and Competition Announced

- Carla Hixon, NDACTE Director

ND CTE Division Competition Announced

During the ND CTE PDC, NDACTE announced a division competition for 2023-2024. NDACTE will be giving out two gift cards to the divisions in two areas:

1. \$200 will be given to the division with the greatest percent increase in Division and NDACTE membership growth.
2. \$100 will be given to the division with the highest number of new Division and NDACTE members.

Working with division presidents, the first gift cards will be given out at the ND CTE PDC in 2024.



NDACTE Executive Board NDACTE President Elected & Division Rep Highlight

New to the NDACTE Executive Board and elected during the 2023 North Dakota Association of Career and Technical Education annual business meeting are: Randal Brockman, NDACTE Vice President; Katie Hatt Rokke, Health Sciences Division Representative; Greg Borders, Marketing Division Representative; and Ashley Sailer, Family and Consumer Science Division Representative. Reach out to your division representative and learn more about NDACTE, share how your Division rep can advocate on behalf of your division, and how they can help you apply for NDACTE awards! Division representatives are listed on our website and in the 2023 CTE Professional Development Conference Program.

Professional Development Travel Stipends Available

North Dakota Association for Career and Technical Education has set aside \$1,000 to assist in national conference first time attendees' expenditures (Maximum \$500 to an attendee). To be eligible, you must be a current NDACTE member and a first-time attendee to any ACTE national conference. All application forms must be submitted before the deadline of October 1, 2023 to be considered. Forms can be found on the NDACTE.com website (use QR Code) under Professional Development or by contacting NDACTE Executive Director, Carla Hixon, at NDACTE@outlook.com.

Invest in Yourself Renew Your Membership!

Renew your NDACTE membership today for continued access to premier professional development, your annual subscription to *Techniques*, member-exclusive discounts to ACTE events, high-quality CTE research and legislative updates, the member insurance program, and more! [Acteonline.org/join](https://www.actedonline.org/join)

North Dakota Association for Career and Technical Education Membership is available online through ACTE's website, go to www.actedonline.org/join. Select ND as your state association and national, state and division dues will be available for you to select in one convenient location. The cost to renew your membership is \$115 (\$80 ACTE/\$35 NDACTE).

NDACTE Champion for CTE Impact Award

Congratulations to Patrick Mineer, Golden Path Solutions, who received the Champion for CTE Impact Award at the 2023 CTE Conference. This award was presented by NDACTE to the founder and CEO of Golden Path Solutions. The contributions that Mineer and GPS are making to North Dakota's framework for providing high-quality work-based learning experiences is a game-changer for North Dakota and is helping NDCTE with the element of building business and community partnerships. With his help, NDCTE is helping students gain career knowledge, become informed of opportunities and workforce trends, and engage in educational and career planning.



State Director's Column

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

Another Year Providing Opportunities for Students

By the time you are reading this, you will all be into the new school year. The new school year is always an exciting time for everyone involved. Students start new classes and continue their education journey. Teachers, some brand new, are excited to pass on their knowledge. Parents look forward to the growth they will see in their children. Business people are eager to assist in any way they can to help the education process.



A new school year is full of challenges. If you were able to attend this year's CTE Professional Development Conference, our Keynote Speaker Eddie Slowikowski talked about how to be successful by determining the dream, have hope that it is possible, and, through hard work and support, it can be achieved. Eddie's message really resonated with me as I continue to dream big of how far we can take Career and Technical Education. The possibilities are endless.

One of Eddie's steps was **"Establish your Team."** Who are you going to lean on to help overcome the challenges that life brings you and achieve success? I see us all as a part of Team NDCTE. I know I lean on the staff at the Department to ensure CTE is successful. We are rebranding NDCTE with our new logo (see page 3). This brand will be embraced as we continue and move through the school year.



This fall many of you will see NDCTE staff around the state. We will be conducting Vision Visits, helping schools, CTE Centers, and colleges achieve their visions. We will be conducting new teacher visits, providing support to those that recently graduated from a teacher preparation program or made a career change and moved from industry to the classroom. Finally, the staff at NDCTE are only an email or phone call away. Every staff member in the department is here to provide support, be on your team.

I wish you all well as you begin the new year. Thank you all for everything that you do.

For any questions, please feel free to contact me at wasick@nd.gov.

Wayde Sick
State CTE Director

Wayde Sick

State Director

North Dakota CTE

North Dakota CTE Board Members

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Sonia Meehl, Chair
Oakes

Eric Nelson
Williston

Assistant Director's Corner

Have You Done the CTE Gemba Walk?

- Mark Wagner, Assistant Director



Mark Wagner, Assistant Director,
North Dakota Career and Technical

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.

Gemba (現場) is the Japanese term for “actual place,” often used for the shop floor or any place where value-creating work actually occurs. It is also spelled Genba. Lean Thinkers use it to mean the place where value is created. I think that sounds like a CTE program. Japanese companies often supplement Gemba with the related term “genchi gembutsu” — essentially “go and see” — to stress that importance.

A Gemba walk is a management practice for grasping the current situation through direct observation and inquiry before taking action. Have you done your CTE program Gemba walk?

Go observe what is really happening at the gemba (program area) where the work (learning) takes place while showing respect to the people involved, especially those (Instructors, counselors, students, and administrators) who do the real value-creating work of the business (learning institution).

A basic question as you do your walk: Is management (administration/instructors) working to align people (students) and processes (instructional methods) to achieve a purpose (learning)? Are processes designed to enable students to work toward achieving learning effectively?

Here are some questions to dig deeper into this:

What is the purpose of this Gemba and the broader organization? Are they aligned? Can you see that alignment in the process and the people?

Are processes designed consistently to achieve the purpose?

Are people engaged in working to achieve the purpose, and are they supported in this work by the processes?

Based on the current situation of your Gemba, you can begin to consider exactly what this Gemba and these people need to learn. Then, you can think of how you can help them learn it.

It's a beautiful CTE day. Enjoy your walk!

3 Big Takeaways from this episode: [LISTEN HERE](#)

- **The big-yet-small mindset of North Dakota is a huge benefit for CTE:** The whole state has a small town feel - "North Dakota nice" they call it. Though the state's population centers are few and far between, everyone is connected with everyone else. The willingness to support and help one another goes beyond neighbors. Industry is willing to partner and support their local career centers; school districts share best practices with one another; and the students benefit in the end.
- **State governments must allocate more funding to support career and technical education:** Go into nearly any school district and they'll tell you their biggest challenge is not having the funds they need. That's not the case in North Dakota. Across the state, educators shared how supportive the state legislature and governor have been in expanding and updating CTE in the state.
- **Growing CTE isn't just about doing *more*, it's about doing *better*, too:** Educators and employers agree: we need more CTE in our schools. But we can't just keep doing what we've always done. Traditional courses like welding, metals, wood shop and small engines can continue, but we need to upgrade and update our labs to be relevant to industry's fast-moving technology and workforce needs. That means adding mechatronics, IIoT, smart manufacturing, robotics and automation, drones, computer science, and the list goes on.

